

Global Diversity, Equity & Inclusion

2021 ANNUAL REPORT

Inclusive Culture. Diverse Talent. Inspired Innovation.



CORNING

Diversity, Equity & Inclusion at Corning

Diversity, equity, and inclusion are integral to Corning's belief in the fundamental dignity of The Individual – one of Corning's seven core Values. We are committed to providing an inclusive environment where all employees can thrive. This begins with an understanding that our global workforce consists of a rich mixture of diverse people. Diversity will continue to be a source of our strength as well as a competitive advantage.



“Corning remains fully committed to advancing our diversity, equity, and inclusion journey. Every day, we strive to learn, grow, and do better. It’s vital to our businesses, our people, and our communities.”

Wendell Weeks
Chairman and Chief Executive Officer

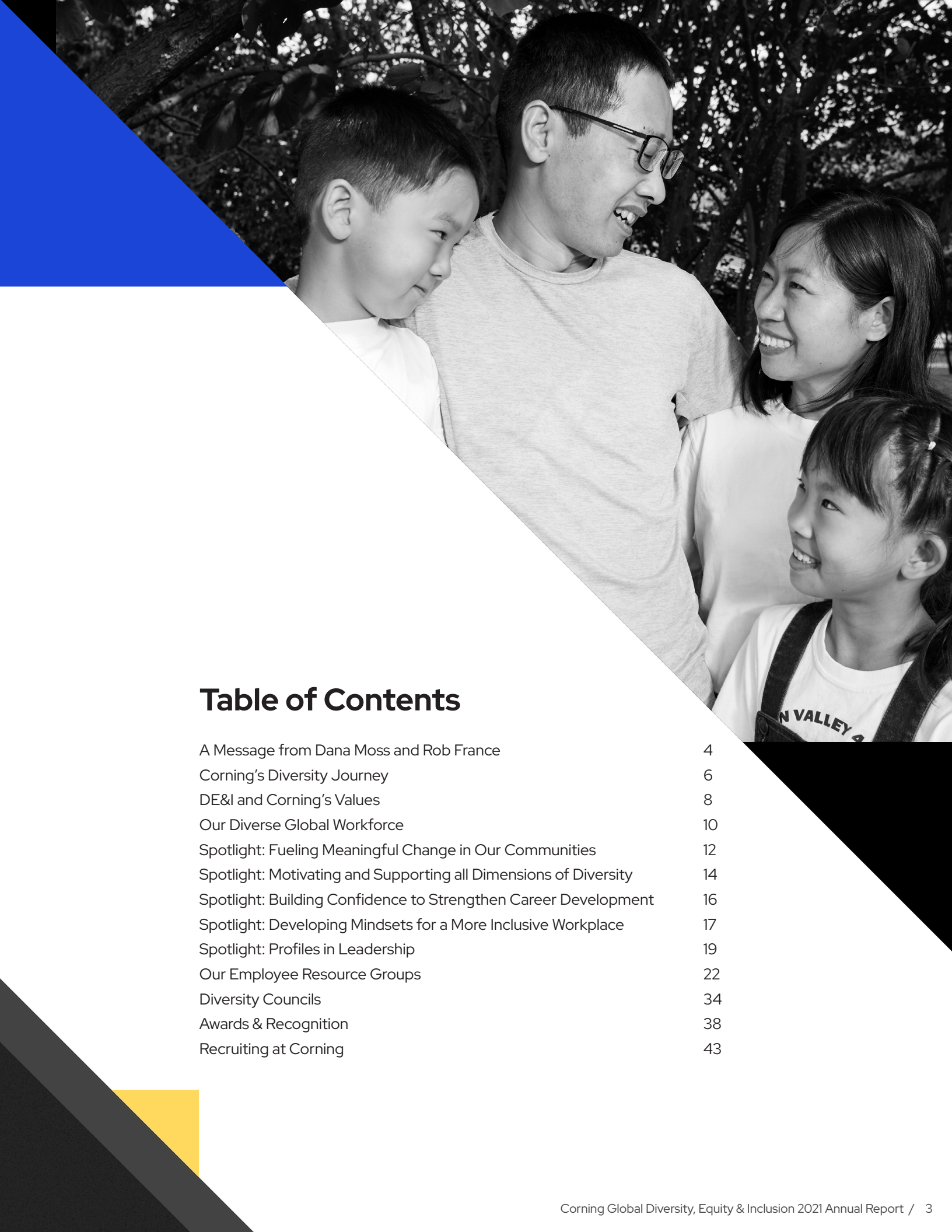


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A Message from Dana Moss and Rob France

Welcome to Corning's 2021 Diversity, Equity & Inclusion Annual Report

This is the 11th edition of this report, marking the second decade that Corning has shared our progress on diversity, equity, and inclusion (DE&I). We are delighted to provide an update on the tremendous work we have completed over the past year.

2021 was a year of change. Across the world, individuals, companies, and governments adjusted to evolving norms. The ongoing COVID-19 pandemic yet again forced us to ask new societal questions. Corning's Office of Global Diversity, Equity & Inclusion entered 2021 with incredible energy, challenging itself to invest in making meaningful, impactful changes at Corning and beyond.

Corning is committed to leading our people, businesses, and communities to an intuitive DE&I mindset. This is not just the right thing for us to do – it is also vital for our progress as a company. This approach drives representative leadership, creates opportunities for employees to grow and succeed, and ultimately supports an overall inclusive culture.

In each of our roles – as vice president and chief diversity, equity, and inclusion officer, and as the senior vice president of Human Resources – we are often asked if our efforts are working. Are we making a difference?

As you'll find in this year's report, the answer is "yes." By addressing the root causes of biases and inequities that may exist, we are focused on creating sustainable solutions that will continue to deliver results like those shared in this report for years to come. This is the impact we want to see. We have made significant progress over the past year, both in how we look inward, and in how we engage outside of Corning.



Dana Moss
Vice President and
Chief Diversity,
Equity &
Inclusion Officer



Rob France
Senior Vice
President,
Human Resources

2021 Highlights

Pay equity

We believe in equal pay for equal work. In 2021, we achieved 100% gender pay equity for our global salaried workforce. This is a significant corporate-wide milestone that built upon our prior success in achieving 100% gender pay equity in our seven largest countries. In the U.S., we continue to maintain minority vs. majority pay parity. We are proud of our work here and will sustain this important progress that ensures our people are paid equitably.

Diversity in leadership

Corning strives for diversity at all levels of the organization and believes that our leadership should reflect our employees, our customers, and our communities. Through diversity-driven succession planning and targeted talent development programs, our Corporate Management Group (top 240 leaders) is now 50% diverse, including women as well as ethnically and globally diverse talent. After welcoming two new directors to our board in 2021, Corning now has three Black directors and four women on its 15-person board. We remain committed to making progress in this area.

Developing women leaders

With DE&I front and center in all talent discussions, women now represent approximately a quarter of both our Corporate Management Group and corporate officers, more than ever before. But we can't stop there. We are focused on developing a strong, sustainable pipeline of female talent for leadership positions within our company. At Corning, growing our teams from within has always been one of our greatest strengths. Through programs such as those featured on pages 14-16, we are committed to developing and mentoring our future leaders.

We are proud of our people and achievements to date. The stories you will read in this report represent only a portion of work underway at Corning. For us, DE&I remains a journey, not an endpoint. Progress relies on our collective willingness to reflect on our work and to always strive for better. There is more work to do, and we will not rest. Corning remains committed to acting as a champion and leader within this space.

Racial equality

Supporting our communities and empowering the next generation of innovators, Corning understands that we have a role to play in driving change. 2021 saw us grow our partnership with historically Black colleges and universities (HBCUs) like North Carolina Agricultural and Technical State University. Our Office of Racial Equality and Social Unity (ORESU) also engaged with local communities to enhance public safety and create places where students of color can thrive. You can read more about the work our teams are doing here on page 12.

Employee engagement

More than 16,000 Corning employees shared their thoughts and feedback when we conducted our global DE&I survey in 2021. This information supports our action plans at a local level within our business groups and helps our leaders have honest discussions with our employees about what change looks like. Read about our global Unconscious Bias training initiative on page 17.

Global diversity

With 73% of Corning's workforce located outside the U.S., our DE&I efforts span the globe. Our DE&I team includes regional representatives who provide on-the-ground support and lead our local efforts. Whether through targeted talent development programs in Asia and EMEA or the creation of new diversity councils, like our new Central and Latin America Diversity Committee spotlighted on page 34, our businesses are able to drive DE&I initiatives that matter most for their locations while supporting corporate objectives.



Dana Moss
Vice President and
Chief Diversity, Equity &
Inclusion Officer



Rob France
Senior Vice President,
Human Resources

Corning's Diversity Journey

Corning made a formal commitment to diversity more than 50 years ago. What began in 1968 as a U.S.-centered, compliance-focused effort, today has grown into a celebration of diversity, equity, and inclusion on a global scale. Here are key milestones from our journey.

1968

- Formed Mirror Committee
- Created Quality in Action Teams

1970s

- Boomerang Program trained U.S. employees on EEOC guidelines and Affirmative Action compliance
- Began recruiting from HBCUs
- Completed study to establish HR Planning Framework with EEO emphasis
- Supported minority students in engineering and technology fields

1980s

- Introduced five-year EEO objectives
- Commissioned Black Progress and Women's Issues Corrective Action Teams
- Formed first ERGs:* BTN, CPWF, and SBP
- Launched diversity scholarship programs
- Appointed first Cultural Diversity Director
- Opened first Corning-sponsored day care center
- Supported Americans with Disabilities Act
- Received Catalyst Award (1988 & 1999)

1990s

- Established Chairman's Diversity Council
- Began Management Accountability program
- Formed Women in Manufacturing team
- Launched Lifeworks program
- Formed new ERGs:* EDGE, IPN, SPECTRA, and TCWN

2000s

- Established Global Diversity Office
- Created Diversity Network
- Launched Diversity in Leadership initiative
- Formed EMEA Diversity Council and Asia Talent Council
- Formed new ERGs:* BGC, CCA, CPN, MTE ALG, and NAC
- Corporate priorities include "Valuing The Individual"
- Launched Cultural Navigator tool and Efficacy of Leadership training
- Received numerous Women of Color STEM and Black Engineer of the Year awards
- Received Percy Julian Award (2006 & 2012)

*See pages 22-33 for details on our Employee Resource Groups.



2010s

- Achieved 100% pay parity between men and women, and minorities and whites in the U.S.; expanded program globally
- Increased diverse representation in the Senior Leadership Team, Corporate Management Group, and Board of Directors
- Increased Asian leadership in region from 40% to more than 90%
- Launched UP² Women's Initiative
- Scored 100 on the Corporate Equality Index and recognized by the Human Rights Campaign as a "Best Place to Work" (2005-2018)
- Signed the amicus brief supporting marriage equality in the U.S.
- Conducted Global Diversity Survey and defined new D&I Strategy
- Formed new ERGs:* ADAPT, APN, CFSN, CKC, C-VETS, and GLO
- Received numerous Women of Color STEM and Black Engineer of the Year awards
- Received AT&T Supplier Diversity Crystal Award (five times) and other supplier awards
- Awarded "Best Employers of Asian Pacific Americans" and "Best Company for Mentoring" by the Asia Society
- Received "Steps to Success" award from Disability Matters North America
- Named "Diversity Leader" by Profiles in Diversity Journal

2020s

- Created the Office of Racial Equality & Social Unity
- Formally incorporated "Equity" into the name of the Office of Global Diversity, Equity & Inclusion
- Achieved 100% gender pay equity for all salaried employees globally
- Formed Corning Black Employees Network (CBEN) ERG* through the unification of SBP, BGC, and BTN
- Rebranded CPWF ERG* into Corning Women's Partnership for Growth
- Scored 100 on the Disability Equality Index and recognized as a "Best Place to Work" by the American Association of People with Disabilities (Since 2018)
- Recognized as a Top Supporter of HBCUs (Since 2003)
- Scored a 90 or above on the Human Rights Campaign Corporate Equality Index (Since 2006)
- Launched a five-year partnership with North Carolina A&T State University

*See pages 22-33 for details on our Employee Resource Groups.



Diversity, Equity & Inclusion and Corning's Values

Corning's Values are the key to our business success, a source of pride and excitement for our employees, and the factor that ultimately sets us apart from our competitors. In short, we believe that how we do things is as important as what we do. The following statements express how diversity, equity, and inclusion are intrinsic to all seven Values.

Quality

Total Quality is the guiding principle of Corning's business life.

To deliver Total Quality, we need to understand, anticipate, and surpass the expectations of our customers. To truly accomplish that, our teams must reflect the dimensions of diversity embodied in our global customers and suppliers. We succeed when our diverse teams collaborate, continuously refine, and improve by learning from each other's experiences and by encouraging every individual to contribute fully.

Integrity

Integrity is the foundation of Corning's reputation.

As a company, we are committed to acting lawfully, ethically, and fairly, and to maintaining the trust of all our stakeholders. Individually, how we treat each other is intrinsic to our personal and professional integrity. As they relate to diversity, equity, inclusion, honesty, decency, and fairness, we mean we respect all people, include all people, and demonstrate with our actions every day that we are committed to welcoming each employee's whole self to the workplace.

Performance

Providing Corning shareholders a superior long-term return on their investment is a business imperative.

We recognize the proven business case that diversity, equity, and inclusion are key drivers of profitable growth and a positive return on investment. By welcoming diversity of thought and experience, treating employees equitably, and developing an inclusive culture where people feel encouraged to contribute, we are able to fully realize the competitive advantage of our people. And it is our people who have enabled our performance for 170 years.



*"We believe in all
seven, all around the
world, all the time."*

Wendell Weeks
Chairman and Chief
Executive Officer

Leadership

Corning is a leader, not a follower.

A focus on diversity, equity, and inclusion is essential in charting Corning's course for continued leadership in our markets and businesses. Within our company, our leaders recognize that it is only in embracing all of the dimensions of diversity at every organizational level and in sustaining an inclusive work culture that we will fully capitalize on the potential of our people.

Innovation

Corning leads primarily by technical innovation and shares a deep belief in the power of technology.

Very few companies can lay claim to a 170-year history of producing life-changing inventions. Corning's commitment to innovation is unwavering, and we know that successful global innovation depends on diversity of thought, experience, background, and the unique traits of individuals working in a collaborative, inclusive culture. We also know that from diverse talent come diverse ideas that drive the next great innovation.

Independence

Corning cherishes – and will defend – its corporate freedom.

We also respect and cherish the freedom of individuals to express themselves in an open, collaborative environment. When people are encouraged to engage in independent thought and invited to then share their ideas and collaborate, inspired and innovative products and services result.

The Individual

We know that, in the end, the commitment and contribution of all our employees will determine our success.

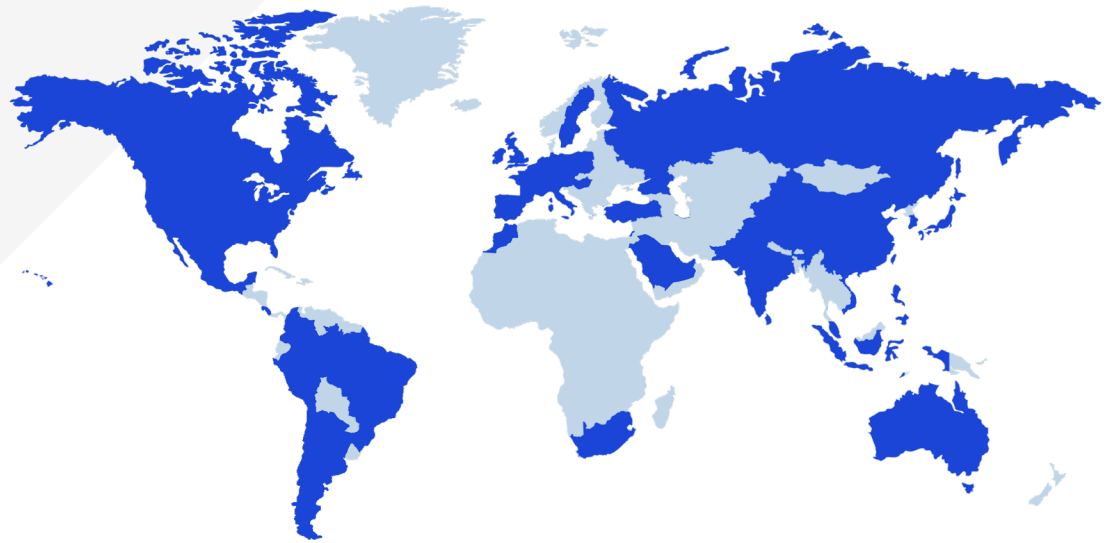
Corning believes in the fundamental dignity of the individual. Accordingly, we value the unique ability of each individual to contribute, and we intend that every employee shall have the opportunity to participate fully, to grow professionally, and to develop to his or her highest potential. The Individual is perhaps the distinguishing Value that helps set Corning apart as a desirable place to work.



Our Diverse Workforce 2021 Snapshot

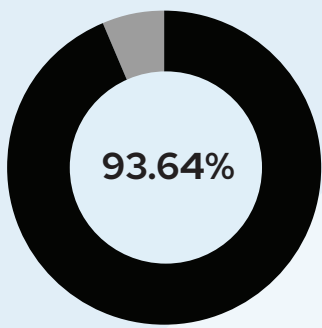
Total Global
Employee
Population
61,200

148 Locations. Employees in 44 Countries

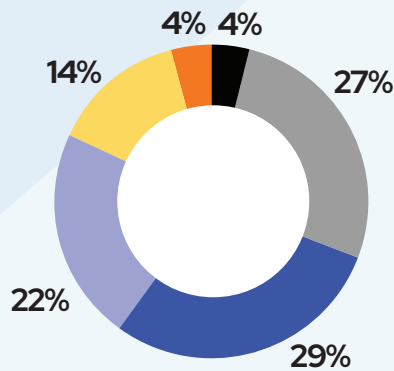


*Map location designations are approximate.

Global Employee Demographics

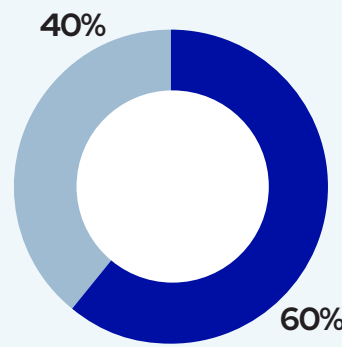


**GLOBAL SALARIED
EMPLOYEE RETENTION
RATE**



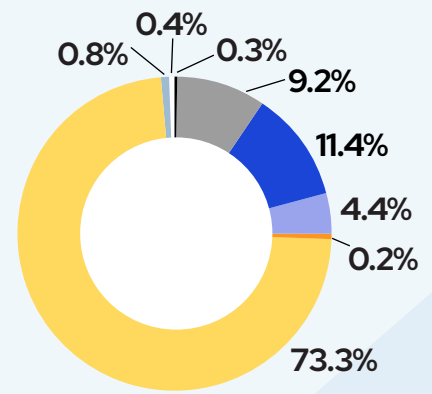
**GLOBAL EMPLOYEES
BY AGE**

- Under 20 yrs old
- 20-29 yrs old
- 30-39 yrs old
- 40-49 yrs old
- 50-59 yrs old
- 60+ yrs old



**GLOBAL EMPLOYEES
BY GENDER**

- Male
- Female



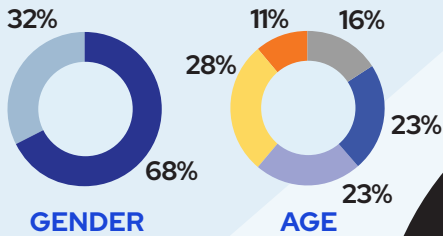
**U.S. EMPLOYEES
BY RACE**

- American Indian/Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White
- Two or More Races
- Not Disclosed

Global Distribution of Corning Employees

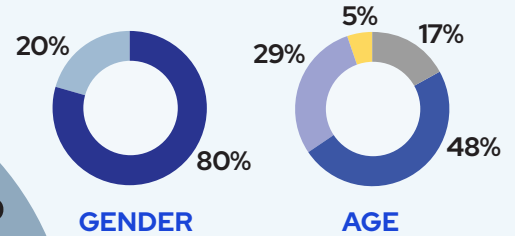
North America

Average Years of Service: 9



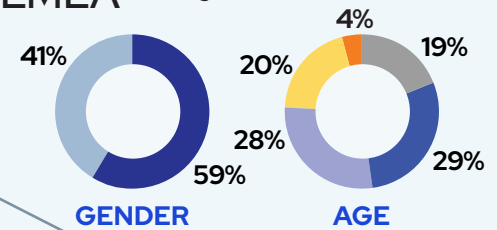
Asia Pacific

Average Years of Service: 7.1



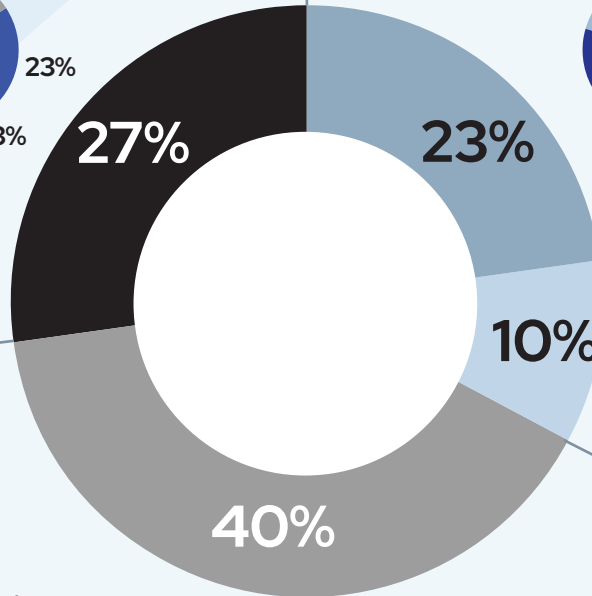
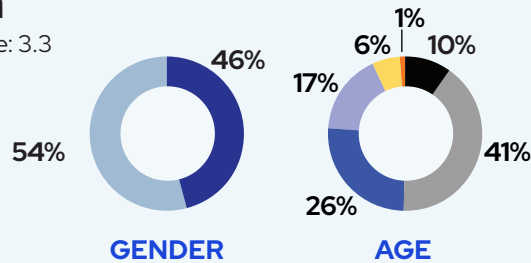
EMEA

Average Years of Service: 7.4



Latin America

Average Years of Service: 3.3



GENDER

Male Female

AGE

Under 20 yrs old 20-29 yrs old 30-39 yrs old
40-49 yrs old 50-59 yrs old 60+ yrs old

Pursuant to an agreement with shareholder Holy Land Principles, the following is a breakdown of the workforce of Corning's subsidiary MobileAccess, Inc. in Israel-Palestine. Executive/Senior Level Officials and Managers - Non-Arab 0, Arab 0; First/Mid-Level Officials and managers - Non-Arab 23, Arab 0; Professionals - Non-Arab 21, Arab 0; Technicians - Non-Arab 1, Arab 0; Sales Workers - Non-Arab 0, Arab 0; Administrative Support Workers - Non-Arab 0, Arab 0; Craftworkers - Non-Arab 0, Arab 0; Operatives - Non-Arab 0, Arab 0; Laborers and Helpers - Non-Arab 0, Arab 0; Service Workers - Non-Arab 0, Arab 0. The absence of Arab employees is due largely to MobileAccess Inc.'s size, geographic location, and specialized workforce.

The scope of this data is limited to those employees that we capture with certain HR systems. This figure covers approximately 96% of all employees globally. Due to rounding, some totals may not correspond with the sum of the separate figures.

Less than 100 employees did not identify gender.

Spotlight: Fueling Meaningful Change in Our Communities

Those at Corning know that driving social change is just as important as fueling progress through materials innovation. Corning's Office of Racial Equality and Social Unity (ORESU) demonstrates what is possible when we take action in our local communities.

Formed in 2020, ORESU leads Corning's coordinated efforts in diversity, equity, and inclusion and operates on three levels: company, community, and the U.S. "My group focuses on supporting underserved communities, where our work will have the biggest impact," said Dr. Millicent Ruffin, ORESU director of community affairs. "We concentrate on the pillars of education, community development, and economic growth."

In 2021, ORESU's initiatives showed the ways Corning's contributions can make a lasting impact.

North Carolina Agricultural and Technical State University

Corning kicked off a five-year partnership with North Carolina Agricultural and Technical State University, the United States' largest historically Black university, with a \$5.5 million gift to prepare students for careers in science, technology, engineering, and mathematics (STEM), business, and education.

"The A&T partnership was a Corning-wide effort, that extends beyond ORESU," Millicent said. "Our component is unique in that we decided to fund the College of Education. We believe to effectively encourage students of color to pursue STEM careers, we needed more teachers of color in STEM."

The funding goes toward students of color in elementary education and those working on their master's degrees. In 2021, ORESU supported eight undergraduate and four graduate students. In addition, ORESU sponsors internships for educators at the Freedom School, a summer program for elementary and middle school students studying science and math, with scholarship recipients serving as staff.

The Edge for Tomorrow Future Teachers Grant

The Edge for Tomorrow Future Teachers Grant was established to recruit and retain diverse teachers in Edgecombe County, North Carolina, the home of Corning's Tarboro facility. ORESU is funding three scholarships for future teachers who have committed to return to the county to teach in a local school.

Finger Lakes Youth Forum

ORESU created the Finger Lakes Youth Forum, which offers students in the Corning-Painted Post School District a safe space to discuss, share, and take action. Together, participants research and discuss socially relevant topics, exploring each other's varied perspectives and areas for problem-solving." This is an opportunity for students to learn that their voice has power," Millicent said. "They see that they can be change agents in their community."



Business Training Programs

To support and improve economic growth for Black-owned businesses in Chemung and Steuben counties around Corning's headquarters, ORESU funded training programs and helped several businesses apply for grants, create business plans, and even apply for a mortgage through a local credit union. Michele Johnson, ORESU community affairs project manager, said the significance of this cannot be overstated.

"My proudest moment in this job was when I learned that one of our business owners was buying his own building," Michele said. "We helped him create an accounting system, craft a business plan, and apply for a mortgage. He has owned a barbershop for 15 years and said he had received more assistance this past year than ever before, and now, he will own his own building."

Another local businessperson, who, with ORESU's support, won an award for their business plan and proposal and received a grant from the credit union, is opening a salon in 2022. "These are business owners who are doing what they love, and it is an honor to be able to help them," Michele said.

Public Safety Enhancements

When the Corning, New York, police department needed to develop a new strategy, ORESU provided a resource to lead the effort, guiding them through helpful tools and processes and providing a connection to the community. Corning even leveraged several of its Employee Resource Groups for listening sessions, where the department could hear first-hand how it was viewed in the community. In addition, ORESU sponsored body cameras and their first year of storage and maintenance.

"I grew up in the Corning, New York, area. So to see the impact we are able to have here and in the communities where Corning employees live and work is rewarding. What we are doing is meaningful, and it shows we can make systemic change." Michele said.

With such success in 2021, Millicent and Michele hope to continue these initiatives in 2022 and beyond.



"We started with several of the communities closest to us, and we have been able to form partnerships and relationships that are making a difference. When our communities thrive, so does Corning."

Dr. Millicent Ruffin
ORESU director of community affairs

Spotlight: Motivating and Supporting All Dimensions of Diversity

The benefits of a global and diverse workforce have been proven time and again. Different backgrounds and perspectives accelerate unique ideas, help attract and retain talent, and improve a company's financial performance. But in many regions and cultures, there are still challenges for employees.

"We believe gender diversity is a source of Corning's strength in Asia, and as an employer, it is incumbent upon us to continually improve the work environment for our employees."

John Zhang
senior vice president and general
manager, Corning Display Technologies



"In the Chinese culture, women have been more often positioned as a mom or wife rather than a successful businesswoman or industry expert," said Xinyi Chen, market intelligence manager at Corning Display Technologies. "In most of Asia, women generally take more responsibility for family, making it harder to fulfill career ambitions while maintaining a good work-life balance. Support and encouragement for women to develop their careers is very important."

Recognizing this need and the impact it could have on employees, Corning leaders in Asia launched a gender diversity and inclusion program, Rising Together, in 2021. Including initiatives around mentorship and networking, the program was established with four key objectives:

- ▶ Promote gender equality in hiring, pay, development, and retention.
- ▶ Support the development of women leaders and executives in Asia.
- ▶ Improve job satisfaction and facilitate career advancement for women in Asia.
- ▶ Enhance internal awareness of gender diversity and inclusion.

"Corning has a large and growing population of talented women across Asia, while the representation of women in senior leadership positions is relatively low," said John Zhang, senior vice president and general manager of Corning Display Technologies and sponsor of the program.

Mentoring was a key component of the Rising Together program in 2021. More than 90% of Asia-based Corporate Management Group (CMG) members volunteered to participate as mentors, collectively taking 80 mentees. During quarterly updates, the mentorship program consistently received positive feedback from both mentors and mentees, with approximately 90% of mentees saying they were able to apply learnings from the sessions to their work activities.

Sophie Cai, Display Program Management Office director, is co-leader of the program as well as a mentor. "As a career woman in Asia, I understand first-hand the challenges my fellow women are facing," she explained. "My own career development has benefited from the help and advice of other leaders, along with wisdom from books and self-reflection. I wanted to share what I've learned and support the development of the next generation of women leaders."

Xinyi, who participated in the program as a mentee, said the experience was invaluable. Her mentor provided practical suggestions and first-hand advice about improving performance, developing her career, and building leadership skills. She spread the word about the program by hosting mentee sharing sessions, where participants discussed how they could get the most out of the interactions with their mentors.

"The mentorship has helped me improve my skills and enhance my network," Xinyi said. "This is the most helpful program for my career development since joining Corning, and I know other mentees have also been able to achieve their objectives through the program."

Rising Together sponsors held networking events and forums in all regions, including activities such as online discussions, practical trainings and webinars, and cultural celebrations. More than 500 employees participated in activities across Asia and Australia in 2021.

Bhawna Singhal, India finance leader and co-regional champion of the program, leveraged Corning Women's Partnership for Growth (CWPG) chapters in her region to organize local activities. Together with Seh'ba Srivastava, president of CWPG India, she spearheaded a flagship program called Project Sandbox. The internal internship program aims to solve real business challenges while allowing participants to hone skills including leadership, strategy, presentation, and implementation. Through the program, Project Sandbox participants worked on four real-time business projects.

Another key project was the expansion of the mentorship program to include additional employees and the development of small-group networking opportunities. The group is currently working to launch the Speak Easy program, to support women in improving their presentation skills.

"Network forum events are important and help employees in so many ways," said Bhawna. "Participants are able to learn from each other's experiences, with a safe platform where they can practice their skills. The events improve visibility and create opportunities to acquire new skills."

In Japan, a series of events celebrating Women's Month included a career talk, panel discussion on work-life balance, and a seminar on assertive communication.

"We can directly feel the impact we are making on people," John said about the program's activities.

To build a baseline of gender equality perception and gather feedback that could be used in planning future initiatives, the Rising Together program also incorporated a gender equality survey. That data, in addition to focus groups and similar initiatives, will be used to hone the program's focus in the future.

With the success of the program in 2021, John said he expects the program will continue, making a greater impact for women across Asia in 2022 and beyond. Participants echo this statement.

"Motivating and enabling our talent to realize their full potential is important to Corning's success," said Sophie. "To live up to one's full potential gives life a higher altitude, greater sense of fulfillment, and more freedom. In addition to career development, this program also aims to enhance job satisfaction for women, making Corning a better workplace for them."

2021 International Women's Day Celebrations



Spotlight: Building Confidence to Strengthen Career Development

The EMEA Female Talent Pool is an early career development program designed to support fast-developing female talent. Through the program, participants can build confidence in their own skills and proactively plan their Corning careers.

“Think of your career as a bus,” says Peter Bieheim, learning and organizational development manager in Corning’s Europe, Middle East, and Africa (EMEA) region. You make the decision to get on the bus and which direction you’ll travel. You can get off the bus quickly or stay on for a longer journey, during which time you’ll likely meet a lot of other passengers. But the bus doesn’t always go fast, and your ride can get bumpy or even stuck, so it’s important to be open to a new route. Luckily, there are drivers – or, at Corning, career development programs – to help.

“As individuals, we have the ability to take charge of our own careers,” said Peter. But as an organization, it is important that we provide resources to help employees create their own personal career vision, understand options available to them, and achieve their professional goals. That is the vision of the EMEA Female Talent Pool.

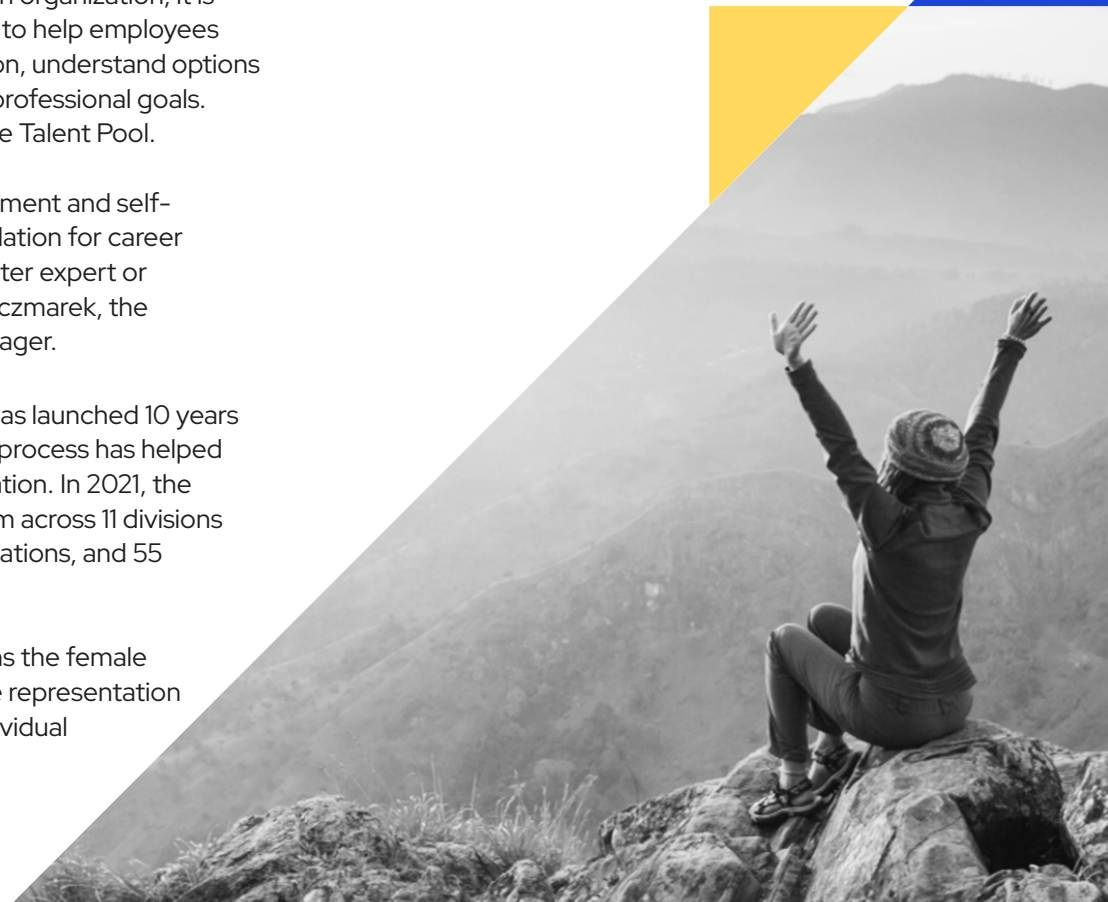
“The Talent Pool instills core management and self-management skills to form the foundation for career progression in either the subject matter expert or leadership area,” explained Sylwia Kaczmarek, the development program’s project manager.

The first EMEA Female Talent Pool was launched 10 years ago, and a continuous improvement process has helped sustain the program’s positive reputation. In 2021, the Talent Pool included participants from across 11 divisions in EMEA, covering 8 countries, 16 locations, and 55 participants.

For Corning, the program strengthens the female talent pipeline and helps improve the representation of women in both leadership and individual contributor roles.

“It allows us to identify talent and develop those employees in a more structured and intensive way,” Sylwia said. “Participants are able to network across functions, divisions, and countries, and they develop critical business skills easily transferrable to real-life business applications.”

Participants are also able to improve their sense of self, identifying their own personal values and individual career drivers while supporting Corning’s Values – specifically, The Individual.



Spotlight: Developing Mindsets for a More Inclusive Workplace

For employees to truly embrace diversity, equity, and inclusion, they must first be able to recognize and address any barriers. With this in mind, Corning developed and deployed resources across the company to drive toward a common language and collective accountability.

Having spent much of her 30-year career as a minority in fields dominated by men across the United Kingdom, Roshene McCool has seen – and experienced – the effects of unconscious bias.

“Often, there is a higher bar of excellence expected from women than men,” said Roshene, senior market and technology development manager for Corning Optical Fiber and Cable. “As an example, women are more likely to be questioned, especially in technical forums.”

Those effects, however, are most likely unintended.

Unconscious bias is a set of underlying attitudes and beliefs that affects our views, our actions, and our decision-making. In the workplace, unconscious bias can hinder a company’s ability to create a truly diverse and inclusive workforce and prevent employees from feeling comfortable enough to bring their whole selves to work, impacting employee morale and satisfaction, hiring and retention, and overall business performance.

“Unconscious bias is an important topic for all employees to understand,” said Xi Chen, plant human resources manager for Corning (Hainan) Optical Communications China. “It can unintentionally impact people when they make decisions, and, without that knowledge, we would be more likely to make wrong or unfair decisions regarding employees.”

In 2021, formal unconscious bias training was assigned to salaried employees across the globe. Available in 12 languages, the training explained how the pattern-making function of the brain results in unconscious biases for everyone, taught employees how to recognize various types of bias, and demonstrated how to make conscious



“There are people who think that if they have not experienced unconscious bias, it does not exist. Training is so important, because it gives people the information and time they need to identify biases in the workplace that they may not be able to identify otherwise. It is vital that we acknowledge the damaging impacts of unconscious bias.”



Roshene McCool
senior market and technology
development manager, Corning
Optical Fiber and Cable



choices to limit the impact of bias. Approximately 90% of salaried employees completed the training, and it remains available for those interested.

In addition to the formal unconscious bias training, Corning Workforce Development & Learning (WD&L) and the Office of Global Diversity, Equity & Inclusion introduced a variety of resources – including videos, eLearnings, and book summaries – on Intersections, Corning’s internal learning site centered on diversity-related themes. The site features a series of unconscious bias one-pagers that provides definitions, examples, and ways to address different types of bias.

“The resources are very helpful and will encourage our employees to learn more about the different types of bias,” Xi said. “When unconscious bias happens, it will become easier for us to recognize and correct.”

It is not only Corning employees who recognize the importance and impact of the resources. In September 2021, Harvard Business Review featured Corning for its “rigorous” unconscious bias programs that help employees “overcome denial and act on their awareness, develop the empathy that combats bias, diversify their networks, and commit to improvement.” The article highlighted the Collective Voices podcast series, in which employees and leaders discuss some of their personal experiences with

bias. The article notes, “Their vulnerability helps others examine their own biases.”

“We want every Corning employee to have the opportunity to do their best work, have their contributions valued and rewarded, and feel that they belong,” said Rebecca Nelson, who, as director of WD&L, leads Corning’s learning and development initiatives. “As we take steps to move closer to that goal, these resources help ensure that we all have a baseline understanding of what gets in the way of true equity and inclusion.”



Dana Moss, chief diversity, equity & inclusion officer, opens Corning unconscious bias training with an explanation of the topic and why it is important for all of us to recognize.



Spotlight: Profiles in Leadership

Corning strives for diversity at all levels of the organization and believes our leadership should reflect our employees, our customers, and our communities. With diversity, equity, and inclusion front and center in all talent discussions, we continued to make progress in increasing diversity in leadership in 2021. The following leaders represent some of those driving change across Corning.

Breaking down barriers through diverse perspectives



Dr. Kia Swan-Moore
associate chief medical officer

Dr. Kia Swan-Moore is no stranger to being unique. She's a medical professional with decades of experience supporting both patients and corporations, but there is often no one else in the room that looks like her. And while more diverse representation is critical to have, Kia says it is equally important that those across every organization embrace and act upon diverse perspectives.

"When you are trying to help people, which is the crux of what we do in the medical field, they need to trust you," said Kia, Corning's associate chief medical officer. "They need to feel like you are listening and that you understand them, even if your experiences are different. So, when you don't have those shared experiences, you have to rely on those around you to gain the perspective."

Kia's current responsibilities include operationalizing many of the goals of the Health Services team, including setting medical policies and procedures for Corning's global organization, improving record keeping through digitization, and supporting the proactive response to the COVID-19 pandemic. To support and gain alignment with such a broad range of locations, cultures, and employees, it is important to have the cultural awareness that can only come from learning from the lived experiences or perspectives of others.

"We can't dismiss or judge things just because they are different," she explained. "There are places where it is common for people in their 80s to work so they can contribute to the household. There are sometimes

challenges in working with different groups, but the effort to support them is well worth it. Putting these individuals and actions into context helps build an understanding of cultural expectations and has often made me better able to serve those I support.

"If you've lived your whole life one way – in a certain culture or place – how else can you gain an understanding of 'the other' if not from the perspectives of those who have lived it?"

The very definition of diversity is different across the globe, Kia said. "In Mexico and South America, for example, you don't see diversity and inclusion the same as we do in the U.S. There, diversity is more about ability than race."

In her career, Kia has seen examples of how a lack of diversity in leadership, employee population, and ideas can potentially lead to dissatisfaction and a reliance on the status quo. Conversely, inclusive organizations that are intentional about making sure diverse perspectives have a seat at the table can motivate employees to want to do better.

"Even without formal initiatives, leaders can make a difference," she said. "Whether it's a diverse leader providing a new view or a leader welcoming those views from others, that attitude is catching and filters down."

In her short time at Corning, Kia is excited by the company's efforts to increase diversity in leadership, which is producing results and driving change.

"Nobody is going to get it right every single time. It is intent that's important," she said. "The point is that within Corning, people throughout the organization are committed and engaged. It's a wonderful thing to see."

Seeing yourself in leadership



Sinue Gomez
business technology director,
Corning Pharmaceutical
Technologies

As a child, the concept of diversity – and certainly the idea that a person’s career could be influenced by it – didn’t mean that much to Sinue Gomez. Growing up in Venezuela, a culture where races had mixed since colonization, there was no “us” or “them,” Sinue said. She attended an all-girls school, and her mother, who was head of the household and an international business professional, had the same expectations for Sinue as she did for her brother.

Even after coming to the United States, earning her doctoral degree, and joining Corning, she never thought that much about diversity. It wasn’t until Sinue was recognized with the prestigious Women of Color Rising Star Award in 2008 that she really considered the importance of diversity in the workplace.

“I admit, I was more confused by the award than anything else,” Sinue said. “I never thought of the need to celebrate my abilities or accomplishments in science within the context of being a woman or a person of color. In my mind, I was a scientist like any other, and science has no gender or ethnicity.”

Currently the business technology director for Corning Pharmaceutical Technologies (CPT), Sinue is responsible for new product and process development across the business. And after more than 15 years with the company, she understands why diverse representation in leadership positions is so important.

“After receiving that award, I started to look around and really pay attention,” she said. “I realized that there were very few of ‘us,’ not only at Corning, but everywhere. When you don’t see yourself represented in senior leadership, it becomes hard to relate and feel like you have the same opportunities.

“You start to question if that is attainable for you.”

When you look at the benefits that diverse leaders bring to an organization, Sinue said, it doesn’t make business sense to exclude those perspectives.

“There are times even now where a woman on our business team will bring up a topic or make a point that the men in the room haven’t even considered,” she said. “The way you are brought up changes how you think, it gives you different perspectives and approaches that you need in business.

“And it’s not just gender or ethnic diversity that is important, you need representation from everyone.”

While it may seem slow at times, Sinue has seen progress over her years at Corning. There is more diversity in the leadership programs she attends, her staff group at CPT has strong ethnic and gender diversity, and there are metrics across the company to measure our progress.

“What gives me hope is that we are talking about it,” she said. “Now we are saying ‘OK, what do we need to do to keep improving in this area?’”

So how can each of us celebrate and recognize diverse perspectives? Sinue has a recommendation.

“By fostering and practicing allyship,” she said. “Since I was a little girl, I have been surrounded by allies – most of whom did not have the same diverse perspectives that I had. Those people believed I could succeed more than I believed, and they spoke up for me when it was needed.”

We can all practice allyship, she said, by seeking to understand others’ experiences, paying attention to how underrepresented groups are included in meetings, and speaking up when you see an issue.

“I think allyship is most powerful coming from a male counterpart, because when it comes from the majority, there is a bigger impact,” Sinue explained. “Others in that majority will think ‘If this person that looks like me is acting like this, maybe I should too.’”



Mike Bell
senior vice president and
general manager, Corning
Optical Communications

"If you can come to work and feel truly valued for who you are – no matter who you are – you can become more positive, more creative, and more effective," explains Mike Bell, senior vice president and general manager of Corning Optical Communications. "That starts with inclusion, and making sure employees understand that inclusion involves all ethnicities, genders, races, and backgrounds.

"If you start there, you'll get to diversity and equity."

As the leader of one of Corning's five key Market-Access Platforms, Mike understands the importance of diversity across his organization and is taking steps to ensure it extends to all levels.

"Diversity isn't just consistent with the Corning Values," he said. "It defines who Corning is. So when you look at the face of leadership and see that it doesn't reflect the organization's population, you have to acknowledge that and take steps to improve."

Across Optical Communications, that means taking an honest, steady, and measured approach to hiring and retention, evaluating and changing inputs and processes to reach a desired goal.

"The first step is to identify the problem but not try to rationalize and justify it," said Mike. "You have to acknowledge it and develop a well-thought-out plan to execute on the company's commitment to diversity. And you have to adjust your actions until you get to the right outcome.

"We continue to do this in our hiring, development, and retention efforts. For example, 'unbiasing' some of our processes, taking criteria out that might have a bias – often unintentional – that could inhibit the hiring or promotion of more diverse employees."

Diversity of thought and perspective at all levels, Mike explained, will sustain Corning and drive its success.

"Innovation comes from a place of creativity, and diversity feeds creativity," he said. "Progress isn't always a straight line, but it is necessary. As a global company, we recognize the value of diversity across the world and are committed to ensuring our workforce and leaders reflect that reality."

Mike has a personal appreciation for these diverse perspectives and explains how valuable they can be for all of us, especially those without the same challenges.

"When the George Floyd tragedy happened, there were several people I leaned on to understand perspectives," he said. "I had very difficult, but needed, conversations with colleagues that I'd never had before, and I learned a tremendous amount about racism and what my role as a change agent needed to be.

"Through their voices, I was able to find mine."

For his advocacy, commitment, and inspiration, Mike was awarded the Corning Black Employees Network's Champion Award in 2021. He was recognized for helping to review and implement tools to hire more diverse talent, updating policies to remove bias, and playing a key role in Corning's partnership with North Carolina A&T, the country's largest historically Black university.

Employee Resource Groups

Employee Resource Groups (ERGs) provide all employees – at every position, tenure, and location – opportunities to meet each other, network, and develop a sense of belonging. We proudly sponsor a variety of ERGs that represent vital employee interests and constituencies, all contributing to our success in unique and significant ways.

2021 Employee Resource Groups

ERGs provide an opportunity for employees to hold a leadership role outside of their current position. Employees are able to develop strategic skills while building an internal network and relationships with executive sponsors.

In a typical year, our ERGs engage in a variety of activities supporting their members, the Corning population, and our communities. For a second year, activities in 2021 were limited or impacted by the COVID-19 pandemic. However, our groups remained flexible and adapted to meet their objectives.



ADAPT
(Able and DisAbleD Partnering Together)



Administrative Professionals Network (APN)



Corning Black Employees Network (CBEN)



Corning Chinese Association (CCA)



C-VETS
(Corning Veterans Engaged to Support)



EDGE
(Ethnically Diverse Group of Employees)

2021 Employee Resource Groups *(continued)*



Corning Family Support Network (CFSN)



Global Latino Organization (GLO)



Indian Professionals Network (IPN)



Corning Korean Community (CKC)



Manufacturing Technology & Engineering Asian and Latin Group (MTE ALG)



Native American Council (NAC)



Corning Professionals Network (CPN)



SPECTRA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning)



Technology Community Women's Network (TCWN)



Corning Women's Partnership for Growth (CWPG)

The Work of the ERGs

While not a complete listing, the following pages provide a summary of key activities across our ERGs, all supporting key pillars of our strategy to develop a more inclusive workplace. Kudos to all of our ERGs for persevering through a challenging year!

Employee Resource Groups Advocacy

Our ERGs advocate for change and raise awareness around important issues. Their actions often stimulate the company to respond with new policies, services, and professional development opportunities.



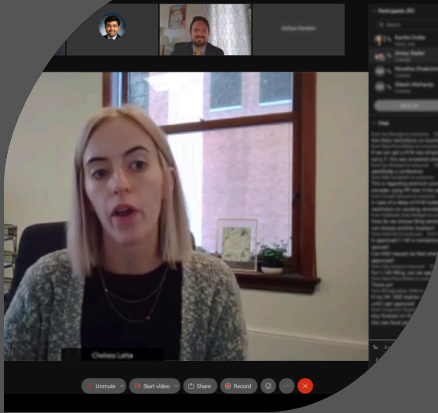
Advocacy in Action with ADAPT and CWPG

Colorful Fridays

ADAPT (Able and DisAbled Partnering Together) EMEA and Corning Women's Partnership for Growth (CWPG) EMEA held personal advocacy sessions on disability and health awareness in October, which included local action and five popular Friday webinars in two languages. Each webinar topic – ranging from heart health to cancer prevention – was assigned a color, and employees were encouraged to wear the colors on the appropriate Friday and circulate photos on Corning's internal community, the Blue Line. Each webinar had two sessions to allow for the maximum number of participants. Employees also had opportunities to participate in associated local events, such as a mammogram bus in Stryków, Poland, which was planned around a webinar on cervical and breast cancer prevention.



#colorfulfriday
#Corningosselin
#France #Borre



A speaker presents information at a virtual immigration seminar, sponsored by IPN and GLO.



CFSN Reynosa's virtual conferences focus on a variety of family topics.

Advocacy

Additional ERG Highlights

Three-Day Advocacy Convention

Corning Black Employees Network (CBEN) held a three-day convention focused on advocacy, featuring a keynote from "White Fragility" author Dr. Robin DiAngelo.

Immigration Process Seminar

Indian Professionals Network (IPN) and Global Latino Organization (GLO) co-hosted a virtual seminar on the immigration process.

Events on Family Matters

In its first year, the Corning Family Support Network (CFSN) chapter in Reynosa, Mexico, held eight virtual events on matters of the family.

The Charlotte, North Carolina, chapter of SPECTRA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning) advocated for a Corning Incorporated Foundation Employee Vibrant Community grant presented to RAIN, a local support group which provides services to those living with HIV.

Support for Those Living with HIV

Celebration of Native American Culture

In celebration of Native American Heritage Month, two Native American Council (NAC) members participated in an internal podcast to share personal experiences and insights.

Elder Care Advocacy

The CFSN Elder Care Community of Interest hosted guest speaker events on topics such as elder law, fraud and the elderly, and caregiver support.

Lactation Room Advocacy

CFSN First Steps Community of Interest members advocated for improvements for facility lactation rooms.

Digital Access Improvement

The ADAPT (Able and DisABled Partnering Together) chapter of Corning, New York, held discussions with IT leaders on improving digital access and accommodation.

Employee Resource Groups Community Outreach

Corning strives for diversity and inclusivity both inside and outside our walls. Our ERGs serve the communities in which we operate, providing education, financial resources, volunteer support, and more.



Community Outreach in Action with NAC

Missing and Murdered Indigenous Women Red Dress Exhibits

The Native American Council (NAC) observed the Missing and Murdered Indigenous Women (MMIW) National Week of Action with exhibits of red dresses, which serve as visual representations of the thousands of Native women who go missing or are murdered each year, at 10 times the rate of other ethnicities. The group formed partnerships with local communities and organizations in North Carolina and New York to create awareness-raising educational materials and to display the red dresses in more than 25 exhibits in locations across both states. NAC members also offered collaborative webinars about the issue, which included a survivor's story, and shared information on Native American community resources.





Members of the Charlotte, North Carolina, chapter of CPN volunteer time at a Habitat for Humanity build.



C-VETS members participate in the Tour de Keuka, an annual charity bike ride to benefit the United Way.



CBEN members share the holiday spirit at the group's annual Christmas Magic event.

Community Outreach

Additional ERG Highlights

Grandparents Day Celebration The Corning Family Support Network (CFSN) chapter in Reynosa, Mexico, celebrated Grandparents Day by organizing a donation drive to benefit a local nursing home.

Corning Black Employees Network (CBEN) expanded its annual Christmas Magic event to include hot cocoa, youth robotics demonstrations, and care packages for veterans. More than 350 children were served at the annual event.

Annual Christmas Magic Event

Donations to Benefit Local Organizations The Corning Women's Partnership for Growth (CWPG) chapter in Phoenix, Arizona, secured a total of \$54,000 in donations to benefit several local organizations.

Ecological Awareness CWPG EMEA organized a "Clean the World" initiative in the Stryków, Poland, area to promote ecological awareness and contribute to the Earth and local community.

Teams from C-VETS (Corning Veterans Engaged to Support), Ethnically Diverse Group of Employees (EDGE), and the Global Latino Organization (GLO) participated in the Tour de Keuka local bike race to benefit United Way charities. The combined teams raised ~\$15,000.

Tour de Keuka Bike Race Raising ~\$15,000

Habitat for Humanity Volunteerism Members of the Corning Professionals Network (CPN) chapters in Corning and Charlotte, North Carolina, and the EDGE chapter in Corning volunteered for Habitat for Humanity builds in their local communities.

Members of CPN in Corning and Reynosa and CWPG in Reynosa volunteered time and organizational skills to local community COVID-19 vaccine clinics. In Reynosa, more than 60,000 community members, including 12,000 employees, were vaccinated.

Community Vaccine Clinics

\$2,000 Flood Relief The Corning Chinese Association (CCA) raised nearly \$2,000 from its members to benefit the survivors of flooding in Henan, China.

Employee Resource Groups Cultural Awareness

ERGs draw employees into cultural activities, increasing understanding among colleagues to enhance working relationships. These activities engage our broad employee population and showcase the vibrant cultures found across our global locations.



Cultural Awareness in Action with C-VETS and CKC

Honoring Korean War Veterans

C-VETS (Corning Veterans Engaged to Support) collaborated with the Corning Korean Community (CKC) to commemorate the 71st anniversary of the start of the Korean War and to honor those employees who served. Corning President and Chief Operating Officer Eric Musser shared personal experiences from his time serving in Korea, as well as the current-day importance of Corning's presence and business there. General (Ret) Walter Sharp, Commander, ROK-US Combined Forces and U.S. Forces Korea, provided an overview of the continued alliance between the Republic of Korea and the United States.



Cultural Awareness

Additional ERG Highlights



Members of several ERGs attend a candlelight vigil in Corning, New York, calling for an end to Asian hate crimes.

Stop Asian Hate Vigil

The Corning Chinese Association (CCA), Ethnically Diverse Group of Employees (EDGE), Corning Korean Community (CKC), and Indian Professionals Network (IPN) joined to organize a Stop Asian Hate Candlelight Vigil.

Corning Women's Partnership for Growth (CWPG) EMEA organized a virtual event around International Women's Day, which featured a practical look at gender balance as a skill.

International Women's Day



IPN celebrates Diwali with several displays in multiple locations showcasing the cultural event.

Black History Month Events

Corning Black Employees Network (CBEN) hosted Black History Month events throughout February, including activities such as a panel on Black leadership, a program on the history of hip hop, and a cooking show.

Chinese New Year

CCA held its signature Chinese New Year celebration which featured a program on traditional Chinese music, a cooking demonstration, and offerings of traditional Chinese cuisine.

Diwali

IPN celebrated Diwali, the annual Festival of Lights, with a socially distanced cultural display in a Corning facility.



In celebration of Hispanic Heritage Month, GLO sponsors a Mexican Aztec dance presentation at a local festival.

Global Latino Organization (GLO) celebrated Hispanic Heritage Month by featuring Hispanic dishes in cafeterias across several Corning locations. GLO also sponsored a Mexican Aztec dance presentation at a local Native Nations Festival.

Hispanic Heritage Month

Native American Heritage Month

Native American Council (NAC) celebrated Native American Heritage Month with weekly features about Native American history and the unique cultural contribution of Native Americans.

Employee Resource Groups Professional Development

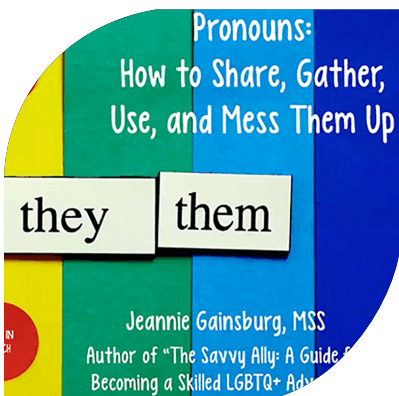
Through workshops, specialized training, networking, and so much more, many ERGs offer professional development opportunities for their members. Their goal is to ensure every member has the resources to feel like a valued contributor to our organization.



Professional Development in Action with SPECTRA

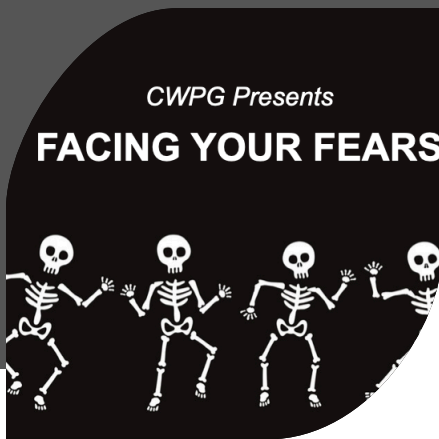
“Pronouns: How to Share, Use, Gather, and Mess Them Up!”

SPECTRA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning) collaborated with the Office of Global Diversity, Equity & Inclusion to offer a webinar titled “Pronouns: How to Share, Use, Gather, and Mess Them Up!” The collaborative virtual event also offered education on proper language usage, company transgender guidelines, and a question-and-answer session. In addition to a global Corning audience, the webinar was offered to the employees of local Corning community organizations.

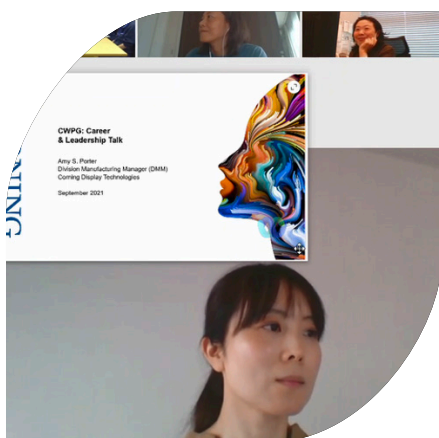




In an active learning seminar sponsored by CWPG, attendees learn how to improve communication at work and be a positive listener.



To recognize Women's History Month, CWPG chapters hold a series of webinars, including a presentation on overcoming challenges in a leadership role.



CWPG members attended an event centered around designing their own career path and career development plan.

Professional Development

Additional ERG Highlights

Opportunities to Learn

Technology Community Women's Network (TCWN) conducted Opportunities to Learn, a monthly virtual learning program, throughout the year. The group also hosted Cultivating Your Career, a learning and development presentation.

In Corning Women's Partnership for Growth (CWPG)'s first virtual celebration of Women's History Month, the Corning, New York; Tewksbury, Massachusetts; Hickory, North Carolina; India; Netherlands; and Corning Life Sciences Remote Locations chapters sponsored a number of webinars, including a presentation on overcoming challenges and fears in a senior leadership role.

Women's History Month

Virtual Events in Support of Professional Development

CWPG Japan held three virtual events during Women's Forum Month, including a webinar on active listening, a panel discussion on work-life balance, and a career vision talk with tips and advice for professional development.

Online Dialogue with International Leaders

Ethnically Diverse Group of Employees (EDGE), Corning Chinese Association (CCA), Global Latino Organization (GLO), and Indian Professionals Network (IPN) co-hosted an online dialogue with international leaders to help employees address and cope with challenges introduced by the COVID-19 pandemic.

Virtual Career Path Presentations

CWPG's Stryków, Poland, chapter hosted a virtual career path presentation featuring inspiring stories of women at Corning.

Series of Professional Development Programs

The Corning Professionals Network (CPN) chapter in Corning offered employees a series of professional development programs.

CWPG's Harrodsburg, Kentucky, chapter collaborated with Women in Manufacturing to offer a series of four professional development webinars featuring presentations on successful remote work habits, remote team leading, and digital communications.

Women in Manufacturing Professional Development

Resilience Workshop

CWPG Australia held a virtual workshop called "Taking Charge: A Guide to Build Resilience During Change."

Employee Resource Groups Recruiting and Retention

ERG members serve as living examples of the Corning Values. With a variety of activities both internally and outside of Corning, these groups help to recruit and retain global and diverse talent.



Recruiting and Retention in Action with CFSN

CFSN Reynosa Chapter Launch

The Corning Family Support Network (CFSN) launched its Reynosa, Mexico, chapter early in 2021. Since launch, members have engaged in a number of events and initiatives to support families, further strengthening the relationship between Corning and its employees in order to retain existing and attract new talent. The events included eight virtual conferences on family-centered topics such as parenting, elder care, and working mothers, with a participation average of 200 employees per session. The chapter created a robust Blue Line community, turned the facility's Performance Excellence awards into celebrations with family members, and is planning the launch of a teen mentoring program.





CBEN's annual intern picnic includes a variety of fun activities and networking events.



Several ERGs recognize both current and potential employees with events featuring food, fun, and camaraderie.

Recruiting and Retention

Additional ERG Highlights

STEM Diversity Awards

Technology Community Women's Network (TCWN) and Corning Black Employees Network (CBEN) co-hosted and sponsored the STEM Diversity Awards virtual recognition, honoring the 2021 winners of the Women of Color and Black Engineer of the Year awards.

Summer Intern Events

CBEN's Corning, New York; Corning Women's Partnership for Growth's (CWPG) Harrodsburg, Kentucky; SPECTRA North Carolina; and Corning Professionals Network (CPN) chapters hosted summer intern events including picnics, breakfasts, and ice cream socials.

Members of the C-VETS (Corning Veterans Engaged to Support) chapter in Corning, New York, participated in a job fair and engaged in discussions with Human Resources for future opportunities to increase the hiring of veterans.

Surfacing Opportunities for Veterans

Hands-on Intern Development Program

CWPG India completed Project Sandbox, an employee intern program that aims to solve real business challenges while providing a platform for members to sharpen business skills such as leadership, strategy, presentation, and implementation.

Intern Mentorship

Global Latino Organization (GLO) mentored interns, meeting with each up to five times during their summer.

ERG Member Networking Events

CPN's Corning chapter organized a full schedule of member networking events throughout the year, including a holiday photo scavenger hunt, hiking, a cornhole tournament, and goat yoga.

Representation at Regional and National Events

The Native American Council (NAC) represented Corning at the American Indian Science and Engineering Society (AISES) National Conference, and five members participated in the AISES virtual recruiting event.

Global Diversity Councils

With more than **61,000 employees** across **44 countries**, Corning strives to provide an inclusive and welcoming environment for every employee, across all dimensions of diversity. Our Global Diversity Councils help align strategic corporate initiatives with our regions and businesses, ensuring that every location is fostering an environment that celebrates diversity, equity, and inclusion.



Diversity Council Highlights

In 2021, Corning supported 10 Diversity Councils across businesses, functions, and regions. The following highlights five of those Councils, and some of the inspiring activities they are leading.

Brazil and Central and Latin America Diversity Committee

The Brazil and Central and Latin America (CALA) Diversity Committee is a cross-divisional team created to foster a dynamic, inclusive, and diverse work environment for all employees across the region. All objectives and activities are linked to the Corning Values and enable sustainable growth across Brazil and CALA.

Committee Highlights

- ▶ Launched Diversity Committee and held four major events, with approximately 100 participants per session
- ▶ Conducted Diversity Dialogues with featured speakers, including topics such as unconscious bias, meritocracy, and healthy prevention with no gender connection
- ▶ Received support and active participation from leaders across the CALA region, raising further awareness on important diversity-related topics



“The Brazil and CALA Diversity Committee reinforces the Corning Values and ensures that our global DE&I initiatives are understood and accessible to employees throughout the region. This is a journey, which we will advance through both listening and collaboration.”



Talita Castro, Maira Oliveira, and Vivian Tenuta
Brazil and Central and Latin America Diversity Council

U.S. Corning Optical Communications Diversity Council

The U.S. Corning Optical Communications Diversity Council provides diversity and inclusion leadership and guidance for employees in Corning Optical Communications' United States locations. It strives to support and enhance an inclusive culture that values the full spectrum of diversity and provides a safe and accepting environment where every employee can bring their whole self to work.

Council Highlights

- ▶ As part of its Community Connections initiative, held a global Week of Service with participants from Wilmington, Charlotte, and Concord, North Carolina; Corning, New York; Tel Aviv, Israel; Stryków, Poland; and Berlin, Germany
- ▶ Welcomed more than 1,800 attendees to its popular Cultural Conversations
- ▶ Launched formal coaching programs across multiple sites



Ashley Massey
chair of the U.S. Corning
Optical Communications
Diversity Council

"People fear what they don't understand, and often that fear is directed at people who are different, whether because of race, ethnicity, gender, sexual identity, sexual orientation, veteran status, mental or physical ability, political differences, or a number of other reasons. If we can get past that fear, anger, and aggression and see the person, we will often see that we have more similarities than differences."



"As we work to create a more inclusive culture across all Corning locations, we recognize that differences do exist between employee experiences. However, feeling safe, valued, and supported is our fundamental goal for everyone.

"Corning Optical Communications' four Regional Diversity Councils have been able to prioritize shared items of importance across locations to contribute to a culture where everyone feels like they belong and can reach their highest potential. Our Councils create intentionality and help increase engagement in their region to achieve progress in our focus areas, driving accountability across the business."



Felicia Murrill
diversity, equity & inclusion
global program manager,
Corning Optical
Communications

Corning Pharmaceutical Technologies Diversity Council

The Corning Pharmaceutical Technologies Diversity Council serves employees across the business, in Bengbu, China; Pisa, Italy; Durham, North Carolina; Vineland, New Jersey; and Corning, New York. It was established to attract, develop, and retain Corning's greatest competitive advantage – its people – by building an environment that encourages diversity, equity, and inclusion.

Council Highlights

- ▶ Hosted quarterly events on various diversity-related topics, including a discussion with leaders from the Corning Black Employees Network (CBEN) and C-VETS (Corning Veterans Engaged to Support) about their experiences and the importance of allyship
- ▶ Launched DE&I Discussions, which are activities for local teams to discuss diversity-related topics such as allyship through videos and guided questions
- ▶ Hosted Unconscious Bias training workshop for global employees, facilitated by the Office of Global Diversity, Equity & Inclusion



Christina Chan
2021 co-chair of the
Corning Pharmaceutical
Technologies Diversity
Council

"Diversity Councils are important, as they highlight what diversity, equity, and inclusion looks like for our division, our local teams, and ultimately for the individual. Our team helps bring these messages home to drive action and progress across Corning."

Global Supply Management Diversity in Action Team

The Global Supply Management (GSM) Diversity in Action Team serves all global employees in the GSM organization. Launched in 2021, it helps identify, coordinate, and implement initiatives to advocate and promote diversity and inclusion across GSM.

Team Highlights

- ▶ Held multiple Cultural Conversation events focusing on topics such as cultural appropriation and supplier diversity, which encouraged employees to have open dialogue in a group setting on the topics important to them
- ▶ Conducted gap assessment to review hiring and promotion processes for any bias
- ▶ Began development of a toolkit to help ensure gender-neutral language in all GSM publications
- ▶ Formed Diversity in Action groups at regional levels



Nymphia Koul
executive leadership team
sponsor of the Global
Supply Management
Diversity in Action Team

"Diversity Councils help to ensure that our corporate DE&I initiatives are being deployed throughout the entire organization effectively. We are able to align activities at the local level so that every Corning employee understands what their role can be in advancing our diversity goals."

Manufacturing, Technology & Engineering Diversity Action Council

The Manufacturing, Technology & Engineering (MTE) Diversity Action Council was formed to advance the culture of diversity and inclusion in all areas of the MTE function. The Council works to create environments where MTE employees can network and have dialog that creates awareness of the differences between co-workers, fostering a culture where all are embraced and respected.

Council Highlights

- ▶ Created a series of diversity culture slides to be used by employees at the beginning of meetings to bring awareness or spark conversations on important topics
- ▶ Expanded robotics team offerings to elementary-aged students at schools with diverse populations
- ▶ Created portal on Corning's internal network for employees to stay connected to DE&I-related initiatives happening in MTE



Claire Ricketts
leader of the
Manufacturing, Technology
& Engineering Diversity
Action Council

"When we value diversity in the backgrounds, styles, and opinions of others we create a work environment where everyone can feel safe and respected. Only then can we fully contribute to the company's success and reach our potential as individuals."



Awards and Recognition

Over the years, Corning has received numerous diversity awards as a corporation and for individual employees. The following 2021 awards are particularly noteworthy.

External Awards & Recognition – Corporate



Top Supporter of Historically Black Colleges and Universities (HBCUs)

The Top Supporters of HBCUs list surveys the deans of the 15 ABET-accredited, historically Black college and university engineering programs, and the corporate-academic alliance, Advancing Minorities' Interest in Engineering (AMIE). The survey asks these individuals to list the corporate and government/nonprofit organizations that provide the most support to their schools. In completing the annual survey, the institutions consider the following factors: support for infrastructure modernization and enhancement, research and mentorship projects, participation on advisory councils, faculty development opportunities, scholarships, student projects, stipends, co-ops, and career opportunities. Corning is proud to have received this honor for 19 consecutive years – every year since the distinction was first awarded.

AAPD and Disability:IN's Best Place to Work



For the fourth year in a row, Corning has been named one of the best places to work by the American Association of People with Disabilities (AAPD) and Disability:IN. Corning received a top score of 100 on the 2021 Disability Equality Index (DEI), a national, transparent benchmark that provides companies an objective score on disability-inclusion policies and practices. Companies are graded on their performances in five categories: cultural leadership, enterprise-wide access, employment practices, community support and engagement, and supplier diversity.

NGLCC's Best-of-the-Best



Corning has been recognized nationally for its commitment to diversity and inclusion across all communities for the sixth consecutive year. Corning was among the corporations named recently to the Best-of-the-Best list of companies by the National LGBT Chamber of Commerce (NGLCC) and its partners in the National Business Inclusion Consortium (NBIC).

The Best-of-the-Best designation honors corporations for their commitment to America's diverse employees and business owners, which includes LGBTQ, people of color, women, and people with disabilities. The rating is competitive and based on supplier diversity initiatives, employee resource groups, workplace engagement opportunities, and diverse marketplace and community engagements. It is achieved only by corporations constantly striving to strengthen and celebrate diversity. NBIC is a coalition of national diverse business organizations spearheaded by NGLCC and includes Women's Business Enterprise National Council, U.S. Hispanic Chamber of Commerce, U.S. Pan Asian American Chamber of Commerce, National Black Justice Coalition, U.S. Business Leadership Network, and WEConnect International.



AmCham CARES Award

The American Chamber of Commerce (AmCham) in Singapore recognized Corning’s corporate social responsibility (CSR) efforts with the AmCham CARES Award for the third consecutive year. Corning ASEAN (Association of Southeast Asian Nations) was recognized as having one of 39 excellent CSR programs among AmCham members. Along with additional activities, Corning ASEAN organized a virtual Corning Wellness Challenge, helping raise over \$15K for their local charity partner, the Singapore Disability Sports Council. The AmCham CARES Award recognizes American companies in Singapore that have demonstrated responsible business practices to create sustainable economic and social value in local communities.



Corning ASEAN employees play games to raise money for a local charity partner, the Singapore Disability Sports Council, one of the activities recognized in their third consecutive AmCham CARES Award.

Cablefax Work Culture List



Among the companies honored by Cablefax for an inclusive work culture in 2021, Corning was specifically recognized for “Bridging the Gap.” The company was singled out for its commitment to diversity and inclusion, the UP² initiative to develop the next generation of women at Corning, its progress toward achieving 100% gender pay equity globally, and the use of technology like the Blue Line to enable an open communication of ideas and values to all employees.

Black EOE Journal List of Top LGBTQ+ Friendly Companies



Corning was once again awarded a place on the list of Top LGBTQ+ Friendly Companies, which Black EOE Journal compiled by polling hundreds of Fortune 1000 companies for its Best of the Best evaluations. The annual review is an evaluation of the nation’s employers, initiatives, and government agencies. It provides non-biased results that are valuable resources for job-seekers, business owners, students, consumers, senior management, business associations, employment agencies, and consumer groups.

Forbes 2021 List of Best-in-State Employers in New York and North Carolina



Forbes and Statista, a market research company, surveyed 80,000 Americans working for businesses with at least 500 employees. According to Forbes, survey participants rated their employers on factors such as safety of work environment, opportunities for advancement, competitiveness of compensation, and more. Respondents were also asked how likely they would be to recommend their employers.

Of the 100 ranked businesses in each state, Corning was third in New York, up from 17th in 2020. In North Carolina, Corning took the 43rd spot.

Corning’s Harrodsburg Plant again named one of the Best Places to Work in Kentucky



The Best Places to Work in Kentucky is a survey and awards program dedicated to identifying and recognizing the Commonwealth’s best employers. To be considered, eligible companies must register to take part in the survey process. Each fall, employers, as well as employees, complete surveys and provide confidential feedback. Employee surveys account for 75% of a company’s score, and the remaining 25% of the score comes from employer surveys.

External Awards & Recognition – Individuals

Black Engineer of the Year Awards (BEYA)

The capstone event at the annual BEYA STEM Conference, the Black Engineer of the Year Awards recognize exceptional careers in government and industry through a rigorous nomination and peer-review process.

Modern-Day Technology Leaders

Four Corning employees received the Modern-Day Technology Leader Award, part of the BEYA STEM Outstanding Achievement Award (OAA) category. The OAAs are granted to individuals in the workforce who are shaping the future of engineering, science, and technology. The nominations for this award are reviewed and recommended by a panel of leaders from industry, government, and academia.



Dr. Yacob Mesfin Argaw
senior thermal process engineer, simulation, Advance Modeling & Analysis



Kameron Isaiah Chambliss
senior development engineer, Corning® Gorilla® Glass Product Performance and Reliability Group



Dr. Chukwudi Okoro
senior research scientist, mechanics & reliability sciences, characterization sciences, Corning Research & Development Group



Dr. Mardochee Reveil
senior research scientist, chemical science, Corning Research & Development Group

Outstanding Technical Contribution

The BEYA STEM Outstanding Achievement Award (OAA) category also includes the Outstanding Technical Contribution Award.



Dr. Obiefuna C. (Obi) Okafor
process engineering manager, Corning Environmental Technologies

Women of Color Awards

Eight Corning employees were honored in 2021 with Women of Color (WOC) STEM Awards. Each year, WOC judges select the recipients from a pool of students, new hires, mid-career professionals and managers, executives, innovators, inventors, and change agents.

Professional Achievement – Industry

The Professional Achievement Award recognizes a mid-career professional who has made a significant impact with her achievements, and as a leader and role model. Recipients are reviewed and selected by a panel of leaders from industry, government, and academia.



Dr. Mandakini Kanungo
research associate, material process, Corning Research & Development Group

Technology Rising Star Award

Technology Rising Stars are women, with 21 years or less in the workforce, who are helping to shape technology for the future.



Soumiea M. Abushagur
senior process engineer, Corning Science & Technology



Dr. Qiumei Bian
senior laser process engineer, Corning Science & Technology



Dr. Cheng-I (Joanne) Hsu
research manager, Corning Display Technologies (AU)



Dr. Joan Diana Patterson
development manager, Corning Optical Fiber and Cable



Dr. Jingshi Wu
research associate, glass, Corning Research & Development Group

Technology All-Star Award

The Technology All-Stars are accomplished women of color from mid-level to advanced stages of their career who have demonstrated excellence in the workplace and in their communities.



Pattarin Sillapachai McLaren
senior process project leader, Corning Optical Materials



Lynore T. Young
manager
Optical Fiber and Cable Capital and Technology Processes, Corning Optical Fiber and Cable

WILMA Magazine's Women to Watch



Ashley Lomboy
division information security manager, Corning Optical Fiber and Cable

Ashley Lomboy was recognized as a finalist in the business category of WILMA magazine's 2021 Women to Watch, which spotlights women in the Wilmington, North Carolina, area who are movers and shakers, inspire others, and are an inspiration to the community. WILMA celebrates successful women in the Wilmington area with its magazine, digital offerings, events, and a community-wide leadership initiative.

Internal Awards

Corning Optical Communications Diversity, Equity & Inclusion “You Make a Difference” Awards

The “You Make a Difference” awards were established by Corning Optical Communications to annually recognize an employee or team who embraces and promotes the advancement of diversity in the workplace and community, enabling a truly inclusive environment in which we work and live.

The award is presented in each of four regions: United States and Canada; Central and Latin America and Mexico; Europe, Middle East, and Africa; and Asia Pacific. Any employee assigned to Corning Optical Communications, with at least two years of service anywhere around the world, is eligible to be nominated for this award. The recipients of the 2021 awards are:



In Asia Pacific
Lei Zuo
*president,
Corning Optical
Communications
China*



**In Central and Latin
America and Mexico**
Jorge Alexandre Reis
*locksmith,
Corning Optical
Communications Rio*



**In Europe, Middle
East, and Africa**
Timothy Leonard
*vice president of
Carrier Network
Sales, Corning Optical
Communications*



**In the United States
and Canada**
Thomas Clark
*development
manager, Learning
& Leadership,
Corning Optical
Communications*

Corning Black Employees Network Awards

The Corning Black Employees Network (CBEN) recognized several employees with CBEN Awards. The awards were presented at the Employee Resource Group’s annual convention.

- ▶ For dedicating himself to personal advocacy, committing himself to CBEN’s mission, and inspiring others, Mike Bell, senior vice president and general manager, Corning Optical Communications, received the CBEN Champion Award.
- ▶ For his mentorship, Ian Harrop, director of finance, Office of Global Diversity, Equity & Inclusion, received the People Development Award.
- ▶ For bringing interns and talent into the company, Steven Ogunwumi, director of crystalline materials, Corning Research & Development Group, received the Recruitment Award.
- ▶ For uplifting Corning colleagues, Claire Warren Ginnan, project leader, Corning® Gorilla® Glass, received the Community Enrichment Award.

Recruiting at Corning

Searching for the World's Brightest and Best

Corning's recruitment strategy focuses on searching for and attracting the world's best diverse talent to join our global workforce of innovators. We use a variety of methods to reach potential candidates to increase our chances of hiring individuals with the background and experience needed for every role. This approach puts people and their skills first and embraces every race, religion, gender, age, sexual preference, or physical ability.

As we pursue this strategy, we look to hire people who have a passion for what they do and can contribute to our teams as they work to solve tough customer challenges. It is vital, too, that prospective Corning employees share our Values and have the necessary global mindset to be successful in our inclusive, collaborative culture.



2021 Recruiting Highlights

We continue to partner with educational institutions, professional associations, and diverse organizations to attract and hire top talent for our workforce. Highlights from 2021 include:

Talent Community

Candidates in the Talent Community database come from campus and conference recruiting events, in addition to recruiter referrals. Of the almost 200 hires in 2021, approximately 40% were diverse or women.

Professional Organizations

Corning continued its long relationship with multiple professional organizations to support and promote the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. In 2021, we hired a mix of full-time and intern candidates from organizations including the National Society of Black Engineers (NSBE), the Society of Women Engineers (SWE), the American Institute of Chemical Engineers (AIChE), and the Society of Photo-Optical Instrumentation Engineers (SPIE).

Corning Scholars and Fellows Program

Through a partnership with North Carolina Agricultural and Technical State University, the Corning Scholars and Fellows Program provides opportunities for students in science, technology, engineering, and mathematics (STEM) and education. Fifty-five students received

scholarships in 2021, with five additional non-scholarship hires from the university.

HBCUs

We continued our efforts at Historically Black Colleges and Universities to pipeline early career talent.

Veterans

Military veterans often provide an intense work ethic and proven expertise in a variety of disciplines, making them a valuable source of highly qualified, diverse candidates for employment at Corning. Our job search site features a U.S. Veterans page communicating the value Corning places on recruiting and hiring veterans. Corning continues to participate in veteran recruiting events for transitioning military personnel.

We augment these efforts by making sure our openings are available in different venues, offering inclusive job descriptions that eliminate bias, partnering with our Employee Resource Groups to leverage existing relationships, and ensuring diverse Corning representation during interviews.

CORNING

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