



Inclusive Culture. Diverse Talent. Inspired Innovation.



GLOBAL DIVERSITY, EQUITY & INCLUSION
2020 ANNUAL REPORT



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.



Diversity is a source of our strength. As a company, we represent different backgrounds, experiences, and thoughts. When we work across global teams, live our Values, and embrace diversity, we create an inclusive culture that enables everyone to thrive. Together we can make progress toward a more equitable society. We’re one Corning – united and strong.

– Wendell Weeks
Chairman and Chief Executive Officer

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A Message from Rob France

Senior Vice President, Human Resources



Each year when we publish this annual report, we have a chance to reflect on the prior year and to take a moment to recognize key diversity milestones and accomplishments. 2020 was no exception, except that it was a year like no other.

None of us could have foreseen the global COVID-19 pandemic, which began early in the year and

continued unrelenting all year long with millions of people affected as they tried to maintain their health and safety, distanced themselves from loved ones, adapted to remote / virtual school and work, and managed economic challenges.

Corning responded to COVID-19 impacts with a global approach that, in keeping with our Values, put employees' well-being first as we did what was necessary to maintain operations and position the company for future growth.

Even as we dealt with the pandemic, our commitment to diversity, equity, and inclusion (DE&I) remained stronger than ever. Here are some key highlights:

- Concerned by ongoing racial unrest in the U.S., Corning's leadership renewed its focus on our DE&I initiatives and took major steps to strengthen our approach. For example, we established the Office of Racial Equality and Social Unity (ORESU) to champion change at the company, community, and national levels. In addition, Dana Moss was appointed to the new position of Division Vice President and Chief Diversity, Equity & Inclusion Officer, where she heads the Office of Global Diversity, Equity & Inclusion and serves as one of four key ORESU leaders. You can read more about ORESU on page 12 of this report.

Even as we dealt with the pandemic, our commitment to diversity, equity, and inclusion (DE&I) remained stronger than ever.

- We continued to make progress in increasing diversity in leadership. This included expanding Corning's Senior Leadership Team with more diverse representation from our global regions. While there is more work to be done, especially with regard to women in leadership roles, we can be proud that we have achieved the following gains since 2010:

Corning Management Group (CMG): 28% to 46% diverse. Today there are more CMG women than ever before.

**Corporate Officers: 21% to 32% diverse.
Division Teams: 41% to 58% diverse.**

- We believe in equal pay for equal work. In 2020, we achieved or maintained 100% pay equity for men and women in our seven largest countries by employee population, comprising approximately 90% of our global workforce. Our 2021 pay equity review is expanding to include our entire salaried workforce across all of the countries where we operate. In 2020, we also maintained U.S. minority vs. majority pay equity.

In closing, I want to extend my personal appreciation to every Corning employee around the world who rose up to meet the unprecedented challenges of 2020. Your ability to adapt, remain positive, and unify with each other to achieve our shared global objectives was remarkable. Your actions and attitude reflected Corning's Values and strengthened our inclusive workplace culture. Thank you for your commitment to our company and to each other!

Rob France

A Message from Dana Moss

Division Vice President, Chief Diversity, Equity & Inclusion Officer



What a year 2020 was! As Rob France indicated in his message on page 4, it was unprecedented and I know it is one that none of us will ever forget. In spite of the difficulties we had to overcome, we made a number of accomplishments that contributed to Corning's 52-year diversity journey. I am pleased to share the highlights with you in this annual report.

First, though, you may have noticed in this report that we are now incorporating the term "Equity" into the name of Corning's Office of Global Diversity, Equity & Inclusion (DE&I) and across all formal references to DE&I initiatives. We are making this change to recognize the importance of equity within a truly inclusive work environment. Different from equality, equity is about acknowledging and addressing the unique needs of distinct individuals and employee groups to ensure everyone has access to the same opportunities for growth, learning and development, work assignments, and promotion. I will share more about this topic in other communications channels as we move forward. In the meantime, you can learn more by reading the "Equality vs. Equity Spotlight" on page 14 of this report.

Now, looking back at 2020, I am proud of the work we accomplished, with the following milestones being particularly noteworthy:

- Refreshed the DE&I Strategy Framework to focus our efforts on the targeted development and talent management of female emerging talent, increasing the diversity of senior leadership, leveraging underutilized diverse talent, and deploying a global DE&I education and awareness initiative to support ORESU's mission.

... equity is about acknowledging and addressing the unique needs of distinct individuals and employee groups to ensure everyone has access to the same opportunities ...

- Launched the Intersections Digital Learning Site as phase one of our global DE&I learning strategy with content centered on three themes: Unconscious Bias, Countering Racism and Discrimination, and Building Cultural Awareness. Intersections provides a space to engage in dialogue and find a variety of hand-selected resources, content, and learning experiences that address current events and DE&I topics. The "Collective Voices" podcast series with Corning employees is a key feature of the site. Learn more about Intersections on page 15.
- Formed the Corning Black Employees Network (CBEN) Employee Resource Group (ERG) through the efforts of three long-standing Black ERGs that have contributed substantially to Corning's DE&I initiatives for more than 40 years. The Society of Black Professionals, the Black Technology Network, and the Black Growth Council decided together to unify into a single, united ERG. As such, CBEN will honor the legacies of the original groups while helping to shape the next era of Black employees at Corning. You can read more about CBEN on page 16.
- Conducted a global DEI Survey to create a baseline measurement of our employees' attitudes, perceptions, and experiences surrounding diversity, equity, and inclusion. We will use the findings to inform and advance global diversity initiatives.
- Received numerous awards and accolades that validate our position as a DE&I leader. These included the Top Supporters of Historically Black Colleges and Universities (HBCUs), the National Business Inclusion Consortium, and the Disability Equality Index, among others. Take a look at the complete list of awards starting on page 42.

I encourage you to fully explore this annual report to understand and appreciate the accomplishments we made in diversity, equity, and inclusion in 2020. We have much to be proud of, and I want to thank you for doing your part to build and sustain our inclusive workplace culture in every Corning location around the world.

Dana Moss

Corning's Diversity Journey Timeline

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 diversity 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)

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, Corning 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 the name of the Office of Global Diversity, Equity & Inclusion
- 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
- Received numerous Women of Color STEM and Black Engineer of the Year awards
- Named a "Top Employer in China" by the Top Employers Institute (2019-2020)
- Named to Forbes' 2020 "Best-in-State Employers" in New York and North Carolina
- Harrodsburg plant named one of the "Best Places to Work" in Kentucky
- Named to Black EOE Journal's "Best of the Best" list (Since 2019)
- 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 2002)
- Participated in the Human Rights Campaign Corporate Equality Index (Since 2019)
- Recognized in the NBIC Best-of-the-Best list (Since 2016)

*See pages 18-41 for details on each Employee Resource Group.

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. That is why we believe in "all seven, all around the world, all the time." 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.

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 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

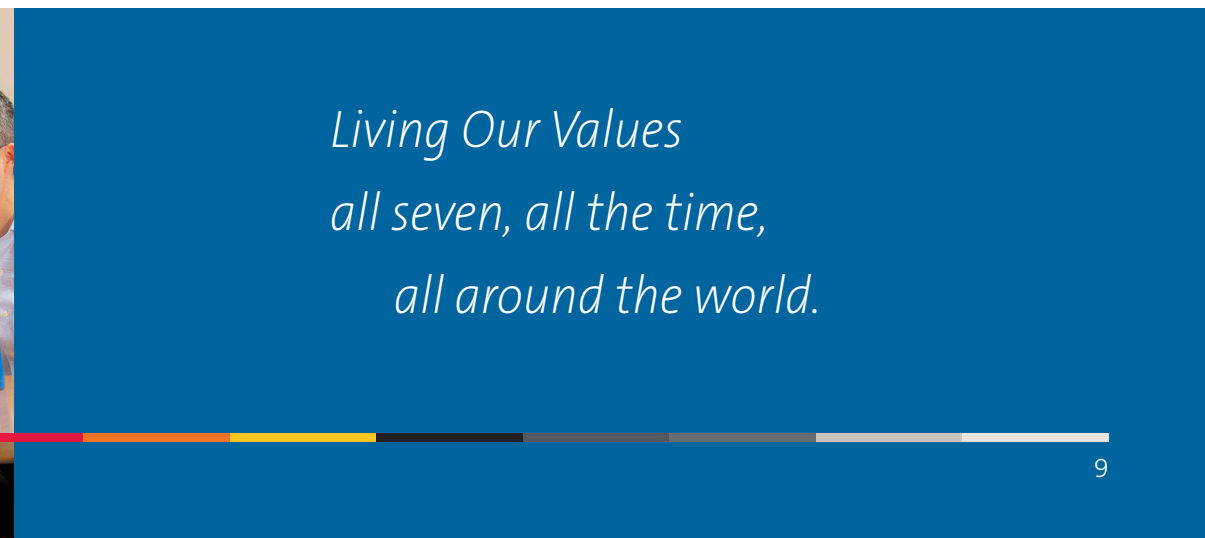
Corning cherishes — and will defend — its corporate freedom.

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 to share their ideas and collaborate, inspired and innovative products and services result.

The Individual

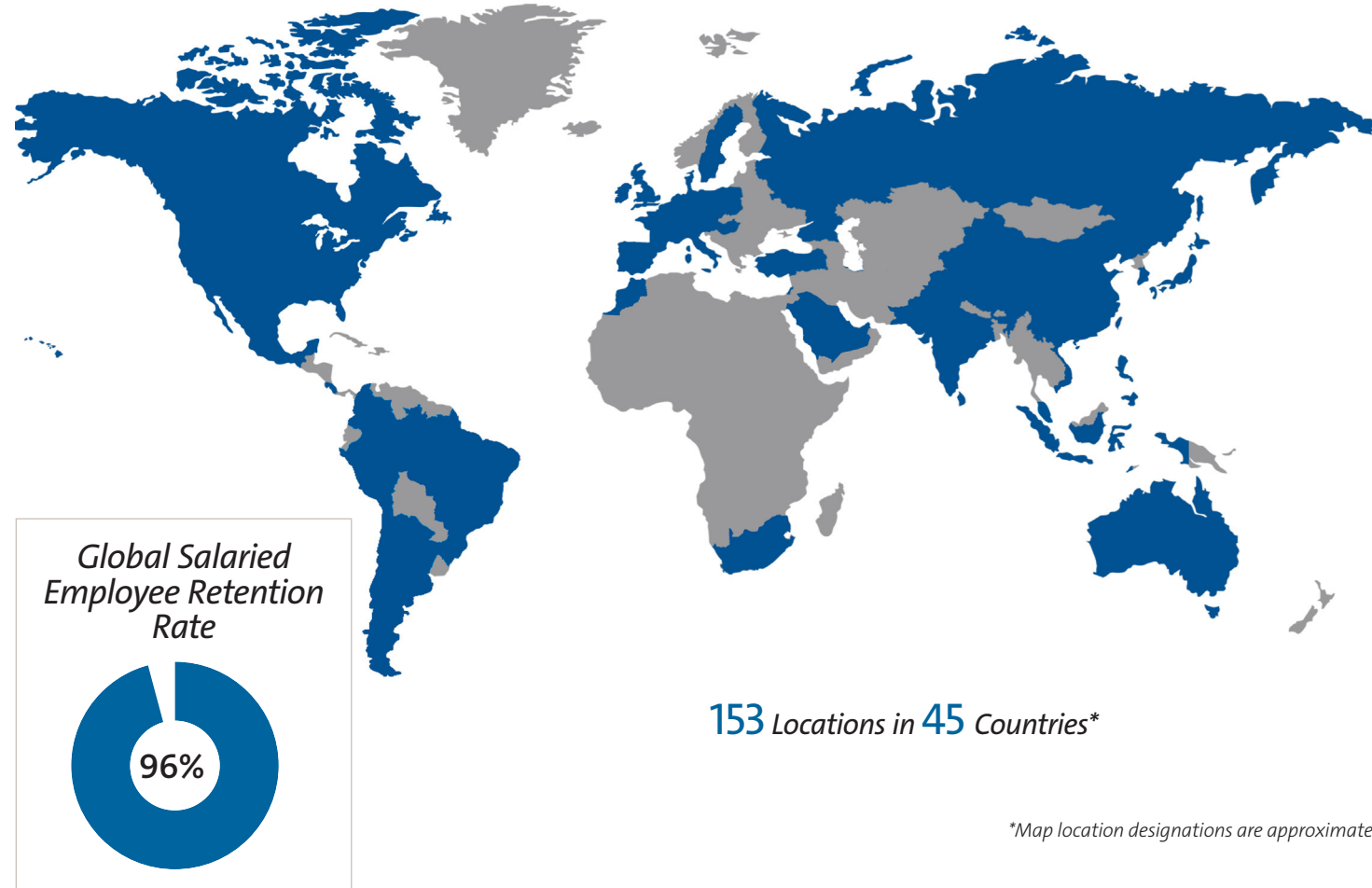
We know that, in the end, the commitment and contribution of all our employees will determine our success.

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.

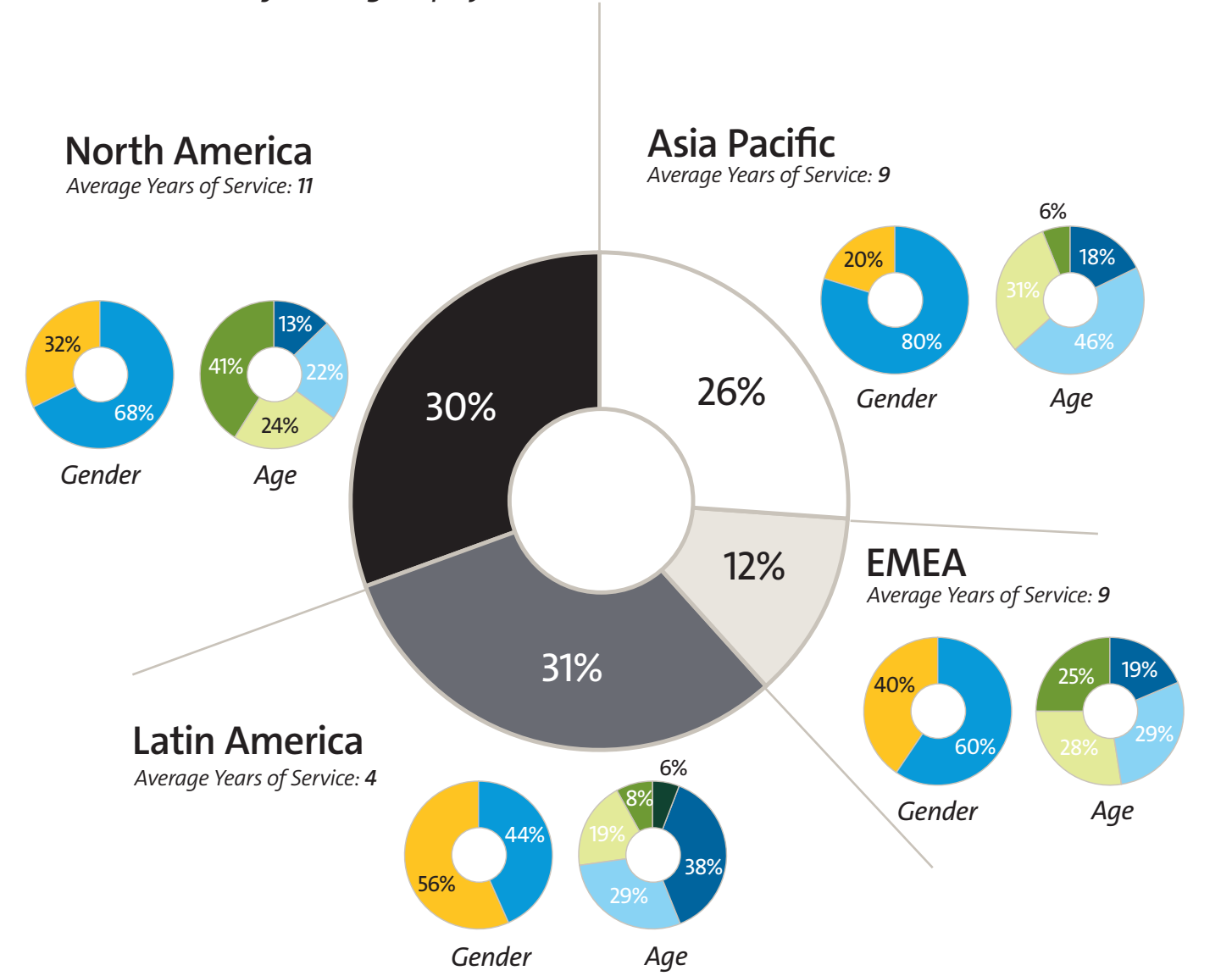


2020 Snapshot Our Diverse Workforce

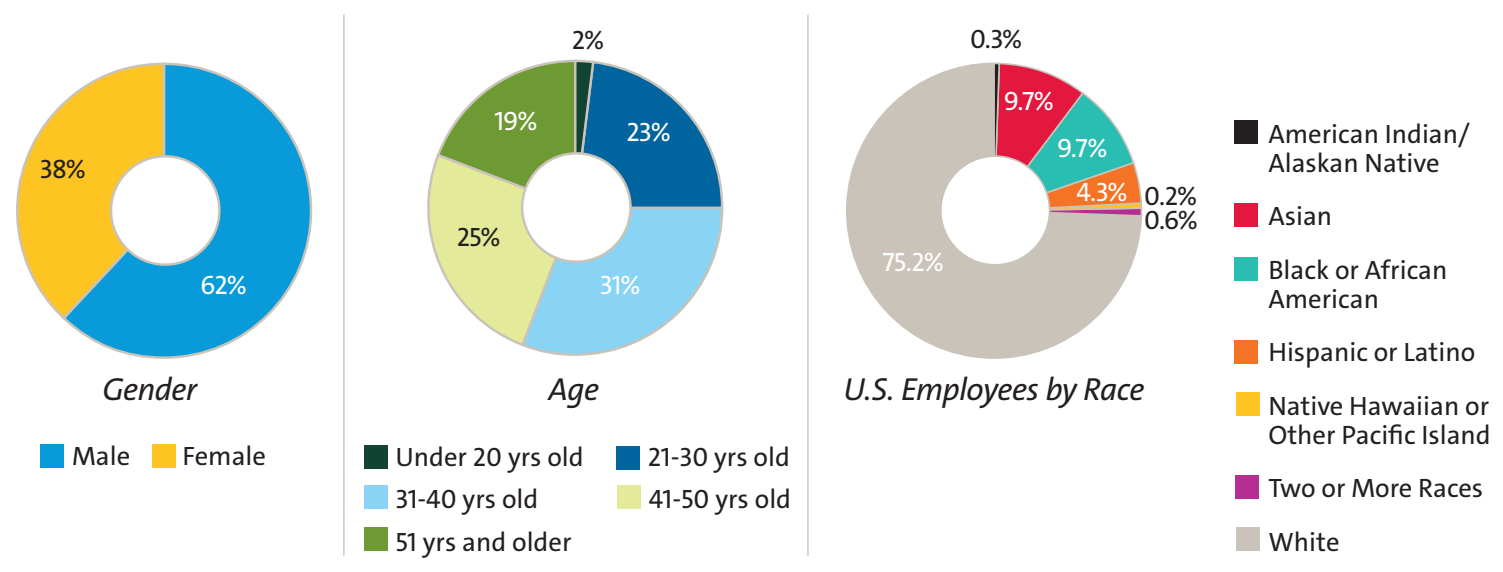
Total Global Employee Population: 50,100



Global Distribution of Corning Employees



Global Employee Demographics



Gender
Male (Blue), Female (Yellow)

Age
Under 20 yrs old (Dark Green), 21-30 yrs old (Blue), 31-40 yrs old (Light Blue), 41-50 yrs old (Light Green), 51 yrs and older (Dark Green)

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: 1 Arab: 0, First/Mid-Level Officials and managers Non-Arab: 28 Arab: 0, Professionals Non-Arab: 41 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 Office of Racial Equality & Social Unity

Recognizing the need for a more equitable and inclusive culture is significant for any business, but taking action to actually drive change can be the true challenge. In 2020, Corning took an important step toward that action, with the establishment of the Office of Racial Equality and Social Unity (ORESU).

The Office was created to enact and influence change at the company level, within the walls of Corning; at the community level, in the global locations in which we operate; and at the national level, in the United States.

“The establishment of ORESU is such an important initiative for Corning, at a critical time for our employees, our local communities, and our world,” said Lewis Steverson, chief legal and administrative officer, who is coordinating ORESU’s activities on behalf of the Office of the CEO. “The goal of this Office is to not only make a difference inside the company, but also to drive sustainable progress across our cities, our states, and our nation.”

Three senior leaders are directing our efforts in each of the three focus areas:

- Dana Moss, division vice president, chief diversity, equity, and inclusion officer, is leading our efforts within Corning, providing strategic direction and execution of diversity, equity, and inclusion programs.
- Millicent Ruffin, director of community affairs, is leading our efforts within our state and local communities, focusing on ways that Corning can influence change at those levels.
- Larry McRae, vice chairman and corporate development officer, is leading our national efforts.

Since its establishment, ORESU has implemented several actions that demonstrate Corning’s commitment to champion change in our communities:

- Added Martin Luther King, Jr. Day as a paid holiday for Corning employees in the U.S., effective 2021.
- Banned the Confederate flag from public display, workspaces, and parking lots on all Corning Incorporated properties worldwide.
- Created Intersections, a new digital web series, where employees can engage in dialogue and find rich resources relevant to current events and diversity, equity, and inclusion topics.
- Launched the Finger Lakes Youth Forum with a corresponding podcast, “amplifyVoices.”
- Sponsored “Cultivating Cultures of Equity and Excellence” – a seven-month diversity, equity, and inclusion training – with school districts in the Elmira-Corning, NY, area.

“We have a duty and a commitment to break down racial and social barriers for our employees,” said Dana Moss. “This includes improving resources and access for under-represented groups, fostering communication and understanding, and championing marginalized voices. Through ORESU, we are developing the deliberate steps and focused action plans to do just that.”



Lewis Steverson
Chief Legal and
Administrative Officer



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



Millicent Ruffin
Director of
Community Affairs



Larry McRae
Vice Chairman
and Corporate
Development Officer

ORESU’s mission is to lead the company’s continued efforts to improve diversity, equality, and inclusion within Corning Incorporated and in the communities in which we operate. This will be achieved through a committed office with three interconnected work streams: Global Diversity, Equity & Inclusion Office, Community Affairs Office, and National Alliances.

OFFICE OF
RACIAL EQUALITY
AND
SOCIAL UNITY

The Importance of Workplace Equity

Diversity, inclusion, equality, and equity ... those ideals are more important in the workplace now than ever before. As Corning develops the strategies and initiatives to ensure the organization is embracing and attaining each, it is important to understand the terminology.

Diversity

Typically quantifiable, diversity is the presence of people from a broad range of backgrounds. This includes, but is not limited to, race, ethnicity, gender, sexual orientation, age, physical ability, or veteran status.

Inclusion

Inclusion refers to fostering an environment in which all employees feel welcomed, respected, and valued. It is what gives employees a sense of belonging in the workplace.

Equality

Equality aims to provide individuals or groups of people access to the same opportunities and resources.

Equity

Equity recognizes that each person or group has different circumstances, and thus needs, and seeks to allocate resources proportionately to achieve an equal outcome.

In many organizations today, including Corning, there has been an evolution to include equity as a focus. But what does that really mean, and why is equity so important in the workplace?

Striving for workplace equality – treating everyone the same, without discrimination – is a basic tenet when building an organization, but without equity the work environment may still be unfair. Equity identifies the specific needs and requirements informed by demographic traits (such as age, gender, or background) and tries to address the different needs of each group.

It requires a true understanding of what each person needs and wants to be successful in the workplace and, most importantly, it is not a one-size-fits-all approach.

For many people, compensation comes to mind first when thinking about workplace equity. And while pay is certainly one factor, true equity encompasses much more. Training

and development initiatives, opportunities for growth and promotion, and even the distribution of projects and workload all contribute to an equitable workplace environment.

“The value of workplace equity cannot be overstated,” said Dana Moss, division vice president, chief diversity and inclusion officer. “Companies that foster equity attract more talent, retain employees longer, and employ a more diverse workforce. By focusing on equity, Corning is creating a workplace where all employees feel welcome and valued, while also building a strong future for the company.”

Corning’s diversity journey began more than 50 years ago, and the company has made enormous strides during that time. As we continue along that journey, both equality and equity will be critical factors in reaching our goals.

Intersections Digital Learning Site

In a key 2020 initiative, the Office of Global Diversity, Equity & Inclusion partnered with Corning Workforce Development & Learning (WD&L) to create a new DE&I Learning Strategy that aligns with the company’s renewed emphasis on ensuring an inclusive work environment is fostered in every location. The multi-phased strategy is based on diversity, equity, and inclusion priorities, is designed to impact all employees globally, and encompasses a variety of innovative learning opportunities and experiences.

“There has never been a more urgent and timely focus on diversity and inclusion at Corning,” says Rebecca Nelson, director, WD&L. “Ensuring all employees act inclusively requires an enterprise-wide educational effort, and I am excited to be working with Chief Diversity, Equity & Inclusion Officer Dana Moss to develop and implement the new learning strategy. Our goal is to build on Corning’s solid cultural foundation, which is grounded in our Values and our long-standing commitment to DE&I, and to have learning be a catalyst for addressing hiring practices, retention strategies, and mobility in a whole new way.”



A new digital learning site called “Intersections” was launched in July 2020 on the Blue Line, Corning’s internal community platform, as the highlight of phase one of the DE&I Learning Strategy. Intersections features high-quality, relevant content curated and regularly refreshed by Corning learning experts. It is centered on three major themes: Unconscious Bias, Countering Racism and Discrimination, and Building Cultural Awareness. (These themes may evolve over time.) The innovative site is dynamic and interactive, offering rich videos, thought-provoking articles, discussion forums, and practical guides for managers and employees.

“Intersections and Collective Voices are designed to unify Corning through inclusive education, conversation, and reflection,” said Dana Moss. “The learning experiences and opportunities to connect that we offer support our larger talent management strategy to attract, develop, promote, and retain a globally diverse workforce, as well as our pledge to ensure every Corning employee is treated with the dignity and respect they deserve.”

Establishing Intersections in 2020 gave strong momentum to the implementation of the new DE&I Learning Strategy, which will continue in 2021 and beyond.



A key feature of Intersections is the “Collective Voices” podcast series, which showcases the voices of Corning employees talking about diversity, equity, and inclusion themes, and sharing personal experiences. The dialog is always engaging, sometimes challenging, and often inspiring. The eight episodes published in 2020 covered topics such as advocacy and allyship, bringing your whole self to work, cultural norms, justice, and ways to take action toward achieving greater racial equality and social unity.

Spotlight: Corning Black Employees Network

Employee Resource Groups (ERGs) have long played a role in shaping Corning's diversity initiatives, and none have been more engaged in the lives of employees as the Society of Black Professionals (SBP), the Black Technology Network (BTN), and the Black Growth Council (BGC). Each of these ERGs has helped advance the mission for Black employees to be active participants in the process of recruiting, retention, and development, which, in turn, has helped prepare them for opportunities to serve as leaders and valued contributors to Corning's success.

In 2020, the three groups took a powerful step together, merging to form a single ERG: Corning Black Employees Network (CBEN). CBEN will continue to fulfill the objectives and missions of SBP, BTN, and BGC. However, as evidenced by its new and fitting tagline – United we are stronger – the consolidated ERG will leverage the strengths of its collective members and speak with one voice in working with key Corning leaders to fulfill its mission.

“As a founding member of the Hickory Chapter of SBP, as well as the last SBP president, I am extremely proud of the progress we have made to advance the culture of diversity and inclusion at Corning,” said Eric Biribuze, director of Commercial Operations and Business Excellence, Corning Automotive Glass Solutions. “Looking to the future, we are confident that consolidating our advocacy efforts with BTN and BGC will help us fulfill the vision of racial equity and unity across Corning.”

“The Black Technology Network has been instrumental in creating an inclusive environment that values racial and cultural differences within the technology community,” continued Dr. Robert Smith, senior development scientist, Corning Specialty Materials. “By joining together to form CBEN, I am excited to continue that legacy and create an equitable environment for Black employees at Corning.”

To ensure CBEN is able to support the different needs and interests of all Black employees, dedicated councils are being formed to represent commercial and GSM employees, Manufacturing and Engineering employees, Science and Technology employees, and IT and Business Services employees.

“Since its creation, BGC has focused on promoting the growth, success, and retention of Black and other diverse employees in Manufacturing Technology and Engineering as well as other Corning environments,” said Dr. Ibraheem Muhammad, Melting and Forming process leader, Corning Pharmaceutical Technologies. “This unification will allow us to continue to be an invaluable resource for employees regardless of their role or job function, both inside the Corning walls and within our communities.”

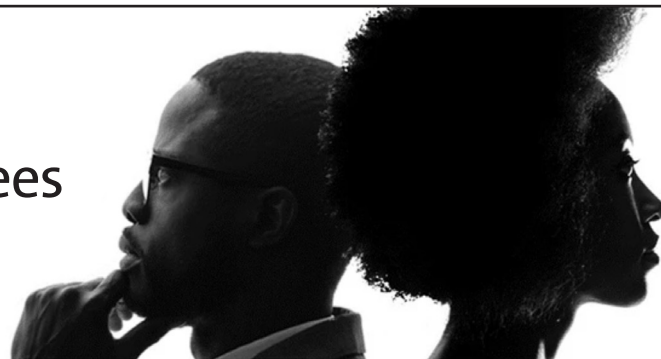
Larry McRae, vice chairman and corporate development officer, is serving as the ERG's executive sponsor.

“It is my honor to have been asked to serve as the inaugural executive sponsor for CBEN, an invitation that I am pleased to have enthusiastically accepted,” McRae said. “More than ever, I am very optimistic about Corning's genuine focus on diversity and inclusion, and the timing of the birth of CBEN could not have been better.”

More than ever, I am very optimistic about Corning's genuine focus on diversity and inclusion, and the timing of the birth of CBEN could not have been better.

*Larry McRae
Vice Chairman and Corporate Development Officer*

Corning
Black Employees
Network



United
we are
stronger.

Spotlight: Corning Women's Partnership for Growth

The name may be different, but the mission of the Corning Women's Partnership for Growth (CWPG) has not changed ... To provide the resources, tools, and support that allow women across Corning to achieve their full career potential.

The results of a two-year global initiative were realized in 2020, when Corning Professional Women's Forum (CPWF), the company's largest and most globally represented employee resource group founded in 1987, was rebranded and launched as CWPG. The new name better embodies the group's evolving identity and was introduced to make CWPG even more welcoming and inclusive of all Corning employees.

“The new identity is intended to speak to women and employees of all backgrounds, in all aspects of their lives,” said Emily Hardy-Shepard, CWPG's 2020 Corning Valley president and senior communications specialist, Analytics and Insights, in Corporate Communications. “The name, the imagery, and our objectives demonstrate that if we work together and provide the right tools, we can break down barriers that will help women thrive both at work and at home.”

The name, the imagery, and our objectives demonstrate that if we work together and provide the right tools, we can break down barriers that will help women thrive both at work and at home.

*Emily Hardy-Shepard,
CWPG's 2020 Corning Valley president*

During the rebranding process, a global CWPG team worked closely with the Office of Diversity, Equity & Inclusion and the Corporate Brand Team to review and select new imagery, develop the CWPG name and refreshed messaging, and gather feedback and approval from global leadership. The new identity was developed through diverse representation in a small working group. The overall objectives, however, remain constant.

“CWPG was established to give its members the tools and development opportunities they can use to succeed,” explained Jill Conway, a member of the global team and controller at CSM in Harrodsburg, KY. “We are open to all employees, no matter their background, location, or position in the company.” With approximately 25 chapters across Corning's regional facilities, the global reach of CWPG is one of its strongest attributes. The rebranding celebrates the many identities and voices that comprise the group, not only in its mission and activities, but also in its imagery and branding.

“CWPG members are diverse, representing a variety of female experiences and perspectives,” said member Marianna Tomkova, a business intelligence analyst for CLS in the Netherlands who serves as the organization's global data steward and is president of CWPG for CLS in EMEA. “That diversity gives us power and strength, and our new branding reflects that.”

After launching the CWPG name in 2020, organizers have exciting plans for 2021 and beyond.



Corning
Women's Partnership
for Growth

Empowering women for the betterment of all.

Employee Resource Groups

Fostering Inclusion, Building Connections & Taking Action

Corning's Employee Resource Groups (ERGs) are voluntary, employee-led groups that play a major role in supporting our diversity, equity, and inclusion strategy. Today we have 16 ERGs representing a variety of employee interests and constituencies. Each group has a chapter in Corning, New York, and some have chapters in other locations, with more being added each year – currently there is a total of 59 chapters and locations globally. Every ERG is open to any Corning employee who wants to join.

Corning's Employee Resource Groups provide new and not-so-new employees opportunities to meet each other, network, and develop a sense of belonging within our inclusive culture. Many ERGs offer professional development and training opportunities for their members and help the company recruit and retain employees. Each ERG elects its own leaders who work with members to develop and meet their annual objectives. Our ERGs have an executive sponsor, typically a senior leader or mid-level manager at Corning.

Employee Resource Groups contribute to Corning's success by leveraging their passion to:

- Foster an inclusive environment.
- Raise awareness around important issues.
- Advocate for change and work with the company to adopt new policies and services.
- Provide professional development opportunities.
- Sponsor cultural activities that engage the broad employee population, which increases cultural understanding and enhances working relationships.
- Engage in community outreach.
- Help to recruit and retain diverse talent.
- Serve as living examples of Corning's Values.

2020 ERG Highlights & Accomplishments It was a most unusual year!

In a typical year, Corning's Employee Resource Groups engage in a variety of activities such as those listed above. In many instances they collaborate with each other in the planning and delivery of these events. However, 2020 was not a typical year due to the COVID-19 pandemic. Social distancing, lockdowns, and remote working had a tremendous impact on the ERGs' ability to conduct their normal activities. Most groups tried to be flexible and adaptive when possible so they could carry on and meet their 2020 objectives. Understandably, some planned events and activities had to be canceled or postponed. Kudos to all of the ERGs for persevering through this challenging year and doing their best! Each group is profiled on the following pages. Please note that images showing employees without masks were taken pre-pandemic.

ADAPT (Able and DisAbled Partnering Together)

Mission

ADAPT's mission is to advocate for Corning employees whose lives are affected by disability, to enhance employee performance, and enrich their experience. Through education on accommodations and resources, we help create an empowered, inclusive, motivated workforce and increase employee retention.

2020 Accomplishments by Chapter / Location

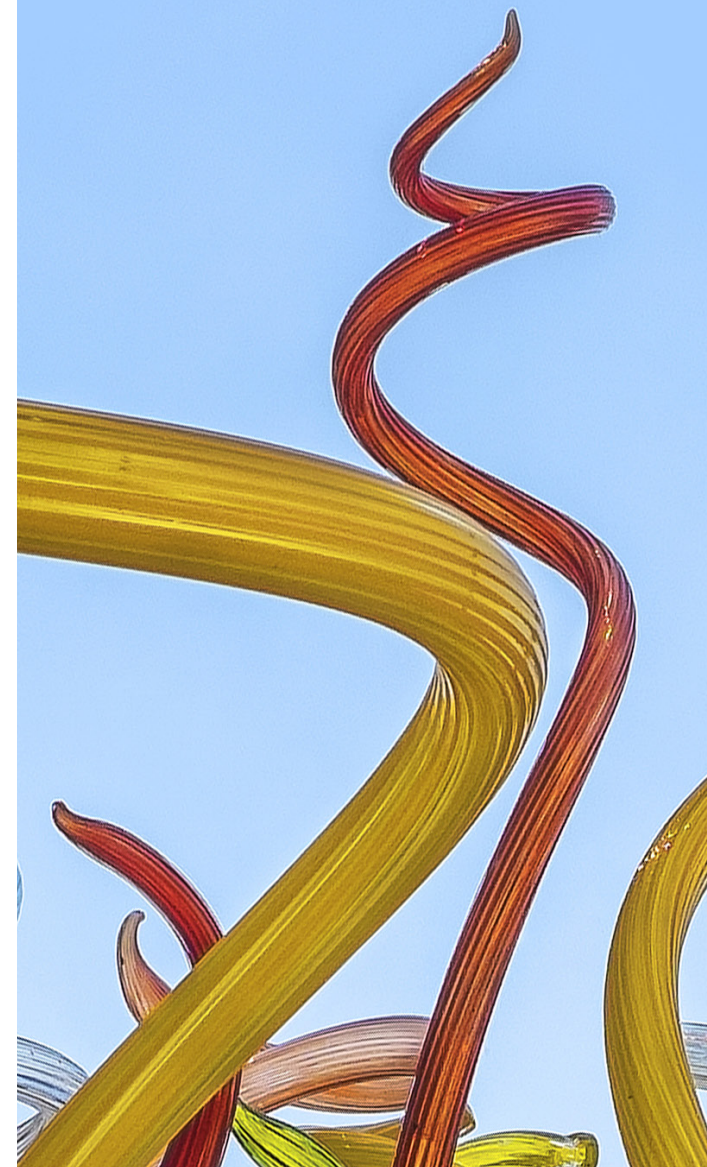
ADAPT Corning, NY

- Partnered with senior leadership to achieve a perfect score on the Disability Equality Index (DEI) Survey.
- Continued its efforts in assisting employees with disability accommodations.
- Held discussions with senior leaders to improve the application of the Accommodation Policy.
- Partnered with a local domestic violence shelter to provide volunteer hours during COC's Week of Service 2020.
- Developed a Case for Disability presentation, and presented to the Technology Community Talent Acquisition Committee (TCTAC) and to the Law Department.
- Developed Return-to-Work ADAPT Supervisor Conversation Guide.

ADAPT EMEA

(Includes locations in: Vordingborg, Denmark; Berlin, Germany; and Strykow, Poland)

- Participated in ADAPT Corning's Lots of Socks event in support of the International World Down Syndrome Day.
- Collected and delivered emergency PPE to a local cancer-support organization.
- Participated in an EMEA-wide Diversity Dialogue discussion.
- Collaborated with CWPG on a Colorful Fridays Webex series, to raise awareness about and to support victims of four different diseases.
- ERG leader Michal Pacholczyk honored with COC's "You Make a Difference" award.



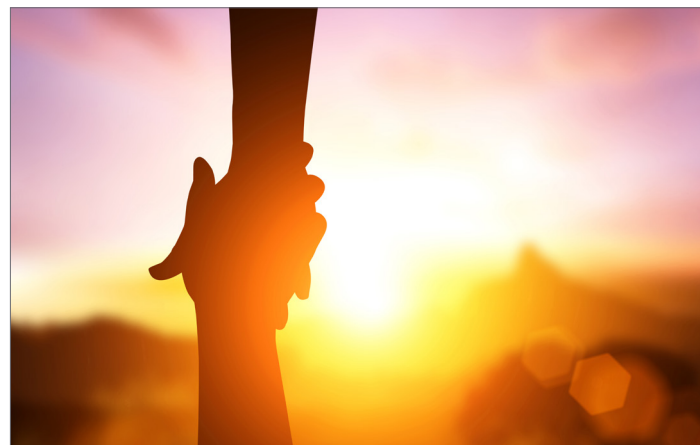
Administrative Professionals Network (APN)

Mission

The Administrative Professionals Network provides growth and development through networking, best practice sharing, and skill development. The group strives to support members both professionally and personally.

2020 Accomplishments

- Recognized all the work/rework APN members have done to keep moving forward during the pandemic, such as rescheduling meetings due to restricted conference room occupancy, postponing events, canceling/changing all travel requirements, and learning to connect and still anticipate leaders' needs in a virtual environment.
- Hosted three general body meetings.
- Administrative Talent Pipeline (ATP) Committee remained active.
- Created and hosted three APN Spotlight Sessions with Senior Leadership Team (SLT) admins.
- Transitioned three leadership team members and created roles and responsibilities for leaders.
- Invited CFSN ERG to present at APN member meeting.
- Worked with Workplace Services to create guidelines for the corporate online building manual titled Office Environment 2025.



Black Growth Council (BGC)

Mission

Promote the growth, success, and retention of Black and other diverse employees by providing support, tools, and an understanding of the Manufacturing Technology & Engineering (MTE) environment. BGC works to identify issues and provide solutions for the common challenges faced by employees of Corning.

2020 Accomplishments

- Continued its sponsorship and support of Corning Toastmasters group, assisting the group to meet virtually during the pandemic.
- Reached out to its members with a Lunch & Learn session around racial equity, a healthy living webinar series focused on nutrition and physical fitness, and a financial planning webinar, as well as multiple virtual networking meetings.
- Focused on member career development with a career diary session held to help capture pertinent information for career-planning purposes.
- Collaborated with GLO on a Latino cooking show for employees.
- Dissolved at the end of 2020, with all members joining Corning Black Employees Network (CBEN).



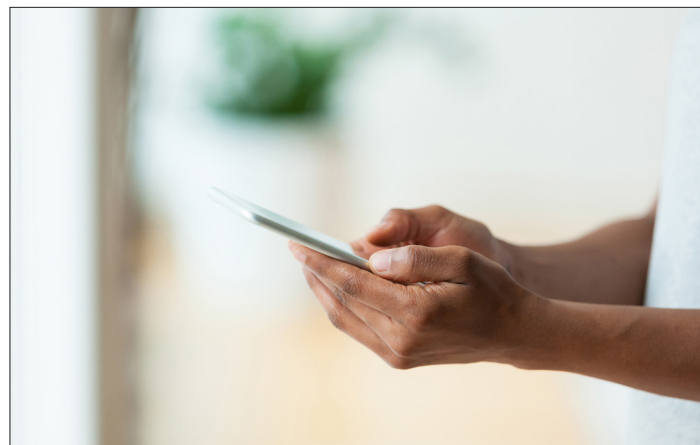
Black Technology Network (BTN)

Mission

To further advance Corning's global leadership and development of innovation by advocating the recruitment, career development, and advancement of Black employees in the Technology Community, while culturally enriching the Corning communities at large.

2020 Accomplishments

- Held a job fair during the virtual NOBCCChE convention, identifying several potential candidates for chemical and chemical engineering internships and positions within Corning.
- Held final BTN Recognition and Performance Awards Ceremony.
- Dissolved at the end of 2020, with all members joining Corning Black Employees Network (CBEN).



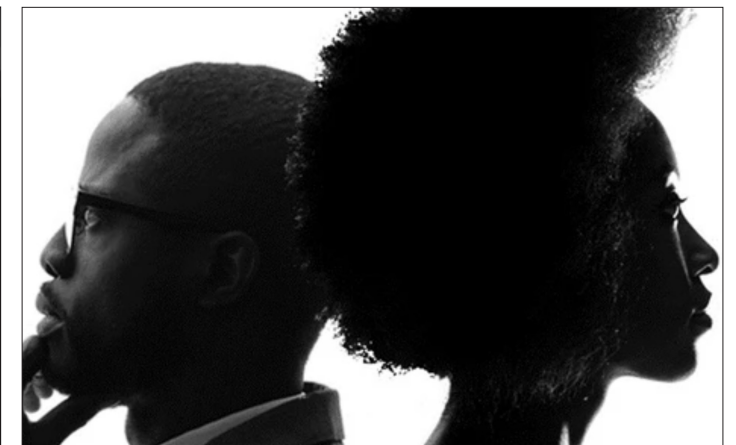
Corning Black Employees Network

Mission

To promote the growth, success, and retention of Corning Black employees across all job functions, band levels, and locations to serve as leaders and valued contributors to Corning's success through recruitment, advocacy, and career development.

2020 Accomplishments

- Established and launched in 2020 through the unification of Black Growth Council, Black Technology Network, and Society of Black Professionals.
- Hosted a virtual convention in September.
- Continued leadership series: October speaker event with John McGirr, vice president, Manufacturing, and a virtual Lunch & Learn session with Jeanne Propst, senior vice president, Data Center, COC.
- Hosted a financial literacy webinar in November – “Know Better, Do Better.”
- Partnered with the EOP Ernie Davis Center to hold the Christmas Magic event to provide Christmas gifts to underprivileged children in the community.



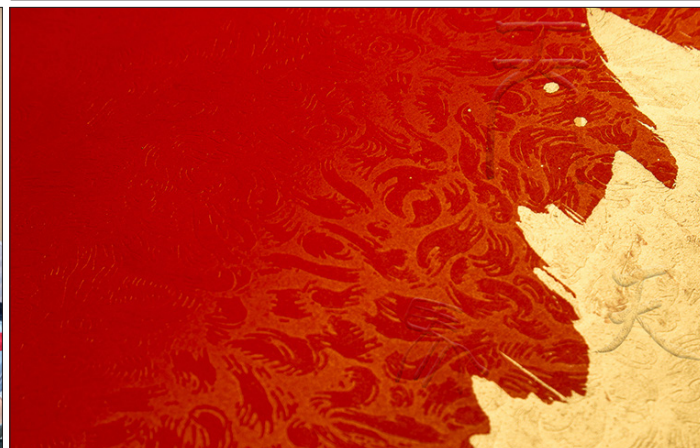
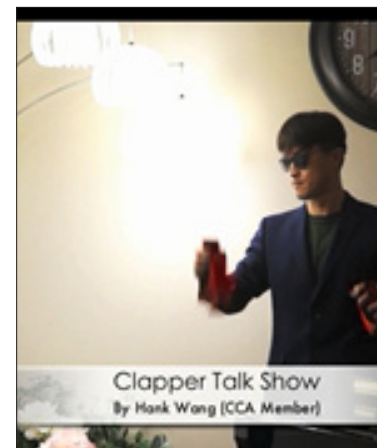
Corning Chinese Association (CCA)

Mission

The mission of Corning Chinese Association is to facilitate networking and personal/professional development among the Chinese community and those who are interested in the Chinese culture. We work together to promote Chinese culture in the Southern Tier Region of New York State; and to provide a means to bridge the Chinese and American cultures.

2020 Accomplishments

- Reached out to members and to the community by participating in the following activities:
 - Participated in the Foodbank Volunteer Day, in collaboration with GLO and other ERGs.
 - Conducted fundraising efforts for coronavirus outbreak in China and in the local community with the Corning Chinese School.
 - Held “One-on-One” donation drive in collaboration with Corning China.
 - Hosted a virtual Mother’s Day celebration, virtual children’s art show, and a virtual Mid-Autumn Festival celebration on Zoom (in collaboration with the Corning Chinese School).
 - Hosted a virtual summer picnic and CCA’s first cooking contest.
- Advanced the professional development of members with a Personal Finance 101 educational webinar series.
- Hosted a Corning China Update featuring President and General Manager Li Fang.



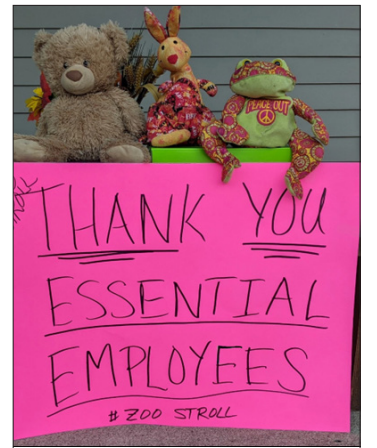
Corning Family Support Network (CFSN)

Mission

The Corning Family Support Network (CFSN) is an Employee Resource Group focused on supporting and advocating for employees and their families. Through the cycle of life, from expecting to dealing with elder care, CFSN strives to ensure employees: (1) can find the resources and information they need (both internally and externally), when they need it; (2) have a support network to ask questions, as well as to help others coping with the same type of home/life experiences; (3) have outreach opportunities in the community, making it a better place to live; and (4) have a voice in the company, advocating for improvements to family related policies and benefits.

2020 Accomplishments

- Offered the following virtual events:
 - Virtual monthly Chat Series open to all employees to provide an outlet and sense of community during the COVID-19 pandemic with topical discussions and open forum format.
 - Family “Zoo Stroll” event for employees and members.
 - Live panel discussion for the fall general body meeting.
 - Signature event, a family pumpkin-carving contest, held virtually.
 - Eight “Let’s Be Honest” virtual workshops provided by Planned Parenthood, a program designed to help parents create an environment of trust and comfort in talking with their children about sex and sexuality.
- Contributed to the COVID-19 Corning Resource Manual.
- Engaged through CFSN Communities of Interest (COI):
 - Adoption and Fostering held monthly check-ins, Story Hour Sharing, and celebrated National Adoption Month.
 - Elder Care showed the film “Still Alice” with a panel discussion from the Office of the Aging and the Alzheimer’s Association, and held an interactive event and created a “Growing Old Together” series with the first event focused on the use of technology in the care of at-home elders.
 - First Steps established a Blue Line community.
- Maintained community involvement through the following:
 - Supported community with donations to Nonni Parenthood and Starry Night.
 - Collected donations for a local organization for troubled teens.
 - Held a t-shirt fundraiser to benefit a local county foster care and adoption service.
 - Co-sponsored a community nutrition program.
- Presented an overview of CFSN to the Administrative Professionals Network and Corning’s Law Department.
- Completed online training for members on using the Blue Line, enabling a more robust presence for the ERG and its COIs.
- Continued to advocate for and worked with key leadership for lactation room improvements.
- Transitioned to a new leadership team.



Corning Korean Community (CKC)

Mission

The Corning Korean Community organizes events and networking opportunities to connect employees, increases awareness of Korean culture, helps to retain current Korean employees, and recruit future Korean employees.

2020 Accomplishments

- Organized and offered our signature event, “Taste of Korea,” virtually over three days in October:
 - Day 1: Korean entertainment
 - Day 2: Korean food and recipe contest
 - Day 3: Korean alphabet
- Held a Korean virtual language camp for 100 participants.
- Offered a “Business in Korea” virtual session to create awareness of the market and business conditions in Korea.
- Hosted a Q2/Q3 virtual general body meeting.
- Updated the “Local Information for Members Book.”
- Published the CKC newsletter.
- Updated the group’s Blue Line page.
- Held bi-weekly virtual leadership team meetings.



Corning Professionals Network (CPN)

Mission

CPN strives to help employees acclimate and establish roots by providing engaging experiences, cultivating connections, and promoting personal and professional growth.

2020 Accomplishments by Chapter / Location

CPN Corning, NY

- Hosted the following virtual professional development webinars:
 - “Improving Workspace Ergonomics While Working from Home,” a well-attended event.
 - CPN Speaker Series, a two-part event with Debra Roberts as presenter on the topic of “Relationship Protocol.”
 - “How to be Social on Social” with Madeleine Gionet, leader, Social Media, Corporate Communications, with a focus on optimizing participants’ LinkedIn profiles.
- Hosted OneNote training with IT to help members learn more about this tool.
- Volunteered in the community:
 - Partnered with the Corning Foundation to provide volunteers at multiple local food distribution centers during the pandemic.
 - Contributed volunteer hours to maintain a local nature center.
- Hosted the following networking opportunities pre-pandemic and during the pandemic:
 - Pre-pandemic: Headquarters artwork tour, happy hour event, and ice skating.
 - During the pandemic: Virtual happy hours utilizing Webex and Blue Line, and hiking at Erwin Wildlife Management Area (with COVID protocols in place).

CPN Charlotte, NC

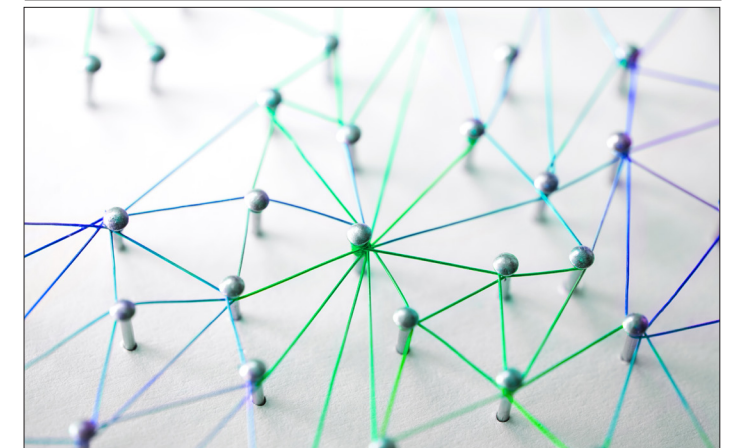
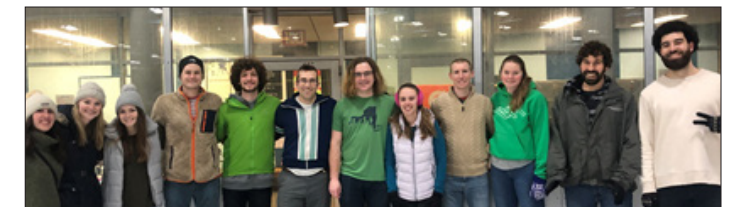
- Hosted the following virtual professional development webinars:
 - Virtual “Working from Home” competitions supporting best practices.
 - Presentation by Clark Kinlin.
 - Software skills workshop.
 - Location-wide ERG professional development event.

CPN Reynosa, Mexico

- Volunteered in the community:
 - Outreach to the wider community: fundraising efforts to benefit local organizations, participation in the COC Week of Service, and supporting over 10 families through Operation Christmas.
- Hosted networking opportunities.
 - Held two BASH events.
 - Virtual Halloween competition to support employee morale.

CPN Tewksbury, MA

- No activity due to COVID-19.
- Hosted negotiations workshop to help build members’ professional skills.
- Hosted the following networking opportunities:
 - New Year’s trivia contest and party which drew 50 attendees.
 - Happy hour event.



Corning Women's Partnership for Growth (CWPG)

Mission

This group champions an environment in which all professional women have an opportunity to achieve their full career potential by encouraging self-development, leadership skills, and outreach through an open forum.

2020 Accomplishments by Chapter / Location

UNITED STATES CHAPTERS

CWPG Corning, NY

- Introduced the ERG's new name (formerly Corning Professional Women's Forum) with a global rebranding initiative.
- Partnered with Corning Foundation for the first time on a panel discussion: Non-Profit Women in Leadership.
- Held a virtual discussion on working remotely best practices.
- Held quarterly global alignment meetings with leadership from all chapters.
- Organized a breakfast event to celebrate Women's History Month in March (pre-pandemic).
- Held a virtual celebration of International Women's Day.

CWPG West Coast, CA

- No activity due to COVID-19.

CWPG Harrodsburg, KY

- Increased member self-confidence and encouraged personal and professional development by participating in a women's conference and holding workshops on emotional and social intelligence.
- Promoted networking opportunities and fostered business relationships by holding quarterly member meetings (in-person and virtual), by organizing a World Vision kit-assembly event, and by participating in the 2020 Women in Manufacturing Summit.

- Increased member and plant-wide participation through celebrations of Women's History Month, International Men's Day, and Women's Equality Day, as well as an event around PPE recycling and sustainability.
- Supported community programs by volunteering for efforts benefitting children, seniors, and a local humane society.

CWPG Tewksbury, MA

- Kicked off Women's History Month on International Women's Day with a breakfast for the site.
- Pivoted from in-person events to virtual event for the rest of 2020:
 - Held online yoga and barre classes.
 - Collaborated with the CWPG CLS Remote Sales in its book club and podcast discussions, as well as other events, enabling networking between these two CWPG chapters.
- Implemented member spotlights for team members to stay connected while working remotely.
- Built on member professional skills by livestreaming both the Massachusetts Conference for Women, which included a full day of leadership and career development content, as well as three follow-up lunchtime streaming sessions and the Watermark Conference for Women.

CWPG Kennebunk, ME

- No activity due to COVID-19.

CWPG Fairport, NY

- Grew our chapter to 85+ members.
- Created a diverse set of activities to engage CWPG across all departments, such as an informational email project about heart health, lunch-and-learn sessions on personal and professional skill-building, and participation in 2020 International Women's Day.
- Continued the chapter's book club activities.
- Hosted remote events to maintain engagement with the location's work-from-home workforce, in particular, bi-weekly social and networking "Happy Hour" calls.
- Organized COVID-19-safe on-site events to support the workforce and the community, including a voter registration event and a fundraiser for a local Boys & Girls Club.
- Created two new liaison positions on the Board to ensure engagement across groups in 2021.

CWPG Charlotte/Hickory, NC

- Organized a monthly book club for members.
- Participated in COC's Week of Service, collecting donations for a local children's organization.
- Held an engagement event to increase membership.
- Celebrated Women's History Month by donating hygiene supplies to a community women's resource center.
- Collaborated with Women in Manufacturing on a work skills talk.

CWPG Concord, NC

- Organized a series of personal growth and development events during March, Women's History Month, which were repeated for three days during the month so that members of each plant shift could attend; activities included showing inspirational TED Talks, a leadership panel discussion, and a resume-building event.

- Promoted employee well-being by:
 - Organizing a calendar activity and gift-card giveaway to incentivize kindness and story-sharing.
 - Sharing a weekly email containing a gratitude thought and a tip of the day during the first months of the pandemic.
 - Sponsoring a coffee and juice day for each shift.
- Held a voter registration drive.
- Awarded a grant to a local racial justice organization.
- Designed and displayed a Unity Banner in the Concord facility.
- Promoted and participated in Women in Manufacturing virtual events, including the three-day WIM Virtual Summit.
- Participated in COC's Week of Service by distributing reusable cups and cutlery sets to each plant employee to help reduce the use of plastics and Styrofoam in the plant and at home.
- Participated in the re-branding of this Employee Resource Group.

CWPG Durham, NC

- Invited members to the Women in Manufacturing conference.
- Participated in a plant-wide holiday gift collection for children in need.

CWPG Wilmington, NC

- Participated in career discussions with local middle school and high school girls.
- Held a member discussion around navigating mid-career functional changes and a member networking lunch.
- Organized a resource collection and fundraiser to benefit a local shelter for women and children.
- Participated in an event hosted by a local businesswomen's group which featured a presentation by a female executive.



Corning Women's Partnership for Growth (CWPG) *continued*

GLOBAL CHAPTERS

CWPG CLS EMEA Amsterdam, The Netherlands

- Hosted a mindfulness training session at a yearly sales conference in Prague.
- Continued EMEA-wide quarterly book club sessions.
- Conducted a day-long event around International Women's Day, which included presentations on the Corning mentoring and coaching program, a panel discussion with Corning female leaders, a yoga session, and a self-defense workshop.
- Held virtual discussions on racial bias training and social injustice.

CWPG CLS EMEA Borre, France

- Reached out to members during the pandemic with weekly yoga sessions, quarterly book club discussions, and virtual sessions on DIY cosmetics and holiday crafts.
- Built members' professional skills with a workshop on leading Webex meetings.

CWPG CLS EMEA Remote Locations

- Participated in the CWPG EMEA book club discussions.
- Held a wellness session at the EMEA sales meeting in Prague.

CWPG Warsaw, Poland

- Hosted several virtual meetings:
 - *April* – How to manage a home office.
 - *May* – Share your favorite link event in which members recommend resources to each other; examples included online trainings, sport groups, music and theater events, etc.
 - *September* – Eco-lifestyle discussion.

– *October* – How to deal with stress related to the pandemic lockdown, fear of disease, coping with work from home, etc.

- Participated in the re-branding of this Employee Resource Group.

CWPG EMEA Berlin, Germany

- Hosted/participated in two workshops on career paths and career development, and one on financial basics.
- Collaborated with ADAPT EMEA on health awareness events, and a toy collection event for the holidays.
- Participated in a blood donation event.
- Participated in the re-branding of this Employee Resource Group.

CWPG Gebze, Turkey

- Organized an event to celebrate International Women's Day that included an informative and practical training session from a reputable martial arts school on self-protection against assault followed by a luncheon.

CWPG Lakeside, U.K.

- Commemorated International Women's Day by hosting a speaker event on mentoring women and promoting diversity.
- Hosted a global seminar on CLS' involvement with the fight against COVID-19.
- Organized a webinar on Corning pay equity.

CWPG Vordingborg, Denmark

- Hosted a workshop on financial basics.

CWPG Strykow, Poland

- Celebrated International Women's Day.
- Held workshops on effective presentations and personal health.
- Participated in two local charity runs as well as a holiday charity event.
- Hosted a panel discussion on female career paths.
- Collaborated with ADAPT EMEA on an E-waste recycling drive.

CWPG India

- Expanded membership to include male employees.
- Organized Project Sandbox in partnership with the leadership team, which allowed members to practice skills in a safe environment while they planned an actual marketing campaign and carried out COVID-19 impact data analysis; the activities provided opportunities for member-leader communication, as well as future planning to improve gender diversity and a sustainability strategy for Corning India.
- Hosted a "Diversity Dialogue" on gender diversity.
- Supported member culture during the COVID-19 lockdown by holding a virtual, cross-location networking opportunity called "Chai Stories," which allowed small groups to exchange lockdown stories and ideas about CWPG's objectives and efficacy and included training on making an elevator pitch.

CWPG Reynosa Mexico

- Held a Robotic-Automation Tournament to improve productivity using automated solutions in support of cost-reduction initiatives; Plant Manager Laura Guerra encouraged all teams to include a female engineer.

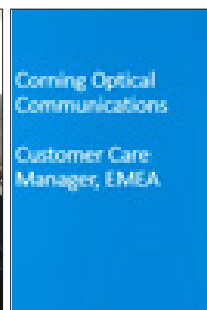
- Partnered with the Corning Foundation, the CPN ERG, and EduCancer to deliver 200 mattresses and 29 dining sets to families in Reynosa Mexico affected by Hurricane Hanna.
- Held Celebrate Women days and encouraged everyone to wear purple; photos were taken at each plant.
- Participated in the re-branding of this Employee Resource Group.

CWPG Australia

- Conducted quarterly business communications.
- Connected the team with weekly meetings, making a lasting difference and resulting in closer relationships.
- Discussed business updates and other information provided by the management team and the Australian government.
- Shared personal stories and conducted engagement activities during the COVID-19 lockdown.

CWPG Japan

- Held a Webex seminar on unconscious bias, concentrating on defining an inclusive organization and how bias can affect work.
- Strengthened member connection with a virtual coffee klatch on work/life balance.
- Hosted a Webex talk for all female employees which featured a female executive sharing career insights.



C-VETS (Corning Veterans Engaged to Support)

Mission

To enhance the lives of active duty service members, veterans, and their supporters by providing a forum for sharing, giving back to other veterans, and identifying resources that enable them to be their best as an individual or as an employee of Corning Incorporated.

2020 Accomplishments by Chapter / Location

C-VETS Corning, NY

- Created a Veterans' Day tribute video, in lieu of our annual signature event.
- Established a Veteran Support Fund account via the Community Foundation of Elmira-Corning and the Finger Lakes to allow C-VETS to raise and disperse monies to veterans in need and veteran organizations in the community.
- Continued community outreach support activities by:
 - Providing four volunteers for a local AIM Veteran Mentorship Program.
 - Raising money for a local American Legion chapter's Memorial Day flag placement program.
 - Participating in a 9/11 tribute and the group's annual holiday events at a local veterans' hospital.
 - Donating wreaths to several local national cemeteries.
- Hosted a virtual Wine Glass 10K marathon to fundraise for veteran support organizations.
- Continued its Deployed Employee Program by tracking, communicating with, and sending care packages to seven employees.
- Participated in three virtual recruiting events focused on hiring veterans.
- Hosted a fall foliage member hike.

C-VETS Phoenix, AZ

- Reviewed available COVID-19 resources for veterans through the Arizona Coalition for Military Families during a local chapter Memorial Day event.
- Hosted a Veterans Day lunch with gifts for employees.
- Established local collection site at the plant to support holiday toy collection benefitting families in need.

C-VETS Oneonta, NY

- Promoted active membership engagement by reaching out to new employees about the group.
- Volunteered at a community veterans' outreach center, sent care packages to active duty military, and participated in an outreach program benefitting residents at a local veterans' home.
- Held a bottle-return fundraising event and decorated the plant for Veterans Day.

C-VETS Concord, NC

- Promoted membership engagement by recognizing and rewarding active members.
- Maintained veteran and community outreach by organizing a VA hospital event which collected food and other items for patients, and by strengthening relationships with other community veterans' groups.
- Supported company recruitment of veterans by partnering with HR/Talent Acquisition and a local ROTC at several virtual veterans recruiting job fairs.
- Informed plant employees on veterans' issues with a lunch-and-learn session on PTSD.
- Participated in a holiday toy collection to benefit local children in need.
- Partnered with the Corning chapter on its Veterans Day video.

C-VETS Newton, NC

- Partnered with the local police department to organize a highly successful holiday gift donation effort to benefit community children in need.

C-VETS Blacksburg, VA

- Raised money for a town water fountain in honor of a deceased veteran colleague.
- Partnered with a local veterans' organization on a food drive and a holiday toy collection for local children in need.
- Set out flags on the plant grounds and sent veterans thank-you cards to honor Veterans Day.



EDGE (Ethnically Diverse Group of Employees)

Mission

To understand and overcome organizational barriers to help Corning’s ethnic minorities achieve their optimum potential, and to raise cultural awareness within Corning Incorporated, helping to create an environment where cultural diversity contributes to Corning’s success. As Corning increases its global presence, it is increasingly important to attract, hire, and retain the best available diverse talent.

2020 Accomplishments by Chapter / Location

EDGE Corning, NY

- Held a virtual learning session on retention and recruiting.
- Conducted a member survey to provide insight on membership needs.
- Interviewed two diversity leaders.
- Released the EDGE newsletter.

EDGE Concord, NC

- Increased active membership.
- Sustained the pipeline for future members and leaders by presenting at every New Hire Orientation.
- Raised cultural awareness and supported educational development in the local community by partnering with a local elementary school on a Black History Month event for its grade K-5 students.
- Participated in COC’s Week of Service by distributing backpacks as well as hygiene and school supplies to a local Boys & Girls Club, and by collecting holiday gifts for children in need.
- Collaborated with C-VETS Concord chapter on a Veterans Day event and a holiday gift donation effort.

EDGE Wilmington, NC

- Held monthly member meetings during which participants discussed their own relationships to their individual cultures and heritages.
- Conducted COVID-19 check-in meetings via Webex, providing a safe place for members to discuss new working challenges.
- Participated in COC’s Week of Service by hosting a group meeting with members from all EDGE chapters, giving participants a chance to network and connect.



Global Latino Organization (GLO)

Mission

Strive to position Corning as an employer of choice for talented Latinos by investing in their professional growth, recognizing their contribution to the company, and enabling them to achieve their highest potential.

2020 Accomplishments

- Engaged in the following recruiting activities:
 - Corning – RPI Virtual Career Fair.
 - Membership drive (Valentine’s Day/New Year’s celebrations).
- Hosted Virtual Speed Networking opportunity for professional development.
- Held signature event – Hispanic Heritage Month – virtually to promote education and awareness:
 - Featured speaker: Claudio Mazzali.
 - Virtual cooking show (in partnership with BGC).
 - Latino dishes served in Corning Valley cafeterias.
- Volunteered in support of the community.
- Held virtual Happy Hour at Hora De Café.
- Started #GLO Connections on the Blue Line.



Indian Professionals Network (IPN)

Mission

IPN seeks to recruit, retain and professionally develop employees of Indian-origin. We also promote cultural awareness and Indian heritage, while engaging in community outreach initiatives.

2020 Accomplishments

- Promoted professional development by holding a virtual conference for 60 participants on The Modern Workplace and a virtual update by Joan Kane, director, Global Immigration & HR Compliance, on immigration during the pandemic, which drew over 300 attendees.
- Partnered with other ERGs to perform community outreach, with a member-volunteer effort at a local food bank.
- Organized a member hike in a local park.
- Modified its signature Diwali celebration due to the pandemic by featuring a week of Indian food served in all Corning Valley employee cafeterias, and raised funds for the company's United Way effort.



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

Mission

MTE ALG works to provide a base of support and sharing that helps members to perform to their full potential and contribute to the MTE division in Corning, NY, as well as globally, and helps create an environment where cultural diversity contributes to the success of employees, the MTE division, and Corning as a whole.

2020 Accomplishments

- Hosted a dialogue with international leader Yi Jiang.
- Held a career development session on writing True Blue Talent Profiles.
- Organized a virtual holiday event.
- Reformed its leadership team mid-year, filling three unexpected vacancies.



Native American Council (NAC)

Mission

To provide support to current and future Native American employees through strategic recruiting, outreach, and by offering cultural awareness activities.

2020 Accomplishments

- NAC's leader, Ashley Lomboy, was awarded COC's Diversity & Inclusion "You Make a Difference" award, in part for her leadership efforts.
- Hosted a virtual signature event, "Injustice. Resilience. Indigenous.," for Native American Heritage Month; well-attended weekly virtual events included a keynote presentation and a panel discussion on the following topics:
 - Week #1 – Historical Injustices
 - Week #2 – Native Women
 - Week #3 – Cultural Appropriations
 - Week #4 – The Invisible Race
- Served Native American food selections in Corning, NY, and Wilmington, NC, cafes during Native American Heritage month.
- Donated funds to provide a scholarship with the American Indian Science and Engineering Society (AISES), to be given to college students impacted by the pandemic.
- Provided a donation to purchase computers for Native American students who did not have access to a computer due to the pandemic.
- Organized a mask-making effort which aided a local healthcare facility.
- Awarded an Excellence in Volunteerism Grant to benefit a Native American student STEM Studio.



Society of Black Professionals (SBP)

Mission

To address the professional learning and development of its membership to ensure the productivity, effectiveness, and long-term contribution of Black employees at Corning Incorporated.

2020 Accomplishments by Chapter / Location

SBP Corning, NY

- Worked with BTN and BGC to outline and develop the plans for creating the new ERG, CBEN.
- Hosted a Virtual Town Hall with Dana Moss in June.
- Participated in Black History Month events in collaboration with BGC and BTN.
- Dissolved at the end of 2020, with all members joining Corning Black Employees Network (CBEN).

SBP Charlotte/Hickory, NC

- Participated in several recruiting events at various universities.
- Held "Through Our Eyes" listening session to understand employee perspectives on retention.
- Hosted a professional development webinar series with several Corning Optical Communications leaders.
- Sponsored several events with the YWCA of the Central Carolinas, including "A Virtual Giving Day, a webinar for the book, "White Fragility," and a guest speaker from the Fayetteville Police Department on "Traffic Stop Disparities."
- Participated in Black History Month events.
- Led, with other Black ERGs, a virtual Juneteenth celebration to commemorate the end of slavery in the U.S.
- Dissolved at the end of 2020, with all members joining Corning Black Employees Network (CBEN).

SBP Wilmington, NC

- Collaborated on Black History Month events, which celebrated contributions to North Carolina history and included educational games, an elementary school art show, a trivia game, and refreshments.
- Dissolved at the end of 2020, with all members joining Corning Black Employees Network (CBEN).



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

Mission

Create an environment that embraces a wide range of sexual orientations, family arrangements, and gender identities through supporting the individual employee, the corporation, and the community.

2020 Accomplishments by Chapter / Location

SPECTRA Corning, NY

- Organized an awareness session for the Corning Law Department which involved more than 100 participants worldwide, and which sparked a dialogue with colleagues in Brazil interested in forming an ERG.
- Participated in a local fundraiser to benefit childhood cancer victims.

SPECTRA Charlotte/Hickory, NC

- Supported the individual, corporation, and community by participating in the training of National LGBTQ Chamber of Commerce site auditors, and by engaging in community youth programs.
- Advocated for LGBTQ equality by engaging regularly with the group's executive sponsor.
- Educated internally and externally by sponsoring a "Culture Conversation" about transgender individuals.
- Celebrated the diverse community by sponsoring Charlotte Pride events and National Pride Month.



Technology Community Women's Network (TCWN)

Mission

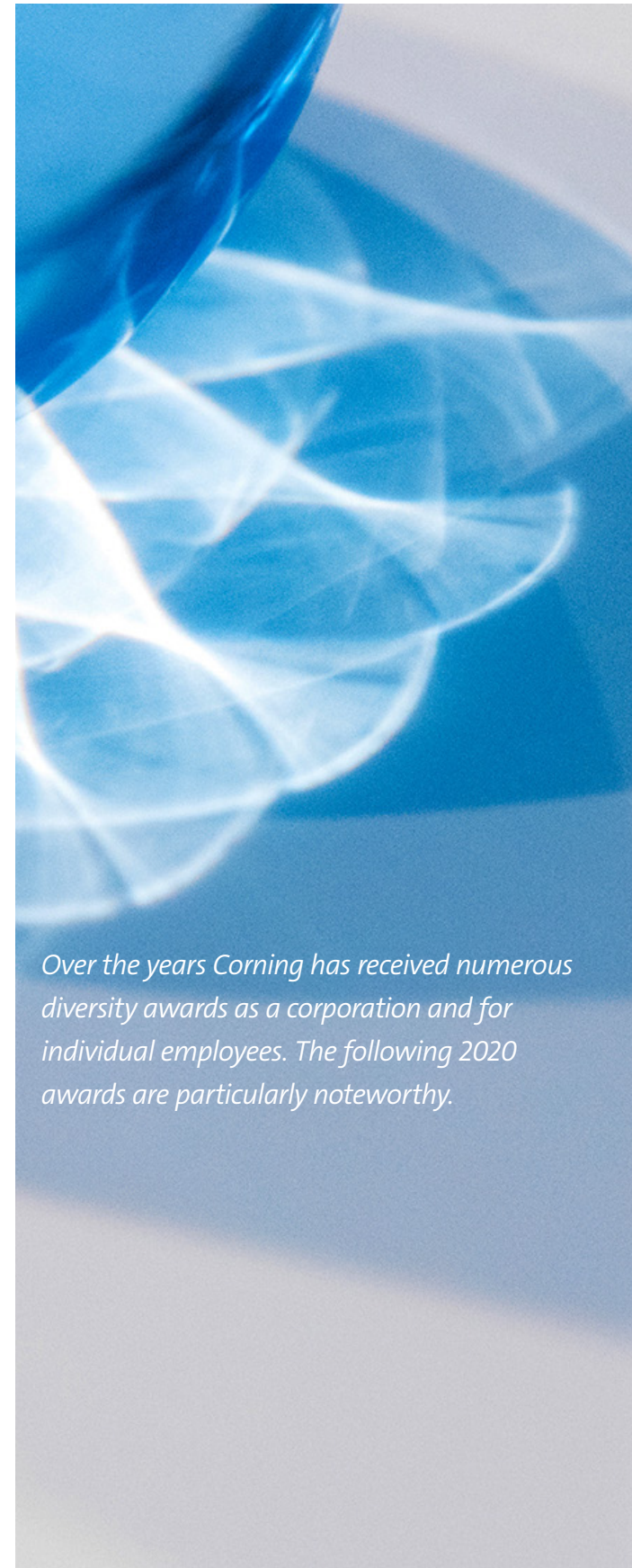
Empower women across the Technology Community to achieve their full potential while contributing to the company, and the community.

2020 Accomplishments

- Hosted a career development presentation with Henriette Lundgren and Hank Jonas.
- Co-sponsored Operation Valentine with C-VETS to honor a WWII veteran, purple heart recipient.
- Hosted "Effective Communications" presentation with Dr. Karen Matthews.
- Transitioned to virtual meetings due to the pandemic; shared the following presentations:
 - Toastmasters
 - Financial Advisor
 - Managing Up
 - Work/Life Balance
- Co-sponsored, with BTN, the Women of Color/Black Engineer of the Year Award virtual event.
- Created and posted a "TCWN Together" video of members and their pandemic work environments.



Awards & Recognition



Over the years Corning has received numerous diversity awards as a corporation and for individual employees. The following 2020 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/non-profit 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 Incorporated is proud to have received this honor 17 consecutive years – every year since the distinction was first awarded.

AAPD and Disability:IN's Best Place to Work



For the third year in a row, Corning Incorporated 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 2020 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.

NBIC's Best-of-the-Best



Corning Incorporated has been recognized nationally for its commitment to diversity and inclusion across all communities for the fifth 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.

Black EOE Journal Best of the Best



Corning Incorporated was named to the Black EOE Journal Best of the Best list, which was 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. The lists were compiled from market research, independent research, diversity conference participation, and survey responses. Corning was awarded a place on the list of Top LGBTQ+ Friendly Companies.

Forbes 2020 List of Best-in-State Employers in New York and North Carolina



Forbes, known for its lists and rankings, partnered with Statista, a market research company, to determine the best employers in each of the 50 states and the District of Columbia. Over the course of more than six months, Statista surveyed 80,000 United States employees across all

states and Washington, D.C. When Forbes announced the results in August, Corning Incorporated made the top-20 cut in not one, but two, states. Of the 100 ranked businesses in the New York list, Corning ranked 17th. In North Carolina, which also ranked 100 businesses, Corning took the 13th spot.

Corning's Harrodsburg Plant 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.

Cablefax Trailblazer



Corning's Recruiting Program was recognized as a Trailblazer for its success in attracting and retaining a diverse workforce. Cablefax cited the influence of Corning's ERGs, the hiring of two Native Americans in Wilmington, NC, and the "Women at Corning" campaign, as well as the company's involvement with the National ALPFA conference, the oldest professional Latino association in the U.S., and the National Society of Black Engineers.

External Awards & Recognition – Individuals

Bloomberg Law



Corning Incorporated's Executive Vice President and Chief Legal & Administrative Officer Lewis Steverson was featured in a Bloomberg Law article as one of 50 Black legal chiefs whose companies were in the Fortune 1000 in 2020 or in 2019. The article marked a milestone in which the number of Black attorneys leading legal departments at the 1000 largest U.S. companies exceeded 5%.

Awards & Recognition *continued*

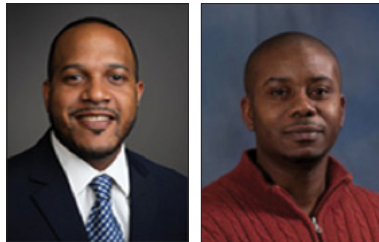
Black Engineer of the Year Awards



Dr. Ibraheem Muhammad, supervisor, Forming, Manufacturing Technology and Engineering (MTE), and Arthur Wallace, senior research technician, Science and Technology (S&T), were honored with 2020 Modern Day Technology Leader BEYA awards.

Ibraheem has managed capital budget projects, led experimental trials on R&D and manufacturing platforms, and established himself as a technical leader in the production of Corning's Valor™ pharmaceutical packaging product. He has authored or co-authored 24 restricted, internal reports along with three patent applications.

In his position as senior research technician, Arthur is responsible for the synthesis of organic monomers and polymers and formulates solutions for thin films and coatings. An alumni of Corning's Technician Pipeline Program, he is included as a co-inventor on eight granted patents, 13 patent applications, 14 invention disclosures, 42 technical reports, and three peer-reviewed publications.



Dr. Ibraheem Muhammad

Arthur Wallace

Women of Color STEM Awards



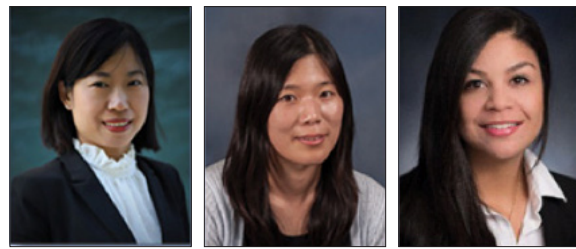
Three Corning women received the Women of Color in STEM Technology Rising Star Award in 2020.

Dr. Liying Zhang, manager, Defects & Mineralogy, MTE, and a certified Glass Technology Subject Matter Expert, has led and supported multiple glass trials or productions for Corning, including Corning® Gorilla® Glass and Corning® Astra™ Glass products in Asia, America and Europe. She has provided technical

leadership with new glass compositions, plant trials, and metrology tools for glass development.

Dr. Jenny Kim, senior research scientist, Polymers, S&T, is known for developing polymer nanocomposites and coatings for displays, mobile devices, and cables. She recently led the fabrication process to enable a new foldable cover concept for folding displays, pushing the technical limits of ultra-thin glass and plastic covers. Jenny also encourages young female students by sharing her experience in academia, national laboratories, and industry, and mentors female high school students and undergraduates interested in the STEM field.

While completing her bachelor's degree, Melissa Torres, now process engineer, MTE, conducted research with Combustion and Catalysis Laboratory, CCL, directed by Professor Marco J. Castaldi, focusing on the thermal and catalytic conversion of carbon-based waste material to desired products. She was also accepted into the Louis Stokes Alliances for Minority Participation (LSAMP) program and was awarded the ASME-Materials and Energy Recovery Award and the Alois X. Schmidt Scholarship. Melissa started her career at Corning three years ago, during which she has worked on multiple projects, including her support of increased capacity for HYPERStack®.



Dr. Liying Zhang

Dr. Jenny Kim

Melissa Torres

Canadian Academy of Engineering



Fellows of the Canadian Academy of Engineering are elected for their distinguished achievements and career-long service to the engineering profession, and are committed to ensuring that Canada's engineering expertise is applied to the benefit of all Canadians. Waguih Ishak, chief technologist at Corning and a Canadian university alumnus, with an outstanding record of fostering and inspiring innovation, has established state-of-the-art research laboratories at several global high-tech

companies, most recently the Corning Technology Center in Silicon Valley. As an international leader in optics and photonics research and a successful technology entrepreneur, he is driven by his appreciation for technology R&D for the betterment of society.



Waguih Ishak

Cablefax More Powerful Women – Technology



Cablefax named Michelle Engarto, vice president, Wireless Solutions, PLM, Optical Communications, as an honoree on its 2020 list of More Powerful Women in Technology.



Michelle Engarto

Cablefax Most Influential Multi-Ethnic Executives



Cablefax named Warren Hicks, global director, Plug and Play Solutions, PLM, Optical Communications, as an honoree on its 2020 "The Influentials" list.



Warren Hicks

Internal Awards & Recognition

First Female Project Management Associate



Darlene Murray, capital projects manager in Workplace Services (WPS), achieved a milestone in 2020 not only in her own career, but also for all Corning women, by being named the company's first female Project Management Associate.

Corning has used the title of "Associate" over many years to recognize exemplary performance and long-term impact for such roles as project manager (Project Management Associate), research and development scientist/engineer (Research Associate and Development Associate), and for employees who demonstrate excellent contributions over a lengthy career (Distinguished Associate).

The Project Management Associate designation recognizes experienced, senior-level project managers who are role models and consistently demonstrate excellence in leadership and project management skills. Darlene has over 34 years of construction and project management related experience. She has given 20 of those years to Corning.

S&T Innovation Awards

The Stookey Award recognizes a member of Global Research whose work has led to a deep understanding of an area of science or technology that has been judged to be valuable to Corning. Valuable because the work has unlocked great potential for future products or processes or has already delivered them, much in the way Dr. Stookey did many years ago. The Development Excellence Award recognizes an individual for outstanding contributions in product and process development with a consistency of performance over time who is also considered a role model among colleagues within the organization. The 2020 recipients of both awards are profiled below and on the next page.

Stookey Award



Senior Research Associate-Optics Dr. Alexander Streltsov's deep expertise in physics, material science, and laser processing has been directed towards creating unique surface structures to deliver specific optical and other properties.

Awards & Recognition *continued*

Alexander is a vital contributor to fundamental understanding and experimental breakthroughs that were essential to a number of new products, both in terms of their attributes and the processes necessary to produce unique surfaces. He has made significant and unique contributions to a wide range of products in Optical Communications, Specialty Materials, Display Technologies, and Emerging Innovations. Alexander has 48 granted patents, 98 invention disclosures, and 118 patent applications. He has documented his work in 44 RTRs, 41 NTRs, seven RedLines articles, at least eight conference presentations, and 16 journal articles.

Development Excellence Award



Anne Paris, technology development manager, Corning® Gorilla® Glass Melting & Forming, and a 29-year employee, was awarded the 2020 Development Excellence Award in recognition of her outstanding track record as one of Corning's best process development practitioners and leaders.

She is the 13th winner of this prestigious award. Anne is a collaborative leader who works closely with her Engineering and Manufacturing counterparts to effectively deliver technology. She has contributed to numerous businesses and products, including photochromic lenses, Corning® Advanced-Flow™ Reactor modules, glass-ceramic cooktop forming, appliance fronts, and novel glass forming processes for Corning Gorilla Glass.

TCWN Signature Award



Charlie Craig, senior vice president, Science and Technology, received the 2019 Signature Award, presented by the Technology Community Women's Network (TCWN) in 2020. The TCWN presents the Signature Award annually to an employee who exemplifies TCWN's mission and vision of

empowering women across the Technology Community to achieve their full potential while contributing to Corning and the community. Those who nominated Charlie for the award stated that he encourages members and seeks opportunities for TCWN leadership to have a presence at meetings and events. He empowers women to go after their dreams by personally stating that whatever is needed – training, education, etc. – he will do whatever is necessary to make it happen. Charlie recognizes that the organization has created

both professional development opportunities and service to the Technology Community. He is a sincere supporter of TCWN who always makes people feel valued and appreciated.

Optical Communications Diversity & Inclusion "You Make a Difference" Awards

These awards were established by 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 "You Make a Difference" award is presented in each of four regions: U.S./Canada, CALA/Mexico, EMEA, and APAC. Any employee assigned to the COC division, with at least two

years of service anywhere around the world, is eligible to be nominated. The winners of the 2020 awards were:

From APAC: Chen Xi, HR generalist, OCS, Shanghai, China

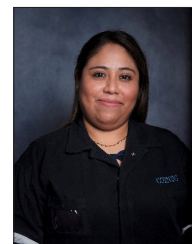
From CALA/Mexico: Maria Guadalupe Dominguez, group leader, RY1 Plant, Reynosa, Mexico

From EMEA: Michal Pacholczyk, regional NPI Engineering supervisor, Strykow, Poland

From U.S./Canada: Ashley Lomboy, division information security manager, OFC, Wilmington, NC



Chen Xi



Maria Guadalupe Dominguez



Michal Pacholczyk



Ashley Lomboy

Recruiting at Corning Searching for the World's Brightest and Best

Corning Incorporated'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 talent and experience needed for every role. This approach puts people and their skills first, regardless of race, religion, gender, age, sexual orientation, 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 work 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.

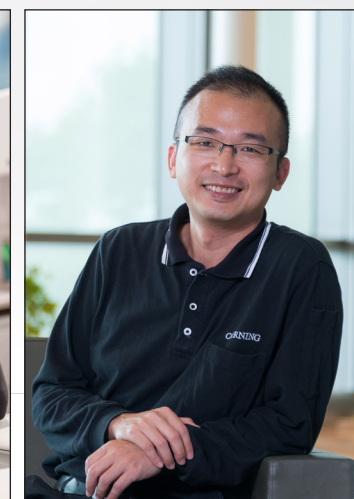
In 2020, Corning continued to recruit female talent through the Women at Corning campaign – "The future is here. The future is her." The campaign features 10 diverse women from across the company who represent different business units, functional groups, and talents. Each woman speaks about her career at Corning in interviews designed to resonate with other young women.

The campaign is showcased on our external website and shared through Corning's LinkedIn, Facebook, Twitter, and YouTube channels. Overall, through paid and organic efforts, the campaign has reached an audience of more than two million and generated over 7,000 engagements.

In addition to the special campaign, Corning continued its ongoing collaboration with diverse external organizations to attract and hire top talent for our workforce. Highlights included:

- **Society of Women Engineers (SWE):** Our ongoing support of SWE continued at a regional level.
- **National Society of Black Engineers (NSBE):** We continued our long relationship with NSBE to support and promote the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology.
- **HBCUs:** We continued our efforts at Historically Black Colleges and Universities to pipeline early career talent.
- **Veterans:** Military veterans have an intense work ethic and proven expertise in a variety of disciplines, which makes 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.

Through the collaborations mentioned above and others, Corning is able to attract and hire top diverse talent. 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.





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