



2030 SUSTAINABILITY GOALS





Our people and products make the world a better place.

Corporate sustainability goals have evolved over the years, as companies like Owens Corning have expanded both the scope and ambition of their commitments. Our first goals, set in 2002, focused primarily on environmental footprint reduction, and we did well in meeting them. Our second set of goals expanded to include product sustainability, the social aspects of safety and wellness, and our supply chain. Now, as we embark on our third set of long-term goals, we have broadened our perspective even more.

As we work toward 2030 and beyond, we have aligned our goals and commitments to fulfill our purpose.

Our purpose inspires us to intensify our efforts to help our employees and their families get and stay healthy. It drives us to incorporate focused Inclusion and Diversity goals for the first time and creates the expectation that we lead in the circular economy and expand our business impact through sustainability.

The increased scope and ambition of our 2030 sustainability goals will be met with rigor and a focus on outcomes – and will require the engagement and ownership of our entire company to be successful.

We are committed to considering the future in all we do, with a commitment to care for people and the planet while delivering a material difference to all stakeholders.

OUR 2030 GUIDING ASPIRATION IS TO:



DOUBLE the positive impact of our products



HALVE THE NEGATIVE IMPACT of our operations



Eliminate injuries and **IMPROVE THE QUALITY OF LIFE** for our employees and their families



ADVANCE our inclusion and diversity



Have a **POSITIVE IMPACT** on our communities



REDUCING OUR ENVIRONMENTAL FOOTPRINT

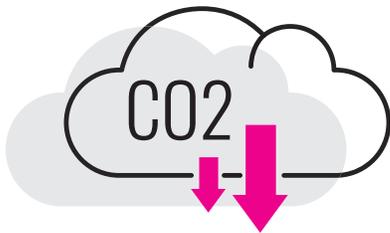
As a global manufacturer, we know the way we conduct our operations makes a difference. **To be a net-positive company, our handprint (the positive impacts of our people and products) must be larger than our footprint (the negative impacts).** We're proud of the progress we've made in shrinking the negative impact of our operations, but there's much more to do.



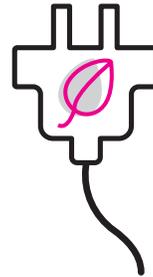
Environmental Footprint Aspiration: Cut the negative impact of our operations in half.

We'll compare our progress to where we were in 2018, so that all our progress made to date becomes the new baseline. In some cases, we don't yet know exactly how we are going to achieve these goals. Significant creativity and innovation will be needed. We will need the help of our employees, our suppliers, our customers, external experts, and public policy makers to be successful.

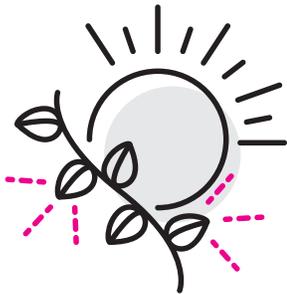
What is clear to us is that the world will be a better place when we make progress on these goals.



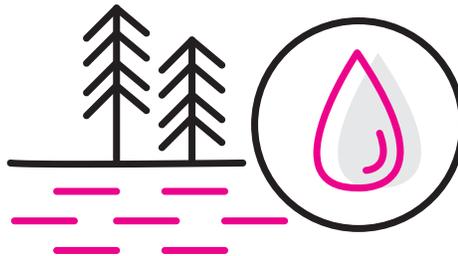
Reduce greenhouse gas emissions from our operations by half, in line with what's needed to limit global warming to 1.5° C. Our target has been validated and approved by the Science-Based Target Initiative.



Switch to 100% renewable electricity. Purchasing electricity only from renewable sources is a key part of our effort to halve our greenhouse gas emissions. We'll also work to reduce the emissions from our processes and improve energy efficiency. This will put us on the path to eventually eliminating our use of fossil fuels.



Cut our emissions of volatile organic compounds and fine particulate matter in half.



Cut in half the amount we take from the local water supply in places where scientific methods indicate water is limited in quantity and/or quality.

Send zero waste to landfill by cutting in half the amount of waste we generate and recycling the rest with the aspiration of eventually becoming "waste-positive" by using more waste in our products and processes than we create (e.g., by using recycled glass to make our fiberglass).



Develop biodiversity goals based on understanding of the full impact of our operations and supply chain on biodiversity by 2025.

EXPANDING OUR PRODUCT HANDPRINT

Reducing the negative impacts of our operations is critical, but it is not enough. **With the company's purpose in mind, we define sustainability as meeting the needs of the present while leaving the world a better place for the future.**

Our products can help our customers, their customers, and consumers meet their own sustainability goals. For instance, our insulation makes buildings more energy efficient, and our glass-reinforced composites enable longer, stronger, lighter blades for wind turbines, which brings down the cost of wind energy. **We believe that shifting to a circular economy is critical for a sustainable future.** This concept influences our aspirations and approach to sustainability.



Product Handprint Aspiration:

Offer the most recognized and preferred products for sustainability.

We offer a wide range of products that meet the needs of our customers because of their quality and performance. When the full life-cycles of those products are designed for sustainability, it's good for Owens Corning, the people who use our products, and the environment. Collaboration across our supply chain is vital for this goal.

Over the next decade, our goal is to increase these sustainable benefits in our products:

Increase the use of recycled and renewable materials in our products.

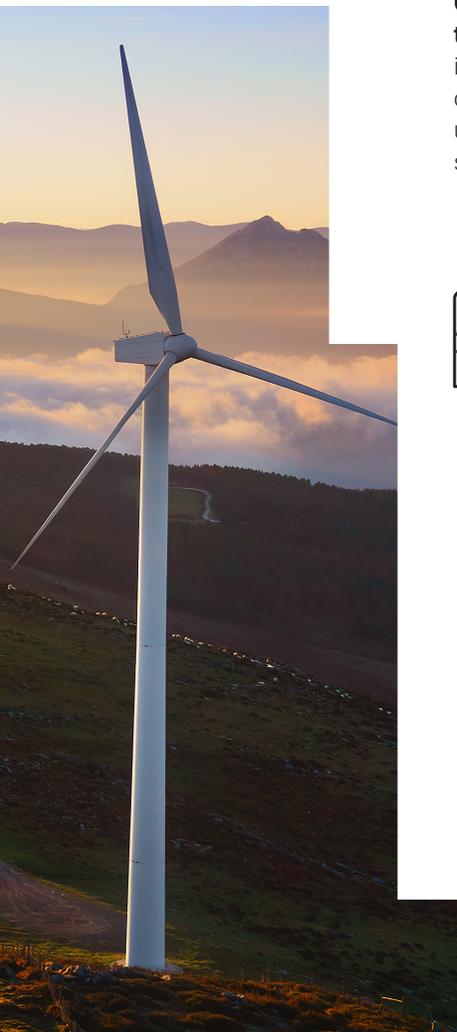


Design our products for recycling or reuse to optimize the impact of our products over their entire life-cycle from raw materials to reuse or recycle.



Collaborate with our suppliers to increase transparency around the raw materials we use in our products. This helps us understand and control the impact of our products – and enables us to share that information with our customers so they can do the same.

Reduce the greenhouse gas emissions related to our purchased materials and services by collaborating with our suppliers to cut these emissions by 30%.



Circular Economy Aspiration:

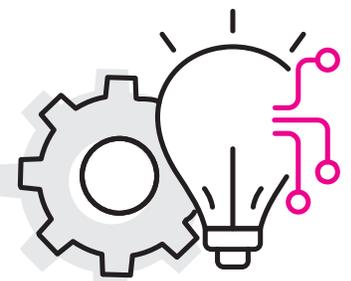
Every raw material or resource, extracted for our products/processes, remains in the economy indefinitely.

Of all our aspirations, this is the one that will require the most collaboration, because it requires reimagining the way we use the Earth's resources. This is an exciting ambition that starts immediately and, necessarily, goes well beyond 2030.

Establish viable circular economy business models involving our materials and how they are used by collaborating up and down the supply chain, with customers, suppliers, communities, academics, policy makers, government entities, and other organizations.

Increase recycled content and decrease virgin raw materials used in our products.

Develop ways for our products' materials and packaging to continuously be used for beneficial purposes, even after they are no longer used for the original purpose.





EXPANDING OUR SOCIAL HANDPRINT

Net-positive means more than working for a healthy planet. Our aspiration also drives our work to support healthy people and thriving communities. **We recognize that with growth comes responsibility, and as a global company, we are positioned to be a force for good for the people who are touched by our company.**



Safety Aspiration:

To eliminate all employee, contractor, and visitor injuries and occupational illnesses at work and at home.

Because of our long-standing commitment to this aspiration, Owens Corning is among the safest industrial companies in the world. We are proud of this success, and grateful for every safety milestone we've reached on the journey. When one of our sites has a record number of injury-free months (or years), it inspires us by showing that our aspiration is possible. We never set a safety goal that is anything less ambitious than eliminating all injuries. We work to inspire employees, contractors, and visitors to integrate safety awareness and processes into their activities at home and in their communities. We will:

Systematically assess and rank the risk of the tasks employees, contractors, and visitors perform and the equipment with which they work.

Make it impossible for injuries and illnesses to occur. Ideally, we'll do this by designing equipment and processes to eliminate risk. When an engineering solution isn't possible, we will continue to evaluate and implement strong rules and policies and ensure use of appropriate protective equipment to keep people away from hazards.

In new or newly acquired sites, achieve a level of safety at least equivalent to the rest of Owens Corning within one year.

Emphasize the elimination of risks that could lead to the most serious injuries, rather than concentrating on the most frequent ones.



Wellness Aspiration:

We aspire to eliminate all lifestyle induced disease and enable the best possible quality of life – where people flourish and are healthier because they work for Owens Corning.

While complying with privacy laws and local expectations, we will use accessible data, as well as health and behavioral science, to define metrics that will guide our strategies and tactics to achieve our goals. We will be guided by the progress-challenge of the U.S. Healthy People 2030 and WHO Global Action Plan.

These goals include reducing tobacco use, increasing key cancer screening rates, and helping employees improve their physical health. Additionally, we are committed to creating a caring culture, with attention to mental and emotional health, as well as providing education and tools to help our employees confidently manage their financial lives today while preparing for the future – and the unexpected.

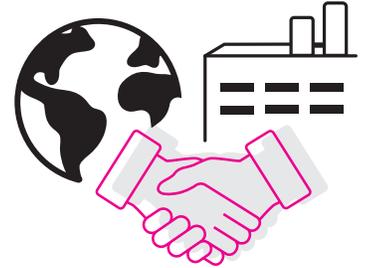


Community Aspiration:

100% of our employees are actively engaged in their communities.

Our teams around the globe enjoy volunteering their time and talents to their local communities. The Owens Corning Foundation supports, encourages, and recognizes employee giving and volunteerism through a variety of programs.

Interim Goal - 100% of facilities are formally engaged in community outreach by 2022. As we work toward our aspiration of engaging every employee in community outreach activities, we continue to encourage participation from all facilities in company-sponsored outreach.



Inclusion and Diversity Aspiration:

To be a company that listens to and understands our employees so that all our employees feel valued, understood, and inspired to bring their authentic selves to work every day.

We are committed to being an inclusive workplace as we remove barriers and empower all employees to unlock their full potential. We seek to attract and develop the industry's best talent, rich in diversity and highly capable. Our reputation and track record demonstrate that all employees can succeed and thrive. This reality opens new talent pools and leads to workforce and leadership teams that are connected to and reflective of the communities in which we live, work, and serve.

Our aspiration inspires us to meaningfully measure and continuously improve recruitment, retention, training and development, mentorship and sponsorship, professional growth, and employee engagement. We will advance our external reputation through transparency, and we will earn recognition for successes in inclusion and diversity.

Ensure pay equity through periodic third-party reviews and ongoing internal analytics.

Build and support diverse workforce and leadership teams that reflect the communities in which we live, work, and serve.

Retain diverse candidates proportional to the communities in which we live, work, and serve.

Increase internal succession with an emphasis on expanding the number of female candidates, underrepresented minorities, and representation of cultures from around the world.