



GOODYEAR TYRES UK LTD GENDER PAY GAP REPORT

April 2024

OUR INTRODUCTION

I am pleased to present Goodyear UK Tyres Gender Pay Gap report for the UK. In this report we outline our gender pay gap figures, identify the reasons behind any pay differences and our observations regarding this year's figures. A gender pay gap is a measure of the difference in the average pay of men and women across the entire organisation, regardless of the work they do. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.

The data contained in this report is derived using the snapshot date of the 5th of April 2024, and we confirm that the data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For the purposes of the reporting requirements, we refer to men and women. We recognise that gender is not a binary concept, and we support transgender, non-binary, and intersex colleagues alongside those who identify as male or female.

THE DATA WE ARE REPORTING INCLUDES:

- The difference in the mean (average) and median (middle) pay of men and women.
- The difference in mean and median bonus pay of men and women.
- The proportions of men and women who were paid a bonus in the previous year, and
- The numbers of men and women employed in quartile pay bands.

A positive % indicates a favourable pay gap towards men, and a negative % indicates a favourable pay gap towards women.

OUR BASELINE

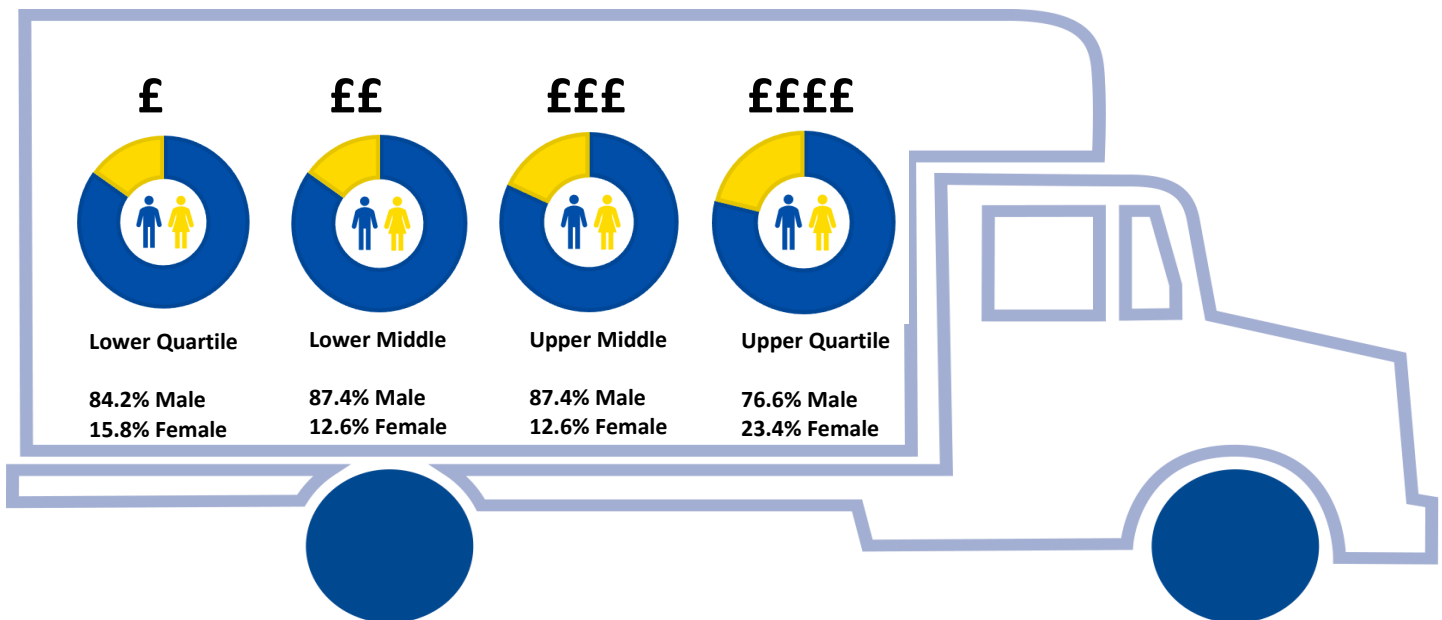
At the snapshot date, Goodyear Tyres UK Ltd employed 401 Associates across our Birmingham Head Office location, our national Truckforce Hub network and field-based positions.



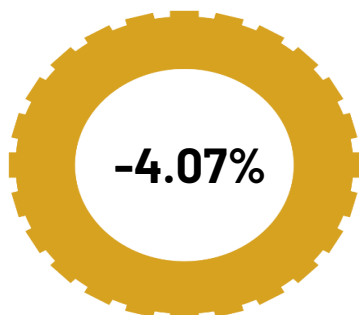
Overall, our associates as of this date comprised of;
336 males
65 females.

OUR FINDINGS

PROPORTION OF MALES & FEMALES IN EACH QUARTILE BAND



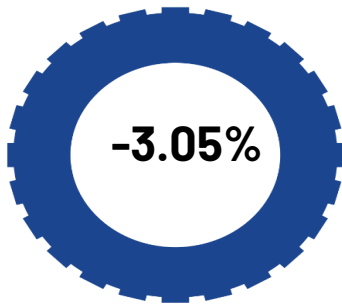
MEAN AND MEDIAN PAY GAP



MEAN PAY GAP

The mean gender pay gap – this shows the difference in average hourly rate of pay between men and women, which is also impacted by the varying numbers of men and women in different roles as outlined above.

Using hourly pay, Goodyear's difference in mean pay is -4.07%, meaning that women are earning 4.07% more than their male counterparts.



MEDIAN PAY GAP

Median pay gap - If all our associates were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the man in the middle of their line regardless of the work they do.

When comparing median pay, Goodyear's median gender pay gap is -3.05%. This indicates that the median female employee earns more than the median male employee by 3.05%.

The gender pay gap at Goodyear Tyres UK Ltd is influenced by the following:

- Our gap is driven by a higher proportion of male associates in our hourly-paid Truckforce technician (tyre fitter) roles. We have more men concentrated in lower-paid positions which pulls their median down. The percentage of this grouping located in the lower and lower middle quartile ranges has grown by 8% since 2023.
- When comparing the snapshot data from 2023 to 2024 there are 65 fewer associates companywide overall, which is due to a strategic global business transformation that has impacted the headcount in the UK. However, the proportion of males and females remains comparable to prior years, 83% male and 17% female.
- Business Transformation has impacted a proportion of our Senior Leadership roles based in the UK and as a result the number of males based in the upper quartile pay range has dropped by 5%.

In recent years, Goodyear has been focused on increasing the representation of women at senior levels. The success of these efforts is evident as more than 23% of our female employees now fall into the highest paid quartile of our Gender Pay Gap figures.

BONUS PAY GAP

In relation to the comparison of bonus payments, 93.85% of women earned a bonus compared to 90.18% of men.

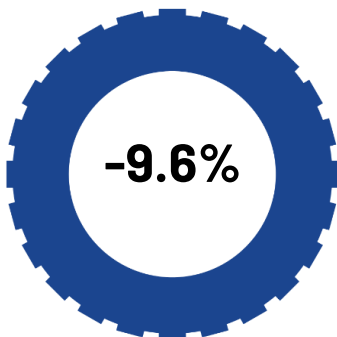
MEAN BONUS GAP



Whilst the number of women receiving a bonus is higher than prior years, the bonus pay gap between genders has slightly increased on the previous year as we report a mean bonus gap of 23%. This is 10% higher than 2023 and means that on average women received 23% less in bonus payments than men.

We acknowledge that more men currently hold senior roles in our company, including executive leadership, which affects the average bonus pay. This gender bonus gap also reflects broader industry trends; however we are committed to being part of the solution through targeted hiring and promotion initiatives.

MEDIAN BONUS GAP



The median bonus pay gap, as with hourly rate, is larger for females at -9.6% which means that the middle-ranking woman in terms of bonus received a bonus that was 9.6% higher than the middle-ranking man. This is driven by:

- Having more women in moderate bonus-eligible roles where bonuses are more evenly distributed, but more men holding more of the highest-bonus positions.
- This is also skewed by the number of male, hourly associates, who earn a lower bonus, resulting in the median shifting higher.

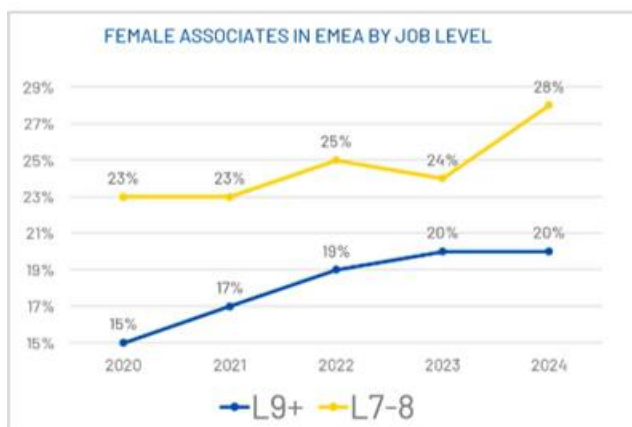
Bonus earning potential is based on an associate's role and grade, and we place more focus on the fact that the percentage of males and females earning a bonus being comparable. The population who did not receive a bonus mainly consists of new joiners who do not meet the qualifying eligibility or associates within one particular division who fall outside of any bonus scheme.

We remain confident that our pay structures remain fair, transparent, and based on objective criteria, and that the same equal opportunity is afforded to women and men receiving a bonus.

Whilst not immediately reflected in our gender pay gap data – 2024 was a significant year in our organisation’s history as we continued to evolve our business towards a global transformation. With our employees at the heart of our transformation, we do however recognise the gap and outline our commitments to closing this gap, below.

OUR ONGOING COMMITMENT TO CLOSING THE GAP

- We continue to look at our approach to pay strategy across all associates levels and job types. We look at best market practice as well as fairness and transparency when making changes to our proposition.
- Recruitment is one of the key areas of creating greater diversity in our organisation. We are on target when reflecting on our EMEA 2024 KPI for measuring diverse slates for external hires with at least two diverse candidates per slate for all E07+ roles.



KPI 2024

This KPI measures **diverse slates for external hires** with at least two diverse candidates per slate for **all E07+ roles**



**BETTER FUTURE
INSPIRING
CULTURE**

- We will continue to review and develop our inclusive employment policies and wrap around support for our associates.

- Our commitment to building career frameworks to promote clear progression pathways for all associates at both international and local levels.



2024 also marked a year of remarkable momentum for the EMEA GWN ERG despite the challenging environment we operated in. We are proud to keep motivating more associates to join GWN and of our collective commitment and efforts towards fostering an inclusive workplace.

Developing female leaders remains a priority of the GWN. To that end, we will repeat the mentoring circles programme and The Wingfoot Women program will be running for a third time in 2025 to enable more of our members to grow in confidence through developing their personal brand and build their network. The GWN are also looking forward to introducing other new initiatives, designed to enhance professional growth and foster deeper connections within our network.

We continuously work on our approach and culture to ensure the support of a diverse workforce. We are confident that progressing our commitments and having a continued focus in this area will ensure that we continue to make positive changes that are sustainable for our business and the communities we operate in.

We are confident that the information contained in this report is accurate, and compliant with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



L Carlin

HR Manager UK & Ireland