

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 2023 economic and social data that Owens Corning prepared for the S&P Global Corporate Sustainability Assessment and OC’s 2023 Sustainability Report according to a moderate or high level of assurance as noted in the tables below.

Criteria:

Economic and Social Metrics (S&P Global -Corporate Sustainability Assessment, 2023)

Assured Data:

High Level Assurance

S&P Global CSA 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.

S&P Global CSA 3.4.6 Trend of Employee Wellbeing

		FY 2020	FY 2021	FY 2022*	FY 2023
Employment Engagement	% Of actively engaged employees	73.7%	89.1%	89.1%	70%
Data Coverage	% Of total employees	84.6%	72.8%	72.8%	70%

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

Moderate level assurance

S&P Global CSA 1.2.5 Board Gender Diversity		
Board Members	Number of Female Directors	% Of Women on the Board
10	3	30%

S&P Global CSA 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 (%):	19%
Females in management positions, as % of total management workforce:	27%
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:	27%
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.)	30%
Women in STEM-related positions	25%

S&P Global CSA 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	2.4%	4.3%
Black or African American	18.1%	6.1%
Hispanic or Latino	13.5%	6.1%
White	64.1%	81.8%
Indigenous or Native	0.5%	0.6%
Two or more races/Not Specified/Native Hawaiian/Pacific Islander	1.4%	1.2%

S&P Global CSA 3.3.1 – Training and Development Inputs	
	FY 2023
Average hours per FTE of training and development	12
The average amount spent per FTE on training and development, please specify currency:	\$ 511. USD

S&P Global CSA 3.3.4 – Hiring				
	FY 2020	FY 2021	FY 2022	FY 2023
New Hires	2,436	4,274	4,205	3,078
Percentage of open positions filled by internal candidates	39%	28%	29%	32%
Avg Hiring Cost*	\$ 5,079.00	\$ 4,800.41	\$5,500.28	\$5,375.38

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

S&P Global CSA 3.3.8 Employee Turnover Rate

	FY 2020	FY 2021	FY 2022	FY 2023
Total employee turnover rate (%)	16%	20%	26%	24%
Voluntary employee turnover rate (%)	10%	13%	14%	13%

S&P Global CSA 3.4.3 Fatalities

	FY2020	FY2021	FY 2022	FY 2023
Employees	0	0	0	1
Contractors	0	0	0	0

S&P Global CSA 3.4.4 Employee Lost Time Injury Frequency Rate (LTIFR)

LTIFR	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Employees	n/million hours worked	1.58	1.94	1.71	1.92
Data Coverage	% Of employees	100	100	100	100

S&P Global CSA 3.4.5 Contractors Lost Time Injury Frequency Rate (LTIFR)

LTIFR	FY2020	FY2021	FY2022	FY 2023
Contractors	0.00	0.00	0.00	0.00
Data Coverage (as % of contractors)	100	100	100	100

Opinion:

Assurance of Owens Corning's reporting to S&P Global CSA 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 2023 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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