

Scope:

SCS Global Services (SCS) conducted an independent third-party assessment of Owens Corning’s (OC) selected economic and social metrics and no evidence has been found to suggest the data has been materially misstated. The assessment included the examination of supporting documentation and secondary sources of information, as well as the review of processes and procedures for the internal calculations of the selected metrics.

Objective:

Assess the reasonableness of the 2022 economic and social data that Owens Corning prepared for the Dow Jones Sustainability Index (DJSI) and OC’s 2022 Sustainability Report according to a moderate or high level of assurance as noted in the tables below.

Criteria:

Economic and Social Metrics (Dow Jones Sustainability Index -Corporate Sustainability Assessment, 2022)

Assured Data:

High Level Assurance

DJSI 3.1.4 Gender Pay Indicators

Figures verified indicate the average remuneration values of both males and females at the Executive Level, the Management Level, and the Non-Management level.

DJSI 3.4.6 Trend of Employee Wellbeing

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022*
Employment Engagement	% Of actively engaged employees	88.1%	73.8%	73.7%	89.1%	89.1%
Data Coverage	% Of total employees	62%	84.2%	84.6%	72.8%	72.8%

*Some of the data used to calculate this data is older than two years.

DJSI 3.6.2 Type of Philanthropic Activities

Category	Percentage of Total Costs
Charitable Donations	18%
Community Investments	82%
Commercial Initiatives	0%
Total	100.0%

DJSI 3.6.3 Philanthropic Contributions

Type of Contribution	Total amount (in local currency)	Currency
Cash contributions	\$6,246,767	USD
Time: employee volunteering during paid working hours	\$930,442	USD
In-kind giving: product or services donations, projects/partnerships, or similar	\$1,401,837	USD
Management overheads	\$586,957	USD

Moderate level assurance

DJSI 1.2.5 Board Gender Diversity

Board Members	Number of Female Directors	% Of Women on the Board
10	3	30%

DJSI 3.1.2 Workforce Breakdown: Gender (Over 75% of FTEs)

Figures that indicate the global, female share of the total workforce; the share of females in management positions; the share of females in junior management positions; the share of females in top management positions; and the breakdown of the workforce based on minority, culture, or other similar criteria.

Diversity Indicator	Percentage
Female Share of the total workforce (%):	20%
Females in management positions, as % of total management workforce:	26%
Females in junior management positions, as % of total junior management positions:	26%
Females in a top management position (maximum two levels away from the CEO or comparable positions as % of total top management positions:	26%
Females in management positions in revenue-generating functions as a % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	28%
Women in STEM-related positions	24%

DJSI 3.1.3 Workforce Breakdown: Race/ Ethnicity & Nationality

Breakdown (U.S. Only)	Share in the total workforce <i>*rounded to the tenth, totals may be affected</i>	Share in all management positions. <i>*rounded to the tenth, totals may be affected</i>
Asian	2.3%	4.5%
Black or African American	17.2%	6.7%
Hispanic or Latino	14.1%	5.8%
White	64.5%	81.5%
Indigenous or Native	0.5%	0.4%
Two or more races/Not Specified/Native Hawaiian/Pacific Islander	1.5%	1.0%

Workforce Breakdown: Other Minorities

Diversity Indicator: Age Groups (Global)	Coverage	Coverage
<30 Years old	19.1%	>75% of FTEs
30-50 years old	55.7%	>75% of FTEs
>50 years old	25.2%	>75% of FTEs

DJSI 3.3.1 – Training and Development	
	FY 2022
Average hours per FTE of training and development	13.54
The average amount spent per FTE on training and development, please specify currency:	\$ 481.58 USD
Percentage of open positions filled by internal candidates	29%

DJSI 3.4.1 – Hiring				
	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	2,563	2,436	4,274	4,205
% Internal Candidates	46%	39%	28%	29%
Avg Hiring Cost	\$ 4,963.00	\$ 5,079.00	\$ 4,800.41	\$5,500.28

*Average Hiring Cost/FTE does not include hiring costs of Directors or above in the organization

DJSI 3.4.5 Employee Turnover Rate				
	FY 2019	FY 2020	FY 2021	FY 2022
Total employee turnover rate (%)	17%	16%	20%	26%
Voluntary employee turnover rate (%)	11%	10%	13%	14%

DJSI 3.5.3 Fatalities					
Fatalities		FY 2019	FY2020	FY2021	FY 2022
Employees		1	0	0	0
Contractors		0	0	0	0


DJSI 3.5.4 Employee Lost Time Injury Frequency Rate (LTIFR)						
LTIFR	Unit		FY 2019	FY 2020	FY 2021	FY 2022
Employees	n/million hours worked		1.76	1.51	1.80	1.68
Data Coverage	% Of employees		100	100	100	100

DJSI 3.5.5 Contractors Lost Time Injury Frequency Rate (LTIFR)					
LTIFR		FY 2019	FY2020	FY2021	FY2022
Contractors		0.00	0.00	0.00	0.00
Data Coverage (as % of employees, operations, or revenues)		100	100	100	100

Opinion:

Assurance of Owens Corning's reporting to Dow Jones Sustainability Index (DJSI) Key Performance Indicators (KPIs) for environmental, economic, and social topics were conducted according to the level of assurance indicated above. The audit team reviewed the primary data provided by Owens Corning to confirm data inputs and check calculations for accuracy. Based on the procedures performed and evidence obtained, no matters have come to the attention of the audit team to indicate that the KPI assertions listed in this statement are materially incorrect.

SCS provides this limited assurance in accordance with the requirements of AA1000 Assurance Standard V3, September 2020 (as this data was included in the scope of SCS' assurance of Owens Corning's 2022 Sustainability Report). SCS has complied with the commercial independence and other ethical requirements per our internationally accredited quality system, which is founded on fundamental principles of impartiality, competence, objective decision making, openness, and confidentiality.



Nicole Munoz
Vice President



SCS Global Services
Emeryville, California
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