

July 17, 2026

To,
The Dept. of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001

Scrip Code: 500168
ISIN: INE533A01012

Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") of the Company for the Financial Year 2025-26, which also forms part of the Annual Report for the Financial Year 2025-26.

We request you to take the above information on record.

Thanking you

Yours sincerely,
For **Goodyear India Limited**

Anup Karnwal
Company Secretary & Compliance Officer

Encl.: as above



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L25111HR1961PLC008578
2.	Name of the Listed Entity	Goodyear India Limited
3.	Year of incorporation	1961
4.	Registered office address	Mathura Road, Ballabgarh (Dist. Faridabad) – 121004, Haryana
5.	Corporate address	9th Floor, Emaar Capital Tower-2, Sector-26, MG Road, Gurugram -122002, Haryana
6.	Email	goodyearindia_investorcell@goodyear.com
7.	Telephone	0124 4747600
8.	Website	http://www.goodyear.co.in/
9.	Financial year reported	April 01, 2025, to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd.
11.	Paid-up capital	₹ 23,06,65,070
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Anup Karnwal Company Secretary Ph: 0124 4747600 goodyearindia_investorcell@goodyear.com
13.	Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis.
14.	Name of the assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing & Trading	Manufacturing and trading of tyres, tubes and flaps	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of tyres, tube, and flaps	22111	59.8%
2.	Trading of tyres, tubes, and flaps	46909	40.2%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	1	7	8
International	Nil	Nil	Nil



19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	10 + Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

- **Exports from India** - Rs. 3,396 lakhs
- **% to Total Turnover** - 1.38%

c. A brief on types of customers

Response: Goodyear India ("the Company") manufactures and sells automotive tyres such as farm tyres and commercial truck tyres. The Company also markets and sells passenger car tyres in the replacement market. The Company's customers include original equipment manufacturers for tractors, passenger car owners, fleet operators, the export market, and ancillary buyers for tubes and flaps.

IV. Employees

20. Details as at the end of Financial Year:

1. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	313	297	94.89%	16	5.11%
2.	Other than Permanent (E)	183	157	85.79%	26	14.21%
3.	Total employees (D + E)	496	454	91.53%	42	8.47%
Workers						
4.	Permanent (F)	612	606	99.02%	6	0.98%
5.	Other than Permanent (G)	935	876	93.69%	59	6.31%
6.	Total workers (F + G)	1547	1482	95.80%	65	4.20%

2. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	-	-	-	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0.00%



22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	33.3%	25.0%	32.9%	20.8%	43.8%	22.0%	16.9%	15.1%	16.8%
Permanent Workers	0.5%	0%	0.5%	2.0%	0%	1.9%	6.4%	16.7%	6.5%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	The Goodyear Tire & Rubber Company	Ultimate holding company	-	Yes
2.	Goodyear Orient Company (Private) Limited	Holding company	74%	No

Note: The Company does not have a Subsidiary, Joint Venture, or Associate Company.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹.): 246,223 Lakhs

(iii) Net worth (in ₹.): 60,589Lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Community Members	The Company has a robust vigil mechanism policy in place that is available to all its stakeholders, including employees, value chain partners, and investors.	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		3	-	-	3	-	-
Employees and workers	The weblink to this policy is: https://www.goodyear.co.in/investor-relations/communication-to-shareholder	13	2		19	4	All the complaints pending resolution at the end of 24-25 stand resolved in 25-26
Customers		171	-		322	-	



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Additionally, customers can contact the Company through its website at: https://www.goodyear.co.in/customer-care/feedback Any individual who has a grievance or concern regarding any potential violation of any law or Company Policy may also contact Goodyear's confidential Integrity Hotline, which is available 24 hours a day, every day of the year from anywhere in the world via toll-free telephone or by a dedicated website: The weblink of the Integrity Hotline: www.goodyear.ethicspoint.com	3	0	0	1	0	All the complaints pending resolution at the end of 24-25 stand resolved in 25-26
Other (please specify)		15	11	0	6	02	All the complaints pending resolution at the end of 24-25 stand resolved in 25-26
Anonymous							

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
1	Decarbonization	Risk	Decarbonizing Goodyear's operations and value chain, adapting to the changing climate and building resiliency through ongoing mitigation of climate risks and pursuing climate-related opportunities are a core focus for Goodyear. Decarbonization, adaption and transition strategies are evaluated continuously and are integrated into its business objectives, processes, decisions and planning as well as Goodyear's products.	Goodyear is committed to achieving net-zero greenhouse gas (GHG) emissions across its value chain by no later than 2050. Goodyear is also committed to achieving near-term science-based targets by 2030, reducing Scope 1 and 2 GHG emissions by 46 percent and target Scope 3 GHG emissions by 28 percent, compared to a 2019 baseline. Goodyear's decarbonization targets were validated by the Science Based Targets initiative (SBTi) in September 2023 and align with the recommendation to limit global temperature rise to no more than 1.5° Celsius above pre-industrial levels.	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
				Goodyear is building and implementing decarbonization strategies to address GHG-intensive aspects of its business – purchased goods & services, energy, and transport. Although use phase is not included in its science-based targets, Goodyear sets additional targets to help reduce rolling resistance and tire weight, which can help to improve use phase emissions	
2	Circularity	Opportunity	Goodyear's commitment to circularity reflects its reliance on the use of materials in its operations and products and its responsibility to manage Goodyear's resource use, operational waste and end-of-life tires (ELT). Using circular materials, where possible, helps minimize the depletion of natural resources and recaptures materials that would otherwise be discarded.	N. A	Positive
3	Climate change adaptation and resiliency	Risk	The Company recognizes that climate change poses the risk of moderate to severe physical events affecting the Company's operations and/or supply chain. The Company could also be affected by chronic weather conditions impacting the supply of raw materials.	Goodyear has business continuity plans in place to help ensure all Goodyear locations are prepared for climate-related risk, among other risks. Additionally, Goodyear uses past climate-related events and weather predictions to model future risk and the potential financial impacts. This and the data Goodyear's insurance carriers provide help to inform decisions on where to invest to mitigate potential climate-related risk. Goodyear's robust Business Continuity (BC) strategy focuses on supporting its operational resilience. Goodyear uses its BC process to minimize impacts and resume operations as quickly as possible. By proactively identifying risks and critical processes, Goodyear can take steps to speed up response and recovery when incidents occur. Goodyear's involvement in the Global Platform for Sustainable Natural Rubber (GPSNR) and its supplier diversity is also key to mitigating supply chain risks.	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
4	Supply chain transparency and governance	Risk	Proactively working with suppliers to identify, evaluate and address environmental and societal impacts, risks and opportunities is critical to sustainable sourcing. Within this lies the opportunity to collaborate with suppliers to build a more sustainable and resilient supply chain, advancing toward our sustainability objectives.	Goodyear is committed to managing sourcing in a manner that helps reduce environmental and social impacts and improves its global risk management. Goodyear requires its suppliers to comply with Goodyear's Supplier Code of Conduct or have their own comparable code of conduct and/or commitments. 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 Goodyear's requirements related to competition law compliance, conflicts of interest and privacy, among other topics.	Negative
5	Regulatory compliance	Risk	Uncertainty and complexities arising from current/emerging regulations will likely require the Company to continue to evolve its manufacturing operations, use of materials and/or business model. Non-compliance with the regulatory and statutory requirements can impact the Company's operations and its ability to conduct business as well as generating revenue/profits.	The Company has a robust monitoring and governance mechanism to anticipate, plan and adapt to regulatory changes and compliances. The Company makes the investments needed for compliance.	Negative
6	Advanced mobility	Opportunity	The future of mobility is changing with stakeholder expectations that the transport sector will transition to low- or zero-emissions solutions. The demand for advanced mobility solutions leads to the opportunity of new products, new services, and better management of the tire life cycle.	N. A	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
7	Human and labour rights	Risk	Companies are expected to implement strong policies on human rights and other social issues – including protecting employee well-being and enacting supply chain due diligence and transparency – to help ensure the protection of human rights throughout the Company's operations and supply chain and ensure long-term business resilience.	Integrating a strong governance structure for Human Rights from Goodyear's Global Human Rights Policy, grievance redressal mechanism and due diligence extending to supply chain partners	Negative
8	Customer satisfaction	Risk/ Opportunity	The Company recognizes the significance of a satisfied customer when it comes to the quality, safety, affordability, and performance of its products. Customer expectations are constantly evolving and to meet the needs of its customers, the Company needs to adapt to the expectations. Satisfied customers bring reputational credibility in the market as well as enhance the potential for the Company's business growth. Focused on strong innovation capability and technology-based solutions, the Company has the right tools to continue to deliver customer satisfaction.	a. Improved customer handling and relevant support systems b. Established mechanisms to identify and mitigate possible technical issues and how they may arise.	Negative/ Positive
9	Total worker health	Risk	The nature of Goodyear's business as a manufacturer places paramount importance on health and safety performance.	The health and safety of Goodyear's associates are its highest priority. Goodyear is committed to eliminating all serious injuries (SI), or those with the highest-severity outcomes across Goodyear's global operations.	Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	http://www.goodyear.co.in/investor-relations								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		Supplier Code of Conduct, Anti-bribery policy and privacy policy extend to our value chain partners								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards, like ISO 9001, ISO 14001, guidelines and frameworks, wherever relevant and applicable.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually, and specific commitments are set periodically.								
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The performance against specific commitments, goals and targets and identified KPIs at the unit level is discussed on periodic basis by the Management.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

Response:

Goodyear defines sustainability as responsibly balancing environmental, societal and financial demands while making sure still meet the needs of future generations.

Goodyear is committed to ethical and sustainable practices to protect the planet and people; give back to the community; provide a safe and healthy workplace; and engage its associates in these efforts.

This focus informs how Goodyear operates its business — guiding decisions that protect people and the planet, support a safe and healthy workplace and strengthen the communities where we live and work. Goodyear's teams use this lens every day as they collaborate with customers and partners around the world.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Response: Mr. Arvind Bhandari

Chairman and Managing Director

Tel No: 0124-4747600

email: goodyearindia_investorcell@goodyear.com

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Response: Sustainability-related issues are discussed and deliberated upon in various board committees including the Corporate Social Responsibility Committee, Audit Committee and Risk Management Committee.



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow-up action	The policies of the Company are reviewed periodically / on a need basis by department heads / directors / board committees / board members, wherever applicable.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board of Directors on a quarterly basis.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought under essential indicators is expected to be disclosed by every entity that is mandated to file this report.

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	7	2025 Business Conduct Manual Certification - Acting Responsibly with Generative AI - Antitrust and Fair Competition Law - Cultivating a Respectful and Inclusive Workplace - Global Anti-Bribery and Anti-Corruption - Protect Our Good Name: Business Conduct Manual - Protecting Human Rights: Modern Slavery	100% Full-time directors (excluding the independent board)
Key Managerial Personnel (KMPs) and other Employees	7	2025 Business Conduct Manual Certification - Acting Responsibly with Generative AI - Antitrust and Fair Competition Law - Cultivating a Respectful and Inclusive Workplace - Global Anti-Bribery and Anti-Corruption - Protect Our Good Name: Business Conduct Manual - Protecting Human Rights: Modern Slavery - Other classroom trainings are provided based on a functional, grade and need basis, and when necessitated.	100%
Workers	2	- Prevention of Sexual Harassment - Employee Health & Safety Training	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			None		
Settlement			None		
Compounding fee			None		

Non-monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			None		
Punishment			None		



3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	N. A

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Response: Yes, the Company has an Anti-Bribery Policy that applies to the Company, its employees and all its third parties, i.e., suppliers, contractors, vendors, channel partners, etc. The policy emphasises the Company's zero-tolerance approach toward corruption and bribery. The Company has appropriate and reasonable internal controls to help monitor that neither the Company nor its employees engage in any kind of unethical practices. The Company conducts proactive training, reviews, audits and internal investigations to enforce and monitor the compliance in alignment with the policy.

The weblink for policy https://www.goodyear.co.in/wp-content/uploads/Goodyear-India-Limited_Policies-related-to-BRR_22.05.2020.pdf

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-26	FY 2024-25
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest:

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Response: N/A

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payable	79	71

*Average accounts payable

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	Purchases from trading houses as % of total purchases	NIL	NIL
	Number of trading houses where purchases are made from	NIL	NIL
	Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL



Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Sales	Sales to dealers / distributors as % of total sales	45%	44%
	Number of dealers / distributors to whom sales are made	3,678	4,159
	Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	13%	13%
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	44%	38%
	Sales (Sales to related parties / Total Sales)	0.4%	1%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	Investments (Investments in related parties / Total Investments made)	NA	NA

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

- Percentage of R&D and capital expenditure (CapEx) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and CapEx investments made by the entity, respectively.

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	-	-	- The Company's CapEx investments that help to facilitate positive environmental impact are as follows: - Factory water pump replacement with energy efficient pump – 16.2 Lakhs 50 Kw Solar Plant – 9.0 Lakhs - Man cooler fans to replace Energy efficient BDLs fans – 5.4 Lakhs
Capex	1.8 %	16.0 %	

- a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Response: Yes

- If yes, what percentage of inputs were sourced sustainably?

Response:

Goodyear requires its suppliers to comply with Goodyear's Supplier Code of Conduct or have their own comparable code of conduct and/or commitments, and Goodyear 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 Goodyear's requirements related to competition law compliance, conflicts of interest and privacy, among other topics.

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

- Natural Rubber Procurement Policy: Aligned with the Global Platform for Sustainable Natural Rubber (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.

Goodyear uses a third-party platform to assess its raw materials suppliers, as well as targeted strategic indirect materials suppliers, around their sustainability commitments, focusing on four pillars – environment; ethics; human and labor rights; and sustainable procurement. These survey results help Goodyear to take effective action as Goodyear determines supply chain opportunities and strategies, as well as to create and implement action and improvement plans when appropriate. In 2025, Goodyear completed assessments of suppliers covering 98.5 percent of its raw materials by volume.

Goodyear strives to make an impact through its choice of the materials it uses. Goodyear is committed to managing sourcing in a manner that helps reduce environmental and social impacts and improves its global risk management.



3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging)(b) E-waste (c) Hazardous waste and (d) other waste:

Response:

Plastics (including packaging)	The recycling and disposal of plastic packaging waste adhere to the guidelines and provisions of Plastic Waste Management Rules.
E-waste	E-waste is disposed of through authorized vendors.
Hazardous waste	The Company has a standard operation for handling and storage of hazardous waste at site. The waste is sold to a government-authorised vendor.
Other waste	Other waste, such as bio-medical waste, is sold to a government authorized vendor.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Response:

Extended Producer Responsibility (EPR) for waste tyres and plastic packaging is applicable to the Company's activities. The EPR on waste tyres rules requires the Company to fulfil their EPR obligation through purchase of EPR certificates from registered recyclers and file returns online on the CPCB portal. The Company takes necessary steps for compliance with the rules.

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	297	297	100%	297	100%	-	-	-	0%	77	25.93%
Female	16	16	100%	16	100%	16	100%	-	-	4	25.0%
Total	313	313	100%	313	100%	16	100%	-	0%	81	25.88%
Other than permanent employees											
Male	157	157	100%	157	100%	0	0%	-	0%	68	43.31%
Female	26	26	100%	26	100%	26	100%	-	-	9	34.62%
Total	183	183	100%	183	100%	26	100%	-	0%	77	42.08%

Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health Insurance*		Accident Insurance*		Maternity Benefits		Paternity Benefits		Day-care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	606	606	100%	606	100%	-	-	-	0%	606	100%
Female	6	6	100%	6	100%	6	100%	-	-	6	100%
Total	612	612	100%	612	100%	6	100%	-	0%	612	100%
Other than Permanent workers											
Male	876	876	100%	876	100%	-	-	-	0%	876	100%
Female	59	59	100%	59	100%	59	100%	-	-	59	100%
Total	935	935	100%	935	100%	59	100%	-	0%	935	100%

*Health and Accidental insurance are covered through ESI wherever applicable.



- b. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.11%	0.13%

*Following costs are considered: Health and accident insurance premium, day care cost and staff welfare expenses relating to well-being.

2. Details of retirement benefits, for Current FY and Previous Financial Year

	FY 2025-26 (data for employees active as on 31.03.2026)			FY 2024-25 (data for employees active as on 31.03.2025)		
Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of Workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	As per act	As per act	As per act	As per act	As per act	As per act
Others-please specify	N. A	N. A	N.A	N. A	N. A	N. A

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Response: The Company aims to ensure its physical infrastructure (buildings, furniture, facilities, and services in the building/campus) adheres to the accessibility standards prescribed by the Government of India to enable person(s) with disabilities to effectively perform their duties in the establishment and to provide assistive devices as required, subject to practical feasibility, to enable person(s) with disability to have access to common facilities including the physical environment, transportation, information, and communications, including technologies and systems, without any inconvenience.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Response: Yes, the company has an equal opportunity policy for Persons with Disabilities. The web link for the same is <https://www.goodyear.co.in/investor-relations>

The Company is an equal opportunity employer and provides equal employment opportunities to qualified applicants for employment without regard to race, colour, ethnicity, religion, sex, age, disability, or other characteristics protected by applicable law. The Company strives to maintain a work environment that is free from any harassment.

The Company has a mechanism to provide necessary training to person(s) with disabilities as and when required to enhance their capabilities and enable them to efficiently discharge their duties in the Company.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-



6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, any individual, including all category of workers and employees, who has a grievance or concern may contact the Company's confidential Integrity Hotline, which is available 24 hours a day, 7 days a week from anywhere in the world via toll-free telephone or by a dedicated website.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	The Company's Integrity Hotline allows employees, workers and third parties to report a concern or ask a question, anonymously. The Company's employees may also report concerns via the internal channels set forth in the company's Business Conduct Manual. Each report is reviewed by the Goodyear Compliance & Ethics Department to determine how to best address the matter. The Compliance and Ethics Department reviews each Integrity Hotline matter reported and, in cases where an allegation of misconduct is substantiated, the Company takes appropriate disciplinary or remedial action. Goodyear strictly prohibits retaliation against individuals for making a report in good faith. 'Speak Up' education and awareness campaigns are held to remind employees of the Integrity Hotline and to encourage them to raise questions or concerns. The weblink of the Integrity Hotline is www.goodyear.ethicspoint.com Additionally, for Permanent Workers, the Company also have alternate grievance reporting channels in place to report and address any grievances such as the safety committee, canteen managing committee, POSH committee, etc. In case of non-redressal or any need to escalate, union office bearers can also highlight the issues before the management and the same are resolved subject to the merits of the issue. Further, the contract workmen (Other than Permanent Workers) can raise their grievances through their respective contractors/ supervisors, or they can also escalate their grievances to the company's HR Department or their line managers.

7. Membership of employees and worker in association(s) or unions recognised by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees /workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/ C)
Permanent Employees						
Male	297	N/A	N/A	N/A	N/A	N/A
Female	16	N/A	N/A	N/A	N/A	N/A
Total	313	N/A	N/A	N/A	N/A	N/A
Permanent Workers						
Male	606	591	97.52%	615	594	96.69%
Female	6	0	0%	6	0	0%
Total	612	591	96.57%	621	594	95.65%



8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	297	297	100%	297	100%	312	312	100%	312	100%
Female	16	16	100%	16	100%	16	16	100%	16	100%
Total	313	313	100%	313	100%	328	328	100%	328	100%
Workers										
Male	606	606	100%	606	100%	615	615	100%	615	100%
Female	6	6	100%	6	100%	6	6	100%	6	100%
Total	612	612	100%	612	100%	621	621	100%	621	100%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(C)	% (C/A)
Employees						
Male	297	297	100%	312	312	100%
Female	16	16	100%	16	16	100%
Total	313	313	100%	328	328	100%
Workers						
Male	606	606	100%	615	615	100%
Female	6	6	100%	6	6	100%
Total	612	612	100%	621	621	100%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Response: Yes, the Company has successfully implemented an environmental health and safety (EHS) management system. Key activities under this system encompass health and safety training, safety audits, work permit system, and feedback from risk assessments and monitoring mechanisms like incident reporting, investigation, hazard hunting, and lagging/reactive monitoring

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Response: The Company prioritizes occupational health and safety by conducting regular internal and external audits to uphold compliance within its manufacturing operations. Key processes involve identifying work-related hazards using design checklists, activity monitoring, and adherence to safety protocols like Job Safety Analysis, Hazard Identification and Risk Assessment (HIRA), standard operating procedures, and operational control procedures. To manage high-severity activities effectively, a stringent Work Permit system is in place to safeguard the well-being of employees and workers.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Response: Yes, the Company prioritizes safety through well-established Standard Operating Procedures (SOP) for employees and workers. These procedures empower the Company's team to identify and report potential work-related hazards effectively. Additionally, the Company provides comprehensive training to all employees and workers through occupational health and safety modules. These training sessions focus on equipping individuals with the methodology to identify hazards, analyse associated risks, and implement necessary steps to mitigate them. Safety is a core value, and the Company ensures that its workforce is well-prepared to maintain a secure work environment.

During safety and emergency evacuation drills, employees undergo training on utilizing emergency equipment like fire hydrants, firefighting systems, leak and spill control procedures, and safety alarms. Their proficiency in handling emergency situations is regularly assessed through practical exercises. The combination of hands-on drills and online safety modules ensures that employees are well-prepared to report work-related hazards and safely extricate themselves from such scenarios.



- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Response: Yes, the Company prioritizes employee well-being by offering non-occupational medical and healthcare services along with a fully equipped Occupational Health Centre (OHC) that operates 24/7 at the plant, complete with an on-site ambulance service. Compliant with the Indian Factories Act, the OHC meets all required medical standards. In a commitment to enhance both physical and mental health, the Company collaborates with a third-party agency to assist employees in sustaining their overall well-being.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	1.16
	Workers	1.96	0.33
Total recordable work-related injuries	Employees	0	1
	Workers	6	7
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Response: The Company prioritizes health and safety through a comprehensive program that monitors key performance indicators (KPI) closely. With a foundation built on established policies and procedures, the program utilizes monitoring KPI mechanisms like GEMBA audits, reactive monitoring, hazard hunting, incident reporting, and investigation to ensure effective implementation of the EHS program.

Goodyear's Responsible Operations policy underscores the principles that guide continuous improvement of EHS and Goodyear's commitment to operating in a manner that protects its people, customers, company, reputation and the communities in which Goodyear operates. Internal and external audits are conducted regularly to evaluate safety practices in line with the EHS management system. Identified critical areas prompt immediate corrective actions, with thorough analysis of incidents and hazards to prevent re occurrence.

Education and training remain central to Goodyear's culture. Goodyear invests in EHS training and structured workforce engagement mechanisms – including formal safety committees – because a strong safety culture is built through visible leadership reinforcement and meaningful employee participation.

To safeguard employee well-being, the Company offers health awareness sessions, medical facilities, and insurance benefits. Additionally, voluntary health promotion services such as lifestyle counseling, stress management, and nutritional campaigns aim to foster healthy practices among individuals.

13. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	1	1	The complaint is being reviewed	2	-	-

14. Assessments for the year:

Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100*
Working Conditions	100

*Note: Industrial Hygiene sampling and monitoring is conducted by 3rd party, Regional EHS, ISO14001, Environment & Safety audit by 3rd party.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions

Response: At the Company, a dedicated cross-functional team of experts handles safety-related incidents and addresses significant risks and concerns identified through health and safety assessments. The team follows a structured multi-cause investigation procedure to conduct in-depth investigations and formulate effective corrective action plans. These plans play a crucial role in guaranteeing the elimination and management of safety-related risks.



PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

Response: Key stakeholders are individuals, organizations, parties, or entities that influence the Company's business, add value, or are critical elements of the value chain. Employees and workers, customers and suppliers, regulators, industry associations and non-governmental organizations (NGOs), investors and community members are some of the Company's key stakeholders.

- List of Stakeholder Groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and workers	No	Intranet; email; SMS; in-person and virtual meetings; internal events, notice boards	On going	Relevant business communication; career, learning & growth; HR policies and practices; grievance mechanisms
Customers and Suppliers	No	Annual supplier meetings; emails, site visits; dealers meet; business and marketing communications	On going	Sales and marketing plan; new product strategy and inventory building; enhancing customer experience; grievance resolution
Regulators	No	Meetings; emails; conferences; external forums and public platforms	On going	Approval/permission on various regulatory requirements; compliance with applicable regulations
Industry Associations and Non-Governmental Organizations (NGOs)	No	Email communication; meeting with trade associations	Need based	Policy-making discussions and briefings, discussion on emerging regulations
Investors	No	Email communication; newspaper advertisement; Stock Exchange intimation; circulation of information through website; virtual meetings	On going	Resolving queries; annual shareholder meeting; passing of resolution through postal ballot
Community Members	Yes	Physical and virtual meetings	On going	Corporate Social Responsibility initiatives

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of Employees/Workers covered (B)	% (B/A)	Total (C)	No. of Employees/Workers covered (C)	% (C/A)
Employees						
Permanent	313	313	100%	328	328	100%
Other than Permanent	183	148	81%	147	88	60%
Total	496	461	93%	475	416	88%
Workers						
Permanent	612	612	100%	621	621	100%
Other than Permanent	935		0	1498		0%
Total	1547	612	40%	2119	621	29%



2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	297	-	0%	297	100%	312	-	0%	312	100%
Female	16	-	0%	16	100%	16	-	0%	16	100%
Other than Permanent										
Male	157	-	0%	157	100%	122	-	0%	122	100%
Female	26	-	0%	26	100%	25	-	0%	25	100%
Worker										
Permanent										
Male	606	-	0%	606	100%	615	-	0%	615	100%
Female	6	-	0%	6	100%	6	-	0%	6	100%
Other than Permanent										
Male	876	828	95%	48	5%	1388	1348	97%	40	3%
Female	59	53	90%	6	10%	110	102	93%	8	7%

3. Details of remuneration/salary/wages,

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category in lakhs	Number	Median remuneration/ salary/ wages of respective category in lakhs
Board of Directors (BoD)*	2	462.27	0	-
Independent Directors	2	11.71	1	18
Key Managerial Personnel**	1	62.06	-	-
Employees other than BoD and KMP	294	16.43	16	18.27
Workers	606	13.38	6	4.58

*Whole time directors

**The median remuneration of 2 Whole Time Directors (KMPs) is covered as a part of Board of Directors, therefore not included in the median remuneration paid to KMPs.

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages*	2.4%	3.3%

*Permanent employee and workers

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Response:

Goodyear's Global Human and Labor Rights Subcommittee – comprised of leaders from Human Resources, Legal, Communications, EHS, Procurement, Sustainability and Compliance & Ethics – meets routinely and is responsible for guiding Goodyear's approach to human and labor rights. This subcommittee is focused on health and safety, labor relations, supply chain, policy alignment and risk assessment and mitigation.

Goodyear's human rights policies and standards reflect its expectations across Goodyear's 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.



Goodyear's Global Human Rights Policy illustrates that Goodyear is fully committed to maintaining an inclusive workplace and value chain that is free of harassment based on a person's gender, race, age, religion, disability, ancestry, national origin, sexual orientation or other characteristics protected by applicable law. The policy – which was last updated in 2025 – also outlines Goodyear's commitment to the UN Guiding Principles on Business and Human Rights. The Company has adopted Goodyear's Global Policy on Human Rights and educates leaders and employees to understand and apply human rights standards in their area of responsibility.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Response:

Every associate is obligated to speak up as part of Goodyear's shared commitment to Acting with Integrity. Managers of others are required to lead with integrity, which includes 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 describes Goodyear's anti-retaliation policy.

Compliance & Ethics (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, allows associates and others to raise grievances and accepts questions, concerns and reports, including anonymous reports, by telephone or online report and then shares the reports with C&E.

Reports can be made in different languages either verbally 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 Human Resources, Legal, C&E and Internal Audit. Any non-minor compliance or ethics concern raised through any of these means and brought to the attention of C&E is reviewed by C&E and tracked in our Integrity Hotline case management system. Associates are regularly reminded of the Integrity Hotline and other Speak Up options during training sessions and via internal communications channels.

Goodyear takes all reports seriously, as they are vital to addressing potentially harmful behavior, identifying risks and tailoring training, policies and governance to the actual situations Goodyear's associates face.

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 Goodyear's non-retaliation policy underlie these principles and are essential to an effective investigative process. Further information describing Goodyear's investigative processes and procedures can be found in Goodyear's 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 Senior Leadership Team and other global managers, the Committee on Corporate Responsibility and Compliance and Global and Regional Compliance & Ethics Committees.

The weblink of the Integrity Hotline is www.goodyear.ethicspoint.com

6. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	
Discrimination at workplace	2	2	Under review	1	-	Matter had already been resolved last year



	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaint of POSH as a % of female employee/ workers	0%	0%
Complaint of POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Response: Retaliation is prohibited at Goodyear India. The Company has an anti-retaliation policy that strictly prohibits any form of retaliation against individuals who:

- Report in good faith known or suspected violations of policy or law (even if those concerns are found to be unsubstantiated); and/or
- Participate and cooperate honestly and completely in an investigation.

Employees/Workers who believe they have experienced retaliation, or believe someone else has been retaliated against, can report this to the Integrity Hotline or by contacting one of the other resources outlined in Goodyear's Business Conduct Manual and Speak Up Policy.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Response: Yes, the same have been made a part of agreements and contracts, as and where relevant.

10. Assessments for the year:

	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	None
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Response: Nil

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Units	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	7,082.51	1,853.18
Total fuel consumption (B)	GJ	0	0



Parameter	Units	FY 2025-26	FY 2024-25
Energy consumption through other sources (C)	GJ	215,050.46	208,688.49
Total energy consumption from renewable sources(A+B+C)	GJ	222,132.97	210,541.66
From non- renewable sources			
Total electricity consumption (D)	GJ	168,621.71	178,460.95
Total fuel consumption (E)	GJ	199,66.91	60,191.57
Energy consumption through other sources (F)	GJ	0	0
Total energy consumption from non- renewable sources (D+E+F)	GJ	188,588.62	238,652.52
Total energy consumed (A+B+C+D+E+F)		410,721.59	449,194.18
Energy intensity per lakhs rupee of turnover (Total energy consumed / Revenue from operations)		1.67	1.74
Energy intensity per lakhs rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)		33.9	36.0
Energy intensity in terms of physical output	GJ/tonnes	7.1	7.7

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by World Bank for India which is 20.343 (previous year 20.662)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Response: Yes, the Company has carried out an independent audit by A-Z Energy Engineers Private Limited (external agency).

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Response: Not Applicable

3. Provide details of the following disclosures related to water, in the following format.

Parameter	Units	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	m ³	199,539	2,09,560
(ii) Groundwater	m ³	112,301	1,19,630
(iii) Third party water	m ³	20,328	21,995
(iv) Seawater / desalinated water		0	0
(v) Others		0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	m ³	332,168	3,51,185
Total volume of water consumption (in kilolitres)	m ³	332,168	3,51,185
Water intensity per lakhs rupee of turnover (Water consumed / turnover)		1.35	1.36
Water intensity per lakhs rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		27.4	28.1
Water intensity in terms of physical output	m ³ /tonnes	5.7	5.7

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Response: No.



4. Provide the following details related to water discharged:

Parameter	Units	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(ii) To Groundwater			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(iii) To Seawater			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(iv) Sent to third parties			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(v) Others			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
Total water discharged (in kilolitres)		Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?(Y/N) If yes, name of the external agency.

Response: No.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Response: Yes, the Company's manufacturing facility has implemented Zero Liquid Discharge, wherein the wastewater is treated through Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) and Reverse Osmosis (RO) systems. The treated water is re-used in cooling and steam condensation units and in forestry and gardening.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/Nm ³	21.	21.56
SOx	mg/Nm ³	7.0	7.5
Particulate Matter (PM)	mg/Nm ³	47	43.25
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others - Carbon Monoxide (CO)	%vv	<0.2	0.1

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?(Y/N) If yes, name of the external agency.

Response: Yes, the Company monitors air emissions for the given parameters through a CPCB-approved and a NABL-accredited third party (Interstaller Testing centre Pvt. Ltd.) on a quarterly basis.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 GHG emissions Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1041.15	3,138.63



Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 2 GHG emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	34,473.77	37,526.37
Total Scope 1 and Scope 2 GHG emissions per lakhs rupee of turnover	Metric tonnes of CO2 equivalent	0.14	0.16
Total Scope 1 and Scope 2 GHG emission intensity per lakhs rupee of turnover adjusted for Purchasing Power Parity (PPP)	(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	2.93	3.26
Total Scope 1 and Scope 2 GHG emission intensity in terms of physical output	Metric tonnes of CO2 equivalent /tonnes	0.61	0.66

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?(Y/N) If yes, name of the external agency.

Response: No

8. Does the entity have any project related to reducing green house gas emission? If yes, then provide details.

Response: As a part of the Company's initiatives to reduce GHG emissions and conserve energy, the Company has taken following steps:

- » 1.0MW Solar plant installed & commissioned
- » PNG Consumption reduction
- » Energy Efficient Man cooler BLDC Fans
- » Energy Efficient Factory Water Pump with VFD

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	328.82	297.22
E-waste (B)	0	0
Bio-medical waste (C)	0.028	0.0025
Construction and demolition waste (D)	0	0
Battery waste (E)	0	19.64
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	90.34	100.37
- Asbestos sheet	-	-
- Contaminated paper board	0.11	0.09
- Contaminated polythene	0.09	0.06
- Empty plastic container	0.24	0.2
- Empty tin chemical container	0.28	0.21
- ETP Sludge	8.51	7.57
- Mixed waste	1.8	3.3
- Scrap chemical	14.22	10.72
- Water used oil with water content	65.09	78.22
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	9,556.96	9,545.7
- Equipment waste	11.09	9.13
- Fabric waste	12.23	15.2
- Metal waste	394.19	225.07
- Miscellaneous	417.21	500.27
- Paper waste	64.34	76.28



Parameter	FY 2025-26	FY 2024-25
- Tyre waste	1025.77	1,346.25
- Biomass Ash*	7624.04	7203.20
- Wood waste	8.09	170.30
Total (A+B + C + D + E + F + G+ H)	9,976.14	9,962.93
Waste intensity per lakhs rupee of turnover (Total waste generated / Revenue from operations)	0.041	0.039
Waste intensity per lakhs rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.82	0.80
Waste intensity in terms of physical output (Metric tonnes of CO2/tonnes)	0.17	0.16
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	9,951.39MT	9,941.19 MT
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	24.75 MT	21.4 MT
(ii) Landfilling - Construction and Demolition debris only	0 MT	0 MT
(iii) Other disposal operations	-	-
Total	-	-

Note:: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Response: No.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Response:

The waste generated is monitored daily. The total waste generated is aggregated and segregated at a single location for proper disposal according to the guidelines issued by the State Pollution control boards (SPCBs), CPCB and MoEF.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable as there are no operations near above-mentioned zones.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
N. A	N. A	N. A	N. A	N. A	N. A

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines /penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	N. A	N. A	N. A	N. A



PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations

Response: 3

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	ATMA (Automotive Tyre Manufacturers Association)	National
2	FIA (Faridabad Industries Association)	State
3	AMCHAM (American Chamber of Commerce)	International

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
N. A	N. A	N. A

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Response: Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Response: Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

Response:

The Company engages with the community through various channels such as regular meetings, periodic interaction with the concerned administrative officials and through implementation partners for CSR projects. These channels of communication facilitate the receipt and redressal of grievances of the community and are accessible systems that are largely based on dialogue and mediation.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	13%	14%
Directly from within India	6%	26%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	FY 2025-26	FY 2024-25
Rural	0.0%	0.0%
Semi-Urban	2.0%	3.2%
Urban	4.8%	5.8%
Metropolitan	93.2%	91.0%



PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Response: The Company has adequate mechanisms and takes due efforts for addressing and redressal of consumer feedback and complaints. The Company has a dedicated phone line and mailbox through which customers and other stakeholders can approach the Company for reporting product-related complaints. The consumer complaints received at customer care email ID i.e. Gy_Care@goodyear.com are managed in accordance with the Standard Operating Procedure (SOP). Based on its nature, the complaint is forwarded to the respective department for their further actions, if any, including adequate response and resolution of the said complaints.

Goodyear India has also introduced a mobile based app, 'Goodyear Care' for handling warranty claims for providing quicker resolution to consumers.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements regarding safe and responsible usage is disclosed on all our products.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential Services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	171	-	-	322	-	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Response: 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 its data protection and 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, Goodyear conducts risk-based due diligence, including cybersecurity reviews of suppliers that are responsible for handling confidential information – including Personally Identifiable Information – as well as associates, customers, suppliers and others with whom we do business. Goodyear has a Global Privacy Steering Committee – comprised of global and geographical leaders – who help oversee Goodyear's Privacy Program.

Web link- <https://corporate.goodyear.com/us/en/more/terms-conditions-and-privacy-policy/global-privacy-policy.html>



6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products/services.

Response: No regulatory action has been taken on the above-mentioned parameters and no corrective actions have been warranted on above mentioned aspects.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches:

Response: Nil

- b. Percentage of data breaches involving personally identifiable information of customers:

Response: Nil

- c. Impact, if any, of the data breaches

Response: Nil

On behalf of the Board of Directors

Date: May 28 2026
Place: Gurugram

Arvind Bhandari
(Chairman & Managing Director)
DIN: 10864817

