



SUSTAINABILITY

**2024 SUSTAINABILITY  
REPORT UPDATE**

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# Message From Leaders

## The path to sustainability is paved by **innovation**.

The concept of sustainability involves moving our organizations – families, communities, businesses, sovereign entities – toward an ideal state of equilibrium. An equilibrium that is the aspirational perfect balance among people, planet, and prosperity. For an organization like O-I, that means seeking this balance by continuously improving our processes, products, and interconnected relationships.

The path to this aspirational equilibrium requires vision. Vision that creates ideas. Ideas that spark innovations. Innovations that enable transformations. Transformations that cause our interconnections to move toward this ideal state of balance.

For over a century, O-I Glass has been the generator of ideas and key innovations that have transformed how glass and glass containers are made. This spirit was founded in 1903 with the vision and idea of the automated bottle machine invented by Michael J. Owens. And it transformed more than just how glass containers are made. That same spirit is alive today in O-I's approach to the sustainability of glass and glass manufacturing. O-I's sustainability approach is driven by this pioneering spirit that is in our DNA.

As a first mover, our state-of-the-art Innovation Center nurtures ideas that result in innovative technologies and create scalable and sustainable solutions. The more than 3,800 current patents held by O-I are a testament to our vision to push the boundaries of what is achievable in glass packaging, enabling us to re-invent glassmaking in a way that creates value for all stakeholders.

Our innovative spirit pushes us to transform glass melting efficiency by using what we know works today and by bringing to life what is needed tomorrow. We are focusing on energy reduction and efficiency by implementing gas-oxygen combustion and a variety of heat recovery solutions that capture and use waste heat to increase the efficiency of our process – and reduce GHGs at the same time. We are introducing lower carbon heat sources, like higher electric boost, and introducing our first hybrid-electric furnace in 2026. We are trialing renewable, lower-carbon combustion fuels and introducing more renewable electricity.

True sustainability requires marquee innovations and great ambition – but those things alone will not get us there. Sustainability also requires steady progress, today, on details we can control, including the basics: lighting sources, heat recovery, the energy powering our logistics, and more. True

sustainability also requires significant collaboration with our whole value chain. We are collaborating with suppliers, research institutions, governments, and customers to deploy what is available today and plan for the solutions of tomorrow.

On its own, glass is pure, natural, and infinitely recyclable, which is why it has been used for millennia to protect, preserve, and deliver food, beverages, and other products that enrich and sustain our way of life. This is why our sustainable vision does not end with our continuous search to improve our production processes. O-I is focused on improving the entire lifecycle of glass packaging.

To ensure glass fulfills its potential to shape our sustainable future, O-I is transforming our products to create packaging that is not only sustainably made, but also beautiful and functional. Our “Cento per Cento Sicilia” bottles are made with 90% locally recycled Sicilian glass. Our B0 Estampe™ wine bottle has a Carbon Trust certified 25% reduction in carbon emissions. Many of our containers around the world benefit from our lightweighting programs.

Through these innovations, and others, O-I is making tangible progress toward our ambitious sustainability goals. Our holistic approach includes our suppliers, customers, local communities, and nearly 23,000 employees. We are investing in our people to empower creativity and performance, enable collaboration, and elevate sustainability in our operations and across our value chain. O-I’s innovation-driven transformation of our products, processes, and interconnected relationships is moving us closer to achieving long-term balance among our people, the planet, and our collective prosperity.

Together, through our shared vision for a sustainable future, we can unlock the full potential of glass and ensure its rightful place as the sustainable, beautiful, functional cornerstone of modern packaging.



**Randolph L. Burns (He/Him)**  
Chief Sustainability & Corporate Affairs Officer

# O-I's Sustainability Goals

At O-I we are focused on the future. Our goals are purposefully ambitious and aspirational because that's what drives innovation and transformation. Our baseline is 2017 unless otherwise noted.

We are in continuous pursuit of 10 sustainability goals driven from a global leadership level.

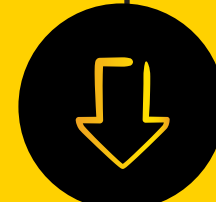
We see the fundamental role that businesses have in collectively achieving the 17 United Nations Sustainable Development Goals (SDGs) and, therefore, we have aligned our goals to the SDGs we believe are most relevant to our business.

We believe empowering our people under a broader sustainability umbrella with a more global reach will enhance our efforts to make progress toward our sustainability goals and SDG alignment.



## 50% TARGET

Increase recycled content on 50% average by 2030. O-I is taking a tailored approach to increase recycled content rates across its enterprise network as rates vary significantly by geography.



## 25% GHG REDUCTION

Target to reduce GHG emissions by 25% by 2030 (interim target of 10% by 2025).



## 40% RENEWABLE

Renewable energy is a pillar in our strategy to lower carbon emissions. Our goal is to reach 40% renewable electricity use by 2030 and to reduce total energy consumption by 9% on the same timeline.



## ZERO WASTE

Reduce the amount of natural resources used, reduce the generation of waste through reuse and recycling as we drive towards a "Zero Waste" organization.



## 25% WATER REDUCTION

We are focused on reducing our global water usage 25% by 2030, prioritizing operations in higher-risk areas.



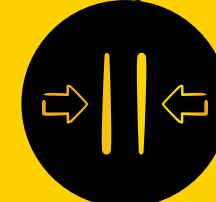
## 50% TRIR IMPROVEMENT

At O-I, our goal is always zero injuries and illnesses. As we work toward that goal, we are pursuing a 50% improvement of our Total Recordable Incident Rate (TRIR) by 2030.



## SOCIAL IMPACT

O-I is dedicated to fostering positive change for our people and planet through corporate and employee contributions while actively involving our global workforce in volunteer activities. We will work alongside our local partners and value chain to realize this goal, which includes supporting glass recycling initiatives across our communities.



## SUPPLY CHAIN SUSTAINABILITY

Achieve sustainability balance, together, by aligning our supply chain with our 2030 sustainability vision and goals.



## DIVERSITY, EQUITY & INCLUSION

At O-I, we are better when we reflect the diverse world we serve, feel welcome, and have equal access to opportunities. We are focused on increasing all aspects of diversity, equity and inclusion across our team.



## R&D TRANSFORMATION

Reinvent and reimagine glass-making so the circularity of glass meets the potential of our MAGMA melting technologies, low-carbon alternative fuels, and lightweighted glass packaging.



# Sustainability Scorecard

## OUR SUSTAINABILITY GOALS



**RECYCLED  
CONTENT**

### 50% TARGET

Increase **recycled content on 50% average** by 2030. O-I is taking a tailored approach to increase recycled content rates across its enterprise network as rates vary significantly by geography.



**EMISSIONS**

### 25% GHG REDUCTION

Target to **reduce GHG emissions 25%** by 2030 (interim target of 10% by 2025).



**ENERGY**

### 40% RENEWABLE

Renewable energy is a pillar in our strategy to lower carbon emissions. Our goal is to reach **40% renewable electricity** use by 2030 and to **reduce total energy consumption by 9%** on the same timeline.



**WASTE**

### ZERO WASTE

Reduce the amount of natural resources used, reduce the generation of waste through reuse and recycling as we drive towards a "**Zero Waste**" organization.



**WATER**

### 25% WATER REDUCTION

We are focused on **reducing our global water usage 25%** by 2030, **prioritizing** operations in **higher-risk areas**.

## OUR 2023 PERFORMANCE

Total external cullet by tons packed is **40% on average**. A 2% increase from the 2020 base year.

Scopes 1 & 2 (market-based) – 5,333,448 tons of CO<sub>2</sub>e, a **20% decrease** from the 2017 base year.

Global **renewable electricity** volume was **35%** for 2022, about a 22% increase from 2020.

Formed a **Waste Tactical Team** focused on mitigating risk, creating awareness, and developing standardized, accurate data streams.

Water risk screening using the WRI Aqueduct tool. In 2023, **25 plants were in high and extremely high water-stressed areas**. Formed a **Water Tactical Team** focused on mitigating risk, creating awareness, and developing standardized, accurate data streams.



# Sustainability Scorecard

## OUR SUSTAINABILITY GOALS



HEALTH & SAFETY

### 50% TRIR IMPROVEMENT

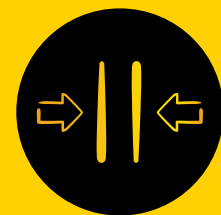
At O-I, our goal is **always zero injuries and illnesses**. As we work toward that goal, we are pursuing a **50% improvement** of our Total Recordable Incident Rate (**TRIR**) by 2030.



SOCIAL

### SOCIAL IMPACT

O-I is dedicated to **fostering positive change for our people and planet** through corporate and employee contributions while actively involving our global workforce in volunteer activities. We will work alongside our local partners and value chain to realize this goal, which includes supporting glass recycling initiatives across our communities.



SUPPLY CHAIN

### SUPPLY CHAIN SUSTAINABILITY

Achieve sustainability balance, together, by **aligning our supply chain** with our 2030 sustainability vision and goals.



PEOPLE

### DIVERSITY, EQUITY & INCLUSION

At O-I, we are better when we reflect the diverse world we serve, feel welcome, and have equal access to opportunities. We are focused on **increasing all aspects of diversity, equity and inclusion** across our team.



INNOVATION

### R&D TRANSFORMATION

**Reinvent and reimagine glass-making** so the circularity of glass meets the potential of our MAGMA melting technologies, low-carbon alternative fuels, and lightweighted glass packaging.

## OUR 2023 PERFORMANCE

The **Total Recordable Incident Rate** for O-I employees was 1.65 in 2023. Nearly a **42% decrease from 2019** base year.

**96% of the communities** in which our plants operate have **access to glass recycling**.

Inviting our suppliers to join our sustainability journey through **EcoVadis assessment**. As of 2023, **43%** of our in-scope, critical and strategic spend suppliers were assessed, a 6% increase from 2022. Established a **Sustainable Procurement Core Team** and developed a strategic roadmap.

Developed a strategic, long-term **roadmap** to build a **culture of inclusion** where all forms of diversity belong. **Women represented 17%** of the global O-I workforce and **24%** of new hires in 2023.

**Operating a MAGMA prototype pilot unit** in Illinois, **running a MAGMA manufacturing line** in Germany, and building our **1st greenfield plant** incorporating MAGMA technology. Utilizing **novel technologies** to partner with customers on **lightweighting products**.



# Global Climate Change Strategy

## Manufacturing a Lower Carbon Future

Our journey to a lower-carbon future begins with working to achieve our 2030 target to reduce GHG emissions by 25%. Between now and 2030, our strategy to attain that goal involves four key levers.







# Company Overview

At O-I Glass, Inc., we love glass. We're proud to be one of the world's leading producers of what we believe is the most sustainable packaging: the glass container. We serve and partner with thousands of customers, many of whom produce the world's best-known food and beverage brands. We are led by our team of nearly 23,000 people across 68 plants in 19 countries.



## 2023 Key Facts

FOUNDED AS OWENS  
BOTTLE COMPANY IN  
**1903**



**\$7.1**  
BILLION  
NET SALES IN 2023



APPROXIMATELY  
**36 BILLION**  
CONTAINERS  
SOLD IN 2023

PERRYSBURG,  
**OHIO**  
WORLDWIDE  
HEADQUARTERS



**68**  
PLANTS

**19**  
COUNTRIES



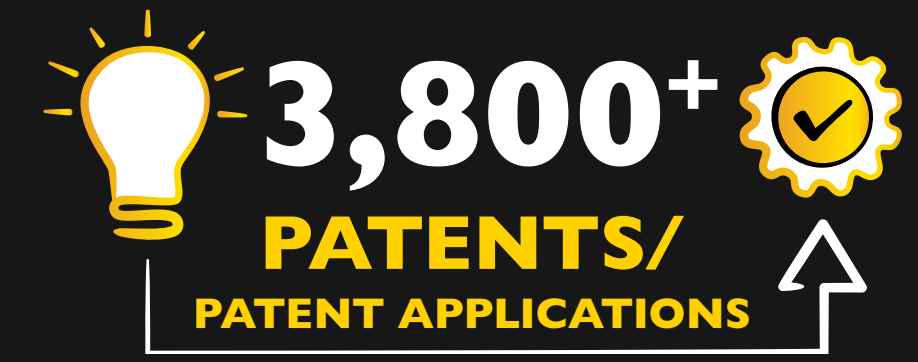
**6,000+**  
DIRECT  
CUSTOMERS



### 2023 PRODUCT PORTFOLIO



**3,800+**  
PATENTS/  
PATENT APPLICATIONS



2023 Global Workforce Count	Total Workforce	Full-Time	Part-Time	Salaried	Hourly
Corporate	754	750	4	754	—
North America	4,087	4,057	30	607	3,480
Europe	8,288	7,146	1,142	2,838	5,450
Latin America	8,584	8,445	139	1,953	6,631
Asia	783	778	5	139	644
<b>Total</b>	<b>22,496</b>	<b>21,176</b>	<b>1,320</b>	<b>6,291</b>	<b>16,205</b>



# Our Approach to Sustainable Transformation

Our vision at O-I for a sustainable future is here, today. Our sustainability ambitions are grounded in the same resiliency created by our foundational commitment to innovation and transformation of our products, processes, and relationships with our stakeholders.

To embed sustainability throughout the enterprise and enable sustainability issues to be incorporated across company decision-making, our Chief Sustainability Officer (CSO) oversees a **team dedicated to driving sustainability at O-I**. The CSO reports directly to the CEO and is also a member of the Global Leadership Team. They provide updates on O-I's sustainability strategy, initiatives, and progress to the Board of Directors' Nominating/Corporate Governance Committee on a quarterly basis.

A Global Sustainability Leadership Team promotes the effective integration of sustainability action at the country group and plant level. Each of O-I's nine country groups has a sustainability leader and a matrixed network that reaches into each plant. This global network of leaders bridges the priorities of corporate strategy with local issues and regulations to facilitate the implementation of sustainability actions. Additionally, O-I has Global Advisory Committees around the nine areas that we have identified as priorities for our business and stakeholders: People, Supply Chain, Engineering and R&D, Recycled Content, Energy, Water, Waste, Emissions, and Social Engagement. The Global Advisory Committees are made up of functional leaders who oversee practices involving these areas and related aspirations and goals. The Global Sustainability Leader is responsible for managing and coordinating the Sustainability Country Group Leaders as well as the Global Advisory Committees, to increase sustainability awareness and engage country groups and plants to implement sustainability strategies and tactics. They also oversee the distribution of dedicated sustainability investments.



## Our Structure

**CEO & BOARD OF DIRECTORS**

**CHIEF SUSTAINABILITY OFFICER**

**CORPORATE SUSTAINABILITY TEAM**

Global Sustainability Leader

**GLOBAL SUSTAINABILITY LEADERSHIP TEAM**

**GLOBAL ADVISORY COMMITTEES**

**COUNTRY GROUPS**



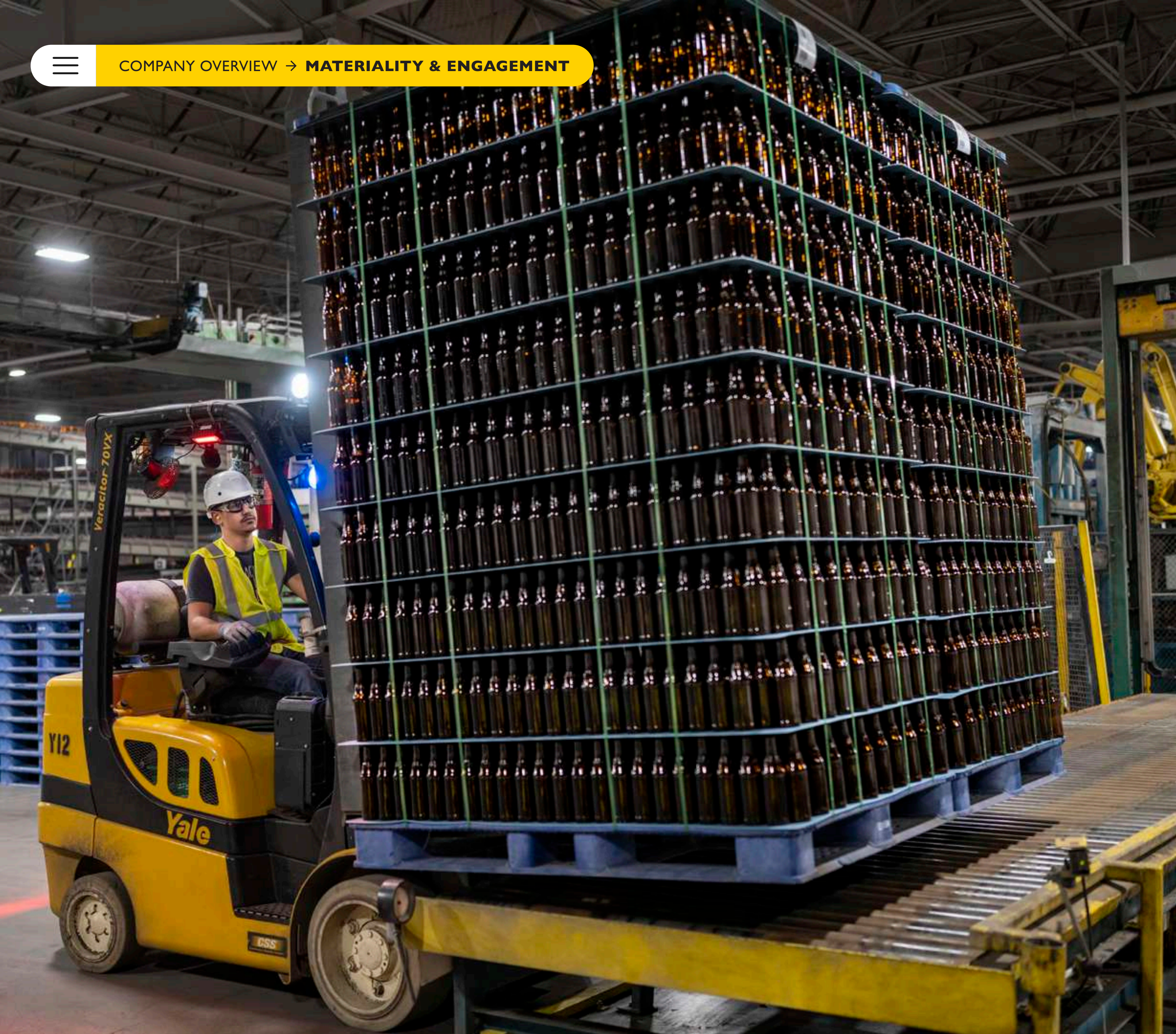
In 2023, O-I issued its second round of Green Bond Offerings, in the amounts of \$690 million in the U.S. and an offering of €600 million in Europe. Project allocations for these Green Bonds were focused on increasing renewable energy utilization, energy efficiency, R&D transformation, reducing water consumption, increasing circularity, and decreasing raw material use.

As O-I continues our sustainability transformation, our progress is reflected in the acknowledgments we receive. O-I was recognized by Sustainalytics for managing our ESG risks with a “low risk” score. Sustainalytics is a provider of analytical environmental, social, and governance research, rating, and data to institutional investors and companies. In 2023, O-I maintained B scores in both Climate Change and Water Security categories through CDP. O-I is assessed by EcoVadis, a provider of business sustainability ratings, intelligence, and collaborative performance improvements of tools for global supply chains. In addition to being assessed as a supplier, O-I engages with EcoVadis to monitor our suppliers’ sustainability performance.

Newsweek named O-I in its “America’s Most Responsible Companies 2023” list. Four of our country organizations – Brazil, Colombia, Ecuador, and Peru – are officially certified as Great Places To Work.<sup>®</sup> O-I ranked 11th among mid-size companies in Colombia.

These recognitions are an acknowledgment of the strides we have made in creating sustainable balance across our stakeholder ecosystem. We will continue to work towards our vision of being the most sustainable maker of rigid packaging guided by one idea: achieving balance together, by transforming what we do.





## Sustainability Materiality & Stakeholder Engagement

O-I assesses stakeholder impacts in a sustainability context. We evaluate the way our activities affect the lives of people and the environment in every part of our process, and vice versa.

In 2023, O-I conducted a generalized “double materiality” assessment to identify potential impacts related to external stakeholders, the economy, and the environment. These include both positive and negative potential impacts on the company and those we may have on external stakeholders. This assessment considered GRI and EFRAG standards to define materiality, but was not formally conducted in accordance with the EU Corporate Sustainability Reporting Directive. O-I intends to build on this assessment with a more comprehensive double materiality assessment. These assessments will aid O-I in preparing for upcoming regulatory disclosure requirements. The results of this assessment and our future more comprehensive “double materiality” assessment will help inform O-I’s strategy, stakeholder communications, and sustainability reporting.

## Benefits of Glass

Glass is a trusted and proven packaging for sustainability, health, taste, and brand-building. It is made from four basic ingredients: sand, limestone, soda ash, and recycled glass. Its natural composition means glass packaging is considered **virtually inert**, which means it **does not absorb or interact with the food and beverages inside**. What goes into a glass container is what comes out – nothing more.

We believe glass is the best packaging choice for the planet. Glass does not leach dangerous chemicals that could harm the earth, oceans, or marine life. Glass is reusable and 100% recyclable, infinitely, without loss in quality or purity, meaning a recycled glass container can become new glass over and over again. A glass container can go from the recycling bin back to the store in as little as 30 days.

As a renewable material, once glass is created, it can be reheated and formed into another container. Using recycled glass to make new glass containers in our manufacturing process requires fewer raw materials and less energy. Recycled glass is a core part of our recipe for glass, and the more we use, the greater the decrease in energy used in the furnace and associated CO<sub>2</sub> emissions. Energy consumption drops about 3% for every 10% cullet used in the manufacturing process, and every 10% of cullet used reduces emissions from melting by about 5%.<sup>1</sup> Recycled glass can be substituted for up to 100% of raw materials.

Glass is the only food contact material that the U.S. Food and Drug Administration (**FDA**) deems “**Generally Recognized as Safe**.” The glass melting process transforms materials into a new substance whose characteristics are distinct and controlled. It is a “one-way” process as it cannot be reversed, and the components cannot be separated once the process is done. Additionally, the FDA accepts that glass is an effective barrier against potential exposure of food products to materials applied on the exterior surface of glass containers. O-I manages any surface-treatment products, like lubricants or decorations, to adhere to relevant regulations such as FDA and food safety guidelines.

### FOUR BASIC INGREDIENTS OF GLASS



<sup>1</sup> FEVE



The intrinsic benefits of glass as a perfect material for our customers' food and beverage products allow us to turn our focus on elevating the performance of our processes. In Europe, 71% of our plants are ISO 9001 certified (quality management systems), as are 60% of plants in Latin America. O-I has received a growing number of requests from customers, particularly in the food industry, to obtain food safety certification. **Fifty-four** of our 68 **plants** (79%) were voluntarily **GFSI Food Safety Certified** at the end of 2023. This includes 100% of our plants in North America that are ISO 22000 certified (food safety management). The GFSI (Global Food Safety Initiative) certification requirements provide a rigorous system to manage food safety risks and provide safe products for use by companies in the food industry.

It is our goal to certify 100% of our plants. In the meantime, we have prioritized the certification process based on customer requests.

Our plants that do not have GFSI certification have defined quality procedures that address the basic requirements of a HACCP (Hazard Analysis and Critical Control Points) program, a systematic scientifically-based approach to identifying significant food safety hazards and implementing control measures to prevent, eliminate, or reduce those hazards to an acceptable level. Each potential food safety hazard identified is listed in a HACCP risk register. This includes any steps in the manufacturing process, plant operational procedures, prerequisite programs, or other controls that either eliminate the potential hazard or reduce the occurrence of the food safety hazard.



# Governance – Ethics & Compliance

At O-I, we focus not only on the sustainability of the glass packaging we manufacture but also on the governance, ethics, and compliance frameworks that are the foundation of how we do business. O-I's [Global Code of Business Conduct and Ethics](#) and [Supplier Guiding Principles](#) guide our people (employees, leaders, board members, contractors, and suppliers) to understand significant legal and ethical issues that may arise while performing their relevant responsibilities.

As part of our holistic approach to sustainability, we strive to maintain a safe workplace, build sustainable communities, and provide effective, accountable, and transparent governance. O-I is committed to respecting human rights within our workplaces, communities, and supply chain. Our written Code of Conduct, policies, and procedures form the **foundation for our human rights protection**. Our policies on various topics including anti-corruption, non-discrimination/non-harassment, and conflicts of interest are described in the Code of Conduct. Our policies include the freedom of individual employees to join or refrain from joining, legally authorized associations or organizations, and to engage in collective bargaining. For more information, refer to our most recent [10-K](#). Under the Code of Conduct and securities laws, any insider transactions are filed with the regulators and disclosed on our [Investors](#) webpage for transparency.





**All salaried employees** are required to annually complete at least three online courses – on the Code of Conduct, anti-corruption, and respect in the workplace. In addition, O-I periodically assigns a variety of specialty online compliance training to salaried employees depending on their roles. Our Chief Ethics and Compliance Officer oversees the process of communicating, training, and enforcing our policies.

The Chief Ethics and Compliance Officer reports directly to the General Counsel and the Nominating/Corporate Governance Committee of the O-I Board of Directors. They chair a management-level Ethics and Compliance Committee, which promotes the Ethics and Compliance Program throughout the company and ensures cross-functional coordination for risk assessment and mitigation. The Committee is responsible for participating in an annual ethics and compliance risk assessment and evaluation process as well as analyses of potential new risks. It steers the program by evaluating priorities, contributing to solutions, and assessing program effectiveness.

We provide our stakeholders the opportunity to raise concerns about possible illegal or unethical conduct through a secure [Ethics and Compliance Helpline](#). The Helpline is a confidential, multilingual reporting mechanism available 24/7 via the telephone or the Internet. On average we receive about 300 calls to our Ethics & Compliance Helpline each year. Approximately one-third of the complaints are found to have merit. In 2023, O-I's Ethics and Compliance Helpline received 10 reports raising allegations of harassment and seven reports raising allegations of discrimination defined by the Helpline.

Our commitment to the protection of our people's human rights extends to their privacy and information security. As the prevalence of cyberattacks continues to increase, O-I works to upgrade and maintain our security measures to detect and prevent breaches. Our policies and practices aim to protect information assets across the enterprise. O-I maintains a cybersecurity awareness program providing mandatory recurrent online training, targeted security training for higher-risk employees, ad-hoc training, and security best practice communications. No security incidents were reported for 2023.





# Environmental Management

O-I is focused on reducing our impact on the environment and climate and has ambitious goals for 2030. Our transformational vision encompasses a holistic approach, including ambitions for improvement in energy use, emissions, materials procurement, waste, and water.

Consideration of the environment and climate is a key aspect of our strategy, operations, capital decisions, and enterprise risk management. Employees and contractors are empowered to share operational knowledge and best practices as we elevate sustainable and environmentally sound practices within our culture. O-I believes that we all share the responsibility of making the most sustainable packaging material even more sustainable.

To bridge our ambitions with action, our Environment, Health and Safety (EHS) teams lead our execution strategy and help turn our strategy into action. Our EHS teams are essential

to the implementation of our ambitious 2030 sustainability goals. To help embed EHS throughout our practices, O-I's Environment, Health and Safety function is overseen by the Vice President of Global EHS. Reporting to the VP of EHS are three global directors, the Director of Global Environmental Affairs, the Director of Global Health & Safety, and the Global EHS Contractor Management Director, who lead their respective areas of EHS and collaborate to oversee the collective EHS Management System (EHSMS). As part of our EHS governance, O-I has a Global Leadership Team Strategic Steering Committee. It meets to review, address, and help advise the EHS team on enterprise-wide risk management and global improvement initiatives.

Our EHS global leadership structure integrates strategy, operational, and plant-level needs. EHS Country Group Leadership is assigned to each of the nine country groups to bridge company strategy with local needs and regulations. EHS Directors, EHS Managers, and Country Group Leaders regularly assess plant EHS performance. Each plant has a facility-level EHS Manager who works with the local leadership team to guide action plans and support and embed global, country group, and facility goals.

O-I's EHS Policy states our objectives to meet or exceed applicable environmental laws and regulations along with working to reduce the environmental impact of our operations and optimize the use of natural resources. Our policies and operating procedures are designed to manage compliance with applicable environmental laws, regulations, and permits. Part of the compliance procedures includes known pathways for reporting problems or concerns, including but not limited to a company-wide, anonymous Ethics and Compliance Helpline. Learn more about the Helpline in [Ethics & Compliance](#).





## EHS Management System

At O-I, we care. We care about our employees, our planet, and our communities. We strive every day to be a responsible employer, contributing to society and making a difference in a sustainable industry – it’s a core part of who we are. **O-I CARES** is a purpose-driven initiative that builds on our culture by **actively demonstrating care** for others. It continues to guide the integration of our activities around **employee safety, the environment, and wellbeing**. We work to find cross-functional synergies between all our programs.

We have been intentionally leveraging our O-I CARES Beliefs to develop a strong culture, behaviors, interactions, quality of practices, and management systems. As of 2023, plant and country group representatives were given the opportunity to submit proposals for funding of O-I CARES projects and identify the impacts the project will have on O-I, our people, the environment, and/or our community. Projects are targeted and vetted for efficacy, repeatability, and sustainment.

O-I CARES is at the core of the EHS strategy and Management System. Our **Environmental, Health and Safety Management System (EHSMS)** is the approach we will use to sustain our improvements and create a learning organization. In 2023, our EHS teams worked to formalize the Global EHSMS. The comprehensive EHSMS incorporates foundational elements and focuses on environment, health, and safety. The **EHSMS** is strategically and tactically founded as we act to **mitigate our impacts on our people, the environment, and communities**.



Our aspiration is not only to fulfill compliance requirements but to move beyond compliance, focusing on reducing our highest risks and achieving our sustainability objectives. EHS has **formed tactical teams** for **environment, health, and safety** topics concentrated on mitigating risks and creating awareness around key focus areas.

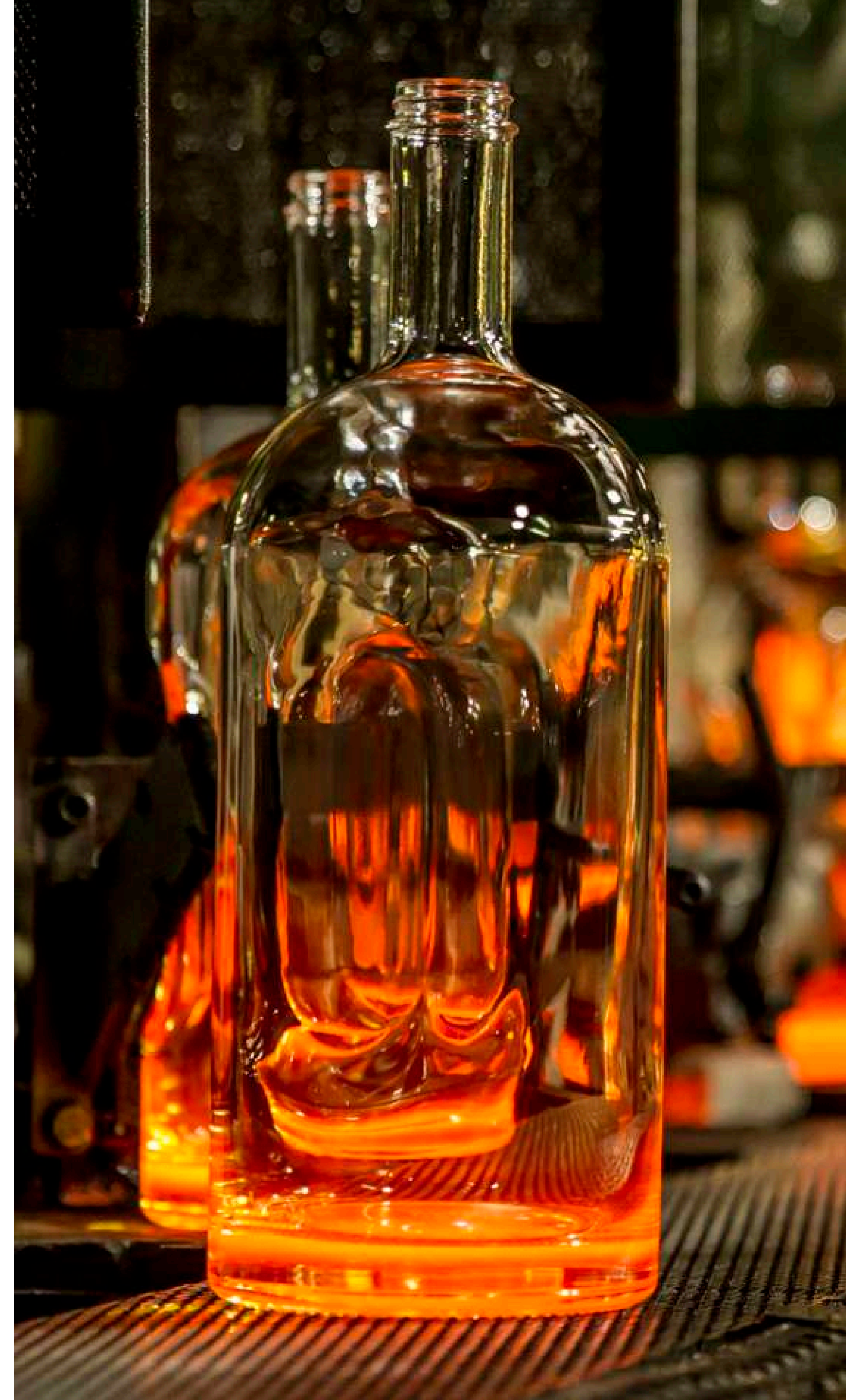
As we drive for incident prevention and positive behavioral change, having a solid foundation allows us to sustain our improvements in technical elements starting with our focus areas. These areas encompass environmental protection efforts for *waste, water, and air*; health and safety risk mitigation including *contractor management, traffic management, respiratory and hearing protection, fall prevention, and machine safety*; and *foundational* elements such as communication, education, and incident management.

Our nine cross-functional tactical teams communicate with plant and country group EHS teams to drive engagement and build on our culture of active caring. We are working to identify gaps in our capabilities and knowledge and build competencies within our focus areas as a priority, in addition to providing tools and training. In 2023,

such tools included developing guiding principles to be incorporated into existing policies and procedures that identified critical elements of EHS.

We provided water management training to EHS staff and enhanced our management procedure with guiding principles to establish minimum expectations for plants. We provided training on the EHSMS to the EHS Global leaders in 2023 and will expand this training to cross-functional leaders in 2024.

Within the EHS Management System, we launched an assessment process in 2023 to identify opportunities in incident management, foundational elements, and our focus areas. We initiated routine, internal self-assessments to set a minimum baseline for 'what good looks like' globally in key areas of EHS, prioritizing our workers, the environment, and communities. Country Group EHS Leaders led the self-assessment to identify best practices, opportunities, and actions needed in the coming years. The self-assessment criteria worked to address our most relevant EHS needs, further prioritizing investment and resourcing. Our focus is on reducing risks and creating a structure for short and long-term change.





Our continuous aim is to foster the wellbeing of our stakeholders, including the planet, for today and tomorrow. The self-assessment protocols will cascade from the country group to the plant level in 2024.

Out of these self-assessments, EHS Leaders developed global guidance and strategic roadmaps for the coming years. Our roadmaps look at the macro view of opportunities to meet goals and share best practices. They guide our EHS Tactical Teams to provide plants with tools and resources, such as capital investment and KPIs, to maintain the established baseline.

With the means and autonomy, employees can innovate and bring their ideas to the global level to further improve best practices and align critical resources. We empower our frontline workforce to identify opportunities to improve O-I's environmental performance including opportunities to reduce waste, improve recycling, lower water consumption, and reduce energy consumption.

We work to refine a robust capital plan, striving to implement best practices globally, through investments like environmental control equipment and innovative machine safety solutions. In 2023, we invested in water conservation, waste reduction, and air control technology. We will continue to build on our best practices and invest in environmental protection.

A significant component of our development is, and will continue to be, our **Environmental Health and Safety Improvement Plan (EHSIP)**. The **EHSIP** is our **guidepost** on how we will advance **EHS excellence**. We will monitor performance against set expectations through this process, relying on plant and country group leaders to take ownership of the continuous improvement. We hold all levels of our leadership accountable as we strive for EHS excellence. In 2023 our plants achieved a 98% completion rate of the EHSIP, a 2% improvement from the previous year. Our efforts in 2023 form a strong foundation for the EHSMS to build on in the coming years.



## Environmental Management Systems

Within our EHSMS, O-I's environmental management systems (EMS) provide a baseline and plan for improving our environmental performance, incorporating the global reduction targets for the following programs:

- Resources management and waste reduction
- Emissions risk management and compliance
- Emissions reduction management, including greenhouse gas emissions
- Water conservation and management

ISO standard 14001 is used as a tool for translating our EHS mission into action in our facilities. The standard provides a framework for continuous improvement of resource efficiency, waste reduction, and costs over time in an organized, reportable fashion. O-I uses the standard to bring global uniformity to how we measure and reduce our consumption and waste as well as how we report environmental performance over time. ISO 14001 also integrates awareness of environmental risks as well as schemes for risk planning. In 2023,

**57% of O-I plant locations were ISO 14001 certified**, and 100% of our locations have active, comprehensive environmental management programs in place.

Our manufacturing plants implement personnel training initiatives for environmental regulatory compliance programs such as hazardous waste, stormwater, oil, and hazardous chemical materials management. Environmental Walks & Talks, a positive behavioral tool, are conducted to identify environmental hazards and risks at the locations in the plants where they exist and to implement actions needed to mitigate impacts to the environment.

O-I is organizing internal structures to preempt and respond to developments to current and emerging environmental compliance. The Environmental team created a regulatory profile assessment in the United States. This new system provides automated compliance alerts for regulatory changes. The process implemented in North America tracks emerging non-CO<sub>2</sub> air emission risks. The model holds leaders accountable and empowers people. Similar activities have occurred around the world. We have assessed opportunities in emerging markets, established minimum expectations for air, water, and waste, and benchmarked data in the U.S. and Europe.





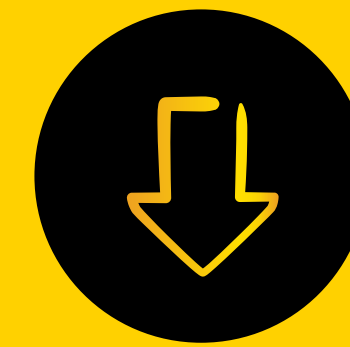
# Energy & Emissions

O-I strives for low-carbon manufacturing to address our climate impact. Our climate change strategy is highly focused on energy efficiency and lower carbon energy sources to reduce emissions. Glass melting in our manufacturing process relies largely on natural gas and electricity for power and therefore is our main source of GHG emissions. Over 80% of our Scopes 1 and 2 GHG emissions come from fuel consumption and electricity usage in the glass-making process.

We have set robust goals for energy efficiency technology advancement, sourcing of renewable electricity, and emissions reduction. A key pillar of this ambition is to reduce absolute greenhouse gas (GHG) emissions 25% by 2030 with an interim goal of 10% by 2025.

Meeting our emissions target will require working on two aspects of the energy equation: **reducing overall energy demand** and supplying energy needs with **renewable and other lower-carbon sources**. We are working to address our climate impact by leveraging product and process innovations to transform our operations toward energy-efficient melting and lower-carbon outcomes. This includes driving lower carbon solutions like cleaner alternative fuels, waste heat use, and increased cullet usage in the place of more energy-intensive raw materials. We are transforming our manufacturing systems to be best-in-class and sourcing renewable electricity.

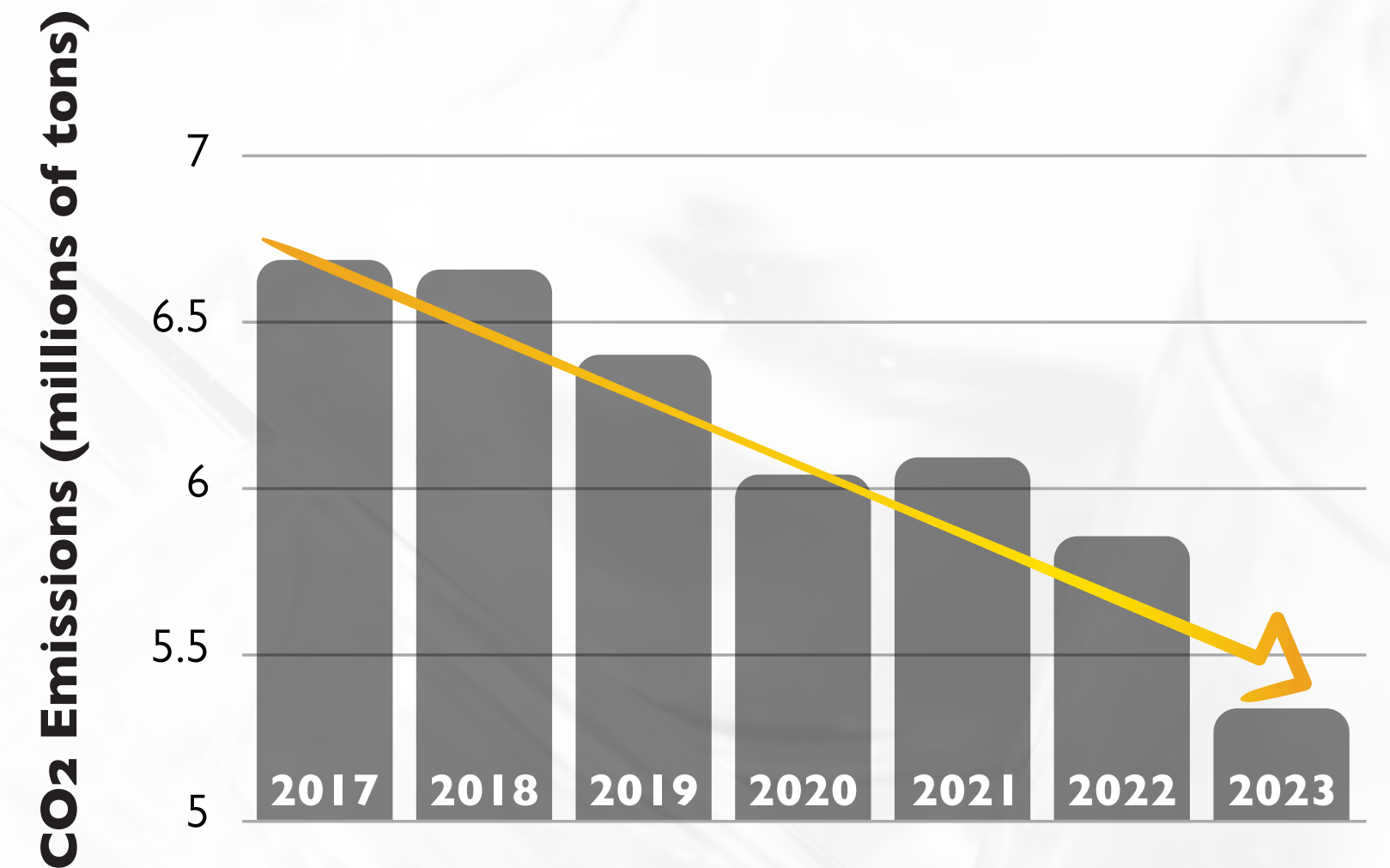
By the end of 2023, the efforts, coupled with certain strategic changes to our operations, resulted in a **20% reduction in scope 1 and 2 emissions** from our base year of 2017.\* We will continue to innovate our processes, utilizing existing technologies and exploring emerging technologies. Learn more about our decarbonization strategy in [Innovation](#).



**25%**  
**GHG REDUCTION**

**Reduce GHG emissions 25%**  
from base year 2017.

## Scope 1 & 2 Emissions



*\*2017 to 2023 data normalized to exclude divested operations and include renewable electricity certificates. See more in [Report Indexes](#).*





We have built a Global Energy Team to oversee our initiatives to reduce energy and We have built a Global Energy Team to oversee our initiatives to reduce energy and emissions. This cross-functional team meets to address and prioritize energy issues in a way that keeps energy stakeholders working collaboratively and towards achieving unified, global goals. The Global Energy Team is updating O-I's energy management system as the foundation on which all our emissions and energy reduction initiatives are built.



**In recent years the principles of ISO 50001 have been leveraged as a standardized methodology for continuous improvement of energy efficiency and to decrease GHG emissions. As of 2023, 53% of our plants in Europe are ISO 50001 certified.**

## Renewable Electricity

On our path to lower-carbon processes, we are working to increase our utilization of renewable electricity to 40% of our total load by 2030. O-I invests in procuring renewable electricity sources for our operations such as regional certificates and on-site generation. Certificates are a way for O-I to meet our targets while supporting grid-connected renewable projects. As of 2023, O-I has purchased **renewable electricity** certificates covering about **35% of our global electricity consumption**.



**40%**  
**RENEWABLE**

Renewable energy is a pillar in our strategy to lower carbon emissions. Our goal is to reach **40% renewable electricity** use by 2030 and to **reduce total energy consumption** by 9% on the same timeline.





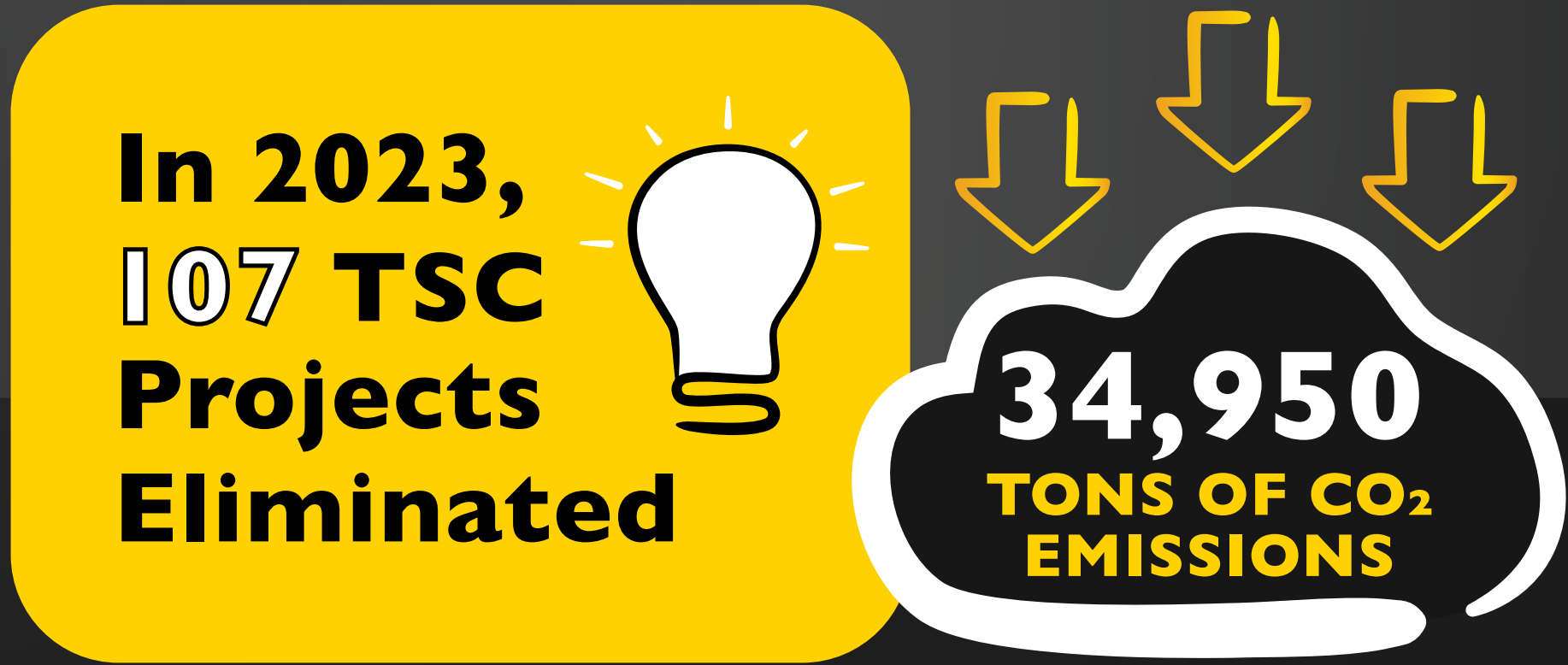
## Lower-Carbon Wine Bottle – Carbon Trust Validated

O-I has launched a lightweight glass wine bottle with reduced carbon impact in the French market, the latest proof point in O-I's pursuit of our emissions reduction goal. The innovative B0 Estampe™ bottle strengthens overall sustainability with a reduced carbon footprint – about 25% less carbon emissions compared to conventional 500g wine bottles. The B0 Estampe™ bottle weighs about 390g, well below the average of wine bottles in the French market. The R&D team at O-I developed B0 Estampe™ to leverage greater recycled content, up to 80% or more on average.

To provide assurance on the overall sustainability of B0 Estampe™, O-I worked with the Carbon Trust to achieve the first validated, eco-designed 75 cl bottle to meet their criteria for low-carbon packaging. The residual footprint offset by the purchase of carbon credits supports such things as orchard planning in France and reforestation projects in Brazil. The Carbon Trust has validated the bottle's carbon footprint and reduction plan. This bottle is but one stand-out proof point of O-I's efforts to transform our processes and innovate products to be the most sustainable, brand-building packaging.

## Total System Cost Impact on Energy

O-I focuses process innovations on sustainable improvements—meaning improvements designed to holistically optimize our process for the short and long term. The Total System Cost (TSC) program integrates this into our culture and operations. Plants are encouraged to share information across operations, which reduces work duplication, saves time, and allows our teams to direct more effort toward cost savings and resource optimization, including energy. The TSC team has established an Energy Playbook as a central location for all plants to share energy-specific success stories, compile best practices, and record lessons learned so actions and projects can be replicated by other plants. **In 2023, 107 projects specifically focused on reducing energy consumption, which eliminated over 34,950 tons of CO<sub>2</sub> emissions.** Globally, our plants leverage a data science tool that benchmarks historical data to identify improvement opportunities and guide continuous optimization. TSC provides training, best practices, and guidance to maintain optimal furnace operations and equipment.





## Furnace Technology Innovation – GOAT

We are consistently evolving our furnace technology, which keeps us at the forefront of energy efficiency and challenges us to pursue further innovation. The gas-oxygen advancement technology (GOAT) combines several innovations that collectively make our most efficient melting process to date in terms of energy, CO<sub>2</sub> emissions, and nitrogen oxide (NO<sub>x</sub>) emissions. This is accomplished with gas-oxygen (gas-oxy) burners that replace air with oxygen for a cleaner combustion mix, reusing exhaust heat to save energy, and virtually eliminating (70%) NO<sub>x</sub> emissions at their source. The energy needed to achieve melt in a GOAT furnace is lower by up to 20%. Consequently, we have estimated that Scope 1 CO<sub>2</sub> emissions (from fuel consumption) can be cut by up to 20%. O-I's investment in GOAT furnace technology is just one of many levers that we are utilizing on our journey to decarbonization. To learn more about the other technologies we are leveraging see [Innovation](#).

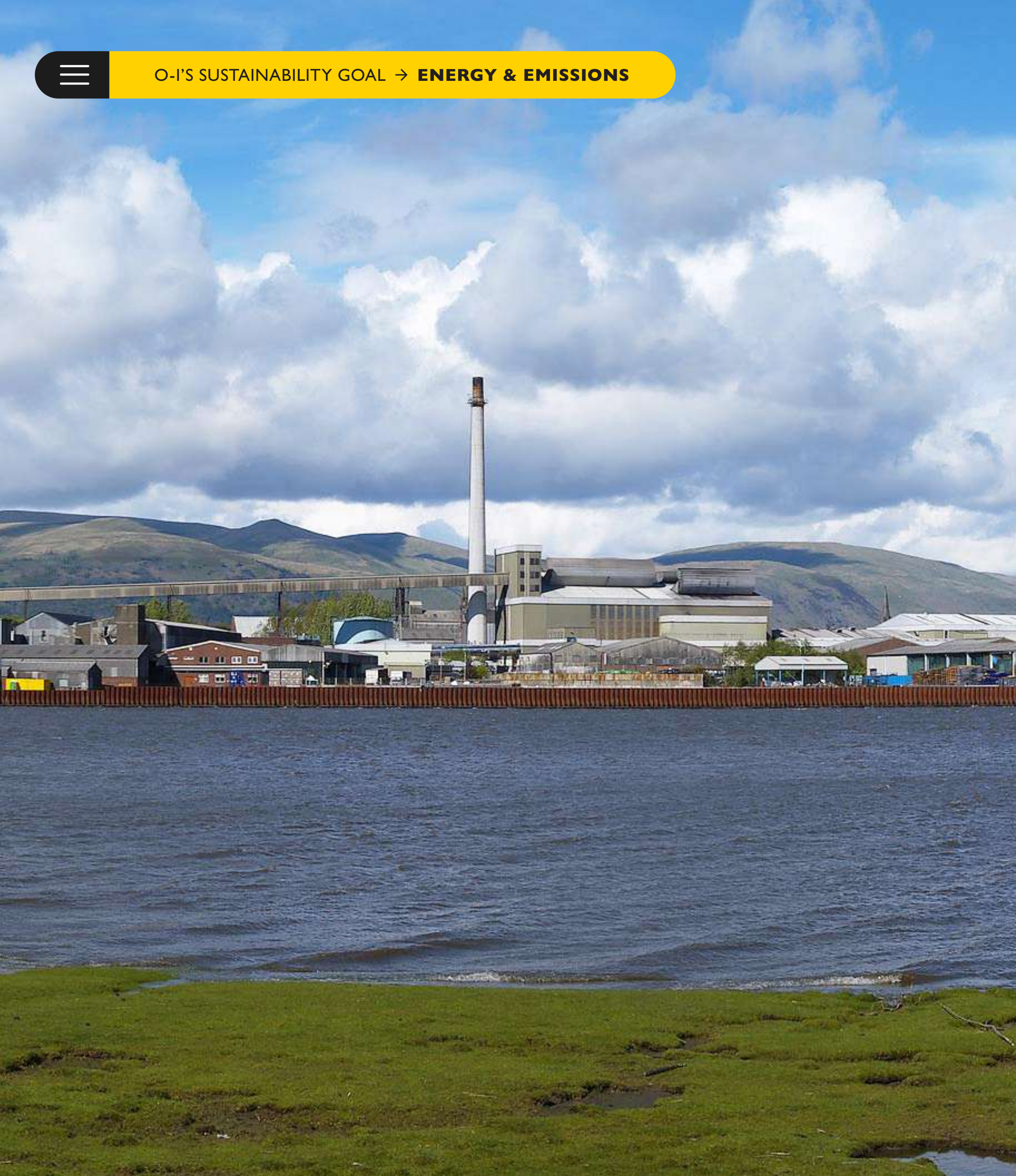
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**“The Vayres investment is emblematic of O-I’s holistic approach to address sustainability. It increases energy efficiency, upgrades furnace technology, creates more resilient supply chains, and forges strategic partnerships.”**

—Randy Burns, Chief Sustainability Officer (He/Him)

In addition to the GOAT conversion at Vayres, France, O-I also activated a **newly built GOAT furnace** in **Zipaquira, Colombia**.





## Air Emissions

Emissions such as NO<sub>x</sub>, SO<sub>x</sub> (sulfur oxide), and PM (particulate matter) are inherent to the glass manufacturing process.

We regularly **assess our emissions of air pollutants** to determine options to **reduce** them and **protect our communities and planet**. O-I plants utilize control equipment such as bag filters and electrostatic precipitators to mitigate particulate matter emissions. NO<sub>x</sub>-reducing process equipment or NO<sub>x</sub> air pollution control equipment has been installed at nearly 80% of our locations worldwide.

O-I's EHS leaders launched a **tactical team** dedicated to the **reduction of risk** related to **air emissions** through tangible tools and education provided to internal stakeholders.



# Water

At O-I, we recognize that water is a precious resource, and its global availability is a growing concern. The United Nations recognizes access to clean water and sanitation as a human right – because both play a key role in the basic health and prosperity of each one of us.

In our operations, we primarily use water for cooling manufacturing processes and maintaining our plant equipment at a safe operating temperature. We aim to be good stewards of water and to foster sustainable and equitable management of freshwater resources. By building a culture of employee awareness, we seek to use our water resources responsibly, lead by example, and create the balance needed for sustainable support of the communities where we operate.



**25%**  
**WATER REDUCTION**

We are focused on **reducing our global water usage 25%** by 2030

by prioritizing operations in higher-risk areas.





## Our Performance

O-I's overall water performance is reported annually in the **CDP Water** report. O-I maintained a **B rating** for water in 2023. O-I evaluates water stress using the **Aqueduct™** tool from the World Resources Institute (WRI). In 2023, **36% of O-I plants** (excluding plants divested or sold) were in **water-stressed areas** classified as “high” or “extremely high” baseline stress. By 2030, our goal is to reduce overall water use by 25% with focus and actions concentrated in higher-stress locations.

Water efficiency and conservation are monitored as part of our environmental management systems. Through water use management and monitoring, we strive to combine risk and impact to understand how to prioritize our actions. Water use, discharge wastewater exiting our plants, and stormwater are monitored and tested as required by local laws and regulations.

Global NOVs	2020	2021	2022	2023
Water Use	0	0	0	0
Wastewater	7	6	6	1
Stormwater	2	0	1	1





## Water Reduction Roadmap

As we take a comprehensive approach to water stewardship, our Water Reduction Roadmap will guide our actions toward achieving our goal. The Roadmap launched in 2022 with a particular focus on improving our monitoring systems and standardizing our data collection to develop a global view of our current state. A plan was developed for installing water meters where there are gaps to connect these plants to our network and make their data available in our software management system. Our EHS **tactical team dedicated to water** has launched with a focus on data & controls, reporting, and strategy. Our global, multiyear program for water measuring and reporting was initiated in 2023 with five plants completing water meter installations and the development of a global **water meter installation roadmap**.

Meeting our conservation goals is a vital part of our sustainability journey and we are taking a collaborative approach across several functions, facilitating the sharing of best practices across the

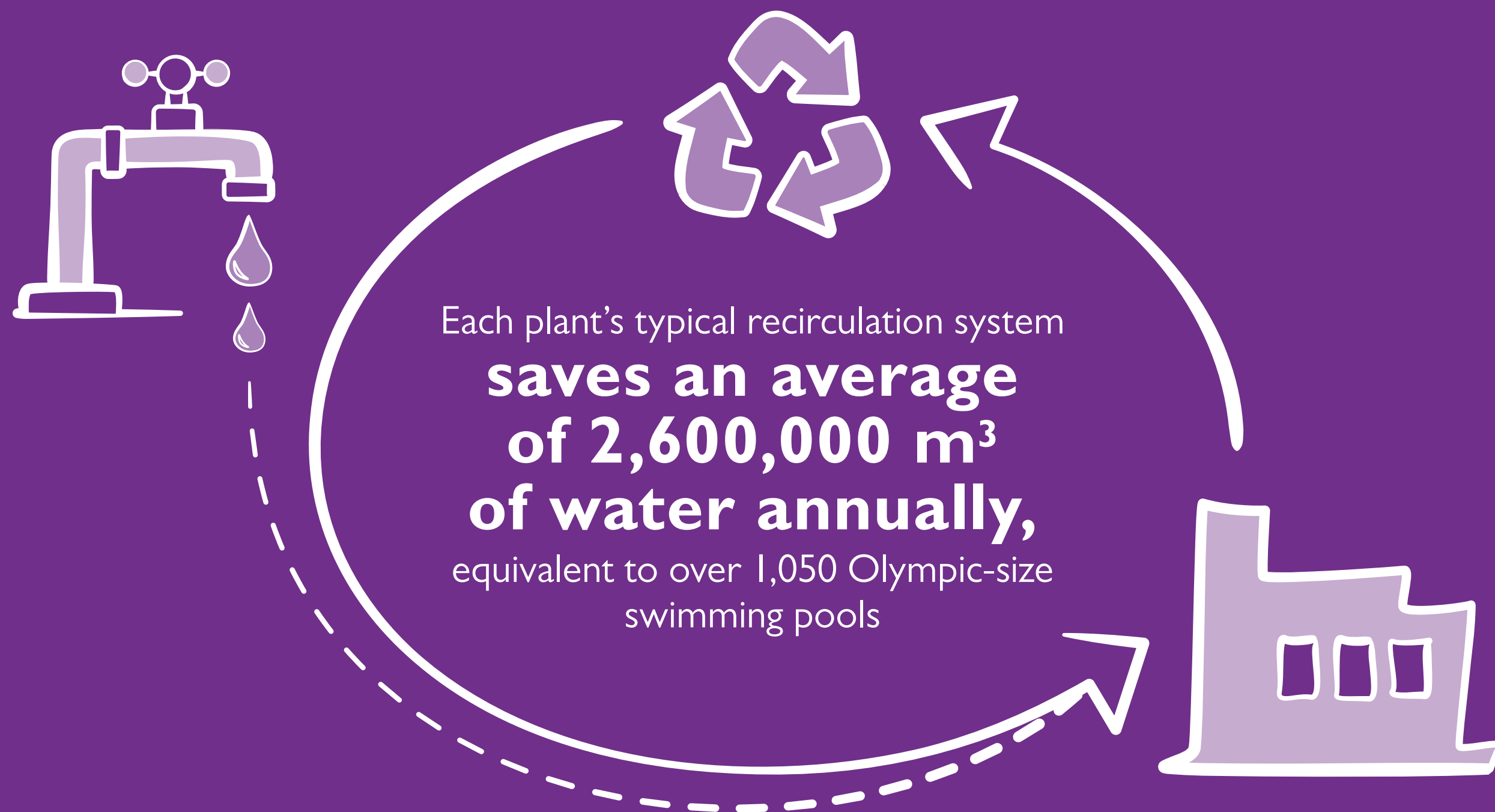
company. Our water tactical team has begun its risk reduction efforts by providing tangible tools and education to internal stakeholders as well as risk and impact remediation at the country group level. The team completed an enterprise-level standardization of the water global manufacturing fundamental, a procedural framework.

Our 2023 efforts also included **Water Management and Awareness Training** for Country Group leaders, plant EHS staff, and Sustainability team members. The focus was on water as a valuable resource, protecting our communities, water consumption, and water management including best practices. It also aimed to highlight the connection between water and waste. The training had an 84% participation rate. The next step in the Water Awareness Campaign was to provide relevant education materials for use in the facilities to remind personnel of the training content and promote further discussion about water topics. Posters were placed in facility areas of water use on what employees can do to conserve water at work and home, and what O-I plants are already doing.



## Recirculation

Our conservation initiatives are focused on water recycling and reuse whenever possible, which reduces the pressure on natural resources. The vast majority of the water used in our plants is designed to be recirculated. We estimate that the typical recirculation system is designed to **save on average over 2,600,000 m<sup>3</sup> of water per plant annually**, equivalent to over 1,050 Olympic-size swimming pools. As we work through our water roadmap, we intend to secure more accurate data on these practices to gain an understanding of the effectiveness of our recirculation systems.



## Water Conservation Innovations in Italy

The **San Polo** plant in northern Italy examined its water use and found areas of opportunity. One project created a closed-loop water system. Water used to cool the furnace bubblers is now recirculated into the cooling system for the furnace's dust filter. Creating a closed-loop water system reduces the amount of new water the plant needs to make glass. The improvements also enable the plant to continue producing glass through future drought periods, sustaining it through potential water supply rations that would have otherwise limited supply.

Teams also installed modern new sinks in the hot end. New sinks feature a pedal system that allows workers in the hot end to better control how much water they need for hydration and hand washing.

Together, the **two projects save an estimated 60 m<sup>3</sup> of water per day** – saving enough water to supply about 240 people locally.<sup>2</sup>

<sup>2</sup> Italy: per capita water supply by area | Statista



# Raw Materials & Waste

We strive to reduce both the natural resources we use and the waste we generate. Glass is made from four basic ingredients: sand, limestone, soda ash, and recycled glass or “cullet.” O-I consistently looks for new ways to increase cullet in our products and decrease our use of virgin raw materials. (Read more in [Recycled Content](#).)

By increasing recycled content, O-I continues to design out waste to make glass production a circular process. **Every ton of glass recycled saves 1.16 tons of raw materials for future generations.** Our production process does not produce “glass waste” as any glass that does not make it into the final product is recycled and returned to the furnace, thereby reducing energy use, pollution, raw materials use, and the strain on the earth’s finite natural resources.



**ZERO  
WASTE**

Reduce the amount of natural resources used, **reduce the generation of waste** through reuse and recycling as we drive towards a “Zero Waste to Landfill” organization.





Our sustainable waste management initiatives include a Global Waste Management Fundamental and a Waste Sustainability Roadmap that aim to reduce natural resources used, eliminate the generation of waste, and increase recycling as we drive towards being a “Zero Waste to Landfill” organization.

O-I works to promote appropriate waste collection, handling, and storage through regulatory compliance, maintaining standard operating procedures, and conducting job hazard analysis to manage waste safely. Through identification, labeling, and an audit process, we look to avoid mixing different types of waste, in particular, non-hazardous with hazardous waste. This leads to proper waste separation and collection, which maintains workplace safety.

Our manufacturing plants implement personnel training initiatives for environmental regulatory compliance programs such as hazardous waste, stormwater, oil, and hazardous chemical materials management. All persons leading or participating in waste management must complete classroom or on-the-job training to become familiar with the waste management and emergency procedures for the waste handled at the facility.

Environmental Walks & Talks, a positive behavioral tool, are conducted at each plant to identify environmental hazards and risks at the locations in the plants where they exist, and to implement actions needed to mitigate impacts to the environment.

## Waste Sustainability Roadmap

In 2021, a Waste Sustainability Roadmap was developed to help prevent avoidable waste, increase recycling, and create systems to accurately report and identify waste streams. Waste is assessed and tracked through a written inventory. Currently, all regions track waste in various databases. In Europe, waste data is tracked throughout the year in an integrated internet-based system. As we look to continuously improve, we are working to integrate the information of all regions into one system.

The implementation of the waste roadmap began in 2022. We ran a global waste awareness campaign and reinforced our waste management fundamental.

In 2023, we launched a tactical team dedicated to waste that is focused on the minimization of waste, sustaining compliance globally, and reducing related risks through tangible tools and education provided to internal stakeholders. The **waste tactical team** worked directly with plants to address their specific needs. They assessed and defined the current state of waste governance and processes. Assessment at the country group level focused on reducing risk, ensuring compliance, and leveraging the best management practices. Efforts included risk and impact remediation at the country group level. Our teams identified a minimum baseline. Opportunities for **improvement and actions needed** were incorporated into a **three-year plan** that will guide our teams as we pursue our sustainability goals.



## Packaging of Packaging

O-I recognizes that if we manufacture the world's most sustainable packaging, we must also promote a system through which glass itself is packaged sustainably when delivered to our customers. We have found several opportunities to meaningfully reduce the environmental impact of our packaging.



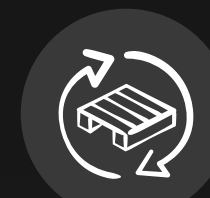
### Wood Pallets:

Engaging in **pallet pooling** internally or participating in national/industrial systems. Through **partnerships with customers we are repurposing and reusing pallets** in small closed-loop systems.



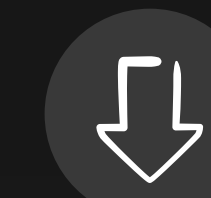
### Cardboard:

**Limiting waste** of cardboard packaging by using products made from **recycled paper fibers**, through **reuse, or using plastic layer pads** as alternatives in a returnable scheme.



### Plastic Dunnage:

Increased usage of plastic pallets, top frames, and tier sheets allowing for **increased reuse** of our dunnage.



### Plastic Film:

**Reducing plastic film** utilization through film thickness and overall load wrapping.



### Fiberboard:

Reusing **tier sheets** and **reducing fiberboard weight**.



## Better Use of Raw Materials

To improve O-I's use of raw materials and reduce waste we have focused on four initiatives: managing glass consumption, reducing raw materials inventory, reducing raw materials and logistics costs, and reducing raw materials waste. **In 2023, we concentrated on reducing color change transition waste, reducing soda ash consumption, utilizing cullet fines, and optimizing cullet use in our formulas.**

O-I is also innovating to reduce raw materials in our production processes. From our own process, sodium sulfate has been reclaimed through exhaust abatement so it might be reused in the batch and kept out of the environment. In select locations, we have also safely and successfully reused byproducts or waste from other industries that can be substituted for raw materials in our process. Through these practices, we lessen the draw on virgin raw materials and divert potential wastes from landfills.





# Supply Chain

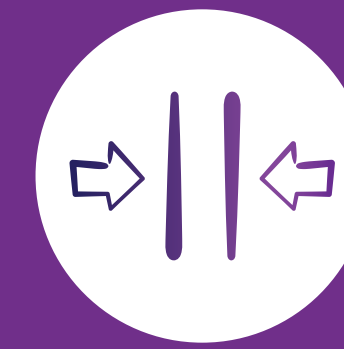
Sustainable procurement is about acknowledging the broader impact that our purchasing decisions have on our people, the environment, and our overall sustainability performance. We are transforming today by inviting our suppliers to join our sustainability journey.

Our vision is to **create sustainable shared value together** with our suppliers through strategic relationship management. We see our sustainable procurement vision as an extension of our company-wide sustainability agenda.

## Shared Standards

As we seek to foster relationships with suppliers who share similar values, we have documented our expectations. We have created [Supplier Guiding Principles](#) that emphasize our expectations regarding our suppliers' compliance with all applicable laws and regulations involving labor (including laws concerning freedom of association, discrimination, human trafficking, and modern slavery), environmental, workplace health and safety, and anti-corruption. We distributed the Principles to all suppliers and asked for their agreement to honor them to reinforce and build awareness of O-I's expectations that suppliers will conduct their business in compliance with applicable laws and in accordance with high ethical standards.

O-I's Global Procurement Policy defines Procurement's authority, engagement, methods, transactions, and documentation requirements for procuring goods and services on behalf of O-I.



## SUPPLY CHAIN SUSTAINABILITY

Achieve sustainability balance, together, by **aligning our supply chain** with our 2030 sustainability vision and goals.



## Supplier Screening

In the past, O-I has used a sustainability questionnaire to assess particular suppliers' compliance with regional requirements and laws. We have additionally worked with a business intelligence service provider that has compiled a database that can be used to screen suppliers against sanctions lists published by various governmental jurisdictions.

Since 2020, we have enhanced our supplier screening process through monitoring, verifying, and collaborating to improve suppliers' sustainability performance. O-I uses a third party to guide assessment of our direct suppliers against four sustainability criteria: environment, labor and human rights, ethics, and sustainable procurement. Together we will enable the identification of the highest risk suppliers and implement appropriate corrective actions. Based on this risk analysis (high risk and business impact), we have begun inviting selected critical and strategic spend suppliers to go through the assessment. These suppliers represent a significant portion of our spend.

By the end of 2023, **43%** of our in-scope, critical, and strategic spend suppliers had been **assessed**. Compared to the 2022 scope, this metric improved by 6% in 2023. Our scope was expanded in 2023 to include additional suppliers. We plan to continue expanding our assessment coverage in the coming years.

Due to the **inherently local supply chain** of glass, **85%** of our total suppliers are local



We define local markets as country-based. Most glass customers and suppliers are within 300 miles (500km) of production plants.

## Sustainable Procurement Roadmap

We have identified several focus topics to increase our sustainability maturity, and based on those, we have defined and are implementing a Sustainable Procurement Roadmap. These areas of focus include People, Vendors, Policies, the Strategic Sourcing Process, and Contracts.

In the past two years, we have been intentional about implementing a sustainable procurement training program for our procurement employees. This training is now part of the onboarding process for new procurement employees. In 2023, we used internal town hall events and procurement workshops as part of the larger campaign to build awareness and drive improvement.

During 2022, we performed a procurement maturity review with a third party to find and define potential areas of improvement. Based on the findings, we created a Sustainable Procurement Roadmap, which has been validated and approved by the Procurement Leadership Team. In 2023, we worked on refreshing our strategy and aligning on opportunities to go beyond risk management and engage suppliers in our sustainable procurement process.

To facilitate this, a **Sustainable Procurement Core Team** has been created with members from the Procurement team across various geographies and procurement categories joined by Corporate Sustainability representatives and the support of our third-party consultant. Over the course of the year, the team participated in five workshops to refresh the **strategy and develop a multi-year roadmap**. Additionally, the team has worked to cascade O-I's sustainable procurement objectives into the organization. This includes the integration of these objectives into the procurement team's employee performance objectives.







## Supplier Sustainability Performance

As part of our Sustainable Procurement Roadmap, our sourcing process now considers supplier sustainability as one of the performance criteria. Supplier sustainability performance is defined against the Supplier Guiding Principles. We are working to refine the Principles to ensure they are clearly aligned with our third-party's reporting criteria.

Our supplier relationship management program is now being enabled by a new source-to-pay platform that will be enhanced with data on suppliers' sustainability performance as well as suppliers' certifications related to sustainability, EHS, and minority and/or women-owned business enterprises (MWBE).

During 2023, we hosted **three training sessions for the procurement team** to equip the team to act as ambassadors and facilitate supplier enrollment in this platform. We had a **98% participation rate**. Through these trainings, we have begun building greater ownership for sustainable procurement from our team. We were also able to identify needs for future training and tools needed to enable the sustainable procurement process.

In 2023, we worked to standardize and implement sustainable procurement clauses in supply contracts and purchasing terms and conditions. Our source-to-pay platform provides a tool for contract templates, creation, and management.



# Innovation

For more than 100 years, O-I has been innovating and transforming the glass packaging industry. Michael Owens' invention of the Owens Bottle Machine in 1903 changed the way glass had been made for hundreds, if not thousands, of years. That same spirit of innovation in glass-making continues as our employees work with our customers and partners to define the future of glass. With over **3,800 active patents**/patent applications (Utility and Design) worldwide, we remain on the leading edge of innovation and are dedicated to what endeared Mr. Owens to glass more than 100 years ago: its beauty, versatility, and sustainability.

We seek to transform the ordinary into the extraordinary with our brand-building packaging innovations. Visit [glass-catalog.com](https://www.glass-catalog.com) to see our ever-expanding portfolio of award-winning container designs and decorations.

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**“The road to sustainability is paved by innovation. True sustainability depends on continuously transforming everything from the fuels, processes, and technologies we use to the relationships we have with our suppliers, customers, communities, and nearly 23,000 employees. Innovation and transformation create the resiliency that grounds our sustainability ambitions for today and tomorrow.”**

—Randy Burns, Chief Sustainability Officer (He/Him)



## R&D TRANSFORMATION

**Reinvent and reimagine glass-making** so the circularity of glass meets the

potential of our MAGMA melting technologies, low-carbon alternative fuels, and lightweighted glass packaging.



# O-I Sustainability Innovation in Glassmaking

O-I is innovating and investing to advance sustainability in glassmaking – **within O-I and working with collaborators across the glass industry and beyond.**

Our **R&D transformation roadmap** is focused on four pillars: **energy reduction, energy recovery, low or no carbon heat, and expanded use of cullet and alternatives to raw materials.** We are already deploying a variety of innovative technologies and fuels that are delivering sustainability benefits for O-I and our customers. We are also exploring emerging fuels and technologies and evaluating them for potential future deployment.

O-I is utilizing a **multi-faceted, global strategy to find the best solution for local needs and opportunities.**

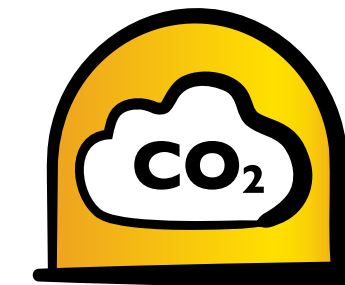
## EMERGING SUSTAINABILITY TECHNOLOGIES & FUELS



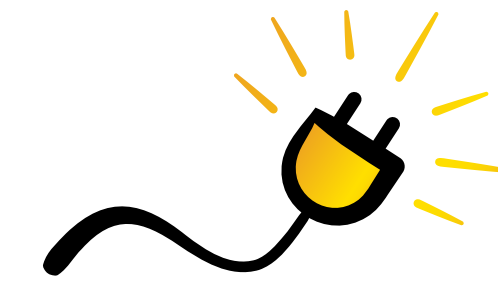
Hybrid Furnace



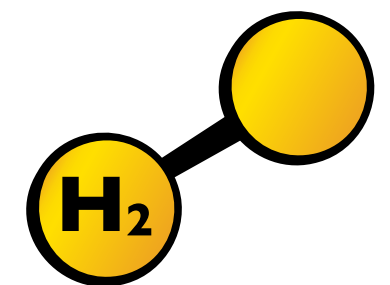
Renewable Natural Gas & Biofuels



Carbon Capture Sequestration or Reuse



Fully Electric Glass Manufacturing



Hydrogen

## FOUNDATIONAL



Waste Heat Recovery



Renewable Electricity



Process Electrification & Electric Boosting



ULTRA Lightweighting



Oxy – Fuel Furnaces (Heritage & MAGMA)



TSC – Sustainability & Energy Efficiency Projects



Increasing Cullet Availability & Usage

## Foundational Fuels & Technologies

On our journey towards decarbonization, we have relied on the implementation of **proven technologies**. We're leveraging product and process innovations to transform our operations toward lower-carbon outcomes.

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**“By strategically deploying proven, CO<sub>2</sub>-reducing solutions such as more efficient combustion technologies in combination with energy-reduction and waste heat recovery approaches on our current manufacturing assets, we're delivering timely progress in decarbonizing glass-making today. In addition, we're pioneering technologies in carbon capture, low-carbon fuels, and raw materials that will define the future of sustainable glassmaking.”**

—Scott Weil, VP of Research and Sustainability Technology (He/Him)





## Ultra Lightweighting

Our container lightweighting program, internally known as ULTRA, is an ongoing global initiative to utilize advanced modeling tools and find ways to consistently design lighter-weight glass packaging without compromising our high standards for strength and quality. **ULTRA's goal is to reduce the weight of glass packaging by up to 25% by 2025 without decreasing performance.** Lightweighting makes glass packaging even more sustainable by reducing environmental impacts from transportation and production.

**In 2023, our collective lightweighting efforts saved over 24,400 tons of glass** (roughly equivalent to 115.7M beer bottles), nearly 48,800 MWh of energy, and about 13,120 tons of CO<sub>2</sub> (equivalent to taking over 3,000 gasoline-powered passenger vehicles off the roads for one year<sup>3</sup>). Since our baseline year of 2019, O-I's collective lightweighting efforts saved about 86,400 metric tons of glass (roughly equivalent to 407.8M beer bottles), almost 173,000 MWh of energy, and over 46,450 tons of CO<sub>2</sub> (the equivalent emissions from powering over 6,000 homes for a year).

### DURING 2023, OUR COLLECTIVE LIGHTWEIGHTING EFFORTS SAVED:



**About 24,000 tons of glass** (roughly equivalent to 115.7M beer bottles)



**Nearly 48,800 MWh of energy**



**About 13,120 tons of CO<sub>2</sub>**, equivalent to taking nearly 3000 gasoline-powered passenger vehicles off the roads for one year<sup>3</sup>





## Waste Heat Recovery

Gas-oxy furnaces are combined with additional advanced technology to recover waste heat from our furnaces. We re-use waste heat to preheat the glass ingredients or cullet going into the furnace, or fuel before it is used in our furnaces – helping reduce energy use. The **energy** needed to achieve melt in a gas-oxy furnace with waste heat recovery **can be lower by up to 20%**, and we estimate that Scope 1 CO<sub>2</sub> emissions from fuel consumption can be cut by up to 20%.

In 2023, O-I completed a €50 million (\$54.12 million) sustainability investment at our Vayres, France, glass plant to install the latest gas-oxy combustion technology and heat recovery systems. When combined with the plant's high use of recycled glass, the reduction of energy use and greenhouse gas emissions realized by the GOAT installation compounds the sustainability benefits. In addition to the GOAT conversion at Vayres, France, O-I also started up a newly built GOAT furnace in Zipaquirá, Colombia.



## Gas-oxy Furnaces

In a gas-oxygen (gas-oxy) furnace, combustion air is replaced with oxygen, **reducing furnace energy by about 5%**, significantly reducing NO<sub>x</sub> emissions, and burning cleaner than conventional furnaces. There is also less flue gas, and the flue gas temperature is higher, which is why we like to combine this technology with waste heat recovery. We use gas-oxy in both heritage and our MAGMA furnaces.



## Renewable Electricity

Renewable electricity is a pillar in our strategy to reduce carbon emissions. Our goal is to reach 40% renewable electricity use by 2030. Global **renewable electricity** volume was **35%** for 2023, a 22% increase from 2020.



## Total System Cost

TSC (Total System Cost) is a company-wide program focused on innovating and optimizing processes across our operations, including making sustainable improvements, like identifying opportunities for optimizing energy use. **In 2023, 107 projects focused on reducing energy consumption, eliminating nearly 34,950 tons of CO<sub>2</sub> emissions.**



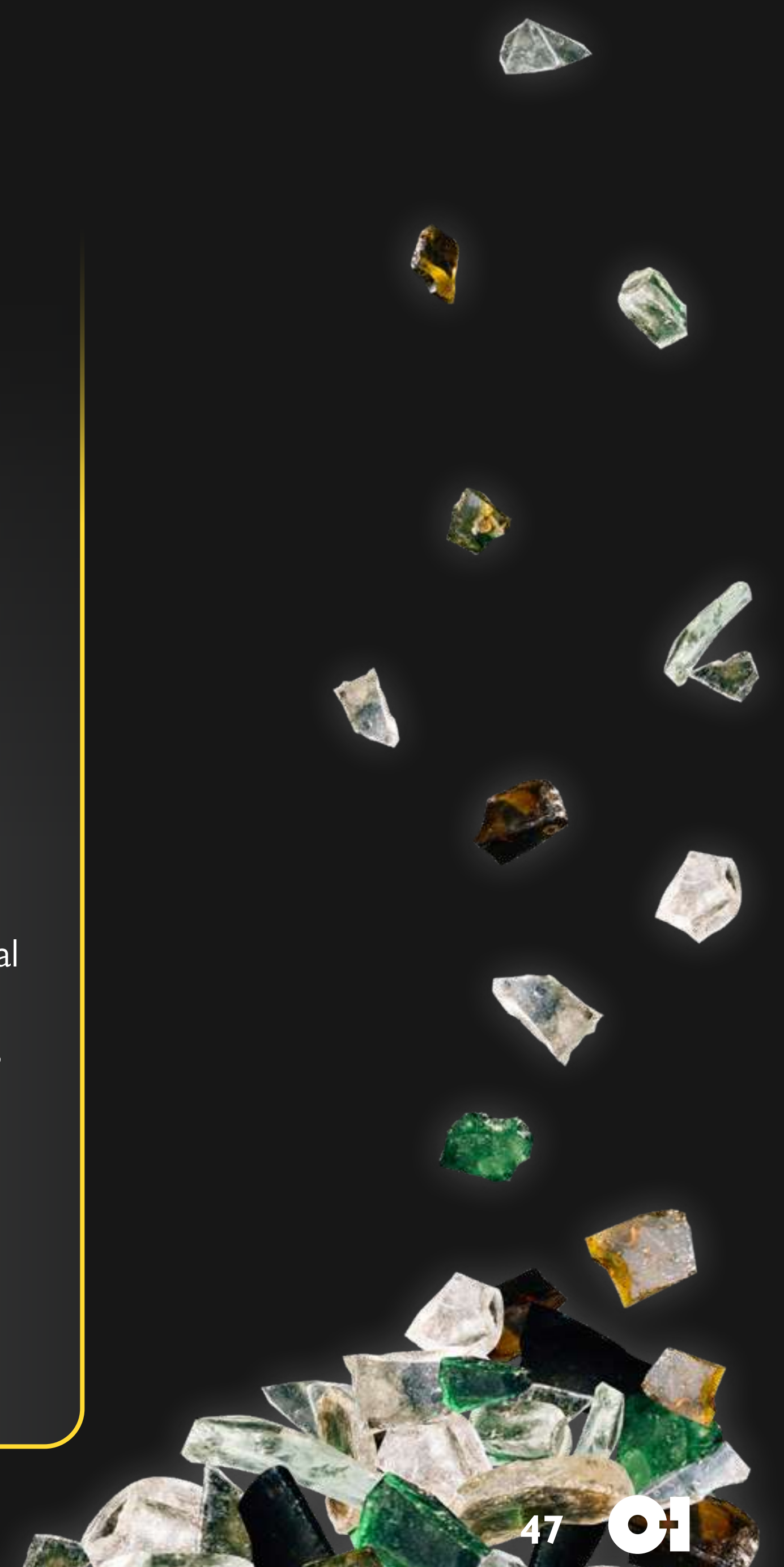
## Process Electrification & Electric Boosting

Parts of our glass-making process and technology can be powered by electricity rather than other fuels or gases. While heritage furnaces largely rely on top fuel for melting and use zero to 18% electric energy, we are exploring increasing electric boost. In some plants, gas-fired equipment like forehearths and lehrs can utilize electricity for more efficient energy consumption.



## Increasing Cullet

Glass is made from four basic ingredients: sand, limestone, soda ash, and recycled glass or “cullet.” O-I consistently looks for new ways to increase cullet in our products and decrease our use of virgin raw materials. Every 10% of recycled glass used in the manufacturing process reduces carbon emissions from melting by about 5%.<sup>4</sup> O-I’s goal is to increase recycled content to a 50% average, across our operations, by 2030. View [Recycled Content](#) to learn more about how we are working toward this goal. Globally, our glass products contained an **average of 40% cullet** by tons packed in 2023.



<sup>4</sup> FEVE

## Emerging Fuels & Technologies

In preparation for a low-carbon future, O-I is **conducting research and testing emerging technologies**. We are designing our global governance and processes to create readiness for the deployment of strategic solutions **tailored to local needs and opportunities**.

While both established and emerging technologies have their place in our sustainability journey, we do not believe a single solution will be used globally. O-I will implement what we see as the best solution for our stakeholders in each of our locations.

O-I is exploring the use of Renewable Natural Gas (“RNG”) from various sources, including RNG sourced from bio-digesters, which make gas from food and agricultural waste. We are excited about the possibilities for the use of RNG and plan to introduce RNG into our footprint in 2024.

We are exploring retrofitting our existing assets for the use of hydrogen. O-I is pursuing hydrogen through one of the USA’s hydrogen hubs focusing on safety and process development. We are also working with a membership-based non-profit research and technology organization to learn more about hydrogen development and hydrogen’s impact on glass quality. We will build from lessons learned and information gleaned through this partnership.

O-I is currently designing our first hybrid furnace to be deployed in 2026. This technology could be integrated into our large-scale heritage furnaces to improve the flexibility between top-fuel and electric boosting for energy savings and a significantly lower carbon footprint.

In addition to these developments for decarbonization, O-I is also exploring carbon capture for reuse in the glassmaking process and fully electric glass melting.

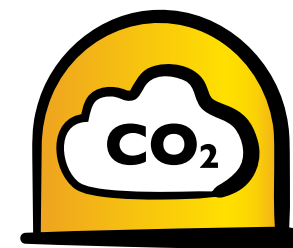
### EMERGING SUSTAINABILITY TECHNOLOGIES & FUELS



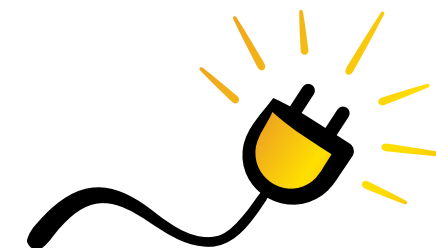
Hybrid Furnace



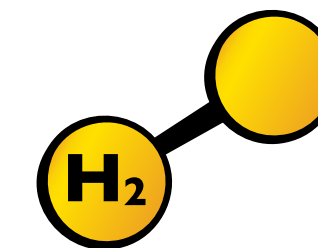
Renewable Natural Gas & Biofuels



Carbon Capture Sequestration or Reuse



Fully Electric Glass Manufacturing



Hydrogen



**“Our R&D roadmap strategically positions O-I to deliver innovative low-carbon solutions optimized by geography. From electrification to hydrogen to carbon capture, meeting ambitious decarbonization targets demands a deep understanding of the evolving fuel and technology landscapes and where emerging solutions can best be applied.”**

—Ludovic Valette, VP Chief Technology Officer (He/Him)





# Breaking Ground for Sustainability & Innovation

In 2023, we broke ground on our state-of-the-art facility in Bowling Green, Kentucky. The facility is intentionally being built for our proprietary MAGMA innovation. MAGMA (or Modular Advanced Glass Manufacturing Asset) is a flexible, modular glass production system with the potential for co-location and a reduced environmental footprint for O-I and our customers. MAGMA is expected to set new standards in glass manufacturing, allowing us to use renewable energy sources and more recycled content while reducing greenhouse gas emissions and waste.

The Bowling Green facility was designed with holistic sustainability in mind. The energy efficiency from the MAGMA melter's on-and-off capability will be compounded by efficient utilities and facility infrastructure, use of electric and energy-efficient equipment, lighting, and sensors, comprehensive energy and water metering, and sustainability awareness activities.

All of the electricity used will be renewable, incorporating renewable energy generation through

a 200 kW on-site solar array and renewable electricity credit (REC) purchases for electricity purchased from the grid, resulting in zero scope 2 emissions. We also plan to use purchased food-waste Renewable Natural Gas (RNG) Attributes to further reduce the plant's emissions.

An advanced cullet system will facilitate increased recycled content in our products through the installation of additional cullet silos and covered cullet bunkers.

The facility design considers biodiversity and environmental protection through sustainable, local landscaping with native grasses and pollinator gardens that do not rely on irrigation. Fully contained raw materials will mitigate fugitive emissions and promote clean stormwater runoff. The facility's impact on the surrounding community was considered by including a decorated noise suppression wall and dense decorative landscaping around equipment.

We have taken a bold approach to office and plant layout removing hierarchy through an open-concept office layout. The facility will feature a gender-neutral, single-occupancy changeroom and washroom. The parking lot will include parking for pregnant employees, EV chargers, and bike parking.

## HOLISTIC SUSTAINABILITY IN BOWLING GREEN



**First purpose-built facility** to leverage O-I's revolutionary MAGMA technology



**Efficient** utilities and facilities infrastructure



**100% renewable electricity** – solar and RECs



**Renewable Natural Gas** to reduce emissions



**Advanced cullet system**



**Biodiversity and environmental** protection



**Office and plant layout** considering employee and community needs





# Recycled Content

At O-I we believe that *glass should never be trash*. Glass is 100% recyclable, infinitely, making it an ideal package for the circular economy. About 80% of recycled glass containers are made into new glass, in as little as 30 days.<sup>5</sup> Improving recycling is vital to offset the demand for natural resources and reduce emissions. Every ton of glass recycled saves 1.16 tons of raw materials, and every 10% of recycled glass used in the manufacturing process reduces energy consumption by about 3% and carbon emissions from melting by about 5%.<sup>6</sup> It is easy to see why we are excited about the role glass can play in our global circular economy and climate-change ambitions.

We have set a goal of increasing recycled content to a 50% global average by 2030. Globally, our **glass products contained an average of 40% cullet** by tons packed in 2023. O-I holds the [patent](#) on a bottle made from 100% cullet. In Europe, we have used our innovative spirit to produce containers made of up to 100% recycled glass.



**In using recycled glass, we REDUCE carbon emissions**



**50% TARGET**

**Increase recycled content to 50% on average by 2030.**

O-I is taking a tailored approach to increase recycled content rates across its enterprise network as rates vary significantly by geography.



<sup>5</sup> Friends of Glass | <sup>6</sup> FEVE

## Engaging the Value Chain to Build Recycling Ecosystems

Our roadmap for increasing recycled content focuses on the recycling ecosystems around our plants and making targeted investments to find scalable solutions. Toward this end, we are proactively collaborating with our value chain to reach **100% availability of glass recycling** in the communities where we operate, of which we have **achieved 96%**. We are designing processes and partnerships for both recovery and reuse in the manufacturing process. We are collaboratively developing positive external and internal relationships, pooling available resources, and seeking stakeholder buy-in.

○ **Changing recycling for the better is living the behavior we believe will make our vision a reality: achieving balance together by transforming what we do.**





## Suppliers:

We are collaborating and building long-term relationships with our suppliers to enhance cullet treatment, improving its quality and **enabling higher cullet usage** in our furnaces. We have also worked to secure cullet pricing to maximize the operational throughput of our cullet supply.



## Other Industries:

Partnerships with manufacturers of other types of glass create additional opportunities to **convert end-of-life glass products** into cullet for use in our furnaces rather than being sent to the landfill. Current partnerships successfully recycled end-of-life solar panels or flat glass into high-quality cullet.



## Processing:

O-I is actively investing in partnerships and ownership of cullet processing. O-I has acquired a facility in Colorado, Glass to Glass Denver. O-I **invested in improvements** to protect cullet quality including **building repairs, infrastructure advancements, and a cullet cleaning** system to decrease organics, reduce dusting, and improve operational efficiency. With these improvements and current cullet availability, the facility is providing nearby plants with about 32,000 tons of cullet annually, with room to grow. Glass to Glass Denver joins O-I's other processing operations, Glass to Glass Portland (Oregon) and O-I PROMAPI in Mexico. In Europe, we are involved in several joint ventures including the Julia Vitrum Cullet Treatment plant in Italy.





## **OI** Operations:

We are enhancing our processes to enable the use of more recycled content and fewer virgin batch materials in our furnaces. Significant investments have been made in plant infrastructure, particularly in cullet storage, to secure reliable quality and supply enabling higher recycled content in our products. In 2023, **infrastructure projects** were completed in three North American plants, including the construction of covered bunkers that will allow for 1,500 tons of new cullet storage, and the pouring of a 10,000-square-foot pad with the capacity for at least 3,000 tons of cullet. We also installed a cullet scale hopper and vibratory feeder that will allow the plant to weigh 25% more cullet.

In North America, we structured an **end-to-end assessment** by plant, to identify enablers for increased cullet utilization, define priorities, and plan resources. Thus far, 35% of North American plants have been assessed.

We are launching a further **assessment by country** of the **cullet end-to-end value chain**, including glass consumption, cullet collection, processing, cost, market demand, and plant demand. We are working toward the identification of roadblocks and focus points for increasing cullet utilization. We will define an effective country group team structure and customize our strategy to the specific needs of each country.



## Communities:

We are developing community recycling programs by investing in equipment and partnering with local governments, businesses, and organizations to establish collection sites and capabilities. We estimate that every collection site can divert around 36 tons of glass from landfills per year. O-I has created **35 collection sites**, eight of which were created in 2023. These sites operate through **nine community recycling programs**.

Of these, **four are Glass4Good™** programs, which are specific to our plant communities and work to convert recycled glass into charitable donations for our communities. In 2023, Glass4Good™ donated over \$26,100 to United Way and collected 688 tons of glass, creating a positive impact on the environment by saving nearly 800 tons of raw materials, over 230 metric tons of CO<sub>2</sub>, and the equivalent emissions from nearly 28 homes' energy use for a year.<sup>7</sup>

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**“We want to increase glass recycling in regions of the country where it is not yet feasible. By promoting the base of the chain and the sale of this material by cooperatives directly to the industry, we encourage the generation of jobs and income, as well as the reduction of extracting virgin raw materials from the environment, energy consumption, and CO<sub>2</sub> emissions. Shared responsibility brings collective prosperity,”** said Alexandre Macário, Circular Economy Manager with O-I.

## THROUGH OUR PARTNERSHIPS, WE ARE EMPOWERING COMMUNITIES TO JOIN THE CIRCULAR ECONOMY.

O-I is developing partnerships around the world to increase post-consumer glass recycling, reduce consumer waste, and conserve resources. In Brazil, we've partnered with the Recicleiros Institute, which is facilitating integration between local governments, companies, and waste processors. Until recently, almost 60% of glass packaging in Brazil ended up in landfills.<sup>8</sup> We are collaborating to overcome challenges with long-distance logistics, collection systems, and processing infrastructure to increase glass recycling rates and promote circularity. Recicleiros support municipalities by providing training and machinery for recycling hubs, while O-I provides freight logistics. Together, we are streamlining collection through 14 cooperatives and consolidating collection from smaller players to be sent to processing. The initiative incentivizes local stakeholders to direct more glass for recycling into O-I products and keep glass out of landfills. Through an exclusive agreement, all post-consumer glass processed will be recycled in the Recicleiros Cidades Program's sorting units, with an expected recovery of 3,000 tons in the first year alone.



<sup>7</sup> Greenhouse Gas Equivalencies Calculator | US EPA | <sup>8</sup> O-I Announces New Partnerships to Increase Post Consumer Glass Recycling in Brazil | O-I

## Customers:

O-I is partnering with customers to bring unused glass from filling sites back to O-I plants, creating circularity, reducing waste, and helping increase recycled content in O-I containers. In 2023, O-I engaged in **44** of these **closed-loop programs** across the globe, resulting in nearly **145,000 tons of glass** kept in the circular system. This represents a 30% increase from 2022.



Sustainability takes collaboration, and O-I is entering into new partnerships to increase recycling across the value chain. O-I, along with Anheuser-Busch, Recycle Colorado, Keep America Beautiful, The City of Greeley, and the Denver Broncos Football Club are partnering on “The Denver Series” to make it easy for people to recycle their glass in Denver area communities. Anheuser-Busch introduced the Denver Series of its National Recycling League, which was created to reduce waste across multiple professional sports leagues and revolutionize the beverage industry’s approach to encouraging recycling. The Denver Series kicked off in late 2023 with the introduction of colorfully branded neighborhood recycling bins designed to encourage Denver metro residents to recycle their glass bottles and jars. The collected glass is processed at Glass-to-Glass Denver and sent to be made into new bottles at O-I plants in Colorado. Four collection sites were implemented, and since then we have collected an average of over 20 tons of glass per month.

## Glass Industry:

O-I leverages partnerships with local, national, and international associations that **facilitate collaboration and open dialogue** with stakeholders. We are working with industry associations to drive recycling campaigns to encourage glass collection, recruit new ambassadors, and increase glass recycling around the world. In the U.S., O-I also has a robust glass advocacy campaign that is rebalancing the dialogue about the sustainability of glass.

**By working together, sharing information, collaborating, and making efficient use of our resources, we can collect more glass, and keep it in the value chain and out of landfills.**





# Communities

O-I values, and is committed to, building sustainable communities in which we live and work. O-I supports nonprofit organizations on a corporate level, as well as through our employees. The financial support provided by our company, the O-I Charities Foundation, and the voluntary charitable leadership offered by thousands of O-I employees around the world demonstrates this commitment. We aim to maintain a corporate culture where **sustainability and social good are integrated into O-I's DNA**. We are active in education, arts and culture, environment, and the basic needs of our local communities.



## SOCIAL IMPACT

O-I is dedicated to fostering **positive change for our people and planet**

through corporate and employee contributions while actively involving our global workforce in volunteer activities. We will work alongside our local partners and value chain to realize this goal, which includes supporting glass recycling initiatives across our communities.





Established in 1937, the O-I Charities Foundation provides grants and charitable donations to non-profit organizations in North America. Our Employee Matching Gift Program allows our employees to maximize the impact they make by providing a dollar-for-dollar match to eligible non-profit organizations, and a 2:1 match to educational institutions. Through these grants, matching gifts, and additional donations from our North American plants, **Foundation giving totaled nearly \$1,908,000 in 2023. Independent of the O-I Charities Foundation, another \$1.9 million** was distributed around the globe to non-profit organizations, foundations, scholarship funds, and trade associations to elevate our social impact, drive glass recycling, and support the glass industry. We are proud of the philanthropic endeavors and achievements of our more than 23,000 employees.

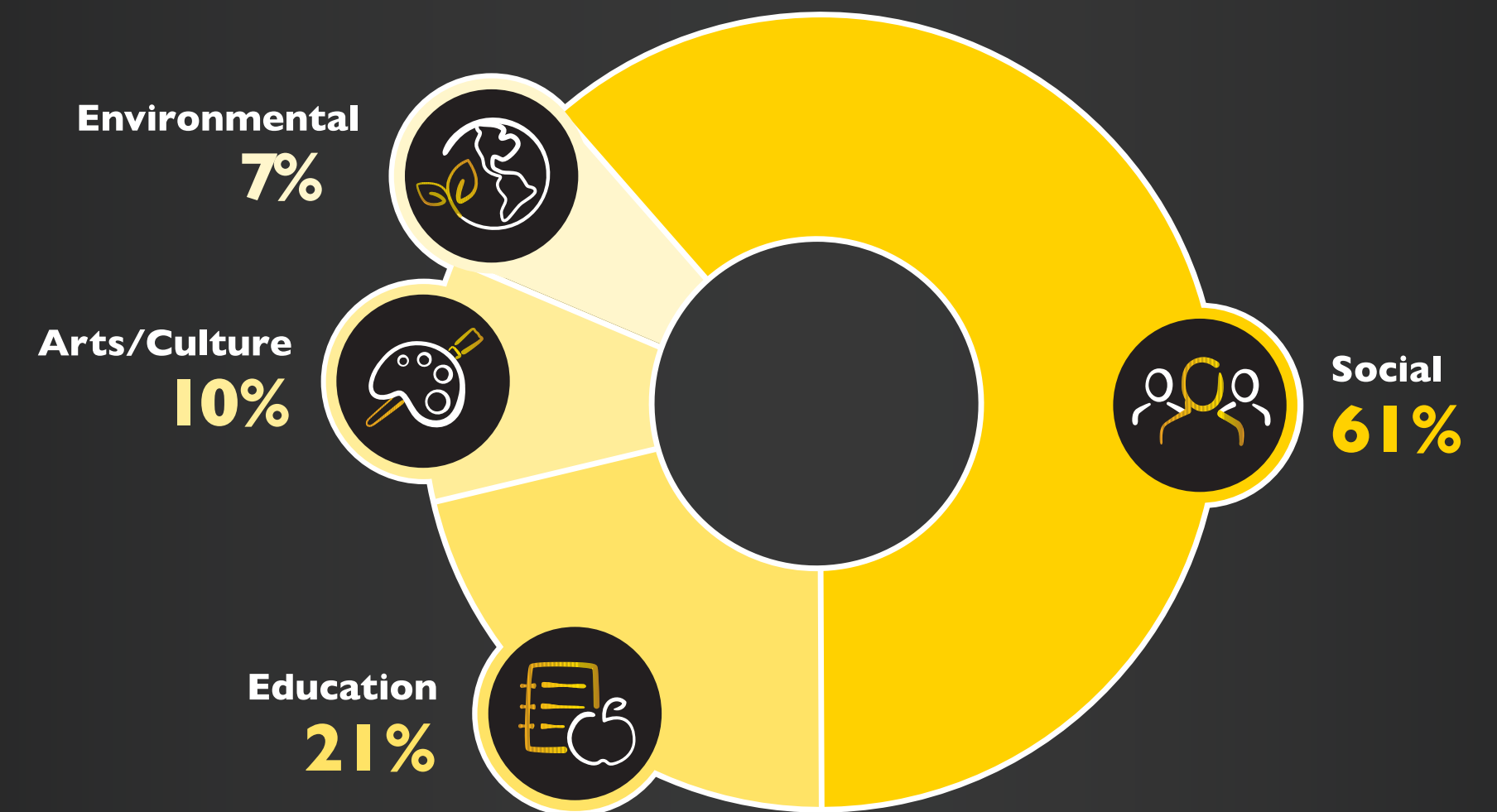
In recent years our global social engagement strategy has continued to take shape and follow trends in corporate philanthropy and community engagement. During 2021 and 2022 we focused on defining the role that social impact plays in sustainability and the value that prioritizing our social impact activities brings to O-I. We worked to identify our social impact objectives, what would be needed to achieve them, and any existing opportunities we could leverage.

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**“We recognize the uniqueness of needs in each community where we operate so we are working with plants, local municipalities, and exploring non-profit organizations to identify where we can make the most impact.”**

—Elizabeth Hupp, Global Social Engagement Leader (She/Her)

## 2023 Foundation Giving





We laid a foundation for future growth by honing our social engagement strategy to support our objectives. We built a global social engagement network to identify and bridge the gaps between our regions. The network expands our vision on a wider scale, allowing us to increase the use of our qualitative data in the form of personal stories and shared experiences. This network will help us identify the needs across our communities so that we can make the most of opportunities to get involved, making a real, positive impact where it's needed most. In 2023, we positioned individuals already involved in related business activities to serve as resources, to help streamline opportunities for our manufacturing facilities, further supporting our global social impact objectives.

O-I and the O-I Charities Foundation will continue to support our communities through philanthropic investments in local organizations, that address social need, uplift arts and culture, support education and career development, and improve the environment through glass recycling and beyond.

## World Environment Day

In 2023, employees throughout our global operations participated in World Environment Day. We engaged employees, promoted the benefits of glass, and reaffirmed O-I as a leader in sustainability. More than 500 employees participated in a webinar with Ocean Conservancy to increase their knowledge of protecting our oceans. Volunteer projects were strategically planned to engage employees across five countries. O-I's World Headquarters sponsored the viewing of "Hidden Pacific 3D," a film on the Pacific Ocean's national wildlife refuge islands and marine national monuments, which allowed O-I employees and community members to enjoy the film and celebrate World Environment Day at Toledo's local science center.



# Improving Community Recycling

To improve our social and environmental impact, we aim to make glass recycling available in 100% of the communities in which our plants operate. By the end of 2023, we achieved 96%.

O-I has promoted glass and recycling initiatives in partnership with communities and associations around the world. In the U.S. our Glass4Good™ programs work to build relationships with communities and leverage those relationships to improve local recycling. Monetary donations are generated by the amount of glass received, then distributed back to the community through Glass4Good™ grants to charitable partners, like the local United Way. **Strong partnerships with our communities** through programs like Glass4Good™ enable us to work together, **maximizing our efforts** and contributions to make **meaningful, positive impacts**.

In 2023, Glass4Good™ donated over \$26,100 to local United Way affiliates and collected 688 tons of glass, creating a positive impact on the environment by saving 798 tons of raw materials, over 236 metric tons of CO<sub>2</sub>, and the equivalent emissions from nearly 28 homes' energy use for a year.<sup>9</sup>



## 2023 COMMUNITY RECYCLING PROGRAMS

Location	Collection Sites	Tons of Glass Collected	Change in Tons Collected Compared to 2022
<b>Jefferson County</b> <b>PENNSYLVANIA</b>	<b>14</b>	<b>109</b>	<b>↑ 25%</b>
<b>City of Danville</b> <b>VIRGINIA</b>	<b>4</b>	<b>68</b>	<b>↑ 16%</b>
<b>James City County</b> <b>VIRGINIA</b>	<b>3</b>	<b>105</b>	<b>↑ 21%</b>
<b>City of Greeley</b> <b>COLORADO</b>	<b>2</b>	<b>40</b>	<b>↑ 84%</b>



**“Glass4Good™ is helping to save lives. “Glass4Good™ donations to United Way support the Danville-Pittsylvania Cancer Association (DPC). Those donations have provided funding for DPC clients to attend 176 appointments and each visit means a cancer patient is receiving lifesaving treatment.”**

—Cathy Gore, President and CEO of the United Way of Danville-Pittsylvania County



## Beyond Glass4Good™ our global operations host a variety of programs that support recycling while creating positive social impacts.

In Brazil, recycling installations collect glass and other recyclables and generate cash back for the community. O-I purchases all the recycled glass at a market price, the proceeds of which go in part to the cooperative to operate collection sites and the rest goes back to the community.

In our Andean region, O-I supports recycling hubs, bringing improvements to training and equipment. In Ecuador, about 200 recyclers have received training and certification. Over 1,400 recyclers in Columbia benefited from O-I's support including the delivery of 10 small, motorized vehicles for glass collection.





**MEXICO:**

Collaborated with neighborhoods and local governments in **community infrastructure** improvement, **biodiversity** program, and **reforestation** campaign.

**O-I HEADQUARTERS – PERRYSBURG, OH:**

O-I interns and employees worked with the Lucas Metropolitan Housing on **beautification projects**, including mulching, planting flowers, and painting.

**UK:**

Engaging with local secondary schools and providing a tour and practical workshop to demonstrate the **opportunities and careers available in glassworks**.

**NORTH CENTRAL EUROPE:**

**Donations** for local dog shelter, local fire brigade, and **river cleaning** activities.

**SOUTH WEST EUROPE:**

Partnership with schools to provide **glass-related educational materials** to children, technical schools, and engineering schools.

**Local and Global Impact Initiatives**

**ANDEAN:**

The **Good Neighbor program** supports plant communities through volunteering and investing **\$40,000** in Colombia and Peru for the restoration of a local fire station and park, expansion of a local sports complex, and sending 780 kits to local schools.

**BRAZIL:**

Partnerships with NGOs focusing on the **training and incorporation of young people** in the **workforce**.

**ITALY:**

Partnered with the Libellula Foundation for **women's empowerment**, mentorship, and preventing violence towards women, receiving an Inspiring Company 2023 Award.

**INDONESIA:**

Partnership with an organization supporting **local glass collection** and unemployed people.

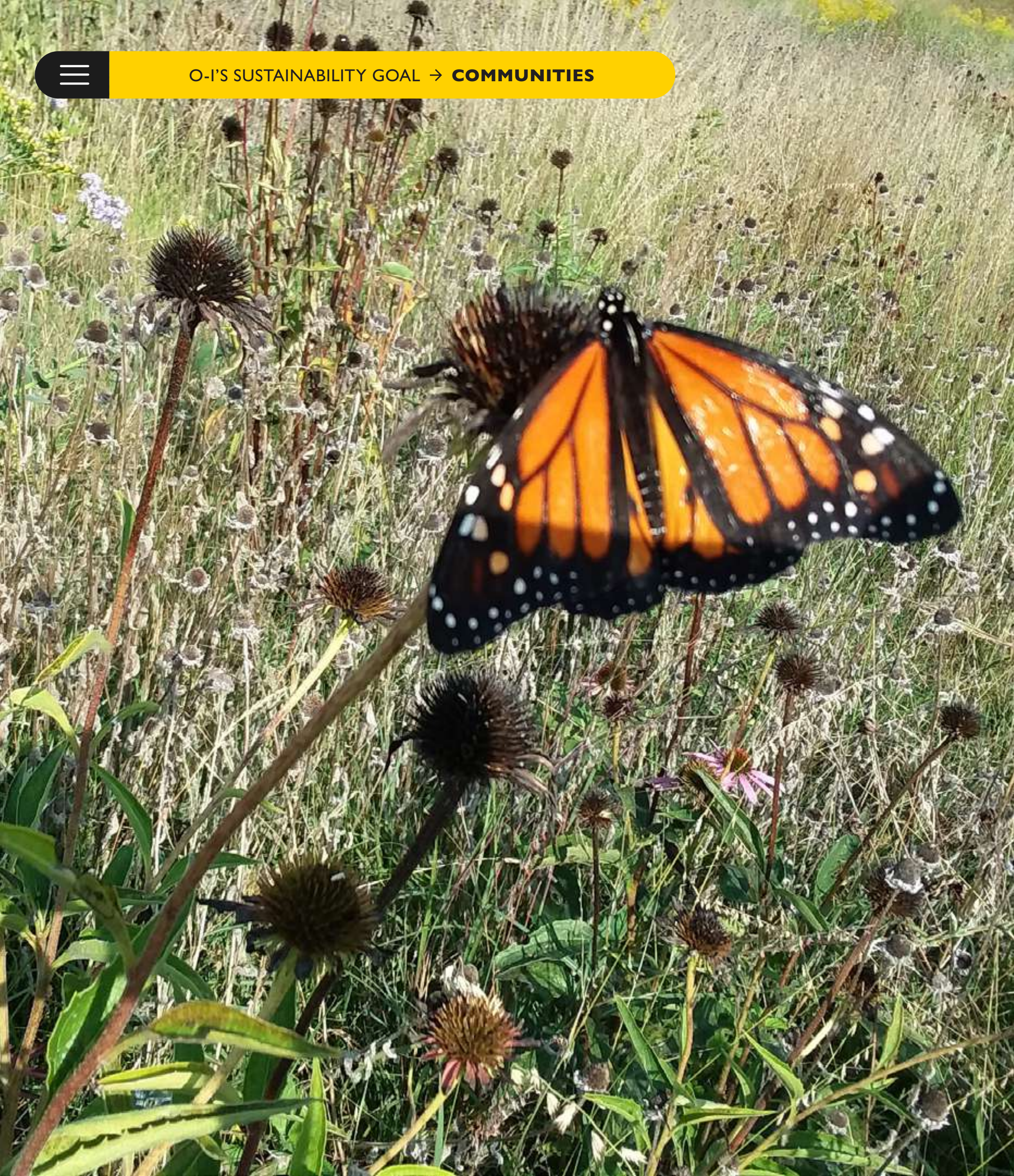
## Biodiversity

In 2016, O-I partnered with Wild Toledo,<sup>®</sup> an organization at the Toledo Zoo that works to **restore wildlife habitat with native plants**. Together we installed a **prairie garden** that added beauty and ecological benefits to our world headquarters in Perrysburg, Ohio. At 0.66 acres, it has sequestered approximately 4.62 metric tons of CO<sub>2</sub> over its lifespan, the equivalent emissions from 520 gallons of gasoline. O-I's prairie has reduced roughly 38.8 lbs. of nitrogen, 3.99 lbs. of phosphorus, and 1.66 tons of sediment from reaching local waterways over the lifespan of the prairie. According to research performed on local Wild Toledo<sup>®</sup> prairies, our prairie has **supported local biodiversity** by increasing the number of butterfly species by 26 times, the number of bee species by six times, and general invertebrate biodiversity by over four times. The prairie has over 45 species of native plants, including host plants for many butterfly species including the monarch butterfly.

In France, O-I engaged in **biodiversity protection and restoration** as part of the regulatory obligations to control the environmental impact of an expansion project at the Vayres plant. To compensate for the project's impacts on wetlands O-I France took on a project to **rebuild a damaged wetland** nearby with the same watershed, restoration capacity, and ecological gain. This project was under ecological supervision throughout the work phase. O-I's work, which focused on an area of about 3.5 acres (1.4 ha), aimed to restore these environments and to offer local species ideal conditions for the realization of their life cycle. We worked with experts to remove invasive species and plant native plants.

Between 2022 and 2023 restoration work was carried out, consisting of the creation of two ponds, the planting of waterfront belt vegetation, and a first step in the fight against invasive alien species. Restoration work was completed in February 2023. However, restoration was merely the first stage of a 30-year management plan. Initial evaluations between 2022 and 2023 have seen positive trends





in plant and animal life. Two regionally protected species have settled on the site since the restoration work was initiated. The restoration work allowed the creation of 0.4 acres (1512 m<sup>2</sup>) of wetlands, increasing their relative occupation within the study area from 72% to 80%. We will continue to monitor this land and the species of plants and animals it hosts while controlling invasive species. The site will be analyzed by subject matter experts twice a year during these 30 years.

In addition to reducing the environmental impacts of the expansion, the Vayres plant built a separator between the expansion and the remaining habitat to protect plant and animal life. We also built nesting boxes for birds and carried out habitat rework maintenance. Our efforts also included monthly inspections. Multi-annual ecological monitoring will be carried out at the plant expansion site and the compensatory wetland.

At O-I, sustainability is about achieving a balance between our operations and stakeholder needs. Managing our impact on biodiversity is another way we can support the needs of our communities, our value chain, and the planet to promote a sustainable future. In 2023, we **initiated a TNFD-informed assessment** of our operations and supply chain, which we plan to use to inform further updates to our sustainability reporting, enterprise risk management, and environmental management strategy.

# Diversity, Equity & Inclusion

Recognizing that O-I is better when our workforce reflects the communities around us, Diversity, Equity & Inclusion (DE&I) are core values at O-I. We have created a strategic priority to increase organizational focus on advancing DE&I. Our expanded strategic initiatives emphasize strengthening our diverse, equitable, and inclusive work environment.

We define **diversity** as *what we have*. The collective mixture of differences and similarities includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors. These are both visible and invisible. We see **inclusion** as *what we do*. Intentionally creating a work environment in which all individuals feel welcome to bring their whole



elves to work, and are treated fairly and respectfully. And **equity**, as we see it, is the equal access of all people to opportunities and resources through the identification and removal of barriers. Each element is imperative to allow our people to contribute fully to the organization's success.

Our Diversity, Equity & Inclusion Strategy outlines our vision for the future and sets objectives to guide our progress, engaging employees in creating that future by driving momentum on a global and local level. Our strategy incorporated our commitment to build a safe, inclusive workspace with equal opportunities and free of harassment. While we undertake various efforts to pursue our commitment to DE&I, as described in greater detail below, the Company recognizes the importance of pursuing these in legally sound manners. Diversity, equity and inclusion efforts are part of the Company's legal compliance considerations, and the Company is committed to only considering legally compliant methods for advancing these efforts.



## DIVERSITY, EQUITY & INCLUSION

At O-I, we are better when we reflect the diverse world we serve, feel welcome, and have equal access to opportunities. We are focused on increasing all aspects of **diversity, equity and inclusion** across our team.



## DE&I Policy

O-I's formal Diversity, Equity & Inclusion Policy recognizes that our people are critical in helping us create a simple, effective, performance-based, engaging organization. The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of our culture, reputation, and achievements. We embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, veteran status, and other characteristics that make our employees unique.

Our DE&I Policy stresses the need for actions spanning the entirety of the employee experience. This includes the development of a work environment that encourages and enforces respectful communication and cooperation between all employees, teamwork, employee participation, and service within our communities. The policy also aligns with our commitment to Equal Employment Opportunity and our [Global Code of Business Conduct and Ethics](#).

## DE&I Roadmap

O-I has implemented a DE&I Roadmap that guides our global strategy, emphasizing leadership involvement and grassroots initiatives. The roadmap focuses on modernizing our values and behaviors to build a strong culture that fosters teamwork, community, and inclusivity, increases engagement, drives productivity, and supports employee retention. Our goal is to continue promoting awareness and shared responsibility for creating a diverse, equitable, and inclusive workplace.

We are working to **develop a culture of inclusion** and a work environment that welcomes all people to have their voices heard and share their diverse perspectives and life experiences. This inclusivity will promote diversity and the immense value a diverse workforce brings.

Progress on the roadmap towards our goals has been maintained through initiatives such as training and seminars with executives and employees to create awareness and shared accountability. Such events promoted understanding and celebration of a diverse range of identities. Training activities have cultivated awareness of potential biases and provided tools to manage them in and out of the workplace.



The roadmap is based on strategic pillars, involving key stakeholders and prioritized action items. We will focus on key initiatives for 2024 and beyond, including storytelling and communication; reviewing policies and benefits to assess attractiveness and inclusivity across various demographics; assessing experiences throughout the stages of employment; continuing conscious inclusion training and general awareness training; supporting and partnering with employee resource groups; using analytics and insights to improve DE&I performance; and planning for external recognition. O-I recently partnered with three DE&I organizations – [Catalyst](#), the [Society of Women Engineers](#), and [Women in Manufacturing](#) – to foster a diverse and inclusive workplace, promote gender equality, and provide valuable resources and opportunities for professional development.

## Executive DE&I Council

Our Executive DE&I Council is accountable for executing the enterprise DE&I framework, setting goals, and providing the appropriate support to reach our desired outcomes. The Council meets quarterly and is comprised of O-I's GLT and members of the People & Culture (Human Resources) Leadership Team. It is working to define the company's DE&I Strategy and Roadmap. It will continue to establish and oversee programs, policies, and initiatives.



## Managing Biases in Our Processes

To create a workplace that truly celebrates diversity, is inclusive to all, and provides equitable opportunities, it is critical to control biases policies and processes. Our People & Culture team worked to develop and communicate tools to create awareness and guide leaders to help their practices be free of biases. Such tools include practical guidance on managing biases within the recruitment and hiring processes. In 2023, training was offered to provide **DE&I guidance for conducting interviews**.

We have also created practical recommendations for our **performance management process**, internally known as the Performance Connection Cycle. O-I recognizes that each phase of performance management is susceptible to **various forms of biases**. Some of the inherent biases that may impact leaders and employees at

each step are identified and tips are provided to **mitigate these at each stage**. The Performance Connection Cycle is a collaborative process anchored in our values and behaviors and is designed so that all employees, together with their leaders, can fully contribute and recognize the link between their objectives and our company's mission. It is broken into four steps: *Plan*, *Engage*, *Evaluate*, and *Reward*. *Plan* occurs in the first part of the calendar year (Jan. to Feb.) where employees collaborate with their leader(s) to identify organizational, behavior, engagement, and development objectives. *Engage* occurs throughout the performance cycle year and includes tracking objective and development progress through formal and informal check-in discussions and updating or realigning objectives as needed. In the last part of the calendar year (Nov. to Dec.), employees and leaders *Evaluate* the achievement of results through behaviors and development actions. *Rewards* and recognition are awarded at the beginning of the following year including incentives tied directly to performance, behavior, and development results, or non-monetary rewards.

## DE&I Specific Learning

A key element of our DE&I strategy is the implementation of global training for our leaders and employees. In 2023, O-I held a DE&I-focused training for our Senior Leadership Community and People & Culture staff. The training was designed to promote awareness and understanding of the intricacies of DE&I. It encouraged self-awareness and understanding of unconscious bias and microaggressions. It worked to build capabilities and provide application tools to instill a culture of inclusion and belonging in O-I's workplace. This training is now being implemented with our Operations staff and Plant Managers. We intend to cascade the training throughout the organization as a foundation initiative of our DE&I journey.

O-I offers training specifically focused on the talent acquisition aspect of DE&I to communicate its value throughout the recruiting process. We are also working on upskilling our teams through our internal training platform, O-I University.

### PERSONALIZED DE&I LEARNING ON O-I UNIVERSITY AVAILABLE TO:

#### ALL EMPLOYEES

- Understanding Unconscious Bias
- Fighting Gender Bias at Work

#### TALENT ACQUISITION AND PEOPLE & CULTURE

- Diversity Recruiting



## Employee Resource Groups (ERGs)

To promote a culture of DE&I, we encourage our employees to create and govern “Employee Resource Groups” (ERGs). Sponsored and supported by a member of leadership, these “grassroots-style,” employee-created groups promote discussion and understanding around shared characteristics, life experiences, and common interests. ERGs provide a unique environment for thought leadership, professional development, learning, networking, volunteerism, supporting recruiting, and employee retention. We currently have seven ERGs operating in three countries.



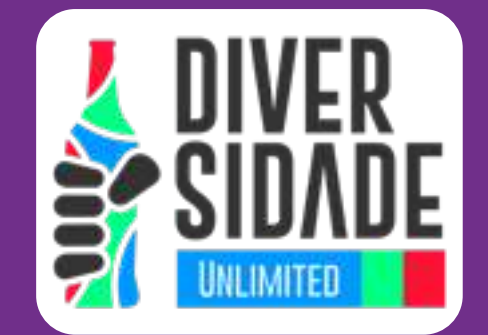
In 2023 a new ERG, **GWEN (Global Women’s Engagement Network)**, was launched. Its purpose is to raise visibility for DE&I and build the professional and personal potential of women at O-I, globally. The ERG’s mission is to be a strategic partner with O-I to promote a culture of diversity and inclusion through continual learning. GWEN seeks to advance the understanding of women’s issues for all employees through engagement, activities, mentorship, education, and goal setting. In its first meeting, GWEN welcomed four female business leaders from outside the company as guest panelists to discuss their experiences, the challenges they faced, and their advice for empowering cultural change.

In North America, the Unbottled Pride ERG worked to make O-I a more inclusive and equitable place for those in the LGBTQ+ community by creating an LGBTQ+ benefit guide, a guide on transgender workplace best practices, and conducting outreach and engagement activities including voluntary employee data collection of LGBTQ+ demographic factors. In 2023, the ERG raised \$7,750 for Equality Toledo and has two ongoing donations of \$5,000 for LGBTQ+ funds at local colleges. Unbottled Pride continues to work with company leaders to improve O-I’s [Corporate Equality Index](#) reporting score.

## CURRENT EMPLOYEE RESOURCE GROUPS



**AFROGLASS**  
Brazil | Black



**UNLIMITED**  
Brazil | Disability



**PRIDE GLASS**  
Brazil | LGBTQ+



**WOMEN**  
Brazil | Gender



**GENERATIONS EXPRESSION**  
Brazil | Generations



**GWEN** (Global Women’s Engagement Network)  
Global | Gender



**WEN**  
Indonesia | Gender



**UNBOTTLED PRIDE**  
U.S. | LGBTQ+

## Fast-Tracking an Inclusive Workplace

O-I is working to enhance DE&I through engagement.

For example, we have identified a gap between available female talent and the current representation of women in the workplace. To bridge this gap, we strive to increase female representation by managing biases and considering qualifying talents regardless of gender throughout the recruitment and hiring process and career development. We are creating robust development and retention plans.



## Women's Leadership Development Programs

In 2023, we launched a Women's Leadership Development Program (WLDP) to engage and grow top female talent. The program works to improve gender diversity, particularly at the senior leadership level, through focused and accelerated career preparation. Our goal is to support women by expanding leadership opportunities and promoting more visibility to the C-suite.

The program combines three types of learning to advance participants' business acumen, leadership development, and global perspective to prepare them for key roles. *Experiential learning* works on an individual level to identify strategic projects and personal objectives. *Social learning* incorporates collaborative networking, internal mentorship, and external coaching. *Formal learning* is provided in the form of courses. Our first cohort began in 2023 with five individuals in the senior leadership succession pipeline. The program is designed to be collaborative and progressive so that participants become mentors for the next cohort. Each

participant will be supported by a direct leader and sponsored by a member of the Global Leadership Team. Participants will be supported in their ongoing development post-program completion. In 2023, the WLDP collaborated with People & Culture to contribute to updating O-I's corporate values and behaviors, to ensure alignment with who we are today and who we aspire to be in the future.

Additionally, a group of women from our Andean Country Group completed a "Women Leadership" program. This 30-hour training program focused on strengthening professional development and adaptive female leadership through self-knowledge of equity and the design of inclusive strategies for women in the industry.



## Early-Career Development Programs

O-I is cultivating new talent by investing in global development programs. Our Graduate Development Program works to attract and advance early-career engineering graduates into plant and company leadership. In 2023, females made up 34% of our program participants.

O-I created an additional program, the Glass & Furnace Development Program, in 2023. This 18-month, early-career rotational program focuses

on developing employees in three disciplines: furnace engineering, glass science, and batch & furnace operations. The inaugural cohort began in September in North America, Latin America, and Europe with a 47% female representation rate.

The broad range of experiences the participants are exposed to in both of these programs develop the skills, connections, and understanding needed for innovation and sustainable business success. Working to develop employees in their early careers brings new ideas and diverse perspectives into our workforce.



## DuoDay – France

Diversity, equity, and inclusion are essential in business today as a variety of people from different backgrounds and cultures provide us with the balance of voices and diversity of thought that we need. This includes understanding disability issues and mobilizing support for the dignity, rights, and wellbeing of persons with disabilities. O-I's Beziers, France, Plant, and France Headquarters participated in the European Week for the Employment with Disabilities. DuoDay is an annual event where a person with a disability spends a day in a professional setting to observe the work of someone else in their daily tasks.

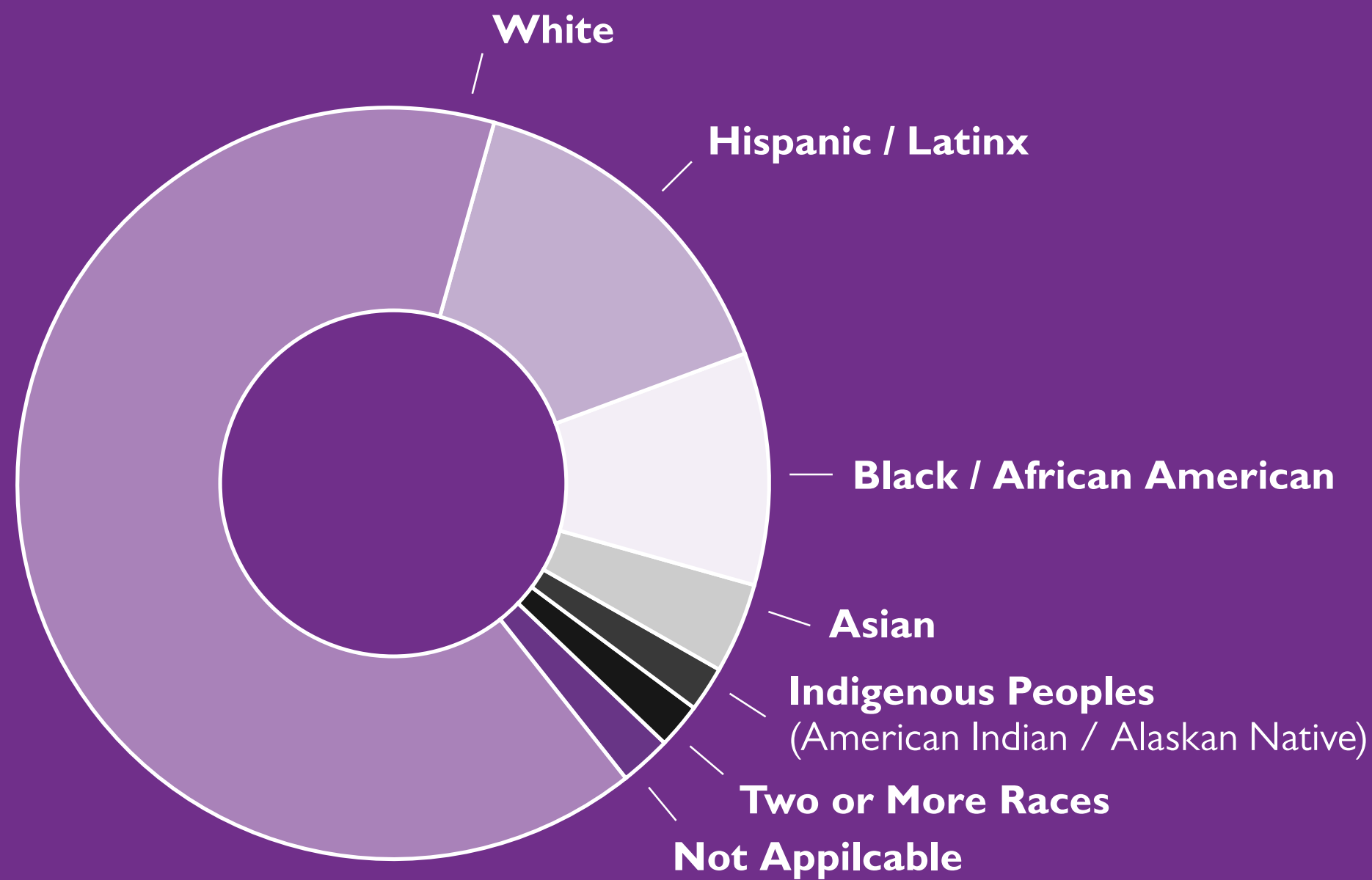
Patrice Bourgeois, Hot End Process Technician in Beziers, participated in DuoDay. *“I was delighted to host a trainee on this day, which enabled me to take a step back from the notion of disability. It was very interesting for me, and I look forward to participating next year.”*

Anyone with a disability over the age of 14 and any employee can form a duo and spend a day together, in person or remotely. It is a great way to introduce our profession and working environment to others as well as to discuss the concept of disability.

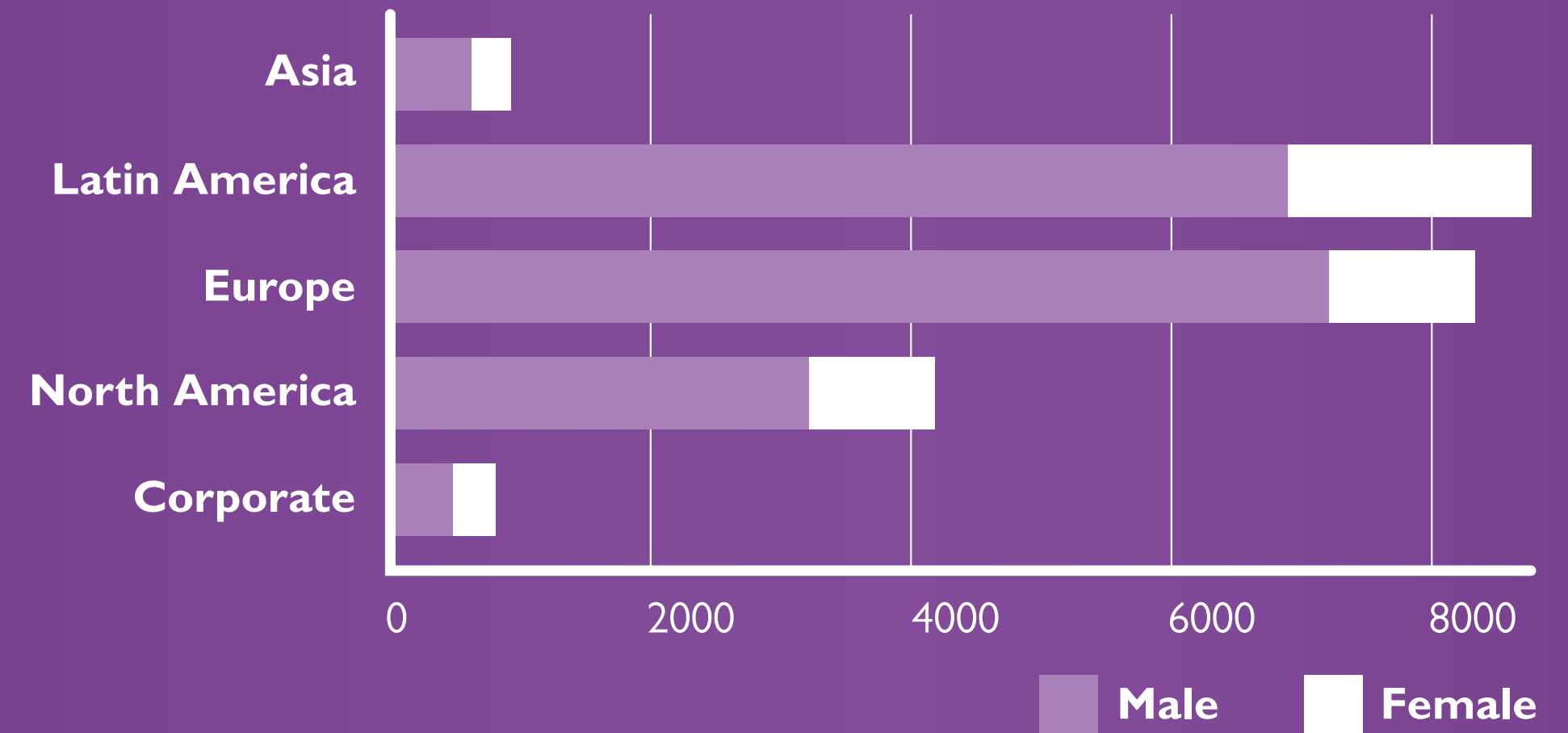
# O-I Diversity at a Glance

2023 GLOBAL FEMALE REPRESENTATION	
Hires	24%
Promotions	13%
Turnover	25%

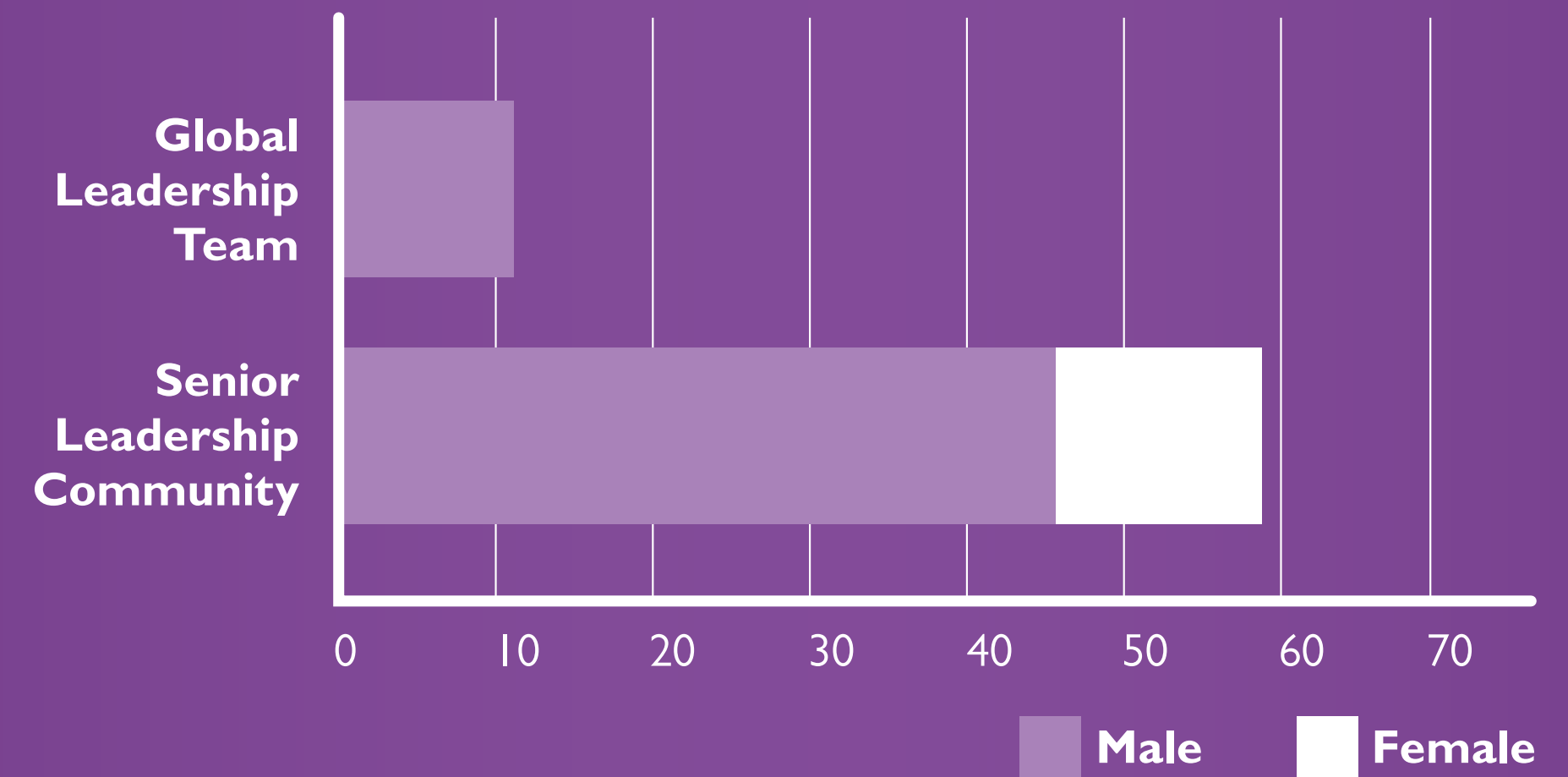
## 2023 U.S. DEMOGRAPHICS



## 2023 GLOBAL WORKFORCE COUNT



## GLOBAL LEADERSHIP BY GENDER





# Health & Safety

At O-I, we “**Make What Matters**” – and we do it safely. Safety is an O-I core value, and we believe everyone should finish each and every day injury and incident-free. Our Environment, Health and Safety (EHS) mission is to empower our people and engage our communities to achieve zero incidents. At O-I, all of us are accountable to act in a manner that advances us on our journey to zero incidents and seeks to reduce our impact on the environment – including meeting or exceeding applicable EHS laws and regulations.



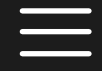
## 50% TRIR IMPROVEMENT

At O-I, our goal is always **zero injuries and illnesses**. As we work toward that goal, we are pursuing a

**50% improvement** of our total recordable incident rate (**TRIR**) by 2030.







## Health & Safety Management

Our EHS teams are essential to the implementation of our ambitious 2030 goals. To help embed EHS throughout what we do, O-I's Environment, Health and Safety (EHS) function is overseen by the Vice President of EHS. Reporting to the VP of EHS are three global directors, the Director of Global Environmental Affairs, the Director of Global Health & Safety, and the EHS Contractor Management Director who lead their respective areas of EHS and collaborate to oversee the collective EHS Management System (EHSMS). As part of our EHS governance, O-I has a Strategic Steering Committee. It meets to review, address, and help advise the EHS team on enterprise-wide risk management and global improvement initiatives.

Our EHS global leadership structure integrates strategy, operational, and plant-level needs. EHS Country Group Leadership is assigned to each of the nine country groups to bridge company strategy with local needs and regulations. EHS Directors, EHS Managers, and Country Group Leaders regularly assess plant EHS performance. Each plant has a facility-level EHS Manager who works with the local leadership team to guide action plans and support and embed global, country group, and facility goals.

O-I's EHS Policy states our objectives to meet or exceed applicable health and safety laws and regulations along with working to achieve excellence by reducing injuries and illnesses. Part of the compliance procedures includes known pathways for reporting problems or concerns, including but not limited to a company-wide, anonymous Ethics and Compliance Helpline. Learn more about the Helpline in [Ethics & Compliance](#).



## Health & Safety Strategy – Active Caring

At O-I, we care. We care about our employees, our planet, and our communities. We strive every day to be a responsible employer, contributing to society and making a difference in a sustainable industry – it's a core part of who we are. O-I CARES (Collective Active Role for Employee Safety) is a purpose-driven initiative that builds on our culture by focusing on actively demonstrating care for others. Our culture of active caring is supported by strong beliefs – safety is essential to how we operate and will always be incorporated into business decisions to protect our people. **“Actively caring”** means a workforce effort **to encourage everyone to be attentive to their own safety, as well as the wellbeing and safety of everyone working around them.** O-I CARES defines how we will operate and drives safety as a core value for running our business. With O-I CARES, we expect to further integrate activities around employee safety, the environment, and wellbeing. O-I CARES continues to guide us in finding cross-functional synergies between all our programs aiming at employees' wellbeing.

We have been intentionally leveraging our O-I CARES Beliefs to develop a strong culture, behaviors, interactions, quality of practices, and management systems. As of 2023, plant and country group representatives can submit proposals for funding of O-I CARES projects and identify the impacts the project will have on O-I, our people, the environment, and/or our community. Projects are targeted and vetted for efficacy, repeatability, and sustainment.



## EHS Management System

O-I CARES is at the core of the EHS strategy and Management System. Our EHSMS is the process we will use to sustain our improvements and create a learning organization. In 2023, our EHS teams worked to formalize the Global EHSMS. Our comprehensive EHSMS incorporates foundational elements and focuses on safety, health, and the environment. The EHSMS is strategically and tactically founded as we act to mitigate our impacts on our people, the environment, and communities.

Our aspiration is not only to fulfill compliance requirements but to move beyond compliance to focus on reducing our highest risks and achieving sustainability objectives. EHS has **formed tactical teams** for environment, health, and safety topics concentrated on mitigating risk and creating awareness around **key focus areas** for O-I.

These areas encompass health and safety risk mitigation including **contractor management, traffic management, respiratory and hearing protection, fall prevention, and machine safety**; environmental protection efforts for

**waste, water, and air**; and **foundational** elements such as communication, education, and incident management.

Our nine cross-functional **tactical teams** communicate with plant and country group EHS teams to drive engagement and build on our culture of active caring. We are working to identify gaps in our capabilities and build competencies within our focus areas as a priority, in addition to providing tools and training. In 2023, such tools included developing guiding principles to be incorporated

into existing policies and procedures that identified critical elements of EHS. We provided training on the EHSMS to the EHS Global leaders in 2023 and will expand this training to cross-functional leaders in 2024.

Within the EHS Management System, we launched an assessment process in 2023 to identify gaps in incident management, foundational elements, and our focus areas. We initiated routine, internal self-assessments to set a minimum baseline for 'what good looks like' globally in key areas of





EHS, prioritizing our workers, the environment, and communities. Country Group EHS Leaders led the self-assessment to identify best practices, improvement opportunities, and actions needed in the coming years. The **self-assessment** protocols worked to address the **highest EHS risks**, further prioritizing investment and resourcing. Our focus is on reducing risks and creating a structure for short and long-term change. Our continuous aim is to foster health and safety for our stakeholders today and tomorrow. The self-assessment protocols will cascade from the country group to the plant level in 2024.

Out of these self-assessments, EHS Leaders developed global guidance and strategic roadmaps for the coming years. Our roadmaps look at the macro view of opportunities to meet goals and share best practices. They guide our EHS Tactical Teams to provide plants with tools and resources, such as capital investment and KPIs, to maintain the established baseline. With the **means and autonomy, employees can innovate** and bring their ideas to the global level to further improve best practices and align critical resources.

We work to refine a robust capital plan, striving to implement best practices globally, through investments like control equipment and innovative machine safety solutions. In 2023, the EHS teams collaborated with Engineering to improve equipment and protect employee health and safety, as well as People & Culture for employee wellness efforts. We also refined our capital investment plan for the coming years, prioritizing our focus areas. We will continue to build on our best practices to sustain worker wellness, health, and safety and benefit our communities.

A significant component of our development is, and will continue to be, **our Environmental Health and Safety Improvement Plan (EHSIP)**. The EHSIP is our guidepost on how we will advance EHS excellence. We will monitor performance against set expectations through this process, relying on plant and country group leaders to take ownership of the continuous improvement. We hold all levels of our leadership accountable as we strive for EHS excellence. In 2023 our plants achieved a **98% completion rate** of the EHSIP, a 2% improvement from the previous year. Our efforts in 2023 form a strong foundation for the EHSMS to build on in the coming years.



## MySafetyMatters

Starting in 2022, O-I and its leaders committed to taking bold action to engage our entire workforce specifically on EHS. The company instituted **MySafetyMatters**, an in-person, two-way, peer-to-peer conversation with the entirety of each plant. To enable discussion and reinforce our message, we **stopped production and gathered the entire plant** population in one place. Small group sessions of 20-30 people talked about different ways to transform the workplace and enhance safety.

○ **MySafetyMatters is designed to send an uncompromising signal to employees in every plant across the globe: what matters most is your safety!**

The program was rolled out to nearly every plant in 2022 and was led by company and plant leadership. In 2023, O-I doubled down on the program by engaging the next level of leaders, line leadership. Front-line Leaders joined Plant Managers to engage over 20,600 plant employees. Contract workers were also included in these events along with an O-I Safety Day. MySafetyMatters is a program that demonstrates the investment of time and resources in safety for the plant workforce. We are generating global awareness to calibrate O-I expectations on priorities, consolidating values and beliefs, and reinforcing tools and behaviors.

## Stop Work Authority

As a large part of the MySafetyMatters message, Stop Work Authority (SWA) strives to manage risks, promote awareness, and empower our people to stop incidents before they happen. SWA provides **all employees and contract workers**, directly or indirectly involved with the operation, the responsibility, **obligation, and authority to stop work** when a perceived unsafe condition or behavior may result in an unwanted event. The work ceases until a review of the activity can be concluded and it has been found safe to resume. SWA looks to define root causes and mitigate risks. Our people are in the best position to stop the job and prevent an injury from occurring.



## Walks & Talks Program

O-I works to empower employees to be well-positioned to lead our performance as we work towards zero incidents. The EHS Walks & Talks program engages employees at all levels of the company to initiate impromptu EHS discussions in a specific work area or department. As part of these discussions, employees raise concerns and help resolve issues. Walks & Talks is a positive behavior tool identifying groups of safety-oriented behaviors. The program is based on an open dialogue concept that reinforces EHS leadership, ownership, and accountability at all levels of the organization. In 2023, O-I performed over **96,000 Walks & Talks**, a 12% increase from the previous year.

Walks & Talks and Stop Work Authority are focused not only on the number of occurrences but also on the connections that are driven by the EHSMS and guiding principles. We strive for quality, highly engaging “Walks and Talks” and impactful Stop Work Authority, as critical components of O-I CARES.

## Hyper Care Process

The Hyper Care Process was launched in 2023 to **engage top management** on the use and understanding of guiding principles and how they are being implemented into our EHS practices, like Walks & Talks. The focus is on integration with O-I CARES and business priorities. Hyper Care is defined by the EHS Management System to trigger an auditing process to identify gaps in low-performing plants, creating an elevated level of visibility, awareness, and focus on safety. This generates an accelerated change and performance improvement. The Process incorporates in-person, collaborative, and recurrent forums to cross-check “safety production” and its correlation with recent incidents. We strive to implement what we commit to, EHS excellence, by starting with our leaders and transforming practices and behaviors with consistency. It is founded on the principle of bringing help, not work, to the plant teams.



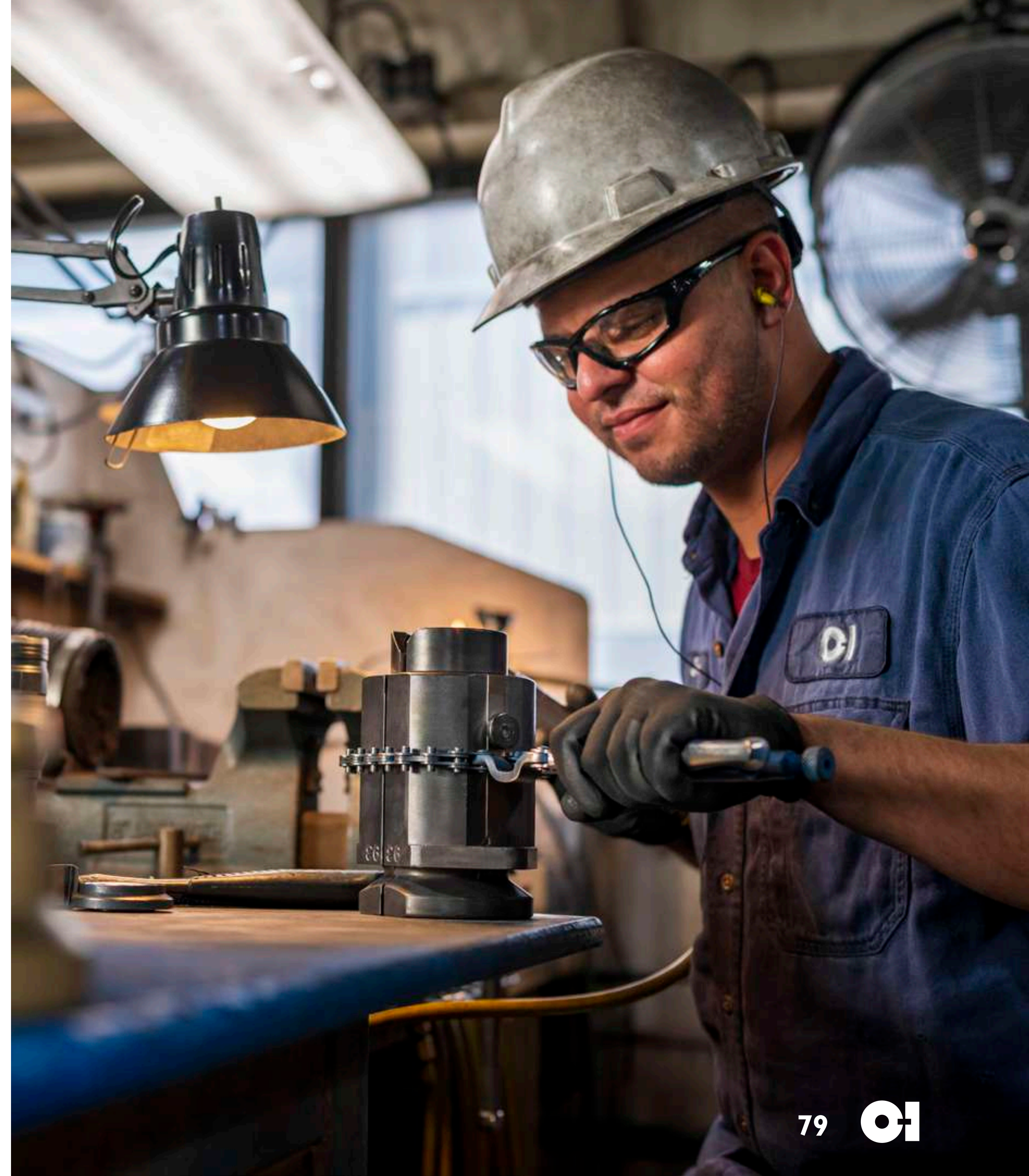


## Key Metrics

“Leading indicators” are implemented to gain a better understanding of EHS risk and stop an incident before it happens: Serious Incident Potential (SI-P), Serious Incident Actual (SI-A), Hazard Identification, and Walks & Talks. Tracking the severity of incidents along with the Total Recordable Incident Rate (TRIR) allows us to more accurately interpret how current behaviors affect EHS in our workplace to identify risks and opportunities and create or change practices to meet company-wide goals.

2023 GLOBAL INDICATOR	TRIR	SI-P	SI-A	Hazard Identification	Walks & Talks
CHANGE FROM 2022	-2%	-9%	-22%	-12%	12%

Our Hazard Identification and Walks & Talks efforts are devoted to moving these measures beyond creating awareness, to prompting positive changes backed by the required resources. By bringing help to our people, not more work, these programs can empower our operators to proactively problem solve.





## Occupational Health & Industrial Hygiene

As part of O-I's commitment to health and safety, Occupational Health and Industrial Hygiene efforts are aimed to proactively identify, control, and eliminate workplace hazards that our team members may encounter. Our EHS team focuses on the assessment and control of industrial hazards and measures needed to protect our people. O-I endeavors to comply with all applicable laws and regulations. For Occupational Health and Industrial Hygiene, **global limits** are **set based on** the regions with the **most robust regulatory landscape**. In this way, we aim to have all of our locations **meet or exceed compliance** requirements defined in the Global Industrial Hygiene/Occupational Hygiene Procedure.

This Global Procedure specifies the minimum requirements to establish and maintain an Industrial Hygiene/Occupational Hygiene (IH/OH) Program that controls occupational health

risks by anticipating, recognizing, evaluating, and controlling worker exposures to workplace chemical, physical, and biological agents, thereby maintaining employee health and ensuring compliance with O-I and applicable local regulatory requirements.

All facilities within O-I will control personal exposures to workplace chemical, physical, and biological agents (including, but not limited to the following: dusts, gases, fumes, noise, heat and cold stress, ionizing and non-ionizing radiation, endotoxins, etc.) by evaluating risks and anticipating occurrences in existing manufacturing processes, evaluating the degree of exposure, and implementing controls relative to established O-I occupational exposure limits and applicable local regulatory requirements.

O-I strives for a company-wide approach to employee health standards. We work toward controlling workplace hazards using the best available control technology, personal protective equipment, and work practice controls.



# 2024 Sustainability Report Update



Learn more about O-I's management approaches to our areas of sustainability by viewing the [2022 Sustainability Report](#). See the details of the 2022 Report and this update as we have determined they map to GRI, SASB, and TCFD reporting frameworks by viewing our [2024 Sustainability Reporting Indexes](#). O-I Glass has reported the information cited in the GRI content index for the period 1 January 2023 – 31 December 2023 with reference to the GRI Standards. If you have any questions or comments about this report, please contact our team: [Olsustainability@o-i.com](mailto:Olsustainability@o-i.com).

[o-i.com/sustainability](https://o-i.com/sustainability)

# Important Notes & Disclaimers

This document contains “forward-looking” statements related to the Company within the meaning of Section 21E of the Exchange Act and Section 27A of the Securities Act of 1933, as amended. Forward-looking statements reflect the Company’s current expectations and projections about future events at the time, and thus involve uncertainty and risk. The words “believe,” “expect,” “anticipate,” “will,” “could,” “would,” “should,” “may,” “plan,” “estimate,” “intend,” “predict,” “potential,” “continue,” “goal,” “target,” “strategy,” “commitment,” and the negatives of these words and other similar expressions generally identify forward-looking statements.

It is possible the Company’s future financial performance may differ from expectations due to a variety of factors including, but not limited to, the risk factors discussed in the Company’s Annual Report on Form 10-K for the year ended December 31, 2023, and any subsequently filed Annual Report on Form 10-K, Quarterly Reports on Form 10-Q or the Company’s other filings with the Securities and Exchange Commission.

It is not possible to foresee or identify all such factors. Any forward-looking statements in this document are based on certain assumptions and analyses made by the Company in light of its experience and perception of historical trends, current conditions, expected future developments, and other factors it believes are appropriate in the circumstances. Forward-looking statements are not a guarantee of future performance and actual results, or developments may differ materially from expectations. While the Company continually reviews trends and uncertainties affecting the Company’s results of operations and financial condition, the Company does not assume any obligation to update or supplement any particular forward-looking statements contained in this document.

Additionally, our discussions of ESG assessments, goals, and relevant issues herein are informed by various ESG standards and frameworks (including standards for the measurement of underlying data), and the interests of various stakeholders. As such, any significance may differ from, and should not be read as necessarily rising to, the definition of “materiality” under various regulatory regimes, including the federal securities laws for SEC reporting purposes. Moreover, given the uncertainties, estimates, and assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions, and timelines contained in this report, we may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets, or goals. Furthermore, much of this information is subject to assumptions, estimates or third-party information that is still evolving and subject to change. For example, we note that methodologies for calculating and reporting on greenhouse gas emissions, as well as any reductions in such emissions, continue to evolve and we cannot guarantee that our approach to these or other matters will necessarily align with a particular standard or stakeholder preference. Similarly, while we leverage certain third-party standards as part of our disclosures, we cannot guarantee, and any language of “alignment” or similar to such standards should not be taken to mean, strict adherence to those standards or particular interpretations thereof. Our disclosures based on any standards may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control.

As a final note, website and document references in this report are provided for convenience and are expressly not incorporated by reference into this report; such websites and documents may have been issued at significantly earlier dates, and you should not necessarily rely solely on information from such references, as information therein may not remain accurate in any particular respects.