



REWARDING OPPORTUNITIES

HIGHLIGHTS OF TOTAL REWARDS AT OWENS CORNING



Enhancing lives. Building futures.

Owens Corning employees take pride in delivering a material difference. We offer a total compensation opportunity that not only rewards extraordinary employees, but helps them to drive impact with our customers and the world around them. We pay competitively and offer incentive pay. Owens Corning also provides a range of competitive benefit options, allowing you to choose based on your individual needs. Owens Corning focuses on health and safety by offering a variety of ways to stay healthy. Our desire is for employees to say: "I am healthier because of Owens Corning."

CASH COMPENSATION

Owens Corning pays for performance — offering competitive hourly rates and the opportunity to earn additional incentive pay. Base pay and incentive targets are determined by local competitive market factors and the level of the job you perform. Increased levels of base pay and incentive awards result from individual performance, company performance, and/or increases in role/responsibility levels.

401(K) SAVINGS PLAN

Our 401(k) savings plan offers tax advantages, a wide range of investment options, and dollar-for-dollar company-matching contributions.

You can contribute from 1% to 50% of your pay on a pre-tax, Roth, or post-tax basis. Owens Corning matches 100% on any amount you contribute up to 6% of eligible pay. In addition, Owens Corning will contribute 2% of eligible pay whether or not you contribute to the 401(k) savings plan. That's up to a 14% opportunity you have to save for your retirement.

EMPLOYEE STOCK PURCHASE PLAN

The Employee Stock Purchase Plan (ESPP) provides you with the opportunity to purchase Owens Corning stock at a 15% discount every six months. When you enroll in the ESPP, after-tax dollars will be set aside through payroll deduction into an individual account at Fidelity Investments. At the end of the stock offering period, shares will be purchased using these accumulated funds. The Owens Corning ESPP provides a convenient way for you to build wealth, become a shareholder, and take part in the company's future success.

HEALTH CARE OPTIONS

We are committed to providing competitive health care benefits, financial protection against a significant health event, and a way to save for medical expenses with tax-free dollars. The majority of the medical plans allow you to contribute to a Health Savings Account or HSA. The HSA enables you to save for current or future medical expenses. You can make contributions, take distributions, and grow your account through investment earnings.

BEHAVIORAL HEALTH

The Employee Assistance Program (EAP), work/life services, and mental health and substance abuse programs make up our behavioral health benefits. These programs give employees peace of mind that there are resources for any stage of life.

EAP and work/life services

Available to all members of your household — even if you waive Owens Corning medical coverage. EAP offers 24/7 counseling for life's tough moments. Work/life services are there to help you balance life's demands, such as finding child and elder care, budgeting for financial success, housing services, or even help researching education choices.

Mental health and substance abuse

Available to employees and dependents if they are covered on an Owens Corning medical plan and to active employees who decide to waive Owens Corning medical coverage.

HEALTH SAVINGS ACCOUNTS

The HSA allows you to save tax-free for medical expenses before or after the deductible. With the HSA, you elect to make pre-tax contributions that are deducted on each paycheck. When you use your HSA funds for qualified medical expenses, you are spending those funds tax-free. Similar to a 401(k), you can invest your HSA funds in investment accounts. Any return on your investment is also tax-free.

Unlike Flexible Spending Accounts (FSA), HSAs are not subject to “use-it-or-lose-it.” Your HSA funds remain in your account year-over-year. You keep your account even if you change your medical plan in future open enrollments. If you leave OC, the HSA is yours, but Owens Corning will no longer pay the account maintenance fee.

FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Accounts (FSAs) enable you to set aside tax-free money to pay for qualified expenses, offering you additional tax-advantaged ways to save outside of your HSA.

VOLUNTARY PROGRAMS

Owens Corning provides access at group rates to several voluntary programs, including Critical Illness Insurance, Accident Insurance, Supplemental Hospital Indemnity, Identity Protection, and Supplemental Term Life Insurance.



DEPENDENT ELIGIBILITY

Dependent coverage for health plans is available for same and opposite sex spouses and domestic partners. Children can remain on health plan coverage up to age 26.

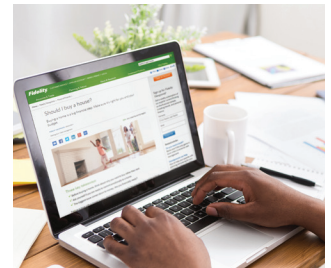
If your spouse or domestic partner is offered other subsidized group medical, dental, or vision coverage, they may be required to take that coverage, however, you can enroll them and provide secondary coverage under the Owens Corning plan. You will want to make sure the required contributions make financial sense.

EMPLOYEE SCHOLARSHIP PROGRAM

The Owens Corning Employee Scholarship Program was established to provide educational assistance to Owens Corning employees seeking, beyond high school, a higher level of education. Full-time employees planning to pursue studies at a two or four-year accredited, non-profit college or university, and who have been employed by Owens Corning for at least one year are eligible to apply.

WAIVING COVERAGE

You may waive any or all of your health care options. If you waive coverage, you will still have employee-only coverage under the Behavioral Health and Healthy Living programs.



HEALTHY LIVING

Our Healthy Living program takes a holistic approach to health by embracing six aspirations (Know Your Numbers, Physical Activity, Nutrition, Financial Health, Tobacco-Free, and Healthy Minds). In addition to education and programs sponsored at the workplace, we offer the Virgin Pulse platform, allowing employees to engage every day in their health, making a healthy life top of mind. The more points you earn, the more you will be rewarded.

All employees are eligible for the program, even if you waive medical coverage. Your spouse or domestic partner is eligible to participate if they are covered on an Owens Corning medical plan.

LIFE AND DISABILITY PROTECTION

You receive basic life and AD&D insurance coverage, effective on your date of hire. You can purchase additional life insurance through the voluntary programs discussed in this brochure.

Additionally, Owens Corning provides company-paid short-term and long-term disability protection when unexpected accidents and serious health conditions occur.

ADOPTION ASSISTANCE

Through the adoption assistance policy, Owens Corning provides financial assistance if you legally adopt a child up to 18 years of age.

EMPLOYEE REBATE PROGRAM

Through this program, active and retired Owens Corning employees may receive a rebate of up to \$2,000 every four years for purchases of a wide range of Owens Corning products for new construction or home improvement projects.

DISCOUNT AND PARTNER PROGRAMS

Owens Corning participates in a variety of vendor partner incentive programs for cell phones, computers, cars, and much more. Some of our more popular vendors are Chrysler, Ford, General Motors, and Avis.

ABOUT OC



SUSTAINABILITY

Sustainability is a core business strategy at Owens Corning. We define sustainability as meeting the needs of the present without compromising the world that we leave to the future.

DIVERSITY

A diverse and inclusive workplace is essential to the Owens Corning aspiration to build market-leading businesses, global in scope, human in scale. Embracing diversity provides a competitive advantage by creating an environment where the most outstanding talent in the world feels welcomed, respected, and valued for their contributions.

SAFETY

Living safely is a core value at Owens Corning, and our commitment to safety is unconditional. We believe all accidents are preventable, and we have a clear goal to achieve zero injuries. Over the past several years, we have reduced our number of recordable injuries by nearly 95 percent. We are the proud recipient of the National Safety Council's Green Cross for Safety medal in 2014, reflecting our significant progress and leadership commitment to eliminating all injuries.

AWARDS & RECOGNITION



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The information in this brochure is intended to provide a high-level summary. Owens Corning's programs are governed by official plan documents that describe the benefit levels and eligibility requirements that apply in the case of a discrepancy. All programs are subject to change at any time by the company. This brochure does not constitute an offer of employment nor a contract or guarantee of any kind.

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