



EQUAL EMPLOYMENT OPPORTUNITY/WORKPLACE CONDUCT POLICY STATEMENT

Corning Incorporated is an equal opportunity employer, including disability and protected veteran status.

Corning Incorporated treats all employees and applicants equally and fairly. We are committed to hire and develop the best talent we can find. Equal opportunity must apply in all areas of human resource management, including recruiting, hiring, placement, training, promotion, compensation, and benefits. We must assure equality of opportunity because common sense dictates it, our conscience demands it, and the law requires it. We expect our managers to apply the same process rigor to ensuring Equal Employment Opportunity as they do for all other significant aspects of the company's operations.

As a federal contractor, Corning Incorporated is required to develop annual written plans to provide equal employment opportunity for qualified individuals with disabilities and protected veterans. Our written plans are available in the Human Resources office for inspection by any employee or applicant upon request, during normal business hours. We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, perform essential job functions, and receive other benefits and privileges of employment. To request an accommodation, please contact us at accommodations@corning.com.

Employees and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

Dana D. Moss, VP and Chief Diversity, Equity & Inclusion Officer, is responsible for the full scope of our diversity efforts, including formulating policies, planning, and implementing programs, working with unit managers, monitoring organizational unit status, and communicating equal employment opportunity/workplace conduct information to line and staff organizations. This policy is endorsed and supported by Corning Incorporated's Chief Human Resources Officer.