



## **EQUAL EMPLOYMENT OPPORTUNITY/WORKPLACE CONDUCT POLICY STATEMENT**

The success of Corning Incorporated depends upon the contributions made by qualified people regardless of race, color, gender, age, religion, national origin, sexual orientation, gender identity or expression, disability, veteran status, or any other legally protected status.

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

Corning Incorporated strives for continuous improvement in the hiring and development of women and minority employees. Further improvement will be achieved through human resource management, including specific Affirmative Action Programs in the United States. Each program will establish annual goals for hiring and utilizing minorities and women to their full potential. All employees and prospective employees are hereby informed that Corning has a current, written Affirmative Action Plan at each location in the United States. These Affirmative Action Plans have the full support of our corporate leadership. Questions about Corning's Affirmative Action Program should be addressed to Daniel Christmas, VP & Chief Compliance Officer. His office is in the Headquarters Building in Corning, New York, and his phone number is (607) 974-7715.

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

Dana D. Moss, VP and Chief Diversity, Equity & Inclusion Officer, is responsible for the full scope of our diversity efforts, including formulating policies, planning and implementing programs, working with unit managers, monitoring organizational unit progress toward achieving diversity goals, and communicating equal employment opportunity/workplace conduct information to line and staff organizations. She will report to me periodically throughout the year concerning diversity and EEO achievement. Her office is located in the Headquarters Building in Corning, New York, and her phone number is (607) 974-7860.

A handwritten signature in black ink, reading "Jordana D. Kammerud".

Jordana D Kammerud  
SVP, Chief Human Resources Officer  
Human Resources