



## 2022 OWENS CORNING SUPPLEMENTAL SUSTAINABILITY DISCLOSURE – S&P GLOBAL CSA

In the interest of transparency, Owens Corning is electing to release a supplemental disclosure which covers four topics included in the 2023 S&P Global Corporate Sustainability Assessment (CSA). These topics cover a broad range of areas from our supply chain management to our approach to employee development.

### S&P CSA 1.3.4 and 1.3.5 – Considering Societal Values for our Environmental Footprint and 2030 Goals

Owens Corning has begun to consider additional metrics when assessing the relationship between our environmental footprint areas and the impact these footprint areas may have on external stakeholders, including society at large, the environment, external employees and contractors, customers, and end users of our products. This analysis enables us to better understand the urgency around reducing our environmental footprint and meeting our 2030 goals.

Examples of initial valuations include evaluating the social cost of carbon per metric ton of CO<sub>2</sub>-equivalent emitted, and the social cost of water usage in regions with high water stress, based on published social values from NGOs and ESG Research bodies.

Owens Corning has goals to reduce absolute Scope 1 and 2 emissions 50% by 2030, as well as a goal to reduce water withdrawal intensity in areas of high-water stress 50% by 2030. By applying published social values for water and carbon to our 2030 reduction targets, we are able to further understand the importance of our 2030 goals, and the value we can deliver to external stakeholders by meeting them.

### S&P CSA 1.7.4 – Supporting Supplier Development Through Corrective Actions

Owens Corning supports suppliers through corrective actions related to safety and sustainability. For example, Owens Corning employs a supplier quality engineer (SQE) based in Asia Pacific, who conducts audits of supplier locations for quality purposes, as well as safety and human rights best practices. Based on the results of these visits, Owens Corning has supported implementation of safety and workplace improvements such as machine guarding added to baggers, defined breaks for meals for employees, and safety improvements to electrical systems, fire prevention systems, and entrances.

### S&P CSA 2.1.4 – Environmental Violations

	FY 2019	FY 2020	FY 2021	FY 2022
Number of violations of legal obligations/regulations	2	1	0	0
Amount of fines/penalties related to the above.	1,512,800	69,900	0	0

Note: Violations included in this table are those which exceed \$10k USD

### S&P CSA 3.3.2 – Employee Development Programs

In addition to the broad portfolio of on-demand professional and career development learning provided to all staff through our Learning Management System, we offer development programming focused on leadership development: Succession & Emerging Talent and Leading at the Next Level. They both target high-runway talent with the express purpose of preparing them for senior leadership roles. We aspire to have mid-level, director, and vice president level roles filled by Owens Corning employees, either through promotion or as a lateral move, as a percentage of all internal fills and external hires for these roles.

We have a 2030 goal of internal fill rate of 75%–85% for leadership roles. This also provides recruitment savings to the company with a promote from within philosophy. In 2022, we filled 85% of director openings across OC with internal talent. Of these internal fills, 76% (57/75) were graduates of one of our leadership development cohorts. There is also a retention savings. In 2022 we averaged 85% retention of staff. By comparison, 2022 Leading at the Next Level cohort grads had 100% retention, with 25% receiving a promotion or new role. 2022 Succession & Emerging Talent had a 95% retention rate, with 36% receiving a promotion or new role. This shows benefits to Owens Corning as our best performers continue to have opportunities to grow their career and drive improvements and benefits to the company. We also have a 2030 goal of ensuring two “ready now” internal succession candidates for key leadership roles. We calculate this by taking the number of unique candidates who are ready for promotion into the key leadership role divided by the number of succession roles in that business unit. Although strong candidates may be on multiple succession lists, each individual is counted only once. In 2022 we again reached this goal of having two “ready now” internal succession candidates.