

The cover features a large white diagonal shape on the left and top, a blue triangle in the top right, and a black triangle in the bottom left. Two nature photographs are integrated: one on the left showing a person in a hat on a log, and a larger one on the right showing a forest and a beach. The title 'SUSTAINABILITY REPORT 2021' is in the white area, and the 'CORNING' logo is in the black area.

SUSTAINABILITY REPORT

2021

CORNING

Photo courtesy of Corning employee
Niranjan Thontadarya

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About this Report

Corning Incorporated is pleased to present our annual Sustainability Report. In this report, we update our progress against our 12 sustainability goals, which we introduced in 2020 to accelerate and focus our efforts to address environmental, social, and governance (ESG) issues.

The data in this report reflect Corning's worldwide operations across all reportable business segments for calendar year 2021, unless otherwise noted. This report has been prepared with reference to the Global Reporting Initiative's (GRI) standards. It also responds to the Hardware Sustainability Accounting Standard, the Sustainability Accounting Standards Board (SASB) sector-specific standard most relevant for our business. This year, we have also aligned our disclosures with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations as well as relevant United Nations (UN) Sustainable Development Goals for which we have the greatest impact. We are committed to providing annual updates on our sustainability performance and strive to expand our disclosures in future reports.

We have noted throughout the report where data has received third-party assurance. More information about our sustainability goals can be found on page 23. More information about how we applied the reporting standards can be found on pages 74-91.

Optical Communications
headquarters building
Charlotte, North Carolina

Image courtesy of Gensler



From our CEO



"For 170 years, we've provided ongoing value to society with life-changing and lifesaving innovations."

At Corning, we know glass. Time and again, we've proven the potential and versatility of this incredible material, employing its remarkable set of technical attributes to forge a path forward when the world needs impactful change.

Our deep understanding and expertise in the fields of glass science and engineering stretch back nearly two centuries. And – every day – we continue to create and characterize new glasses from the nearly infinite range of potential compositions. Clearly, we're working with a powerful problem solver. That's why we dedicate a significant portion of revenue to research, development, and engineering. It is central to our purpose; we seek to lead in capabilities that are vital to progress. And our track record shows the benefits our investments deliver for all stakeholders.

For 170 years, we've provided ongoing value to society with life-changing and lifesaving innovations. Today, we're positioned at the center of major industry transformations touching many facets of daily life. We're helping our customers move toward a world with nearly infinite and ubiquitous bandwidth; a world where you can do more right from your mobile device, protected by cover materials that can withstand even greater abuse; a world with large, lifelike displays; one where cars are cleaner, autonomous, and connected; and a world in which medicines are individualized, effective, and safe.

Looking forward, I believe that Corning's model for ongoing value creation – and the way it defines our relationship with all stakeholders – is more relevant than ever. As we detail in this report, the confluence of consequential events over the last year and the need to operate

effectively to serve our stakeholders during a pandemic has required that we embrace creative new ways of doing business. We're living through the kind of moment that tends to bring true character to light. At Corning, our Values are evident in our actions. In the face of multiple challenges, we've prioritized protecting our people and delivering for customers. We're collaboratively problem solving in the public and private sectors to achieve purpose-driven outcomes. And we've accelerated – with even greater urgency – the integration of social and environmental considerations, sustainable practices, and good governance into our business.

We also recognize that we have the opportunity to share resources and leadership on a range of important issues. Society shares a set of significant problems – many of which are systemic and long-standing, such as climate change and inequality. Our company embraces the increased demands and expectations put on organizations seeking to drive continued success.

We've always operated under the conviction that financial performance is not sufficient – we must strive to be a catalyst for positive change and help make the world just a little bit better. This is a fundamental aspiration for a company paving the way for its next 170 years of success.

We must position ourselves to continue inventing products that help deliver benefits to an overwhelming percentage of the global population. We do that by maintaining deep, long-standing relationships with our customers. They rely on our expertise and unique capabilities, which we can only offer by employing and retaining the best talent. So, when we ask people to join us, we want them to spend their entire work lives at Corning. We provide our people with many different experiences to enrich their careers and prosper. By extension, we take an active role in the communities where we work and live, because we want our employees to enjoy them, and we want their children to stay and join us as well. Finally, given our long-term focus, we must always be working on discovering the next advancement that will power us for generations to come.

Through this lens, we see distinct opportunities to continue making a positive difference in this era – through our products and through thoughtful actions involving every facet of our day-to-day operations. We recognize that Corning's proprietary manufacturing processes, to melt glass and fire ceramics, rely heavily on heat and water. So, it is our responsibility to find ways to navigate the global energy transition in the years ahead. That's why we continue to take meaningful steps in the right direction. In October of 2021, we established new greenhouse gas reduction goals, aligning with the Paris Agreement, for Scope 1+2 emissions, as well as major categories of Scope 3 emissions. We'll use power purchase agreements rather than carbon offsets. We are working toward 100% renewable electricity usage in the United States, Canada, and Europe in the next few years. Corning is also investing in product life-cycle assessments. And our engineers and scientists are working on establishing fundamentally lower-carbon ways to manufacture glass – an important step to reaching long-term net zero in the future.

As we will detail in this year's Sustainability Report, the challenges

of 2021 did not deter us from our commitment to having a tangible impact in everything we do. Let me give you some additional examples.

In 2021:

- We hosted COVID-19 vaccination clinics at sites around the world, including Mexico, South Korea, China, and the U.S. In Reynosa, Mexico, for example, we helped administer well over 100,000 doses of vaccines and boosters to employees and community members. And we've provided more than 200,000 diagnostic tests for employees around the world.
- We kicked off a five-year, \$5.5 million partnership with the nation's largest historically Black university, North Carolina Agricultural and Technical State University. Our work will prepare students for STEM careers.
- We engaged our Board of Directors to provide guidance and resources to our Office of Racial Equality and Social Unity, utilizing our members' diverse experience, gender, age, and ethnicity to advance this new initiative.
- And finally, we were a pioneer in the United States on gender pay equity, and once we achieved 100%, we applied the same groundbreaking approach on a global scale, reaching all salaried employees. We also expanded the reach of our DE&I office with regional business councils.

I feel good about our efforts to bolster equality inside and outside the company and our progress on our sustainability initiatives. And as we do all of this, we will progress together and advance our journey to become a better version of ourselves.

Along these lines, I'll leave you with a point of great inspiration to me: 2022 has been designated by the United Nations as the International Year of Glass. We're celebrating this amazing material not only for what it holds, protects, and makes possible, but also for how delicate, strong, and infinite

its potential becomes when combined with creativity and vision. In fact, we are targeting applications across most of the UN Sustainable Development Goals, which seek to solve the most important problems facing humanity and the planet today. Glass is a limitless reservoir for scientists' dreams. It can revolutionize how we harness clean energy from the sun. It can pull carbon out of thin air. And it provides exciting solutions to power cleaner vehicles.

The promise and potential of a material that begins with a simple grain of sand is nothing short of inspirational. You can see why we believe Corning's greatest contributions are yet to come. And that's saying a lot, given our history. I'm confident that we will continue to do our part through whatever unknowable challenges and upheavals we confront, because we will always be able to draw upon our ultimate strength: the direct connection among our purpose, our people, and the interest of all our stakeholders.



Wendell P. Weeks

Chairman and
Chief Executive Officer



"The promise and potential of a material that begins with a simple grain of sand is nothing short of inspirational. You can see why we believe Corning's greatest contributions are yet to come."

2021 Sustainability Highlights

Environment



8th
consecutive year

named by the U.S.
Environmental Protection
Agency as an ENERGY STAR®
Partner of the year



3 new
community solar projects launched



1st
formal
scenario-based climate risk
assessment completed

Social



Recognized by
Forbes as one of the

**World's Best
Employers**



**90%
score**

Human Rights Campaign
Foundation's 2021
Corporate Equality Index



5-year, \$5.5m
STEM partnership
established with North Carolina
A&T State University

95+% compliance rate
with Corning corporate health and
safety standards at Corning sites

>\$3.4m in grants
provided by the Corning
Incorporated Foundation

5 billion

**doses of COVID-19
vaccines delivered**
with the help of Corning Valor®
Glass, Velocity® Vials, and
pharmaceutical tubing

31%
of management/professionals
globally are women



\$1.3m
in employee donations
matched by Corning

Governance



**Added
environmental
criteria** to our Supplier
Code of Conduct

>300 suppliers

completed Supply Chain Social
Responsibility eLearning

14 out of 15
**Board members are
independent**



2 new
diverse directors
appointed to our Board

Who We Are and What We Do



Corning is vital to progress – in the industries we serve and in the world we share. We invent life-changing technologies using materials science. Our scientific and manufacturing expertise, boundless curiosity, and commitment to purposeful invention place us at the center of the way the world interacts, works, learns, and lives. Our sustained investment in research, development, and invention means we're always ready to solve the toughest challenges alongside our customers.

IN THIS SECTION:

- ▶ [Corning is Vital to Progress](#)
- ▶ [Corning at a Glance](#)
- ▶ [Our Values Define Us](#)



Who We Are and What We Do

CORNING IS VITAL TO PROGRESS – in the industries we serve and in the world we share.

At Corning, we invent life-changing technologies using materials science. Our scientific and manufacturing expertise, boundless curiosity, and commitment to purposeful invention place us at the center of the way the world interacts, works, learns, and lives. Our sustained investment in research, development, and invention means we're always ready to solve the toughest challenges alongside our customers.

Corning's businesses are ever evolving to best serve our customers, industries, and consumers. Today, we serve life sciences, mobile consumer electronics, optical communications, display, and automotive markets. Within these areas, we focus on leading in three core technologies and four manufacturing and engineering platforms to help solve some of our stakeholders' most pressing challenges and accelerate industry transformations. To learn more, visit our [website](#).

Our Scientists Are at the Forefront of Innovating Things that Matter

At Corning, invention is at the center of everything we do. We succeed through sustained investment in research, development, and engineering, a unique combination of material and process innovation, and close collaboration with customers to solve tough technology challenges. Our inventions make a lasting impact. Our products clean the air we breathe, connect people to information and each other, provide the window through which we access information and entertainment, and help facilitate the discovery and delivery of vital medicines.

Four-time National Medal of Technology winner

thanks to our technology leadership and R&D environment, which attract and develop the best scientific minds in the world.

Ranked #1 on Fast Company's list of Most Innovative Companies

in Mobile Consumer Electronics, in part for the invention of the world's first highly transparent, color-free glass ceramic.

BEST-IN-THE-WORLD CAPABILITIES

3 Core Technologies

- ▶ Glass Science
- ▶ Ceramic Science
- ▶ Optical Physics

4 Manufacturing & Engineering Platforms

- ▶ Vapor Deposition
- ▶ Fusion
- ▶ Precision Forming
- ▶ Extrusion

5 Market-Access Platforms

- ▶ Optical Communications
- ▶ Mobile Consumer Electronics
- ▶ Display
- ▶ Automotive
- ▶ Life Sciences



CORNING AT A GLANCE*



HQ: Corning, New York



Employees: 61,200



Operating Locations: 148



Global Presence: 44 countries



R&D Centers: 10



R&D Investment: \$1 billion



Active Patents: 11,750+



Manufacturing Facilities: 77



Core Sales: \$14.1 billion

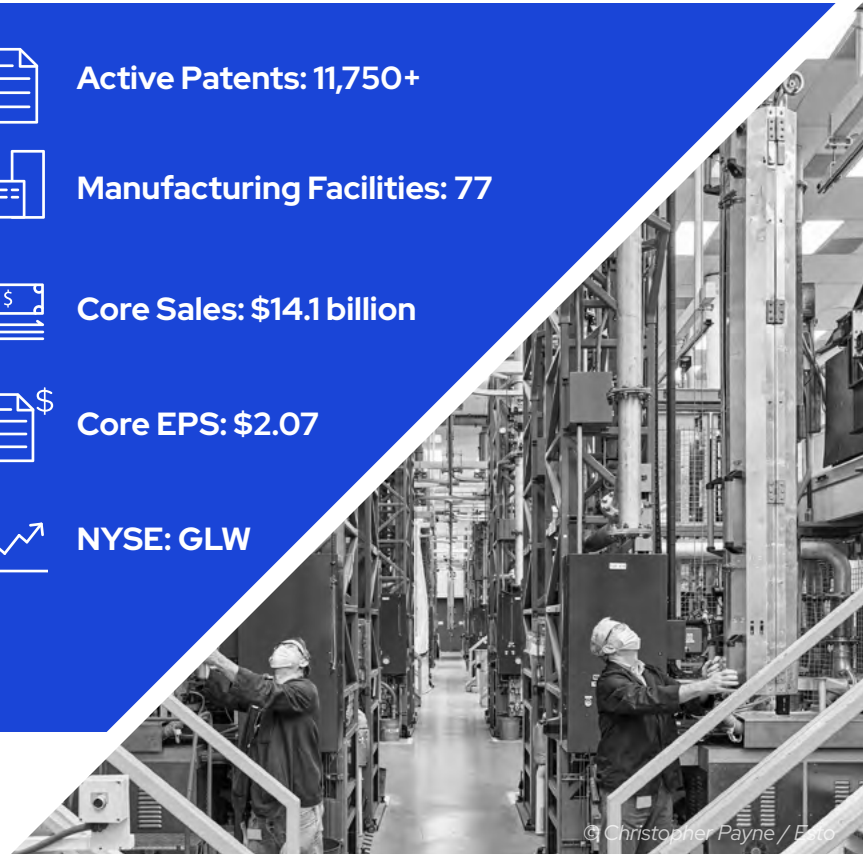


Core EPS: \$2.07



NYSE: GLW

*Numbers current as of Dec. 31, 2021; financial figures in USD



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OUR VALUES DEFINE US

How we do things is just as important as what we accomplish. Our [core Values](#) are the foundation of who we are and guide our actions and decisions – wherever we are, whatever we do.

Quality

Total Quality is the guiding principle of Corning's business life. It requires each of us, individually and in teams, to understand, anticipate, and surpass the expectations of our customers. Total Quality demands continuous improvement in all our processes, products, and services. Our success depends on our ability to learn from experience, to embrace change, and to achieve the full involvement of all our employees.

Integrity

Integrity is the foundation of Corning's reputation. We have earned the respect and trust of people around the world through more than a century of behavior that is honest, decent, and fair. Such behavior must continue to characterize all our relationships, both inside and outside the Corning network.

Performance

Providing Corning shareholders a superior long-term return on their investment is a business imperative. This requires that we allocate our resources to ensure profitable growth, maintain an effective balance between today and tomorrow, deliver what we promise, and tie our own rewards directly to our performance.

Leadership

Corning is a leader, not a follower. Our history and our culture impel us to seek a leadership role in our markets, our multiple technologies, our manufacturing processes, our management practices, and our financial performance. The goods and services we produce are never merely ordinary and must always be truly useful.

Innovation

Corning leads primarily by technical innovation and shares a deep belief in the power of technology. The company has a history of great contributions in science and technology, and it is this same spirit of innovation that has enabled us to create new products and new markets, to introduce new forms of corporate organization, and to seek new levels of employee participation. We embrace the opportunities inherent in change, and we are confident in our ability to help shape the future.

Independence

Corning cherishes – and will defend – its corporate freedom. That independence is our historic foundation. It fosters the innovation and initiative that has made our company great, and will continue to provide inspiration and energy to all parts of our network in the future.

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. Our network consists of a rich mixture of people of diverse nationality, race, gender, and opinion, and this diversity will continue to be a source of our strength. 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 their highest potential.

Success Depends on Support from our Stakeholders



To continue Corning's sustained ability to innovate as our primary source of value creation, we require mutual support and success among our people, partners, communities, investors, society, and future stakeholders. Corning's commitment to our stakeholders is ongoing and fundamental to who we are and what we do. When we succeed, our stakeholders succeed.

IN THIS SECTION:

- ▶ [Corning's Stakeholders](#)
- ▶ [How We Create Shared Success with our Stakeholders](#)

Photo courtesy of Corning employee Yong Zhao

Success Depends on Support from our Stakeholders

CORNING'S STAKEHOLDERS

Few companies have a time-tested track record of scientific research and innovation that is vital to improving lives and making a real difference in the world. Corning is one of those companies. We've thrived for 170 years by continually finding new ways to help move the world forward.



This approach started in our earliest days, when our company's founders committed to scientific innovation in glassmaking. Their philosophy was to let other companies stamp out drinking glasses, bottles, and plate glass windows. Our people would focus on transformative technology, such as developing a reliable railroad signal that could significantly reduce fatalities by eliminating a primary cause of train accidents, or creating the heat-resistant glass sleeve for Thomas Edison's light bulb – and the process that would help bring electric light into every home.

Our contributions across three centuries speak for themselves:

- **Our PYREX® petri dishes** enabled the development of penicillin, and our Corning glass jars enabled Jonas Salk to produce the polio vaccine. Today, our technology is helping scientists tap into the power of cell therapy to cure disease. And our revolutionary pharmaceutical packaging portfolio has enabled the delivery of almost 5 billion doses of COVID-19 vaccines.
- **Corning has supplied the windows for every manned U.S. spacecraft since NASA first orbited the earth in 1962.** And building on our involvement with the Hubble Space Telescope and New Horizons Pluto Probe, we played a major role in the recently launched James Webb Space Telescope.
- **We've driven a series of advancements in emissions-control solutions**, starting with our invention of the ceramic substrates used in catalytic converters, which have prevented more than 4 billion tons of hydrocarbons, 4 billion tons of nitrogen oxides, and 40 billion tons of carbon monoxide from entering the atmosphere.
- **We invented a process to mass produce TV picture tubes**, helping make televisions find their way into millions of homes as the technology became affordable. And we built on that innovation with the advent of LCD TVs – our leadership in pristine and durable glass has driven widespread adoption of large-size high-definition flat-screen TVs.
- **Our technical glass has enabled the development and advancement of the tablets, laptops, smartphones, and wearables** that have become ubiquitous in our daily lives – all powered by our invention of low-loss optical fiber, a technology that has revolutionized communication and entertainment by moving data at the speed of light.

Today, in a world where technology underpins every facet of human life, we've positioned ourselves at the center of major industry transformations. We're helping build a world of communication and connection – where infinite and ubiquitous bandwidth facilitates real-time information and on-demand connections; a world where people can do more from their mobile device in the palms of their hands or even on their wrists; a world in which large, lifelike displays provide the window through which we access entertainment; a world where cars are autonomous, connected, and increasingly green; and a world in which we help facilitate the discovery and delivery of new medicines that are individualized, effective, and safe.

In total, these contributions reflect our mission: delivering inventions that provide value to society. Central to that mission are the positive, symbiotic relationships we maintain with a diverse set of stakeholder groups. We know our success is about more than what happens within our four walls; to extend Corning's sustained ability to innovate as our primary source of value creation, we require mutual support and success among our people, partners, communities, investors, society, and future stakeholders. In addition to simply being the right thing to do, it makes logical sense that we work to provide value for all our stakeholder groups.

Our deep commitment to each group has manifested in many forms over time. The nature of the link between our actions and their impact on stakeholders is illustrated in the graphic on the previous page. The largest impact we have on the world is enabled by our technology – our inventions help deliver benefits to an overwhelming percentage of the global population through our products. At the same time, we make a more direct positive impact in many ways. This applies to those we interact with regularly in the course of business. For example, we want our employees to join us for life, so we offer opportunities to enrich their careers throughout their time with us. We also want them to benefit from our vibrant communities, so we take an active

role wherever we live and work. This not only supports our long-term effort, helping us retain great talent, but also encourages their children to remain in the community and join us as well.

Historical examples demonstrate the nature of our linkages, magnitude of our impact, and longevity of our commitment. Half a century ago, we began recruiting from Historically Black Colleges and Universities as well as building a pipeline of underrepresented students in engineering and technology fields. Forty years ago, we adopted a Total Quality program to drive error-free results that meet customer requirements 100% of the time. At the same time, we commissioned Black Progress and Women's Issues Corrective Actions teams and appointed our first cultural diversity director. And we established employee resource groups, starting with the Society of Black Professionals, and building from there to support our employees who are women, Hispanic, LGBTQ+, Native American, Asian, and veterans, as well as people with disabilities. Finally, we've maintained a long-standing role in our communities, which is perhaps most clearly evidenced by our many facilities that have manufactured vastly different products over time – while employing multiple generations of people from the same area.

In all our actions, we seek to make it clear that Corning's commitment to our six stakeholder groups is ongoing and fundamental to who we are and what we do. That's why our sustainability journey does not have an endpoint. As we work to become better versions of ourselves, we're measuring our progress against the long-term value we deliver to all of these groups.

We know that when we succeed, our stakeholders succeed. Corning advances and grows when our stakeholders thrive. And right now, we're especially excited about the many ways our innovations and investments will benefit future generations.

HOW WE CREATE SHARED SUCCESS WITH OUR STAKEHOLDERS

Our People

Our People: The commitment and contributions of our employees are central to our ability to create value. Advancing our leadership in and capturing synergies among our core technologies and proprietary manufacturing platforms requires deep insight and experience uniquely derived through apprenticeship at Corning. Consequently, developing and protecting our workforce is a top priority. We value the unique contributions of each individual. Our employee base consists of diverse nationalities, races, genders, and opinions. We ensure that all employees earn a living wage, and we offer comprehensive career development, combined with competitive compensation and benefits. We intend that every employee has the opportunity to participate fully and develop to their highest potential.

Our Partners: Corning is committed to strategic, integrated, and socially responsible relationships with our customers, suppliers, and commercial partners. We have positioned ourselves to play a vital role in our customers' value creation. We help them advance important industry transformations that move the world forward, made possible by our deep understanding of their needs, combined with the relevance of our leadership capabilities.

Our Partners

Our Communities

Our Communities: Support begins with strong wage and benefit packages that help many families in each of our communities. In addition, we employ philanthropy, volunteerism, and investments to boost economies, help businesses thrive, and ensure rich cultural and educational opportunities for all residents – wherever we operate. For example, the Corning Museum of Glass supports tourism and jobs while growing enthusiasm for glass and supporting intellectual, artistic, and scientific collisions that move our field forward. And regional campaigns connect Corning and our communities through volunteerism. For example, during our week of service in EMEA, Turkish employees rebuilt a kindergarten class, employees in Berlin worked with a nonprofit to upgrade a safe space for children, and a team in Poland held a virtual auction to raise funds for people in need.

Our Investors: We're maintaining an effective value-creation strategy, which is driven by our strong stewardship and leadership position in three highly relevant core technical capabilities and four proprietary manufacturing and engineering platforms. As we find new synergies among them, we unlock disruptive innovations, creating vibrant franchises that generate strong cash flow, outperform competitors in sales and profits, and lead industries for decades. In turn, we utilize our strong cash generation to invest in ongoing growth, extend our leadership, and return cash to shareholders in the form of dividends and share repurchases.

Our Investors

Society

Society: Corning's greatest potential for improving lives is tied to our products and innovations. We apply our core technologies and proprietary manufacturing and engineering platforms to help solve some of society's most pressing challenges, and our positive impact has been demonstrated across three centuries. Our success stems from an aspiration to moving the world forward in everything we do. And that extends to the implications of our actions, including respecting and protecting human rights, supporting racial justice activities, bolstering communities, improving the environment, and protecting our employees.

Future Stakeholders: At Corning, we're working every day to maximize our positive long-term impact on the world – through our life-changing products and stakeholder-oriented initiatives – while working to eradicate any potential negative impact on a range of areas from the environment to our supply chains. Importantly, Corning stands out among peers and large companies for the percentage of revenue we dedicate toward the future. This approach is inherent in our goal of providing lasting and long-term value to society. We're investing today in technology, capital projects, and sustainability initiatives designed to benefit our next generation of employees, customers, shareholders, and community members.

Future Stakeholders

Delivering Value Through our Products and Technologies



Corning has a long history of life-changing inventions – from the glass sleeve for Thomas Edison's light bulb to the world's first low-loss optical fiber to the advanced vials that support COVID-19 vaccines worldwide. Today, our products clean the air we breathe, connect people to information and each other, provide a window to news and entertainment, and support the discovery and delivery of medicines.

IN THIS SECTION:

- ▶ [COVID-19 and Beyond](#)
- ▶ [Helping the World Breathe Easier](#)
- ▶ [Bridging the Connectivity Gap](#)
- ▶ [Driving Toward a New Automotive Future](#)
- ▶ [Climate Action Through Innovation](#)

Delivering Value Through our Products and Technologies

COVID-19 AND BEYOND

Helping Speed Delivery of COVID-19 Vaccines

At Corning, we invent life-changing technologies using materials science. With our portfolio of drug-packaging products, we are expanding the vital role Corning plays in supporting critical health care demand globally.

In 2021, Corning accelerated its advanced glass vial production capacity to support pharmaceutical manufacturers working to deliver hundreds of millions of doses of potentially lifesaving vaccines. This included the introduction of [Corning Velocity® Vials](#), an externally coated vial that can help drugmakers accelerate the manufacturing of COVID-19 vaccines to help meet global demand. The vial's patented coating can improve filling line efficiency by 20% to 50%, which can lead to lower pharmaceutical production costs. Compared with conventional vials, Velocity Vials resist damage that can lead to particle generation, cracks, and breaks.

Velocity Vials can help eliminate bottlenecks and speed delivery of lifesaving treatments at a broadly accessible price point. They aid in delivering a fast regulatory approval process for post-market drugs and product benefits that can deliver better economics, better quality, and better sustainability.

In 2021, Velocity Vials, together with Corning Valor® Glass vials and pharmaceutical glass tubing, **helped enable the delivery of nearly 5 billion doses of COVID-19 vaccines.**

Beyond COVID-19

We are working with [West Pharmaceutical Services, Inc.](#), a global leader in innovative solutions for injectable drug administration, as part of an exclusive supply and technology collaboration. Working together, we aim to expand Corning Valor® Glass technology to enable advanced injectable-drug packaging and delivery systems for the pharmaceutical industry.

Researchers are using our:

- Research consumables, such as our Matrigel® and 3D cell culture products, in labs for collection, preservation, and analysis of samples for diagnosis and the development of treatments and vaccines.
- Bioproduction products, such as our HYPERStack® and Erlenmeyer flasks, to produce and test promising new treatments.



"We're at an inflection point in the COVID-19 response. At this critical moment, every vaccination counts, which means every vial we deliver counts."

– Ron Verkleeren

Corning's Senior Vice President and General Manager, Life Sciences, March 2021



HELPING THE WORLD BREATHE EASIER

In 2021, the World Health Organization tightened its Air Quality Guidelines for the first time in more than 15 years, highlighting the environmental and health risks associated with even low levels of exposure to fine particulate matter like PM2.5. High-performance gasoline engines that meet the fuel economy and efficiency needs of today's drivers also produce higher levels of these fine particulate emissions. Building on decades of experience in particulate filtration for diesel vehicle exhaust, Corning first introduced gasoline particulate filters in 2016 to reduce fine particulate matter emissions from gasoline engines. A recently released new generation of these filters enables automakers to further reduce gasoline and hybrid vehicles' particulate tailpipe emissions under almost all driving conditions as regulatory limits continue to tighten. Corning's ceramic filters trap fine particulates on the microscopic, engineered porous walls as engine exhaust flows through the filter. Depending on the particulate matter levels in some communities, filtered gasoline exhaust can be cleaner than the ambient air.

Corning is also a leading supplier of ceramic substrates for emissions control. Since their introduction in 1973, Corning's ceramic substrates have prevented more than 4 billion tons of hydrocarbons, 4 billion tons of nitrogen oxides, and 40 billion tons of carbon monoxide from entering the atmosphere.

In 1970, our breakthrough discoveries in optical fiber helped unleash a communications revolution that continues to change the world. Corning's invention of low-loss optical fiber has allowed for high bandwidth, long reach and lower-power communications infrastructure, enabling the internet as we know it today.

BRIDGING THE CONNECTIVITY GAP

In Uganda, electricity demand has been growing at an average of 10% per year, but the supply remains constrained as a mere 7% of rural Ugandan communities are connected to the electricity grid and able to access information and communication technologies (ICT). For schools and health clinics in rural areas, reliable electricity and internet connectivity are especially critical.

In a project with the development agency GIZ, the Rural Electrification Agency, and ADVA Optical Networking SE, Corning helped to bring electricity and fiber to the remote village of Buheesi in western Uganda. The project was part of a pilot to help explore solutions for Uganda's long-standing energy and connectivity access challenges. The proposed solution was the rollout of electricity distribution lines and fiber optic cable, creating a virtuous circle enabled by aerial cabling and employing an ICT ecosystem.

Corning provided 72-fiber aerial cable for the project, as well as inline closures, terminal closures, and small wall terminals for termination inside the buildings. For the pilot, aerial fiber optic installation offered an important alternative to traditional underground installation methods and allowed for the fast and cost-effective deployment of fiber-to-the-home connections. Corning technicians also provided training on how to install and manage the fiber to ensure long-term reliability.

Today, thanks to the project, the village is connected, and the pilot has demonstrated proof of concept for expansions of rural infrastructure networks across the country. In and beyond Africa, deployment of aerial cables will be essential in reaching remote and rural areas.

"It was a privilege to support the ambitious efforts of our many partners and build the business case for driving connectivity in remote areas through shared infrastructure; with ample opportunities to replicate this model in other locations, it could have a big part to play in democratizing the global digital revolution."

– Werner Smit

Technical Sales Manager, Corning Optical Communications

DRIVING TOWARD A NEW AUTOMOTIVE FUTURE

The most innovative automakers are focusing design differentiation on displays with next-level improvements: from simple to interactive, small to large, low to high resolution, and flat to curved. Precision cover glass for displays is increasingly a material of choice as it maintains tactile feel, enhanced touch sensitivity, and beautiful aesthetics consumers have come to know and expect from their handheld devices. Corning's flexible glass and patented Corning® ColdForm™ Technology are helping automakers achieve design objectives and meet sustainability targets within their supply chains.

Traditionally, shaping glass is done by hot forming, meaning additional energy is used to reheat the glass and mold or form it into its final shape. By contrast, Corning's patented ColdForm™ Technology uses optimized processes to bend and hold glass into its final shape at room temperature at the end of the module-assembly process. This proprietary process ensures each step in manufacturing – from chemical strengthening, to application of decoration and optical coatings, and, finally, to shipping – is all done with flat pieces of glass versus shaped glass, which effectively reduces cost and energy spend. By completing the manufacturing process in its flat state, Corning's finished glass part improves yields, reducing customers' waste and material footprints.

Corning recognizes that design differentiation doesn't just have an impact on price and materials, but also on the environment. To measure this impact, Corning worked with a leading independent third party to conduct a life-cycle assessment (LCA) on ColdForm™ Technology. An LCA measures environmental impacts from the manufacture and use of a product, such as emissions released and waste created. An LCA looks at each stage of the product's life: raw materials extraction and processing (the supply chain), material transportation, manufacturing, transport to the customer, assembly/installation, use, and disposal. Every product has an impact and each life-cycle stage can contribute.

The assessment found that ColdForm™ Technology's global warming potential is about 25% less than traditional hot-forming technology.* Because forming doesn't happen until the last step before assembly with a display and structural components, processing is materials-, space-, and energy-efficient; this efficiency leads to better performance at the plant.

Global warming potential relates directly to carbon footprint. Using the EPA's greenhouse gas equivalencies calculator, the difference between the carbon footprint of 1 million square feet of glass using Corning® ColdForm™ Technology vs. traditional hot-forming methods equates to:



33,800,000 miles driven in a passenger car



222,500 tree seedlings grown for 10 years



1,630,000,000 smartphones charged

*Assumptions for the comparative analysis of the hot form process assume similar geographical region and were collected through expertise from in-house hot forming for other types of automotive glass, industry research, expert opinions, and third-party evaluations. Models for the hot form process are representative of theoretical data. Sensitivity analyses were conducted to account for the potential variances in environmental impact that could occur based on the collection of primary data for the hot form process.

CLIMATE ACTION THROUGH INNOVATION

Corning is taking climate action by setting goals to lower our greenhouse gas (GHGs) emissions, increase our use of renewable electricity, and engage our partners in lowering the embodied carbon in the products they supply us.

But our most powerful contributions to climate action will come from our innovation portfolio.

Even as our subsidiary Hemlock Semiconductor Operations (HSC) produces more for today's c-Si solar cells, Corning is working with a partner in the development stages of using flexible glass as a substrate for next-generation solar, enabling

roll-to-roll solar cell printing, higher efficiencies, and lower costs. We are also exploring next-generation cover glass for solar modules, with the potential to reduce weight and increase light transmission and therefore module efficiency.

Solar electricity alone will not solve climate change; Corning is working on technologies to enable many of the new products the world will need to reduce global GHGs. Our thin, lightweight window glass can reduce energy waste through better insulation. New technology based on LCD TVs may lead to instantaneously darkening windows that reduce HVAC load. Ribbon ceramic materials

and polysilicon from Hemlock may enable higher density clean energy storage through batteries, carbon-free fuel, or even completely new forms of energy generation (see box below). Our expertise in extrusion and ceramics is being leveraged by a partner to directly capture carbon dioxide from the atmosphere.

Whether due to these materials or others that Corning scientists develop, we believe our innovations aimed at climate action have the power to both drive our growth and reduce global GHG emissions by many times more than just erasing our total footprint.

We are leveraging our expertise in inorganic materials chemistry and processing to develop ceramic ribbons that are less than a tenth of a millimeter thick and arbitrarily long. Applications could include:



Solid-state lithium batteries, which offer higher capacities and greater safety compared with today's battery technology.



Electrolysis cells for green hydrogen production, which can significantly reduce global carbon emissions.



Fusion reactors, where high-temperature superconductors are critical for plasma containment, which could provide essentially limitless energy to combat climate change.

Sustainability at Corning



At Corning, our approach to sustainability is grounded in our focus on the environmental, social, and governance (ESG) topics that matter most to our business and to our stakeholders. We have integrated sustainability into our value-creation model and embedded it into how we implement our strategic priorities across the enterprise.

IN THIS SECTION:

- ▶ **A Discussion with Our Vice President of Sustainability and Climate Initiatives**
- ▶ **Sustainability Goals and Progress**
- ▶ **Sustainability Governance**

Corning headquarters building
Corning, New York

Sustainability at Corning

A DISCUSSION WITH OUR VICE PRESIDENT OF SUSTAINABILITY AND CLIMATE INITIATIVES



Sustainability at Corning means our stakeholders working together to ensure they all receive the benefits of another 170 years of our innovations. It's a definition that encompasses – but is less familiar and more durable than – those items we all tend to group under “environmental, social, and governance” in today's common parlance. Our definition highlights the fact that we serve the future as well as the present. It reminds us that we have demonstrably successful practices to guide us. It also charges us with the reality that sustainability requires constant work. And we have been working. We have enhanced our climate change goals and increased our capacity to address sustainability issues across the company. Our customers see our commitment and are increasingly asking to partner with us to solve their own sustainability challenges. We now have dedicated sustainability leads in each of the Market-Access Platforms under which we organize our company's operations, creating greater alignment across our businesses and functions. We have established a Center of Excellence focused on setting and attaining future sustainability goals. We also actively engage our entire leadership team, beginning with our CEO, to challenge assumptions and provide oversight on our performance. We are able to identify emerging opportunities, empower our people to drive progress, and achieve results more quickly. Our commitment to sustainability at Corning has never been stronger and I am excited both by the progress we've made and the progress I see coming.

– **Mark Steen, Ph.D.**

Vice President of Sustainability and Climate Initiatives

Q: What does sustainability mean to you?

MS: Sustainability means balancing the ways we serve our stakeholders so they continue to enable, and benefit from, our success. As we've described in this report, we have six categories of stakeholders: our people, partners, communities, investors, society, and future stakeholders. Each group contributes a part of what we need to invent, make, and sell our life-changing products. In turn, we give back the benefits of our actions to those same groups. Sustainability for us means making that exchange in ways that allow more and more people to participate in enabling, and enjoying, a cleaner and safer world made possible by glass.

When I reflect on Corning's sustainability practice over the last 17 decades, it inspires me to remember that hundreds of thousands of people have contributed directly and billions of people have benefitted – accomplishments that not many companies can match. Many factories we've built have housed jobs in communities for multiple generations, even as the products made in them have changed entirely. We have decades-long relationships with customers. Our investors have changed from a small group, mostly in

one family, who held their shares for over a century, to millions of people participating through large institutional funds. And our products have served society through waves and waves of new technology. Railroad signal lanterns, large optical telescopes, fiberglass, cookware, tube TVs, and photosensitive glass for printing presses were all cutting-edge advances in their time – and we helped make them possible.

While the number of people enabling and enjoying the benefits of our work has grown dramatically over the years, we can do more and we can do better. All of our stakeholders will benefit as we increase the diversity of our people and partners. Our communities will improve as we encourage and reward our employees more for their volunteer efforts. Our investors will appreciate our increased clarity about our sustainability efforts. Our society and future stakeholders look to us to reduce the water we use and the greenhouse gas we emit – and to create innovations that help stop, and even reverse, climate change. Improving on all of these dimensions and more is the sustainability work we have to do now.

Q: How is Corning strengthening the integration of sustainability into its business priorities and day-to-day operations?

MS: Relative to business priorities, I'd say our engagements with customers are becoming significantly more focused on sustainability topics. Many of our closest partners have begun to recognize the opportunities for co-innovation and improving our combined impact. We are finding ways to reduce the embodied carbon in our current products, expanding our efforts to design new products with sustainability in mind from the start, and unleashing our most powerful tools – our research, development & engineering capabilities – to invent whole new categories of materials to solve issues like connecting underserved populations and reducing atmospheric greenhouse gases. Working to innovate with our suppliers and customers is certainly the broadest-reaching measure we have to enhance global sustainability on both the environmental and social side.

As for day-to-day operations, sustainability awareness, good governance, and empowered action are increasing at all levels of the company. Corning's Board of Directors has revised our Social Responsibility and Sustainability Committee charter to clearly define the Board's responsibilities and increased oversight on

policies, trends, and risks impacting our environmental sustainability initiatives. They are challenging us to, among other things, constantly find ways to improve safety, accelerate our progress on DE&I, reduce energy and natural resource consumption, and minimize waste across our operations. We have some work to do here – our water and waste measurements are not where we want them to be, for instance – but we believe we will make meaningful progress this year. We also appointed dedicated sustainability leads in each of our Market-Access Platforms to create greater alignment across the enterprise. Our people are also expressing their heightened interest in sustainability. So in 2021, a group came together to form the Corning Sustainability Network, a grassroots effort to raise awareness of the company's sustainability work among our people as well as to develop paths for employees to add their energy to that work in both less and more formal ways. It's a fledgling effort and we'll see where it goes, but I'm excited that our people are proactive in expressing their passion about sustainability.

Photo courtesy of Corning employee Hung-I Chao

Q: What do you most want to emphasize about sustainability at Corning?

MS: Two related things: our explicit recognition of future stakeholders and the potential of our innovation portfolio.

Some people are confused that we list “future stakeholders” among our other, more commonly encountered, stakeholder groups. I understand why it seems odd – but it is very Corning. For years, our actions have demonstrated our deep commitment and dedication to taking the long view, whether through investing nearly twice as much as our peers in R&D or HR policies that encourage, and achieve, long careers with Corning, or myriad other ways. For example, we make significant investments in STEM education programs in our communities to ensure we have a strong pipeline of future scientists, inventors, and engineers who want to make meaningful change on the world through their work. Some of those trade-offs mean that we take less today to ensure we can provide more for our stakeholders tomorrow. That may seem like common sense – I suppose it is – but in the real world of immediate demands and rapid decision making, it’s easy to shortchange the power and potential of the future. So, I’m glad we have the clear reminder that the future must be considered.

The second thing I’ll emphasize is our innovation portfolio – we have innovated to improve the world for a long time. I mentioned the railroad signal lamp lenses we used to make in the 1800s. What was innovative about them was that they didn’t break when they were hot and got hit by cold rain or snow. Signal lamps were especially important when operators couldn’t see well, like during rain and snowstorms, so that was an important safety innovation for a major form of transportation at the time. And we have made it a practice to innovate in anticipation of opportunity in emerging industries, rather than only investing when the need is clearer and the payoff is more assured.

We started learning to manufacture fiber before there was a single customer and then supported the first telecom carrier willing to take the risk of building an entirely new, nationwide telephone network. No one imagined then the need for fiber to enable 5G wireless networks and 10G broadband access – as we seek to expand connectivity for remote learning and telework. We are purposeful in our approach to innovation – and that same sense of purpose extends to any other problem or challenge we tackle. While we don’t have all the answers to environmental sustainability, for instance, our teams of scientists and engineers are working every day to understand how to solve for them, such as getting to net zero.

Despite our long history, it’s hard to imagine we’ve ever had as many exciting potential innovations as we do today. On a daily basis, I hear about and get to contribute to work we’re doing to improve clean energy, battery storage, clean fuels, negative emissions, rural connectivity, and more. That’s a great part about being Corning: We get to work on products that improve sustainability not just for our own company, but for the world. We, like everyone, must constantly improve the sustainability of our own actions – whether through equitable pay, community involvement, well-paid jobs, or lower-GHG processes. But we also get to do what so few other companies can: make products that actually move the sustainability needle for society. Innovation is hard, and not all of these ideas are going to work, but it’s thrilling to be a part of the effort.

Stay tuned. I think sustainability at Corning is going to be exciting both within our walls and well beyond them.

"That's a great part about being Corning: We get to work on products that improve sustainability not just for our own company, but for the world."

- Mark Steen, Ph.D.
Vice President of Sustainability and
Climate Initiatives

SUSTAINABILITY GOALS AND PROGRESS

Our approach to sustainability is grounded in our focus on the environmental, social, and governance (ESG) topics that matter most to our business and to our stakeholders, as reflected in our 12 sustainability goals listed in the table below. These goals address priority issues where we believe Corning can achieve the greatest environmental and social impact, while supporting the long-term growth of our business. They are not only the right things to do, but are also the smart things to do to make Corning more resilient amid future risks and to help us continue to develop breakthrough inventions for our customers and the world. For that reason, the sustainability goals are formalized in our internal Operating Priorities.

We have also aligned our goals with the UN Sustainable Development Goals (SDGs). Given the scale of progress needed to address these global challenges, we will continually reevaluate ESG issues most important to our stakeholders, noted on pages 25 and 26, and to our business, and will update our goals and strategy accordingly.



Sustainability Goals ¹	Material Issues	2021 Progress
1 Increase our use of renewable energy by 400% by 2030 from a 2018 baseline	Energy Management 7 9 13	Began operations at three new community solar projects Began operation of new off-site solar array enabled by our long-term power purchase agreement in Tonawanda, New York Created a more streamlined approval process to expedite decision-making and enhance our ability to invest in the most favorable renewable-energy opportunities Began planning for a large-scale renewable-energy project, which we expect to begin in 2022
2 Enhance water strategies across Corning sites by 2025, prioritizing manufacturing plants and communities in high-risk, water-scarce regions	Water Conservation 6 12	Water footprint pilot project led to discovery of storm-water reuse opportunities at two optical fiber manufacturing facilities located in water-stressed regions, with potential water reduction opportunities of 60-80% Supported a Tainan water-recirculation project, with potential impact of ~25% water savings
3 Enhance waste strategies across Corning sites by 2025, prioritizing manufacturing plants	Waste Management 12	Partnered with New York State Pollution Prevention Institute to develop a corporate-level waste-reduction program Continued to develop a sustainability plan for implementing a corporate-level waste-reduction program tailored to Corning's business structure, providing guidance on creating a consistent approach to reducing the waste generated by Corning's operations and increasing other diversion pathways, such as recycling and beneficial use Retained consulting services provided by New York State Pollution Prevention Institute; began using UL 2799 standard
4 Certify 100% of our high-risk suppliers and contract manufacturers as socially responsible by 2025	Sustainable Supply Chain 8 12 17	65.2% of spend with high-risk suppliers certified as socially responsible
5 Continue to maintain our safety metrics in the top quartile of our industry benchmark values	Occupational Health and Safety 8	Achieved top-quartile performance based on a 2020 industry benchmark* <small>*2021 industry benchmark will be available after publication of Corning's 2021 Sustainability Report</small>

SUSTAINABILITY GOALS AND PROGRESS



Sustainability Goals ¹	Material Issues	2021 Progress
6 Encourage increased volunteerism efforts year over year by supporting, rewarding, and recognizing employees' efforts in the community	Community Involvement and Partnerships 11	The Corning Incorporated Foundation provided more than 240 Sustainable Development Goal-related grants totaling more than \$3.4 million Matched \$1.3 million in employee donations to charitable organizations More than 375 participants logged 15,383 volunteer hours in 2021
7 Maintain a diverse Board of Directors	Corporate Governance and Risk Management 12	27% of Corning's Board of Directors identify as women; 20% of our Board of Directors identify as ethnically diverse
8 Conduct an annual review of the sustainability program by the Board of Directors Corporate Responsibility and Sustainability Committee	Corporate Governance and Risk Management 12	Completed annual sustainability program review in April 2021
9 Address environmental, social, and governance issues in our Enterprise Risk Management Process	Corporate Governance and Risk Management 12	Completed the first formal scenario-based climate risk assessment and published the first Taskforce on Climate-related Financial Disclosure
10 Achieve understanding of the Corning Code of Conduct, including how to report allegations of ethical or legal misconduct, among 100% of employees	Ethical Business Practices 8	In our 2021 Voice to Action Workplace Culture Survey: <ul style="list-style-type: none"> • 95% of employees responding globally said they understood Corning's Code of Conduct • 82% of employees responding globally said they knew how to report violations of Corning's Code of Conduct
11 Issue a sustainability report in 2021 and every year thereafter	Transparency and Reporting 12	The 2021 Sustainability Report is our second annual sustainability report; published at the same time as our Proxy Statement for the first time
12 Continue advocacy for environmental and social issues	Environmental and Social Advocacy 12	The Office of Racial Equality and Social Unity (ORESUSU) continued to champion racial equality in the United States Continued to advocate for clean energy legislation in the U.S. and Europe

¹ Our goals, announced in our 2020 Sustainability Report, were informed by a sustainability materiality assessment Corning conducted with the consulting firm EY in 2019. Through this assessment process, we identified 20 issues deemed to be material to our business. These material issues span four key areas: environmental, social, governance, and product. For more information, see our 2020 Sustainability Report, page 43.

Introducing Greenhouse Gas Reduction Goals

In 2021, using guidance developed by the Science Based Targets initiative (SBTi), Corning added [two more goals to our list of climate commitments](#):

- **Reduce our Scope 1 and 2 greenhouse gas (GHG) emissions by 30%** (absolute basis) by 2028 compared to a 2021 baseline. Our Scope 1 and 2 GHG emissions reduction goal is in alignment with a 1.5°C future scenario.
- **Reduce our relevant Scope 3 emissions by 17.5%** (absolute basis) by 2028 compared to a 2021 baseline. Our Scope 3 GHG emissions reduction goal is in alignment with a well-below 2°C future scenario.

These goals build on existing efforts to reduce our energy usage, which have earned us recognition from the U.S. Environmental Protection Agency ENERGY STAR program for eight consecutive years. We are now accelerating our efforts to meet our 2028 goals through a multipronged approach.

Find out more in the Environment section of this report.



SUSTAINABILITY GOVERNANCE

The Corporate Responsibility and Sustainability Committee of our Board of Directors oversees the company’s sustainability efforts.

In 2021, Corning appointed a vice president of Sustainability and Climate Initiatives, reporting to our executive vice president and chief strategy officer. This VP position leads our new Sustainability Center of Excellence, working closely with our Senior Leadership Team and business units in overseeing the company’s sustainability efforts and progress toward our goals.

Board Level	Senior Leaders	Management	MAP and Key Functional Sustainability Leaders
Corporate Responsibility and Sustainability Committee	Sustainability Steering Committee	Sustainability Working Committee	Sustainability Center of Excellence
Includes four members of the Board of Directors and typically meets five times per year	Includes the vice president, Sustainability and Climate Initiatives: the chief technology officer; the chief engineer; and other leaders from cross-functional areas, and meets quarterly	Includes cross-functional and cross-organizational representatives and meets monthly	Formed in 2021 and includes vice president, Sustainability and Climate Initiatives; director, sustainability; MAP sustainability leaders and sustainability leaders of key Corning functions
Oversees the company's sustainability and GHG reduction programs Monitors strategies and policies in the areas of public relations, reputation, employment policy, human capital management, employee relations, supply chain integrity, human rights, political activity, community responsibility and environmental and social matters	Oversees the activities of the Sustainability Working Committee, including review and approval of work efforts	Coordinates initiatives toward the company's short-, medium-, and long-term sustainability goals and objectives	Ensures coordination of sustainability efforts and climate initiatives among the Sustainability and Climate Initiatives department, key functional departments, and the MAPs Monitors global trends in sustainability and changing stakeholder expectations

Stakeholder Engagement

The following table highlights the multiple interactions we host to inform and advise our sustainability goals and business strategy.

Stakeholder Group	How We Engage	Key Topics
Our People	Employee training and development Corning intranet Manager-employee performance management process Employee surveys (Voice to Action) Code of Conduct training Manager briefings Quarterly employee communication meetings Corning Incorporated Foundation employee programs Corning Sustainability Network Employee Resource Groups	Career planning and development Compensation, benefits, and related policies Employee Assistance Program Mobility across business units and functions Performance feedback Wellness support Training and development Volunteerism
Our Partners (Customers and Suppliers)	Joint innovation efforts Customer ESG surveys and contract provisions Corning.com Direct customer engagement Supplier Code of Conduct Supplier assessments and audits Supplier quarterly business reviews Supply chain-focused organizations	Product solutions/innovations ESG performance ESG reporting Labor matters Renewable energy use Supply demand balancing Growth roadmaps and supply chain mapping Collaboration/partnership possibilities Validation of social responsibility in supply chain Supplier diversity Conflict minerals compliance Supplier responsible-mining requirements Human rights and human trafficking/modern slavery in the supply chain
Our Investors	Quarterly earnings reports and calls News releases Proactive shareholder outreach Annual reports, meetings, and other company filings with the U.S. Securities and Exchange Commission Investor and analyst days Investor conferences Corning.com	Business and financial results and strategy Corporate governance Corporate sustainability Executive compensation Risk oversight
Our Communities	Ongoing Corning Incorporated Foundation activities Ongoing Corning Enterprises activities Local operations	Health and human services STEM education and cultural awareness Child care, housing, and economic development Social value creation through volunteerism and grants
Society	ESG ratings Direct engagement News releases Corning.com	ESG performance Human rights Human trafficking and modern slavery
Future Stakeholders	Technology, capital projects, sustainability initiatives	Positive impact on the world, long-term value to society

Environment



We believe sustainable business practices are vital – to society and to progress. We’re working to develop, implement, and enhance business practices that support healthier communities. We also believe Corning can make singular contributions to combat climate change through our products and technologies.

Reducing our impact on the planet is our responsibility as a corporate citizen, especially given the urgency of the climate crisis. It is also a critical cost-mitigation strategy as energy prices rise and the impacts of climate change further strain access to natural resources, such as water – particularly in water-scarce regions. Addressing climate risk will help limit our exposure to future regulatory risks linked to carbon emissions. And we recognize that customers increasingly seek products that contribute to their own sustainability goals.

IN THIS SECTION:

- ▶ [Our Environmental Strategy and Management Approach](#)
- ▶ [Energy and Emissions](#)
- ▶ [Water Management](#)
- ▶ [Waste Management](#)

Photo courtesy of Corning employee Rena Shi

Environment

OUR ENVIRONMENTAL STRATEGY AND MANAGEMENT APPROACH

Corning is always searching for ways to reduce energy and natural resource consumption and minimize waste at every step of our operations – in our research labs, our manufacturing plants, and our offices.

Our goal is to design and manufacture products with less environmental impact throughout their life cycles – from concept, design, and material choices through sourcing, manufacturing, customer use, and, ultimately, end of life. In 2022, Corning Life Sciences and Corning Optical Communications will pilot design-for-sustainability methods to define and embed sustainability advancements across the entire product life cycle.

Our approach is guided by our [Environmental Policy](#), which outlines our commitment to operate in an environmentally responsible manner while complying with and striving to exceed all applicable laws, regulations, and company standards. Our global product development teams are responsible for environmental compliance and use our environmental management system – based on the principles of the global standard ISO 14001 – to track environmental data and help ensure regulatory compliance. Corning's director of sustainability, global environment, Global Energy Management, and capital project management provides annual updates on our

environmental performance to our Board's Corporate Responsibility and Sustainability Committee.

Our Global Energy Management (GEM) program within Corning's Manufacturing Technology and Engineering (MT&E) organization manages our global energy use to optimize energy productivity, power supply reliability and environmental impact, while also managing water, waste, and emissions. Our environmental strategy is based on GEM's mission for Corning to be a responsible user of energy, water, and other natural resources.

GEM USES A FIVE-PRONGED APPROACH:

1. Continuously improve energy, water, and natural resource management in operations
2. Incorporate energy, water, and natural-resource innovation in product development, product design, and manufacturing processes
3. Engage employees and suppliers in energy, water, and natural-resource management
4. Ensure Corning meets customer requirements regarding energy, water, and natural-resource utilization
5. Analyze and communicate Corning's progress and success in energy, water, and natural-resource innovation to internal and external stakeholders

Our Environmental Strategy

Global Energy Management (GEM) strives to continuously improve reliability, efficiency, and productivity to make customers and the company more competitive and to support healthier communities around the world.

ENERGY AND EMISSIONS

We continually work to identify and implement new approaches to energy-efficient technologies and energy diversification within our operations. We also recognize energy and emissions impacts across our entire value chain and work with our suppliers and customers to enhance sustainable practices.

We launched our Global Energy Management (GEM) program – aligned with the U.S. Environmental Protection Agency ENERGY STAR® Guidelines for Energy Management – in 2006 to create and execute effective energy strategies across our global operations. Since then, the program has grown to include energy-conservation teams at every Corning manufacturing facility around the world. This allows us to look at our energy and emissions management using a holistic approach.

Photo courtesy of Corning employee Daniel Schultz

Understanding and Mitigating Climate Risks and Opportunities

In 2021, we engaged management-level personnel across Corning’s five Market-Access Platforms to understand which climate-related risks were most relevant to their business units. Using this feedback, we identified seven climate-related risks and two climate-related opportunities (see table) and **conducted an in-depth scenario analysis to assess their potential impact on our business under two different climate scenarios:**

Business as Usual (BAU):

We constructed this scenario using transition factors from the Current Policies Scenario from the International Energy Agency’s (IEA) 2019 World Energy Outlook Report, physical factors from Intergovernmental Panel on Climate Change (IPCC) aligned with RCP 8.5, and socioeconomic factors from Shared Socioeconomic Pathway (SSP) 5.

1.5-Degree (1.5D):

We constructed this scenario using transition factors from the Sustainable Development Scenario from IEA’s 2019 World Energy Outlook Report, physical factors from IPCC’s draft Sixth Assessment Report aligned with RCP 1.9, and socioeconomic factors from SSP-1.

	CATEGORY	CLIMATE-RELATED RISK AND/OR OPPORTUNITY
Transition Risk	Policy and Legal	Carbon pricing and reporting obligations Mandates on and regulation of existing products and services
	Market	Sustainable supply chain Changing customer behavior
	Reputation	Increased stakeholder concern/negative feedback
Physical Risk	Chronic	Sea-level rise and droughts
	Acute	Extreme weather events
Opportunity	Products and Services	Development of new products or services through R&D and innovation
	Energy Source	Use of lower-emission sources of energy

The results of this analysis showed that, in a scenario where the world continues on the current trajectory (BAU), the greatest risks to Corning’s business are related to physical climate events, including chronic changes in precipitation patterns and extreme weather events. Corning’s business is geographically diversified, which can help reduce the potential impact of extreme weather events.

Under the 1.5D scenario, our analysis revealed that changing customer behavior and carbon pricing obligations are anticipated to have the greatest impact to our business. We are actively engaging with customers to understand their sustainability- and climate-related needs and to find ways to support those needs.

To reduce potential risk related to carbon, Corning is accelerating efforts to reduce our Scope 1 and 2 emissions. We are also applying our capabilities to invent technologies that reduce carbon emissions and others that remove carbon from the air.



Accelerating Climate Actions by Introducing Carbon-Reduction Goals

In 2021, using guidance developed by the [Science Based Targets initiative \(SBTi\)](#), Corning added two more goals to our list of climate commitments (see page 23):

- **Reduce our Scope 1 and 2 greenhouse gas (GHG) emissions by 30%** (absolute basis) by 2028 compared to a 2021 baseline. Our Scope 1 and 2 GHG emissions reduction goal is in alignment with a 1.5°C future scenario.
- **Reduce our relevant Scope 3 emissions by 17.5%** (absolute basis) by 2028 compared to a 2021 baseline. Our Scope 3 GHG emissions reduction goal is in alignment with a well-below 2°C future scenario.

In 2021, Corning committed publicly to submitting these goals to SBTi. This builds on our multiyear effort to address the impact of climate change – efforts, which, in some cases, span well over a decade. Our efforts include:

- **Increasing Use of Renewable Electricity:** Corning is one of the largest users of solar energy in the United States. According to the most recent [Solar Energy Industries Association report \(2019\)](#), Corning ranked 18th among businesses in the United States and second within the manufacturing sector for corporate solar energy usage. Corning has committed to a fourfold increase in our renewable electricity use (2018 baseline) and is on a path to 100% renewable electricity in the next five to seven years in the United States, Canada, and Europe. We are working with partners to solve the challenges of renewable electricity in Asia and our other locations and expect to greatly expand renewable electricity use in those geographies over the next decade.
- **Investing in Low-Carbon Technologies:** By investing in emerging technologies, Corning is identifying ways to replace natural gas with low-carbon fuel options to melt glass and fire ceramics. We have also begun a program to identify and replace equipment that currently uses natural gas or high-carbon fuel sources with electrical equipment powered with green electricity.
- **Continuing Focus on Energy Efficiency:** Corning's energy management has been recognized by the U.S. Environmental Protection Agency [ENERGY STAR](#) program for eight consecutive years. Corning continues to optimize processes to reduce energy use, invests in energy efficiency projects, and communicates opportunities and best practices to all of our manufacturing facilities.
- **Working with Suppliers to Reduce Upstream Emissions:** Corning has successfully engaged its suppliers on sustainability, producing improved visibility and compliance, such as increased social and environmental responsibility with mined material suppliers. The company's supply chain organization has begun identifying and engaging with suppliers on GHG reductions. For example, multiple Corning businesses have reduced the distance traveled from suppliers to Corning manufacturing sites, resulting in reduced transportation emissions.
- **Integrating Sustainability into our Innovation Process:** Corning's new product innovations are increasingly focused on reducing embodied carbon in our products and our customers' products and operations. Corning is working with multiple customers across our Market-Access Platforms to deliver those customers' GHG reduction goals. Several customers have selected Corning to be part of their leading group of vendors to jointly develop the customers' supply chain GHG reduction programs. Corning has begun to use life-cycle assessments performed by third parties to provide industry-recognized calculations of embodied carbon. The company is also developing GHG-impact estimates to be used in the early-stage design of our products.

For more information on our climate-related efforts, see our [Task Force on Climate-Related Financial Disclosure \(TCFD\) report \(page 74\)](#).

ENERGY STAR Leader 8 YEARS and Counting



We continually work to identify and implement new approaches to energy. **In 2021, the EPA named Corning an ENERGY STAR® Partner of the Year for the eighth consecutive year and recognized us for Sustained Excellence for the sixth consecutive year.** In addition, six of our global manufacturing facilities received the ENERGY STAR® Challenge for Industry recognition by each exceeding the goal of improving energy efficiency by at least 10% in five years or less.

Corning's global manufacturing facilities have received the ENERGY STAR® Challenge for Industry recognition 43 times since 2014. In 2021, six sites were recognized.

These honors recognize not only Corning's year-round dedication to energy efficiency but also the integral role that the ENERGY STAR program plays in our enterprisewide environmental efforts.

Global Energy Management (GEM) measures its program against ENERGY STAR's 23 Guidelines for Energy Management and encourages all energy team members around the world to use ENERGY STAR resources. We also use ENERGY STAR guidelines as a framework to develop our water and waste programs.

Fast-Tracking Renewable Energy

In 2021, a cross-functional team with representatives from Corning's energy, finance, procurement, and enterprise risk departments came together to develop a more streamlined approval process for renewable energy projects to fast-track renewable energy action within the company. Recognizing the potential for cross-sector improvement, the project achieved recognition as Corning's fifth consecutive ENERGY STAR Top Project. The company is now sharing the process with other ENERGY STAR partners to help them achieve similar efficiencies.

Our Sustained Investment in Solar Energy

2015: Corning financed a North Carolina solar energy production facility by entering into a 25-year power purchase agreement, which produces approximately 105,000 megawatt hours of electricity assigned to Corning each year.

2018: Corning joined Apple, one of our major customers, and nine other Apple suppliers to jointly invest \$300 million by 2022 in the China Clean Energy Fund. The fund will invest in and develop projects totaling more than 1 gigawatt of renewable energy in China, the equivalent of powering nearly 1 million homes.

2019: We added solar installations to three Corning Life Sciences facilities: Wujiang, China; Amsterdam, Netherlands; and Oneonta, New York, U.S. In total, these solar arrays will help avoid 3.5 million pounds of greenhouse gas emissions annually.

2020: Corning signed a long-term power purchase agreement for our Canton, New York, facility, enabling a new off-site solar array to be built within the Riverview Solar Technology Park in Tonawanda, New York.

2021: The Riverview Solar Technology Park began operations along with three new community solar projects in Dix, Orange, and Plattsburgh, New York. By supporting local renewable projects, Corning is doing more than mitigating our own carbon footprint – we're serving as a committed and major offtaker, helping to reduce the developers' risk in these local renewable energy projects.

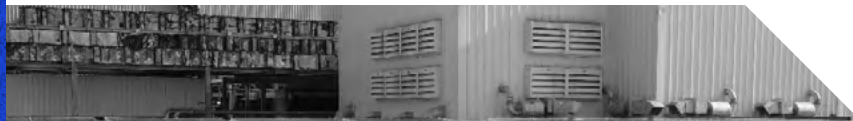
Supporting Advances in Solar

To further reduce the carbon footprint associated with the solar supply chain, Corning prioritizes the use of ultra-low-carbon solar panels, which contain up to 50% less embodied carbon than typical solar panels, in large part due to the advantaged polysilicon produced by Hemlock Semiconductor Operations (HSC). Corning's stake in HSC increased to 80.5% in 2020.

Learn more about [HSC](#).

2021 Site Highlights: Renewable Energy Initiatives

- ▶ **Anhui, China:** Corning collaborated with BOE, one of our largest customers, to install thousands of solar-distributed photovoltaic power stations on the rooftop of our Gen 10.5 display glass manufacturing facility in Hefei, China. The solar panel processing area extends approximately the length of three soccer fields and is designed to produce nearly 2.5 million kilowatt-hours of power each year.
- ▶ **Hainan, China:** Corning installed solar panels that can generate clean electricity for the plant office, reducing the amount of energy the site will need to source from the power grid.
- ▶ **Harrodsburg, Kentucky, U.S.:** Corning is part of Apple's Supplier Clean Energy Program, which is designed to advance the use of renewable energy throughout the company's supply chain and is an integral part of Apple's efforts to become carbon neutral by 2030. As part of that commitment, Corning has deployed multiple clean-energy solutions, including installation of a solar panel system at our Harrodsburg facility.
- ▶ **Taiwan:** Corning continued to supply customer AU Optronics (AUO) with solar energy from solar panels on the roofs of our two manufacturing facilities. AUO rents the roof space from Corning and sells generated power back to the Taiwan Power Company, a state-owned electricity utility.



Embedding Sustainability Across the Product Life Cycle

Our Optical Communications business calculated “cradle-to-grave” carbon footprint data for several of its new Data Center and FTTx factory terminated cable and connectivity solutions using the Life Cycle Assessment methodology in accordance with ISO 14040 and 14044 International Standards. These assessments showed that our innovations have lower carbon footprints than our legacy solutions. In 2022, we will continue using this methodology to support our customers' GHG reduction programs, identify sustainability enhancements, and develop GHG impact estimates for early-stage innovation programs.

2021 Site Highlights: Energy Efficiency Initiatives

- ▶ **Canton, New York, U.S.:** Corning designed a heat-recovery process to reduce gas consumption and emissions of CO₂ and NO_x; upgraded boilers in administrative areas to high-efficiency boilers
- ▶ **Erwin, New York, U.S.:** Corning completed LED lighting retrofits and installed smart lighting controls
- ▶ **Hainan, China:** Corning completed three energy-saving projects – a cooling chiller improvement, a solar-cell project, and an insulation improvement of cooling water

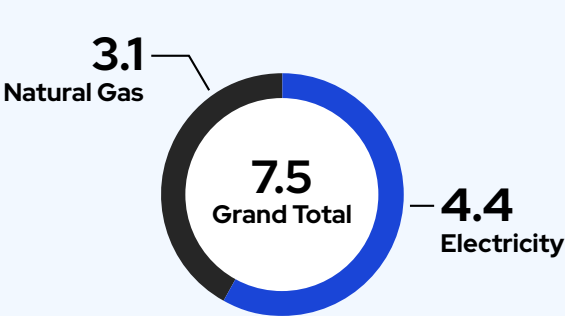
Every Kilowatt Hour Counts

Our Keene, New Hampshire, site – and five more Corning manufacturing sites – exceeded energy efficiency goals set by the EPA’s ENERGY STAR® Challenge for Industry program. A 2021 energy audit of the facility’s air systems revealed and enabled remediation of two key contributors to system inefficiency: high pressure settings on the compressed air system and the large amount of air consumed by diamond-turning machines.

Energy + Greenhouse Gas Performance

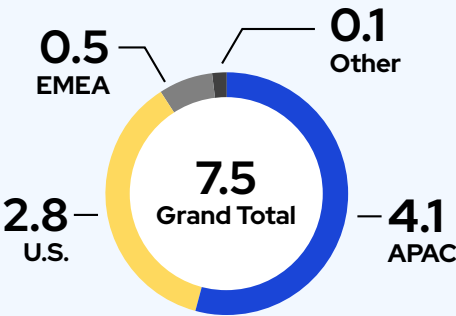
ENERGY BY TYPE*

2021 TOTAL TERAWATT-HOURS (TWh), rounded



ENERGY USE BY REGION

2021 TOTAL TERAWATT-HOURS (TWh), rounded

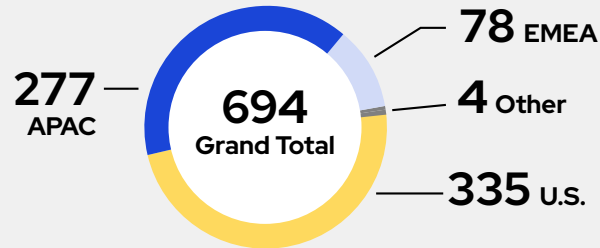


*Electricity and natural gas only types verified; equal 99.3% of total TWh

Our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard. Our Scope 2 emissions follow the location-based approach, using emission factors provided by the EPA eGRID for U.S. operations and the IEA for international operations. Data has been externally verified by LRQA. Our verified data as disclosed here represents approximately 99.3% of our total energy use. Energy and carbon emissions data does not include our subsidiary Hemlock Semiconductor Operations (HSC). Intensity figures are based on the company's net sales, which include HSC.

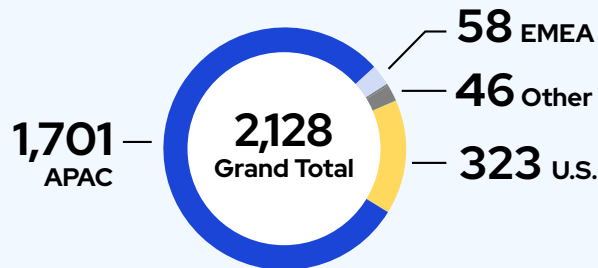
EMISSIONS BY REGION AND SCOPE 1

THOUSANDS OF METRIC TONS CO₂e



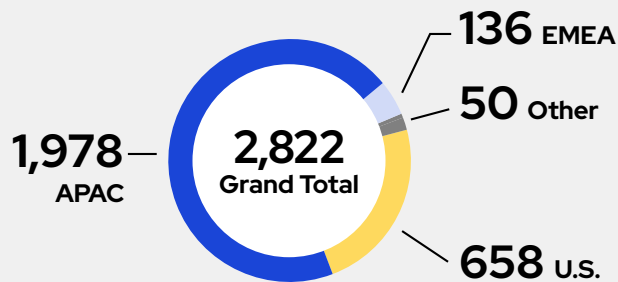
EMISSIONS BY REGION AND SCOPE 2

THOUSANDS OF METRIC TONS CO₂e



EMISSIONS BY REGION GRAND TOTAL

THOUSANDS OF METRIC TONS CO₂e

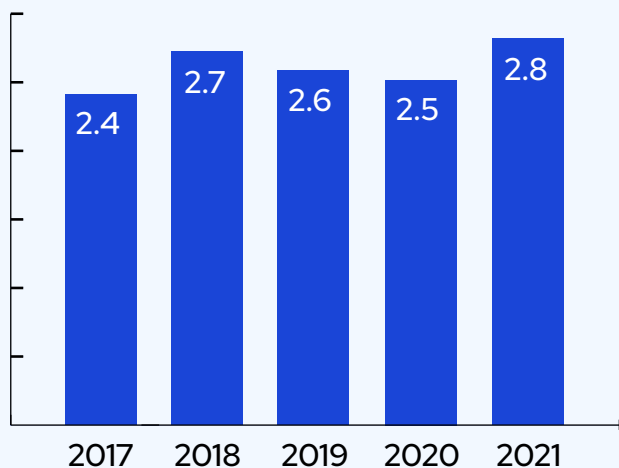


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Energy + Greenhouse Gas Performance

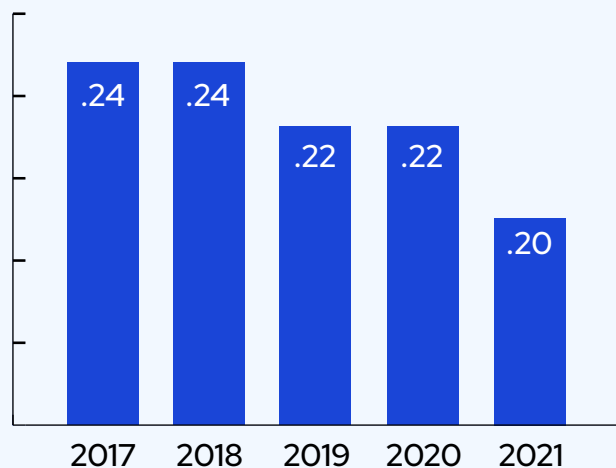
EMISSIONS

MILLIONS OF METRIC TONS CO₂e (Scope 1/2), rounded



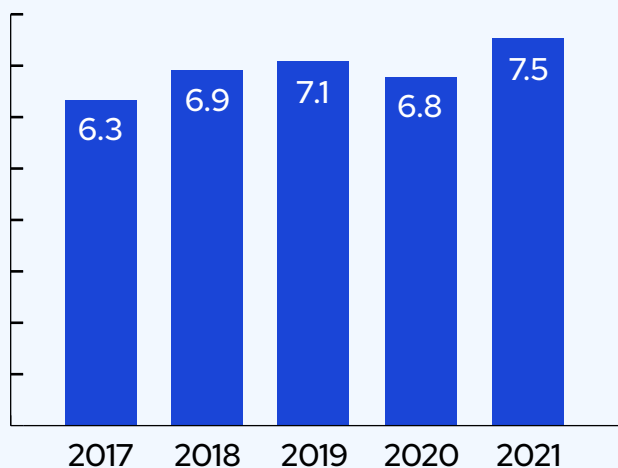
EMISSIONS INTENSITY

CO₂e/1000 \$ Revenue, rounded



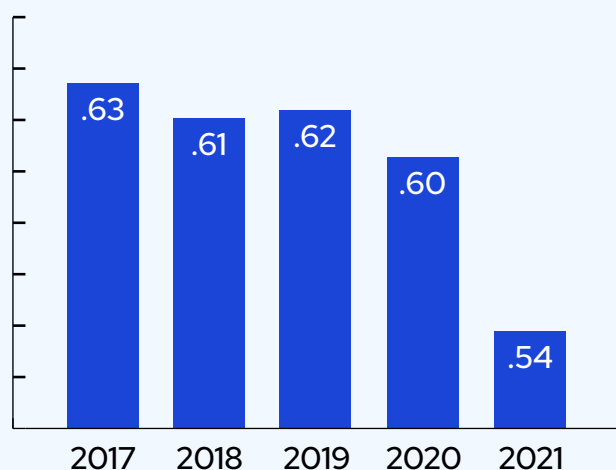
ENERGY USE*

TERAWATT-HOURS (TWh), rounded



ENERGY INTENSITY

KWh/\$ Revenue, rounded



*Electricity and natural gas only types verified; equal 99.3% of total TWh

Our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard. Our Scope 2 emissions follow the location-based approach, using emission factors provided by the EPA eGRID for U.S. operations and the IEA for international operations. Data has been externally verified by LRQA. Our verified data as disclosed here represents approximately 99.3% of our total energy use. Energy and carbon emissions data does not include our subsidiary Hemlock Semiconductor Operations (HSC). Intensity figures are based on the company's net sales, which include HSC.

WATER MANAGEMENT

From our manufacturing floors to our corporate offices, we're constantly working to preserve one of nature's most precious resources – water.

Fresh water is vital to our direct manufacturing operations. While the majority of Corning manufacturing facilities use local public water supply in their operations, certain manufacturing sites require access to industrial water.

All Corning manufacturing sites are certified to ISO 14001:2015 and use environmental management systems to track water withdrawal, discharges, and consumption, and to identify ways to improve water efficiency and quality. We aggregate at the corporate level the volume of all water we discharge to municipal sanitary systems to assess year-over-year water-use patterns. Individual sites track discharges to other destinations and to other discharge quality, as required by local regulations. Where possible, we recycle industrial wastewater for use in our manufacturing process.

Corning plans for business growth in the coming years, which could require increased fresh water in our direct and indirect operations. We are working to offset this future demand through water-use reduction projects in our direct operations today, with a focus on manufacturing plants located in areas of high water stress.

We assess water risk as part of our enterprise risk management (ERM) assessment process every two years using the World Resource Institute's Aqueduct Water Risk Atlas tool and the support of external consultants. We conducted our last assessment in 2020, finding that 17 of our operating facilities are located in high or extremely high stressed, water-scarce regions of the world. In 2021, we prioritized our water-reduction efforts on these facilities, initiating water-saving activities in four of our top 10 water-consuming plants.

For more information, we will be publishing our response to [CDP's Water Security program](#) in summer 2022. In the disclosure, we will detail how we use water across our global operations and how we manage associated water risks and opportunities.

Less than 10%
of Corning's water
withdrawal
is in water-stressed
regions.

2021 Site Highlights

With water scarcity becoming a critical issue globally, we're committed to improving our product design and manufacturing processes to reduce water use in our direct operations and throughout our supply chain. Our teams around the world are implementing measures to reduce water usage, to creatively clean and purify water, and to recycle it. These efforts are not only reducing our use of water, but also saving Corning money.

- ▶ **Canton, New York, U.S.:** A team saw an opportunity to improve how we sample water in our pump house system and reduce water use. The Canton team significantly curtailed time spent in a backwash mode, during which water is drained from the system. The result: The time to sample water decreased and water was saved.
- ▶ **Wilmington, North Carolina, U.S.:** We developed ways to recycle water to support operations at our optical fiber plant located in a water-stressed region.
- ▶ **Reynosa, Mexico:** We corrected water leaks in a reverse-osmosis system, saving water consumed in this water-stressed region.
- ▶ **Port Elizabeth, South Africa:** Nearly half the site's water consumption is from collected rainwater.

Water Efficiency

We are committed to data assurance. The last year for which we have assured water data is 2020 (below). We are working to improve our data collection methodology and are committed to evolving disclosure in future reports.

WATER WITHDRAWAL BY SOURCE

	2019	2020	% Change
Fresh Surface Withdrawal	29,526 m ³	39,200 m ³	33%
Groundwater – Renewable (well water)	5,282,756 m ³	5,051,606 m ³	-4%
Third-Party Sources*	10,958,486 m ³	10,602,601 m ³	-3%
Total Withdrawals**	16,270,769 m³	15,693,406 m³	-4%

Assumptions:

*Third-party sources make up majority of water withdrawal, at 67% and 68% for 2019 and 2020, respectively

**Warehouses and contract manufacturers are excluded from water withdrawal information

WASTE MANAGEMENT

We're committed to responsibly managing waste produced both in our direct operations and throughout our supply chain. We use strategies such as increased diversion from landfills and overall waste minimization, while adhering to federal, state, local, and provincial waste laws and regulations.

We are also implementing the principles of a circular economy by managing product design and reducing reliance on raw materials through increased use of recycled and recyclable materials.

Our new-product development teams seek to invent products that incorporate recycled material without compromising quality, performance, or appearance. Sometimes that involves finding uses for materials previously considered to be waste. Looking to the future, we see the need for more circular manufacturing, where waste is minimized, resources are reused, and used products are repurposed.

What is a Circular Economy?

A circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing, and recycling existing materials and products as long as possible. The process addresses global challenges like climate change, biodiversity loss, waste, and pollution by emphasizing design-based implementation of the three base principles of the model: eliminating waste and pollution, circulating products and materials, and the regeneration of nature.

In 2021, we continued efforts to develop our formal waste strategy. For example, working with the New York State Pollution Prevention Institute, we determined a waste-measurement methodology and baseline waste-generation status and identified best practices. In 2022, we plan to continue assessments of global Corning manufacturing plants, prioritized by the types and opportunities of their waste streams, and develop future waste-reduction targets for Corning's business divisions.

Corning and Verizon Establish Program to Recycle Shipping Reels

Maybe you've caught a glimpse of them on the highway: Reel after reel of Corning optical cable crisscrossing the United States bound for Verizon locations, as Verizon leverages Corning's optical fiber and cable to build out its nationwide high-speed broadband network.

Teams at Corning and Verizon considered all the reels involved in transporting that cable, thought of both companies' long-standing commitment to sustainability, and saw an opportunity: What if the companies developed a return-and-recycle program of wooden shipping reels, to eliminate the disposal of wooden reels and lessen the need to manufacture new ones?

A Corning optical cable manufacturing plant in North Carolina, along with the Corning commercial team, worked with Verizon's supply chain and operations groups to develop the program. They created a process to marshal and consolidate empty reels for pick-up, refurbishment, and reuse by Corning to ship out new product while supporting Verizon's active, high-volume demand for fiber cable.

The result:
More than 1.5 million pounds
of wood recycled in two years,
saving an estimated 795 trees.

Sustainability at Work

Corning recycles waste glass from our manufacturing processes back into our products. We also work with outside vendors to recycle glass that cannot meet our high quality standards so the material can have a new life.

2021 Highlights

Stryków, Poland:

Reduced waste by returning wooden pallets to suppliers for reuse. In 2021, the site was recognized with a Green Label Certificate for its efforts.

Eliminated the use of polypropylene reels for fiber optic terminals used for fiber-to-the-home. In addition to reducing single-use plastics, this also enabled the site to increase the number of reels per pallet, resulting in less consumption of wood, while optimizing transportation.

Reynosa, Mexico:

Created a more efficient packaging method for multiple 192-fiber optical cable assemblies and EDGE™ Modules for Data Center solutions. This reduced the use of corrugated cardboard, plastic packaging, and wooden pallets, while optimizing transportation costs.



People



People are vital to Corning's progress. Our success depends on the full engagement and contributions of more than 60,000 employees around the world. We're committed to providing each individual with a safe, welcoming, and inclusive work environment and a culture that lets them contribute fully and develop to their highest potential.

IN THIS SECTION:

- ▶ [Our Culture](#)
- ▶ [Workforce Data](#)
- ▶ [Training and Career Development](#)
- ▶ [Diversity, Equity & Inclusion](#)
- ▶ [Respecting Labor Rights](#)
- ▶ [Our Employee Health Programs](#)
- ▶ [Employee Safety](#)

Photo of a Corning employee and family

People

OUR CULTURE

People join Corning and stay at Corning based on our commitment to making the world a better place through life-changing inventions. Despite the continuing impact of the COVID-19 pandemic, Corning successfully added over 11,000 net new employees globally in 2021.

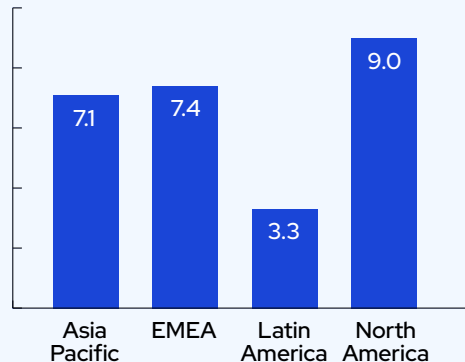
Corning is marked by a culture of continuous learning, backed by structured training and mentoring opportunities. Our culture also thrives on collaboration, with seasoned team members eager to help newer generations of employees as they look for ways to contribute. We also look out for one another by encouraging wellness and taking steps to reach our zero workplace injury goals. And we pride ourselves on cultivating an open and honest environment, where employees can feel safe speaking up and being their authentic selves.



Recognizing Experience

We value our many long-tenured employees and have a long-standing tradition of recognizing them and celebrating their contributions to Corning's success. Throughout the year, we highlight employees who have been with us for 10, 20, 30, and 40-plus years, and we annually celebrate active and retired employees who began their careers with Corning 50 and 75 years ago. We respect their knowledge and deep expertise accumulated over many years with Corning and appreciate their ongoing contributions to our company.

AVERAGE YEARS OF SERVICE



WORKPLACE RECOGNITION



[Forbes World's Best Employers](#)



[Forbes America's Best Employers by State](#)
(North Carolina and New York)



[Forbes 2021 Best Employer of New Grads](#)



A top supporter of Historically Black Colleges and Universities (HBCUs)



National LGBT Chamber of Commerce's 2021 National Business Inclusion Consortium Top 50 Best-of-the-Best Corporations for Inclusion



['Best Place to Work' by American Association of People with Disabilities and Disability:IN](#)



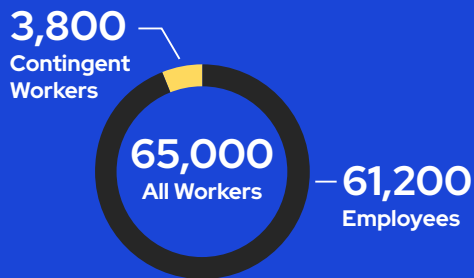
Corning China named a Top Employer 2021 by the Top Employers Institute



The American Chamber of Commerce (AmCham) in Singapore recognized Corning's corporate social responsibility efforts with the AmCham CARES Award

WORKFORCE DATA

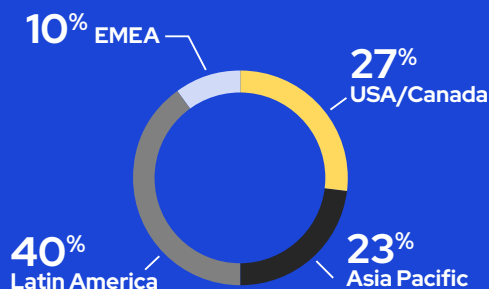
2021 Global Workforce*



2021 Global Workforce by Employee Type*



2021 Employees by Region*



2021 New Hires*



*As of December 31, 2021. Data rounded to nearest hundred. Due to rounding, some totals may not correspond with the sum of the separate figures.

2021 SALARIED TURNOVER BY REGION*

	Total Voluntary and Involuntary Turnover (including retirement, excluding interns)	Voluntary Turnover (excluding retirement and interns)
Total	9.7%	6.4%
Asia Pacific	8.8%	7.6%
EMEA	13.2%	5.8%
Latin America	9.9%	8.2%
North America	9.1%	5.4%

*As of December 31, 2021. The scope of this data is limited to those employees who we capture with certain HR systems. This figure covers approximately 96% of all employees globally.

TRAINING AND CAREER DEVELOPMENT

We believe learning and development is a lifelong experience, and we've worked to cultivate a robust culture of development that supports employees in their career journeys. We provide access to resources employees can use to strengthen their skills and explore different career aspirations, and we encourage manager and peer support to help guide and assist them along the way.

On-the-job training and career experiences are key elements of our continuous learning approach. In 2021, we saw strong demand for online learning via our new I Learn@Corning portal and other learning hubs. In less than nine months, employees accessed over 420,000 learning videos and established over 15,000 unique accounts on our new platform, a 20-fold increase over prior years.

Another important element is leadership training for employees all the way to senior management.

- **Our Leadership Fundamentals for Program Managers** provides an interactive, skill-based experience that enables innovation program managers to refine and develop the capabilities that will accelerate their performance and impact. In 2021, NASA Commander Terry Virts held a virtual conversation with program participants, sharing leadership insights from his time commanding the crew at the International Space Station.
- **Our Global Leadership Assessment and Coaching** program offers a personalized learning experience for emerging leaders, particularly those preparing for, or navigating, a transition to a new career path. The program leverages a combination of technology and assessments to provide holistic, individualized developmental feedback.

In the United States, recent college graduates gain exposure to roles across our global business through rotational developmental programs, such as our [Optical Communications Commercial Rotational Program](#), known as BRiTE. For international professionals, we provide opportunities such as Corning China's nine-month leadership development program.

Continual Conversations

Corning employees at all levels pursue career development through conversations with their managers. Following a successful pilot, Corning is expanding a skill-building program for managers called Straight Talk, which focuses on building capabilities in conversations such as expectation setting, performance management, feedback, and career discussions.

In addition, our Human Resources representatives conduct one-on-one career discussions with emerging, high-potential talent to better understand career objectives, mobility preferences, and placement on specific succession plans. These discussions are enriched through our online career platform, which helps employees define development objectives, search role profiles, and conduct self-assessments. In 2021, more than half of all salaried employees took advantage of this resource. In addition, the skills section, part of each employee's Talent Profile, or internal resume, lets employees showcase their skills for greater visibility within Corning. Leaders use this resource to quickly staff project teams with employees who have the right capabilities and skills.

Performance Reviews

An important aspect of Corning's review process is that employees co-own the process. Employees draft their own objectives, summarize their accomplishments in their draft performance evaluations, and are encouraged to participate fully in the review discussion. In 2021, more than 98% of our salaried employees participated in the performance review process.*

In 2021, we launched a new program called "Reimagining Performance Management" in response to feedback from employees who wanted more ongoing feedback and stronger linkages to their career development plans. We will incorporate Design Thinking methodology into our performance management process moving forward to help drive overall organizational performance. We are also exploring expanding the program to nonunion hourly employees.

*Due to attrition and retirements, this rate is less than 100%.

Expanding Technical Career Opportunities

Through our Technician Pipeline Program (TPP), cohorts of trainees (selected from a talent pool open to external candidates and contractors as well as Corning employees not working in a technical role) receive tuition assistance and career opportunities leading to full-time roles at Corning as technicians in research, development, manufacturing technology, and engineering, Advanced Optics, Life Sciences, and Optical Communications.

Participants receive a competitive salary as well as full financial and academic support for two years while they complete an applied science associate degree in a technical field of study at one of our academic partner colleges. They do this while also working part time in a host group at one of Corning's facilities. Upon graduation, they transition to full-time technician roles and actively participate in Corning's TPP Professional Learning Community.

This program benefits Corning, the participants, and our communities by bringing jobs to regions that are home to Corning facilities. Since 2008, the TPP has added 49 technicians to Corning (57% of whom are people of color or women) and has expanded from New York to North Carolina and Maine.

Read how Corning advances science and engineering education.



Corning is a member of CEO Action for Diversity and Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

DIVERSITY, EQUITY & INCLUSION

At Corning, we are committed to fostering a culture of belonging and equity, where diversity is celebrated and inclusion is the norm.

We believe a diverse and inclusive workforce representing a rich mix of experiences, cultures, perspectives, and backgrounds provides Corning with a critical business advantage. A diverse workforce sparks ideas, strengthens business decisions, and helps develop breakthrough solutions for our customers. Diversity among employees also fosters a welcoming environment that attracts talented individuals and empowers them to be their best.

Because of its strategic importance, Diversity, Equity & Inclusion (DE&I) is championed at the highest levels of our organization, guided by the Office of Global DE&I, which is led by our chief DE&I officer. In 2021, we worked toward developing a DE&I mindset in all employees to help increase diversity in our workplace, create opportunities for the advancement of diverse talent, and strengthen our inclusive culture.

Attracting and Recruiting Diverse Talent

In addition to our own talent acquisition programs, we collaborate with organizations such as the Society of Women Engineers, Association of Latino Professionals for America, National Society of Black Engineers, National Association of Black Accountants, Out for Undergrad, and military veterans to identify diverse candidates with the skills to be successful.

We also work with Historically Black Colleges and Universities (HBCUs) to build our pipeline of diverse talent. In 2021, we established a five-year, \$5.5 million partnership with North Carolina A&T State University – the largest HBCU in the United States – to prepare students for careers in STEM and education. The program includes undergraduate scholarships, graduate fellowships, and internships. See the Community section for more on our partnership with N.C. A&T.

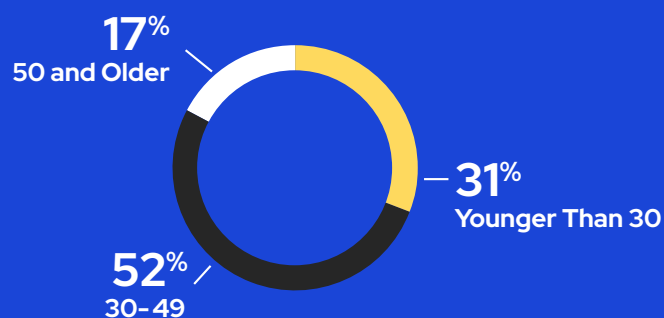
Advancing Diversity within our Workforce

We continue to make progress increasing the diversity of our leadership through diversity-focused succession planning and targeted talent development programs. Since 2010, gender and ethnic diversity among members of our Corporate Management Group, which includes about 230 of the company's top global leaders, increased from 28% to 50%; gender and ethnic diversity among our corporate officers increased from 21% to 38%.

2021 Employees by Gender



2021 Employees by Age



2021 Employees by Gender and Job Category (global)²

	Female	Male	Did not identify gender
Total Employees	40%	60%	<1%³
Administrative/Technical	36%	64%	<1%
Management/Professionals	31%	69%	<1%
Production/Maintenance	44%	56%	<1%

² The scope of this data is limited to those employees that we capture with certain HR systems. This figure covers approximately 96% of all employees globally.

³ Fewer than 100 employees did not identify gender.

Supporting Pay Equity

Equal work deserves equal pay. In 2021, Corning achieved 100% gender pay equity among our global salaried workforce. This is a significant corporate-wide milestone that built upon our prior success in achieving 100% gender pay equity in our seven largest countries. Corning continues to annually track and implement actions to maintain 100% gender pay equity globally. In the United States, we also maintained pay equity among underrepresented populations.

Fostering a Culture of Inclusion

At Corning, we believe a culture of inclusion is one in which all our employees – of any gender, race, ethnicity, nationality, language, age, cognitive or physical ability, sexual orientation, education, religion, socioeconomic situation, or background:

- Feel welcomed, trusted, respected, and valued as people and business partners.
- Can bring their authentic selves to work and feel safe to express aspects of themselves and perspectives that may be different from their peers.
- Will take action when someone is not being treated equally or with respect.

While we have made progress on our journey, we have more to do.

Our global DE&I education and awareness efforts include a digital learning series and an online resource center. In 2021, we introduced unconscious bias training to our global salaried workers. In 2022, we plan to broaden the content of our DE&I training courses and expand to additional employee groups, including our non-salaried employees.

Our 16 Employee Resource Groups (ERGs) also provide an opportunity for employees to develop connections throughout the organization, share experiences and perspectives, support each other in professional and personal development, and serve as a collective voice for our employees. Our ERGs, many of which have multiple chapter locations, represent employees who are women, Black, Asian, Latino, Native American, people with disabilities, members of the LGBTQ+ community, and veterans, among others. The ERGs are vital in creating cultural awareness, recruiting and retaining diverse talent, and inspiring corporate leadership to adopt new policies, practices, and services.

More than 4,000 employees participate in 59 ERG chapters around the world. To learn more about our ERGs, see our [Global Diversity, Equity & Inclusion report](#).



"His ADAPT seminar really opened my eyes on how to deal with such disabilities. Stroke can happen to anyone."

– Carola Poggendorff
Customer Service Representative, EMEA

Disability Inclusion: Raising Awareness and Recognizing Our Strengths

When Carola Poggendorff's friend Andre suffered a stroke a few years ago, she struggled with ways to support him. As a result of his stroke, he now lives with aphasia, a language disorder that affects a person's ability to communicate. Carola, a customer service representative for Corning's Optical Communications business, wanted to learn more.

As the Berlin co-lead for our ADAPT (Able and DisAbled Partnering Together) ERG, she invited Andre in for a seminar. Andre shared with Corning employees his experience with aphasia, how his life has changed, how allies can help, and where others living with aphasia can go for resources. It was one of several events the ERG hosted during Disability Awareness Month.

For Carola, getting involved with an ERG is all about raising awareness of various disabilities and diseases. By advocating for others, she believes ERGs can reduce prejudice and increase visibility.

Excellence in Diversity, Equity & Inclusion

Named to “Best-of-the-Best” Corporations for Inclusion by the National Business Inclusion Consortium for **six consecutive years**

Named a “Top Supporter of Historically Black Colleges and Universities (HBCUs)” by the Council of Engineering Deans of HBCUs for **19 consecutive years**

Earned a score of 100 on the Disability Equality Index and recognition as a “Best Place to Work” by the American Association of People with Disabilities and Disability:IN for **four consecutive years**

Scored a 90 or above on the Human Rights Campaign Corporate Equality Index in 2020 and 2021

2021 RACIAL/ETHNIC GROUP REPRESENTATION (U.S.-based employees only)*

	All Employees	Administrative/ Technical	Management/ Professionals	Production/ Maintenance
American Indian/Alaskan Native	0.3%	0.5%	0.3%	0.3%
Asian	9.2%	2.8%	14.1%	6.3%
Black or African American	11.4%	4.8%	5.6%	17.8%
Hispanic or Latino	4.4%	3.6%	3.9%	4.9%
Native Hawaiian or Other Pacific Island	0.2%	0.2%	0.1%	0.2%
White	73.3%	86.9%	75.1%	69.0%
Two or more races	0.8%	0.7%	0.6%	1.1%
Not disclosed	0.4%	0.5%	0.3%	0.4%

*SASB TC-HW-330a.1 This data is presented in line with our definitions, which may differ from SASB definitions.

Speaking up for Social Justice

When we see social inequality, we cannot stay silent; we strive to speak up and take action.

Corning is part of the fabric of the communities in which we operate. We live and work in our communities, as do many of our customers and business partners. When one person is treated unjustly or discriminated against, we are all impacted. Together, we are working to support opportunities for underserved populations and to eradicate inequities and injustice.

We believe education is a key tool to combat racial and economic inequities. That is why we are engaging in environmental and social policy discourse relevant to our company and our industries.

Championing Change: The Office of Racial Equality and Social Unity

Concerned by the persistence of racial inequality in the United States, in 2020, we established the Office of Racial Equality and Social Unity (ORESU) to champion change within Corning, the communities in which we operate, and at a national level in the United States.

Throughout 2021, the office focused on facilitating equity and access in education, in employment opportunity, and in physical and mental safety for groups that have been institutionally disadvantaged at work, in society, and at pivotal points in their lives.

Supporting Education

At Corning, we believe everyone should have access to education and skills training, which are essential for driving an inclusive economic recovery, growing our economy, and securing a strong financial future.

We believe a key part of supporting opportunities for all within local school districts is ensuring the educational community itself is diverse and working to create an inclusive, welcoming culture for educators and students.

In 2021, to support the development of a more equitable and inclusive school community where all students thrive, ORESU created the position of DE&I Education Coordinator. This person leads as a shared resource with our four partner school districts near Corning's global headquarters in New York state.

This resource helps:

- Recruit racially diverse educators and educators with demonstrated skills in culturally responsive practices to fill teaching and administration roles.
- Provide continuous professional development opportunities to help teachers engage in culturally responsive teaching practices.
- Implement DE&I policies and practices.
- Provide opportunities for students to share their experiences with school leaders and teachers in an effort to shape their learning environment.

Giving Students a Voice

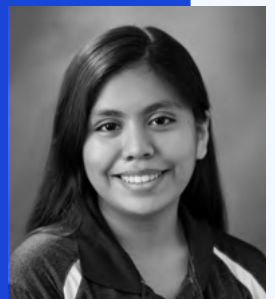
We created the Finger Lakes Youth Forum, designed to empower high school students to discuss how DE&I issues affect them. In 2021, the students shared their perspectives through a new podcast series called Amplify Voices: Finger Lakes Youth Forum, available on Spotify, YouTube, and Apple Podcasts.

We are also partnering with four middle schools in North Carolina to get students excited about business and build their entrepreneurial skills for the future through resources and real-world instruction developed by Planet Mogul. In 2022, we anticipate reaching more than 1,200 students.

Making College Accessible for Tomorrow's Teachers

Through our Edge for Tomorrow Future Teachers Grant college scholarship program, we are encouraging students from Edgecombe County Early College High School in North Carolina to pursue careers in teaching. We have committed to sponsor one student per year for three years, beginning in 2021. Each student receives a \$30,000 scholarship to use at a North Carolina university of their choice, in exchange for a three-year commitment to teach in Edgecombe County after graduation.

"My parents always encouraged me to study hard, be disciplined, but most of all, to be better than them. Because I was born in the United States, I have many positive opportunities that they, as immigrants, did not have, and they told me to take advantage of as many of them as possible. From a young age, I planned to honor them by doing just that. Because of this, I am inspired to attend a four-year university, and, with your generosity, my dreams can come true."



– Maria Mata-Reyes

Edge for Tomorrow Future Teachers Grant award recipient

Maria began classes in fall 2021 at North Carolina State University as a science education major. Upon completion of her degree, she plans to return to Edgecombe County and teach in her hometown.

Supporting Police Reform

Corning is advancing a community process for racial reconciliation and community stability through its support of the Police Reform and Reinvention Collaborative for the city of Corning and the Steuben County, New York, Sheriff's Office. To help increase transparency and local progress toward police reform, Corning offered to supply every police department in Steuben County with body cameras, as well as cover camera services, fees, and storage for two years. All 11 municipalities agreed to adopt the body camera programs. Corning has also initiated a new task force in partnership with the city of Corning police and Steuben County Sheriff's Office to encourage the reporting of hate-speech incidents.

Supporting Black-Owned Businesses

In 2021, Corning supported the growth of small Black-owned businesses in the early stages of business development in Wilmington, North Carolina. ORESU committed \$30,000 to [Genesis Block's Wits Begin](#) program, providing four Black-owned startups with educational programming, technical assistance, business-model development, and mentoring. The organization also provides workspace, as well as access to professional networks to help entrepreneurs obtain loans.

RESPECTING LABOR RIGHTS

A positive work environment that reflects the fundamental dignity of every employee and the work they perform is critical to Corning's success.

All Corning facilities operate in full compliance with labor laws. These include all laws and regulations related to working hours and minimum required breaks and rest periods.

Corning also respects the rights of our employees to peacefully and lawfully form, join, not join, or leave workers' associations of their own choosing. We encourage all workers to communicate openly with management regarding questions, concerns, or suggestions to improve working conditions, without fear of retaliation, harassment, intimidation, or interference. An estimated 65-70% of Corning employees worldwide are represented by a union, works council, or other employee representative body.

When undertaking significant operational changes that could impact employees, we communicate the changes and provide advance notice according to country-specific laws and regulations, internal policies, and, where applicable, the provisions of collective bargaining and works-council agreements.

Topics include:

- Significant changes in technology or methods of operation affecting working conditions
- Workforce reductions, collective redundancies, or layoffs
- Sale, transfer, or discontinuation of businesses or operations in whole or part
- Mergers and acquisitions
- Subcontracting or outsourcing of work

Under European co-determination regulations, additional information and consultation may apply to these matters:

- Economic and financial situation of the company
- Anticipated development of business and of production and sales
- Employment levels and future forecasts
- Environment, health, and safety
- Ethics and compliance
- Investments
- Organizational structure and anticipated changes

Additional communication and consultation with Corning's transnational European Employee Committee may be required where significant changes impact more than one EU country.

Respecting and Protecting Human Rights

Corning believes in the fundamental dignity of the individual. Human rights issues are reviewed at the highest level of our organization by the Corporate Responsibility and Sustainability Committee of our Board of Directors. Our Corporate Compliance Council provides additional oversight and periodically reports to the Audit Committee and Corporate Responsibility and Sustainability Committee of the Board.

Our approach is based on our [Human Rights Policy](#)⁴. Our Code of Conduct outlines employees' ethical and legal obligations as Corning employees, including toward the protection of human rights in their work. Comparable expectations for suppliers are laid out in our Supplier Code of Conduct. These expectations are further supported by our Equal Employment Opportunity Policy, which mandates that we treat all employees and applicants equally and fairly.

Corning respects and supports human rights as set out in these leading global frameworks.

- [UN Global Compact](#)
- [UN Guiding Principles on Business and Human Rights](#)
- [International Labour Organization \(ILO\)](#)

Defending Human Rights

To ensure our efforts are directed to the areas where we can make the greatest impact, in 2020 we evaluated human rights risks in our various spheres of influence, including within our own company and those acting on Corning's behalf. Using our Enterprise Risk Management process and risk management platform, we determined that the greatest potential for human rights impact is within our supply chain. With this guidance, we established a 2020 sustainability goal to reduce risk in our supply chain and strengthen our actions in this area. Learn more about [Corning's management of high-risk suppliers](#).



Employee Well-Being

Corning's success depends on the well-being of our employees, who we support through our **comprehensive employee benefits program focused on three pillars:**



Total Health

Helping employees and their families get and stay healthy



Total Wealth

Offering competitive pay opportunities that include innovative and valuable benefits



Total Self

Encompassing a combination of work-life balance benefits and career development opportunities

Learn more about [Corning Total Rewards](#).

⁴ This policy operates alongside and supports our Code of Conduct; Supplier Code of Conduct; product stewardship programs; global environmental, health, and safety policies and procedures; and corporate compliance program.

OUR EMPLOYEE HEALTH PROGRAMS

Our Employee Health programs focus on three objectives:

- **Save a Life**
- **Protect Corning People**
- **Promote Well-Being**

Corning Health Services staff are critical resources to crisis response in the workplace. In emergency conditions involving employee health, Corning protocols include quick evaluation of the situation, timely rallying of immediate resources, and access to local or regional medical resources to address the employee need. At more than 36 locations, Corning has on-site Health Services staff who monitor employee health using occupational health measures and also help in the case of an emergency or crisis in the workplace.

Corning recognizes the importance of satisfying regulatory obligations in monitoring employee health. In meeting these obligations, Corning also identifies ways in which continuous improvement can advance employee health and safety in the workplace. Corning channels the same technical innovation that drives our company culture into new manufacturing approaches that improve our employee experience in the workplace.

Corning applies the proactive spirit of continuous improvement to promotion of employee wellness. Corning programs address well-being through a variety of health topics, including nutrition, physical exercise, weight management, smoking cessation, mental health, cooking, and work-life balance.

In 2021, Corning put considerable effort into employee awareness and education related to the ongoing COVID-19 pandemic. Across our global presence, Corning implemented and adapted protocols designed to provide a protected workplace. We met and often exceeded the various government regulatory orders that were spurred by COVID-19's global progression. As vaccines became available, Corning leveraged government programs or local health care providers to host, sponsor, or execute vaccination clinics globally. Corning also supported public health initiatives to increase vaccination rates in compliance with local regulations and while supporting employees in the vaccination decision.



A Corning employee in Korea receives her COVID-19 vaccination at one of our on-site clinics.



At our facility in Reynosa, Mexico, more than 60,000 employees and community members were vaccinated.

Providing Peace of Mind for our Employees Using Corning Technology

Corning technology and products aren't just for our customers; we also find them useful in our own facilities.

In 2021, we painted more than a dozen high-traffic areas at our sites in China with paint featuring Corning® Guardian® technology, which offers an added layer of protection from germs. Our Guardian technology works by optimizing the preexisting antimicrobial potency of copper, using only a small amount of the element to achieve protective, long-lasting efficacy against viruses and bacteria on a painted surface.

In the United States, our paint customers obtained regulatory approvals in 2021; we expect to see their paints in some of our U.S. facilities and local establishments moving forward.



EMPLOYEE SAFETY

Corning's global health and safety program protects the health and safety of our employees, contractors, customers, and visitors each day by striving for zero occupational injuries across all operations.

Our Approach

Corning's global health and safety program is guided by four principles:

- 1** Full compliance with regulatory and corporate health and safety requirements, everywhere, all the time
- 2** Continuous identification, prioritization, and elimination/mitigation of health and safety risk across all operations
- 3** Unyielding commitment to building a sustainable, interdependent health and safety culture
- 4** Consistent actions to support the internalization of health and safety within each employee

Our global safety steering committee represents all Corning Market-Access Platforms and regions in promoting a culture of safety excellence and working to reduce workplace hazards, injuries, and illnesses.

The backbone of Corning's global health and safety program is our 29 written standards – each addressing a specific area of occupational health and safety – describing the regulatory and Corning policy requirements that apply and providing a roadmap for how to achieve full and sustainable compliance.



Corning's global safety steering committee encourages employee participation in the health and safety standard development and revision process. Whenever a health and safety standard is developed or revised, council representatives present the standard to employees in their region or division and provide feedback to the standard's author.

Our safety training program exceeds local regulatory requirements and strives to ensure all employees understand and are equipped to meet our safety expectations. Training content and frequency varies depending on each employee's role and responsibilities.

Corning hosts global Learn and Leverage employee forums each month where a subject-matter expert reviews the requirements of a standard. Afterward, employees from one or more operations who have successfully fulfilled the requirements of the standard discuss how they have done so and share techniques that other operations can use to do the same. We also host quarterly town hall meetings where leadership reports on the company's health and safety performance and highlights successes and challenges.

In 2021, over 90% of employees participating in our annual corporate employee survey responded favorably to the statement "We take mutual responsibility to create a safe and secure workplace."

Compliance with our 29 health and safety standard requirements is continually evaluated through quarterly, monthly, and daily self-inspections within each operation. All deficiencies are documented with corrective actions, assigned to responsible persons, and tracked to closure. Overall program effectiveness is assessed by the operation each year and opportunities for improvement are documented, assigned, and tracked to closure.

Health & Safety Risk Mitigation

Corning's standards require each operation to inventory all of its routine and nonroutine tasks, analyze the health and safety risks associated with each task, prioritize operational risks, and take proactive steps to mitigate each risk until it is as low as reasonably achievable. After completing an initial inventory of all tasks, each operation reviews and updates its inventory at least annually.

Each task is analyzed using a formal risk assessment methodology. After a risk has been assessed, each operation identifies control measures that can be implemented to reduce risk. Cross-functional teams that represent operations, engineering, maintenance, health and safety, medical services, as well as employees performing the work identify task risks and control measures to ensure robust risk-mitigation processes across all operations. Each control is assigned to a responsible person

for implementation and tracked to closure. Control effectiveness is assessed post-implementation, and additional controls are identified for implementation, as required.

When a near miss or injury does occur, Corning employs a rigorous process to understand the facts of the incident, investigate them, determine immediate and root causes, and take corrective actions to prevent recurrence. All near misses, first aid cases, and recordable injuries are entered into Corning's digitized health and safety management tool, and incident investigations are initiated within 24 hours of incident occurrence. Immediate and root causes of the incident and corrective actions are identified and entered into the system, and corrective actions are assigned responsible persons and due dates and tracked to closure.

Corning evaluates the effectiveness of our global health and safety

program through quarterly operating reviews. Performance is evaluated by key performance indicators such as the regulatory health and safety finding closure rate, level of compliance with health and safety requirements, injury investigation completion rates, total case incident rates, and lost-time incident rates.

Corning's corporate health and safety team assesses each production operation's health and safety program every two years, covering more than 70% of employees. The team documents deficiencies and corrective actions, assigns resources, and tracks to closure. In 2021, the team conducted more than 25 assessments, identified and closed over 1,400 deficiencies, and achieved over 95% compliance with Corning corporate health and safety standard requirements.

Top-Quartile Performance

We track our safety performance using an environmental, health, and safety (EHS) software platform that provides real-time metrics. We benchmark our performance through a membership-based global EHS networking and service organization. Specifically, we compare our injury and illness data with other global, industry-leading companies and continued to rank in the top quartile of performance, as measured by our Total Case Incident Rates. Health and safety performance is reviewed at every meeting of the board's Corporate Responsibility and Sustainability Committee.

WORK-RELATED INJURY AND ILLNESS*

Key Performance Indicator	2019	2020	2021
Fatalities (#)	0	0	0
Lost-Time Injuries / Illnesses (#)	122	123	150
Recordable Injuries / Illnesses (#)	297	269	319
Fatality Rate	0.00	0.00	0.00
Lost-Time Injuries / Illnesses Rate	0.21	0.22	0.24
Recordable Injuries / Illnesses Rate	0.50	0.49	0.50

*Includes employees and contingent workers

Communities



Corning and our employees are committed to making a difference in the communities in which we live and work, not only through our technology, but also by giving back. Together with our partners, we strive to overcome the most pressing challenges and create a better tomorrow.

Through philanthropy, volunteering, and investments, Corning seeks to support economic growth and build healthier, more resilient communities where people are engaged, businesses thrive, and educational opportunities are available to all.

IN THIS SECTION:

- ▶ [Improving Quality of Life](#)
- ▶ [2021 Giving](#)
- ▶ [Supporting STEM Education](#)
- ▶ [A Global Commitment](#)



Communities

IMPROVING QUALITY OF LIFE

The Corning Incorporated Foundation administers Corning's charitable donations in U.S. communities where Corning operates. By partnering with local nonprofits, providing grants for programming, and engaging employees, the Foundation aims to create a sense of belonging, pride, and optimism.

The Foundation focuses in four areas:

- **Education** to provide the tools to build a bright future for students, with an emphasis on science, technology, engineering, arts, and math
- **Human Services** to support programs that address basic human needs for survival and physical health with an emphasis on at-risk youth
- **Culture** to sustain and foster creativity in the arts and bring people together in ways that can refresh the mind and inspire the soul
- **Volunteerism** to encourage Corning employees to offer their time and resources to support their communities

Promoting Economic Development

Corning Enterprises, created by Corning in 1983, works to make Corning, New York, and surrounding communities a place where employees want to live, learn, and work. This includes collaborating with private- and public-sector leaders to drive economic development and strengthen human services in the community, which is home to approximately 6,000 Corning employees and their families.

One major focus is Corning's downtown, home to more than

250 small businesses and dozens of events annually, all managed by the Gaffer District management association, which receives the majority of its funding from Corning Enterprises. The redevelopment of Corning's historic Market Street includes more than 125 renovated, market-rate apartments in response to employee desire to have a downtown living alternative. In 2021, several new apartments were added, and six new businesses opened with support from Corning Enterprises.

In 2021, Corning Enterprises also provided grants to several local businesses in the Corning Valley, including a coding education provider, a holistic women's health center, and a metal art studio. To support small businesses as the pandemic continued to impact their survival, Corning Enterprises provided a \$100,000 match to businesses participating in the newly launched Shop Where I Live platform. In addition, Corning Enterprises provided \$2.5 million to support six area child care programs in 2021. These programs serve more than 600 Corning-area children aged 6 weeks to 12 years.

A Unified Approach

Corning Enterprises and the Corning Incorporated Foundation work together under the umbrella Community Engagement. They collaborate to leverage each other's strengths and skill sets to take on new initiatives and better meet the needs of our partners in the community. This approach reflects Corning's message of unity in the communities in which we operate. Through these combined entities, Corning provided approximately \$12 million to support nonprofits and help boost the economies in which we operate in 2021.

Canine Training Center



By partnering with local nonprofits, providing grants for programming, and engaging employees, the Corning Foundation aims to create a sense of belonging, pride, and optimism.



CORNING
Foundation

A Community Engagement Organization

Employee Giving

Corning employees have a long history of giving back to their communities. Through our Matching Gifts program, we match individual charitable donations up to \$7,500 per employee annually. In 2021, Corning matched \$1.3 million in employee donations.

Our employees in New York are lead supporters of the United Way of the Southern Tier, pledging more than \$1.5 million in 2021. Corning employees in other U.S. locations gave nearly \$600,000 to their local United Way organizations, for total 2021 pledging of more than \$2 million to United Ways across the United States.

Corning encourages employees to support causes they believe in through our Dollars for Doers program and our Excellence in Volunteerism award. In 2021:

- **More than 375 employees participated** in Dollars for Doers, volunteering for a total of 15,383 hours, which drove \$175,050 back to eligible nonprofits. In addition, 50 employees each logged 100 volunteer hours – the maximum for the program.
- **Forty employees each received an Excellence in Volunteerism award** and a \$1,000 grant from the Foundation, which they then gave to eligible nonprofit organizations.

CORNING VOLUNTEERS RESPOND TO DEVASTATING FLOODS IN NEW YORK

When Don Foster, manager, Corning Shared Services, went looking for volunteer opportunities for his team in 2021, he couldn't have guessed that he and his co-workers would be helping his high school alma mater recover after a devastating flash flood.

Just two weeks before the start of the school year in the Corning, New York, area, flash flooding of already swollen creeks damaged hundreds of homes and buildings and rendered the Jasper-Troupsburg High School unusable for the 2021-2022 school year.

The school district reached out for help and the Foundation responded with a \$10,000 grant to support teachers' classroom supplies. That's when Don knew he had to do more. He and fellow employees quickly organized to help paint and prepare a nearby vacant school building for the upcoming school year. Within only 18 days, and with the help of community donations and volunteers, the high school welcomed students for the start of the school year.



Coming Together for the Community

In addition to Jasper-Troupsburg High School, the historic rains and flooding devastated local businesses and homes in communities near Corning. The Corning Foundation helped kick-start a flood response fund with a \$35,000 grant. Corning Enterprises launched a matching challenge to local businesses, resulting in an additional \$110,000 for the Flood Relief Fund. The fund helped more than 110 local families.

2021 GIVING

Total Giving: **\$12 million**

Corporate Giving:

Employee-Logged Volunteer Hours: **15,383**

Organizations receiving grants:

More than **240**

Total Direct Grants:

>\$3.4M

Matching Gifts:

Grants: **\$1.3M**

of recipient nonprofit organizations:

681

Dollars for Doers:

Grants: **\$175,050**

of recipient nonprofit organizations with logged volunteer hours:

192

SUPPORTING STEM EDUCATION

At Corning, we believe education can be a transformative force in our communities. That is why we support increasing access to STEM education from pre-K through university and beyond. We believe when we invest in education, we're investing in the future.



Through the Foundation and our employee volunteers, we are striving to break down barriers to STEM education for historically underrepresented communities, improve science literacy, and empower diverse thinkers.

In 2021, our support helped:

- Give students in school districts near Canton, New York, the opportunity to design and propose real microgravity experiments, with one being selected to be conducted at the International Space Station. (See spotlight on page 58)
- Strengthen science literacy for students in grades 6-12 through a grant to the Massachusetts Biology Education Foundation.
- Remove financial barriers for Corning Community College students through a grant to the Geneseo Foundation to pursue a STEM education.
- Provide access to Science News magazine and online STEM resources to thousands of students at New York and North Carolina high schools through a grant to Society for Science.
- Provide equitable broadband access to university students in North Carolina and rural areas in New York.

JOINING FORCES WITH AMERICA'S LARGEST HISTORICALLY BLACK UNIVERSITY

In 2021, Corning and North Carolina Agricultural and Technical (A&T) State University established a five-year, \$5.5 million partnership. The partnership will provide scholarships with a special focus on enhancing STEM education, helping students become community classroom teachers, and boosting the number of graduates in fields critical to the nation's future.

COMPONENTS INCLUDE:

Corning Scholars Program for undergraduate and graduate students: \$3.3 million in scholarships for those in STEM fields and to help graduate more Black teachers. Scholarship recipients will come from school districts in regions where Corning has operations, with plans to return to teach in those districts after graduation.

Experiential Learning Opportunities: \$1.7 million to build career preparedness and pre-college initiatives through internships, career guidance, site visits, and other areas. Students will also participate in project competitions, mentorship, and networking opportunities with Corning leaders.

A&T's Equity in Education Initiative: \$500,000 for a program to increase the number of Black college graduates securing careers in fields critical to driving economic growth and addressing critical challenges facing society and the environment. Two initiatives will receive \$250,000 each: The Leadership Cohort Initiative in the College of Engineering and the Black Male Initiative in the Willie Deese College of Business and Economics.

The first cohort of Corning Scholars and Fellows were welcomed in August 2021 at N.C. A&T, America's largest historically Black university. Olivia Rogers of Pfafftown, North Carolina, was among the Scholars attending the day-long event.



"Corning Scholars is such a blessing to me. As a Corning Scholar, I represent our future leaders and educators. Without this scholarship I would not have been able to go to college, let alone one with such an excellent education program."

– Olivia Rogers
Corning Scholar

Inspiring Girls to Pursue Careers in STEM

In 2021, Corning hosted the 28th CHOICES, a Corning career exploration day for more than 150 eighth-grade girls. Participating virtually due to COVID-19, students engaged with Corning women in leadership roles to learn about career opportunities and education choices. To date, more than 2,500 girls have participated in the annual event.

"I remember how being involved in the program made me feel strong, empowered, and confident. That experience had such a profound impact on me as little girl. I know without a doubt that it shaped who I am today and what I believe I can achieve."

– **Sara George**

Chief of Staff, Corning Gorilla Glass, and CHOICES alumna

Combating Inequities through STEM Education in North Carolina

Corning is working to address educational disparities and advance educational equity in Hickory, North Carolina, through a grant to the local branch of the NAACP.



The \$10,000 grant will provide support for children and families in four areas:

- 1.** Tutoring for reading, math, and science in grades K-8
- 2.** Mentoring for students in grades 6-8 to help increase achievement, improve attendance, and reduce office referrals
- 3.** Activities to introduce children to STEM concepts during early childhood development programs
- 4.** Establishment of a family resource center for parent-teacher conferences and programs about positive parenting, financial literacy, and health care

Bringing Space Closer to Home

The possibility of humans on Mars and orbital vacations was once confined to Hollywood movies, but today it seems more probable thanks to new technologies enabling space exploration and monitoring – including those invented by Corning.

With support from Corning and the Foundation, 150 middle and high school students in the Canton, New York, area had a chance to be part of the action in 2021. Corning and the Foundation were the lead donors for Clarkson University's Clarkson Discovery Challenge-Space, which participated in the Student Spaceflight Experiments Program.* The program

was powered through a partnership with Nanoracks, which works with NASA and the International Space Station (ISS).

Through the program, students learned about microgravity experiment design and proposal writing as they worked in teams to develop flight experiments for the ISS. University STEM faculty, science teachers from local schools, and employees from Corning's Canton plant judged the experiments and provided coaching along the way. Ultimately one experiment from the local teams was chosen to be performed on the ISS during its expected mission in July 2022. It will examine the effects of microgravity on *Chlamydomonas reinhardtii* algae when exposed to optimal nutrient levels. The students will compare

outcomes from space to those on Earth and present their findings at the Smithsonian Museum in Washington, D.C. They will also be invited to the launch of their experiment in Cape Canaveral, Florida.

Additionally, Corning's high purity fused silica is commonly used for spacecraft windows and mirrors. In 2021, the James Webb Space Telescope was launched, housing three different telescopes with mirrors made by Corning.

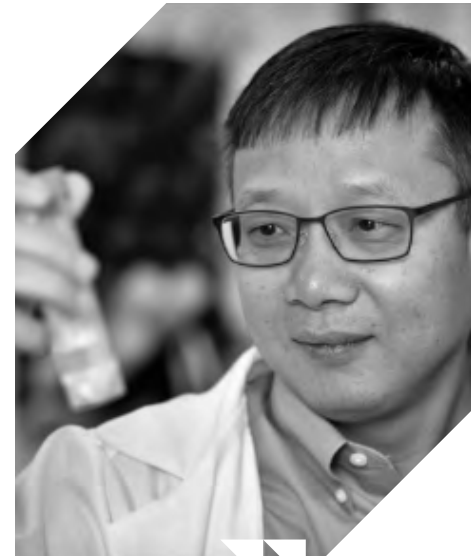
* The Student Space flight Experiments Program (SSEP) is a program of the National Center for Earth and Space Science Education (NCESE) in the U.S. and the Arthur C. Clarke Institute for Space Education. It is enabled through a strategic partnership with Nanoracks, LLC, which is working with NASA under a Space Act Agreement as part of the utilization of the International Space Station as a National Laboratory.

Supporting Innovation in Glass Science

Since 2014, Corning has hosted a biennial Glass Summit, an interdisciplinary gathering that combines insights from academics, designers, futurists, scientists, and technologists to inspire new thinking about emerging applications for glass. Corning also supports student inventors with the annual Glass Age Scholarship, awarded to one college student who works with Corning scientists on a glass science research project.

Through its Gordon S. Fulcher Sabbatical Program, Corning offers professors an opportunity to engage closely with Corning scientists on research topics of mutual interest and to spend a six to-twelve-month sabbatical at Corning's Sullivan Park research facility. In 2021, Jincheng Du, a materials science professor at the University of North Texas, was named the 2021 Fulcher Sabbatical scholar.

As a boy growing up in central China, Jincheng was fascinated by how the universe worked. His father, a medical doctor, gave him books on the lives of scientists. Jincheng started to learn about the science behind x-rays and other breakthrough innovations. He began to crave new understanding about chemistry and materials – a passion that would launch him into a career as a glass scholar, fundamental researcher, and professor at universities around the world. He hopes to instill in his students the fascination with glass that he shares with his Corning collaborators.



"I feel very lucky to have been selected for the Fulcher Sabbatical program. I knew many of my Corning colleagues from various professional societies, but it's been so great to meet them in person and have face-to-face discussions about research and how to apply it in different directions, especially after over a year of no travel for scientific conferences due to the pandemic."

– Jincheng Du

Materials Science Professor, University of North Texas

A GLOBAL COMMITMENT

Our people show their concern and compassion where they live and work.

Corning is committed to supporting communities in every location in which we operate.

Brazil

Corning employees donated new toys, personal hygiene items, new clothes, and shoes for 35 children living in a shelter in Brazil. Adding to the holiday cheer, the children enjoyed lunch and a visit from Santa Claus.



Chinese mainland

One hour. Eight teams. Two thousand pieces of garbage, weighing more than 1,500 kilograms. To demonstrate Corning's commitment to environmental sustainability, 124 Corning China volunteers came to Luchao Port in Shanghai for the Corning UNITY Coastal Cleanup. The event aimed to reduce the plastic pollution in the East China Sea in honor of World Environment Day and World Ocean Day.

Since 2006, more than 1,000 employees from Corning China have stepped up to sponsor one year of tuition for students in need from Yingjing County in Sichuan Province. By the end of 2021, their support

had helped more than 2,000 children access education.

Corning China encourages the development of today's students through its Corning Future Innovators program. Partnering with more than 250 universities across the country, the program includes online training, workshops, and competition sessions where students can pitch ideas to address the world's most pressing challenges. Corning employees volunteer their time as mentors to students and serve as judges of competitive sessions. Since 2018, more than 6,000 students have participated in the program, yielding nearly 700 innovative proposals.

Inspiring Interest among Students in Flow and Advanced-Flow Reactor Technology

In June 2021, we announced the establishment of the Corning Advanced-Flow Technology Academy in Changzhou, China, to deliver leading-edge, interactive live training on Corning's flow chemistry education platform, Corning Nebula™ Education Kits. The Academy will provide a live lecture series and in-person lab practice sessions in a classroom environment, while also showcasing the unlimited possibilities flow chemistry can enable today and in the future.



"Our new academy will further our efforts and investment in helping the next generation of students realize the value of flow chemistry and AFR technology, which has become one of the most important technologies in the chemical, pharmaceutical, and new materials industries."

- Dr. Yi Jiang

President and General Manager,
Corning Advanced-Flow Reactor Technology

France

Employees donated more than 400 pounds of gently used toys to a local organization that cleans and resells them at low prices to support local employment opportunities. Employees also collected eyeglasses and donated them to the nonprofit organization Lunettes Sans Frontières (Glasses Without Borders).

Germany

Employees volunteered with a number of nonprofit organizations, including a local soup kitchen to serve food and the Red Cross to paint a facility providing shelter for refugees. Employees also helped to plant fruit trees and establish an “insect hotel” to enhance local ecosystems.



India

When a surge of COVID-19 cases hit India in 2021, millions were impacted in communities near Corning’s areas of operation in Pune and Gurgaon. To support the urgent needs front-line professionals, Corning India donated infrared thermometers, pulse oximeters, and PPE kits to public health centers. In addition, the Corning Foundation provided a \$40,000 grant to Sustainable Environment and Ecological Society (SEEDS) through Give2Asia, a U.S. based charitable organization. The funding helped provide face masks, PPE kits, beds, blankets, and other critical medical equipment in India.

Israel

Employees donated blood to Israel's national emergency medical, disaster, ambulance, and blood bank service.



Mexico

To help support cancer patients in local low-resource public hospitals, Corning Optical Communications Reynosa employees teamed up with No Border Angels to donate 180 personal hygiene kits.

Poland

Employees volunteered to clean up a local forest and river-beach area and held a virtual auction with handmade gifts and art to raise funds for people in need.

Rwanda and the Democratic Republic of Congo

“Helping People. Saving Gorillas.” For over a decade, our support has helped enable high-impact results for wild gorillas, their ecosystems, and the communities of people who reside near them in Rwanda and the Democratic Republic of Congo. Corning Gorilla Glass supports the Dian Fossey Gorilla Fund International's holistic conservation model, which includes daily protection of gorillas, scientific research on gorillas and their ecosystems, educating the next generation of scientists and conservationists in Africa, and helping local people by addressing basic needs of communities through food security, livelihood, and education programs.



Taiwan

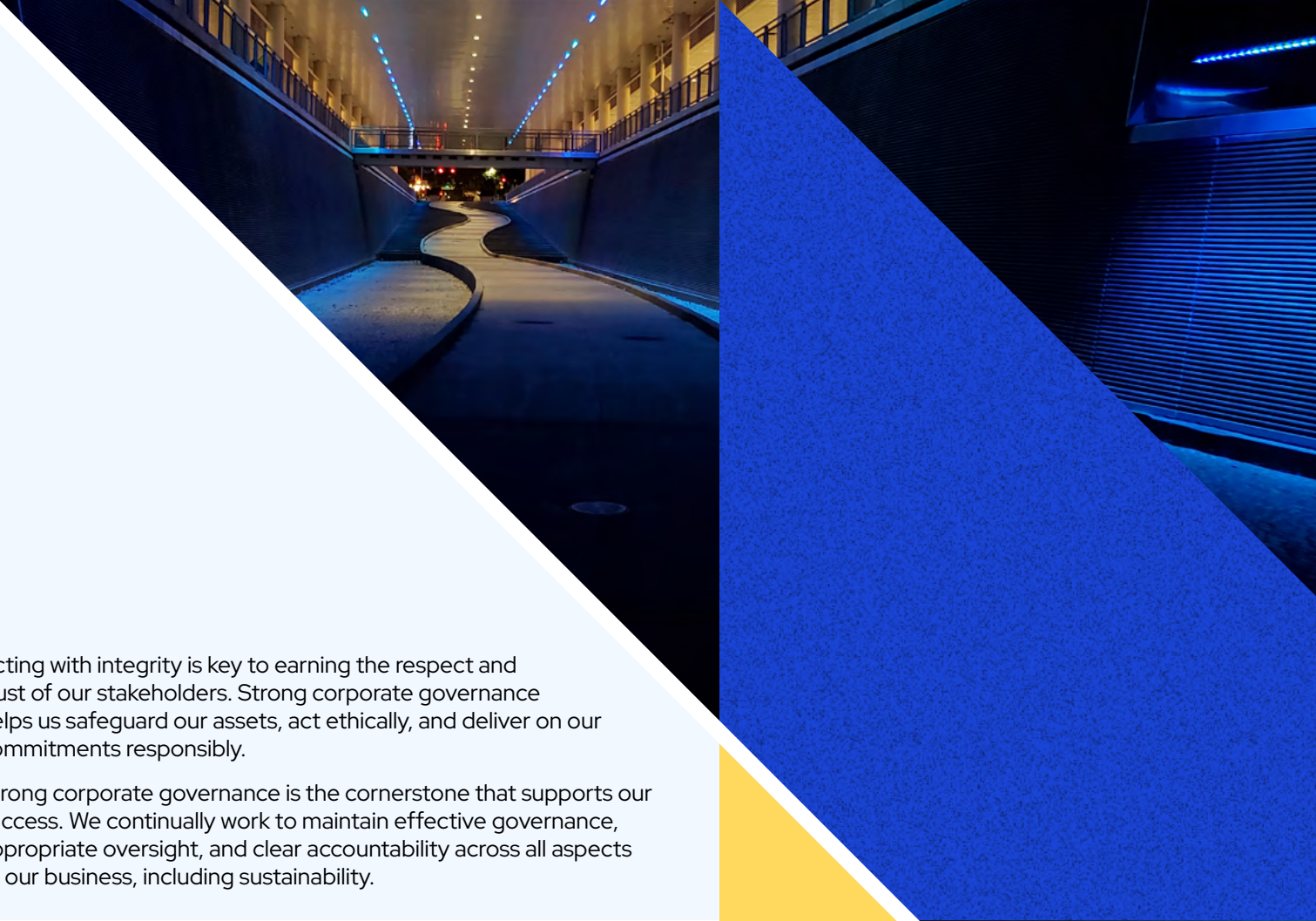
The Corning Future Innovators Program was initiated in Taiwan to inspire the next generation of glass and materials scientists. Since the program launched in 2015, more than 5,200 students and college professors have participated and submitted more than 1,600 creative proposals and research papers. In 2021, the seventh annual competition focused on the theme of “2030 Sustainable New Generation,” and attracted nearly 300 contest entries targeting specific UN Sustainable Development Goals.



Turkey

Employees from the Corning Optical Communications plant in Gebze, Turkey, rebuilt a kindergarten classroom and donated clothes, furniture, and school supplies. Employees also volunteered with a local environmental organization to clean up the local coast in Istanbul.

Governance



Acting with integrity is key to earning the respect and trust of our stakeholders. Strong corporate governance helps us safeguard our assets, act ethically, and deliver on our commitments responsibly.

Strong corporate governance is the cornerstone that supports our success. We continually work to maintain effective governance, appropriate oversight, and clear accountability across all aspects of our business, including sustainability.

IN THIS SECTION:

- ▶ **Corporate Governance**
- ▶ **Ethical Business Practices and Compliance**
- ▶ **Responsible Supply Chain**
- ▶ **Enterprise Risk Management**
- ▶ **Data Security and Privacy**
- ▶ **Public Policy and Corporate Political Contributions**
- ▶ **Intellectual Property Protection**

Photo courtesy of Corning employee Tyler Burns

Governance



CORPORATE GOVERNANCE

Responsibility for our long-term success rests with Corning's Board of Directors, which has ultimate oversight of our enterprise. The Board helps to ensure that Corning remains focused on our strategic priorities and that our actions reflect our Values.

Beyond Board oversight, corporate governance at Corning includes an integrated system of processes, policies, and standards, all underpinned by our Values. For example, the Corporate Responsibility and Sustainability Committee oversees our commitment to sustainability.

See more information and resources related to corporate [governance](#) on our website.

A Well-Qualified and Diverse Board

Our Board members drive growth through their expertise, engagement, and oversight.

Corning's Board of Directors comprises accomplished professionals with a diverse range of backgrounds, education, professional experiences, and areas of expertise. Diversity of gender, age, and ethnicity also contributes to the wide range of knowledge and opinions represented on our Board. As a global leader in materials science, we also benefit from four directors who hold doctorates in science, technology, or mathematics.

As of Dec. 31, 2021, the Corning Board of Directors consisted of 15 directors, 14 of whom are independent based on NYSE rules for director independence. This helps to ensure that directors do not

have conflicts of interests that would compromise their ability to provide impartial guidance to the company's leadership. In 2021, two new directors joined the Corning Board: Pamela J. Craig and Roger W. Ferguson Jr. Currently, four of our directors are women and three are ethnically diverse.

Communicating with Shareholders

Our Board follows the principles embodied in the Shareholder-Director Exchange (SDX) Protocol as a guide for effective, mutually beneficial engagement between shareholders and directors. We also align our practices with the Investor Stewardship Group's framework of stewardship principles for institutional investors, as well as its corporate governance principles for U.S. listed companies.

Corning is a member of The Board Challenge, an initiative to increase diversity among boards of directors for U.S. companies. As a Charter Pledge Partner, we pledge to use our resources to accelerate change, drive visibility, and encourage other companies to increase the diversity of their boards.

ETHICAL BUSINESS PRACTICES AND COMPLIANCE

Corning adheres to the highest standards of integrity in all our business transactions.

Ethical behavior earns the trust of our customers, protects our business, and aligns with our Values. To maintain a culture of integrity at Corning, our Compliance Council oversees a centralized compliance program that aligns with regulator expectations and industry best practices.

The goal of our compliance program is to help ensure we operate according to the highest standards of ethical conduct and compliance with laws and regulations that govern our business and industry. We embrace ethics and transparency across many dimensions, from the way we treat our employees and customers, to our focus on human rights and equity, to our partnerships with suppliers.

Corning's senior management has adopted a Code of Conduct for all

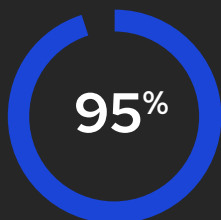
employees that sets out the legal and ethical standards applicable to all employees. All employees receive training on Corning's Code of Conduct, and we reinforce its standards through ongoing employee communications and certifications. We also have codes of conduct for our directors, executive officers, CEO, and financial executives.

Corning maintains a robust compliance program in support of our Code of Conduct, which strictly prohibits discrimination and harassment. When we receive allegations of such conduct involving our workforce, we promptly investigate, hold offenders accountable, and remediate the situation.

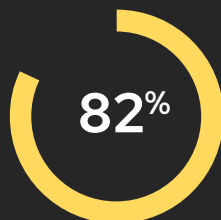
Failure to comply with the Code of Conduct, Corning policies, or applicable laws can result in disciplinary action up to and including termination of employment.



GOAL: All Corning employees will understand Corning's Code of Conduct, including how to report allegations of ethical or legal misconduct.



Employees who responded to the 2021 Voice to Action Survey indicating that they understand our Code



Employees who responded to the 2021 Voice to Action Survey indicating that they know how to report violations

As part of our plans for 2022, we are implementing a rewritten and redesigned Code of Conduct that we believe will help to raise these scores for 2022.

Reporting Violations

Corning's Code of Conduct and [Whistleblower Policy](#) provide details on how to report allegations of possible ethical or legal misconduct to Corning, including through Corning's third-party [Code of Conduct](#) reporting portal or via its toll-free hotline. This portal allows employees and those outside of Corning to confidentially and anonymously report alleged misconduct in their local language.

Leaders of Corning's Compliance Program investigate all reports of possible violations of Corning's Code of Conduct and periodically update the Board of Directors Audit Committee on all cases. Corning does not retaliate against employees or others who have brought forward concerns in good faith.

Corning analyzes our reporting data to provide insight on trends, training needs, policy update requirements, and continuous improvement opportunities.

In 2021, we received a total of 105 reports alleging possible violations of Corning's Code of Conduct and/or noncompliance with laws or regulations through all of our reporting mechanisms globally, of which 37 were substantiated with appropriate corrective actions taken. More Corning Code of Conduct reporting data for 2021 can be found [here](#).

Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior

As outlined in our Code of Conduct, we are committed to doing business the right way, and we do not tolerate any form of bribery, corruption, or anti-competitive behavior. Our policies mandate strict compliance among our employees and suppliers with all applicable anti-corruption laws, even if that conflicts with local customs or practices.

To ensure compliance with anti-corruption laws, such as the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act of 2010, we have developed an anti-corruption compliance program, including policies, training, due diligence for third parties, and periodic risk assessments. This training is required to be completed by all salaried employees and refreshed on a periodic basis.

In 2021:

**Nearly
5,700**

Corning employees completed anti-bribery training

**Nearly
3,500**

Corning employees completed antitrust training

**More than
8,500**

Corning employees certified their compliance with anti-corruption and antitrust policies, laws, and regulations

No material incidents of corruption or anti-competitive behavior were confirmed and no legal actions for anti-competitive behavior, antitrust, or monopoly practices were fully and finally decided against Corning in 2021.



Environmental Compliance

Through compliance programs, Corning ensures we comply with local, state, national, and federal environmental regulations. Specific functional areas, such as Global Environment and Sustainability, as well as trained environmental professionals at the corporate, division, and facility levels, are responsible for maintaining compliance.

In 2021, Corning did not receive any significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations.

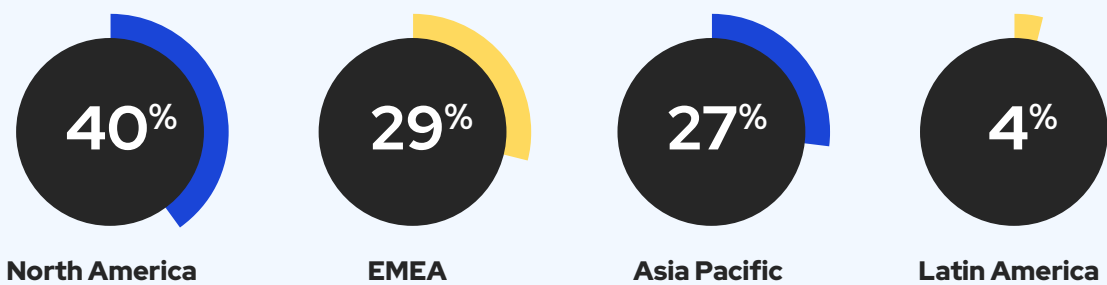
RESPONSIBLE SUPPLY CHAIN

We’re committed to a supply chain that reflects our Values and drives positive social, environmental, and economic impact.

Our Approach

From the sourcing of raw minerals to suppliers’ treatment of their employees, the impacts of our purchases reverberate in communities around the world. We rely on 17,940 suppliers across 72 countries, including 1,200 Tier 1 production suppliers.

SUPPLY CHAIN PURCHASES BY REGION



The scope of our supply chain presents the opportunity to drive significant positive change, but also represents risk; using data from the global amfori Business Social Compliance Initiative, we determined that 21% of our raw materials suppliers in 2021 are located in, and 15.5% of our raw materials purchases originate in, high-risk countries.

Increasing our Work with Local Suppliers

Corning locations around the world prioritize purchasing from local suppliers. This practice benefits the environment by reducing transportation-related carbon emissions. It also helps strengthen supply chain resiliency and oversight and foster lasting, trust-based supplier relationships. In 2021, 72.7% of our total global purchases were from suppliers located in the same country as the purchasing Corning operation.

We seek to mitigate risks and strengthen sustainability in our supply chain in three areas:



Environment

We strive to use sustainable procurement, eco-friendly products, and suppliers that reduce their carbon footprints and other environmental impacts.



Social

We uphold human rights; responsible sourcing of materials from diverse, small, and local suppliers; and worker health and safety.



Governance

We conduct our business ethically and in compliance with all laws and regulations, and we expect our suppliers to do the same.

The Corporate Responsibility and Sustainability Committee of our Board of Directors has ultimate oversight of policies impacting our supply chain.

All Corning suppliers are expected to demonstrate ethical, social, and environmental responsibility, as outlined in our Supplier Code of Conduct and Human Rights Policy. Our Supplier Code of Conduct embraces the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. It also requires that suppliers comply with environmental regulations and reduce their negative impacts on the environment. In 2021, we updated our Supplier Code to include expanded environmental criteria on pollution prevention and resource reduction, solid waste, air emissions, water management, energy consumption, and GHG emissions. We also developed a Supply Chain Social Responsibility eLearning program, which was completed by over 300 suppliers.

We gather real-time information on relevant supplier activity through a supply chain risk management platform and use a supply chain risk-profile-rating solution to assess supply chain risk, track events, and screen prospective suppliers. We use a supply chain incident management platform to collaborate across Corning to quickly resolve issues.

Mitigating Supply Chain Risk

Corning takes steps to evaluate, assess, and verify potential risks in our supply chain through our supplier selection, onboarding, and ongoing management processes.

- ▶ **Screening:** All prospective suppliers are screened to identify potential risks and ensure alignment with Corning's standards, including those related to ESG.
- ▶ **Selection and Onboarding:** All new suppliers are assessed using onboarding criteria. In 2022, we will add more than 40 sustainability-related questions to our onboarding assessment.
- ▶ **Performance Management and Improvement:** We use supplier scorecards, assessments, on-site audits, supply chain risk-monitoring solutions, and quarterly business reviews to monitor and improve supplier performance. In 2021, Corning conducted Corporate Social Responsibility training, including awareness training on forced labor/slavery and human rights/trafficking, for more than 300 suppliers and will continue to expand training in 2022.
- ▶ **Corrective Actions and Constructive Engagement:** We work with our suppliers to meet expectations. This not only benefits our company, but also improves working conditions for the employees of our suppliers, protects the environment, and builds a stronger pool of suppliers for our entire industry.

In alignment with Corning's commitment to continuous improvement, we proactively work with suppliers to monitor and evaluate the effectiveness of corrective actions. Corning has seen significant improvement in total corporate social responsibility (CSR) audit scores (including in the area of human rights), increasing from an initial average of 48 out of 200 to an average of 134 out of 200 in 2021. While we have made great progress in responding to CSR risks and impacts, we do not feel we have achieved a satisfactory score with all suppliers. Therefore, efforts continue to identify and act on opportunities for improvement.

Learn more about our [supplier management process](#), risks we have identified, and how we are working with our suppliers to mitigate them.

	2020		2021	
Supplier Assessment and Audits	Total	%	Total	%
Supplier Performance Assessments (including sustainability)	821		610	
Suppliers screened by Riskmethods	9266		9322	
New suppliers screened by Riskmethods	New in 2021		100	
Tier 2 suppliers screened by Riskmethods	New in 2021		200	
Tier 1 supplier facilities audited in the RBA Validated Audit Process or equivalent		9%		8%
... thereof high-risk facilities audited	15	93%*	12	100%

*One facility could not be audited as planned due to COVID-19 impacts.

Audit Results and Corrective Action	2020		2021	
	Total	Rate	Number	Rate
Priority non-conformances identified	36	1.1	33	1.1
Other non-conformances identified	448	12.4	262	8.7
Corrective action agreed/completed for priority non-conformances (% completed and closed the same year)	36	100% (22%)	33	100% (38%)
Corrective action agreed/completed for other non-conformances (% completed and closed the same year)	448	100% (60%)	262	100% (55%)

SASB: TC-HW-430a.1, TC-HW-430a.2

Responsible Sourcing

As a global technology company, Corning manufactures advanced industrial products, some of which contain small amounts of mineral precursors of the metals tantalum, tin, tungsten, and gold (3TG), which are found in small amounts in many electronic products. Known as conflict minerals, these materials may originate from mines in regions where armed conflict is present. Corning is committed to the ethical sourcing of these minerals. We strictly prohibit any connection between the materials used in Corning products and armed violence or human rights abuse. We expect our suppliers, and, in turn, their suppliers, to do the same.

Corning enforces this position through our Responsible Minerals Policy and due-diligence framework, which we broadened in 2021 to include all minerals, including cobalt, from conflict-affected, high-risk areas. Beyond conflict minerals, Corning has an ongoing Responsible Mining Initiative (RMI) covering all minerals with a goal of having 100% of high-risk suppliers in this area certified by independent organizations as socially responsible by 2025. Our definition of "high-risk" suppliers includes our Tier 1 suppliers of mined materials as well as their supply networks, which we trace back to the mine.

To strengthen our ability to rely on only ethical sources, Corning joined The Initiative for Responsible Mining Assurance (IRMA) and remains an active member of the RMI, a global organization focused on responsible mineral-sourcing issues. Through the RMI, we collaborate with industry peers on best practices and access resources. We require supplier compliance with the RMI process, which includes an independent third-party audit process of smelters and refiners. We monitor supplier performance via RMI's conflict minerals reporting template. When needed, we request corrective action, which may include removing smelters from our supply chain. We work collaboratively with our suppliers to help remedy corrective actions.

For more information, read our [Responsible Minerals Policy](#).

Supplier Diversity

Diversity is an integral part of Corning's value system and a critical business initiative. We understand the value a diverse supply chain can bring to innovation and productivity, and we are committed to providing access to all suppliers and to promoting diversity in our supply chain.

We engage with organizations including the National LGBT Chamber of Commerce, the National Minority Supplier Development Council, and the Women's Business Enterprise National Council to expand our network of diverse suppliers. In 2021, we worked with 695 diverse suppliers in the United States.

Corning was named a National Business Inclusion Consortium **"Best-of-the-Best Corporation for Inclusion"** for the sixth consecutive year.

ENTERPRISE RISK MANAGEMENT

Sustainability-related issues are embedded in our risk-management process.

While the chief executive officer and other members of our Senior Leadership Team are responsible for the day-to-day management of risk, our Board is responsible for oversight of the company's risk-management program. The Board exercises this oversight responsibility directly through its committees.



[Learn more about Corning's risk-management approach in our 2022 Proxy Statement.](#)

Integrating Sustainability-Related Risks

Corning has integrated environmental-, social-, and governance-related risks into our risk-management process. In doing so, we follow guidance provided by the Committee of Sponsoring Organizations of the Treadway Commission and the World Business Council for Sustainable Development. Starting in 2021, we also leveraged the framework of the Task Force for Climate-Related Financial Disclosures to assess and report on climate risks and opportunities risk for Corning.

We also identify and prioritize salient human rights considerations throughout our entire supply chain as part of our risk-management process. We leverage supply chain

risk-management software to assess risks associated with suppliers and our own operations and have identified that the greatest potential for human rights impacts is within our supply chain. We are working to mitigate and prevent this risk through proactive actions. Learn more in the Human Rights section on page 49.

In 2021, we conducted an in-depth scenario analysis to assess the potential impact on our business of climate-related risks and opportunities. (See page 74). Following the assessment, we added our top climate-related risks to our Enterprise Risk Management process.

DATA SECURITY AND PRIVACY

Protecting data is essential to trusted relationships, and we are committed to diligently safeguarding information entrusted to us.

Safeguarding data, particularly personally identifiable information, mitigates risks such as costly incidents, reputational harm, and regulatory penalties.

The Corning Data Privacy Office facilitates global protection of personal data through:



Policies and Procedures



Employee Training



A Program to Monitor Compliance with Data Protection Standards

Our Information Technology Committee assists the Board in its oversight of the company's information technology and digitalization strategy and significant investments to support this strategy. This committee also oversees issues and potential risks related to information technology systems, data integrity and protection, business continuity, and cybersecurity.

Protecting Personal Data

Our Privacy Policy establishes policies and procedures with uniform standards for how the company processes personal data. This includes a set of [Binding Corporate Rules](#) to protect personal data when transferred within Corning.

Protecting the privacy of personal and business data within our supplier network is a key priority at Corning. All suppliers we engage are required to adhere to our Binding Corporate Rules and [Global Data Protection Policy](#). In addition, in response to the EU Court of Justice's ruling to invalidate the EU-U.S. Privacy Shield Framework, Corning is instituting new standard contractual clauses with all impacted suppliers, and will continue to evaluate our international data transfers, ensuring compliance with the EU General Data Protection Regulation (GDPR). For more information, see our [Data Privacy Supplier Program Overview](#).

Examples of the practices we follow to help ensure the integrity of our data-protection processes include:

- Collecting and using the minimum amount of personal data necessary to achieve our business purposes
- Sharing personal data only with individuals who have a legitimate need for it and who will protect it
- Maintaining appropriate administrative, technical, and organizational security measures to protect personal data
- Conducting vendor assessments to review third-party applications and technologies that contain personal and sensitive data

- Monitoring technical and organizational measures to safeguard the data through appropriate user access management, lawfulness of processing, secure file transfers, and consent management

We require all employees to take privacy training. We also host ongoing employee awareness events and campaigns on topics such as ransomware, identity theft, and mobile security, and conduct phishing exercises to help strengthen employee resiliency against cyber threats.

In 2021, there were no known substantiated complaints received concerning breaches of customer privacy. This includes complaints received from outside parties and regulatory bodies. In addition, we have had no reported leaks, thefts, or losses of customer personal data.



PUBLIC POLICY AND CORPORATE POLITICAL CONTRIBUTIONS

The public policy and legislative processes have an important impact on Corning's business activities and our ability to invent, develop, and deliver life-changing inventions to people around the world. In conducting our government affairs program, Corning is committed to ensuring its public policy engagement meets high ethical standards, is aligned with our corporate interests and Values, and is conducted in full compliance with applicable laws and corporate policies.

Public Policy Advocacy and Lobbying

Corning engages with officials in the legislative and executive branches at all levels of government on issues of importance to the company and our stakeholders. Our Global Government Affairs organization is responsible for overseeing all advocacy activities. We disclose lobbying activities and expenditures as required by applicable federal, state, and local laws. For links to these and other lobbying disclosure statements, [visit our website](#).

Outside the United States, Corning has implemented internal policies on compliance with all applicable laws and regulations in countries where relevant interactions with government officials occur, including the U.S. Foreign Corrupt Practices Act.

Political Contributions

Corning's Global Government Affairs organization has authority to make decisions on behalf of the company regarding political contributions to non-federal candidates and other non-federal political entities where permitted by law. Such decisions are made in consultation with Corning's internal and/or external legal counsel. Corning's political contributions are made without regard for the personal political preferences of our employees.

Where permissible under state and local law, and consistent with the company's interests, Corning makes contributions to non-federal candidates (e.g., candidates to state offices), and may make contributions to non-federal political committees, non-federal parties, and other non-federal political organizations that register and report to the Internal Revenue Service under Section 527 of the Internal Revenue Code.

On a semiannual basis, we disclose [non-federal political contributions](#) (as described above) that exceed \$1,000 during a calendar year.

Corning Employees Political Action Committee (COREPAC)

Corning administers a voluntary U.S. employee-funded political action committee, COREPAC, through which employees can participate in the political process by making contributions to federal and state political candidates and committees. COREPAC supports candidates from both parties and decisions regarding who the PAC supports are made with Corning's best interests in mind and without regard for the personal political preferences

of our employees. A separate nonpartisan Contributions Committee, consisting of employees representing Corning's businesses and staff functions, is responsible for approving all COREPAC contributions.

COREPAC receipts and disbursements are reported in detail, as required by law, to the Federal Election Commission. Such reports are publicly available at www.fec.gov.

Participation in Trade Organizations

Corning participates in trade associations, chambers of commerce, and other organizations that collectively promote the interest of their respective members. Among the many activities that these organizations conduct, such as establishing industry standards and hosting trade shows, such organizations also enable members to collectively inform legislators, executive branch officials, and their staffs about industry positions on particular laws, policies, or proposals.

Corning is a member of various associations, including the Business Roundtable, the National Foreign Trade Council, and the National Association of Manufacturers. Corning publishes a [semiannual list](#) of dues and membership fees to tax-exempt 501(c)(4) social welfare organizations or 501(c)(6) trade associations or chambers of commerce that exceed \$40,000, which will include the portion of any such dues/fees that are tax-deductible.

INTELLECTUAL PROPERTY PROTECTION

Intellectual property protects Corning's ability to provide our customers with advanced products and technology, which in turn sustain Corning's endeavors to achieve further advancements.

Corning's ability to deliver value to our customers stems from our many unique discoveries, which we staunchly protect. Inventions by members of Corning's research and development staff fuel our growth and cement our role as a global materials science leader in specialized market segments. We advocate for and defend the intellectual property of Corning and respect that of others, including intellectual property of the industry groups and entities with which we do business.

Corning advances sustainable practices worldwide by disclosing green and energy-efficient technology in patents, such as for diesel and gasoline particulate filters and our energy-efficient furnaces. The world learns from information we disclose, while Corning financially sustains our research investment with patent rights to exclude others from making, using, selling, offering to sell, and importing the technology for a limited time.

Our proactive approach to protecting our intellectual property also promotes social sustainability, helping Corning to operate genially with others in our industry. Covering our unique discoveries through the patent process defines and communicates Corning's rights of exclusivity and discourages ownership conflicts.

Continuing Our Legacy of Innovation*

1,000+ environmental technology patents worldwide since 1970

400+ new patents in the U.S. in 2021

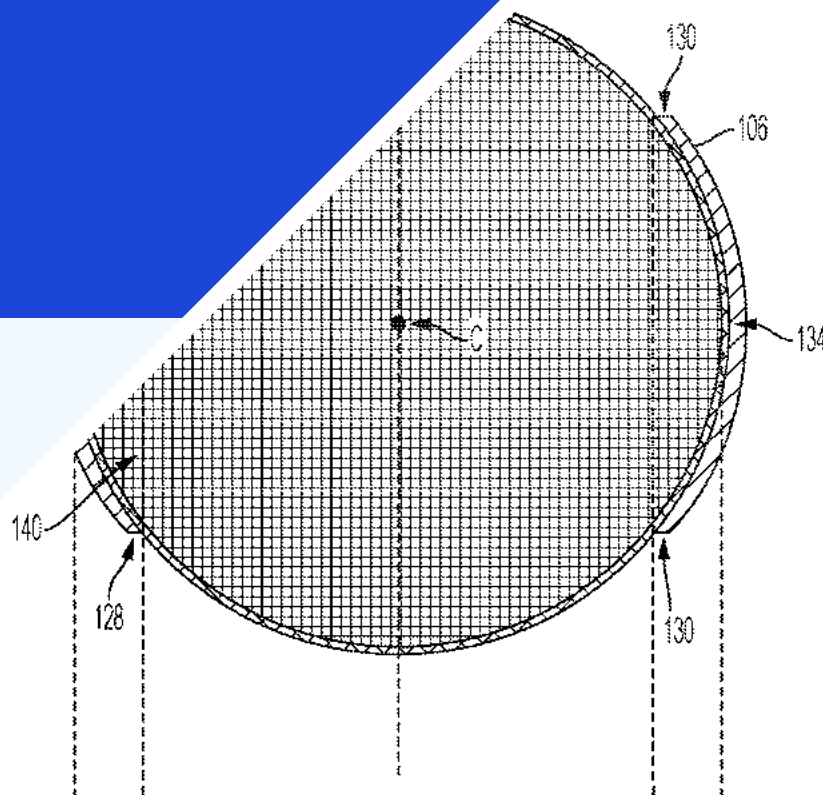
1,600+ new patents in countries outside the U.S. in 2021

4,250+ unexpired U.S. patents

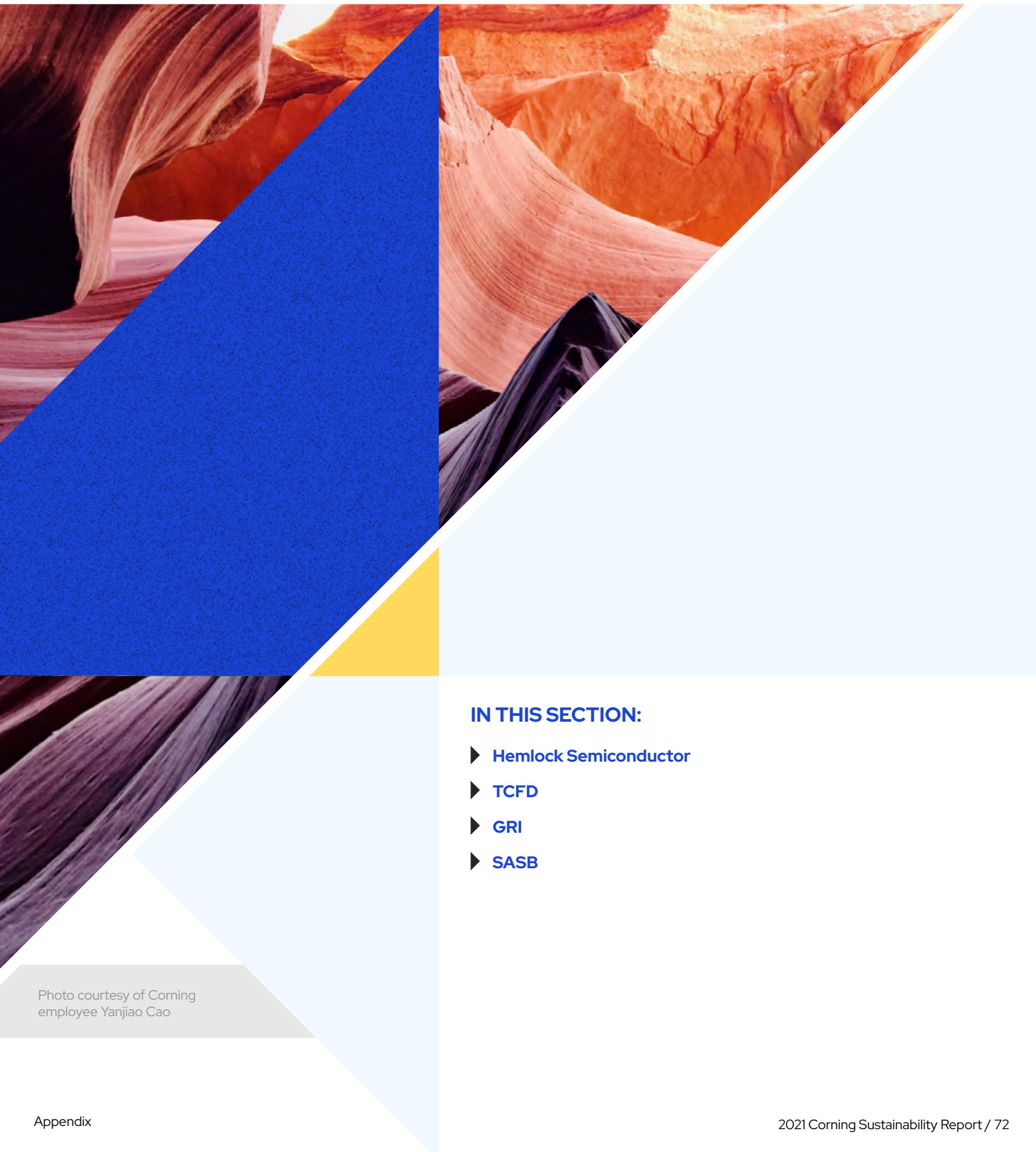
7,500+ unexpired patents in countries outside the U.S.

*Data for Corning and its wholly owned subsidiaries in various countries

Going forward, we will continue to develop and patent technologies that use more sustainable resources, consume less energy, help clean and protect the environment, and require less harmful constituent materials. We will embed our sustainability approach into the research and development process.



Appendix



IN THIS SECTION:

- ▶ [Hemlock Semiconductor](#)
- ▶ [TCFD](#)
- ▶ [GRI](#)
- ▶ [SASB](#)

Photo courtesy of Corning
employee Yanjiao Cao

Hemlock Semiconductor

In 2020, Corning Incorporated's stake in Hemlock Semiconductor increased to 80.5%. Although Hemlock's governance is independent of Corning, its product set is an important part of our overall portfolio and its energy needs are a significant fraction of Corning's global energy use, as noted below.⁵

For more information, please visit [Hemlock Semiconductor Operations, LLC](#).

About Hemlock Semiconductor

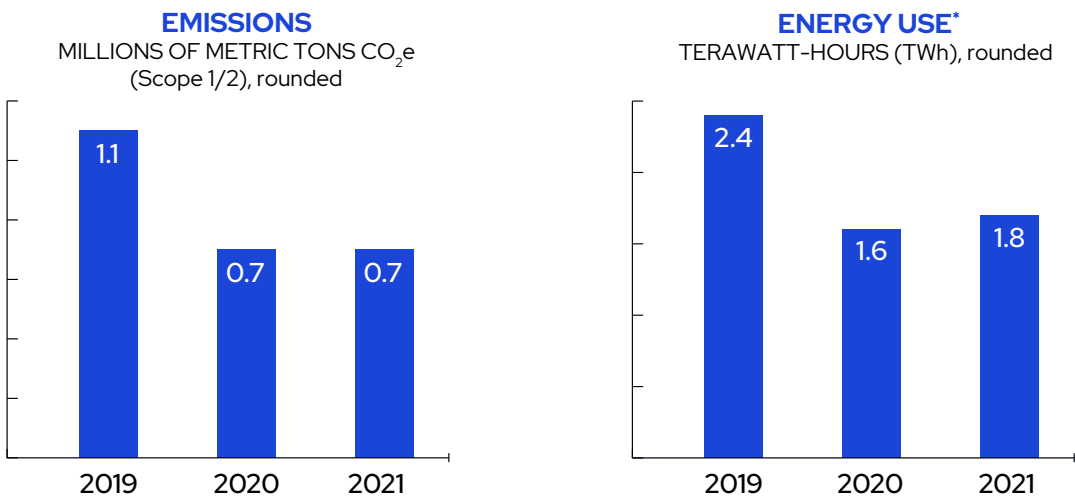
Hemlock Semiconductor Operations (HSC), which has been operating since 1961, is a leading provider of hyper-pure polycrystalline silicon and other silicon-based products used in the manufacture of semiconductor devices and solar cells. Headquartered in Hemlock, Michigan, HSC employs approximately 1,200 employees. As the raw material used to create semiconductors, polysilicon is a key building block of what makes "smart" appliances smart, from phones to home appliances, to vehicles, buildings, and manufacturing equipment. In solar cells, HSC's polysilicon enables high efficiency and clean conversion of solar energy into electricity, created with one of the smallest carbon footprints for solar polysilicon on the planet.

HSC focuses on the following areas in its ongoing efforts to make its business operations more sustainable⁶:

- Environmental stewardship
- Social responsibility
- Governance & leadership
- Innovation

Making Solar Panels More Sustainable

HSC is driving continuous improvement to make the world's supply of polysilicon more sustainable. Through ongoing investments in energy efficiency, HSC has reduced its greenhouse gas (GHG) intensity by 5% since 2015. HSC is continually working with its suppliers and customers as partners to reduce supply chain carbon emissions. HSC founded the Ultra-Low Carbon Solar Alliance, consisting of manufacturers across the solar supply chain, with a focus on reducing embodied carbon across the entire solar supply chain. The Alliance is working to raise awareness of more sustainably produced solar products and is developing a Type I low-carbon solar ecolabel to further drive demand.



HSC Scope 1 and 2 greenhouse gas emissions are calculated in accordance with the GHG Protocol Corporate Standard (revised version). HSC uses EPA emission factors for Scope 1 calculations and EPA eGRID RFCM data for Scope 2 calculations.

⁵ HSC data are not consolidated in this report with Corning's global data.
⁶ https://www.hscpoly.com/documents/2020_Hemlock-Sustainability-Report.pdf

TCFD Disclosure

GOVERNANCE

Disclose the organization's governance around climate-related risks and opportunities.

Recommended Disclosure	Disclosure	More Information
G1 Describe the board's oversight of climate-related risks and opportunities.	<p>Corning's Board of Directors includes a Corporate Responsibility and Sustainability Committee (CRASC), whose responsibilities include assisting the Board in reviewing the company's management strategies, plans, policies, and actions related to our sustainability program and environmental responsibilities. This review includes sustainability goals, environmental and social policies and practices, energy and water management strategies, and climate-related risks and opportunities, among other focus areas.</p> <p>Prior to 2021, the predecessor committee to CRASC annually received two principal reports addressing Corning's climate-related risks and opportunities:</p> <p>Corning's director, Sustainability, presented an update on sustainability, including a dashboard indicating the implementation and performance against objectives for all sustainability- and climate-related goals.</p> <p>Additionally, the director of Global Environment and Sustainability, who has the responsibility to track and report on greenhouse gas emissions, energy, water, and waste, presented an overview of strategies and actions to reduce greenhouse gas emissions and to enhance Corning's sustainable impact. The director of Global Environment and Sustainability reports to Corning's senior vice president and chief engineer and is also a member of Corning's Sustainability Working Committee described below in answer G2.</p> <p>During 2021, the Board increased its focus on climate-related topics. The CRASC's charter explicitly includes sustainability, as reflected in the committee's new name. The reports described above continued and climate change-related activity was discussed at each CRASC meeting, starting in April. The CRASC typically meets five times each year. Also, in October, CRASC reviewed Corning's new goals for greenhouse gas emission reduction and the Board approved the creation and filling of a new position: vice president, Sustainability and Climate Initiatives. The director, Sustainability, referred to above, reports to the vice president, Sustainability and Climate Initiatives, and chairs the Sustainability Working and Steering Committees described below in answer G2. In October, the CRASC reviewed the climate-related risks and opportunities and details of the two scenarios used in Corning's first formal scenario analysis (see S1, below). In February 2022, the CRASC reviewed answers to the 11 TCFD questions to be published in Corning's Sustainability Report in the spring of 2022.</p> <p>In these discussions, CRASC members provide feedback on the material presented.</p> <p>In addition to the CRASC work described above, the top risks to the corporation, including climate-related risk, are reviewed annually by the director, Enterprise Risk Management (ERM) with the Audit and Finance Committees of the Board.</p>	<p>2021 CDP response, 1.1a and 1.1b</p> <p>Corporate Responsibility and Sustainability Committee Charter</p>

Recommended Disclosure	Disclosure	More Information
G2 Describe management's role in assessing and managing climate-related risks and opportunities.	<p data-bbox="365 184 1175 289">Corning has had two principal managerial oversight bodies for climate change issues, including assessing risks and opportunities: the Sustainability Working Committee (SWC) and Sustainability Steering Committee (SSC). Both committees are chaired by Corning's director, Sustainability.</p> <p data-bbox="365 317 1195 579">Corning's SSC comprises executives from multiple functional areas and the SSC has the responsibility to sponsor and steer the SWC, including review and approval of overall work efforts. The Corning SWC is a cross-functional and cross-organizational committee that meets monthly and proposes strategic and tactical sustainability and climate-related work efforts to the SSC for review and approval. The SSC meets quarterly, or more frequently as important matters arise. The members of the SSC were selected to represent each of Corning's relevant management areas in relation to overall sustainability, which includes the assessment of climate-related risks and opportunities. The positions of the SSC members and their climate-related responsibilities are as follows:</p> <ul data-bbox="396 590 1195 1577" style="list-style-type: none"> • Vice President, Sustainability and Climate Initiatives: Responsible for overseeing overall company sustainability initiatives with a specific focus on climate initiatives. • Chief Strategy Officer: Responsible for overseeing overall company strategy and connection of strategy to climate-related risks and opportunities. • Senior Vice President, Human Resources: Responsible for overseeing employee rights, compensation and benefits, labor practices, and human rights policies. • Chief Supply Chain Officer: Responsible for overseeing sourcing and procurement of supplier and vendor services as well as climate-related and human rights issues in the supply chain. • Chief Technology Officer: Responsible for managing Corning's innovation portfolio and creating new growth drivers for the company, including climate-related opportunities. • Chief Engineer: Responsible for managing the corporate Manufacturing, Technology, and Engineering organization, which includes Global Environment and Sustainability and Global Energy Management. • Vice President, Investor Relations: Responsible for communicating our sustainability strategy, including climate-related issues, to investors, and understanding and analyzing sustainable investing funds' priorities and expectations. • Vice President and Corporate Secretary: Responsible for ensuring that corporate governance is addressed appropriately in Corning's sustainability program. • Senior Vice President & Corporate Controller: Responsible for managing corporate accounting, compliance, and external reporting functions. • Vice President, Corporate Communications: Responsible for managing the communication of our sustainability strategy and other climate-related topics to our stakeholders. • Vice President, Manufacturing: Responsible for ensuring our sustainability strategy is reflected and incorporated into our manufacturing operations. • Vice President, Finance, Analysis and Insight: Responsible for managing our Enterprise Risk Management program, which includes climate-related risks. <p data-bbox="365 1593 1185 1938">In 2021, Corning enhanced its managerial roles related to climate change. During the year, each Market-Access Platform (MAP) (see answer S1 for a description), appointed a leader for Sustainability. Corning also established the Global Sustainability and Climate Initiatives (GSCI) group, led by the vice president, Sustainability and Climate Initiatives. Together, the MAP Sustainability leaders and GSCI meet on a regular basis (monthly or more frequently) to manage sustainability issues, including those related to climate-related risks and opportunities. In addition, the vice president, Sustainability and Climate Initiatives, is a member of the Sustainability Steering Committee, and the MAP Sustainability leaders are each members of the Sustainability Working Committee (each committee is described above). With the additional managerial positions, Corning expects to review the structures it uses to manage climate-related risks and opportunities in 2022.</p>	2021 CDP response , 1.2a

STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

Recommended Disclosure

S1 Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Disclosure Outline

In early 2021, we completed a survey of several management-level employees across our five Market-Access Platforms (MAPs) to understand which climate-related risks they felt were most relevant to their business units. Corning's MAPs are: Optical Communications, Display, Automotive, Mobile Consumer Electronics, and Life Sciences. Using the results of this initial risk assessment, Corning's TCFD Working Team identified seven climate-related risks and two climate-related opportunities for in-depth scenario analysis to assess the potential impact of risks and opportunities to our business under two different climate scenarios (see answer S3 for details on scenarios used). The workshop was held in fall 2021 and involved 33 management-level employees both from across the MAPs and from corporate-level functions. Where possible, using Corning's Enterprise Risk Management (ERM) impact scale adjusted to a 30-year time horizon, we translated climate risks and opportunities into potential financial impact to evaluate which risks could have a material financial impact on our organization under each scenario.

Below is a table of the risks and opportunities evaluated during the climate risk scenario analysis:

	CATEGORY	CLIMATE-RELATED RISK AND/OR OPPORTUNITY
Transition Risk	Policy and Legal	Carbon pricing and reporting obligations Mandates on and regulation of existing products and services
	Market	Sustainable supply chain Changing customer behavior
	Reputation	Increased stakeholder concern/negative feedback
Physical Risk	Chronic	Sea level rise and droughts
	Acute	Extreme weather events
Opportunity	Products and Services	Development of new products or services through R&D and innovation
	Energy Source	Use of lower-emission sources of energy

Qualitative discussions held between Corning corporate-level management and MAP leaders led to initial conclusions about the potential business impact of specific risks and opportunities identified in each of the two scenarios.

The top two risks identified through the scenario analysis process under the "Business As Usual" (BAU) scenario were: 1) extreme weather events (medium term) and 2) changes in precipitation patterns and extreme variability in weather patterns (medium term). Water availability emerged as the highest concern for Display, Life Sciences, and Optical Communications MAPs (medium term).

More Information

[2021 CDP response](#), 2.1a, 2.1b, 2.2

The top three risks identified under the “1.5-Degree” (1.5D) scenario were: 1) carbon pricing (short and medium terms), 2) changing customer behavior (medium term) and 3) sustainable supply chain (medium term). Increased cost due to carbon pricing could impact all MAPs; the Life Sciences MAP is already experiencing these effects in the European Union. Importantly, Environmental Technologies (within the Automotive MAP), sees the trend toward electric vehicles as a potential negative business impact resulting from a reduction in the number of combustion vehicles sold annually. Supply chain sustainability risk, referring to both limited availability and increased cost, was identified as a key risk across business units.

Corning’s top opportunity under the 1.5D scenario is related to low-carbon products (medium and long terms). All MAPs agree that the identified opportunity matches Corning’s strengths in innovation and product development.

Recommended Disclosure

Disclosure Outline

More Information

S2 Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

In 2021, Corning completed an in-depth scenario analysis to assess the potential impact of risks and opportunities to our business under “Business As Usual” (BAU) and “1.5-degree” (1.5D) scenarios. Where possible, we translated climate risks and opportunities into potential financial impact using a series of facts and assumptions based on scientific literature, Corning’s internal information, and professional judgement. The results of this scenario analysis, including each key risk and opportunity, have been shared with the Sustainability Steering Committee (SSC), key management personnel and the Corporate Responsibility and Sustainability Committee (CRASC) to inform future business strategy and financial planning.

One example of climate-related risks and opportunities impacting Corning’s business strategy recently is through changing customer behavior. We have seen increased demand by customers for renewable energy use in recent years, and, in response, we have increased our focus on procuring renewable electricity for our operations. This allows us to reduce our own operational emissions while also helping our customers reduce their supply-chain emissions.

In addition, we consider local environmental factors, such as availability of fresh water, during capital project planning to ensure the long-term sustainability of Corning’s long-lived assets.

Corning’s sustainability strategy and publicly communicated goals were developed following a sustainability materiality assessment conducted in 2019 that determined the 20 most important sustainability topics for Corning and our key stakeholders. The sustainability materiality assessment, the material sustainability topics, Corning’s publicly communicated goals, and our progress to achieve the goals are provided in more detail in our 2020 Sustainability Report. We intend to use the results of our scenario analysis in the update of our sustainability materiality assessment, which, in turn, will impact our sustainability strategy, goals, and financial planning to achieve our goals.

[2021 CDP response](#), 3.3, 3.4a

[2020 Sustainability Report](#), pages 42, 43, 45 and 46

Recommended Disclosure

S3 Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios in accordance with the Paris Agreement, including a 2°C or lower scenario.

Disclosure

In 2021, Corning completed a climate scenario analysis to assess the resilience of the organization's strategy under two potential future state scenarios:

- a. Business as Usual (BAU): We constructed this scenario using transition factors from the Current Policies Scenario from IEA's 2019 World Energy Outlook Report, physical factors from IPCC's draft Sixth Assessment Report (AR6) aligned with RCP 8.5, and socioeconomic factors from Shared Socioeconomic Pathway-5 (SSP-5).
- b. 1.5-Degree (1.5D): We constructed this scenario using transition factors from the Sustainable Development Scenario from IEA's 2019 World Energy Outlook Report, physical factors from IPCC's draft Sixth Assessment Report (AR6) aligned with RCP 1.9, and socioeconomic factors from SSP-1.

Corning constructed these two scenarios to reflect the future states if the world continues on its current trajectory (BAU) and if climate action successfully limits global temperature rise to 1.5 degrees Celsius or less. Transition, socioeconomic, and physical factors were included to enable Corning to address transition and physical risks and opportunities. This process involved evaluating seven climate-related risks and two climate-related opportunities over a 30-year time horizon with a group of 33 management-level employees representing both corporate and MAP functions.

The results of this analysis show that in a scenario where the world continues on the current trajectory (BAU), the greatest risks to Corning's business are related to physical climate events, including chronic changes in precipitation patterns and extreme weather events. Corning's business is geographically diversified, which can help reduce the potential impact of extreme weather events.

Under the 1.5D scenario, our analysis revealed that changing customer behavior and carbon pricing obligations are anticipated to have the greatest impact to our business. We are actively engaging with customers to understand their sustainability- and climate-related needs and to find ways to support those needs. To reduce potential risk related to carbon pricing, Corning has set a goal to increase the use of renewable energy across our organization to reduce our Scope 2 emissions. Additionally, through our Global Energy Management program, we implement energy efficiency projects to reduce Scope 1 and 2 emissions. At this time, there is significant uncertainty about how carbon pricing regulations will evolve, and, in the future, Corning may invest in new technologies to continue to reduce emissions and lower our carbon pricing-related financial burden.

See S1 for additional details about which risks were identified as having the highest potential impact under each scenario at the MAP level.

More Information

RISK MANAGEMENT

Disclose how the organization identifies, assesses, and manages climate-related risks.

Recommended Disclosure	Disclosure Outline	More Information
R1 Describe the organization's processes for identifying and assessing climate-related risks.	<p>Corning's Enterprise Risk Management (ERM) process is central to determining which risks and/or opportunities could have a substantive strategic or financial impact on our business. It includes an analysis of many factors that include probability and impact of risks, velocity of onset, risk response, and effectiveness, as well as other factors. Identified risks, including climate-related risks, are evaluated in a companywide, multidisciplinary effort. Corning's cross-functional and cross-organizational Sustainability Working Committee (SWC) and Sustainability Steering Committee (SSC) implemented a sustainability materiality assessment, during which carbon emissions and water conservation were identified as important sustainability issues. The resulting materiality assessment serves as a basis for the mentioned risk evaluation.</p> <p>More specifically, in 2020, Corning conducted an initial assessment of climate-related risks associated with acute and chronic physical risks as well as the four transition risks recommended by the Task Force on Climate-Related Financial Disclosures (TCFD).</p>	2021 CDP response , 2.1b, 2.2 and 2.2a
R2 Describe the organization's processes for managing climate-related risks.	Following identification and assessment of climate-related risks, the top climate-related risks and opportunities were added to Corning's ERM process. The director of Enterprise Risk Management, in close alignment with the director of Sustainability, oversees the climate-related risks in the ERM process. To most effectively allocate responsibility, the process ensures each risk has an owner. The owner manages the specific risk leveraging the company's ERM, sustainability, and project-management resources and experiences. Involvement and alignment with the company's broader risk-management resources ensure climate-related risks are being appropriately managed.	
R3 Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>Corning's Board is responsible for oversight of the company's risk-management program. The Board exercises this oversight responsibility directly and through its committees. The Corporate Responsibility and Sustainability Committee (CRASC) monitors risks relating to environmental and social matters, which includes climate-related risks, among others, listed in detail in the CRASC charter. Risks associated with current business status or strategic alternatives are subjected to analysis, discussion, and deliberation by management and the Board. Operationally, management reports periodically to the Board on the company's Enterprise Risk Management (ERM) policies and procedures, and to the Audit, Information Technology, Finance, and CRASC committees on our top risks and compliance policies and practices. Management also provides a comprehensive annual report of top risks to the Board. Corning's ERM program utilizes 1) a Risk Council chaired by the executive vice president and chief financial officer and composed of Corning management and staff to aggregate, prioritize, and assess risks, including strategic, financial, operational, business, reputational, governance, and managerial risks; 2) an internal audit department; and 3) a Compliance Council, which reports directly to each of the Audit Committee and CRASC and reviews the company's compliance with laws and regulations of the countries in which we conduct business. The Audit Committee is responsible for reviewing the company's ERM program and business continuity risk procedures, as well as disclosures about relevant risks made in our financial reports and filings.</p> <p>Each risk owner reports management of their specific risk to Corning's ERM stakeholders, starting with the directors of Enterprise Risk Management and Sustainability, the SWC, the SSC, and ultimately to the Board. This reporting process, overseen and channeled by the director, Enterprise Risk Management, allows for integration of climate-related risks into the enterprise's broader risk management.</p>	2021 CDP response , 2.1a, 2.2 Corporate Responsibility and Sustainability Committee Charter

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Recommended Disclosure	Disclosure Outline	More Information
M1 Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Corning has tracked and reported its Scope 1 and Scope 2 (location-based) GHG emissions and energy use across all of its facilities since 2010. In our annual sustainability report, we disclose global energy consumption per net sales (2020 & 2021 reports), global Scope 1 and Scope 2 emissions per net sales (2020 & 2021 reports), and absolute, global Scope 1, 2 and 3 emissions (2021 report). We also track and report relevant scope 3 GHG emissions in our CDP response, along with total Scope 1 and Scope 2 (location-based) emissions.	2021 CDP response , C6, C7 2020 Sustainability Report , page 14
M2 Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Our 2019 Scope 1 and 2, and relevant 3 emissions were calculated in alignment with the Greenhouse Gas Protocol. Scope 1, Scope 2, and Scope 3 Category 4 (Upstream Transportation and Distribution), and Category 6 (Business Travel) emissions were independently assured pursuant to the ISO 14064-3 standards. See our 2021 CDP Climate Change Report for detailed emissions data. See section S1 above for details of the emissions-related risks Corning has identified.	2021 CDP response , C6
M3 Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Corning has set goals to reduce our global absolute Scope 1 and 2 emissions by 30% over the next seven years (versus a 2021 baseline) and reduce our relevant Scope 3 emissions by 17.5% over the same time frame. These goals were developed to be in accordance with the Science Based Target Initiative (SBTi). Corning committed to validating these goals with SBTi in October 2021 and is currently in the process of submission and validation in accordance with the SBTi requirements and timeline. Additionally, Corning has a goal to increase use of renewable energy by 400% by 2030 from a 2018 baseline (this goal was developed in 2019 and announced in 2020, hence the difference in baseline year from the goal presented above). To date, we have invested in a virtual power purchase agreement in the U.S., purchased environmental attribute certificates in the U.S. and Europe, signed power purchase agreements for community solar arrays in the U.S., and installed on-site solar arrays at facilities worldwide. We are actively evaluating opportunities to invest in additional renewable energy, both on-site and through virtual contracts, in the U.S. and other countries where viable options currently exist. We also have a goal to enhance water strategies across Corning sites by 2025, prioritizing manufacturing plants and communities in high-risk, water-scarce regions. We recognize that climate change drives changes in weather patterns that can lead to increased water scarcity and water-related issues.	2021 CDP response , 4.1b, 4.2b 2020 Sustainability Report , page 45

GRI Content

This Global Reporting Initiative (GRI) Content Index contains information guided by the recommendations set forth in the GRI Sustainability Reporting Standards. While we have responded in part to a number of items contained in the GRI Standards, we have not responded to all such items, nor have we responded in full to all such specified items. This Index cross-references the select GRI Standards and disclosures listed below to related sections in Corning's 2021 Sustainability Report, as well as other sources of information.

GENERAL DISCLOSURES

DISCLOSURES

REFERENCES, *Comments in italics*

Organizational Profile

102-1	Name of the organization	About this Report, p. 3
102-2	Activities, brands, products, and services	Who we are and what we do, p. 7
102-3	Location of headquarters	Corning at a Glance, p. 9
102-4	Location of operations	Please refer to our website
102-5	Ownership and legal form	Please see our 2021 Proxy Statement
102-6	Markets served	Who we are and what we do, p. 7
102-7	Scale of the organization	Corning at a Glance, p. 9
102-8	Information on employees and other workers	Workforce Data, p. 41 <i>Further data is currently not available at group level.</i>
102-9	Supply chain	Responsible Supply Chain, p. 65
102-10	Significant changes to the organization and its supply chain	<i>There were no significant changes to Corning's business or supply chain in the reporting period.</i>
102-11	Precautionary Principle or approach	Please see our Environmental Policy
102-12	External initiatives	Diversity, Equity & Inclusion, p. 43 Respecting and Protecting Human Rights, p. 49 Responsible Sourcing, p. 67 Joining Forces with America's Largest Historically Black University, p. 56 A Well-Qualified and Diverse Board, p. 62 Introducing Greenhouse Gas Reduction Goals, p. 25
102-13	Membership of associations	Participation in Trade Organizations, p. 70

Strategy

102-14	Statement from senior decision-maker	From our CEO, p. 4
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Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	Our Values Define Us, p. 9 Ethical Business Practices and Compliance, p. 63
102-17	Mechanisms for advice and concerns about ethics	Reporting Violations, p. 63

Governance

102-18	Governance structure	Sustainability Governance, p. 25
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Stakeholder Engagement

102-40	List of stakeholder groups	Stakeholder Engagement, p. 26
102-41	Collective bargaining agreements	<i>Data is currently not available at group level.</i>
102-42	Identifying and selecting stakeholders	Success Depends on Support from our Stakeholders, p. 10-13
102-43	Approach to stakeholder engagement	How We Create Shared Success with our Stakeholders, p. 12-13
102-44	Key topics and concerns raised	Stakeholder Engagement, p. 26

Reporting Practice

102-45	Entities included in the consolidated financial statements	Who we are and what we do, p. 7 About this Report, p. 3
102-46	Defining report content and topic Boundaries	About this Report, p. 3
102-47	List of material topics	Sustainability Goals and Progress, p. 23-24
102-48	Restatements of information	About this Report, p. 3. <i>There are no significant restatements.</i>
102-49	Changes in reporting	<i>There were no significant changes in the list of material topics or boundaries compared to the 2020 Sustainability Report.</i>
102-50	Reporting period	About this Report, p. 3.
102-51	Date of most recent report	<i>Our Sustainability Report 2020 was published in June 2021.</i>
102-52	Reporting cycle	About this Report, p. 3.
102-53	Contact point for questions regarding the report	Contact Bennett Leff at LeffBA@corning.com
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, p. 3.
102-55	GRI content index	GRI content index, p. 81
102-56	External assurance	<i>External assurance has not been sought for this report other than where indicated for select metrics.</i>

TOPIC SPECIFIC STANDARDS

ECONOMIC

DISCLOSURES

Comment

201: Economic Performance (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Please see our 2021 Annual Report
103-2	Management Approach: The management approach and its components	Please see our 2021 Annual Report
103-3	Management Approach: Evaluation of the management approach	Please see our 2021 Annual Report
201-1	Direct economic value generated and distributed	Please see our 2021 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	Understanding and Mitigating Climate Risks and Opportunities, p. 29

204: Procurement Practices (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Increasing our Work with Local Suppliers, p. 65
103-2	Management Approach: The management approach and its components	Increasing our Work with Local Suppliers, p. 65
103-3	Management Approach: Evaluation of the management approach	Increasing our Work with Local Suppliers, p. 65
204-1	Proportion of spending on local suppliers	Increasing our Work with Local Suppliers, p. 65

205: Anti-corruption (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64
103-2	Management Approach: The management approach and its components	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64
103-3	Management Approach: Evaluation of the management approach	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64
205-2	Communication and training about anti-corruption policies and procedures	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64
205-3	Confirmed incidents of corruption and actions taken	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64

206: Anti-competitive Behavior (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64
103-2	Management Approach: The management approach and its components	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64
103-3	Management Approach: Evaluation of the management approach	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior, p. 64

ENVIRONMENTAL

DISCLOSURES

Comment

301: Materials (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Our Environmental Strategy and Management Approach, p. 28 Waste Management, p. 37
103-2	Management Approach: The management approach and its components	Our Environmental Strategy and Management Approach, p. 28 Waste Management, p. 37
103-3	Management Approach: Evaluation of the management approach	Our Environmental Strategy and Management Approach, p. 28 Waste Management, p. 37
301-2	Recycled input materials used	Waste Management, p. 37 <i>Data for recycled input materials used is currently not being recorded across product categories. We are planning to extend monitoring and reporting of this data in the future.</i>

302: Energy (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Our Environmental Strategy and Management Approach, p. 28 Energy and Emissions, p. 29
103-2	Management Approach: The management approach and its components	Our Environmental Strategy and Management Approach, p. 28 Energy and Emissions, p. 29
103-3	Management Approach: Evaluation of the management approach	Our Environmental Strategy and Management Approach, p. 28 Energy and Emissions, p. 29
302-1	Energy consumption within the organization	Energy + Greenhouse Gas Performance, p. 33
302-3	Energy intensity	Energy + Greenhouse Gas Performance, p. 33

303: Water and Effluents (2018)

103-1	Management Approach: Explanation of the material topic and its Boundary	Water Management, p. 36
103-2	Management Approach: The management approach and its components	Water Management, p. 36
103-3	Management Approach: Evaluation of the management approach	Water Management, p. 36
303-1	Interactions with water as a shared resource	Water Management, p. 36
303-2	Management of water discharge-related impacts	Water Management, p. 36 Please see our Environmental Policy
303-3	Water withdrawal	Water Efficiency, p. 37 <i>Data for 2021 is currently undergoing external verification. We expect to publish 2021 water withdrawal data as part of our upcoming CDP Report on Water Security.</i>
303-4	Water discharge	Water Efficiency, p. 37 <i>Data for 2021 is currently undergoing external verification. We expect to publish 2021 water discharge data as part of our upcoming CDP Report on Water Security.</i>

305: Emissions (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Energy and Emissions, p. 29
103-2	Management Approach: The management approach and its components	Energy and Emissions, p. 29
103-3	Management Approach: Evaluation of the management approach	Energy and Emissions, p. 29
305-1	Direct (Scope 1) GHG emissions	Energy + Greenhouse Gas Performance, p. 33
305-2	Energy indirect (Scope 2) GHG emissions	Energy + Greenhouse Gas Performance, p. 33
305-4	GHG emissions intensity	Energy + Greenhouse Gas Performance, p. 33
305-5	Reduction of GHG emissions	2021 Site Highlights: Renewable Energy Initiatives, p. 32 <i>We expect to publish 2021 data on reduction of GHG emissions as part of our upcoming CDP Report on Climate Change.</i>

306: Waste (2020)

103-1	Management Approach: Explanation of the material topic and its Boundary	Waste Management, p. 37 Please see our Environmental Policy
103-2	Management Approach: The management approach and its components	Waste Management, p. 37 Please see our Environmental Policy
103-3	Management Approach: Evaluation of the management approach	Waste Management, p. 37 Please see our Environmental Policy
306-1	Waste generation and significant waste-related impacts	Waste Management, p. 37 Please see our Environmental Policy
306-2	Management of significant waste-related impacts	Waste Management, p. 37 Please see our Environmental Policy
306-4	Waste diverted from disposal	<i>Data is currently not available at group level. We are planning to extend monitoring and report this data in the future.</i>

307: Environmental Compliance (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Our Environmental Strategy and Management Approach, p. 28 Environmental Compliance, p. 64
103-2	Management Approach: The management approach and its components	Our Environmental Strategy and Management Approach, p. 28 Environmental Compliance, p. 64
103-3	Management Approach: Evaluation of the management approach	Our Environmental Strategy and Management Approach, p. 28 Environmental Compliance, p. 64
307-1	Non-compliance with environmental laws and regulations	Environmental Compliance, p. 64

308: Supplier Environmental Assessment (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Responsible Supply Chain, p. 65
103-2	Management Approach: The management approach and its components	Responsible Supply Chain, p. 65
103-3	Management Approach: Evaluation of the management approach	Responsible Supply Chain, p. 65
308-1	New suppliers that were screened using environmental criteria	Responsible Supply Chain, p. 65 2021 Supplier Performance Data, p. 66

SOCIAL

DISCLOSURES

Comment

401: Employment (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Our Culture, p. 40 Recognizing Experience, p. 40
103-2	Management Approach: The management approach and its components	Our Culture, p. 40 Recognizing Experience, p. 40
103-3	Management Approach: Evaluation of the management approach	Our Culture, p. 40 Recognizing Experience, p. 40
401-1	New employee hires and employee turnover	Workforce Data, p. 41

402: Labor/Management Relations (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Respecting Labor Rights, p.48
103-2	Management Approach: The management approach and its components	Respecting Labor Rights, p.48
103-3	Management Approach: Evaluation of the management approach	Respecting Labor Rights, p.48
402-1	Minimum notice periods regarding operational changes	Respecting Labor Rights, p.48

403: Occupational Health and Safety (2018)

103-1	Management Approach: Explanation of the material topic and its Boundary	Our Culture, p. 40
103-2	Management Approach: The management approach and its components	Employee Well-Being, p. 49 Employee Safety, p. 51
103-3	Management Approach: Evaluation of the management approach	Employee Safety – Top-Quartile Performance, p. 52
403-1	Occupational health and safety management system	Employee Safety – Our Approach, p. 51
403-2	Hazard identification, risk assessment, and incident investigation	Health & Safety Risk Mitigation, p. 52
403-3	Occupational health services	Health & Safety Risk Mitigation, p. 52
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Safety – Our Approach, p. 51
403-5	Worker training on occupational health and safety	Employee Safety – Our Approach, p. 51
403-6	Promotion of worker health	Our Employee Health Programs, p. 50
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Increasing our Work with Local Suppliers, p. 65 Employee Safety, p. 51
403-8	Workers covered by an occupational health and safety management system	Work-related Injury and Ill Health, p. 52
403-9	Work-related injuries	Work-related Injury and Ill Health, p. 52

404: Training and Education (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Our Culture, p. 40
103-2	Management Approach: The management approach and its components	Training and Career Development, p. 42 Performance Reviews, p. 42 Expanding Technical Career Opportunities, p. 43
103-3	Management Approach: Evaluation of the management approach	Continual Conversations, p. 42
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Career Development, p. 42
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Reviews, p. 42

405: Diversity and Equal Opportunity (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Diversity, Equity & Inclusion, p. 43 Speaking up for Social Justice, p. 46
103-2	Management Approach: The management approach and its components	Advancing Diversity within our Workforce, p. 44 A Well-Qualified and Diverse Board, p. 62
103-3	Management Approach: Evaluation of the management approach	Diversity, Equity & Inclusion, p. 43
405-1	Diversity of governance bodies and employees	Advancing Diversity within our Workforce, p. 44 Please see our 2021 Proxy Statement , p. 25
405-2	Ratio of basic salary and remuneration of women to men	Supporting Pay Equity, p. 44

406: Non-discrimination (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Diversity, Equity & Inclusion, p. 43 Speaking up for Social Justice, p. 46 Ethical Business Practices and Compliance, p. 63
103-2	Management Approach: The management approach and its components	Diversity, Equity & Inclusion, p. 43 Speaking up for Social Justice, p. 46 Ethical Business Practices and Compliance, p. 63
103-3	Management Approach: Evaluation of the management approach	Diversity, Equity & Inclusion, p. 43 Speaking up for Social Justice, p. 46 Ethical Business Practices and Compliance, p. 63
406-1	Incidents of discrimination and corrective actions taken	Reporting Violations, p. 63 <i>We did have a small number of cases involving discrimination and/or harassment in 2021, but none were significant or material in nature and all were promptly investigated and addressed.</i>

407: Freedom of Association and Collective Bargaining (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Mitigating Supply Chain Risk, p. 66 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-2	Management Approach: The management approach and its components	Mitigating Supply Chain Risk, p. 66 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-3	Management Approach: Evaluation of the management approach	Mitigating Supply Chain Risk, p. 66 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Assessment and Audits, p. 66

408: Child Labor (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-2	Management Approach: The management approach and its components	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-3	Management Approach: Evaluation of the management approach	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	Mitigating Supply Chain Risk, p. 66

409: Forced or Compulsory Labor (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-2	Management Approach: The management approach and its components	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-3	Management Approach: Evaluation of the management approach	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Mitigating Supply Chain Risk, p. 66

412: Human Rights Assessment (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-2	Management Approach: The management approach and its components	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
103-3	Management Approach: Evaluation of the management approach	Responsible Supply Chain, p. 65 Please see our Human Rights Policy Code of Conduct Supplier Code of Conduct
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Please see our Human Rights Policy

413: Local Communities (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Speaking up for Social Justice, p. 46 Supporting education, p. 47
103-2	Management Approach: The management approach and its components	Speaking up for Social Justice, p. 46 Supporting education, p. 47
103-3	Management Approach: Evaluation of the management approach	Speaking up for Social Justice, p. 46 Supporting education, p. 47
413-1	Operations with local community engagement, impact assessments, and development programs	Speaking up for Social Justice, p. 46 Supporting education, p. 47

414: Supplier Social Assessment (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Responsible Supply Chain, p. 65
103-2	Management Approach: The management approach and its components	Responsible Supply Chain, p. 65
103-3	Management Approach: Evaluation of the management approach	Responsible Supply Chain, p. 65
414-1	New suppliers that were screened using social criteria	Mitigating Supply Chain Risk, p. 66 Supplier Assessment and Audits, p. 66

415: Public Policy (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Public Policy and Corporate Political Contributions, p. 70
103-2	Management Approach: The management approach and its components	Public Policy and Corporate Political Contributions, p. 70
103-3	Management Approach: Evaluation of the management approach	Public Policy and Corporate Political Contributions, p. 70
415-1	Political contributions	Public Policy and Corporate Political Contributions, p. 70

418: Customer Privacy (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Data Security and Privacy, p. 69
103-2	Management Approach: The management approach and its components	Data Security and Privacy, p. 69
103-3	Management Approach: Evaluation of the management approach	Data Security and Privacy, p. 69
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security and Privacy, p. 69

419: Socioeconomic Compliance (2016)

103-1	Management Approach: Explanation of the material topic and its Boundary	Ethical Business Practices and Compliance, p. 63
103-2	Management Approach: The management approach and its components	Ethical Business Practices and Compliance, p. 63
103-3	Management Approach: Evaluation of the management approach	Ethical Business Practices and Compliance, p. 63
419-1	Non-compliance with laws and regulations in the social and economic area	<i>Any significant incidents would be reported in our Annual Report, section Legal Proceedings. Please see our 2021 Annual Report</i>

SASB Disclosures

The Sustainability Accounting Standards Board (SASB) has developed a set of investor-focused sustainability accounting standards. In the table below we reference SASB's disclosures for the Technology & Communications Sector – Hardware Industry. We do not fully report on all SASB disclosures at this time and are working to improve our reporting in the future.

ACCOUNTING METRICS

Topic	Accounting Metric	Code	2021 Reporting
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	Our approach to Data Security and Privacy can be found in the Governance section of this report (page 69).
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-HW-330a.1	Please refer to our People section – Diversity, Equity & Inclusion on page 43 of this report. Further information can be found in our DE&I 2021 Annual Report , 2021 Proxy Statement and our 2021 Annual Report .
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	This disclosure is omitted because it is not applicable to the majority of our products.
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	This disclosure is omitted because it is not applicable to the majority of our products.
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	TC-HW-410a.3	This disclosure is omitted because it is not applicable to the majority of our products.
	Weight of end-of-life products and e-waste recovered, percentage recycled	TC-HW-410a.4	This information is currently not available and therefore omitted. We are working to report this data in the future.
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	Please refer to our Responsible Supply Chain section – Supplier Assessments and Audits on page 67 of this report. Further information can be found in our Human Rights Policy and Statement on Human Trafficking and Slavery .
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	TC-HW-430a.2	Please refer to our Responsible Supply Chain section – Audit Results and Corrective Action on page 66 of this report. Further information can be found in our Human Rights Policy and Statement on Human Trafficking and Slavery .
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	Our approach to Materials Sourcing can be found in the Responsible Supply Chain section – Responsible Sourcing on page 67 of this report. Further information can be found in our Responsible Minerals Policy and our 2021 Annual Report .

ACTIVITY METRICS

Topic	Activity Metric	Code	2021 Reporting
Activity Metrics	Number of units produced by product category	TC-HW-000.A	We currently do not disclose this information.
	Area of manufacturing facilities	TC-HW-000.B	Our manufacturing, sales and administrative, research and development, and warehouse facilities have an aggregate floor space of approximately 64.4 million square feet. Please refer to our 2021 Annual Report for more information.
	Percentage of production from owned facilities	TC-HW-000.C	We currently do not disclose this information.

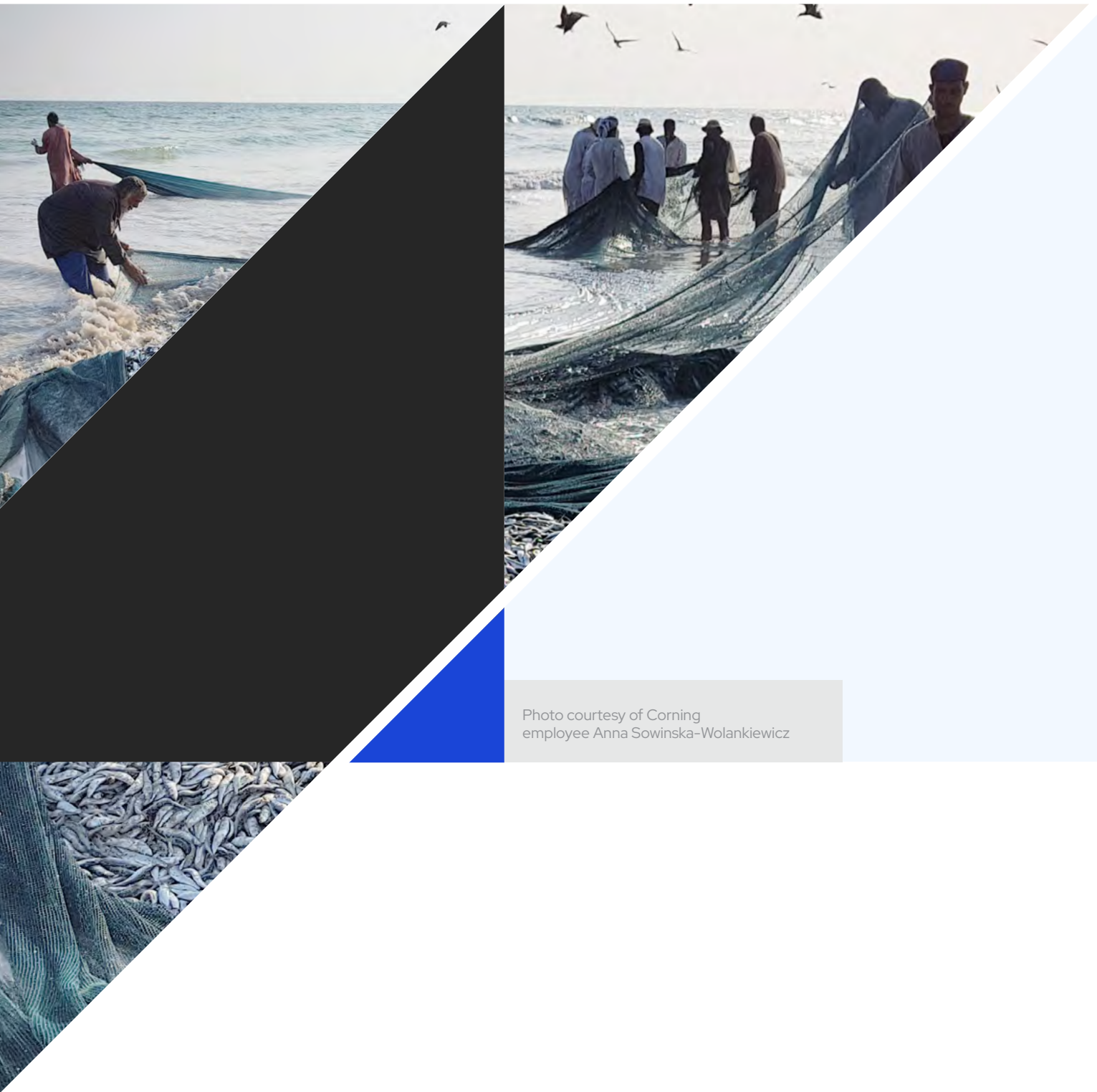


Photo courtesy of Corning
employee Anna Sowinska-Wolankiewicz

CORNING

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