

## **O-I Glass, Inc. Compensation and Talent Development Committee Charter**

### **Function**

The Compensation and Talent Development Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) to discharge the Board’s responsibilities relating to compensation of the executives and directors of O-I Glass, Inc. (the “Company”).

### **Membership**

The Committee shall be composed of at least three directors, each of whom is determined by the Board to be “independent” under the listing standards of the New York Stock Exchange (“NYSE”). In addition, each Committee member shall be a “non-employee director” as defined by Rule 16b-3 under the Securities Exchange Act of 1934. The members of the Committee shall be appointed by the Board and shall serve until such member’s successor is duly elected and qualified or until such member’s earlier resignation or removal. The members of the Committee may be removed, with or without cause, by a majority vote of the Board.

### **Chair**

Unless a Chair is elected by the Board, the members of the Committee shall designate a Chair by majority vote of the full Committee membership. The Chair will lead all regular sessions of the Committee and set the agendas for Committee meetings.

### **Meetings**

The Committee shall meet at least two times annually, or more frequently as circumstances dictate. The Chairman of the Board or any member of the Committee may call meetings of the Committee. All meetings of the Committee may be held in-person, by videoconference or telephonically.

As part of its review and establishment of the performance criteria and compensation of designated key executives, the Committee should meet separately at least on an annual basis with the Chief Executive Officer (“CEO”) and any other corporate officers as it deems appropriate. However, the Committee should meet regularly without such officers present, and in all cases such officers shall not be present at meetings at which their performance and compensation are being discussed and determined.

## Purpose and Responsibilities

The Committee, to the extent it deems necessary or appropriate, will:

1. Establish and review the overall compensation philosophy of the Company.
2. Review and adopt, or recommend to the Board for adoption, and oversee and administer the Company's compliance with, any Company clawback or compensation recovery policy (including any such policy required by applicable SEC and NYSE rules).
3. Review and adopt, or recommend to the Board for adoption, and oversee compliance with, the Company's stock ownership guidelines, consult with management regarding labor relations and human resources strategies, approve compensation contracts with the Company's executive officers beyond the CEO, and assess whether the Company's current compensation policies encourage excessive risk-taking.
4. Review and approve the Company's goals and objectives relevant to compensation of the CEO and other executive officers, review the Board's evaluation of the performance of the CEO and the CEO's evaluation of the performance of the other executive officers in light of those goals and objectives, and determine and approve the compensation level of the Company's executive officers (other than the CEO) and recommend to the Board for approval the compensation level of the CEO based on this review (either alone or, if directed by the Board, in conjunction with the majority of the independent directors (within the meaning of the listing standards of the NYSE) on the Board).
5. Consider the Company's performance, relative shareholder return and other relevant metrics, the value of similar incentive awards to CEOs at comparable companies, the awards given to the Company's CEO in past years and other factors deemed relevant when determining the long-term incentive component of the CEO's compensation.
6. Administer and make recommendations to the Board with respect to, or approve, non-CEO compensation arrangements, incentive compensation plans and equity-based plans.
7. Review and discuss, with management, the Compensation Discussion and Analysis and determine whether to recommend to the Board that it be included in the Company's annual proxy statement.
8. Prepare the annual Compensation Committee Report required under Regulation S-K.
9. Review and recommend to the Board, or approve, new and amendments to executive compensation, including deferred compensation, programs, and

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administer such programs.

10. Review and recommend to the Board the form and amount of compensation of, and compensation plans and programs for, directors.
11. Review and approve, or make recommendations to the Board regarding, any contracts or other transactions with the CEO, including consulting arrangements, employment contracts, change in control arrangements, and severance or termination arrangements.
12. Review and monitor the actions of the committees established by the Board as to compliance with their assigned responsibilities for the fiduciary aspects of the Company's ERISA-covered employee pension, profit sharing and benefit plans; review and monitor the employee pension, profit sharing and benefit plans with respect to the types and costs to the Company of the benefits provided; and to perform other non-fiduciary, settlor functions.
13. Oversee and review management succession planning and development for executive officers other than the CEO. Review and evaluate succession plans relating to key executive positions other than the CEO, including the availability of qualified replacements and planning for contingencies such as the departure, death or disability of key executives so that the Company has in place an emergency succession plan that addresses both interim and longer-term leadership for the Company. Make recommendations to the Board with respect to the adequacy of the succession and development plans for key executive officer positions other than the CEO.
14. Perform such other functions and have such other powers as may be necessary or convenient in the efficient discharging of the foregoing.

## **Structure and Operation**

The Committee may retain, oversee and terminate any compensation consultant, legal counsel or other adviser (each, an "Advisor") that the Committee believes in its sole discretion to be necessary or appropriate. The Committee may select or receive advice from any Advisor it prefers including ones that are not independent. Notwithstanding the foregoing, the Committee may select an Advisor only after taking into consideration all factors relevant to that person's independence from management in accordance with the standards of the NYSE. The Committee shall have the sole authority to appoint and oversee any Advisor and approve the Advisor's fees and other retention terms. The Company will provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any Advisor retained by the Committee.

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee of the Committee, subject to applicable law and the listing standards of NYSE. The Committee also has the authority to authorize, to the extent permitted by the applicable equity incentive plan and in accordance with applicable law, an officer of the Company to grant options or other equity-based compensation to officers (other than executive officers) and employees.

## : HONEST, PURE, ICONIC GLASS

The Committee will make regular reports to the Board and will propose any necessary action to the Board. The Committee will review and reassess the adequacy of this charter annually and recommend any proposed changes to the Board for approval. The Committee will annually evaluate the Committee's own performance.