



**2023**

SUSTAINABILITY  
REPORT UPDATE



**OH**  
ANDREA CACERES



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# MESSAGE FROM LEADERS

At O-I, our vision is to be the most innovative, sustainable, and chosen supplier of brand-building packaging solutions. While we believe glass packaging is already the most sustainable choice, sustainability at O-I is about more than what we make. It is about how we make it – and the interconnected ecosystem of our suppliers, customers, employees, and communities.

Our people make achieving our goals possible. We are working to make sure that our people return home to their families safely every day. Our focus on safety, including our MySafetyMatters and O-I CARES program, produced nearly a 40% Total Recordable Incident Rate decrease from our 2019 base year. Together with these programs, along with our DE&I initiatives and active collaboration with our Employee Resource Groups, we are working to ensure everyone has a safe, inclusive, and equitable workplace. We are proud of our sustainable advancements and our 24,000 passionate glassmakers that make O-I and its products more sustainable each and every day.

Our climate-change strategy involves using multiple levers to lower energy use, increase energy efficiency, and substitute lower-carbon energy sources for more traditional ones. We are leveraging product and process innovations to transform and transition our operations. We have increased our use of renewable electricity year over year. We continue to plan for and implement lower-energy, lower-carbon processes for our furnaces and production processes. We continue to invest in various recycling systems globally to increase the supply of recycled glass to our operations. The combination of these efforts has resulted in a nearly 18% reduction in emissions from our 2017 base year and a 5% decline from 2021.



**Andres A. Lopez (He/Him)**  
Chief Executive Officer



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

As a key lever of our climate-change strategy, O-I continuously strives to increase recycled content in our products. As of 2022, we had achieved 38% on average. O-I is proactively collaborating with members of our value chain to improve the environmental impact of our products and promote circularity. We are building strong recycling ecosystems by making targeted investments to find scalable solutions and creating partnerships with our stakeholders. In 2022, our efforts resulted in twenty-seven collection sites, four Glass4Good™ (G4G) programs, which generated over \$19,500 in donations to the United Way, and 53 closed-loop partnerships with customers across the globe that kept more than 100,000 tons of glass in the circular system. We have achieved access to glass recycling in 96% of the communities in which our plants operate.

Sustainability requires collaboration and a shared vision across the value chain. We are working with our diverse, global supply chain to advance sustainability across our 69 manufacturing facilities in 19 countries. In 2022, our in-scope, critical and strategic spend suppliers assessed by EcoVadis to voluntarily track their sustainability performance, increased from 17% to 48%.

O-I continues to innovate and transform the glass packaging industry for a more sustainable future. We are taking steps to conserve natural resources and decrease waste by focusing on using less and reusing more. But sustainability and the balance it represents requires more. It requires innovation and innovators. With over 3,500 active patents worldwide, we remain on the leading edge of innovation. Our people and the innovations they drive, such as our MAGMA technology, our ULTRA light-weighting program, new manufacturing processes, new product development, glass advocacy, and organizational efficiencies, make O-I the leader in sustainable glass manufacturing.

This update provides a summary of our sustainability progress since last year's report. Visit [o-i.com/sustainability](https://o-i.com/sustainability) and view our 2022 Sustainability Report for a complete look at our approach to managing our impacts and creating resilience for the future.

# 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 to **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

Approved SBTi target to **reduce GHG emissions 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%**.



## 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 committed to **reducing our global water usage 25%** by 2030, **prioritizing** operations in **higher risk areas**.



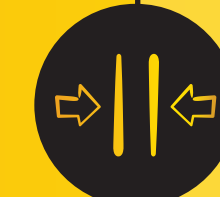
## ZERO INJURIES

As part of our journey toward **zero injuries**, we are committed to a **50% improvement** of our Total Recordable Incident Rate (**TRIR**) by 2030.



## SOCIAL IMPACT

We see tremendous opportunity to positively impact the planet and communities where we operate. We will collaborate with customers, NGOs, suppliers and local leaders with an aim to make **glass recycling available in 100% of our locations**.



## 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 technology, low-carbon alternative fuels, and light-weighted glass packaging.

# SUSTAINABILITY SCORECARD

## OUR SUSTAINABILITY GOALS



**RECYCLED CONTENT**

### 50% TARGET

Increase recycled content to **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

Approved SBTi 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%**.



**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 committed to **reducing our global water usage 25%** by 2030, **prioritizing** operations in **higher risk areas**.

## OUR 2022 PERFORMANCE

Total external cullet by tons packed is **38% on average**.

Scopes 1 & 2 (market-based) – 5,837,733 tons of CO<sub>2</sub>e. **18% reduction** from 2017 base year.

Global **renewable electricity** volume was **30%** for 2022, about a 16% difference increase from 2020.

Developed **Waste Sustainability Roadmap** to help prevent avoidable waste, increase recycling, and create systems to accurately report and identify waste streams.

Water risk screening using the WRI Aqueduct tool. In 2022, **26 plants were in high and extremely high water-stressed areas**. Developed a **Water Reduction Roadmap** with a particular focus on monitoring and data standardization.



# SUSTAINABILITY SCORECARD

## OUR SUSTAINABILITY GOALS



### HEALTH & SAFETY

#### ZERO INJURIES

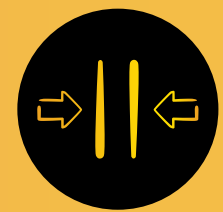
As part of our journey toward **zero injuries**, we are committed to a **50% improvement** of our Total Recordable Incident Rate (TRIR) by 2030.



### SOCIAL

#### SOCIAL IMPACT

We see tremendous opportunity to positively impact the planet and communities where we operate. We will collaborate with customers, NGOs, suppliers and local leaders with an aim to make **glass recycling available in 100% of our locations.**



### 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.



### ENGINEERING R&D

#### R&D TRANSFORMATION

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

## OUR 2022 PERFORMANCE

The **Total Recordable Incident Rate** for O-I employees was 1.70 in 2022. Nearly a **40% decrease from 2019** base year.

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

Partnered with **EcoVadis**, to better monitor our supplier's sustainability performance and facilitate our supplier assessment. **As of 2022**, our in-scope, critical and strategic spend **suppliers assessed by EcoVadis** increased from 17% to **48%.**

**Female representation** in global O-I workforce was **17%** in 2022, consistent with the representation rate for the 2020 base year.

**Operating a MAGMA prototype pilot unit** in Illinois, **running a MAGMA manufacturing line** in Germany, and announced our 1st greenfield plant in 2022 that incorporates MAGMA technology. Utilizing **novel technologies** and data visualization to partner with customers on **lightweighting products.**

# GLOBAL CLIMATE CHANGE STRATEGY TO SBTI REDUCTION TARGET AND BEYOND

## Manufacturing a Lower Carbon Future

As the first glass packaging company to obtain an approved Science-Based Targets initiative GHG emissions reduction goal,\* 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.



\* Goal established based on a 2-degree pathway.



# COMPANY OVERVIEW

At O-I Glass, Inc., we love glass. We're proud to be one of the world's leading producers of 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 about 24,000 people across 69 plants in 19 countries.

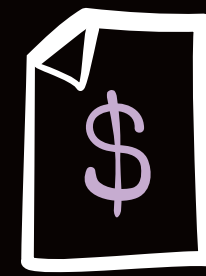


# 2022 KEY FACTS

FOUNDED AS OWENS BOTTLE COMPANY IN **1903**



**\$6.9 BILLION** NET SALES IN 2022

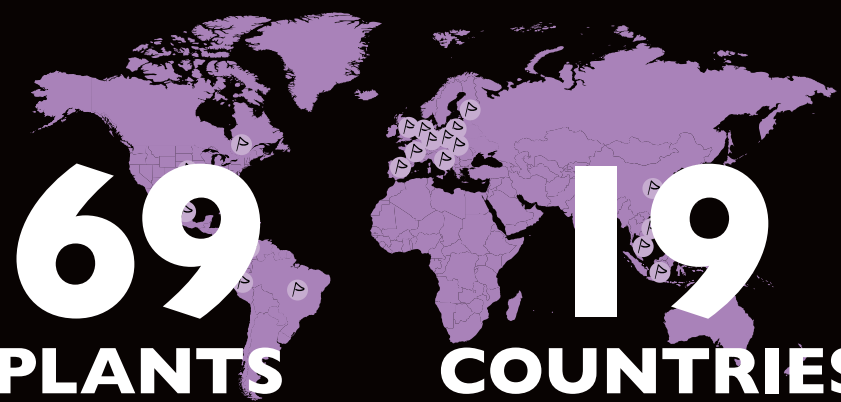


APPROXIMATELY **41 BILLION** CONTAINERS SOLD IN 2022

PERRYSBURG, **OHIO** WORLDWIDE HEADQUARTERS



**69** PLANTS **19** COUNTRIES



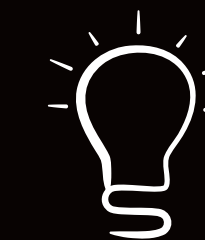
**6,000+** DIRECT CUSTOMERS



## 2022 PRODUCT PORTFOLIO



**3,500+** PATENTS/PATENT APPLICATIONS



2022 GLOBAL WORKFORCE COUNT	TOTAL WORKFORCE	MALE	FEMALE	FULL-TIME	PART-TIME	SALARIED	HOURLY
Corporate	1,104	774	330	1,102	2	1,104	–
North America	4,837	3,838	999	4,827	10	871	3,966
Europe	8,006	7,203	803	7,446	560	1,201	7,205
Latin America	9,551	7,732	1,819	9,551	–	1,815	7,736
Asia	767	564	203	765	2	123	644
<b>Total</b>	<b>24,265</b>	<b>20,111</b>	<b>4,154</b>	<b>23,691</b>	<b>574</b>	<b>5,114</b>	<b>19,551</b>

## SUSTAINABLE TRANSFORMATION ACHIEVING KEY RECOGNITIONS

As O-I continues our sustainability transformation, significant acknowledgments highlight our progress. As an ESG Regional Top-Rated performer, O-I was recognized by Sustainalytics as a strong outperformer in managing ESG risks with a “low risk” score. The Top-Rated ESG designation is awarded on an annual basis to companies that excel at managing their ESG Risk Ratings. O-I received an upgrade to a gold medal sustainability rating by EcoVadis. This places O-I in the top 5 percent of all the companies evaluated by EcoVadis. Additionally, O-I maintained B scores in both Climate Change and Water Security categories through CDP.

At the end of 2022, Newsweek named O-I to its [“America’s Most Responsible Companies 2023”](#) list. O-I was also awarded by [Great Place to Work® Brazil](#) as one of the 50 best companies to work for in Brazil in the Industry/Large Companies sector.

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. These recognitions are 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.



## GOVERNANCE – ETHICS & COMPLIANCE

At O-I, we focus not only on the sustainability of the glass packaging we manufacture, but also on sustaining O-I's integrity. 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.

We also provide our stakeholders the opportunity to raise a concern 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. In 2021, O-I's Ethics and Compliance Helpline received 10 reports raising allegations of harassment and five reports raising allegations of discrimination defined by the Helpline. O-I investigates every report and takes corrective action as warranted.





## GOVERNANCE – ENVIRONMENTAL

O-I is committed to reducing our impact on the environment and climate and has ambitious goals for 2030. Our environmental management systems (EMS) provide a baseline and plan for improving our environmental performance, with specific and measurable targets set for the following programs:

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

In addition, ISO standard 14001 provides a framework for improvement of resource efficiency, waste reduction, and costs over time in an organized, reportable fashion. ISO 14001 also integrates awareness of environmental risks as well as schemes for risk planning.

**Over 50% of O-I plant locations are ISO 14001 certified,** and 100% of our locations have active, comprehensive environmental management programs in place.

In pursuit of our vision, ESG-related risks represent a significant portion of our risk assessment. O-I has validated science-based emissions reduction targets, the pursuit of which we perceive as a key mitigator of climate-related transition risks as we reduce our own emissions. We recognize external factors with the potential to impact our business and our ability to meet climate-change goals and transition to lower-carbon processes. We have also identified increasing stakeholder expectations for transparency of detailed climate-related risk reporting and disclosure. We have conducted various climate-related scenario analyses, the outcome of which will enable us to advance our understanding of our risks and possible mitigation strategies.

# ENERGY & EMISSIONS

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.

Grounded in the SBTi, we have set challenging but achievable goals for energy efficiency technology advancement, sourcing of renewable electricity, and emissions reduction. We are leveraging product and process innovations to transform our operations toward 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 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 2022, 16 of our plants in Europe are ISO 50001 certified.



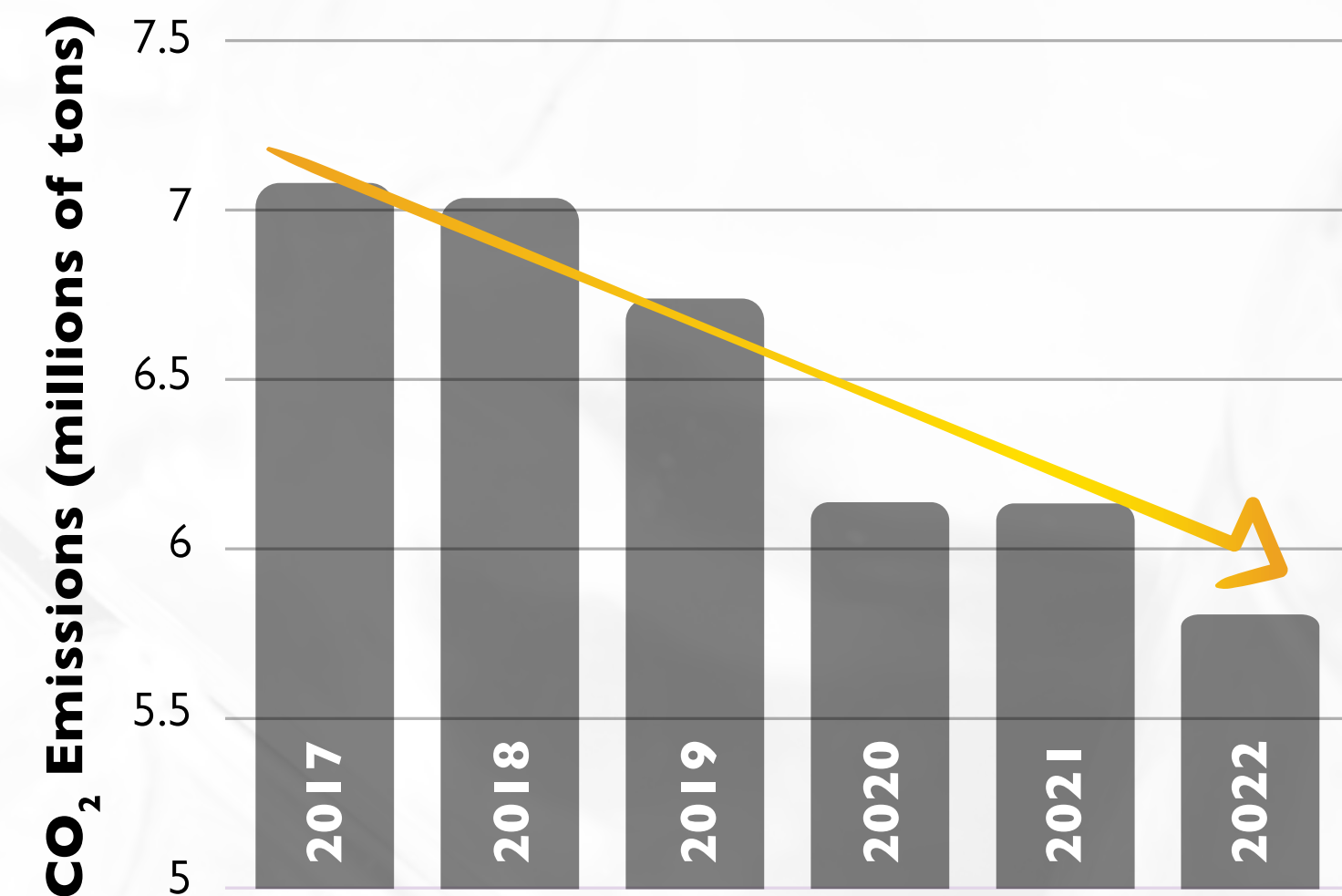
## O-I'S SUSTAINABILITY GOAL

**REDUCE GHG EMISSIONS BY 25% BY 2030**  
from base year 2017.



**25% GHG REDUCTION**

### Scope 1 & 2 Emissions



*\*Calculation of Scope 1 & 2 will include use of renewable electricity certificates to neutralize certain emissions from purchased electricity (thus reducing/zeroing out associated emissions) from this report onward.*

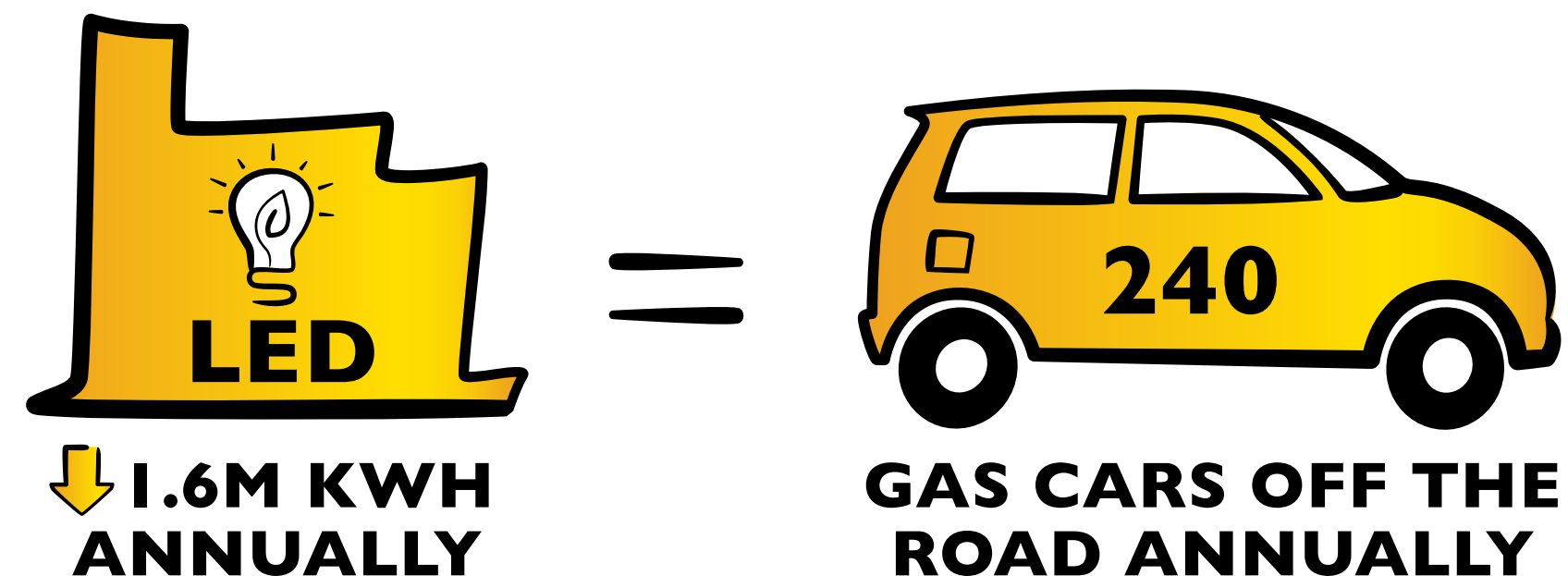
Watch Video

## RENEWABLE ELECTRICITY

Another important initiative on our path to lower-carbon processes is 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 2021, O-I has purchased renewable electricity certificates covering about 30% of our global electricity consumption.

## LED LIGHTING

We have been progressively transitioning factories around the world to LED lighting. In 2022, LED lighting installations occurred across our global operations. Specifically in the U.S., eight plants completed LED lighting installations, each reducing annual energy consumption by an average of 1.6 million kWh. The reduction from these plants is equivalent to keeping 240 gasoline-powered passenger vehicles off the roads annually.<sup>1</sup>



<sup>1</sup> [Greenhouse Gas Equivalencies Calculator / US EPA](#)

## O-I'S SUSTAINABILITY GOAL

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%.**



**40%  
RENEWABLE**



## 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 systematically instills this into our culture and process. 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). In 2022, about 120 projects specifically focused on reducing energy consumption, eliminated nearly 33,800 tons of CO<sub>2</sub> emissions.

**In 2022,  
120 Energy  
Projects  
Eliminated**

**33,800  
TONS OF CO<sub>2</sub>  
EMISSIONS**

## 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%. Thirty-two furnaces are slated to be converted to GOAT furnaces by 2030, at a rate of four furnaces per year.

## 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. NO<sub>x</sub>-reducing process equipment or NO<sub>x</sub> air pollution control equipment were installed at nearly 80% of our locations worldwide by the end of 2022.





# WATER

At O-I, we recognize that water is a precious resource and its availability is a growing concern globally. 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.

## O-I'S SUSTAINABILITY GOAL

WE ARE COMMITTED  
TO **REDUCING OUR  
GLOBAL WATER USAGE  
BY 25% BY 2030**

by prioritizing operations in higher risk areas.



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





## OUR PERFORMANCE

O-I’s overall water performance is reported annually in the **CDP Water report**. We were proud to achieve a **B rating** in 2022, showing continuous progress over time. O-I evaluates water stress using the Aqueduct™ tool from the World Resources Institute (WRI). In 2022, **38% 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	2019	2020	2021	2022
Water Use	1	0	0	0
Wastewater	4	7	6	5
Stormwater	6	2	0	1

# O-I PLANTS IN WATER-STRESSED AREAS



 **EXTREMELY HIGH**  
Water Stress

 **HIGH**  
Water Stress

## WATER REDUCTION ROADMAP

As we take a comprehensive approach to water stewardship, our Water Reduction Roadmap will guide our actions toward achieving our goal.

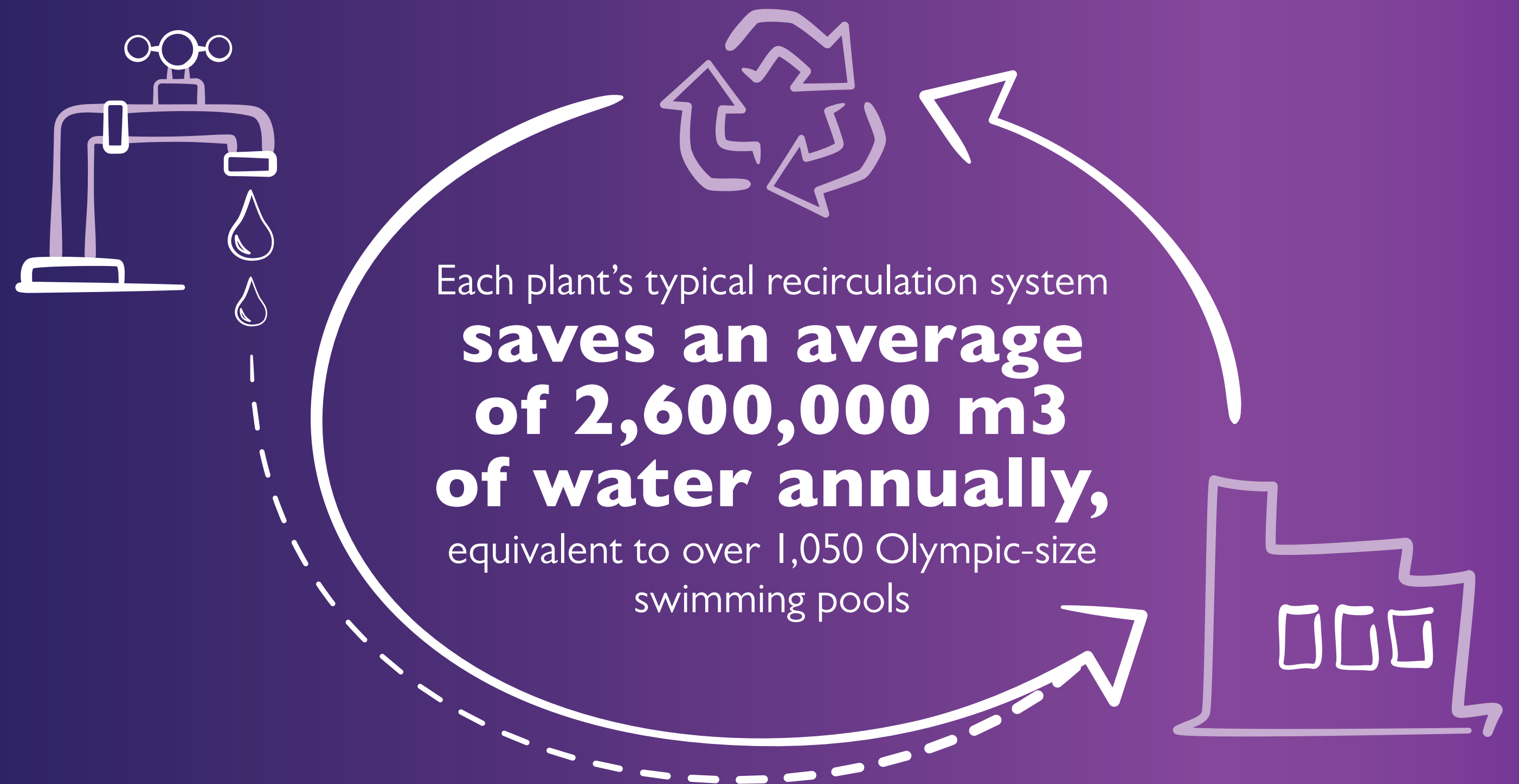
The Roadmap launched in 2022 with a particular focus on improving our monitoring systems and standardizing our data collection to develop a global view of our current state.

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. A global, multiyear program for water measuring and reporting has begun execution in 2023.

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

## 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.



# RAW MATERIALS & WASTE

We are committed to reducing 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 melter, thereby reducing pollution, raw materials use, and the strain on the earth’s finite natural resources.

“

**“Every year O-I prevents more than five million tons of glass from going to landfills by keeping it in the circular economy, making us a net negative contributor to landfills.”** —Jim Nordmeyer, VP, Global Sustainability (He/Him)

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

## O-I'S SUSTAINABILITY GOAL

REDUCE THE AMOUNT OF NATURAL RESOURCES USED, **REDUCE THE GENERATION OF WASTE**

through reuse and recycling as we drive towards a “Zero Waste” organization.



**ZERO  
WASTE**



# 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. The implementation of this roadmap started in 2022. We ran a global waste awareness campaign and reinforced our waste management fundamental.

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. As part of our roadmap, a pilot test began in 2022 for tracking generated wastes.

## 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, 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.



### Fiberboard:

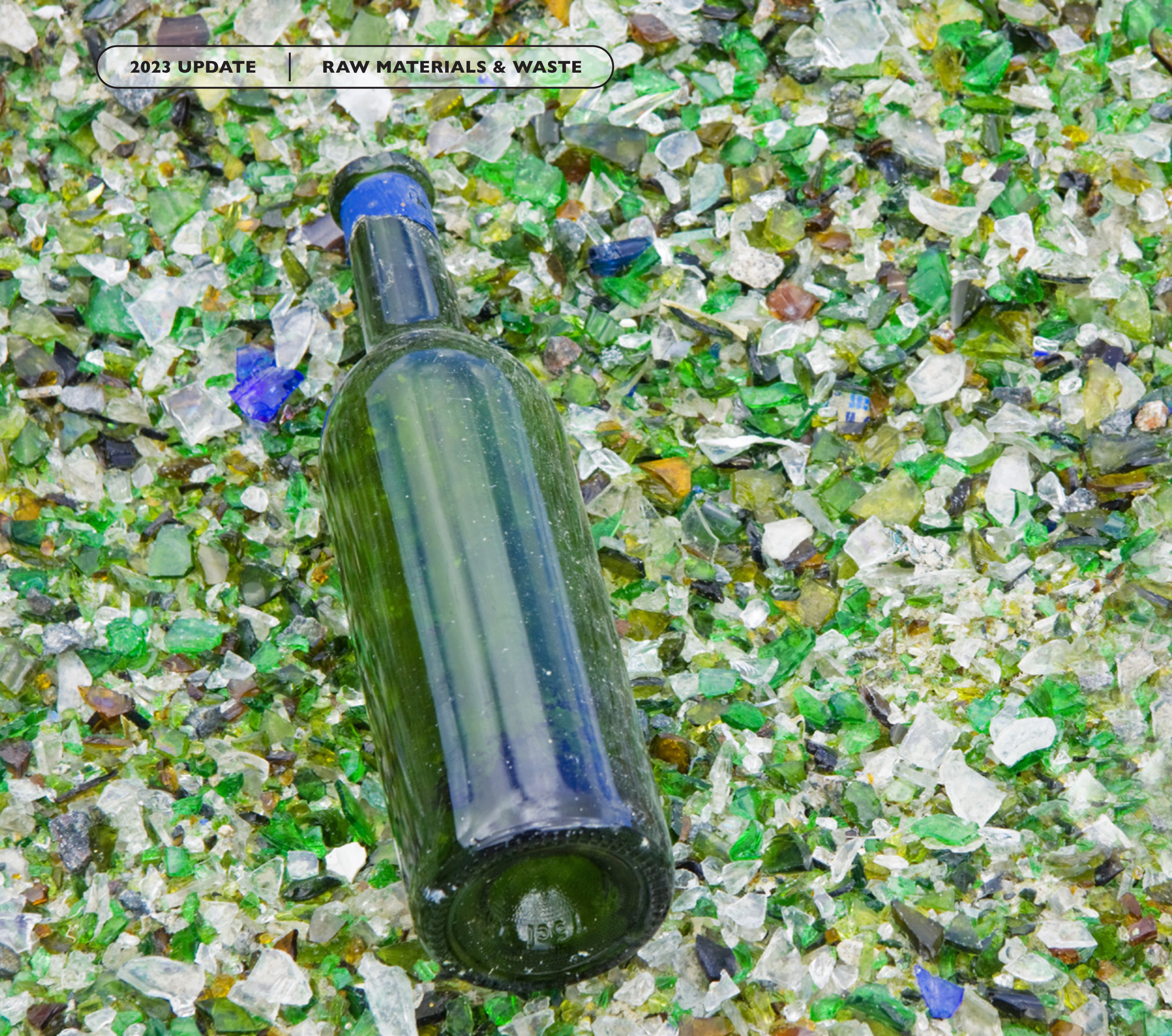
Reusing **tier sheets** and **reducing fiberboard weight**.



### Plastic Film:

**Reducing plastic film** utilization and developing films with **recycled content**.





## 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 2022, we specifically concentrated on reducing color change transition time, reducing soda ash consumption, and increasing 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.

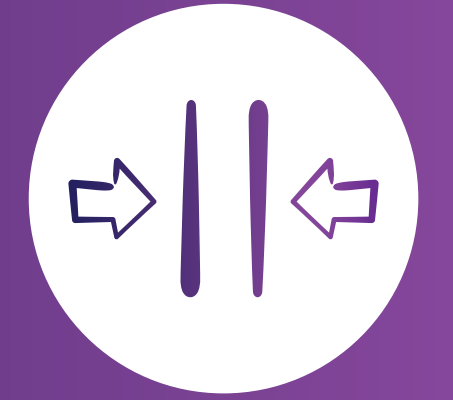
Our vision is to create sustainable shared value together with our suppliers through strategic relationship management. We see our sustainable procurement vision as an extension of our company-wide sustainability agenda.



## O-I'S SUSTAINABILITY GOAL

ACHIEVE SUSTAINABILITY BALANCE, TOGETHER, BY **ALIGNING OUR SUPPLY CHAIN**

with our 2030 sustainability vision and goals.



**SUPPLY CHAIN SUSTAINABILITY**





## 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 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.

## SUPPLIER SCREENING

O-I has partnered with EcoVadis to better monitor our supplier's sustainability performance and facilitate our supplier assessment. **By the end of 2022, 48% of our in-scope, critical, and strategic spend suppliers had been assessed by EcoVadis**, an increase from the 17% in 2021. To gain more coverage we plan to expand the scope in 2023 to additional procurement categories and to the full spend by 2025.



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



↑ **4% increase from 2021**

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 defined several main topics we will focus on 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, Strategic Sourcing Process, and Contracts.

**A sustainable procurement training program was rolled out to all procurement employees** in 2022 and will continue with additional training in 2023. This training is now also part of the onboarding process for new procurement employees.

During 2022, we performed a procurement maturity review with EcoVadis to find and define our opportunities for improvement. Based on the findings we have created a Sustainable Procurement Roadmap, which has been validated and approved by the Procurement Leadership Team.

## SUPPLIER SUSTAINABILITY PERFORMANCE

As part of our Sustainable Procurement Roadmap, our sourcing process is now considering supplier sustainability performance as one of the performance criteria. Supplier sustainability performance is defined against the Supplier Guiding Principles, which will be aligned with EcoVadis reporting criteria.

Our supplier relationship management program will be enabled by a new Source2Pay 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 enterprise (MWBE). The concept will be fully functional after 2023.

We have also defined a sustainable procurement clause that will be present in our contracts and purchasing general terms and conditions. The clause will be also used in our Source2Pay platform.

# I 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 3,500 active patents/patent applications (Utility and Design) worldwide, we remain on the leading edge of innovation and 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.

## O-I'S SUSTAINABILITY GOAL

### REINVENT AND REIMAGINE GLASS-MAKING SO THE CIRCULARITY OF GLASS MEETS

the potential of our MAGMA melting technology, low-carbon alternative fuels, and light-weighted glass packaging.



**R&D**  
**TRANSFORMATION**



# MAGMA



## MAGMA

MAGMA (or Modular Advanced Glass Manufacturing Asset) is an O-I proprietary innovation that is reimagining how glass is made and that we believe will transform the glass-making business model. This revolutionary, flexible, modular glass production system will allow us to reduce O-I's environmental footprint, – and that of our customers. It is smaller and constructed using more sustainable methods and materials. It deploys advanced technologies, enables ULTRA light-weighting potential, possesses on-off capability, and has the potential to be co-located at customer facilities. MAGMA is expected to set new standards in glass manufacturing, allowing us to use renewable sources of energy and more recycled content, while reducing greenhouse gas emissions and waste.

MAGMA is not a blue-sky concept. We have operated and tested a MAGMA prototype unit in our Innovation Center in Perrysburg, Ohio since 2015, a pilot unit in Streator, Illinois since 2018, and our first full-scale MAGMA production line in Holzminden, Germany since 2021. The advancements continued in 2022 with the announcement of our first MAGMA greenfield plant, which will be built in Bowling Green, Kentucky, and is expected to begin operations in 2024. The first line in Kentucky is expected to use renewable energy, an advanced recycled content system, and efficient utilities and facilities infrastructure.

In 2022, the MAGMA team pursued sustainability progress focused on increasing energy efficiency, reducing greenhouse gas emissions, expanding recycled content, advancing container lightweighting, water conservation and reuse, and employee sustainability training. Specific technology developments were initiated around waste heat recovery, advanced digitalization, and the ability to utilize low-carbon fuels and hydrogen.

# ULTRA

One of our ongoing initiatives is to find ways to consistently create lighter-weight glass packaging without compromising our high standards for strength and quality. Lightweighting makes glass packaging even more sustainable by reducing impacts from production (raw materials and energy), transportation, and emissions. Through our glass container lightweighting program, known internally as ULTRA, we are working towards step changes in weight reduction. **ULTRA's goal is to reduce the weight of glass packaging by up to 30% by 2025 without decreasing performance.**

Through advanced modeling tools, ULTRA promotes lightweighting by preemptively solving downstream product issues while still in the concept and design stage. The team now uses these advanced modeling tools on all new product development projects around the world. A dashboard is used to track and visualize progress by combining lightweighting and performance information with real-time production numbers to display cumulative, estimated sustainability metrics for O-I and our customers. Using such technologies and modernized processes, ULTRA facilitates partnership with customers in the lightweighting process by providing quantifiable results of estimated sustainability impacts. In 2022, a pilot was conducted in Colombia in partnership with a customer utilizing ULTRA technologies that resulted in a 7.4% lightweighting.



## DURING 2022, OUR COLLECTIVE LIGHTWEIGHTING EFFORTS SAVED:



**About 5,000 tons of glass** (roughly equivalent to 16.2M beer bottles)



**Nearly 5,600 MWh of energy**



**Over 3,900 tons of CO<sub>2</sub>**, equivalent to taking nearly 850 gasoline-powered passenger vehicles off the roads for one year<sup>2</sup>

<sup>2</sup>EPA, Greenhouse Gas Equivalencies Calculator

## INTERNATIONAL YEAR OF GLASS

The United Nations General Assembly formally declared 2022 as the International Year of Glass (IYOG), celebrating the heritage of glass and its role in modern life, our global society, and the future. The International Commission on Glass Steering Committee hosted a variety of events to raise the profile of glass around the world. The importance of glass was highlighted within disciplines such as science, manufacturing, art, culture, and history.

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**“Shining a global spotlight on glass aligns with our journey to become the most innovative, sustainable, chosen supplier of brand-building packaging solutions.”**

—Andres Lopez, CEO (He/Him)

O-I worked with our global communities and association partners to promote the benefits of glass packaging. Throughout 2022, we shared stories through social media and encouraged others to do the same using hashtags #IYOG2022 and #chooseglass. We took our message to events throughout the year and took part in the Toledo International Year of Glass Committee.

During the IYOG, the O-I Charities Foundation partnered with the Imagination Station and several other organizations in the Toledo area to break the [Guinness World Record](#) of the most glass bottles collected for recycling in one hour. About 9.5 tons of glass were collected, shattering the previous record with nearly four times the amount of glass.

The IYOG and its events presented unique opportunities for global-level innovation to spark new connections, collaboration, and ideas that might not have occurred otherwise. For instance, O-I engaged in discussion with local lawmakers at such events, prompting an invitation for O-I representatives to visit the U.S. Congress in Washington DC, and a visit from those lawmakers to the O-I headquarters.

Cross-discipline collaboration was also a product of the connections achieved during the IYOG. At the National Day of Glass conference in Washington DC, an idea was formed to bring glass scientists and artists together for a workshop to experiment with glass in a creative, hands-on environment. The resulting workshop brought together people with diverse career backgrounds to explore the possibilities of glass and find transformative new perspectives on their common medium. Such collaborations have the potential to provide innovative, sustainable solutions to the complex problems of today and tomorrow.

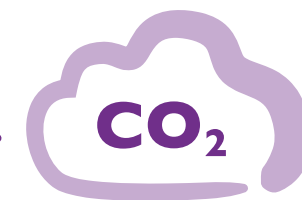
# RECYCLED CONTENT

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>3</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 by 5%.<sup>4</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.

O-I is taking a holistic approach to increase recycled content across our global network. We have set a goal of increasing recycled content to a 50% global average by 2030. Globally, our **glass products contained an average of 38% cullet** by tons packed in 2022. In Europe, we have produced containers made of up to 100% recycled glass. O-I holds the [patent on a bottle made from 100% cullet](#).



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



Every **10%** of recycled glass reduces emissions by **5%**

Watch Video

## O-I'S SUSTAINABILITY GOAL

**INCREASE RECYCLED CONTENT TO 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.



**50% TARGET**



# 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 achieve 100% availability of glass recycling in the communities where we operate. 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 to improve its quality and enable higher cullet usage in our furnaces.



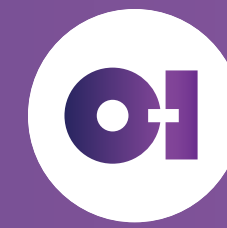
## OTHER INDUSTRIES

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. A current partnership successfully recycles end-of-life solar panels into high-quality cullet.



## PROCESSING

O-I is actively investing in partnerships and ownership of cullet processing. In May 2022, O-I acquired a facility in Colorado that was rebranded as Glass to Glass Denver and will provide nearby plants with a reliable stream of nearly 40,000 tons of cullet annually. Denver joins O-I's other processing operations, Glass to Glass Portland (Oregon) and O-I PROMAPI in Mexico. We are also joint partners of the Julia Vitrum Cullet Treatment plant in Italy.



## O-I OPERATIONS

We are enhancing our processes to enable the use of more recycled content and fewer raw 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 2022, over \$2 million was invested in North America alone.





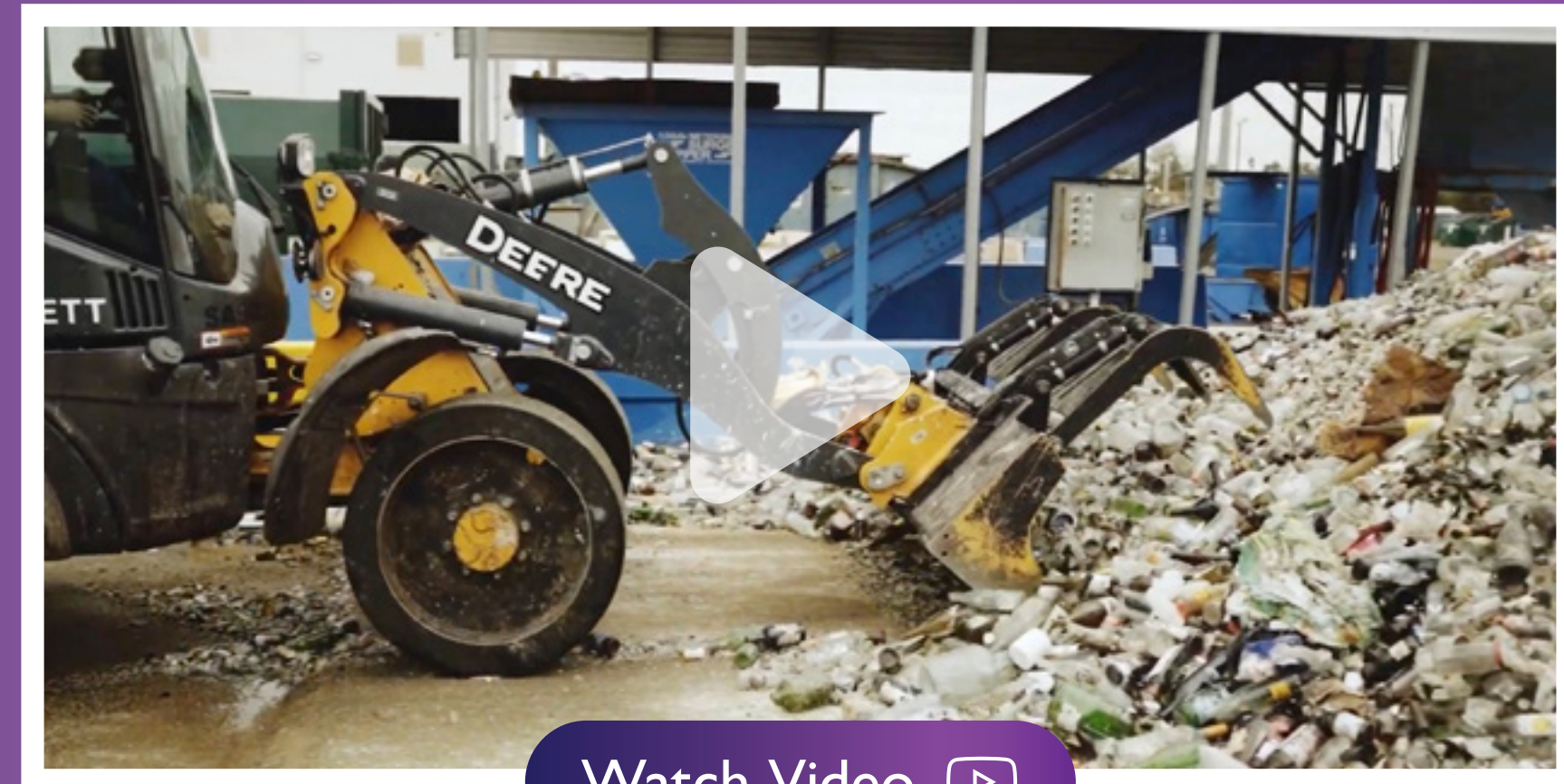
## COMMUNITIES

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 at least 30 tons of glass from landfills per year. Twenty-seven collection sites have been created in 2022 as part of seven community recycling programs.

Of these, five are Glass4Good™ programs, which are specific to our plant communities and work to convert recycled glass into charitable donations for our communities. In 2022, Glass4Good™ donated over \$19,500 to United Way and collected 250 tons of glass, creating a positive impact on the environment by saving over 280 tons of raw materials, over 80 metric tons of CO<sub>2</sub>, and the equivalent energy use of 10 homes for a year.



Through our partnerships, we are empowering communities to join the circular economy.



Watch Video

The partnership between the City of McAllen, Texas, and our plant in Monterrey, Mexico – about a 3-hour drive – is a great example of creativity and the collaborative new relationships we’re building to enable recycled glass to stay in the manufacturing stream. McAllen has been a leader in glass recycling in their region, but after partnering with O-I in 2021 the city has seen a significant increase in the amount of glass recycling. Already, over 140 tons of glass have been recycled.



## 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 2022, O-I engaged in 53 of these closed-loop programs across the globe, resulting in more than 100,000 tons of glass kept in the circular system.

- O-I partnered with customer Pernod Ricard, the City of Waco, and non-profit organization Keep Waco Beautiful to launch a community recycling initiative collecting glass from residents of Waco, Texas, at various sites around the city. The initiative is part of O-I's Glass4Good™ program, supporting the United Way of Waco-McLennan County with donations to fund programs that help advance the health, financial stability, education, and safety of Waco residents.



## 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 and facilitate 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 maximizing 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 the areas of education, arts and culture, environment, and the basic needs of our local communities.



## O-I'S SUSTAINABILITY GOAL

WE SEE TREMENDOUS OPPORTUNITY TO **POSITIVELY IMPACT THE PLANET AND COMMUNITIES WHERE WE OPERATE.**

We will collaborate with customers, NGOs, suppliers and local leaders with an aim to make glass recycling available in 100% of our locations.



**SOCIAL  
IMPACT**



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 America plants, **Foundation giving totaled over \$1,826,000 in 2022**. Independent of the O-I Charities Foundation, nearly **\$1.6 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 24,000 employees.

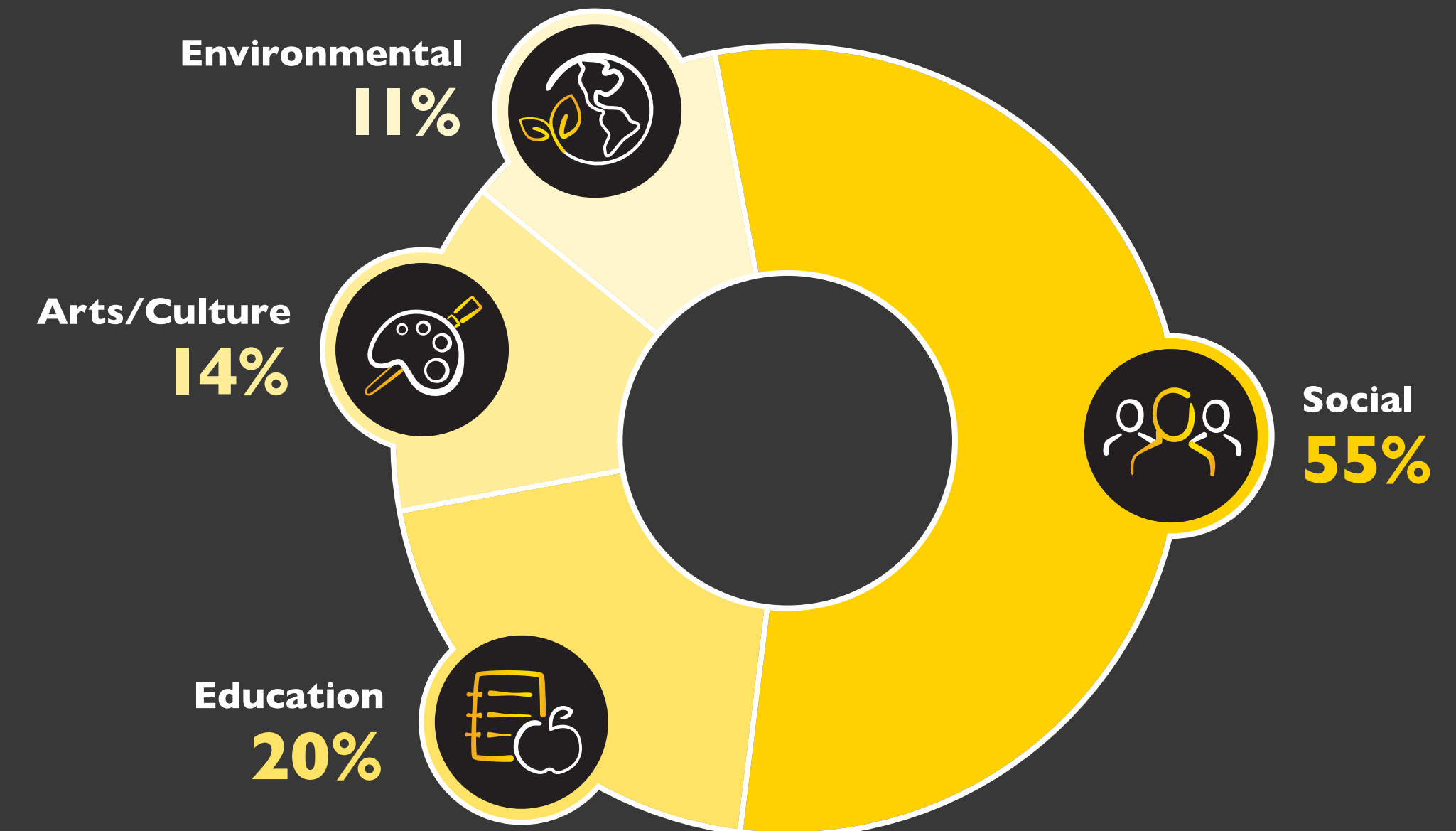
In 2022, our global engagement strategy continued to take shape and follow trends in corporate philanthropy and community engagement. A global social engagement network was identified to expand our vision on a wider scale, allowing us to increase the use of our qualitative data in the form of personal

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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)

## 2022 Foundation Giving



stories and shared experiences. Our network will help us identify the needs in all of our communities so that we can be sure that we have opportunities to get involved and make an impact where it's needed most.

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





# 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 2022, we had 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, leverage those relationships to improve local recycling, and use this to generate donations to local United Way affiliates. Our partnerships with United Way enable us to use their knowledge of the local needs to maximize the impact of our donations, ensuring we are making meaningful and positive impacts.



## COMMUNITY RECYCLING PROGRAM EXPANSION

<b>Location</b> 	<b>Collection Sites</b> 	<b>Tons of Glass Collected</b> 	<b>Donation to Local United Way</b> 
<b>Jefferson County</b> <b>PENNSYLVANIA</b>	<b>14</b>	<b>87</b>	<b>\$6,000</b> Dubois Area United Way
<b>City of Danville</b> <b>VIRGINIA</b>	<b>4</b>	<b>57</b>	<b>\$5,000</b> United Way of Danville-Pittsylvania County
<b>James City County</b> <b>VIRGINIA</b>	<b>3</b>	<b>84</b>	<b>\$5,250</b> United Way of the Virginia Peninsula
<b>City of Greeley</b> <b>COLORADO</b>	<b>2</b>	<b>22</b>	<b>\$3,200</b> United Way of Weld County
<b>City of Waco</b> <b>TEXAS</b>	<b>3*</b>	<b>89*</b>	<b>NEWLY LAUNCHED</b> November 2022 *As of Feb 2023

**O-I BJC Malaysia's Glass Ambassador program educates the public on the benefits of using and recycling glass.** The program launched its first student competition for glass bottle recycling in 2022, focused on reducing landfill waste by increasing public awareness. To encourage community involvement, O-I BJC Malaysia has supplied the 30 primary schools with recycling bin facilities and offering cash prizes as incentives. The contest incorporated sustainability educational elements with the application of STEM concepts and project-based learning.



## LOCAL AND GLOBAL **IMPACT INITIATIVES**



**The Good Neighbor program** out of our **Andean Region**, invested over **\$30,000** to support our plant communities in Peru, Ecuador, and Colombia. O-I employees participated in several volunteer initiatives to support their communities and overall quality of life. Initiatives included providing educational supplies and resources to local schools, improving wastewater and sanitation, restoration of a local fire station and park, and support of local recyclers.



In 2022, together with the **O-I Charities Foundation**, employees from **12 countries** raised **\$75,000** for the Red Cross to support humanitarian efforts in Ukraine.



**In Holzminden, Germany**, members of the fire department at our plant went beyond these financial donations to organize a **donation drive to help firefighters and first responders in East Ukraine**. The team connected with a Ukrainian firefighter to create a list of materials urgently needed. Neighboring fire departments in the region were called for help, including O-I's fire department at the Rinteln plant. Together, they collected enough materials to fill a semi-truck: helmets, jackets, trousers, boots, gloves, hoses, fittings, foam agent, hydraulic rescue equipment, pumps, emergency generators, first-aid kits, and much more. O-I Germany coordinated transportation of the materials from Germany to O-I's facility in Jaroslaw, Poland, which will then be sent to aid fire departments and rescue teams in Kharkiv.

# 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 include an elevated focus on ensuring we continue to create a diverse, equitable, and inclusive work environment.

## O-I'S SUSTAINABILITY GOAL

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.



**DIVERSITY,  
EQUITY & INCLUSION**

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.

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 selves to work, and are treated fairly and respectfully. And **equity** as *having equal access* to opportunities and resources. Each element is imperative to allow our people to contribute fully to the organization's success.





We have created a **DE&I Roadmap** in 2021 to provide a path for continued development toward an even stronger culture. In 2022, we continued following our roadmap to maintain progress. This includes training with our executive team that will be cascaded throughout the organization. Our goal is to continue to create awareness and shared accountability for creating a diverse and inclusive workplace. Our leaders are actively involved in creating diversity awareness and adherence to DE&I policies and practices. Our grassroots efforts continue to build momentum and are supported by our leaders. We intend to continue and expand this Roadmap as our program matures.



## EMPLOYEE RESOURCE GROUPS (ERGS)

To promote the culture of DE&I, we encourage our employees to create and govern 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.

## Current Employee Resource Groups



### BRAZIL | AFROGLASS

Promote equity environment from the racial standpoint: awareness and education of structural issues. Hire, develop, and promote for opex and leadership representativeness. Make Black voices heard.



### BRAZIL | GENERATIONS EXPRESSION

Promote sharing and learning culture between multiple generations to reduce conflict and leverage the best of each generation.



### BRAZIL | PRIDE GLASS

Educate for a safe, respectful, and healthy place for LGBTQ+ people to express their individuality. Improve representation and opportunities. Support community actions and executive leaders' commitment to LGBTQ+ rights.



### BRAZIL | UNLIMITED

Promote awareness, information, and education about people with disabilities, prepare other employees so that they can promote inclusion, aiming to go beyond the mandatory quotas by law.



### BRAZIL | WOMEN

Improve gender equity, provide opportunities for people to develop themselves and evolve in their careers independently of their gender. Work on projects to minimize historical society stereotypes related to men's and women's roles and responsibilities at their jobs and families.



### INDONESIA | WEN

The Mission of the Women Empowerment Network (WEN) ERG is to be a strategic partner with O-I to promote a culture of diversity and inclusion through continual learning. WEN aims to play a big part in reaching out to all of our fellow women employees and helping them to be the future women leaders in O-I through mentorship.



### U.S. | UNBOTTLED PRIDE

Educate, raise awareness, and share information about issues that affect LGBTQ+ community and allies; provide professional development, networking, volunteering, and appreciation/recognition opportunities; improve and promote diversity, equity, inclusion, and belonging; and offer a forum in which concerns and accomplishments can be made known.

In 2022, AfroGlass hosted a celebration for **Black Awareness Day in Brazil**. They organized their first Black Exposition for O-I employees and guests, which included exhibitors, musical artists, a poet, graffiti, and food. The event was a milestone that engaged people across all functions. In North America, Unbottled Pride worked to make O-I a more inclusive and equitable place for those in the LGBTQ+ community by creating an inclusive employee benefits guide to share with leaders, and a guide on transition as a resource for all O-I employees. The group also participated in local Pride events for the first time.



## Fast-Tracking Gender Diversity

We seek to attract and retain individuals regardless of gender. As part of this commitment, we strive to increase female representation by sourcing high-caliber female talent and creating robust development and retention plans for current female employees. To advance this goal, we have implemented a process and initiatives targeting the recruitment and career development of female employees. In 2022, our performance in this area showed improvement for women in leadership roles, increasing female hires, and decreasing turnover of female employees. O-I is consciously working to attract and advance female talent into plant and company leadership through our Graduate Development Programs. Females made up 34% of our program participants in 2022. We also celebrated Andrea Caceres, Plant Manager, for being selected as a 2023 Women MAKE America honoree by the Manufacturing Institute.

Global Female Representation in 2022	YOY Change in Representation Rates
Hires	6%
Promotions	-5%
Turnover	-1%
Global Leadership Team & Senior Leadership Community	9%

# 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.

## O-I'S SUSTAINABILITY GOAL

As part of our journey toward **zero injuries** we are committed to a

**50% IMPROVEMENT** OF  
OUR TOTAL RECORDABLE  
INCIDENT RATE (**TRIR**)  
BY 2030.



**ZERO  
INJURIES**





## O-I CARES

O-I CARES (Collective Active Role for Employee Safety) is a purpose-driven initiative that works to build on our strong safety culture by focusing on actively demonstrating care for others. Globally, it highlights how each and every one of us is accountable for safety – which translates into actively caring for people in everything we do. Our concept of **“actively caring”** means a workforce effort to ensure everyone is attentive to their own safety and also the well-being and safety of everyone working around them. We are creating practices and corresponding messaging that represent a mindset change. It defines how we will operate and drives safety as a non-negotiable core value for running our business.

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**“With a focus on total worker health, our efforts around O-I CARES must guide every decision we make. At the end of the day we want our teams to be better team members, community members, and family members because they work at O-I.”**

—Michael Berakis, Global Health and Safety Director

## MYSAFETYMATTERS

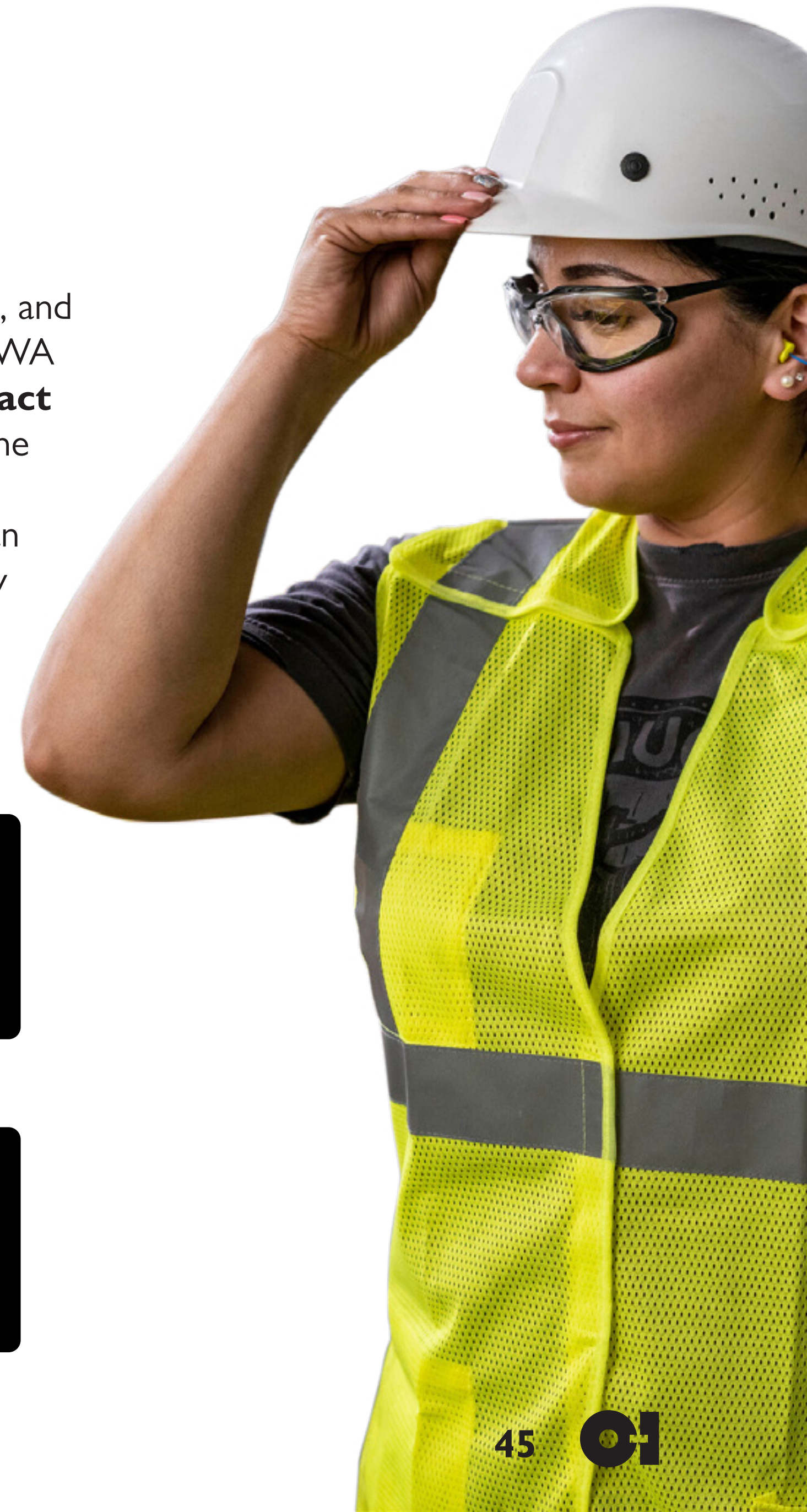
During 2022, O-I and its leaders committed to taking bold action against safety incidents. The company instituted **MySafetyMatters**, an in-person, two-way, peer-to-peer conversation with the entirety of each plant. To enable the discussion and reinforce the message, we **stopped production and gathered 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 was designed to send an uncompromising signal to employees in each and every plant across the globe: what matters most is people's lives!**

The program was rolled out to nearly every plant in 2022 and the company is repeating the exercise in 2023 with the commitment that it will reach each plant and each worker.

## 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 is a program designed to provide **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 such activity. 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 our zero-incident goal. The EHS Walks & Talks program engages employees at all levels of the company to initiate impromptu safety discussions in a specific work area or department. As part of these discussions, employees can 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 2022, O-I performed about **86,000 Walks & Talks**.



# 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), and Serious Incident Actual (SI-A), Hazard Identification, and Walks & Talks. Tracking the severity of incidents along with Total Recordable Incident Rate (TRIR) allows us to more accurately interpret how current behaviors affect EHS in our workplace so we might identify risks and opportunities and create or change practices to meet company-wide goals. Our EHS Improvement Plan creates trackability and visibility of operations-owned tasks. We reached a 94% completion rate in 2022, a 2% increase from the previous year.

## LEADING INDICATORS

GLOBAL INDICATOR	YOY CHANGE	
TRIR	-20%	<p><b>Hazard Identification and Walks &amp; Talks</b> experienced a decrease in 2022 as the O-I EHS team <b>focused on developing</b> their <b>quality as leading indicators</b>. Their efforts were devoted to moving these measures beyond creating awareness, to prompting positive changes backed by the required resources. By bringing help, not more work, to our people these programs can empower operators to problem solve.</p>
SI-P	-14%	
SI-A	-55%	
Haz Identification	-11%	
Walks & Talks	-17%	



# 2023 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 they adhere to GRI, SASB, and TCFD reporting frameworks by viewing our [2023 Sustainability Reporting Indexes](#). O-I Glass has reported the information cited in the GRI content index for the period 1 January 2022 – 31 December 2022 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,” 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, 2022 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 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, 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.