



2024 OWENS CORNING SUPPLEMENTAL SUSTAINABILITY DISCLOSURE

In the interest of transparency, Owens Corning is electing to release a supplemental disclosure encompassing a number of topics, some of which are covered in the 2025 S&P Global Corporate Sustainability Assessment (CSA). These topics cover a broad range of areas from our approach to employee support programs to digital transition.

S&P Global CSA 1.7.6 - KPIs for Supplier Assessment and Development

Owens Corning has multiple pathways to build suppliers' capacity related to sustainability. This includes direct engagement with suppliers on human rights, wood sourcing, and scope 3 emissions, as well as engagement on scope 3 emissions reductions and safety through our annual supplier symposium. In 2024, the number of unique suppliers engaged through these measures was 213, as some suppliers were engaged in capacity building efforts across multiple topic areas.

S&P Global CSA 1.9.1 - Product Quality Programs

Owens Corning has a global Product Stewardship Center of Excellence (PSCOE) that owns the health, safety, and environmental impact of our products to ensure that they are safe to make and use and that they perform as expected. This requires that every product is evaluated for: Health, Safety, and Environmental Codes and Regulations, Quality, and Performance.

To ensure high standards of product quality and minimize the risk of product recalls, Owens Corning has implemented various aspects of a quality management framework that includes the following key processes:

Preventive Measures for Defective Products

Quality control procedures are in place throughout the production lifecycle to detect and address product defects. These include in-process inspections, product testing, and root cause analysis for any identified issues.

Internal Audits of the Quality Management System (QMS)

Facilities with ISO 9001 certifications, regularly conduct internal audits to evaluate the effectiveness and compliance of the QMS. These audits help identify areas for improvement and ensure that quality protocols are consistently followed.

Training for Internal Stakeholders

At facilities with ISO 9001 certifications, all relevant internal stakeholders receive ongoing training on their specific roles and responsibilities within the QMS. This ensures that staff are equipped to uphold quality standards and respond effectively to quality-related issues.

Mechanisms for External Stakeholder Feedback

Owens Corning has established various mechanisms for external stakeholders, including customers and suppliers, to submit complaints or concerns about products. This includes the customer service hotline 1-800-GET-PINK® or email GETTECH@owenscorning.com.

S&P Global CSA 1.9.2 - Product Recalls

	FY 2021	FY 2022	FY 2023	FY 2024
Number of recalls issued	0	0	3	0
Number of products recalled with various specifications	0	0	1	0

S&P Global CSA 2.7.3 - Exposure to Hazardous Substances

We have conducted full LCAs on 75% of our products and this accounts for 75% of our revenues in 2024. This includes our shingles, fiberglass, mineral wool, cellular glass, and extruded polystyrene (XPS) foam insulation, as well as composite glass product offerings such as reinforcements, nonwoven mats, and technical fabrics.

S&P Global CSA 3.1.1 & 3.1.2 – Labor Practices

Owens Corning has several programs we use to ensure overtime is managed appropriately including a PowerBI dashboard allowing us to monitor working hours on a regular basis and ensure sites are managing a balanced workload. All employees will receive a pay statement for each pay period that clearly outlines the components of their compensation, including hours worked, overtime, benefits received, and any deductions. Payments are managed through our Kronos/UKG system, which ensures employees are paid for overtime work.

S&P Global CSA 3.1.2 - Labor Practices Programs

Ensuring Paid Leave for Our Employees

Owens Corning has implemented a structured global program to encourage employees take their full paid annual leave entitlements each year. This originates from our commitment to employee well-being and responsible labor practices, and it supports our broader ESG objectives by promoting work-life balance and preventing burnout.

In many countries where we operate our Human Resources teams proactively manage this program by issuing regular reminders throughout the year. These communications encourage employees to schedule and use their vacation days within the designated timeframe. The program is reinforced by a “use-it-or-lose-it” policy, under which unused leave may be forfeited if not taken on time. This mechanism is designed to incentivize timely leave usage and ensure employees benefit from their full entitlements. To maintain flexibility, the program allows for limited exceptions. In rare cases—such as during major projects or personal circumstances—employees may carry over unused days into the following year. However, these exceptions are tightly controlled to preserve the program’s core objective: full and timely use of annual leave.

In North America, the program similarly requires employees to use their vacation time before the end of the calendar year. This consistent policy framework across regions ensures that all employees are encouraged and enabled to take restorative time away from work.

By embedding this program into our global HR practices, Owens Corning demonstrates its commitment to sustainable workforce management and the long-term health and engagement of our employees.

S&P Global CSA 3.3.1 & 3.3.2 Digital Transition

As part of our commitment to sustainable innovation and operational excellence, Owens Corning has launched a digital transition program designed to equip our workforce with the skills needed to thrive in a rapidly evolving industrial and climate landscape. Through initiatives like the Generative AI Basic Training (GenAI 101), we are introducing employees to the fundamentals and practical applications of emerging technologies such as generative AI, with a focus on enhancing productivity and enabling smarter workflows using tools like Copilot Chat.

In addition to AI training, our Digital Manufacturing Transformation (DMT) organization—formed by integrating the Manufacturing Digital Transformation and Global Information Services teams—drives enterprise-wide digital enablement. This includes identifying manufacturing challenges, standardizing digital solutions, and promoting innovation across our operations.

We recognize that industrial transitions can present challenges for our workforce. That’s why we are committed to providing training and reskilling opportunities that mitigate potential negative impacts, ensuring our employees are prepared for the future of work and empowered to contribute to Owens Corning’s long-term success.

S&P Global CSA 3.3.7 – Employee Support Programs

Owens Corning’s Commitment to Employee Health and Well-being

At Owens Corning, we are dedicated to fostering the health and well-being of our employees through comprehensive support programs. Our commitment extends beyond traditional parental leave to include paid family or care leave, ensuring our employees can care for their loved ones during times of need. See our Sick Leave Policy below for more details.

Sick Leave Policies

We provide 24 hours of sick time per year to our hourly employees, which can also be utilized to care for sick immediate family members. Additionally, our salaried employees benefit from flexible time off, allowing them to attend to the health needs of their immediate family members. This policy aligns with our dedication to supporting employees in managing both their professional and personal responsibilities.

S&P Global CSA 3.3.9 – Trend of Employee Wellbeing

Employee Engagement Survey Information

We continue to quantify our employees’ attitude about their work as a whole. We offer surveys designed to gauge employee engagement across a number of metrics, including their job satisfaction, their happiness while on the job, work-related stress levels, and the degree to which they feel their work has a clear sense of purpose.