GOODYEAR

BETTER FUTURE

2024

CORPORATE RESPONSIBILITY REPORT

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About this Report

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

This report covers activities and events that occurred during the 2024 calendar year, aligning with Goodyear's financial reporting. This report includes information for all global operations and subsidiaries where Goodyear has controlling ownership. In June 2021, Goodyear finalized the acquisition of Cooper Tire & Rubber Company (Cooper). Data and activities from legacy Cooper facilities are included in our Goodyear reporting numbers, unless otherwise noted.

Goodyear's 2024 Corporate Responsibility Report was published on June 23, 2025.

A MESSAGE FROM OUR CEO AND PRESIDENT

At Goodyear, our vision is clear: to be #1 in Tires and Service. Achieving this means putting our customers at the center of everything we do — delivering innovative products that meet their evolving needs, honoring our commitments and staying ahead of market trends. It also means creating value for all our stakeholders, which comes through in our commitment to sustainability.

We define sustainability as responsibly balancing environmental, societal and financial demands without compromising the ability to meet the needs of future generations. We are committed to ethical and sustainable practices designed to protect our people and the planet, and we are dedicated to providing a safe and healthy workplace. Our associates use this definition to guide our work with our customers, the communities in which we live and work and those with whom we collaborate.

Working as one global team, we come together to exchange ideas, share insights and foster innovation. We also meet regularly with our customers, as well as our suppliers, to understand their own sustainability strategies and how we can work together to drive progress and help all of us meet our goals.

GOODYEAR FORWARD: DRIVING TRANSFORMATION

2024 marked the first, full year of Goodyear Forward, our transformation program focused on optimizing Goodyear's portfolio, delivering significant margin expansion and reducing leverage to drive sustainable and substantial shareholder value creation. We continue to make strides in this program, surpassing our current targets while embracing new ways of working and uncovering efficiencies. Our collective commitment to Goodyear Forward is evident in some of our 2024 sustainability-centered achievements, which include approximately $29 million in cost savings due to our energy efficiency programs and the continued exploration of new manufacturing processes, such as electric curing, that allow us to better serve our customers.

A LOOK BACK AT 2024

In addition to those accomplishments tied to Goodyear Forward, we are proud of the following 2024 achievements, just to name a few:

- Recognized for Our Commitment to Acting with Integrity: Named one of the World's Most Ethical Companies by Ethisphere for the second year in a row — a reflection of our values in action and our unwavering dedication to integrity
- Making Progress Toward Our Climate Goals: Achieved a 25 percent reduction in Scope 1 and 2 greenhouse gas (GHG) emissions against a 2019 baseline, moving us closer to reaching our 2030 goal of a 46 percent reduction
- Launching Services to Meet Customer Needs: Introduced Tires as a Service, an offering designed to provide fleet managers with real-time information, increase uptime, reduce vehicle breakdown events and decrease fuel consumption
- Continued Innovation: Launched four new products made with sustainable materials — the ElectricDrive 2 with at least 50 percent sustainable materials per tire by weight in the U.S.; the ElectricDrive Sustainable-material Tire with more than 70 percent sustainable materials (APAC); and the EQMAX and EQMAX ULTRA made with up to 55 percent sustainable materials (EMEA)
- Fostering Collaboration for a More Sustainable Supply Chain: Worked with General Motors to fund a GPSNR capacity building project led by Koltiva, aimed at reducing deforestation risks and promoting good agriculture practices among smallholder farmers
- Giving Back to Our Communities: Continued to cultivate an inspiring culture, with our associates logging more than 17,000 volunteer hours — a nearly 30 percent increase from 2023 — with more than 134 non-profit organizations around the world

Our associates hold themselves accountable, tackling obstacles head on and developing solutions to overcome them. And, I would be remiss if I didn't include some of the challenges we faced this past year. Without acknowledging these, we would not be able to identify opportunities to improve, and it is through continuous improvement that we grow and learn.

There is nothing more important than safety, and our safety rating is not where we want it to be. We refined our safety strategy in 2024 and have already begun to implement it, and we are seeing improvement. We will only be satisfied when our serious incident (SI) rate is at zero. We remain steadfast in our commitment to safety.

While we are more than halfway to achieving our 2030 Scope 1 and Scope 2 GHG emissions goal, we need to make meaningful progress to achieve our near-term Scope 3 GHG emissions targets. We will continue to collaborate with our value chain to identify opportunities to reduce emissions, and in turn, reach our collective emissions goals.

LOOKING AHEAD

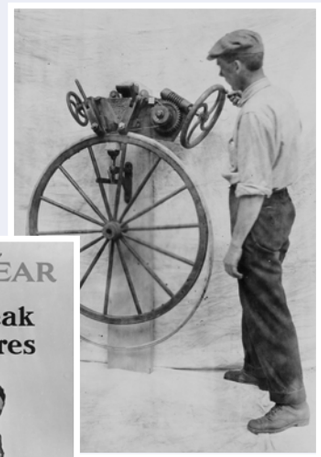
As we move into 2025, we remain focused on advancing our Goodyear Forward strategy while continuing to innovate, develop new products and deepen our understanding of our customers' sustainability goals.

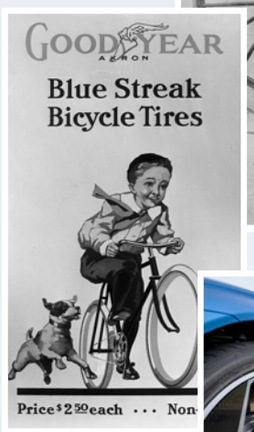
After more than a year in my role, I continue to be inspired by Team Goodyear. We continue to push ourselves, and it is through our determination, resilience and drive that we will achieve our goals and position Goodyear for the future.

MARK STEWART
CEO and President

ABOUT GOODYEAR

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



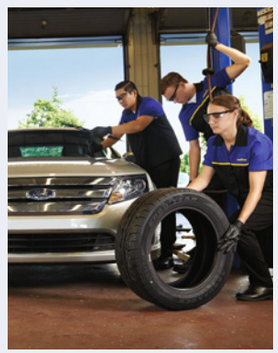


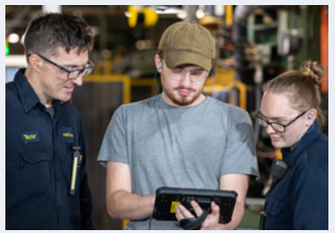
WHERE WE FOCUS

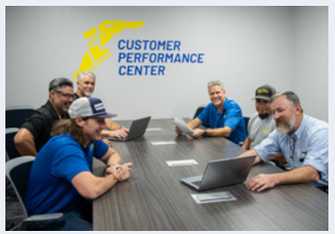
Our customers are at the center of everything we do. We collaborate with them to make our products easy to buy, own and recommend.

WHAT WE DO

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







OUR VISION

As One Global Team, we are working toward being #1 in Tires and Service.

GOODYEAR AT A GLANCE

Headquartered in Akron, Ohio, for more than
125 years

Manufactures our products globally in
53 facilities

Manufactures in
20 countries

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

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

AWARDS, RECOGNITION AND MEMBERSHIPS

Goodyear demonstrates our commitment to sustainability through our collaboration with and membership in various associations and groups around the world. Goodyear's dedication to sustainability earned recognition from leading publications and organizations in 2024. The following are some of the honors Goodyear received, as well as the groups in which we participate.

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

AWARDS

Named by *RepTrak* as one of the **100 Most Reputable Companies**

Progressed to #31 from our 2023 ranking of #38

Recognized by Ethisphere as a 2025 **World's Most Ethical Companies honoree**

Only tire manufacturer to make the 2025 list

Received a Tire Technology International Award for R&D Breakthrough of the Year for our Innovation and Excellence for our

Goodyear SightLine Hydroplaning Warning and Detection System

MEMBERSHIPS

GPSNR

THE CONFERENCE BOARD

WBCSD World Business Council for Sustainable Development

Tire Industry Project

STRATEGY AND APPROACH

IN THIS SECTION

COMPLIANCE & ETHICS

UPHOLDING HIGH ETHICAL STANDARDS

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

In early 2025, we were recognized for the second year in a row as one of the World's Most Ethical Companies by Ethisphere, a global leader in defining and advancing the standards of ethical business practices. Goodyear is one of only seven honorees in the automotive sector and the only tire manufacturer. This recognition highlights our steadfast commitment to the highest standards of ethics, compliance and governance.

GOVERNANCE

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

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

POLICIES

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

Goodyear's key global policies are summarized in the BCM. To ensure our policies are comprehensive and current, Goodyear's Global Policy Committee oversees the policy development and management process, which includes overseeing policy owners' periodic review of company policies, reviewing and approving company policies and facilitating the publication and centralizing policies to ensure access for Goodyear associates and others as appropriate. In 2024, we also launched Goodyear Policies, an internal website housing all global policies in one place, providing easier access for all salaried and hourly associates.

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

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

COMPLIANCE & ETHICS

REINFORCING ETHICAL BEHAVIOR THROUGH TRAINING AND AWARENESS

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

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

IN 2024, SALARIED ASSOCIATES WERE REQUIRED TO TAKE THE FOLLOWING ONLINE TRAINING COURSES

- **Competition & Antitrust Law**
- **Business Conduct Manual: Act with Integrity**
- **Acting Responsibly with Generative AI**

In 2024, Goodyear's Quarterly Ethics Awareness Campaign took place in our company-owned retail, wholesale and commercial tire & service center locations in the United States, United Kingdom, France, Germany, Canada, Japan and Australia, and our Airship Operations facilities. In 2024, our managers at these locations led training sessions with their teams on Conflicts of Interest/Fraternization, Respect in the Workplace/Speak Up, Workplace Violence and Wage & Hour.

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

COMPLIANCE WEEK CAMPAIGNS

This year marked the tenth year of Goodyear's global Compliance Week campaigns, which first originated in Brazil in 2015. In 2024, Goodyear facilities in 19 countries hosted Compliance Week events, with more than 6,000 hourly and 2,000 salaried associates receiving live training from Legal, C&E, Human Resources, leadership and other subject matter experts on topics including anti-bribery, giving and receiving gifts, conflicts of interest, accurate recordkeeping, Speak Up, manager responsibilities and workplace safety.

SPEAKING UP: OUR COMMITMENT TO ETHICAL BEHAVIORS AND PRACTICES

Every associate is obligated to speak up as part of our shared commitment to acting with integrity. Managers have a greater level of responsibility and must also lead with integrity, answering associate questions on ethical issues and company policies and reporting any potential violations of law or company policy.

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

Integrity Hotline – C&E oversees Goodyear's hotline reporting and investigation case management system. Available to all associates, business partners and other stakeholders 24 hours a day, every day of the year, the Integrity Hotline, operated by a third-party provider, accepts questions, concerns and reports, including anonymous reports, by telephone or online and then shares the reports with C&E. Reports can be made in different languages either orally or in writing and supporting materials can be uploaded by the reporter. Associates are also encouraged to bring concerns to their managers or representatives in HR, Legal, C&E and Internal Audit. Any non-minor compliance or ethics concern made through any of these means and brought to the attention of C&E are reviewed by C&E. Associates are regularly reminded of the Integrity Hotline and other Speak Up options during training sessions and via internal communications channels.

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

COMPLIANCE & ETHICS

INVESTIGATIONS PROCESS

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

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

C&E conducts ongoing data analysis to better understand our investigations data. This includes reviewing the types of allegations reported, locations involved, substantiation rates and anonymity rates. This data is shared with Goodyear's executive leadership, the CRC and Global and Regional Compliance & Ethics Committees.

EXPECTATIONS OF OUR BUSINESS PARTNERS

Goodyear expects our business partners, including distributors, suppliers and other third parties, to adhere to high ethical standards.

In partnership with other functions, C&E applies a risk-based approach to vet, monitor and establish compliance expectations for third parties. All suppliers must comply with the legal, ethical and sustainability principles in our Supplier Code of Conduct and with all applicable laws.

WHAT WILL GOODYEAR DO WHEN IT RECEIVES A REPORT THROUGH THE INTEGRITY HOTLINE?

speak up! INTEGRITY HOTLINE

STEP 1: REPORT A CONCERN OR QUESTION

You can report a concern or question to Goodyear's Integrity Hotline, or through the internal reporting channel options: a Goodyear manager, HR, Compliance & Ethics, Internal Audit, or the Law Department. If reporting anonymously, see below.*

STEP 2: ASSESSMENT OF THE REPORT

Regardless of how you report, all matters are reviewed by Compliance & Ethics, which assigns each matter to a designated investigator, which might include HR, Legal, Compliance & Ethics, Internal Audit, or Global Security.

STEP 3: INVESTIGATION

The investigation may involve interviews of Associates or third parties, review of business records, and analysis of processes. If you provided your contact information, the investigator might contact you for more information.

STEP 4: DETERMINATION OF THE OUTCOME

At the end of the investigation, the investigation team determines and documents the outcome, including any remediation or disciplinary recommendations.

STEP 5: CLOSING THE CASE

The investigation is closed. The results are tracked and reported internally, and the investigator follows up with the reporter where possible. Due to confidentiality, the investigator may not be able to provide you with details about specific actions.

ADVANCING DATA PRIVACY AND PROTECTION

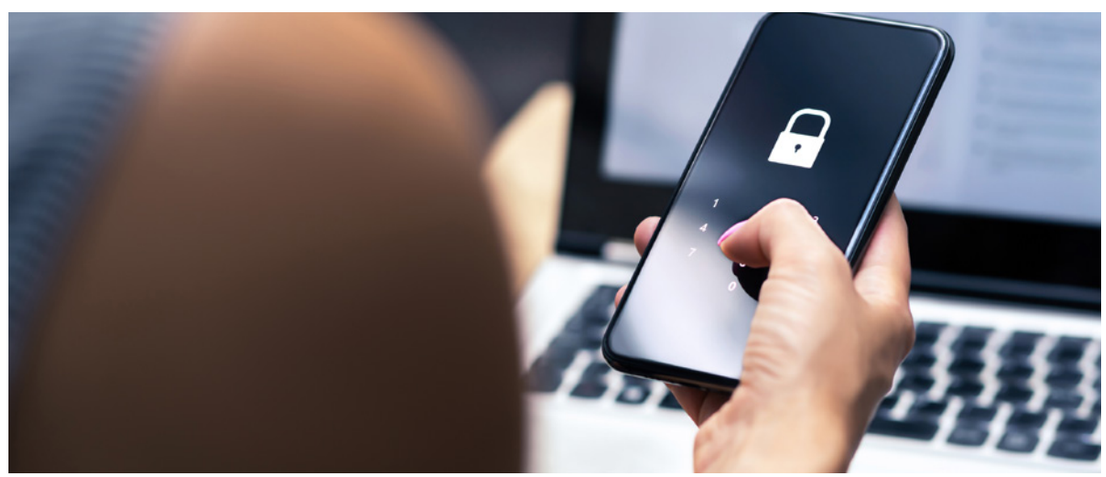
Like many global companies, Goodyear faces data security risks and monitors new and developing regulations and best practices to anticipate and mitigate such risks. As a response to new and changing regulations, Goodyear regularly reviews and updates our privacy policies and procedures to comply with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

RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE (AI)

Goodyear associates are expected to act responsibly, ethically and in accordance with all applicable laws and Goodyear policies when using AI, including generative AI. Goodyear encourages associates to stay informed of applicable laws and regulations related to their use of AI in the workplace, as this topic continues to evolve. The company's Generative AI Use Policy provides associates with guidance on how to use current and emerging forms of generative AI.

ASSESSING & MANAGING RISK

Goodyear continually monitors for, assesses and manages potential compliance and ethics risks, including by preparing for the adoption of new technologies or regulations and responding to changing legal and compliance landscapes.



CORPORATE RESPONSIBILITY GOVERNANCE

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

Introduced in 2018, the framework's pillars — Sustainable Sourcing, Responsible Operations, Advanced Mobility and Inspiring Culture — guide our work. Goodyear updates our high-priority topics based on the results of a materiality assessment, which is conducted every two to four years. Goodyear's current high-priority topics and focus areas are the results of a 2022 double materiality assessment aligned to GRI standards.

GOVERNANCE STRUCTURE

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

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

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

***Better Future* Steering Committee:** Led by Goodyear's CSO and currently composed of 17 cross-functional leaders, this Steering Committee provides strategic direction for and management of Goodyear's high-priority sustainability topics, oversees our materiality process, foresees and addresses risks and opportunities and responds to sustainability-related market trends and regulations.

***Better Future* Subcommittees:** Composed of functional leaders and subject matter experts who either lead or are part of various working groups and have the responsibility of advancing certain areas of focus within our high-priority topics. While Goodyear has four high-priority sustainability topics, it has three *Better Future* Subcommittees — Climate, Circularity and Human and Labor Rights. Supply Chain Due Diligence and Transparency is woven into these Subcommittees as it spans all three.

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

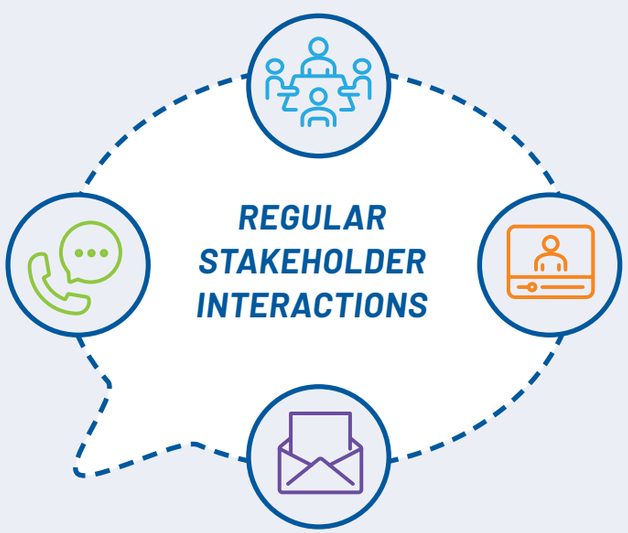
Collectively, this governance structure helps to grow internal awareness and engagement for our *Better Future* framework through global town halls for all wired associates, as well as other communications vehicles to reach associates, while also enhancing our communication to key external stakeholders.

STAKEHOLDER ENGAGEMENT

Goodyear collects feedback and responds to questions from various stakeholders — investors, customers, associates, distributors, suppliers, regulators and more — throughout the year on sustainability-focused topics. This information is gathered and compiled by global functional business leaders and the Global Sustainability team to help shape strategies that are formulated and implemented at the functional level. Goodyear's CSO shares this feedback with the Board, CRC and senior leadership to inform their oversight.

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

Also, since 2021, Goodyear's EMEA commercial business has conducted the Goodyear Sustainable Reality Survey, which has consistently delivered insights into the European road transport industry. More than 1,700 fleets across Europe participated in the 2024 survey. Read the complete report here.



BOARD MEMBERS
- Board meetings
- Committee meetings
- Annual shareholders meeting

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

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

REGULATORS
- Engagement with governments in countries of operation

INDUSTRY ASSOCIATIONS AND NON-GOVERNMENTAL ORGANIZATIONS (NGOs)
- Tire Industry Project (TIP) and ongoing Working Groups and Co-Chair Pillars
- Tire Industry Trade Associations
- Select Automotive Supplier Trade Associations
- Frequent interaction with NGOs

INVESTORS
- Quarterly earnings calls
- Annual shareholders meeting
- Frequent investor calls and emails
- Non-deal roadshows
- Industry conferences

COLLABORATORS
- Various collaborator engagements throughout the year on a variety of projects

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

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

MATERIALITY

In 2022, Goodyear, under the leadership of the *Better Future* Steering Committee and in collaboration with a third party, conducted a materiality assessment to identify and define the sustainability topics that are viewed as high priority to Goodyear and our stakeholders.

For our 2022 materiality assessment, Goodyear followed the double materiality assessment process, aligned with the GRI materiality principle.

Goodyear's double materiality process followed four distinct phases. We examined the full scope of our value chain and product portfolio to reflect the global nature of our business. We interviewed or surveyed more than 150 internal and approximately 50 external stakeholders to assess inward and outward impacts, risks and opportunities. From this, we evaluated sustainability topics on their significance to Goodyear's stakeholders and business. Climate—Decarbonization Adaptation and Resiliency; Circularity; Supply Chain Governance and Transparency; and Human and Labor Rights were identified as our high-priority topics.

The assessment validated the importance of many topics to both our organization and stakeholders and highlighted new opportunities. Following the assessment, Goodyear confirmed we had existing owners to manage the high-priority topics, looked at current policies and management practices and determined if we needed to establish any new policies, management practices, goals and/or metrics for any of our topics and focus areas based on external benchmarking and evaluation of our maturity.

In 2024, Goodyear completed a double materiality assessment using the CSRD framework and continues to follow the timeline and process outlined for CSRD compliance.

DOUBLE MATERIALITY ASSESSMENT PROCESS

THE THIRD PARTY'S PROCESS GATHERED AND ANALYZED INTERNAL AND EXTERNAL PERSPECTIVES ON THE TWO TYPES OF IMPACT DEFINED IN DOUBLE MATERIALITY.

Phase 1: Discovery

Source collection and review:
Collect and review company and external sources

Topic benchmark:
Analyze sustainability topics of peers and mobility industry leaders

Leverage insights to develop draft list of potential material sustainability topics and definitions

Draft list of potential material sustainability topics

Phases 2 and 3: Assess Inward Impact & Assess Outward Impact

External interviews:
Speak to external stakeholders to gain insight on stakeholder concerns and impact of topics

Internal interviews:
Speak to internal leaders about topics and both types of potential impact associated with them

Value chain impact mapping workshop:
Gather *Better Future* Steering Committee to participate in an interactive session mapping the impacts of the business on sustainability topics across its value chain

Internal and external survey: Survey associates and external stakeholders about their perspectives on the potential material topics list

Internal and external source review: Evaluate written sources to assess topic impact on Goodyear and Goodyear's impact on the topics

Collate all stakeholder inputs and prepare for scoring topic impact on Goodyear and Goodyear's impact on the topics

Final list of sustainability priority topics and definitions; all inputs and sources gathered

Phase 4: Topic Prioritization

Scoring and analysis:
Score topics based on external and internal stakeholder perspectives as well as type of impact

Diagram creation:
Develop materiality matrix and other graphs depicting results

Topic summaries:
Synthesize key insights on each of the high-priority topics

Validation: Goodyear team validated results

Results, materiality matrix, topic summaries and summary insights

** An impact can refer to positive, negative, actual, potential, direct, indirect, short-term,long-term, intended or unintended impacts. Impacts are considered for their severity, likelihood, scope and relationship to the organization.*

CLIMATE

IN THIS SECTION

CLIMATE

Goodyear has a goal to reach net-zero Scope 1 and 2 as well as certain Scope 3 greenhouse gas (GHG) emissions by 2050. We also committed to achieving near-term science-based targets by 2030, reducing Scope 1 and 2 GHG emissions by 46 percent and certain Scope 3 GHG emissions by 28 percent, compared to a 2019 baseline. Both our near- and long-term climate targets were validated by SBTi in 2023.

Goodyear continues to make strides towards our goal of net-zero Scope 1, 2 and certain Scope 3 GHG emissions. Our 2024 progress is detailed below.

GHG EMISSIONS REDUCTION

	2022 (vs. 2019 Baseline)	2023 (vs. 2019 Baseline)	2024 (vs. 2019 Baseline)	2030 Science-Based Target (vs. 2019 Baseline)
Scope 1 and 2 Emissions	**19%***	**23%***	**25.4%**	**46%**
Certain Scope 3 Emissions (Categories 1, 2, 3, 4)	**-10.4%***	**6.4%***	**9.7%**	**28%**

** We restated our energy, emissions and performance against our climate ambitions data for years 2022-2023, which is inclusive of our manufacturing and non-manufacturing facilities.*

Overall, Goodyear's Scope 1, 2 and 3 GHG emissions are trending downward. We have a pathway to our 2030 Scope 1 and 2 targets. In terms of our Scope 3 emissions, Goodyear is researching, evaluating and implementing various decarbonization strategies. This includes materials, waste and transport strategies and supplier engagement.

Goodyear also committed to reaching 100 percent renewable electricity by 2030 and 100 percent renewable energy by 2040 in all manufacturing facilities.[1]

RENEWABLE ELECTRICITY AND ENERGY**,[1]

	2022	2023	2024	2030 Target	2040 Target
Renewable Electricity	**34%**	**36%*** **	**37%**	**100%**	**100%**
Renewable Energy (includes renewable electricity and fuels)	**19%**	**20%**	**21%**		**100%**

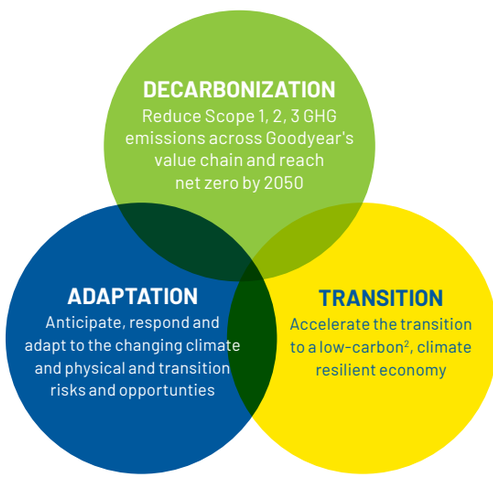
*** Manufacturing facilities only.*
****We corrected the percent of renewable electricity used in 2023 from 37 percent to 36 percent.*

GOVERNANCE FOR GOODYEAR'S CLIMATE STRATEGY

Goodyear's Board oversees the company's sustainability impacts, risks, opportunities and strategies. The Committee on Corporate Responsibility and Compliance (CRC) reviews climate-related risks and opportunities, targets, strategies, metrics and progress annually.

The CRC is responsible for monitoring and providing recommendations on how Goodyear manages our business in a responsible manner, including our sustainability objectives, policies, strategies, programs and performance. This includes the responsibility to monitor the company's climate strategy. The CRC also discusses the strategies and their integration into business processes.

The governance structure for Goodyear's climate ambition and corresponding strategy is detailed in our Climate Transition Plan, published December 2024.



Goodyear drives climate resiliency through decarbonization, adaption and transition. This approach is essential to curbing and limiting global temperature rise, helping avoid climate change impacts and promoting sustainable growth.

[1] *Goodyear's strategy to achieving our renewable electricity and energy goals includes both consumed renewable electricity — generated and procured — as well as offsets of non-renewable energy consumption via EACs, green tariffs, etc.*
[2] *Low-carbon includes all forms of GHG emissions.*

DECARBONIZATION

In 2022, Goodyear used our 2019 GHG emissions footprint, the baseline year for our science-based targets, to identify value chain hot spots requiring decarbonization: purchased goods and services; energy; transport; and use phase. Use phase is an indirect-indirect emissions category for Goodyear. Although use phase is not included in our science-based targets, Goodyear continues to evaluate use-phase elements that we can influence, for example, rolling resistance and tire weight.

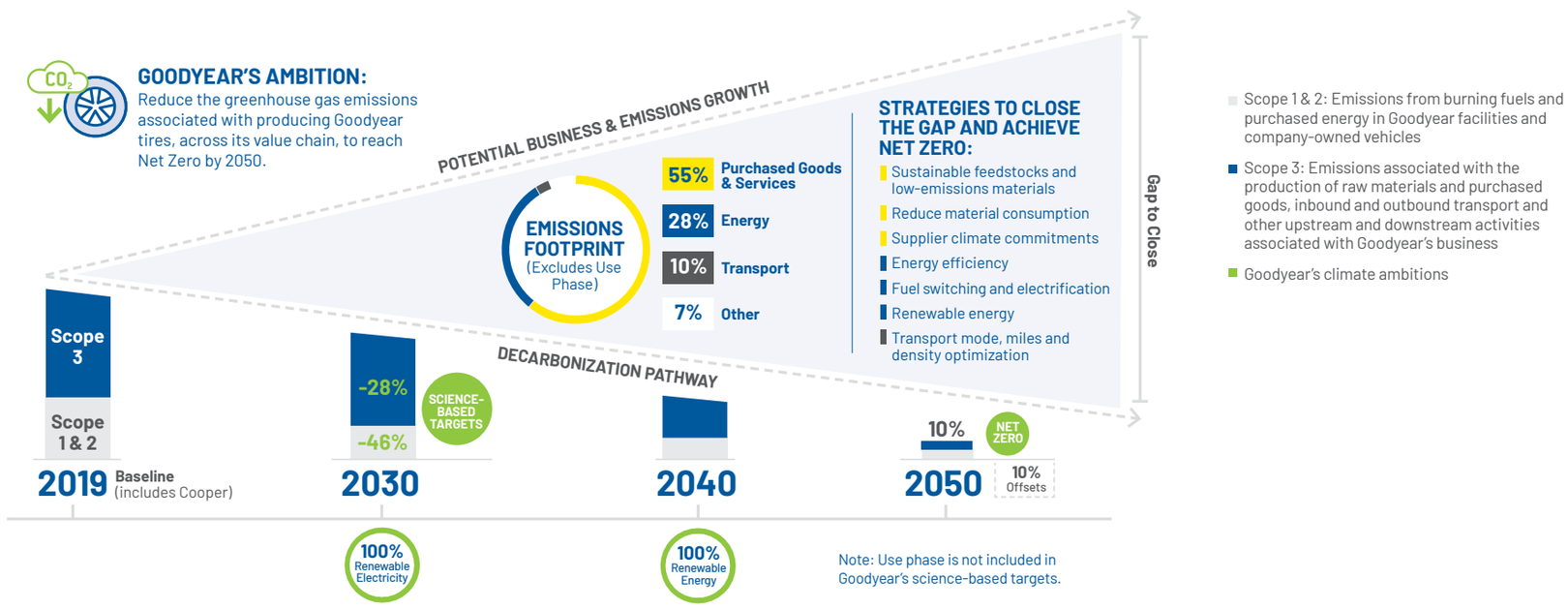
Goodyear has identified owners for each key area requiring decarbonization and developed strategies for these areas. These strategies are detailed in Goodyear's Decarbonization Roadmap and Climate Transition Plan. The Climate Transition Plan also includes governance structures for each of these areas. The following pages describe our progress and activities for 2024.

PURCHASED GOODS AND SERVICES

Purchased Goods and Services includes the GHG emissions associated with the purchase of raw materials and capital goods across our value chain. We aim to reduce GHG emissions from purchased goods through three strategies — (1) using sustainable feedstocks and low-GHG-emissions materials, (2) reducing material consumption and (3) engaging our suppliers in climate commitments.

To identify low-GHG-emissions materials, Goodyear uses Life Cycle Assessment methodologies to evaluate materials through the entire life of the product — from raw material sourcing to the end of the product's life. Each analysis 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 identified materials such as recycled steel, recycled PET and rice husk ash silica as materials with lower GHG emissions and built a roadmap to 2030 for scaling these materials. Goodyear will continue to look for and evaluate additional low-GHG-emissions materials, evaluating their cost and ability to scale.

GOODYEAR'S DECARBONIZATION ROADMAP



DECARBONIZATION

To reduce material consumption, Goodyear continues to focus on waste reduction and is also exploring material optimization technologies that are proven to be successful and the opportunity to scale these technologies more broadly.

Through our Supplier Engagement Program, which launched in 2023, we asked our raw material suppliers to commit to setting climate goals at least as ambitious to Goodyear's climate goals, publicly reporting on their progress and sharing product-level GHG emissions footprint data.

In 2024, we continued to engage our suppliers in climate targets and actions. At the end of 2023, Goodyear selected 17 suppliers representing approximately 45 percent of our Scope 3 GHG emissions from purchased goods, with whom we would develop detailed supplier-specific roadmaps — focused on a supplier's Scope 1 and 2 GHG emissions. We began that work in 2024 and expect to have the roadmaps completed by the end of 2025. As of December 31, 2024, we have engaged 61 percent of selected suppliers for the timeframe 2024-2025.

In late 2024, we expanded this program to our capital goods manufacturing equipment suppliers, asking them to commit to setting climate goals as least as ambitious as Goodyear's climate goals by the end of 2025. As of April 1, 2025, 23 percent of those suppliers have committed to the program.

In 2025, we plan to continue working with our suppliers to lower Scope 3 GHG emissions through the expansion of our supplier engagement program.

ENERGY

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

Goodyear's energy efficiency programs enable us to better identify and implement energy projects across our manufacturing facilities. We work to reduce energy use through zero-loss thinking and equipment efficiency. Our 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.

Additionally, in 2024, we:

- Began implementing our real-time energy management system. At the end of 2024, 15 facilities were live on the system, encompassing five of our top 10 GHG emissions-emitting facilities
- Worked to develop a renewable electricity roadmap, which includes onsite renewable energy, power purchase agreements (PPAs), green tariffs and energy attribute certificates (EACs)
- Continued to investigate how we can reduce the direct emissions from our operations by switching fuels to renewable options and developing new technologies for our processes
- Looked at ways to electrify our processes, allowing us to use renewable electricity sources in place of fossil fuels for our heating process requirements
- Had 12 manufacturing facilities with ISO 50001 certification

In April 2024, our Asia Pacific region held an energy workshop at our Kunshan, China, facility. The workshop focused on Certified Industrial Energy Professional (CIEP) training through the Association of Energy Engineers (AEE). Over five days, Facility Managers, Energy Coordinators and Procurement Leads received hands-on training in operational energy efficiency. The aim was to enhance their skills in energy management, emphasizing low-cost or no-cost projects for daily energy efficiency improvements. This training supports our Global Energy Optimization Strategy and will help improve metrics on the new Energy Tactical Scorecard, which was developed to help facilities enhance energy efficiency through daily management activities and track energy-related metrics in a standard manner.

In 2024, we improved energy efficiency by nearly two percent year-over-year, and our savings from energy efficiency projects were approximately $29 million.

DECARBONIZATION

In addition to our EMEA manufacturing facilities operating with 100 percent renewable electricity*, we have several other manufacturing facilities listed below procuring* and generating renewable electricity.

PURCHASE 100 PERCENT RENEWABLE ELECTRICITY*

Americana, Brazil
Santiago, Chile
Cali, Colombia
Lima, Peru

PROCURE A PORTION OF RENEWABLE ELECTRICITY*

Lawton, Oklahoma
Pulandian, China

ON-SITE SOLAR GENERATION SYSTEMS WITH TOTAL CAPACITY OF 32 MEGAWATTS**

Adapazari, Turkey
Aurangabad, India
Ballabgarh, India
Bangkok, Thailand
Bogor, Indonesia
Fulda, Germany
Izmit, Turkey
Kranj, Slovenia
Pulandian, China
San Luis Potosi, Mexico
Kuala Lumpur, Malaysia ***

**Electricity consumed at these facilities has been offset through renewable energy instruments (ex. EACs, green tariffs).*

***At certain facilities, Goodyear generates renewable electricity that is directly consumed through either owned or on-site solar generation systems or on-site solar purchase power agreements (PPAs) that Goodyear has the rights to the energy generated and consumed by Goodyear as well as the related Energy Attribute Certificates (EACs).*

****Closed in June 2024*

In 2025, we will continue to implement projects in our global manufacturing operations that continue to drive energy efficiency as we work toward reaching our near- and long-term goals.

TRANSPORT

In 2024, we focused on increasing our use of activity data, implementing optimization projects and evaluating emissions and cost savings from these projects that included more direct routes, mode switching and increased utilization. This work supports Goodyear Forward, Goodyear's transformation program, and aims to reduce our GHG emissions. For example, in Brazil, we identified an opportunity within our supply chain, shipping directly to the customer and, in turn, helping to reduce GHG emissions by 71 percent.

In 2025, Goodyear will work to acquire a larger set of activity data and continue to identify and model optimization projects to inform regional decarbonization strategies. Goodyear plans to reach out to key carriers to discuss opportunities for reducing GHG emissions, for example, trucks utilizing cleaner energy.

USE PHASE

Product use phase is Goodyear's most significant GHG emissions category; however, these are indirect emissions, given that vehicles burn fuel and tires do not. Goodyear impacts use-phase GHG emissions through tire design. We design our tires to be more efficient by focusing on reducing rolling resistance, weight and aerodynamic impacts.

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

We aim to reduce rolling resistance by 40 percent in our global consumer tire portfolio by 2025 from a 2005 baseline. In 2024, we maintained a 35.5 percent reduction.

In 2025, we plan to reset our use phase goal given our current goal expires at the end the year.

ADVANCED MOBILITY AND RESILIENCY

Goodyear has set a goal that, by 2027, we will reinvent tires and service, delivering data- and sensor-enabled intelligence in all our new products. In 2024, we engaged in multiple proof-of-concept projects globally with OEMs and autonomous vehicle companies, and in 2025, we plan to continue these collaborations.

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

In 2024, we launched Tires as a Service (TaaS), an offering that combines our premium tires, proven predictive insights and industry-leading service footprint into a subscription-based solution. Available for commercial and last-mile delivery fleets in the U.S. and Europe, TaaS is designed to promote safety by providing fleet managers with real-time information, increase uptime, reduce vehicle breakdown events and decrease fuel consumption. Additionally, the TaaS team is developing a third party-certified tool — expected to launch in 2025 — that will help fleets quantify how TaaS helps to reduce their CO_2 emissions.

Goodyear will continue to enhance our tire intelligence and work with our customers to help them receive the insights they need to further increase safety and help reduce GHG emissions. We will continue to examine this space and develop metrics and goals as the technology use continues to expand.

RESILIENCY AND BUSINESS CONTINUITY

In 2024, Goodyear conducted our annual climate-related risks and opportunities assessment, a qualitative scenario analysis and financial impact assessment, to identify and prioritize climate-related risks and opportunities relevant to Goodyear's value chain. Details can be found in Goodyear's latest CDP report, published in 2024.

Our biggest historical cost impacts to Goodyear have been hurricanes, tornadoes and resulting facility damage and flooding. We have business continuity plans in place to help ensure all Goodyear locations are prepared for whatever applicable risk has a high probability of impact to them. Additionally, we use past climate-related events and weather predictions to model future risk and the potential financial impacts. This and the data our insurance carriers provide help to inform decisions on where to invest to mitigate potential climate-related risk.

In 2024, we continued to implement our Property Risk Management Program, designed to reduce the likelihood and impact of a loss event at a Goodyear facility. This program sets a standard process for risk reduction recommendations globally. It includes on-going facility risk assessments, aligning on risk priorities and impacts and a globally reviewed risk reduction process. The goal of this program is to improve Goodyear's risk profile and work towards achieving Highly Protected Risk (HPR) status at all our Goodyear manufacturing facilities. In 2025, we expect to continue to develop and to implement a strategy that targets key risk improvements to achieve HPR status.

Our Climate Transition Plan, published in December 2024, provides greater details on how Goodyear is building climate resiliency.

CIRCULARITY

IN THIS SECTION

CIRCULARITY

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

- The use of bio-based, renewable, waste and recycled materials;
- Product design to enhance product lifetimes and retreadability and optimize weights;
- Product stewardship to enhance or enable circular solutions for tires; and
- Processes to minimize waste in our operations.

Governance of this topic is managed through the *Better Future* Steering Committee, with our Vice President, Technology Development, overseeing our focus areas.

By using circular materials, we help conserve natural resources and recapture materials. As a tire manufacturer, we collaborate across our value chain to identify new and innovative materials and technologies that support a circular economy. We are focused on the multiple design levers within material inflow, material outflow and dematerialization.

To date, our focus has been on the use of renewable, recycled and bio-based materials, which is evident in the products we announced in 2024: the ElectricDrive 2 with at least 50 percent sustainable materials per tire by weight in the U.S.; the ElectricDrive Sustainable-material Tire with more than 70 percent sustainable materials (APAC); and the EQMAX and EQMAX ULTRA made with up to 55 percent sustainable materials (EMEA). These launches reflect the progress we are making towards our goal of introducing the industry's first 100 percent sustainable-material tire.

We continue to assess the evolution of our circularity ambitions and will share and report on those as they come to fruition.

THE USE OF SUSTAINABLE MATERIALS IN OUR PRODUCTS

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

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

Product quality, safety and customer satisfaction are our ultimate goals. We actively seek sustainable material options that deliver product performance while meeting our high standards of quality and safety. To advance Goodyear's sustainable material use, our teams work to investigate new alternative raw materials and incorporate innovative solutions. We also conduct Lifecycle Assessments (LCAs) for our materials to understand and identify potential impacts, including carbon emissions, and resource depletion. These LCA results help to inform our material selection decisions.

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

We also understand that some innovations have yet to be discovered. We collaborate with our supply base and new partners to identify these technologies and opportunities to bring them to scale.

RICE HUSK ASH SILICA

We use a silica product made from residual rice husk ash — a byproduct of rice processing. Rice husk ash (RHA) silica can help deliver performance similar to traditional sand-based silica yet 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 and are working closely with our suppliers to explore further expanding the use of RHA silica.

OUR USE OF BIO-BASED OILS

Goodyear continues to use bio-based oils to help us reach our goal of fully replacing petroleum-based oils in our products by 2040. When considering our total sustainable oil usage in place of petroleum-based oils, we maintained our 2023 usage rates in 2024.

We remain committed to continuing to advance the science and technology and conduct research to bring new materials that deliver quality and performance. Our team will also continue to demonstrate its capability and work toward delivering a 100 percent sustainable-material tire by 2030.

WASTE AND SOLVENT PERFORMANCE

Goodyear established a Zero Waste to Landfill expectation that applies to all Goodyear created or owned waste at our legacy Goodyear tire and chemical manufacturing facilities in 2006. There are exemptions for special regulated waste (such as asbestos and waste that must be disposed of per regulatory requirements). Since then, we have continuously improved our waste management practices by maintaining corporate standards, processes and systems to help ensure the appropriate disposition of our waste and other materials. Cooper legacy manufacturing facilities have been integrated into our waste reporting; however, they are not included in this program. Starting in 2024, Asia Pacific legacy Cooper facilities were incorporated into our Zero Waste to Landfill program. We are assessing our plan to integrate the remainder of legacy Cooper manufacturing facilities.

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

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

We strive to reduce solvent usage and, consequently, solvent emissions at our manufacturing and chemical facilities. We have reduced global solvent use by 38 percent from our 2010 baseline.

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

END-OF-LIFE TIRES (ELT)

Goodyear plays an important role in managing ELT at our own locations and through promoting the proper recovery and reuse of ELT as a raw material in new tires.

However, proper ELT management requires a multi-stakeholder approach because tire replacement often occurs in locations outside of a tire manufacturer's control, and ELT management involves many actors along the value chain.

To do our part, Goodyear:

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

The proper recovery and reuse of ELT help to contribute to a circular economy, where they can be a useful resource. Goodyear looks at tire-to-tire circularity, which we define as transforming materials from end-of-life tires into those that can be used again to make new tires. **In 2024, we were able to demonstrate our ability to reach 34 percent tire-to-tire circularity via modeling and compounding in our labs.**

Collaboration is key in this space. In addition to continuing our membership in the Tire Industry Project's ELT Task Force, in 2024, Goodyear:

- Joined the newly formed Tire Recycling Foundation in the United States. The Tire Recycling Foundation is a broad-based whole value chain initiative, led by USTMA and the Tire Industry Association, committed to securing funding and allocating grants for research, education, intervention and demonstration projects targeting critical gaps within the tire recycling supply chain across the United States.
- Invested in, through Goodyear Ventures, Pretred, which develops sustainable, recycled rubber barriers made from tires that have reached their end of life.

In 2024, we continued to advance our product roadmaps, and in 2025, Goodyear expects to continue to explore collaborations and other solutions in this space. We also plan to demonstrate an increase in our tire-to-tire circularity.

TIRE AND ROAD WEAR PARTICLES (TRWP)

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

Goodyear addresses TRWP through our participation in the Tire Industry Project (TIP). TIP sponsors research in the area of TRWP generation, pathways, fate and ecotoxicity. TIP has been studying the potential impacts of TRWP on the environment and human health since 2005. The early research launched by TIP has been foundational in terms of identification, quantification and risk assessment of TRWP in different environmental compartments, including air, soil, sediment and water, through the development of new sample collection methods and analytical techniques.

Guided by an advisory panel of academic experts, TIP continued commissioned research on TRWP conducted by independent research firms and consultants and guided by an advisory panel of academic experts.

TIP-sponsored, peer-reviewed studies have found that TRWP are unlikely to pose a significant risk to human health and the environment; however, TIP is mindful of an evolving scientific understanding of TRWP and continues to support independent research to improve the knowledge base.

In addition, Goodyear engages with stakeholders from legislators, NGOs, academics and other industries as a member of tire trade associations, such as the European Tyre and Rubber Manufacturers' Association (ETRMA) and the U.S. Tire Manufacturers Association (USTMA).

Goodyear partners with ETRMA and the European Tire & Rim Technical Organisation, or ETRTO, on the development of European tire abrasion standards and limits. That work is aligned with the actions of United Nation's Economic Commission for Europe (UNECE's) Task Force for Tire Abrasion to develop a standardized, global method of testing tire particle emissions to support regulatory actions.

In 2025, we plan to continue to expand our research in this space.

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

DEMATERIALIZATION

Dematerialization focuses on three elements — tire longevity, retreading and tire weight reduction. As our strategies continue to evolve in this space, we report on these holistically.

TIRE LONGEVITY AND RETREADING

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

One process that our Technology team continues to utilize and build upon is retreading. Retreading is a process in which the remaining tread is removed from the tire casing and a 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, reducing the number of tires in circulation and the amounts of resources extracted. Most Goodyear casings are built with the durability and toughness to withstand more than three retread applications. Retreading is available in the commercial and aviation markets.

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

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

As we look ahead to 2025 and beyond, we plan to explore retreading technologies in other areas of our business, including the possibility of use in the last-mile delivery space. We are also working on building key performance metrics and goals for remanufacturing and retreading.

TIRE WEIGHT REDUCTION

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

We have been working toward a goal of reducing tire weight for our global consumer tire portfolio by 9 percent in 2025 from a 2005 baseline. In 2022, we exceeded this goal with a 9.4 percent reduction, and in 2023 we achieved a 9.9 percent reduction, which we maintained in 2024.

As we look beyond this goal, our Technology, Global Material Science and Sustainability teams are actively looking at developing tire constructions that use new technologies and sustainable materials that carry higher loads at a lower weight, while meeting our high standards for safety and performance. This is especially true as we explore ways to reduce tire weight to help improve the energy usage in EVs.

In addition, we are continuing to work with our customers to understand their needs and find ways to use these new technologies to help them reach their own sustainability goals.

In 2025, Goodyear will leverage a programmatic approach to establish our weight reduction targets and drive the creation of and investment in new technologies required to reach them. We will share these targets and the progress we are making toward them in future reports.

HUMAN AND LABOR RIGHTS

IN THIS SECTION

HUMAN AND LABOR RIGHTS

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

The Goodyear commitment to acting with integrity, honesty and respect reflects how we work and serves as the foundation for our duty to protect and promote human rights across our value chain. Protecting and upholding human rights is a core company value.

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

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

POLICIES

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

Our Global Human Rights Policy — published both internally and externally and linked in our Business Conduct Manual — illustrates that we are fully committed to maintaining a workplace and value chain that are free of harassment based on a person's gender, race, age, religion, disability, ancestry, national origin, sexual orientation or other characteristics protected by applicable law. The policy also outlines Goodyear's commitment to the UN Guiding Principles on Business and Human Rights and focuses on:

- Prohibiting forced, indentured, compulsory, slave and child labor;
- Creating safe workplaces;
- Recognizing and respecting freedom of association; and
- Reporting concerns and remediation.

Our Supplier Code of Conduct also incorporates our Global Human Rights Policy, and acceptance of the Supplier Code of Conduct, or an equivalent code of conduct maintained by the supplier, is required of all Goodyear suppliers.

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

- Global Zero Tolerance Booklet
- Natural Rubber Procurement Policy
- Sustainable Soybean Oil Procurement Policy
- Retention of Identity Documents Policy
- Responsible Recruitment Policy

HUMAN AND LABOR RIGHTS

GOVERNANCE

The Human and Labor Rights Subcommittee — sponsored by leaders from our Legal and Human Resources teams — meets on a regular basis and is responsible for Goodyear's human rights strategy. This committee provides reports to the Human Rights Steering Committee that provides regular updates to the Goodyear senior leadership team and Board Committee on Corporate Responsibility and Compliance.

In our 2023 Corporate Responsibility Report, we reported on two areas of focus — the identification of high-priority topics for human and labor rights and the development of a working group. A working group was established, and in early 2025, incorporated into the Subcommittee that now includes leaders from our Procurement, Legal, Sustainability, EHS, Communications, Public Affairs, Operations and Human Resources teams who provide cross-functional and global perspectives. In 2025, this larger Subcommittee will refresh the annual process of identifying high-priority topics, incorporating both regional and functional points of view for global-level alignment.

HUMAN RIGHTS EDUCATION AND TRAINING

All Procurement, Legal, Human Resources and Internal Audit associates globally are provided training at least every two years on human rights designed to help them identify human rights-associated risks, including forced labor, child labor and to report concerns. In 2024, Goodyear also assigned to global salaried associates a Business Conduct Manual training course that included a module on human rights, covering topics such as human trafficking, modern slavery and warning signs of human rights violations in the value chain.

STAKEHOLDER ENGAGEMENT

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

DUE DILIGENCE PROCESS

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

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

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

We continually evaluate our processes, and we have begun to build human rights topics into our audit protocols. We discuss these audits in the Supply Chain Governance section of this report.

At Goodyear, respect for human rights and management of environmental risks are continuous processes in which Goodyear considers the human rights- and environmental-related risks and due diligence obligations, including those of the German Supply Chain Due Diligence Act (SCDDA). Goodyear's policy statements on SCDDA can be found on our website.

Additionally, Goodyear is aware of the Corporate Sustainability Due Diligence Directive and is preparing for its implementation.

ENVIRONMENTAL HEALTH AND SAFETY

The health and safety of our associates is our top priority. Every day, we strive to eliminate all serious injuries from our operations. Our focus is on promoting a culture of safety, with every Goodyear associate having a personal responsibility for safety.

GOVERNANCE

Our governance structure includes performance, systems maturity and compliance to internal and external requirements. Globally, we have a strategy deployment process where objectives cascade from senior leadership to regional operations to the facility level. We have established Safety Steering Committees comprised of both hourly and salary representatives in all regions. Our weekly and monthly operations review process maintains accountability by monitoring performance and progress to our objectives.

OUR STRATEGY

In 2024, our global and regional safety leadership teams developed and implemented a holistic safety strategy that would create a robust and sustainable safety culture focused on reducing risk and preventing serious injuries.

The cornerstone of this strategy is our risk-based safety management system — People, Environment and Care (PEC) — that uses proven global standards and established metrics that can be applied across all regions and facilities. In the past year, we built out this management system, piloting it in 11 facilities around the world and building on the learnings gained from these pilot programs to drive global alignment and calibration of new standards. We have begun to integrate the system and will chart its progress by reporting our annual serious injury rate.

PROMOTING A CULTURE OF SAFETY

In 2024, we launched our Goodyear's Responsible Operations Policy which underscores the principles that guide us toward continuous EHS improvements. This policy outlines our focus on our culture of safety and how we operate in a manner that protects our people, customers, planet, company and good name. Additionally, 21 facilities are ISO 45001-certified, along with the 48 Goodyear facilities that are certified to ISO 14001.

We have also used technology to provide new insight through mobile device applications for injury prevention, audit and analysis tools in our Retail and Commercial Tire & Service Center operations.

Education and training are key to promoting our culture of safety. In 2024, nearly 150,000 hours of EHS training were provided to our associates. Additionally, formal health and safety committees represent 100 percent of our manufacturing associates. We also engage with external experts and stakeholders to inform our strategies and education. This includes working with regional trade associations, direct communication with our customers and collaborating with other manufacturers and organizations on safety best practice sharing.

SAFETY PERFORMANCE

Goodyear measures our safety progress through both leading and lagging indicators. Leading indicators include corrective actions completion; ergonomic risk reduction; industrial hygiene improvements; EHS management system maturity; associate engagement; Corrective Action/Preventative Action (CAPA) related to audits, inspections and near-miss incidents; and near-miss incident reporting. We also measure Serious Injury (SI) and SI Potential; Total Incident Rate (TIR), injuries that require medical treatment beyond first aid and restricted/lost-time injuries; contractor injuries; and first-aid injuries.

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

Unfortunately, in 2024, we experienced 13 serious injuries, which we define as injuries that are permanently life altering or life threatening. We remain committed to all necessary actions to further our goal of eliminating all serious injuries and fatalities in our workplace throughout our global footprint. Our only goal for serious injuries is zero. We believe the strategy we have developed in 2024 and will implement in 2025 will help us attain and accelerate this goal.

LOOKING AHEAD

In 2025, we plan to continue our focus on risk mitigation — strengthening existing systems and processes. This includes an increased focus on ergonomics as well as the implementation of a new, global platform designed to collect and analyze EHS data in order to drive focus and action.

ASSOCIATE EXPERIENCE

Goodyear is committed to attracting and retaining associates through integrated processes and programs designed to develop and engage associates throughout their career at Goodyear.

The talent lifecycle begins with identifying and attracting the best talent in our industry. We then engage and enable associates to realize their full potential through integrated talent management and learning and development solutions.

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

We are also committed to encouraging a culture that appreciates different perspectives, which is reflected in how our teams work together around the world. Through cross-functional collaboration, shared global objectives and open dialogue, our teams are empowered to leverage varied experiences and unique viewpoints to enhance their work.

TALENT ATTRACTION

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

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

Additionally, identifying internal talent for open positions is critical to our talent management strategy. Associates apply for open roles through Goodyear's career site and regularly update their professional profiles in our talent management system for consideration for career advancement opportunities. We take pride in building and promoting internal talent through robust development and succession planning processes. In 2024, 86 percent of open management positions were filled by an internal Goodyear associate.

ASSOCIATE EXPERIENCE

ASSOCIATE DEVELOPMENT

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

Goodyear's Performance and Development Process (PDP) drives success for Goodyear and our associates through the creation of clear and measurable annual objectives, supported by ongoing conversations and coaching between associates and their managers that foster engagement and support performance and career development. The PDP concludes with a year-end performance evaluation that focuses on what results were delivered and how those results were achieved. The PDP factors into the ways we reward associates to reinforce the importance of strong performance.

LEARNING AND DEVELOPMENT

Building the skills associates need to meet business and professional goals is intrinsic to our organizational DNA. Goodyear's learning and development programs are aligned with our business strategy and designed with the understanding that learning is experiential.

In 2024, our salaried and hourly associates completed an average of over 16 hours of training, for a total of more than one million hours of total training. Associates have access to a variety of global development resources and processes to advance their careers at Goodyear, including:

- Talent Central, a central repository of tools, books and articles for learning, as well as policies and processes, to help associates manage their career and their teams. This site was updated in 2024.
- The Goodyear Learning Center, which houses a collection of 17,000+ courses — developed by internal teams and leading providers — available to all associates, allowing them to identify learning opportunities. These courses are updated on a regular basis.

Our associates receive training on various leadership topics and competencies, technical elements related to their unique roles and compliance items to foster a lawful and positive work environment. In addition, continuous feedback and the exchange of ideas is critical to our business. As a global organization, it is through our connections with each other that we can hear unique perspectives and embrace new ways of thinking and new cultures to deliver for our customers. One example of this is our group mentoring program, which focuses on topic areas, such as change management, and enables our associates to learn from each other through open dialogue.

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

ASSOCIATE EXPERIENCE

LEADER CAPABILITY

Goodyear invests broadly in development aimed at building capabilities vital to leaders. Our entire team is here to provide guidance to our associates during times of change. In late 2023, Goodyear announced Goodyear Forward, the company's global transformation program. Throughout 2024, we provided leaders with the resources they needed to help our associates understand the company's vision and how to navigate and respond in times of transition.

WORKFORCE PLANNING

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

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

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

ASSOCIATE ENGAGEMENT

Our people are our key differentiator, and we are committed to listening to our associates and using their feedback to strengthen our associate experience. Our global engagement survey provides a channel to solicit feedback about different elements of the associate experience, helping us understand engagement and the factors that drive it. Our 2024 Global Engagement Survey revealed that 76 percent of our associates responded favorably to the engagement indicators, which means more than seven out of 10 associates indicated that they were engaged in their roles at Goodyear. The global engagement survey results provide valuable feedback that our leadership teams use to guide meaningful actions that positively impact the associate experience. Based on previous surveys, we enhanced our associate communication and training offerings to, for example, focus on organizational change and ways to best manage through it.

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

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

EMPLOYEE RESOURCE GROUPS (ERGs)

Goodyear's eight ERGs help to foster a sense of belonging and community for all our associates. Our ERGs — open to all associates — provide education, professional development and volunteer opportunities.

In 2024, **4,000 associates** were members of one of our **46 ERG chapters** globally.

AIM (Asia India Middle East) · Goodyear Women's Network · Goodyear Veterans Association · NEXTGEN Next Generation Leaders · Goodyear Black Network · Goodyear Pride Network · Goodyear ADAPT · Hola

MEASURING PROGRESS

We measure the improvements we are making across the talent lifecycle using a variety of workforce KPIs from various data sets including hiring, turnover, promotion rates, succession plans, performance and engagement. Robust analytics allow us to better understand reach and impact of our talent attraction, development and learning initiatives and to continually provide insights to ensure we actively work to improve our partnerships, processes and practices to meet our goals.

Details on our progress can be found in the Data Table.

LOOKING AHEAD TO 2025

Goodyear remains committed to the professional development of all our associates. In 2025, we plan to move to one, global HR system that will allow us to better standardize processes and enhance our associate experience. We will also continue to ensure we have the right processes, allowing us to respond to associate needs.

ASSOCIATE HEALTH AND WELL-BEING

GoodLife is Goodyear's global wellness program that embodies a holistic approach to health and well-being for associates and their families. The program is guided by four pillars: emotional, financial, physical and social health.

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

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

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

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

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

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

ENCOURAGING AND SUPPORTING HEALTHY HABITS

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

Marathon Health, our GoodLife Health Center (GLHC) provider, administered vaccination and flu shot programs throughout 2024 at all Goodyear locations with onsite wellness services. Where onsite clinics are not available, Goodyear partners with local providers to ensure our associates have access to essential care.

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

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

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

GOODYEAR'S EMPLOYEE ASSISTANCE PROGRAM (EAP)

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

ASSOCIATE HEALTH AND WELL-BEING

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

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

MAINTAINING SAFE AND HEALTHY WORKSITES

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

As part of this commitment, eight manufacturing locations have fully operating GoodLife Health Centers with first-responder teams and fire brigades.

We also provide clinical services at five additional worksites. These services are designed to prevent workplace illness and injury, but in the event something occurs, the GoodLife Health Center staff can provide the appropriate care and triage based on the severity of the event. The GoodLife Health Center staff also conducts new hire physicals, hearing conservation tests, Injury prevention training and pro-active outreach to our associates on the facility floor to ensure both safety and personal well-being are a priority.

These services help the continued operations of our workforce to help achieve our business objectives but also deliver wellness opportunities for associates to improve their personal health.

DELIVERING ROBUST BENEFITS

To meet the needs of our workforce, retirees and their dependents, we offer a robust benefits package with options for full-time and part-time associates for our significant locations of operation (countries with more than 1,000 Goodyear associates). Costs for most benefit plans are shared by both the company and the associate. Our benefits information is included in the How We Report section of this report.

COMMUNITY ENGAGEMENT

Goal: Increase global associate involvement in our Global Week of Volunteering

Result: A 48% year-over-year increase in associate participation

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

OUR APPROACH AND GOVERNANCE

Our community engagement strategy is global, with a focus on local implementation. We support communities based on their unique needs with our expertise, time and financial support. This strategy and associated policies are developed at the corporate level and then shared with and customized by our locations around the world. Our Community Engagement team, which reports to our Senior Vice President and Chief Communications Officer, provides the necessary tools, resources and guidance to help our locations meet the needs of their respective communities.

ASSOCIATE VOLUNTEERISM – SAFE, SMART, SUSTAINABLE

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

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

Safe: Promoting safe mobility to protect our communities

Smart: Inspiring students to reach their full potential and prepare for careers

Sustainable: Supporting environmental and societal needs to help communities thrive

Examples of our associate volunteer programs can be found on our website.

GLOBAL WEEK OF VOLUNTEERING

Our Global Week of Volunteering is Goodyear's largest community program. In 2024, associate participation increased 48 percent compared to 2023, with nearly 2,700 associates — including field associates and associates from facility and office locations — working together to improve our communities over the course of one week. This effort allows us to make a collective impact, while engaging more associates with volunteerism.

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

COMMUNITY ENGAGEMENT

MEASURING OUR IMPACT

IN 2024, GOODYEAR ASSOCIATES LOGGED MORE THAN...

17,190 volunteer hours with **134** non-profit organizations to help strengthen our communities

ADDITIONALLY, WE SET A GOAL FOR OUR GLOBAL WEEK OF VOLUNTEERING EACH YEAR. OUR GOAL FOR 2024 WAS TO GROW THE PROGRAM BY EXECUTING...

145 volunteer events in **37** Goodyear locations totaling **6,570** volunteer hours

WE EXCEEDED THIS, WITH ASSOCIATES FROM...

40 Goodyear locations participating in **228** projects and volunteering more than **11,250** hours

FOR 2025, OUR GOAL IS TO EXECUTE...

235 projects at **42** Goodyear locations totaling **11,800** hours

Lastly, Community Engagement leverages the Goodyear Blimp to create value in our community. Each month, we award approximately 10 Blimp ride certificates to local nonprofits near our Blimp bases in Ohio, Florida and California for fundraising use. We also run annual Marine Toys for Tots campaigns at these bases each holiday season. In 2024, the program donated 25,304 toys and raised $103,657. Since 2010, these events have generated more than 277,000 gifts and over $767,000.

OUR COMMITMENT TO GIVING BACK

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

One of the best ways to measure our impact is to hear from our associates and stakeholders who can provide us with insight into the difference our community outreach efforts are making.

"Goodyear volunteers bring unique skills and expertise to Akron Children's Hospital. Having Goodyear employees volunteer at the hospital helps us build stronger ties with the community, increases awareness of our mission and needs and enhances our public image."

- **Shelly Brown**, chief development officer, Akron Children's Hospital

"My husband and I have volunteered with Akron Children's Safety Town for two years. Working with the children, fitting them for helmets and watching them ride around is just as much a joy for us as it is for them. I am grateful we have this opportunity through Goodyear to support such a wonderful and impactful organization like Children's in our community."

- **Chanda Porter**, paralegal, Goodyear

"Goodyear donated bathroom supplies, organized recreational activities and provided lunch to students at Wat Thai Wiwatthanaram School, which also serves as a community center. We know that Goodyear recognizes and sees the importance of our small school, and by donating and organizing these activities, we see the company's dedication to the school's mission and commitment to social responsibility. Goodyear's donation helps promote positive change at the community level and increases educational and social opportunities."

- **Thanaporn Yenjit**, teacher, Wat Thai Wiwatthanaram School

"This volunteer opportunity allowed me to help the community by building and improving the bathrooms in the school. Seeing their smiles when saw the updated restrooms made this activity fulfilling for me and everyone who participated."

- **Anuwat Daengphai**, electrician, Goodyear, Thailand Facility

"We sincerely thank Goodyear for the well-executed initiative and all the assistance in setting up new outdoor tables and benches, painting and renovating older tables and cleaning the surroundings. All your efforts contribute to a more pleasant stay at our scouts' cabin."

- **Manca Petrovič**, Chief of Scouts Association Rod zelenega Jošta, Slovenia

"Through volunteer projects like our support of the local scouts association, we give back to the communities we live in. The best part is that we not only contribute to the community but also strengthen our connections and build genuine team spirit."

- **Tine Kavčič**, metrology technician, Goodyear

SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY

IN THIS SECTION

SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY

At Goodyear, we strive to make an impact through our choice of the materials we use, and we are committed to managing sourcing in a manner that helps reduce environmental and social impacts and improve our global risk management. 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 tire cord fabrics; and indirect items such as services, equipment, maintenance, transportation, energy and utilities.

GOVERNANCE STRUCTURE AND POLICIES

Our Global Procurement team manages Goodyear's materials and services sourcing. Together with other Goodyear teams, the Procurement team oversees and implements policies, programs and supplier assessments and audits. In addition, we continuously work to expand Goodyear's requirements to include sustainable sourcing guidelines.

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

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

- Natural Rubber Procurement Policy: Aligned with the Global Platform for Sustainable Natural Rubber's (GPSNR) Policy Framework, this policy outlines our commitment to completing projects that improve livelihoods or yields, and to encouraging broader efforts aimed at improving living conditions in the communities that support our supply chain.
- Sustainable Soybean Oil Procurement Policy: Helps guide processors, farmers and other members of the supply chain to establish practices and make sound environmental and social decisions related to growing, harvesting and processing soybeans. As we continue to replace petroleum-based oils in our products, we expect to continue to develop and assess supporting policies and reporting mechanisms, as needed, to help ensure responsible supply chain management.

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

TRAINING AND EDUCATION

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

In 2024, our Natural Rubber Procurement team completed training on ISO 20400 standards, which provides guidance to organizations on integrating sustainability within Procurement. Additionally, all Goodyear Procurement associates were required to complete an online training course on human rights issues, which brings awareness to top issues and sets expectations for reporting any known or suspected violations.

NATURAL RUBBER

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

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

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

SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY

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

Goodyear prioritizes engagement directly within GPSNR Working Groups as necessary, as GPSNR facilitates the natural rubber industry's move towards a more sustainable supply chain. In 2024, Goodyear collaborated with General Motors to fund a GPSNR capacity building project led by Koltiva, aimed at reducing deforestation risks and promoting Good Agricultural Practices among smallholder farmers. With this funding, Goodyear maintained our status of a GPSNR Gold Donor for 2024.

CONFLICT MINERALS

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

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

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

MANAGING OUR SUPPLY CHAIN

Goodyear uses a third-party platform to assess our raw materials suppliers, as well as targeted strategic indirect materials suppliers, around their sustainability commitments, focusing on four pillars — environment; ethics; labor and human rights; and sustainable procurement. Through this process, covered suppliers are required to provide information on policies and programs pertaining to, but not limited to, human rights; 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 2024, we completed an assessment for 99 percent of our raw material volume, and we also completed an assessment of 32 percent of our suppliers of indirect materials or services spend.

In 2025, we plan to continue to work with suppliers, as needed, to develop agreed-upon improvement plans, with the aim to increase the overall sustainability-focused performance of our supply base, as well as continuing to look for opportunities to expand this program to additional suppliers of strategic indirect materials.

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

DUE DILIGENCE PROCESS

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

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

With a comprehensive approach to ethics and compliance measures, we work to ensure our own sourcing operations do not allow or pose significant risk for either child or forced labor. In accordance with the California Transparency in Supply Chains Act of 2010, Goodyear takes measures to prevent and uncover forced labor in our direct supply chain, such as the risk-based assessments, supplier audits and procurement trainings discussed above. To develop the baseline for our human trafficking risk assessments, we used the U.S. Department of Labor's List of Goods Produced by Child or Forced Labor that categorizes goods by country. 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 our natural rubber suppliers every two years to ensure our operations are not supporting child or forced labor. In 2024, we conducted either onsite or virtual audits at those suppliers who were to be audited during this two-year cycle.

SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY

TRANSPARENCY

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

In 2024, we continued to onboard rubber factories into Rubberway.

61% **Currently, 61 percent of our natural rubber volume is part of that system.**

We will continue to engage new suppliers and technologies; assess further capabilities related to transparency; and continue to look at ways to prevent materials from deforested lands from entering our supply chain.

We have a goal of achieving 50 percent raw material volume transparency by 2025. At the end of 2024, we were at 13.2 percent. We previously framed this goal as focused on traceability. In 2024, we re-examined how we approach this topic in connection with our sustainability and related efforts and business processes. While not limiting our current efforts on traceability, we determined that the goal of supply chain transparency better fits our current state and aims, creating transparency along the supply chain in order to facilitate proactive risk management. We intend to continue to work toward supply chain transparency as we engage and work with our suppliers to best understand their processes and practices, and on our traceability efforts related to our Natural Rubber Procurement Policy.

In 2024, we ran a pilot project on two commodities that covered approximately 20 percent of our raw material spend. We are applying learnings from this project as we build out our strategy and approach to raw material transparency in 2025.

In 2025, we plan to continue to assess and look at risks and our long-term sustainability goals will guide our work in this space.

LOOKING AHEAD

We plan to continue to invest in our supply chain transparency and establish goals and targets in 2025. In addition, we plan to continue our work with TIP and GPSNR and to continue to refine and enhance our strategies, if needed, in this space. Goodyear is aware of the EU Deforestation Regulation (EUDR) and continues to prepare for its implementation. It is Goodyear's policy to comply with all applicable laws, including EUDR.

PRODUCT QUALITY

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

GOVERNANCE

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

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

OUR STRATEGY

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

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

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

Training is also critical in executing our strategy. Our more than 40,000 production associates are trained annually on product quality and safety.

QUALITY STRATEGY - Excellence in Quality

Voice of Customer/ Consumer

Robust Tire Release
We have processes in place to ensure each tire we produce attains optimal performance and meets our high standards of quality and safety.

Manufacturing Capabilities
We partner with teams throughout and on all manufacturing processes to ensure we are consistently delivering the best product.

Standards and Procedures
We follow industry standards and document processes to continuously provide clarity and understanding.

Regulatory Compliance
We have our own strict standards in place and adhere to all applicable laws and regulations.

Organizational Capabilities
We work collaboratively and promote continuous learning.

PRODUCT QUALITY

A FOCUS ON CONTINUOUS IMPROVEMENT AND CUSTOMER SATISFACTION

Audits

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

Customer Engagement

We work closely with our customers and receive feedback from them on an annual basis through our internally developed voice of the customer survey. This survey uses a combination of leading and lagging quantitative and qualitative metrics to score overall customer satisfaction. The results of the survey are used to identify areas of opportunity and continued improvement. In 2024, we received feedback — on topics including brand reputation, product performance and customer service — from over 600 customers representing our Americas, EMEA and Asia Pacific regions.

Warranty Cost Per Net Sales

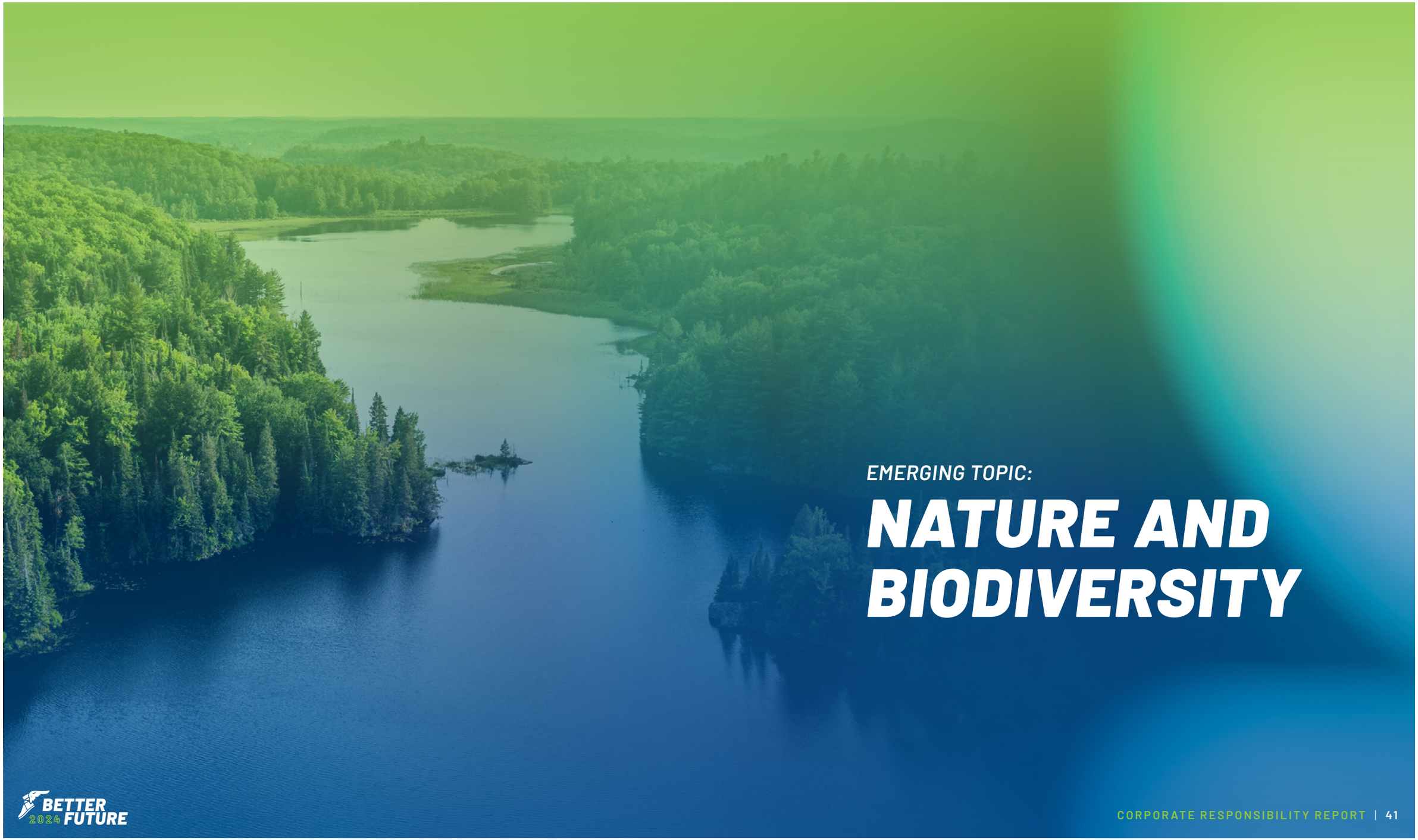
We also measure customer satisfaction through warranty cost per net sales, which is the cost to fulfill warranties compared to net sales. This metric measures Goodyear's ability to deliver the full value of our tires from point of purchase. Goodyear is among the industry leaders in warranty cost per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

	2024	2023	2022
Warranty cost per net sales	0.14%	0.14%	0.14%

LOOKING AHEAD

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

**Based on latest competitor public company filings.*



EMERGING TOPIC:

NATURE AND BIODIVERSITY

NATURE AND BIODIVERSITY

Goodyear is committed to understanding how our value chain may affect nature and natural resources, including forests, land, air and water.

Goodyear is an active member of the WBCSD and TIP, and we closely monitor the development of WBCSD's guidance and related global frameworks. To inform our strategies in 2024, Goodyear continued to participate in the WBCSD's Mainstreaming Nature into Business Strategy and Decision-Making Workstream.

In 2024, we formed an internal Nature and Biodiversity working group and began to assess our impact on nature using the Taskforce on Nature-related Financial Disclosures' (TNFD) LEAP approach. Using tools including ENCORE, Science Based Targets for Nature's (SBTN) materiality assessment and World Wildlife Fund's (WWF) Biodiversity Risk Filter tool, we determined that our initial scope would include our upstream (natural rubber processors only)* and direct operations value chain stages.

Goodyear completed the first two phases of LEAP (Locate & Evaluate) identifying priority locations in our upstream* and direct operations based on location sensitivity and environmental performance. We evaluated location sensitivity using indicators like proximity to ecologically sensitive areas, species sensitivity, ecosystem integrity and WRI water risk score. To determine a location's environmental performance, we followed TNFD's guidance and developed a tool to aggregate external data from sources like IBAT and WWF and facility-level Goodyear data (e.g., production, waste, emissions, water).

Following the evaluation phase, we identified dependencies on water and habitats for flood and storm protection and potential impacts related to water use, GHG emissions, solid waste and pollutants. We are already actively managing these areas, described in the following sections, and will continue to assess them as we move through the last two phases of LEAP in 2025.

UPSTREAM

While Goodyear does not own any rubber tree plantations, we have taken actions to support sustainability as a purchaser of natural rubber, as noted in this report and in our Natural Rubber Procurement Policy. Goodyear is committed to working internally, with our supply chain and with external parties to promote a natural rubber supply chain that is environmentally and socially responsible, helping to reduce impacts on biodiversity. You can learn more about these efforts — which includes our work with GPSNR and Rubberway — in the Supply Chain and Transparency and Governance section of this report.

OPERATIONS

In our Responsible Operations Policy, we state that we examine our value chain to understand its potential impacts on nature and our natural resources.

In 2024, Goodyear achieved a 96 percent ISO14001 certification for all manufacturing facilities. ISO provides requirements on managing environmental topics like air emissions, water usage, waste generation, use of materials and resources and energy consumption. Additionally, Goodyear has established processes and systems to reduce operational impacts, such as our Zero Waste to Landfill program and programs to reduce solvent usage.

OPERATIONAL IMPACTS

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

We carefully monitor our energy, GHG emissions, water use and waste and set company-wide and facility-specific goals to reduce our operational impacts and comply with all applicable laws and regulations. In 2024, Goodyear continued the integration of energy management principles through the cross-functional efforts of our Manufacturing, Engineering, Procurement and Sustainability teams.

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 2024, Goodyear continued to reduce the total number of environmental violations from seven in 2023 to three in 2024. Details of our performance in this area are outlined in the report's Data Table.

In 2025, we will add additional subcommittees focused on the rapid identification and mitigation of risk in this space as well as develop a global standard to realize systemic improvement to reduce risk. We will report on that standard and our progress in future reports.

Upstream refers to natural rubber processors only so we can consolidate.

NATURE AND BIODIVERSITY

WATER GOVERNANCE AND PERFORMANCE

Water is one of the topics governed under the *Better Future* governance structure. Goodyear's water strategy, goals and performance are reviewed regularly with company officers and each strategic business unit. The Board Committee on Corporate Responsibility and Compliance conducts an annual review of and confirms Goodyear's water reduction targets and actions. Additionally, manufacturing facilities have been placed into different categories with assigned initiatives based on water intensity performance and other water stress indicators.

Goodyear's production of tires is not a water-intensive process compared to other industries. We use water primarily for steam generation, cooling and sanitary purposes. However, we operate in areas where water stress can be high, so, 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 51 facilities, and we use the WRI Aqueduct Tool to assess water stress annually, down to the basin level at every location. In our latest CDP response, we identified 15 facilities in areas exposed to water risks, but these facilities are some of Goodyear's most efficient in terms of water use.

Even though our usage is not substantial in water-scarce locations, we include the WRI assessment results, where relevant, in new project scopes to understand potential project impacts on local water supplies. We also intend to assess if any of our current products and/or services could be classified as low water impact.

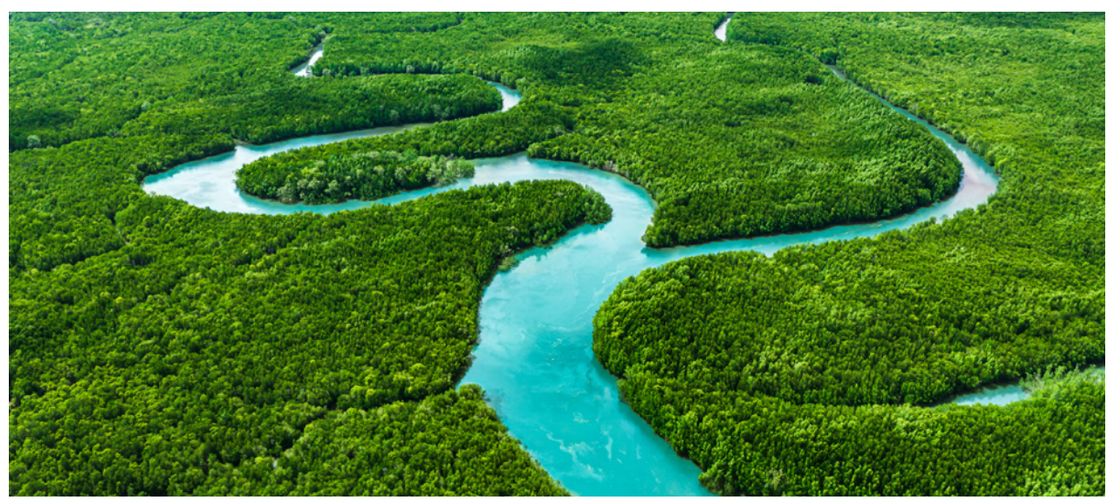
Goodyear aims to maintain our strong performance at our most efficient facilities while improving water efficiency at our highest-intensity and water-stressed locations. Facilities in high-stressed locations and the largest water users in each region evaluate their reduction opportunities and implement best practices for continued water savings. Goodyear's goal is to reduce water consumption by 30 percent by 2030 from a 2020 baseline. At the end of 2024, we have already achieved a 15.3 percent reduction since 2020.

We source water from public utilities, wells, lakes and streams, of which 25.8 percent (1.709 billion gallons) is from public utilities and 74.2 percent (4.916 billion gallons) is from well and surface waters. Goodyear does not withdraw or discharge water from brackish surface water/seawater, produced/entrained water or non-renewable groundwater. To reach our goal, we studied our facilities with the highest water use, assessing them for potential water reduction projects and setting priorities. We plan to continue to leverage closed-loop cooling systems, onsite treatment facilities and evaporative cooling to capture process water and steam condensate to reuse and reduce the use of water. We will continue to report our progress in future reports.

LOOKING AHEAD

In 2025, Goodyear's Nature and Biodiversity Working Group plans to continue the nature impact assessment by integrating the Assess phase into a broader Environmental Impact, Risk and Opportunity (IRO) Assessment. This process will determine priority risks and opportunities and their connections to other topics such as Climate and Water. The results will be used to set goals and establish the proper ongoing management structure for these topics.

Nature and biodiversity are linked to other high-priority topics in this report — Climate, Circularity and Supply Chain Governance and Transparency. We will further integrate nature and biodiversity assessment insights, governance, strategies and metrics into these high-priority topics.



PERFORMANCE AND DATA

IN THIS SECTION

HOW WE REPORT

Operational data are reported on owned and leased facilities where Goodyear has operational control, as well our fleet of vehicles. All data reported have been collected from our operations based on standard reporting definitions and requirements. Some data have been reported to governmental agencies that check for accuracy.

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

PricewaterhouseCoopers LLP (or PwC) has performed a limited assurance engagement over the following metrics for the year ended December 31, 2024, as indicated in the Report of Independent Accountants: Direct (Scope 1) GHG emissions (metric tons CO_2e), Gross location-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e), Gross market-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e), and Global GHG emissions (Scope 1 and Scope 2 market-based) (metric tons CO_2e). The Report of Independent Accountants is included in this report on page 88.

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

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

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

The sources include electricity and steam generated offsite, fuels including natural gas, fuel oil, propane, diesel, gasoline, liquefied petroleum gas (LPG), waste fuel, agricultural byproducts, coal, jet fuel, ethanol, process emissions (chemical waste) and fugitive emissions (SF_6 and refrigerants).

Goodyear's 2019 emissions baseline includes Goodyear and Cooper manufacturing facilities, non-manufacturing facilities, and vehicles, unless otherwise noted.

REPORTING OUTSIDE OF GHG EMISSIONS

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

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

This report has been prepared with reference to the GRI Standards. The GRI Standards are the most widely adopted global standards for sustainability reporting. These standards help businesses and governments understand and communicate their impact on a variety of sustainability issues in a common format.

This report has been internally reviewed by the Goodyear team. The review process includes review by our Goodyear high-priority topic and focus areas owners, members of the Goodyear Senior Leadership Team and our Board of Directors' Committee on Corporate Responsibility and Compliance.

DATA TABLE

GENERAL DISCLOSURES							
1. THE ORGANIZATION AND ITS REPORTING PRACTICES							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us; Locations Legal name: The Goodyear Tire & Rubber Company Type of Company: Public Location of headquarters: Akron, Ohio, USA					
	2-2 Entities included in the organization's sustainability reporting	How We Report; Locations; 2024 10-K, pgs. 1-5 (Exhibit 21.1)					
	2-3 Reporting period, frequency and contact point	How We Report; Reporting period: January 1, 2024, through December 31, 2024 Reporting cycle: Annual Publication date: June 23, 2025 Contact point for questions regarding the report: Darcy Robison, Vice President, Chief Sustainability Officer (darcy_robison@goodyear.com)					
	2-4 Restatements of information	• The number of manufacturing facilities in 2-7 has been corrected for 2023 aligned with our 10-K report. • We aligned our collective bargaining data in 2-30 to our 10-K report. This has been restated for years 2022-2023. • A reassessment of the 'Training Expenses' data is underway. We will disclose updated information in future reports. • Revised the data calculations for 204-1 from spend to volume data. • Revised the metric names under "Supplier Audits" to clarify the scope is focused on natural rubber supplier audits. • Restated 303-3 and 303-5 to include water for all manufacturing facilities. • We had previously stated this goal, 50% raw material volume transparency by 2025, as traceability rather than transparency. In 2024, we re-examined how we approach this topic to ensure it aligns with our business processes and determined that supply chain transparency accurately depicts our current state. • Restated 2023 value for 306-3 to correctly sum the total weight of waste diverted from disposal and waste directed to disposal. • Restated 2023 values under 403-9 and TIR performance due to updated safety reports pulled in February 2025. • We restated our energy, emissions and performance against our climate ambitions data for years 2022-2023, which is inclusive of our manufacturing and non-manufacturing facilities. • We modified our energy intensity metric from BTU/lb to GJ/metric ton in 302-3 • We clarified our target for renewable electricity by 2030 and added our 2040 renewable energy target in the Established Goal Summary table. We corrected the percent of renewable electricity used in 2023 from 37% to 36%.					

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 2: General Disclosures 2021	2-5 External assurance	PricewaterhouseCoopers LLP (or PwC) has performed a limited assurance engagement over the following metrics for the year ended December 31, 2024, as indicated in the Report of Independent Accountants: Direct (Scope 1) GHG emissions (metric tons CO_2e), Gross location-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e), Gross market-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e), and Global GHG emissions (Scope 1 and Scope 2 market-based) (metric tons CO_2e).					
2. ACTIVITIES AND WORKERS							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Data Table; About Us; Locations; Climate; Advanced Mobility; Circularity; Supply Chain Governance and Transparency; 2025 Proxy Statement, pgs. i-ii; 2024 10-K, pgs. 2-5	Financial performance	Annual revenue (net sales) (million USD)	$18,878	$20,066	$20,805
				Net income [loss] (million USD)	$70	$(689)	$202
				Total assets (million USD)	$20,964	$21,582	$22,431
				Total liabilities (million USD)	$16,058	$16,745	$16,965
				Total shareholders' equity (million USD)	$4,906	$4,837	$5,466
			Tire units sold (million)	Global total	166.6	173.3	184.5
				Americas	81.6	87.3	95.0
				Europe, Middle East, Africa	48.9	49.9	55.1
				Asia Pacific	36.1	36.1	34.4
			Number of manufacturing facilities (tire, development, chemical, molds, retread, mix)	Global total	53	55 [1]	57
				Americas	28	28 [1]	29
				Europe, Middle East, Africa	17	17 [1]	18
				Asia Pacific	8	10 [1]	10

[1] Restated and noted in 2-4

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Data Table; About Us; Locations; Climate; Advanced Mobility; Circularity; Supply Chain Governance and Transparency; 2025 Proxy Statement, pgs. i-ii; 2024 10-K, pgs. 2-5	Number of non-manufacturing facilities globally	Major offices (headquarters, development, innovation, purchasing)	9	9	9
				Retail	800	950	950
				Distribution	350	300	300
				Tire retreading	35	40	40
				Proving grounds	7	7	7
				Airship operations Includes bases located in Ohio, Florida and California. We do not own/operate the European base.	3	3	3
	2-7 Employees	Data Table; About Us	Number of associates	Global total (excludes contractors and includes associates on leave of absence)	65,687	68,905	71,377
			% of associates- Male	Global percentage	87%	87%	87%
			% of associates- Female	Global percentage	13%	13%	13%
			% of associates- Gender not specified	Global percentage	0%	0%	0%
			% of associates- Permanent	Global percentage	99%	99%	99%
			% of associates- Temporary	Global percentage	1%	1%	1%
			% of associates- Full-time	Global percentage	99%	99%	99%
			% of associates- Part-time	Global percentage	1%	1%	1%
			% of associates- < 30 year old	Global percentage	19%	20%	21%
			% of associates- 30 - 50 year old	Global percentage	56%	56%	55%
			% of associates- > 50 year old	Global percentage	25%	24%	24%
			Male	Total associates	56,884	59,789	61,874
				Permanent associates	56,343	59,253	61,199
				Temporary associates	541	536	675
				Full-time associates	56,383	59,198	61,435
				Part-time associates	501	591	439

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 2: General Disclosures 2021	2-7 Employees	Data Table; About Us	Female	Total associates	8,719	9,092	9,462
				Permanent associates	8,537	8,855	9,213
				Temporary associates	182	237	249
				Full-time associates	8,505	8,810	9,188
				Part-time associates	214	282	274
			Gender not specified	Total associates	84	24	41
				Permanent associates	84	22	40
				Temporary associates	0	2	1
				Full-time associates	84	24	40
				Part-time associates	0	0	1
			Americas	Total associates	35,004	36,662	36,956
				Permanent associates	34,750	36,298	36,570
				Temporary associates	254	364	386
				Full-time associates	34,662	36,218	36,664
				Part-time associates	342	444	292
			Europe, Middle East, Africa	Total associates	21,377	21,857	23,460
				Permanent associates	21,076	21,559	23,046
				Temporary associates	301	298	414
				Full-time associates	21,004	21,448	23,057
				Part-time associates	373	409	403
			Asia Pacific	Total associates	9,306	10,386	10,961
				Permanent associates	9,138	10,273	10,836
				Temporary associates	168	113	125
				Full-time associates	9,306	10,366	10,942
				Part-time associates	0	20	19

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Data Table; About Us	Global	Number of workers who are not employees and whose work is controlled by the organization. Goodyear engages with theseassociates through a third-party employment agency. Scope of work is related to manufacturing and/or non-manufacturing activities unless otherwise noted. These numbers are Full-Time Equivalents and not number of workers.	4,431	4,289	4,510
	Non-GRI Key Performance Indicators	Data Table	Area of manufacturing facilities [tire, development, chemical, molds, retread, mix] (thousand sq. ft.)	Global total	56,236	56,098	56,672
				Americas	27,045	27,016	26,973
				Europe, Middle East, Africa	18,302	18,222	18,979
				Asia Pacific	10,889	10,860	10,720
			Total weight of products produced (metric tons) Includes Tire, Chemical, Retread, Bladder, Mold, Semifinished Products Exported and Other Production	Global total	3,688,000	3,638,000	3,977,000
				Americas	2,193,000	2,154,000	2,365,000
				Europe, Middle East, Africa	896,000	940,000	1,071,000
				Asia Pacific	599,000	544,000	543,000
3. GOVERNANCE							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Corporate Responsibility Governance; 2025 Proxy Statement, pgs. 1 – 4 and 6-13; Corporate Governance					
	2-10 Nomination and selection of the highest governance body	Corporate Responsibility Governance; 2025 Proxy Statement, pgs. 5-11					
	2-11 Chair of the highest governance body	Corporate Responsibility Governance; 2025 Proxy Statement, pg. 2; Board of Directors and Executive Officers Conflict of Interest Policy					

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Responsibility Governance; Stakeholder Engagement; 2025 Proxy Statement pgs. 3-4 and 8-14; 2024 CDP Response pgs. 125-142					
	2-13 Delegation of responsibility for managing impacts	Corporate Responsibility Governance					
	2-14 Role of the highest governance body in sustainability reporting	How We Report; 2025 Proxy Statement pgs. 10, 12-14; The Board of Directors has the opportunity to review, provide feedback, and approve Goodyear's Corporate Responsibility Report annually prior to publication.					
	2-15 Conflicts of interest	Board of Directors and Executive Officers Conflict of Interest Policy					
	2-16 Communication of critical concerns	Compliance & Ethics; 2025 Proxy Statement, pg. 14; Goodyear discloses all material matters in our public filings with the Securities and Exchange Commission.					
	2-17 Collective knowledge of the highest governance body	Corporate Responsibility Governance					
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement pg. vii Annual internal self-assessment If relevant actions are identified they will appear in Goodyear's Proxy Statement					
	2-19 Remuneration policies	2025 Proxy Statement, pgs. v and 28-51					
	2-20 Process to determine remuneration	2025 Proxy Statement, pgs. iii-vii, 8-13 and 23-53					

DATA TABLE

4. STRATEGY, POLICIES AND PRACTICES							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Leadership Message					
	2-23 Policy commitments	Compliance & Ethics; Human and Labor Rights; Supply Chain Governance and Transparency Precautionary principle or approach: Although Goodyear does not formally implement a global precautionary principle approach, we assess risks across our operations.					
	2-24 Embedding policy commitments	Compliance & Ethics; Human and Labor Rights; Supply Chain Governance and Transparency					
	2-26 Mechanisms for seeking advice and raising concerns	Compliance & Ethics; Integrity Hotline					
	2-27 Compliance with laws and regulations	Goodyear discloses all material matters in our public filings with the Securities and Exchange Commission. For environmental compliance, please see the data reported under our emerging topic "Nature and Biodiversity."					
	2-28 Membership associations	Awards, Recognition and Memberships					
5. STAKEHOLDER ENGAGEMENT							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder Engagement					
	2-30 Collective bargaining agreements	Data Table; 2024 10-K, pgs. 6-7	Global	% of associates covered by collective bargaining agreements The number of associates covered by collective bargaining agreements divided by the total number of active associates and contractors.	56%	56% [1]	57% [1]

[1] Restated and noted in 2-4

DATA TABLE

COMPLIANCE AND ETHICS							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 205: Anti-corruption 2016	205-1 Operations assessed to risk related to corruption	Data Table	Operations assessed for risks related to corruption	Total number of operations assessed for risks related to corruption	1,257	1,366	1,366
				Percentage of operations assessed for risks related to corruption	100%	100%	100%
	205-2 Communication and training about anti-corruption policies and procedures	Data Table	Total number of governance body members communicated to about anti-corruption	Global total	12	15	12
				Americas	11	14	11
				Europe, Middle East, Africa	Not applicable	Not applicable	Not applicable
				Asia Pacific	1	1	1
			% of governance body members communicated to about anti-corruption	Global total	100%	100%	100%
				Americas	100%	100%	100%
				Europe, Middle East, Africa	Not applicable	Not applicable	Not applicable
				Asia Pacific	100%	100%	100%
			Total number of employees communicated to about anti-corruption	Global total	65,687	68,905	71,377
				Americas total	35,004	36,662	36,956
				Europe, Middle East, Africa total	21,377	21,857	23,460
				Asia Pacific total	9,306	10,386	10,961
				Salaried associates	17,022	17,767	18,920
				Hourly associates	48,665	51,138	52,457
				Management	4,736	5,142	5,280
				Individual contributors	60,951	63,763	66,097

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Data Table	% 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 "Business partners" include active suppliers plus certain active customers (those that, based on certain criteria, are part of Goodyear's anti-bribery due diligence process)	Global total	28,488	31,123	32,201
				Americas	11,521	12,675	13,028
				Europe, Middle East, Africa	10,207	11,248	11,840
				Asia Pacific	6,720	7,200	7,333
			% of business partners communicated to about anti-corruption "Business partners" include 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	15	12
				Americas	11	14	11
				Europe, Middle East, Africa	Not applicable	Not applicable	Not applicable
				Asia Pacific	1	1	1
			% of governance body members trained on anti-corruption	Global total	100%	100%	100%
				Americas	100%	100%	100%
				Europe, Middle East, Africa	Not applicable	Not applicable	Not applicable
				Asia Pacific	100%	100%	100%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Data Table	Total number of employees trained on anti-corruption Training population is risk-based and not all associates are covered by training requirements.	Global total	29,586	32,410	23,810
				Americas total	22,135	21,615	16,365
				Europe, Middle East, Africa total	4,538	5,733	3,448
				Asia Pacific total	2,913	5,062	3,997
				Salaried associates	14,453	15,415	9,227
				Hourly associates	15,133	16,995	14,583
				Management Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	4,005	4,611	Not available[2]
				Individual contributors Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	25,581	10,804	Not available[2]
			% of employees trained on anti-corruption Training population is risk-based and not all associates are covered by training requirements.	Global total	45%	46%	33%
				Americas total	63%	59%	45%
				Europe, Middle East, Africa total	21%	26%	15%
				Asia Pacific total	31%	49%	37%
				Salaried associates	85%	87%	49%
				Hourly associates	31%	33%	28%
				Management Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	85%	97%	Not available[2]
				Individual contributors Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	42%	98%	Not available[2]
	205-3 Confirmed incidents of corruption and actions taken place	Goodyear discloses all material matters in our public filings with the Securities and Exchange Commission. Allegations of corruption/bribery are formally investigated to conclusion. The investigation results are provided to pertinent stakeholders for remediation and corrective action.					

[2] 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

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 206: Anti-competitive behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance & Ethics; Business Conduct Manual, pgs. 52-59; Acting with Integrity					
GRI 402: Labor management relations (2016)	402-1 Minimum notice periods regarding operational changes	Goodyear complies with applicable rules, regulations and notice requirements as required by law.					
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	Business Conduct Manual, pg. 12, 17-19, and 26; Global Human Rights Policy					
GRI 407: Freedom of association and collective bargaining (2016)	407-1 Operations and suppliers in which the right to freedom of assocation and collective bargaining may be at risk	Global Human Rights Policy; Supplier Code of Conduct, pgs. 1-2					
GRI 415: Public Policy (2016)	415-1 Political Contributions; Compliance and Ethics	2024 Political and Lobbying Contributions					
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table	Business Conduct Manual training	% of associates who have completed Business Conduct Manual training	92%	99%	98%

MATERIAL TOPICS

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement; Materiality					

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Material Topics 2021	3-2 List of material topics	Stakeholder Engagement; Materiality List of Material Topics: Health and safety Product quality and safety Energy efficiency, low-GHG-emissions fuels and renewable energy Reduction of waste Efficient distribution Nature and biodiversity Business resiliency Low-GHG-emissions materials Renewable and recycled materials Reuse solutions for tires Protection of human health and rights Supplier sustainability commitments Supplier due diligence Transparency Reduction of tire weight Tire energy efficiency Tire longevity and emissions Low-GHG-emissions products, services and infrastructure Access to advanced mobility solutions Associate experience Associate health, safety and well-being Community engagement In 2022, Goodyear, under the leadership of the *Better Future* Steering Committee and in collaboration with a third party, conducted our latest materiality assessment to identify and define the sustainability topics that are viewed as high priority to Goodyear and our stakeholders. In 2024, Goodyear completed a double materiality assessment using the CSRD framework and continues to follow the timeline and process outlined for CSRD compliance. Please see our Materiality section for more information.					
CLIMATE - DECARBONIZATION, ADAPTATION AND RESILIENCY							
ENERGY EFFICIENCY, LOW-GHG-EMISSIONS FUELS, AND RENEWABLE ENERGY							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Material Topics 2021	3-3 Management of material topics	Renewable Electricity and Energy; Energy; Climate Transition Plan					

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 302: Energy 2016[3]	302-1 Energy consumption within the organization	Data Table; Energy	Energy consumption	Total fuel consumption within the organization from non-renewable sources (gigajoules)	26,217,000	26,221,000	27,546,000
				Total fuel consumption within the organization from renewable sources (gigajoules)	368,000	389,000	322,000
				Electricity consumption (gigajoules)[4]	32,964,000	33,008,000	33,977,000
				Heating consumption (gigajoules)	3,315,000	3,382,000	3,735,000
				Cooling consumption (gigajoules)[5]	Not available	Not available	Not available
				Electricity sold (gigajoules)	126,000	110,000	120,000
				Heating sold (gigajoules)[6]	Not available	Not available	Not available
				Cooling sold (gigajoules)[6]	Not available	Not available	Not available
				Steam sold (gigajoules)[6]	Not available	Not available	Not available
				Total energy consumption within in the organization (gigajoules) The sum of total fuel consumed within the organization (renewable and non-renewable sources), electricity and heating minus the electricity sold.	62,738,000	62,890,000	65,460,000
				Fuel use - natural gas (MWh)	6,801,000	6,790,000	7,114,000
				Fuel use - other (MWh)	580,000	602,000	627,000
				Electricity consumption (MWh)	9,157,000	9,169,000	9,438,000
				Steam consumption (MWh)	921,000	940,000	1,037,000
				Total energy consumption (MWh) The sum of fuel use (natural gas and other), electricity and steam.	17,459,000	17,501,000	18,216,000
	302-3 Energy intensity	Data Table; Energy; How We Report	Energy intensity Manufacturing facilities only	Global energy intensity (GJ/metric ton)[1]	16.14	16.38	15.92

[1]Restated and noted in 2-4 | [3]We restated our energy, emissions and performance against our climate ambitions data for years 2022-2023, which is inclusive of our manufacturing and non-manufacturing facilities. This data has been rounded to the nearest 000th.
[4]Started reporting in 2024 | [5]Not currently disaggregated from total fuel consumption | [6]Not consolidated at a global level

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 302: Energy 2016[3]	302-4 Reduction of energy consumption	Data Table; Energy; Established Goals Summary	Reduction of energy consumption Manufacturing facilities only	Amount of reductions in energy consumption (gigajoules) In reference to GRI 302-4. Annual reductions in energy consumption compared to the 2019 baseline. This figure accounts for energy reduction initiatives and changes in production.	2,644,000	2,568,000	-1,143,000
GRI 305: Emissions 2016[3]	305-1 Direct (Scope 1) GHG emissions	Data Table; Climate; 2024 CDP Response pgs. 230 and 238-239	Direct (Scope 1) GHG emissions	Direct CO_2 emissions (metric tons CO_2e)	1,347,000	1,346,000	1,420,000
				Direct CH_4 emissions (metric tons CO_2e)	1,000	1,000	1,000
				Direct N_2O emissions (metric tons CO_2e)	1,000	1,000	1,000
				HFCs/PFCs (metric tons CO_2e) Estimated for all reported data years (2022-2024). Non-manufacturing is not included in 2022 but is included in 2023 & 2024.	15,000	15,000	11,000
				SF_6 (metric tons CO_2e) Estimated for all reported data years (2022-2024).	25,000	25,000	25,000
				Direct (Scope 1) GHG emissions (metric tons CO_2e) The sum of direct CO_2, CH_4, N_2O, HFCs/PFCs and SF_6 emissions.	1,389,000[7]	1,388,000	1,458,000
				Biogenic CO_2 emissions (metric tons CO_2e) Not included in Scope 1 total, reported separately	41,000	44,000	35,000
	305-2 Energy indirect (Scope 2) GHG emissions	Data Table; Climate; 2024 CDP Response pgs. 230 and 240-242	Indirect (Scope 2) GHG emissions	Gross location-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e)	1,498,000[7]	1,601,000	1,673,000
				Gross market-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e)	1,124,000[7]	1,204,000	1,271,000
	305-1, 305-2	Data Table; Climate; 2024 CDP Response pgs. 230 and 238-239	Global GHG emissions (Scope 1 and Scope 2)	**Global GHG emissions (Scope 1 and Scope 2) (metric tons CO_2e)** The sum of direct (Scope 1) GHG emissions and gross market-based energy indirect (Scope 2) GHG emissions.	2,513,000[7]	2,592,000	2,729,000
				Global GHG emissions (Scope 1 and Scope 2) (million metric tons CO_2e) The sum of direct (Scope 1) GHG emissions and gross market-based energy indirect (Scope 2) GHG emissions.	2.51	2.59	2.73

[3] We restated our energy, emissions and performance against our climate ambitions data for years 2022-2023, which is inclusive of our manufacturing and non-manufacturing facilities. This data has been rounded to the nearest 000th.
[7] PricewaterhouseCoopers LLP (PwC) has performed a limited assurance engagement over the following metrics for the year ended December 31, 2024, as indicated in the Report of Independent Accountants: Direct (Scope 1) GHG emissions (metric tons CO_2e), Gross location-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e), Gross market-based energy indirect (Scope 2) GHG emissions (metric tons CO_2e), and Global GHG emissions (Scope 1 and Scope 2 market-based) (metric tons CO_2e).

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 305: Emissions 2016[3]	305-3 Other indirect (Scope 3) GHG emissions	Data Table; Climate; 2024 CDP Response pgs. 231-238, and 242-255	Other indirect (Scope 3) GHG emissions We improved our calculation methodology for 2023 and 2024. This was not applied to 2022.	Category 1: Purchased goods and services (metric tons CO_2e)	7,019,000	7,053,000	8,211,000
				Category 2: Capital goods (metric tons CO_2e)	221,000	197,000	185,000
				Category 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO_2e)	578,000	580,000	797,000
				Category 4: Upstream transportation and distribution (metric tons CO_2e)	1,287,000	1,606,000	1,941,000
				Category 5: Waste generated in operations (metric tons CO_2e)	41,000	38,000	61,000
				Category 6: Business travel (metric tons CO_2e)	33,000	37,000	33,000
				Category 7: Employee commuting (metric tons CO_2e)	74,000	77,000	79,000
				Category 9: Downstream transportation and distribution (metric tons CO_2e)	187,000	228,000	212,000
				Category 10: Processing of sold products (metric tons CO_2e)	153,000	156,000	157,000
				Category 11: Use of sold products (metric tons CO_2e)	120,438,000	139,563,000	145,010,000
				Category 12: End of life treatment of sold products (metric tons CO_2e)	228,000	241,000	258,000
				Category 14: Franchises (metric tons CO_2e)	45,000	44,000	102,000
				Category 15: Investments (metric tons CO_2e)	138,000	153,000	200,000
	305-4 GHG emissions intensity	Data Table; Climate	GHG emissions intensity Manufacturing facilities only	Global GHG emissions intensity (Scope 1 and Scope 2 market-based) (metric tons CO_2e/metric ton) Includes CO_2, CH_4, N_2O, HFCs/PFCs and SF_6 emissions.	0.612	0.631	0.634

[3] We restated our energy, emissions & performance against our climate ambitions data for years 2022-2023, which is inclusive of our manufacturing and non-manufacturing facilities. This data has been rounded to the nearest 000th.

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 305: Emissions 2016[3]	305-5 Reduction of GHG emissions	Data Table; Climate; Established Goals Summary	Reduction of GHG emissions	Amount of GHG emissions reduced (metric tons CO_2e) In reference to GRI 305-5. Annual absolute Scope 1 & Scope 2 market-based CO_2e emissions reduction vs 2019 baseline. This figure accounts for GHG reduction initiatives and changes in production.	856,000	776,000	639,000
Non-GRI Key Performance Indicators[3]	Non-GRI Key Performance Indicators	Data Table; Renewable Electricity and Energy	Electricity Manufacturing facilities only	% of non-renewable electricity purchased	63%	64%	66%
				% of renewable electricity purchased and generated Electricity and fuel consumed at these facilities has been offset through renewable energy instruments (ex. EACs, green tariffs)	37%	36%[1]	34%
		Data Table; Energy	ISO50001 certification[4]	% of tire and chemical manufacturing facilities with ISO 50001 certification This represents 12 out of 51 facilities. Please note that this a different denominator than the 53 manufacturing facilities we report on in our 10-K.	24%	8%	6%

REDUCTION OF TIRE WEIGHT AND TIRE ENERGY EFFICIENCY

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Management Approach 2021	3-3 Management of material topics	Climate; Use Phase; Dematerialization; Climate Transition Plan					
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Data Table; Climate; Use Phase; Dematerialization; Established Goals Summary	Reductions in energy requirements of products and services	% reduction in rolling resistance - global consumer tire portfolio (2005 baseline) Includes any tires tested per EU labeling regulations for production release.	35.5%	35.5%	32.9%
				% reduction in weight - global consumer tire portfolio (2005 baseline) Includes Goodyear- and Dunlop-branded products, excludes tires made in recently acquired Cooper facilities.	9.9%	9.9%	9.4%

[1]Restated and noted in 2-4 | [3]We restated our energy, emissions & performance against our climate ambitions data for years 2022-2023, which is inclusive of our manufacturing and non-manufacturing facilities. This data has been rounded to the nearest 000th. | [4]Started reporting in 2024

DATA TABLE

LOW-GHG EMISSIONS MATERIALS							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Climate; Circularity; Climate Transition Plan					
GRI 204: Procurement Practices 2016	204-1 Percent procurement volume on raw materials from local suppliers used for significant locations of operation	Data Table	Local suppliers	% procurement volume on raw materials from local suppliers used for significant locations of operation Revised the data calculations for 204-1 from spend to volume data for greater accuracy. Tire raw materials only. We define significant locations of operation as our tire manufacturing facilities, excluding retread-related operations for certain regions and locations. We define local as sourced from the same country as the Goodyear manufacturing facility 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.	48% [1]	48% [1]	44% [1]
LOW-GHG EMISSION PRODUCTS, SERVICES AND INFRASTRUCTURES							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Climate; Climate Transition Plan					
BUSINESS RESILIENCY							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Resiliency and Business Continuity; Climate Transition Plan					

[1] Restated and noted in 2-4

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table	CDP Climate	CDP Climate Change score	B[8]	B	B
			Business Continuity	Number of business continuity incidents Includes technology-related, human element-related, natural incidents, facility-related issues and supply chain-related events	125	114	61
			Business Resiliency	Number of Goodyear facilities located in coastal or flood zones Scope includes locations that have insured values excess of $1 million.	31	31	21
ACCESS TO ADVANCED MOBILITY SOLUTIONS							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Advanced Mobility; Climate Transition Plan					
CIRCULARITY							
RENEWABLE AND RECYCLED MATERIALS							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Climate; Circularity					

[8] Goodyear is in the process of filing a score appeal with CDP which could change the reported performance for 2024. This will be corrected in future reports if a change occurs.

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Data Table	Renewable materials	Weight (thousands of metric 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.	636	628	637
				% 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%	23%	23%
			Non-renewable and non-recycled materials	Weight (thousands of metric tons) of non-renewable materials used in products	2,090	2,139	2,080
				% of non-renewable and non-recycled materials used in products	76%	77%	77%
	301-2 Recycled input materials used	Data Table	Recycled input materials used	Weight (thousands of metric tons) of recycled materials used in products Includes both pre- and post-consumer recycled materials.	38	6.5	3.6
				% of recycled input materials used to manufacture the organization's primary products and services Includes both pre- and post-consumer recycled materials.	1.40%	0.23%	0.13%

REUSE SOLUTIONS FOR TIRES AND TIRE LONGEVITY AND EMISSIONS

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Management Approach 2021	3-3 Management of material topics	End-of-Life Tires (ELT); Tire Longevity and Retreading					
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	End-of-Life Tires (ELT); TIP ELT studies; Little to no packaging associated with reclaiming tires.	% reclaimed by recovery type[4] Sales weighted average for each recovery type globally using Goodyear volumes and percentages from the TIP ELT studies. Please refer to the TIP ELT studies for standard definitions on the recovery pathway. Does not include retreading.	% material recovery	43%		
				% energy recovery	32%		
				% civil engineering & backfilling	5%		
				% other (not recovered - landfilled, stockpiled or unknown)	20%		

[4] Started reporting in 2024

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 305: Emissions 20163	305-3 Other indirect (Scope 3) GHG emissions	Data Table; 2024 CDP Response pgs. 231-238, and 242-255	Other indirect (Scope 3) GHG emissions	Category 12: End of life treatment of sold products (metric tons CO_2e)	228,000	241,000	258,000
REDUCTION OF WASTE							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Nature and Biodiversity; Waste and Solvent Performance; End-of-Life Tires (ELT); TIP ELT studies					
	306-2 Management of significant waste-related impacts	Nature and Biodiversity; Waste and Solvent Performance; End-of-Life Tires (ELT); TIP ELT studies					
	306-3 Waste generated	Data Table	Waste generated Manufacturing facilities only	**Total weight of waste generated (metric tons)** The sum of total weight of waste diverted from disposal and waste directed to disposal.	250,542	245,711[1]	243,372
	306-4 Waste diverted from disposal	Data Table	Waste diverted from disposal Manufacturing facilities only	Total weight of waste diverted from disposal (metric tons): Recycling	179,087	186,819	177,256
				Total weight of waste diverted from disposal (metric tons) The sum of the waste diverted from disposal pathways (i.e., recycling).	179,087	186,819	177,256

[1] Restated and noted in 2-4

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 306: Waste 2020	306-5 Waste directed to disposal	Data Table	Waste directed to disposal Manufacturing facilities only	Total weight of waste directed to disposal (metric tons): Incineration (with energy recovery)	66,739	55,346	59,228
				Total weight of waste directed to disposal (metric tons): Incineration (without energy recovery)	4,716	3,546	6,887
				Total weight of waste directed to disposal (metric tons) The sum of the waste directed to disposal pathways (i.e., Includes incineration with energy recovery, incineration without energy recovery. Landfill will be incorporated in 2025).	71,455	58,892	66,116
		Data Table; Goodyear established a Zero Waste to Landfill expectation at our legacy Goodyear tire and chemical manufacturing facilities in 2006. This represents 42 out of 51 facilities. Please note that this a different denominator than the 53 manufacturing facilities we report on in our 10-K. This mandate applies to all Goodyear created or owned waste. There are exemptions for special regulated waste (such as asbestos and waste that must be disposed of per regulatory requirements). Since then, we have continuously improved our waste management practices by maintaining corporate standards, processes and systems to help ensure the appropriate disposition of our wastes and other materials. Cooper legacy facilities have been integrated into our waste reporting; however, not all legacy Cooper facilities are included in our Zero Waste to Landfill program. Starting in 2024, Asia Pacific legacy Cooper facilities have been incorporated into our Zero Waste to Landfill program but not for the other regions. We are currently assessing our plan to integrate the remainder legacy Cooper facilities.		% of legacy Goodyear tire and chemical manufacturing facilities that are Zero Waste To Landfill[9]	100%	100%	100%

HUMAN & LABOR RIGHTS

PROTECTION OF HUMAN HEALTH AND RIGHTS

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Management Approach 2021	3-3 Management of material topics	Supply Chain Governance and Transparency; Human and Labor Rights; Compliance & Ethics; Global Human Rights Policy; Supplier Code of Conduct					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human and Labor Rights					

[9] Includes data from legacy Goodyear facilities only. Does not include legacy Cooper facilities.

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human and Labor Rights					
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	Data Table	Human rights assessment Training population is risk-based and not all associates are covered by training requirements	Number of hours devoted to training on human rights policies/procedures Based on total Goodyear associate count. This metric was expanded to include all global associates starting in 2022.	21,699	23,831	10,967
				Number of associates trained in human rights policies/procedures Based on total Goodyear associate count. This metric was expanded to include all global associates starting in 2022.	48,882	33,635	14,507
				% of associates trained in human rights policies/procedures Based on total Goodyear associate count. This metric was expanded to include all global associates starting in 2022.	74%	49%	20%
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Data Table; There were no significant investment agreements in 2024. We define and assess significant investment agreements in line with the reporting recommendations of GRI 412-3.		Number of significant investment agreements that include human rights clauses We define and assess significant investment agreements in line with the reporting recommendations of GRI 412-3. No significant investments for the reported data years.	0	0	0
				% of significant investment agreements that include human rights clauses We define and assess significant investment agreements in line with the reporting recommendations of GRI 412-3. No significant investments for the reported data years.	0%	0%	0%

DATA TABLE

ASSOCIATE EXPERIENCE							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Associate Experience					
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Data Table	Number of governance body members	Total	12	15	12
				Male	8	11	8
				Female	4	4	4
				< 30 years old	0	0	0
				30 - 50 years old	0	0	0
				> 50 years old	12	15	12
			% of governance bodies	Male	67%	73%	67%
				Female	33%	27%	33%
				< 30 years old	0%	0%	0%
				30 - 50 years old	0%	0%	0%
				> 50 years old	100%	100%	100%
			Number of salaried employees	Total	17,022	17,767	18,920
				Male	12,016	12,674	13,587
				Female	4,931	5,078	5,329
				Gender not specified	75	15	4
				< 30 years old	2,189	2,314	2,721
				30 - 50 years old	10,320	10,629	11,177
				> 50 years old	4,513	4,824	5,022

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Data Table	% of salaried employees	Total	26%	26%	27%
				Male	71%	71%	72%
				Female	29%	29%	28%
				Gender not specified	0%	0%	0%
				< 30 years old	13%	13%	14%
				30 - 50 years old	61%	60%	59%
				> 50 years old	27%	27%	27%
			Number of hourly employees	Total	48,665	51,138	52,457
				Male	44,868	47,115	48,287
				Female	3,788	4,014	4,133
				Gender not specified	9	9	37
				< 30 years old	10,246	11,405	11,946
				30 - 50 years old	26,711	27,700	28,548
				> 50 years old	11,708	12,033	11,963
			% of hourly employees	Total	74%	74%	73%
				Male	92%	92%	92%
				Female	8%	8%	8%
				Gender not specified	0%	0%	0%
				< 30 years old	21%	22%	23%
				30 - 50 years old	55%	54%	54%
				> 50 years old	24%	24%	23%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Data Table	Number of managers	Total	4,736	5,142	5,280
				Male	3,707	4,082	4,214
				Female	1,021	1,059	1,066
				Gender not specified	8	1	0
				< 30 years old	119	119	122
				30 - 50 years old	3,375	3,375	3,472
				> 50 years old	1,648	1,648	1,686
			% of management	Total	7%	7%	7%
				Male	78%	79%	80%
				Female	22%	21%	20%
				Gender not specified	0%	0%	0%
				< 30 years old	2%	2%	2%
				30 - 50 years old	65%	66%	66%
				> 50 years old	33%	32%	32%
			Number of individual contributors	Total	60,951	63,763	66,097
				Male	53,177	55,707	57,660
				Female	7,698	8,033	8,396
				Gender not specified	76	23	41
				< 30 years old	12,323	13,600	14,545
				30 - 50 years old	33,950	34,954	36,253
				> 50 years old	14,678	15,209	15,299
			% of individual contributors	Total	93%	93%	93%
				Male	87%	87%	87%
				Female	13%	13%	13%
				Gender not specified	0%	0%	0%
				< 30 years old	20%	21%	22%
				30 - 50 years old	56%	55%	55%
				> 50 years old	24%	24%	23%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table	Employee Resource Groups	Number of ERG members globally	4,188	4,000	3,500
				Number of ERG chapters globally	46	41	38
			Veterans at Goodyear	% of military veterans in Goodyear's U.S. workforce	8%	8%	8%
			Positions filled internally	% of open positions filled by internal candidates	86%	86%	84%
TALENT ATTRACTION, DEVELOPMENT, AND ENGAGEMENT							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Associate Experience					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Data Table	Global	Number of new hires- Global total	12,032	11,991	17,317
				Number of new hires- Male	10,302	10,308	14,789
				Number of new hires- Female	1,656	1,669	2,528
				Number of new hires- Gender not specified	74	14	0
				Number of new hires- < 30 years old	6,815	7,269	9,839
				Number of new hires- 30 - 50 years old	4,642	4,146	6,467
				Number of new hires- > 50 years old	575	576	1,011
				New hire rate- Global total	18%	17%	24%
				New hire rate- Male	17%	17%	24%
				New hire rate- Female	18%	18%	27%
				New hire rate- < 30 years old	52%	51%	69%
				New hire rate- 30 - 50 years old	12%	11%	16%
				New hire rate- > 50 years old	3%	3%	6%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Data Table	Americas	Number of new hires- Male	6,776	7,661	9,245
				Number of new hires- Female	855	1,131	1,432
				Number of new hires- Gender not specified	74	14	0
				Number of new hires- < 30 years old	4,386	5,356	5,987
				Number of new hires- 30 - 50 years old	2,867	2,957	3,948
				Number of new hires- > 50 years old	452	493	742
				New hire rate- Male	22%	24%	29%
				New hire rate- Female	19%	24%	31%
				New hire rate- < 30 years old	54%	62%	71%
				New hire rate- 30 - 50 years old	16%	16%	22%
				New hire rate- > 50 years old	5%	5%	7%
			Europe, Middle East, Africa	Number of new hires- Male	2,618	1,734	3,843
				Number of new hires- Female	571	329	693
				Number of new hires- < 30 years old	1,789	1,262	2,640
				Number of new hires- 30 - 50 years old	1,298	752	1,673
				Number of new hires- > 50 years old	102	49	223
				New hire rate- Male	14%	9%	19%
				New hire rate- Female	20%	11%	23%
				New hire rate- < 30 years old	54%	35%	68%
				New hire rate- 30 - 50 years old	10%	6%	12%
				New hire rate- > 50 years old	2%	1%	4%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Data Table	Asia Pacific	Number of new hires- Male	908	913	1,701
				Number of new hires- Female	230	209	403
				Number of new hires- < 30 years old	640	651	1,212
				Number of new hires- 30 - 50 years old	477	437	846
				Number of new hires- > 50 years old	21	34	46
				New hire rate- Male	11%	10%	19%
				New hire rate- Female	14%	12%	24%
				New hire rate- < 30 years old	39%	33%	61%
				New hire rate- 30 - 50 years old	7%	6%	11%
				New hire rate- > 50 years old	2%	3%	4%
			Global	Turnover number- Global total	14,504	14,031	16,140
				Turnover number- Male	12,552	12,068	13,840
				Turnover number- Female	1,947	1,961	2,300
				Turnover number- Gender not specified	5	2	0
				Turnover number- < 30 years old	6,189	6,236	7,012
				Turnover number- 30 - 50 years old	5,827	5,593	6,239
				Turnover number- > 50 years old	2,488	2,202	2,889
				Turnover rate- Global total	22%	20%	23%
				Turnover rate- Male	22%	20%	22%
				Turnover rate- Female	22%	21%	25%
				Turnover rate- < 30 years old	47%	44%	49%
				Turnover rate- 30 - 50 years old	15%	14%	16%
				Turnover rate- > 50 years old	15%	13%	17%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Data Table	Americas	Turnover number- Male	7,923	7,659	8,474
				Turnover number- Female	1,170	1,121	1,337
				Turnover number- Gender not specified	5	2	0
				Turnover number- < 30 years old	4,313	4,183	4,453
				Turnover number- 30 - 50 years old	3,354	3,282	3,454
				Turnover number- > 50 years old	1,431	1,317	1,904
				Turnover rate- Male	25%	24%	26%
				Turnover rate- Female	26%	24%	29%
				Turnover rate- < 30 years old	53%	49%	53%
				Turnover rate- 30 - 50 years old	19%	18%	19%
				Turnover rate- > 50 years old	15%	13%	19%
			Europe, Middle East, Africa	Turnover number- Male	2,829	3,038	3,869
				Turnover number- Female	478	579	642
				Turnover number- < 30 years old	1,148	1,418	1,809
				Turnover number- 30 - 50 years old	1,468	1,530	1,888
				Turnover number- > 50 years old	691	669	814
				Turnover rate- Male	15%	15%	19%
				Turnover rate- Female	17%	20%	21%
				Turnover rate- < 30 years old	35%	40%	47%
				Turnover rate- 30 - 50 years old	12%	12%	14%
				Turnover rate- > 50 years old	12%	12%	14%
			Asia Pacific	Turnover number- Male	1,800	1,371	1,497
				Turnover number- Female	299	261	321
				Turnover number- < 30 years old	728	635	750
				Turnover number- 30 - 50 years old	1,005	781	897
				Turnover number- > 50 years old	366	216	171
				Turnover rate- Male	22%	15%	16%
				Turnover rate- Female	19%	16%	19%
				Turnover rate- < 30 years old	44%	32%	38%
				Turnover rate- 30 - 50 years old	14%	10%	12%
				Turnover rate- > 50 years old	31%	18%	15%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Data Table	Average hours of training per associate	Global total	16.33	14.90	15.53
				Male	16.17	14.65	15.23
				Female	17.55	16.55	17.48
				Salaried	14.57	15.24	15.04
				Hourly	16.97	14.78	15.71
				Management	16.77	16.13	17.78
				Individual contributors	16.32	14.80	15.33
	404-2 Programs for upgrading employee skills and transition assistance programs	Associate Experience					
	404-3 Percentage of employees receiving regular performance and career development reviews	Associate Experience					
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table	Training[10]	Number of associates trained in Career Coaching through Better-Up or Other Program	258	222	254
				Number of Virtual Courses completed through Global Content Providers	34,189	25,996	11,363
				Number of associates who completed the formal two-week Plant Optimization Academy	182	282	235
				Number of associates who completed Plant Optimization Academy e-learning courses	25,381	28,217	24,102

[10] Combined Goodyear and Cooper data 2023-2024. Goodyear data only 2022.

DATA TABLE

ASSOCIATE HEALTH, SAFETY, AND WELL-BEING							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Associate Health and Well-being; Responsible Operations Policy					
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Associate Health and Well-being					
GRI 403: Management Approach 2018	403-1 Occupational health and safety management system	Environmental Health and Safety; Responsible Operations Policy					
	403-2 Hazard identification, risk assessment, and incident investigation	Environmental Health and Safety; Responsible Operations Policy					
	403-3 Occupational health services	Environmental Health and Safety; Associate Health and Well-being					
	403-4 Worker participation, consultation, and communication on occupational health and safety	Data Table;Environmental Health and Safety; Reported EHS data is reflective of 1/1/2024 - 12/31/2024 as of data pulled on 2/15/2025	Worker participation	% of manufacturing associate representation in formal joint management-worker health and safety committees	100%	100%	100%
	403-5 Worker training on occupational health and safety	Environmental Health and Safety					
	403-6 Promotion of worker health	Data Table; Associate Health and Well-being	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.	149,992	181,256	91,000
				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.	2.28	2.47	1.30

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 403: Management Approach 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Data Table; Environmental Health and Safety; Reported EHS data is reflective of 1/1/2024 - 12/31/2024 as of data pulled on 2/15/2025	EHS management system	Number of employees and contractors who are covered by EHS Management System Count includes both associates and supervised contractors. Independent contractors are not included in this count but are covered by the EHS Management System.	65,687	73,249	71,377
				% 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 associates and supervised contractors. Independent contractors are not included in this count but are covered by the EHS Management System.	65,687	73,249	71,377
				% 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 Facilities with ISO 14001 and/or ISO 45001 certifications	41,043	43,659	35,795
				% of employees and contractors who are covered by EHS Management System that has been audited or certified by an external party Facilities with ISO 14001 and/or ISO 45001 certifications	62%	60%	49%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Data Table; Environmental Health and Safety; Reported EHS data is reflective of 1/1/2024 - 12/31/2024 as of data pulled on 2/15/2025	Work-related injuries	Number of hours worked (millions of hours)	123.98	128.8	134.2
				Number of incidents Recordable incidents only	1,297	1,260 [1]	1,373
				Total Recordable Injury Rate (TRIR) Goodyear Total Incident Rate (TIR). Medical treatment above first aid and restricted/ lost-time injuries. Rate based on 200,000 hours worked.	2.09	1.96 [1]	2.05
				First aid rate Rate based on 200,000 hours worked.	4.55	4.18	3.83
				DART rate Rate based on 200,000 hours worked.	1.61	1.45	1.49
				Number of serious injuries Injuries that are permanently life altering or life threatening. Includes Goodyear associates, supervised and independent contractors.	13	20	38
				Serious injury rate Rate based on 200,000 hours worked. Includes Goodyear associates, supervised and independent contractors.	0.02	0.03	0.06
	403-10 Work-related ill health	Data Table; Environmental Health and Safety; Reported EHS data is reflective of 1/1/2024 - 12/31/2024 as of data pulled on 2/15/2025	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.	77	84	93
			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.	2	12	0

[1] Restated and noted in 2-4

DATA TABLE

COMMUNITY ENGAGEMENT							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Community Engagement					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Data Table; Community Engagement	Local community engagement	% of operations with implemented local community engagement Does not include retail, retreading or distribution locations at this time.	78%	72%	61%
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table		Number of Goodyear locations participating in Global Week of Volunteering	40	35	31
				Year-over-year % increase of associate involvement in Global Week of Volunteering	48%	20%	38%
				Hours of associate volunteer service[9]	17,193	13,400	11,000
				Total value of associate volunteer efforts[9]	$787,026	$650,000	$640,000
				Community organizations served through associate volunteer efforts[9]	134	123	118
			Philanthropic Activities[9] Data reflects Corporate Philanthropy Budget; Does not include business unit budgets. Cooper not included due to transition to new process.	% of corporate citizenship/ philanthropic contributions used for charitable donations	7%	12%	17%
				% of corporate citizenship/ philanthropic contributions used for community investments	79%	75%	70%
				% of corporate citizenship/ philanthropic contributions used for commercial initiatives	14%	13%	13%

[9] Includes data from legacy Goodyear facilities only. Does not include legacy Cooper facilities.

DATA TABLE

SUPPLY CHAIN GOVERNANCE & TRANSPARENCY

SUPPLIER DUE DILIGENCE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Management Approach 2021	3-3 Management of material topics	Supply Chain Governance and Transparency; Human and Labor Rights; Supplier Code of Conduct					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Data Table	Supplier environmental assessment Tire raw materials only. New methodology established in 2023 that could not be replicated for the 2022 data year.	% new suppliers that were screened using environmental criteria Number of new supplier assessments conducted during the reporting year. Not all new suppliers are initially active in the third-party assessment tool Goodyear uses which can cause a delay in receiving their published assessments within the reporting year.	83%	89%	100%
	308-2 Negative environmental impacts in the supply chain and actions taken	Data Table		Number of suppliers assessed for environmental impacts Number of suppliers assessed or repeat assessments conducted during the reporting year.	353	236	186
				Number of suppliers identified as having significant actual and potential negative environmental impacts 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.	44	26	45
				% of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment 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.	68%	84%	100%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Data Table	Supplier environmental assessment Tire raw materials only. New methodology established in 2023 that could not be replicated for the 2022 data year.	% of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment 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.	0%	0%	0%
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Data Table	Supplier social assessment Tire raw materials only. New methodology established in 2023 that could not be replicated for the 2022 data year.	% new suppliers that were screened using social criteria Number of new supplier assessments conducted during the reporting year. Not all new suppliers are initially active in the third-party assessment tool Goodyear uses which can cause a delay in receiving their published assessments within the reporting year.	83%	89%	100%
	414-2 Negative social impacts in the supply chain and actions taken	Data Table		Number of suppliers assessed for social impacts Number of suppliers assessed or repeat assessments conducted during the reporting year.	353	236	186
				Number of suppliers identified as having significant actual and potential negative social impacts 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.	55	34	56
				% of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment 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.	71%	92%	100%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions take	Data Table	Supplier social assessment Tire raw materials only. New methodology established in 2023 that could not be replicated for the 2022 data year.	% of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment 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.	0%	0%	0%
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table	Supplier Audits In 2024, these metric names have been revised to clarify the scope of supplier audits. Goodyear audits all our natural rubber suppliers every two years.	Number of natural rubber suppliers audited during current reporting year	85	67	97
				Number of natural rubber suppliers audited during current & previous reporting years	114	126	141
				% of natural rubber suppliers audited in compliance with code of conduct (or audit standard)	100%	100%	100%

SUPPLIER SUSTAINABILITY COMMITMENTS

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Management Approach 2021	3-3 Management of material topics	Climate; Purchased Goods and Services					
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table	Supplier Sustainability Improvement	% of current suppliers with corrective action plans that have improved their sustainability performance within 12 months of the plan's launch	72%	71%	65%

TRANSPARENCY

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 3: Management Approach 2021	3-3 Management of material topics	Supply Chain Governance and Transparency; Human and Labor Rights					

DATA TABLE

PRODUCT QUALITY & SAFETY							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Product Quality					
GRI 417: Marketing & Labeling 2016	416-1 Assessment of the health and safety impacts of product and service categories	Data Table	Product health and safety	% of product categories for which health and safety impacts are assessed	100%	100%	100%
	416-2 Incidents of non-compliance concerning product health and safety	Data Table	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 Requirements for product and service information and labeling	Data Table	Requirements for product and service information and labeling	Percentage of significant product or service categories 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. Methodology established in 2020.	100%	100%	100%

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 417: Marketing & Labeling 2016	417-2 Incidents of non-compliance concerning product information and labeling	Data Table	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 Incidents of non-compliance concerning marketing communications	Data Table	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
Non-GRI Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table; A Focus on Continuous Improvement and Customer Satisfaction	Warranty	% warranty cost per net sales	0.14%	0.14%	0.14%
			Quality certification	% of facilities with quality certification (ISO 9001, IATF 16949, etc.)	100%	100%	100%
			Product recalls	Number of recalls issued during performance period	4	3	3
				Number of units recalled during performance period	1,323	1,002	173,956
PRESERVE NATURE AND BIODIVERSITY							
GRI STANDARD	**DISCLOSURE**	**LOCATION**	**METRIC CATEGORIES**	**METRIC SUB-CATEGORIES**	**2024**	**2023**	**2022**
GRI 3: Management Approach 2021	3-3 Management of material topics	Nature and Biodiversity					

DATA TABLE

GRI STANDARD	DISCLOSURE	LOCATION	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024	2023	2022
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Climate Transition Plan; Supplier Code of Conduct; Natural Rubber Procurement Policy; Sustainable Soybean Oil Procurement Policy; Responsible Operations Policy					
	101-2 Management of biodiversity impacts	Nature and Biodiversity; Water Governance and Performance; Waste and Solvent Performance; Releases to the Environment; Environmental Health and Safety; Climate; Circularity; Supply Chain Governance and Transparency					
	101-4 Identification of biodiversity impacts	Nature and Biodiversity;					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Governance and Performance; 2024 CDP Response pgs. 453-539					
	303-3 Water withdrawal[1]	Data Table; 2024 CDP Response pgs. 461-462; This data has been rounded to the nearest 000th.	Water withdrawal	Total fresh surface water and well water withdrawals (m^3)	18,611,000	18,795,000	17,578,000
			Water withdrawal	Total municipal water intake (m^3)	6,470,000	6,813,000	7,458,000
				Total withdrawals (m^3) The sum of total fresh surface water and well water withdrawals and total municipal water intake.	25,081,000	25,608,000	25,036,000
	303-5 Water consumption[1]	Data Table; 2024 CDP Response pgs. 463-464	Water consumption	Global water usage (gal/metric ton)	1,796	1,860	1,663
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Data Table	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 Key Performance Indicators	Non-GRI Key Performance Indicators	Data Table	CDP Water	CDP Water score	C[8]	B	B
			Solvents	% reduction in use of solvents (2010 baseline)	38%	36%	40%
			Environmental compliance violations	Number of environmental compliance violations (notices of violation and reportable releases)	3	7	8
			ISO 14001	% of tire and chemical manufacturing facilities with ISO 14001 certification	96%	100%	100%

[1]Restated and noted in 2-4

[8] Goodyear is in the process of filing a score appeal with CDP which could change the reported performance for 2024. This will be corrected in future reports if a change occurs.

ESTABLISHED GOAL SUMMARY

PROGRESS TOWARD GOALS	BASELINE		GOAL		PERFORMANCE		
	YEAR	START (% OR #)	YEAR	TARGET (% OR #)	2024	2023	2022
Climate							
% reduction in Scope 1 and 2 emissions[3]	2019	0%	2030	46%	25.4%	23%	19%
% reduction in certain Scope 3 emissions[3]	2019	0%	2030	28%	9.7%	6.4%	-10.4%
% reduction to achieve net-zero value chain greenhouse gas (GHG) emissions[3]	2019	0%	2050	100%	13.6%	10.6%	3%
% renewable electricity at all manufacturing facilities[1] Electricity and fuel consumed at these facilities has been offset through renewable energy instruments (ex. EACs, green tariffs)	2019	0%	2030	100%	37%	36%[1]	34%
% renewable energy at all manufacturing facilities (includes renewable electricity and fuels)[1] Electricity and fuel consumed at these facilities has been offset through renewable energy instruments (ex. EACs, green tariffs)	2019	0%	2040	100%	21%	20%	19%
% reduction in rolling resistance - global consumer tire portfolio Includes any tires tested per EU labeling regulations for production release.	2005	0%	2025	40%	35.5%	35.5%	32.9%
% reduction in weight - global consumer tire portfolio Includes Goodyear- and Dunlop-branded products, excludes tires made in recently acquired Cooper facilities.	2005	0%	2025	9%	9.9%	9.9%	9.4%
Circularity							
% petroleum-derived oils used	N/A	N/A	2040	0%	98%	98%	98%
Supply Chain Governance & Transparency							
% raw material volume transparency[1]	2018	0%	2025	50%	13.2%	8.8%	8.3%
% of natural rubber suppliers audited	2018	79%	Ongoing	100%	100%	100%	100%
Nature & Biodiversity							
% reduction in global water consumption[1]	2020	0%	2030	30%	15%	13%	15%
Number of environmental compliance violations and reportable environmental releases	2018	9	2028	0	3	7	8

[1]Restated and noted in 2-4 | [3] We restated our energy, emissions & performance against our climate ambitions data for years 2022-2023, which is inclusive of our manufacturing and non-manufacturing facilities. This data has been rounded to the nearest 000th.

ASSOCIATE BENEFITS

		Americas				Europe, Middle East, Africa					Asia Pacific		
	BENEFITS	United States	Brazil	Chile	Mexico – SLP	Germany	Luxembourg	Poland	South Africa	Turkey	Australia	China	India
Healthcare	Medical Plan	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes
	Dental Plan*	Yes	Yes	Yes	No	No	No	Yes	Yes	No	No	No	No
	Vision Plan	Yes	No	Yes	No	No	No	Yes	Yes	No	No	No	No
Insurance	Life Insurance	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes
	Accidental Death & Dismemberment Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	Short-Term Disability Insurance	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
	Long-Term Disability Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
	Business Travel Accident Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Voluntary Products (Insurance product offered at discount price, no Goodyear contribution)	Yes	No	No	Yes	No	Yes	Yes	No	No	No	Yes	No
Financial	Pension Plan**	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	No
	Healthcare Flex Spending (U.S. only)	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Healthcare Savings Account (U.S. only)	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*For those countries listed as "no," medical and dental coverage is provided by compulsory health insurance provided by the government. ** Goodyear provides additional benefits beyond what is required by law.

		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	Yes****
	Lifestyle - Transportation (shuttle bus/allowance)	No	Yes	Yes	Yes	No	No	No	No	Yes	No	Yes	Yes*****
	Healthcare - Medical Check-up	No	Yes	Yes	Yes*	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 ** Healthcare - Medical Check-up: Legacy cases only based on job level *** Healthcare - Medical Check-up: Eligibility based on job level **** Onsite meals subsidized in plants ***** Shuttle transportation subsidized in plants

REPORT OF INDEPENDENT ACCOUNTANTS

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

We have reviewed the accompanying management assertion of The Goodyear Tire & Rubber Company (Goodyear) that the greenhouse gas (GHG) emissions metrics for the year ended December 31, 2024 in management's assertion are presented in accordance with the assessment criteria set forth in management's assertion. Goodyear's management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the GHG emissions metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

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

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

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

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

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

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

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

Pricewaterhouse Coopers LLP
Cleveland, Ohio
June 23, 2025

pwc

MANAGEMENT ASSERTION

OVERVIEW

With respect to the greenhouse gas (GHG) emissions metrics presented by The Goodyear Tire & Rubber Company (Goodyear) in the table below for the year ended December 31, 2024, management of Goodyear asserts that the GHG emissions metrics are presented in accordance with the assessment criteria set forth below. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the GHG emissions metrics and for the completeness, accuracy, and validity of the GHG emissions metrics.

ORGANIZATIONAL BOUNDARY

Goodyear uses the operational control approach to account for and report its global GHG emissions metrics. This includes manufacturing facilities (tire, chemical, tire manufacturing equipment, tire retread, aviation retread, and mix plant), non-manufacturing facilities (offices, warehouses, vehicle service/repair, retread, aircraft bases, laboratories, and remediation sites) where Goodyear has operational control, and Goodyear's fleet of vehicles (cars, light-, medium-, and heavy-duty vehicles, electric vehicles, forklifts, Blimps, and corporate jets) used at facilities where Goodyear has operational control. Emissions of new or acquired manufacturing and non-manufacturing facilities utilizing actual activity data are included starting in the month and year in which Goodyear begins operations or acquired them. Emissions of closed or divested manufacturing and non-manufacturing facilities utilizing actual activity data are included through the month and year in which Goodyear closes or divests of them. Emissions of new, acquired, closed, or divested non-manufacturing facilities utilizing estimated data are included for the full reporting period regardless of opening, acquisition, closure, or divestment date. No estimates were necessary for new, acquired, closed, or divested manufacturing facilities as actual activity data was available.

GHG EMISSIONS METRICS	DEFINITION OF METRIC	2024 METRIC QUANTITY *(ROUNDED TO THE NEAREST THOUSAND)*
Direct (Scope 1) GHG emissions	Direct GHG emissions from stationary combustion, mobile combustion, process (on-site combustion of waste), on-site solar generation systems, and fugitive emission sources.	1,389,000 metric tons CO_2e
Gross location-based energy indirect (Scope 2) GHG emissions	Indirect GHG emissions from purchased electricity and steam, using the location-based method.	Location-based: 1,498,000 metric tons CO_2e
Gross market-based energy indirect (Scope 2) GHG emissions	Indirect GHG emissions from purchased electricity and steam, using the market-based method.	Market-based: 1,124,000 metric tons CO_2e
Global GHG emissions (Scope 1 and Scope 2)	Direct GHG emissions from Scope 1 and indirect GHG emissions from Scope 2 (market- based).	2,513,000 metric tons CO_2e

GHG EMISSIONS DISCLOSURES

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

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

GHG emissions are expressed in carbon dioxide equivalents (CO_2e) and emissions are inclusive of carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), sulfur hexafluoride (SF_6), and refrigerants such as hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs). Nitrogen trifluoride (NF_3) was not emitted in 2024 as a result of Goodyear's activities. A majority of CO_2e relates to CO_2. These carbon dioxide equivalent emissions utilize or are adjusted to Global Warming Potentials (GWPs) defined by the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report. CO_2e emissions are calculated by multiplying actual or estimated activity data (e.g., energy consumption, refrigerant gas loss) by the relevant emission factor and/or GWP. All emission factors are reviewed and updated annually where applicable.

Direct (Scope 1) GHG emissions:

- Emissions from stationary combustion (natural gas, fuel oil, diesel, gasoline, propane, liquefied petroleum gas (LPG), agricultural byproducts, coal, and waste fuel):
  - Calculated based on actual activity data collected from utility invoices, meter readings, or third-party vendors who manage utility invoice payments and reporting. Goodyear assumes that natural gas is the fuel consumed for non-manufacturing facilities, unless additional sources were known or provided. Estimates were made for the following types of facilities and fuel sources:
    - For office and warehouse non-manufacturing facilities, natural gas usage was estimated using square footage obtained from lease agreements multiplied by the United States (U.S.) Energy Information Administration's (EIA) 2018 Commercial Buildings Energy Consumption Survey (CBECS) factor for average natural gas consumption per square foot for these types of facilities.

MANAGEMENT ASSERTION

  - For vehicle service/repair and retread non-manufacturing facilities, natural gas usage was estimated using a proxy that was calculated utilizing actual activity data from facilities of similar business activities and square footage.
- Emission factors:
  - U.S. Environmental Protection Agency (EPA), Emission Factors for Greenhouse Gas Inventories 2025.

- Emissions from mobile combustion (diesel, gasoline, ethanol):
  - For cars and light-, medium-, and heavy-duty vehicles in the North America (NA) region, calculated based on actual volume of fuel consumed collected from third-party vendors who manage fuel card transaction data.
  - For cars and light-duty vehicles in the remaining regions:
    - Goodyear assumes that gasoline is the fuel consumed.
    - Europe, Middle East and Africa (EMEA) region: actual mileage driven or contractual mileage allowed was collected from the third-party lease provider for each vehicle type.
    - Latin America (LA) region: average contractual mileage allowed from the EMEA region was used as a proxy to estimate mileage.
    - Asia Pacific (AP) region: actual volume of fuel consumed collected from vehicles used for similar business activities in the NA region was used as a proxy to estimate consumption.
  - CO_2 emissions were calculated by multiplying the relevant emission factor (depending on vehicle fuel type) by the volume of fuel consumed during the reporting period, which was either actual volume of fuel consumed or conversion from mileage driven/contractual mileage allowed using the International Energy Agency (IEA), *Fuel economy estimate from the European Union* published December 2021.
  - CH_4 and N_2O emissions were calculated by multiplying the relevant emission factor (depending on vehicle type and year) by mileage driven/contractual mileage allowed during the reporting period, which was either actual mileage driven/contractual mileage allowed or conversion from actual volume of fuel consumed using miles per gallon (MPG) estimates from the U.S. Department of Energy (DOE), *Alternative Fuels Data Center, Average Annual Fuel Use by Vehicle Type*, last updated May 2024.
  - Emission factors:
    - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Emissions from mobile combustion (propane):
  - For forklifts, calculated based on actual activity data collected from fuel invoices/receipts.
  - Emission factors:
    - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Emissions from mobile combustion (jet fuel):
  - For Blimps and corporate jets, calculated based on actual activity data collected from internal flight logs provided by the Airship Operations and Flight Operations departments.
  - Emission factors:
    - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Process emissions (on-site combustion of chemical waste from chemical processes which include CO_2 emissions from flares, thermal oxidizers (TOs), and regenerative thermal oxidizers (RTOs) when volatile organic compounds (VOCs) are combusted at our chemical manufacturing facilities):
  - Calculated based on the total waste vent gas flow from the chemical manufacturing units to the flare/TO/RTO provided by the Chemical Engineering team in million British thermal units (MMBTU). The total energy content in MMBTU was multiplied by the emission factor for Naptha (<401 def F). Naptha was used as proxy based on guidance from the U.S. EPA 40 Code of Federal Regulations (CFR) 98.253 (b)(iii)(C) for CO_2 emission factors for flares and RTO/TOs.
  - Emission factors:
    - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Fugitive emissions (SF_6):
  - For manufacturing facilities, estimated by applying a 2% leakage rate to the electrical breakers' capacity.
- Fugitive emissions (refrigerants):
  - For manufacturing facilities, calculations followed the simplified material balance method guidance from Section 2.4 of the U.S. EPA's *Greenhouse Gas Inventory Guidance: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases* published in December 2023 with the data for the relevant inputs obtained from third-party invoices or facility records from the 2023 reporting period as a proxy.
  - For non-manufacturing facilities, Goodyear assumed the source of refrigerants was R-134A and calculated fugitive emissions by dividing an estimated area per cooling ton factor from the Green Building Advisor *Air Conditioner Sizing* published in August 2022 by the product of the following inputs:
    - Square footage obtained from lease agreements

MANAGEMENT ASSERTION

  - Annual loss rate or commercial standalone units obtained from the U.S. EPA *Greenhouse Gas Inventory Guidance: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases*
  - Refrigerant charge per cooling ton obtained from the U.S. Green Building Council *Maximum Refrigerant Charge*
- For cars, light-, medium-, and heavy-duty vehicles, and corporate jets, Goodyear assumed the source of refrigerants was R-134A and fugitive emissions were calculated based on number of vehicles obtained from third-party vendors who manage fuel card transaction data and third-party lease providers and estimated refrigerant charge factors by vehicle type and estimated annual operating loss factors for mobile air conditioning units from the U.S. EPA *Greenhouse Gas Inventory Guidance: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases*. Blimps were excluded because they are not equipped with air conditioning units.

- Electricity generated by solar generation systems is assumed to be used on-site and is categorized within Scope 1 GHG emissions with zero emissions.
- Estimated emissions account for approximately 4% of reported Direct (Scope 1) GHG emissions.
- Goodyear excluded the following sources, which are estimated to represent less than 5% of Goodyear's Direct (Scope 1) GHG emissions:
  - Process emissions for tire manufacturing regenerative thermal oxidizers
  - Acetylene usage for manufacturing process repairs in manufacturing facilities

Indirect (Scope 2) GHG emissions:

- At certain facilities, Goodyear generates renewable electricity that is directly consumed through either owned on-site solar generation systems or on-site solar power purchase agreements (PPAs) that Goodyear has the rights to the energy generated and consumed by Goodyear as well as the related Energy Attribute Certificates (EACs). For this electricity consumption, there are zero associated Scope 2 location-based or market-based GHG emissions.
- Emissions from purchased electricity:
  - Calculated based on actual activity data collected from utility invoices, meter readings, or third-party vendors who manage utility invoice payments and reporting. Goodyear assumes that electricity is consumed for non-manufacturing facilities, unless additional sources were known or provided. Estimates were made for the following types of facilities:
    - For office and warehouse non-manufacturing facilities, usage was estimated using square footage obtained from lease agreements multiplied by the U.S EIA's 2018 CBECS factor for average electricity consumption per square foot for these types of facilities.
    - For vehicle service/repair and retread non-manufacturing facilities, usage was estimated using a proxy that was calculated utilizing actual activity data from facilities of similar business activities and square footage.
    - For electric vehicles, usage was estimated using the vehicle distance traveled or contractual mileage allowed from the third-party lease provider multiplied by an average electrical vehicle kilowatt-hours per kilometer (kwh/km) factor from the Electric Vehicle Database, *Energy consumption of full electric vehicles as of December 2024*.
  - Emission factors - Location-based:
    - U.S.: U.S. EPA, Emissions & Generation Resource Integrated Database (eGRID) with 2020 data, released January 2022.
    - All other countries: IEA Emissions Factors 2024.
  - Emission factors - Market-based:
    - Goodyear has two instruments for renewable electricity procurement which include: 1) EACs in the form of Renewable Energy Certificates (RECs), International RECs (iRECs), Guarantees of Origin (GOs), and Green Electricity Certificates (GECs) and 2) green tariffs
    - RECs, iRECs, GOs, and GECs follow the application and retirement guidelines on geography, vintage, certification and retirement established by the GHG Protocol and RE100 guidelines.
    - RECs, iRECs, GOs, and GECs applicable to the 2024 reporting period have been retired by or on behalf of Goodyear as of the date of this report.
    - Renewable electricity purchased by Goodyear during the 2024 reporting period through its participation in green tariff programs with energy suppliers has been delivered to Goodyear as of December 31, 2024. Any remaining electricity not associated with an instrument was converted to emissions using the emission factor hierarchy described below.
      - Residual mix emission factors:
        - European countries (CO_2 emissions only): Association of Issuing Bodies (AIB), European Residual Mixes 2022, Version 1.0.
      - Other grid-average: Same as location-based, with the exception of:
        - Canada: Environment and Climate Change Canada National Inventory Report 1990-2023: Greenhouse Gas Sources and Sinks in Canada (published 2025).

MANAGEMENT ASSERTION

- Emissions from the purchased steam:
  - Calculations followed the Location-A emission calculation method from The Climate Registry, *General Reporting Protocol, Version 3.0* using the following inputs: volume of steam consumed obtained from invoices, meter readings, or third-party vendors who manage utility invoice payments, emission factors, enthalpy values calculated based on an average temperature and pressure of Goodyear production requirements or from a third-party supplier, and default total efficiency factor obtained from The Climate Registry, *General Reporting Protocol, Version 3.0*.
  - Emissions from purchased steam for manufacturing purposes were calculated using emission factors for the source of fuel of the steam generation (i.e., natural gas). Emissions from purchased steam for non-manufacturing purposes were calculated using emission factors for purchased steam.
  - Emission Factors:
    - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Estimated emissions account for approximately 2% of the reported location-based Indirect (Scope 2) GHG emissions and approximately 3% of the reported market-based Indirect (Scope 2) GHG emissions.

DARCY ROBISON
Vice President, Chief Sustainability Officer

MARGARET SNYDER
Vice President and Controller