Having a diverse workforce helps Corning generate more ideas that yield more innovative solutions for our customers. We’re proud of our inclusive culture, which is built on Corning’s Values — Quality, Integrity, Performance, Leadership, Innovation, Independence and The Individual. Diversity and inclusion are intrinsic to all seven Values, especially The Individual.

Diversity is one of Corning’s greatest strengths. The diversity of our products, businesses and markets has allowed us to weather numerous challenges and succeed for more than 165 years. At Corning, we apply our expertise in glass science, ceramic science and optical physics to develop products that transform industries and enhance people’s lives. Our technologies have made the air cleaner, increased the speed and efficiency of communications, and changed the way that people interact with the world and each other. But it is the diversity of our people that creates our strongest competitive advantage. We depend on the diversity of ideas, experiences and perspectives to develop solutions to tough problems, identify opportunities for growth and unleash new capabilities that make a positive difference in the world.

This year marks the 50th anniversary of our formal diversity and inclusion initiatives. Our early efforts in the late 1960s and 1970s focused on compliance — ensuring we met the requirements of the Equal Employment Opportunity and Affirmative Action policies. By the 1980s, we began to understand diversity as a cultural change, and we focused on improving our internal processes and employee experiences. In the 1990s, Corning began incorporating Total Quality principles into our diversity efforts by underscoring management accountability and introducing mandatory diversity awareness training.

Today, diversity is an integral part of Corning’s identity, and it is essential to our ability to create life-changing innovations. As a global company, Corning needs to develop strong commercial and technological relationships with partners around the world, and we must ensure our employees reflect the diversity of the customers who buy our products and benefit from our innovations. But our commitment to diversity goes beyond the standard business case. Diversity has become ingrained in Corning’s culture and is an integral part of living our values. We understand that we are enriched by different ideas, experiences and perspectives.

- We are committed to ensuring an inclusive environment for all employees. Corning
received a score of 100 for the 12th consecutive year on The Corporate Equality Index, which serves as a benchmark for U.S. businesses’ adoption of inclusive policies and benefits for LGBT employees. Additionally, the National LGBT Chamber of Commerce and the National Business Inclusion Consortium named Corning to their second annual Best-of-the-Best list of corporations committed to diversity and inclusion across all community sectors.

Corning Incorporated

- **We create** opportunities for diverse emerging talent to ensure that Corning’s leaders reflect our workforce. Since 2006, diversity in leadership has increased from 23 percent to 42 percent in the Corporate Management group; from 8 percent to 28 percent within our corporate officers; and from 14 percent to 33 percent on our Management Committee.

- **Corning is** committed to pay equity for men and women, and I am proud that this past year, Corning achieved 100 percent pay parity in the United States. We have also begun to extend the process that we use to identify and close pay gaps to our entire global workforce.

We’re proud of Corning’s achievements, and we will continue to evolve our diversity and inclusion initiatives in our ongoing effort to make Corning a better version of itself.

**Corning Incorporated’s Diversity and Inclusion Story**

One of Fortune’s World’s Most Admired Companies, Corning Incorporated has been collaborating with customers to solve tough technology challenges with products that transform people’s lives for more than 165 years. We are one of the world’s leading innovators in materials science, with a storied track record of life-changing inventions. Corning succeeds through sustained investment in RD&E, a unique combination of material and process innovation, trust-based relationships with customers who are global leaders in their industries, and the world-class talent of our diverse workforce.

Having a diverse global workforce helps Corning to generate more ideas that yield more innovative solutions for our customers. We are proud of our inclusive culture, which is built on the foundation of Corning’s Values — Quality, Integrity, Performance, Leadership, Innovation, Independence and The Individual. Diversity and inclusion are intrinsic to all seven Values, especially The Individual.

Our diversity and inclusion strategy is intended to help Corning achieve the following vision: To continue to support and enhance an inclusive culture that values the full spectrum of diversity and that provides a safe, accepting environment in which every employee can bring his/her whole self to work. We recognize the expanded definition of diversity and embrace our differences. We reflect our customers, suppliers and consumers in our employees and organizational teams. We see our future in the personal and professional development of our diverse workforce, and we encourage individual engagement at every level of the organization.

2018 marks the 50th anniversary of Corning’s formal diversity initiative. What began as a U.S.-centered, compliance-focused effort in 1968 has grown into a celebration of diversity and inclusion on a global scale. We are proud of all that we have accomplished in the areas of diversity and inclusion. The following are examples of how some of
our most recent efforts have impacted employees, suppliers and the communities in which we operate.

The UP2 Women’s Initiative
Throughout Corning’s storied history, women have played a significant role in helping to develop the life-changing innovations that have built our company’s legacy. The UP2 Initiative is a catalyst to help us build on that legacy and develop the next generation of women leaders at Corning.

Founded in 2013, UP2 was conceived by Senior Vice President, Human Resources, Christy Pambianchi and was sponsored by the women of the Corning Management Group with the objective of developing the next generation of women at Corning. The program was named the “UP2 Initiative” because the founders believe it is “up to” Corning’s women leaders to do their part to create opportunities for other women to join the top ranks of the company.

Through UP2, the top 200 women of the company mentor at least two other women, who in turn coach two other women, and so on, creating a powerful multiplier effect. Because internal networking is a hallmark of Corning’s culture, we know that mentoring relationships among our female employees is an effective way to help increase the number of women in leadership positions.

UP2 mentors share lessons learned with other women colleagues who want to advance their careers within Corning. This is done through one-on-one communication, a variety of global conferences and networking events, and online tools such as an internal website and a dedicated group on the Blue Line, Corning’s internal discussion platform. The UP2 Blue Line group has more than 850 members who connect to share information and resources and who participate in ongoing dialogues on a variety of topics relevant to women at Corning.

In just five years, the UP2 Initiative has expanded rapidly, reaching thousands of women throughout Corning’s global locations. Those who have engaged have learned that effective mentoring relationships can be personally and professionally rewarding for mentors and mentees. As women help other women achieve their career goals, they are building the next generation of Corning leaders and benefiting the company by increasing the impact of these talented employees. The women who work at Corning choose their career paths based on personal, career and family goals. Every choice is valid, and every contribution is valued, as it takes all of us working together to help Corning succeed.

Employee Resource Groups
At Corning, we understand that new and existing employees need ways to meet their colleagues and network as they learn about our company and integrate themselves into our culture. One of the best ways to do this is by joining one (or more) of the 16 Employee Resource Groups (ERGs) that we sponsor. These groups represent vital employee constituencies that include women, African Americans, those with disabilities, the LGBTQ community, Asians, Latinos, Native Americans and veterans, among others. We add new groups as necessary to better reflect the expanding dimensions of diversity and inclusion and to meet employee needs. All ERGs are open to all Corning employees who are interested in joining; currently, nearly 4,000 Corning employees participate.

ERGs contribute to Corning’s success by:
- Fostering an inclusive environment.
- Helping to recruit and retain diverse talent.
• **Raising** awareness around important issues.
• **Working** with the company to adopt new policies, services and professional development opportunities.
• **Sponsoring** cultural activities that engage the broad employee population, which increases cultural understanding and enhances working relationships.

Corning’s ERGs also make a significant difference in our external communities around the world through events and volunteering. A sampling of 2017 activities include:

**The Black Growth Council (BGC)**, the Black Technology Network (BTN) and the Society of Black Professionals (SBP) collaborated to celebrate Black History month with a variety of events. These included the Read-In Program in which member volunteers read to students from local school districts. This event has grown annually, reaching 214 classrooms in the Corning, NY, community last year.

**The Corning Professional Women’s Network (CPWF)** 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. There are 19 CPWF chapters around the world that engage in a variety of community service activities, some of which included:

• **Held a Dress for Success** clothing drive to collect business attire for financially challenged women seeking employment — Corning, NY, and Treyburn, NC.
• **Attended and participated in** the Feminist Night March Event, during which 40,000 women gathered to walk for women’s rights — Gebze, Turkey.

**The Corning Professionals Network (CPN)** helps welcome and retain global talent by integrating professionals into the Corning culture through networking, community involvement and career development. CPN chapters collaborated with each other to create a Global Volunteer Week for Corning employees, organizing local community service activities such as:

• **Worked with the Finger Lakes Land Trust** to clear a new hiking trail — Corning, NY.
• **Collected and delivered donations** of food and other supplies to a local Humane Society animal shelter and clinic — Hickory, NC.
• **Repaired a soccer field** and delivered new picnic tables to an elementary school attended by many employees’ children — Reynosa, Mexico.

**C-VETS (Corning Veterans Engaged to Support)** has a 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. Outreach activities included:

• **Provided care packages** and support to Corning employees who deployed overseas away from their families — Blacksburg, VA, and Corning, NY.
• **Assisted in creating** a Make-a-Wish
Celebration for a child and donated 400+ toys to Toys for Tots — Concord, NC.

- Provided outreach support to 11 organizations through monetary or physical donations — Corning, NY.

- SPECTRA supports Corning’s LGBTQ employees and their allies. They work to create an environment that embraces and celebrates diversity in sexual orientation and gender identity/expression through advocacy and education. Among other activities in 2017, the Corning chapter sponsored the AIDS Ride for Life in Ithaca, NY, raising more than $200,000 from all participants, donors and sponsors. A new SPECTRA chapter was established in Hickory, NC, where members participated in and sponsored the 2017 Charlotte Pride Festival.

Supplier Diversity
As a global corporation with manufacturing facilities around the world, Corning relies on a vast network of suppliers. In keeping with our Values and our Corporate Citizenship responsibilities, we invest considerable energy into selecting suppliers who meet our standards, and we require that they adhere to Corning’s Supplier Code of Conduct. In this way, we ensure that every aspect of our operations is conducted with respect for the laws, customs and cultures of the regions we serve.

We are committed to providing access to all suppliers and to promoting diversity in our supply base. The objective is to provide diverse businesses an opportunity to participate in our contracting and procurement process. We are also working to increase the amount of quality products and services we obtain directly from diverse suppliers. To that end, we seek to engage U.S. suppliers from the following categories:

- Minority-Owned Business Enterprise;
- Women-Owned Business Enterprise;
- Disability-Owned Business Enterprise;
- Veteran-Owned Business Enterprise;
- Disabled Veteran Business Enterprise;
- Service-Disabled Veteran Business Enterprise;
- Disadvantaged Business Enterprise;
- Historically Black Colleges or Universities;
- Historically Underutilized Business Zone;
- Small Business Administration 8(a) Program;
- Small Disadvantaged Business Enterprise; and
- LGBT-Owned Business Enterprise.

Corning is equally committed to being a valued supplier to our own customers. This includes doing our part to support their diversity initiatives. We have been pleased to be the recipient of several supplier diversity awards as a result of our efforts. The most recent include the Cummins Inc. 2017 U.S. Supplier Award for Corporate Responsibility; the AT&T Supplier Diversity Crystal Award (Corning Optical Communications has won this award five times); and the Pacific Southwest Minority Supplier Development Council’s 2017 “Supplier Diversity Champion” recognition for the impact our company has made in the minority business community.
Extending Our Diversity and Inclusion Leadership

Corning reaches out through a variety of methods to increase awareness of our company’s commitment to diversity and inclusion. For example, we maintain an external Diversity & Inclusion (D&I) website, which gives visitors an overview of our approach to D&I and our Employee Resource Groups (ERGs). Also featured on the site are our D&I annual report and a section on women at Corning. Corning representatives attend a variety of conferences and other professional events to expand our network, learn from others and maintain our presence in the larger community of parties involved with D&I concerns.

In addition, Corning’s recruiting team is active on numerous campuses as well as at job fairs and conferences around the world, working to promote our company as an employer of choice. Our ERGs often collaborate in these efforts to help recruit diverse talent.

Over the years, Corning has been recognized by a number of external organizations for D&I leadership. We are especially proud of the following:

- **The Human Rights Campaign (HRC)**
  Corning has received a 100 percent score on the HRC’s Corporate Equality Index and has had the distinction of being a “Best Place to Work for LGBT Equality” for 12 consecutive years.

- **Top Supporter of the Historically Black Colleges and Universities (HBCUs)**
  Corning has received this honor every year since the distinction was first awarded in 2003 and is now recognized at the diamond level.

- **National Business Inclusion Consortium (NBIC) Best-of-the-Best**
  Corning was named to this prestigious list in its inaugural year in 2016 and every year since.

Summary

At Corning, diversity and inclusion are a business imperative. As we grow our global workforce, we are ever-mindful of Corning’s reliance on diverse talent as a strategic advantage that drives innovation. We work hard to attract the brightest and the best to support our businesses. Once they are on board, we incorporate new employees into our culture, ensuring they understand and adopt our Values and providing work experiences in which they can reach their maximum potential and thrive, regardless of age, gender, race, sexual orientation or disability. In addition, we intentionally create “stretch opportunities” for diverse emerging talent to ensure Corning's leadership ranks reflect our workforce. We take pride in the exceptionally high retention rate among our salaried employees (96 percent in 2017). We believe that demonstration of employee longevity reflects our success in building and sustaining an inclusive culture in which our people want to spend their careers.