

SUMMARY OF MATERIAL MODIFICATIONS

RETIREES OF THE GOODYEAR TIRE & RUBBER COMPANY HEALTH CARE PLAN

May 2020

1. **General.** This is a Summary of Material Modifications (“SMM”) regarding the Retirees of the Goodyear Tire & Rubber Company Health Care Plan (“Health Plan”). This SMM provides additional information about the Health Plan and certain changes which have been made to it. It amends and supplements the Summary Plan Description (“SPD”) previously provided to you. You should retain this document with your copy of the SPD.

2. **Plan Sponsor Information.** The legal name and address and federal identification number of the Plan Sponsor are:

The Goodyear Retiree Health Care Plan Trust Committee
60 Boulevard of the Allies, 5th Floor
Pittsburgh, PA 15222
Fax: 1 (412) 224-4465
EIN: 26-6330284

3. **Summary Description of Modifications.** The Trust Committee has recently adopted amendments to the Health Plan that conform the Plan’s eligibility requirements to changes in the collective bargaining agreements negotiated between The Goodyear Tire & Rubber Company and the USW. As a result of these changes –

- retirees who are or who have been participants in the Goodyear Pension Plan and who have elected a distribution option from the Pension Plan that first became available under the collective bargaining agreement signed in 2013 (such as a lump sum payout) will not be prevented from participation in the Health Plan solely because of that election; and
- certain retirees (sometimes called “New Hire Retirees”) who have not been participants in the Goodyear Pension Plan may still be eligible to participate in the Health Plan on retirement if they would have been eligible for a benefit from the Goodyear Pension Plan, but for their exclusion from that plan.

4. These amendments will be generally effective as of January 1, 2020, and for all subsequent plan years. The Health Plan may also recognize eligibility for some retirees as of an earlier date under certain limited circumstances.

5. Further information can be obtained by writing to the Health Plan administration office at the above address, or you may call toll free at 1 (866) 694-6477.

