



Global Diversity, Equity & Inclusion

2023 Annual Report

CORNING



“Corning has always recognized that true innovation relies on an environment that values and celebrates differences. Our unwavering commitment to a diverse and inclusive culture is not just a strategic imperative; it’s the very fabric of our purpose and success.

By championing diverse voices and perspectives, we not only deliver on our ‘why’ of creating life-changing innovation, but pave the way for a more equitable and inclusive future. Together, our people and technologies are vital to moving the world forward.”

Wendell Weeks
Chairman and Chief Executive Officer

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From Our Leaders



It's an absolute privilege to lead Human Resources at Corning. Since joining the company in July 2023, I've worked firsthand with a team that embeds diversity, equity, and inclusion (DE&I) – by design – in everything we do.

This approach energizes me as a leader and a person. Including DE&I

in our business planning and people investments from the outset – instead of as a separate initiative – means greater impact and greater progress.

To execute our strategy and grow our business, we must welcome and develop people from all backgrounds who can and want to be part of Corning's success. This means we must continuously hone our ability to attract talent. We must create an inclusive environment where individual capabilities and aspirations can flourish. And we must – as we have done for generations – set an example for others to follow.

This is not a corporate mission, or an HR mission. This is the collective mission of all our teams around the world who live the Corning Values and infuse DE&I into their personal and professional lives.

As you read through the many focus areas and accomplishments across our company, we hope you will understand who we are at our core, and why DE&I is the foundation of life at Corning. We are strivers, inventors, makers, and sellers. We are global in our reach and in our make-up. We know the power of diversity because we see it in action at Corning locations every day around the world.

I hope you will be inspired – as we all are at Corning – to embrace, to empower, to equalize, and to progress. And we invite you to join us in this work, making the world a better place for all.

Jordana Kammerud
Senior Vice President and
Chief Human Resources Officer



Corning's history with diversity, equity, and inclusion stretches back decades to our first documented efforts in the 1960s. As Corning's chief DE&I officer, it's an honor to continue this legacy and help guide our efforts across the globe.

Our commitment to Corning's DE&I strategy remains unchanged.

Every day, we look for ways to deepen our dedication to and awareness of the three pillars that make up our strategy: improving diversity in leadership, accessing and deploying diverse talent, and enabling DE&I mindsets.

In the past 10 years, gender and ethnic diversity among members of Corning's Corporate Management Group, which includes more than 200 of the company's top global leaders, increased from 30% to 51%; while corporate officer diverse representation increased from 23% to 42%. We are as committed as ever to further embedding DE&I in our business strategy and processes and enabling a mindset where DE&I practices become reflexive within our culture.

We are also focused on embracing the ever-broadening dimensions of diversity that influence our increasingly inclusive culture. More and more of our colleagues are engaging in our global efforts.

Here are some of the accomplishments you will read in this report:

- We expanded or introduced family leave policies in several regions to give new parents the flexibility they need to care for their children ([page 15](#)).
- We extended our passion for DE&I beyond our walls by investing in our communities to develop the next generation of diverse STEM engineers and scientists ([page 13](#)).
- We introduced new tools to enable all employees to formally share their personal pronouns, and sites in Poland and Taiwan hosted inaugural Pride Month events ([page 11](#)).
- We added to our DE&I Essentials training curriculum to demonstrate how empathy helps build connections and trust with others ([page 22](#)).

Through these important activities, we honor who we are inside and outside of work. Whether we are working moms and dads, personally affected by a disability, or passionate about energizing the next generation of inventors and educators in our communities, the results of this work demonstrate that DE&I benefits everyone and is vital to our progress as a company.

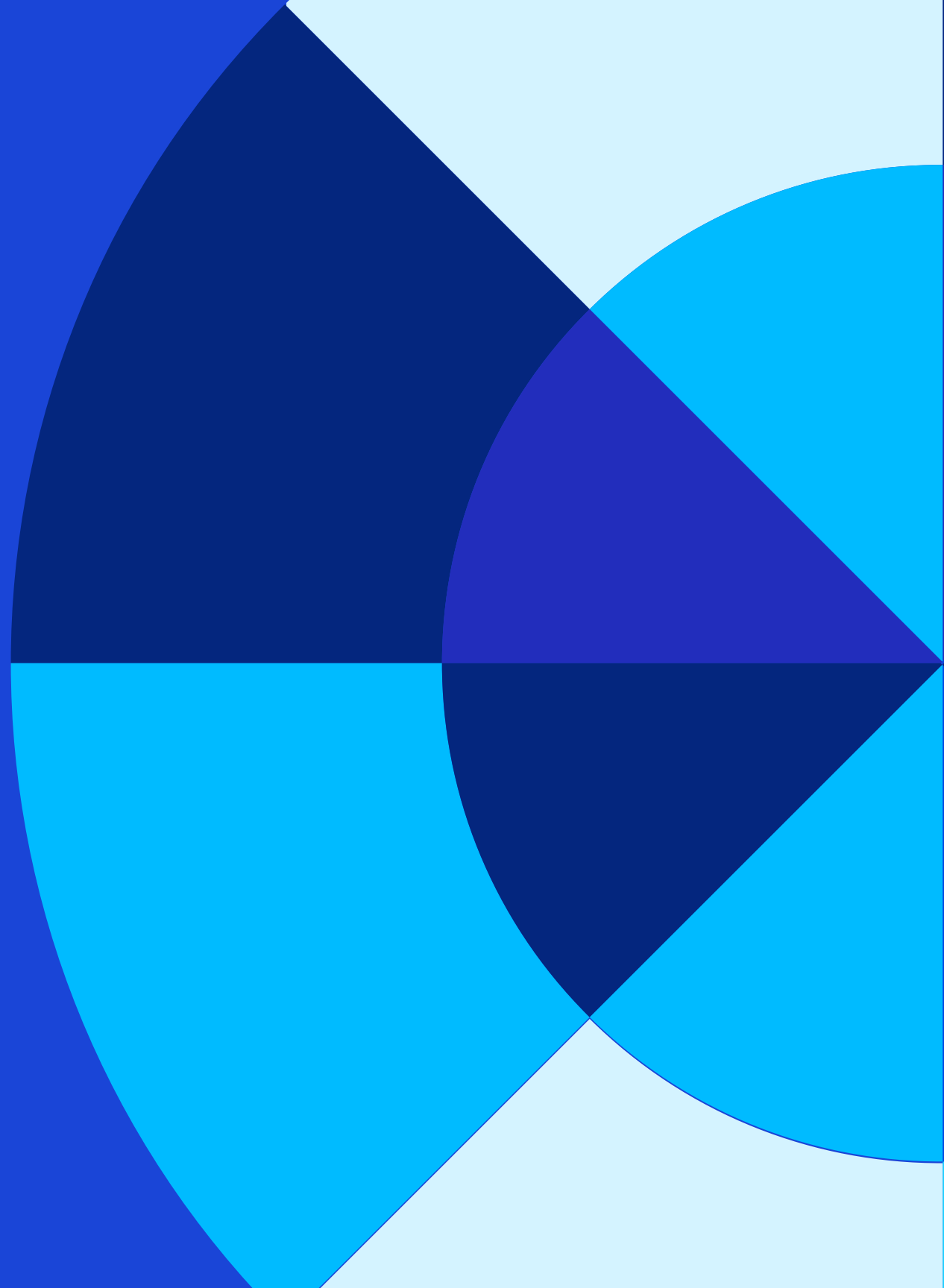
We're proud of what we've accomplished and will continue working with our employees and leadership to keep moving forward.

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

DE&I at Corning

Corning's success as one of the world's leading innovators in materials science has been built by the brilliance and determination of our diverse workforce for more than 170 years. Today, our DE&I efforts span the globe with more than 48,300 employees bringing to work many dimensions of diversity – united by our Values.

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DE&I at Corning

Diversity Journey

Corning's formal commitment to diversity began more than 50 years ago and has grown steadily into an ongoing global celebration of diversity, equity, and inclusion on a global scale.

1960s and 1970s

While company leaders had embraced diversity decades before, our documented diversity journey began in 1968 with the formation of the Mirror Committee. In the United States, external compliance-based requirements surrounding equal employment opportunity (EEO) and affirmative action became a national emphasis. The Mirror Committee embraced these initiatives. Efforts throughout the next decade centered around ending discrimination and ensuring access for groups that had traditionally struggled for inclusion.

During this time, Corning also began its programmatic approach to recruit from historically Black colleges and universities. In addition to recruitment and retention efforts, the company established the Corning Black Engineering Scholarship and Training program and joined the Graduate Engineering for Minorities Foundation.

1980s

In the 1980s, Corning began to proactively shift initiatives to better recognize and celebrate the vast perspectives of our employees and communities. The company focused on training – particularly on racial and gender awareness – and evaluated its recruiting, people-management, and compensation practices through a diversity lens.

Corning completed the company's first five-year EEO objectives (developed in 1979) and established new goals to maintain our progress. The first Culture Diversity Director was appointed, and several corrective action teams (CATs) were commissioned, including the Black Progress, Women's Issues, and Black Education CATs.

Of particular significance, Corning's first employee resource groups (ERGs) emerged. Eleven charter members formed the Society of Black Professionals to address recruiting, retention, and professional development of Black employees. The Corning Professional Women's Forum and the Women's Quality Improvement Team were also established, among others.

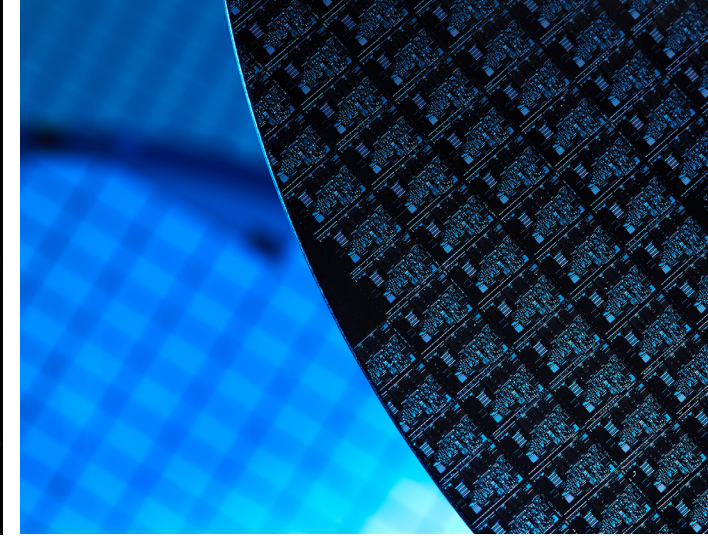
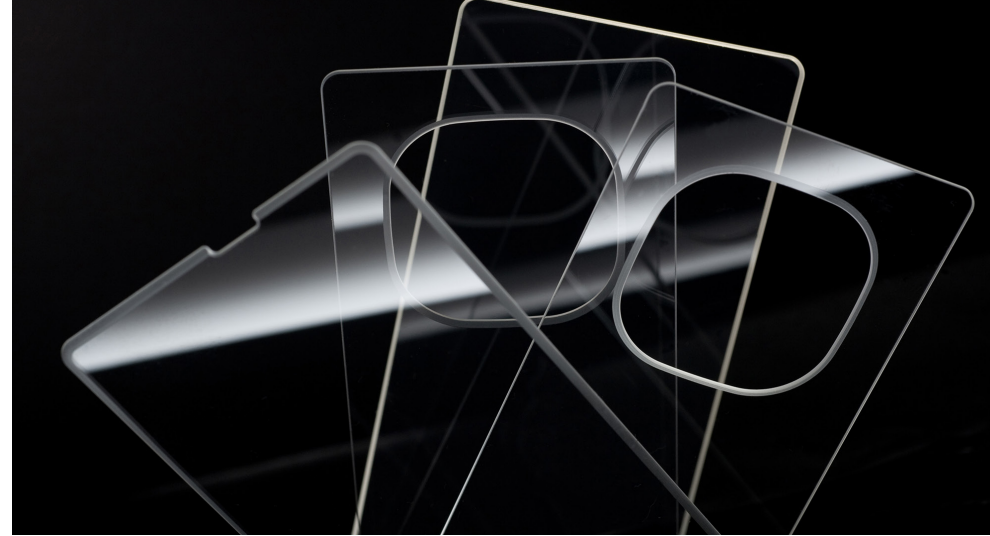
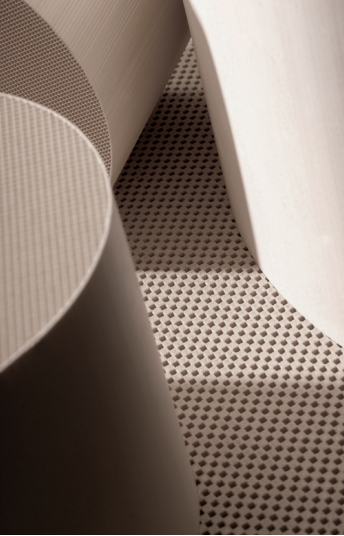
Today, Corning has 15 ERGs, representing the cultures and interests of thousands of our global employees. See [pages 23-28](#) for details on our ERGs, all celebrating our diverse employees.

1990s

In the 1990s, Corning began to align diversity efforts more closely with strategic business practices, understanding that enduring change requires management accountability. The Chairman's Diversity Council was established, continuing the company's focus on the recruitment, retention, and growth of women and Black employees while also emphasizing the needs of other minority groups.

We were again recognized for our efforts to move women into and upward in manufacturing roles with the Catalyst Award, the premier recognition of organizational DE&I initiatives driving representation and inclusion of women. We first received the award in 1988.

Internally, our ERGs continued to grow. Several new groups formed, including the Black Growth Council, EDGE (Ethnically Diverse Group of Employees) and SPECTRA, representing lesbian, gay, bisexual, transgender, and queer/questioning employees.



2000s

The new millennium ushered in elevated diversity expectations, and Corning responded on a global scale. We established a Global Diversity Office to drive progress throughout our worldwide locations. The formation of the EMEA Diversity Council and the Asia Talent Council furthered these efforts.

The formation of new ERGs, including the Corning Chinese Association, Corning Professionals Network, Indian Professionals Network, and Native American Council, continued to recognize and celebrate our diverse employees. And our ERGs began to expand globally, with the formation of a chapter of the Corning Women’s Partnership for Growth in Reynosa, Mexico.

We also sought to broaden our participation in external diversity organizations. We began a 20-year partnership with the Women of Color STEM and Black Engineer of the Year Awards. This year’s winners are featured on [page 34](#) of this report.

2010s

Corning’s focus on diversity, equity, and inclusion expanded throughout the 2010s with efforts to recognize additional dimensions of diversity and implement consistent practices and policies throughout our global locations. We achieved 100% pay parity between men and women in the seven largest countries in which we operate, and between minorities and whites in the United States. Diverse representation continued to increase in our leadership groups. For example, Asian leadership expanded in the region from 40% to more than 90%.

Recognizing various dimensions of diversity, we launched the UP² Women’s Initiative, signed an amicus brief supporting marriage equality in the United States, and increased our efforts to support employees with disabilities.

Our ERGs continued to grow and expand into new regions with the addition of ADAPT (Able and DisAbled Partnering Together), Corning Family Support Network, Corning Korean Community, C-VETS (Corning Veterans Engaged to Support), and the Global Latino Organization.

2020s

Diversity, equity, and inclusion are still at the forefront of our company’s social consciousness. In the wake of elevated social unrest, Corning created the Office of Racial Equality and Social Unity (ORESU) to drive systemic change across our locations and communities. Initiatives are ongoing, such as the 2021 launch of a five-year strategic partnership with North Carolina Agricultural & Technical University to prepare students for careers in STEM, business, and education.

We have continued our efforts surrounding pay parity, achieving 100% gender pay equity for our salaried employees globally. And our efforts continue to set corporate standards with recognitions from organizations including the American Association for People with Disabilities, the Human Rights Campaign Foundation, and National LGBT Chamber of Commerce.

Internal policies and programs continue to evolve to ensure employees are recognized and supported throughout their careers. Parental leave policies have been adjusted to provide more bonding time with a new child, employees can now display personal pronouns on their profiles, and a company-wide DE&I training curriculum is expanding the awareness and perspectives of our global employees.

As our diversity journey progresses, we will continue to contribute our voice to the DE&I discussion.

Diversity, Equity & Inclusion and

Corning's Values

Our Values are vital to Corning's business success, an enduring source of pride and guidance for our employees, and the factor that ultimately sets us apart from our competitors. Ultimately, we believe that how we do things is as important as what we do. That is why we believe in "all seven, all around the world, all the time." The following statements express how diversity, equity, and inclusion are intrinsic to all seven Values.

Quality

Total Quality is the guiding principle of Corning's business life.

To deliver Total Quality, we need to understand, anticipate, and surpass the expectations of our customers. To truly accomplish that, our teams must reflect the dimensions of diversity embodied in our global customers and suppliers. We succeed when our diverse teams collaborate, continuously refine, and improve by learning from each other's experiences and by encouraging every individual to contribute fully.

Integrity

Integrity is the foundation of Corning's reputation.

As a company, we are committed to acting lawfully, ethically, and fairly, and to maintaining the trust of all our stakeholders. Individually, how we treat each other is intrinsic to our personal and professional integrity. As they relate to diversity, equity, inclusion, honesty, decency, and fairness, we mean we respect all people, include all people, and demonstrate with our actions every day that we are committed to welcoming each employee's whole self to the workplace.

Leadership

Corning is a leader, not a follower.

A focus on diversity, equity, and inclusion is essential in charting Corning's course for continued leadership in our markets and businesses. Within our company, our leaders recognize that it is only by embracing all of the dimensions of diversity at every organizational level and by sustaining an inclusive work culture that we will fully capitalize on the potential of our people.

Performance

Providing Corning shareholders a superior long-term return on their investment is a business imperative.

We recognize the proven business case that diversity, equity, and inclusion are key drivers of profitable growth and a positive return on investment. By welcoming diversity of thought and experience, treating employees equitably, and developing an inclusive culture where people feel encouraged to contribute, we are able to fully realize the competitive advantage of our people. And it is our people who have enabled our performance for more than 170 years.

Innovation

Corning leads primarily by technical innovation and shares a deep belief in the power of technology.

Very few companies can lay claim to a history of producing life-changing, lifesaving inventions for more than 170 years. Corning's commitment to innovation is unwavering, and we know that successful global innovation depends on diversity of thought, experience, background, and the unique traits of individuals working in a collaborative, inclusive culture. We also know that from diverse talent come diverse ideas that drive the next great innovation.

Independence

Corning cherishes – and will defend – its corporate freedom.

We also respect and cherish the freedom of individuals to express themselves in an open, collaborative environment. When people are encouraged to engage in independent thought and invited to then share their ideas and collaborate, inspired and innovative products and services result.

The Individual

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

Corning believes in the fundamental dignity of The Individual. The rich diversity of our experiences, thoughts, and who we are as individuals strengthens the impact of our collective achievements. We value the unique ability of each individual to contribute, and we intend that all employees shall have the opportunity to participate fully, to grow professionally, and to develop to their highest potential.

Living Our Values

More than words displayed across our locations, our Values live in the actions of Corning's employees every day. These actions take many forms and are evident from breakroom to boardroom.

Our Values are deeply embedded in Corning's culture, and we celebrate them, often informally through daily acknowledgments and, at times, formally through recognition festivities.

An example of formal recognition took place in 2023 when Corning's Finance organization hosted the 15th annual Finance Awards. One of the four awards presented each year is "Values in Action." The 2023 recipient was described as one who "exemplifies the seven Corning Values – always working for the good of the company and the workforce she serves and supports."

Similarly, Information Technology highlighted four individuals at the 2023 IT Awards with its "Living the Values" award for using the seven Values to inform business decisions and interactions with others. One winner was noted for the ways in which they "embody Corning's Values" as well as their "honesty, respect, decision-making, and openness to new ideas and different viewpoints."

In India, the Corning India Values Awards recognized seven individuals who exemplify each of Corning's Values.

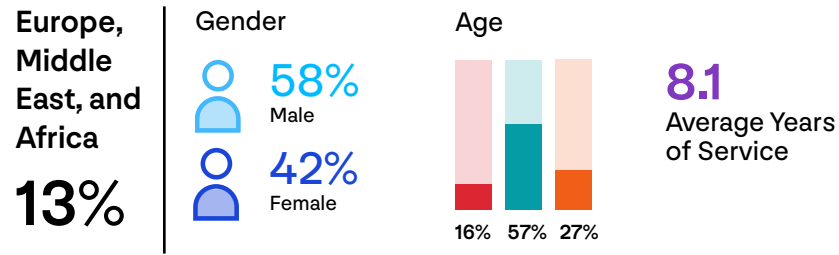
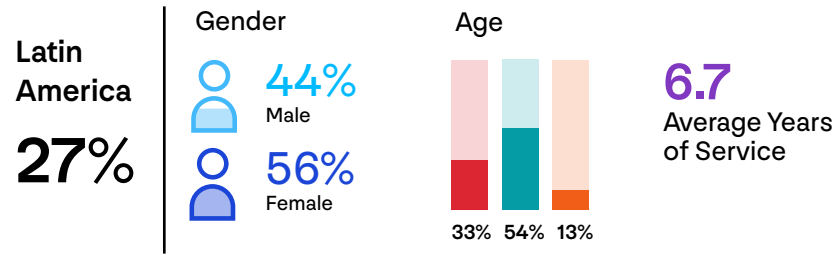
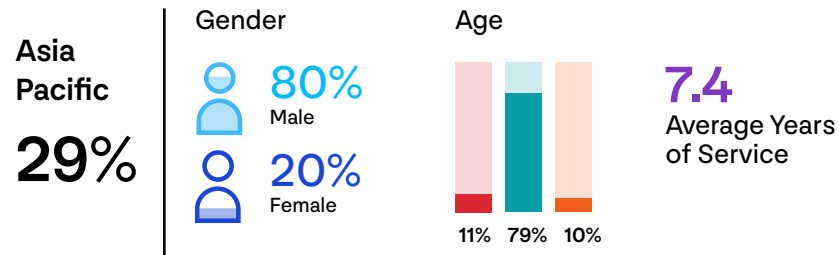
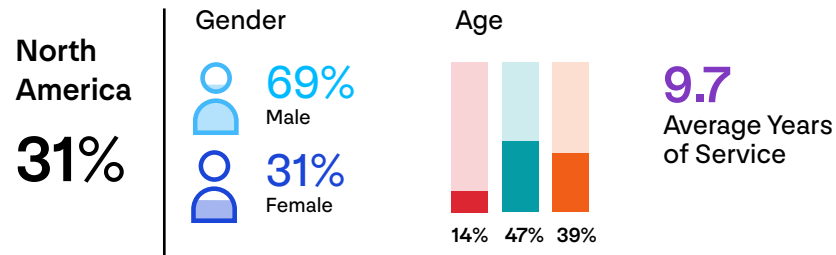
"Business leaders celebrating employees for living our Values underscores their impact at the business level," said Dana Moss, vice president and chief diversity, equity & inclusion officer. "Our core beliefs are reflected in our people, in the work they do and how they treat others."

2023 Snapshot

Our Diverse Workforce



Global Distribution of Corning Employees



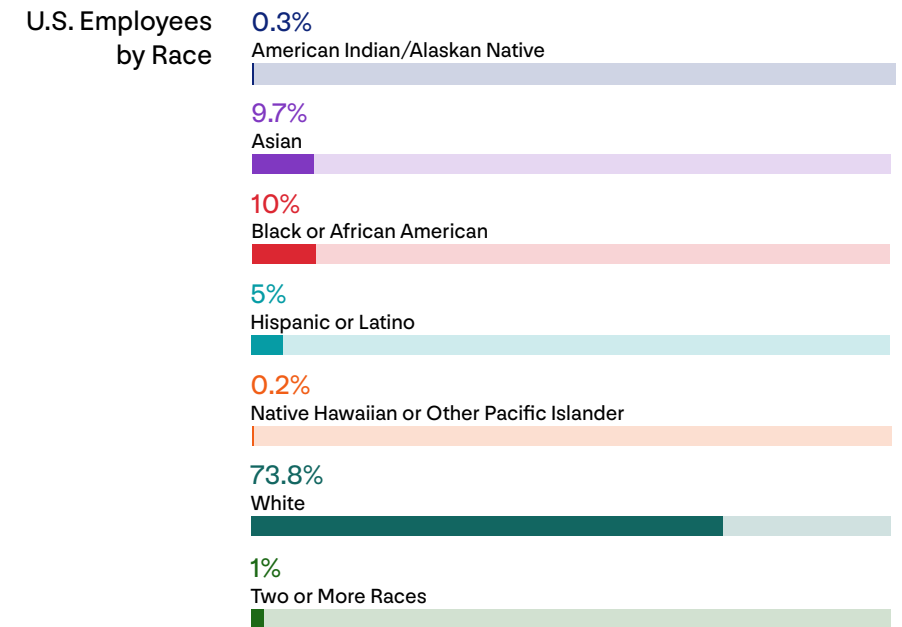
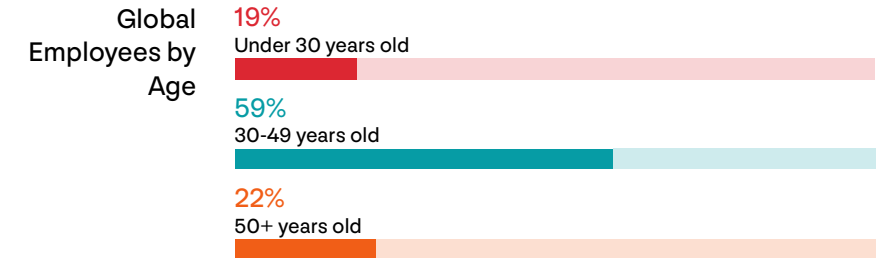
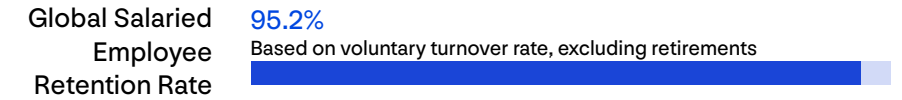
Age ■ Under 30 years old ■ 30-49 years old ■ 50+ years old

Pursuant to an agreement with shareholder Holy Land Principles, the following is a breakdown of the workforce of Corning's subsidiary MobileAccess, Inc. in Israel-Palestine: Executive/Senior Level Officials and Managers: Non-Arab 0, Arab 0; First/Mid-Level Officials and managers: Non-Arab 6, Arab 0; Professionals: Non-Arab 1, Arab 0; Technicians: Non-Arab 0, Arab 0; Sales Workers: Non-Arab 0, Arab 0; Administrative Support Workers: Non-Arab 0, Arab 0; Craftworkers: Non-Arab 0, Arab 0; Operatives: Non-Arab 0, Arab 0; Laborers and Helpers: Non-Arab 0, Arab 0; Service Workers: Non-Arab 0, Arab 0. The absence of Arab employees is due largely to MobileAccess Inc.'s size, geographic location, and specialized workforce.

Employee data from our subsidiary Hemlock Semiconductor (HSC) are not included.

§Only includes data from True Blue, Corning's HR platform.

Global Employee Demographics



Spotlights

Corning is committed to leading our people, businesses, and communities to an intuitive DE&I mindset. On the following pages, we spotlight some of the ways Corning embraced this mindset in 2023 by helping increase diverse representation in our communities and workplace, creating opportunities for the advancement of diverse talent, and strengthening the culture of inclusion where we work and live.

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Spotlight

Corning initiatives foster LGBTQ+ inclusivity

As Anthony Petrella considered his employment options, he did the “traditional” research on prospective employers – employee satisfaction ratings, locations, health and retirement benefits. But for Anthony and many other employees, both potential and current, another factor was just as important.

“I read Corning’s Value of The Individual in my research, and that played a big role in my decision to join the company,” says Anthony, a team leader at Corning’s Advanced Optics plant in Fairport, New York. “When joining a new company, it can be challenging if there is uncertainty about how your morals will align with others, but reading the Values gave me the confidence to commit myself and my career to Corning.

“I was looking for evidence of ethically responsible leadership and the ability to authentically contribute and exist in the workplace without fear of discrimination.”

With employees placing such value on workplace inclusion and equity, where everyone can be their true and authentic selves, Corning’s policies have continued to evolve. For our LGBTQ+ employees and allies, this is driven both at the corporate level and through the actions of many dedicated employees.

Recognizing our true identities

International Pronouns Day had special significance at Corning in 2023. The company launched a new inclusive feature on its internal employee information system, giving everyone the ability to select and display their personal pronouns on their profile.

“Pronouns define people beyond their appearance and are an important part of a person’s identity,” says Jeffrey Evenson, executive vice president and chief

strategy officer, and executive sponsor of SPECTRA, Corning’s employee resource group (ERG) for lesbian, gay, bisexual, transgender, and queer/questioning employees and allies. “The use of personal pronouns is one way to help everyone avoid assumptions and show respect, and they make it easier for employees to feel comfortable bringing their whole selves to work.”

The number of individuals identifying as gender non-conforming has increased at Corning, Jeffrey explains, and the feature is one way to ensure everyone is respected and validated. When editing their personal information, which is visible to co-workers and peers, employees can select their pronouns – He/Him, She/Her, and They/Them, as well as combinations of these and the option to “ask me about my pronouns.”

The feature is a positive and needed step for Corning’s LGBTQ+ employees, says Michelle Wallen, a research scientist and Distinguished Associate with Corning Science & Technology and a leader in SPECTRA.

“Many employees are already declaring their pronouns in email signatures and other places, and this option will help create a more inclusive environment for everyone,” she says. “We are excited to see Corning take this step.”

SPECTRA growth fuels change and cultivates inclusivity

SPECTRA – which played a pivotal role in the recognition and training around International Pronouns Day – is growing across Corning’s locations. And with that growth, the group is driving significant change around LGBTQ+ inclusivity.

SPECTRA had a grassroots beginning in 1999, driven by employees in New York. In 2001, Corning offered a

fully recognized ERG for LGBTQ+ employees, and in 2005, membership opened to allies. Today, SPECTRA provides resources for awareness, advocacy, and networking opportunities within the company and its local communities. The group fosters a welcoming atmosphere and equitable treatment at Corning and helps the company maintain its position as a leader in diversity and human rights. It also informs corporate leadership about issues that affect employees and advocates for changes in policies, benefits, culture, and work environments.

Since its inception in the 1990s, SPECTRA has influenced and contributed to domestic partner benefits, Corning’s harassment policy, gender transition guidance, and legislation including marriage equality. Recent growth across existing and new chapters is bringing a renewed energy and more employees ready to support the group’s strategic initiatives.

Existing chapters in New York and North Carolina are seeing an influx of new members, some of whom participated in a SPECTRA strategy summit held in early 2023. Members stayed very active throughout the year, participating in Pride events, educating friends and co-workers, volunteering at community events, and advocating for change.

Illustrating the importance of its mission, employees formed two new SPECTRA chapters during the year. In Mexico, new members planned and participated in Pride Month celebrations, organized educational sessions and awareness campaigns, and held networking events.

“This is one of Corning’s largest regions in terms of workforce, so it was a priority for us to demonstrate strong LGBTQ+ representation and support,” says Estefanía Martínez, communications manager at Corning Optical Communications and chair of the new chapter in Mexico. “We believe that all individuals should feel safe, and we are committed to creating an

environment where they can navigate any situations that might hinder their authentic selves.”

Anthony Petrella led the development of a new SPECTRA chapter in Fairport, getting expert guidance from several established SPECTRA leaders.

“The SPECTRA model is incredibly impressive, but I wanted to make sure we didn’t just cookie cutter something that had been done before,” he explains. “The goal was to bring SPECTRA to Fairport using each of Corning’s seven Values as a framework to best promote LGBTQ+ awareness and inclusion.”

For Anthony, seeing the new chapter change lives demonstrates how much employees needed the group.

“On numerous occasions, colleagues have referenced SPECTRA as the validation needed to come out, transition, or advocate,” he says. “SPECTRA at Fairport has given many employees the confidence to be more authentic, to feel seen, and to be prouder of who they are.”

And for SPECTRA leaders everywhere, that will drive even more action.

“This commitment to equality and acceptance will guide us as we forge a path towards a brighter, more inclusive future,” Estefanía adds.

Corning locations hold inaugural Pride celebrations

At locations around the world, Corning employees showed their support for diversity and inclusion during Pride Month in June. But for employees in Poland and Taiwan, who participated in organized festivities for the first time, the celebration held special significance.

For the first time, teams in Poland organized Pride Month activities to remind employees that they are valued and welcome regardless of who they are and whom they love. The month-long celebration included flying the Pride flag outside of buildings and sharing facts through an educational poster campaign. The team even created a crossword puzzle with LGBTQ+-related clues, which garnered participation from almost 600 employees in the region.

The DE&I team in Taiwan also organized a series of activities for the first time, celebrating Pride Month with an objective of promoting diversity and respect for every individual. The celebration included “Leading with Pride,” a conversation with Amy Porter, director of single-mode fiber and pricing with Corning Optical Fiber and Cable, who shared her journey, experiences, and challenges as an LGBTQ+ individual.

Employees from Taipei, Tucheng, Neihu, Hsinchu, Taichung, and Tainan came together to wear a specific color from the rainbow flag to demonstrate “Rainbow Unity Across Taiwan.” And with “Tasting the Diversity Together” employees and their families were given rainbow stickers and treats to show support for our diverse groups.





Spotlight

Community outreach delivers access to STEM opportunities

Corning's commitment to the fundamental tenets of diversity, equity, and inclusion does not end at our company walls. Through corporate initiatives, activities led by our employee resource groups, and local partnerships, we strive to inspire, educate, and support our communities, all over the world.

And, thanks in part to the dedication and personal action of many Corning employees, that outreach is providing more people with access to science, technology, engineering, and mathematics (STEM) opportunities – and making a bigger difference – than ever before.

Connecting STEM funding to underserved communities

When Eric Biribuze was named Black Engineer of the Year by the Career Communications Group in 2018, he felt pride, gratitude ... and a desire to do something positive.

Born and raised in Burundi, in East Africa, Corning's Automotive Glass Solutions global sales director earned a prestigious scholarship to attend college in China after high school, then a full scholarship to attend the MBA program at Appalachian State University in North Carolina. Throughout his 25-year career at Corning, Eric has been a leader in mentoring and advocacy, but he wanted to do something more.

"My award made me realize that I will forever have a big responsibility to pave the way for others," he says.

Wanting to fuel socioeconomic transformation in his motherland continent of Africa – as well as in his homeland in the United States – he realized he could help channel already-available resources to underserved youth, linking them to STEM and leadership training.

He sought guidance from Corning Community Impact & Investment (formerly the Corning Incorporated Foundation) and was advised on how to establish a non-profit organization to connect funders with underserved communities. Inspired, Eric created the Science Technology Entrepreneurship Leadership Academy (STELA), Inc. in 2019.

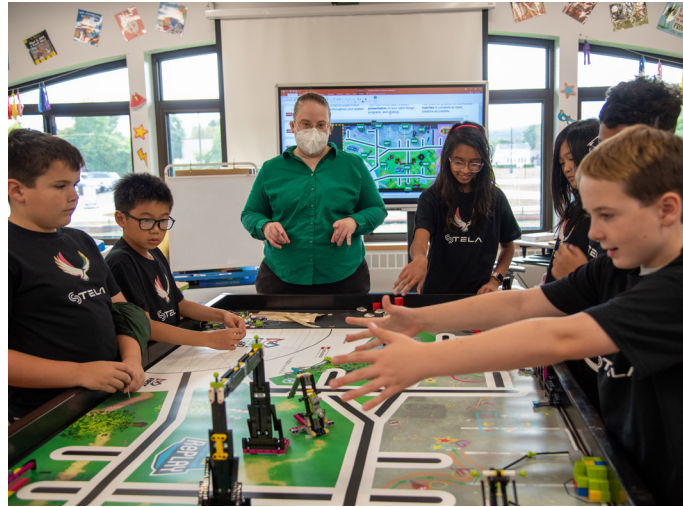
Through STELA, Eric identifies available resources and creates partnerships to deliver STEM education to those in need.

For his first project, Eric worked with Corning Robotics, an established group of employee volunteers who coach robotics teams in areas where the company operates. Using specially designed *FIRST*® LEGO® kits, Corning coaches guide children through a hands-on, global robotics curriculum meant to develop critical thinking, coding, and design skills in STEM.

A 2019 trip to the University of Rwanda to promote STEM skills provided inspiration and created connections for the development of a robotics program in Rwanda. Through Eric and STELA, Corning Robotics purchased *FIRST* kits for children in Rwanda and Corning colleagues trained coaches there via web meetings. STELA has developed 10 teams in Rwanda, and launched a robotics team in Burundi.

Eric was also invited to meet with the president of Burundi, who pledged to sponsor a STEM center where STELA could operate and deploy robotics and other STEM programs year-round for the next generation of STEM leaders.

In the U.S., Eric and Corning colleagues are now working with a range of organizations and community groups to develop more *FIRST* teams and expand STELA leadership training.



“From the encouragement of executive leaders to the collaboration with the Corning Foundation and the colleagues who share in the mission, we have the resources to make a difference for children and their communities,” Eric says. “The resources are out there – let’s go get them.”

Encouraging future innovators through robotics

Senior mechanical engineer Christina Laskowski developed a passion for the STEM fields as a young child. She followed her heart to Massachusetts Institute of Technology, where she became even more enamored with the capability of science and technology.

Christina now encourages children and teens to follow their passion by dedicating her time to For Inspiration and Recognition of Science and Technology (*FIRST*), the same STEM club with which Eric and his STELA organization collaborate.

FIRST works with children ages 4-18 to compete in problem-solving and team-building exercises using real-world science and math concepts. Starting with LEGO building blocks, students master key STEM concepts needed to build functioning robotic machines later.

“My long-term goal is that there be a robotics program for all kids that want to access it,” Christina says. “Robotics should be in all schools; it should be in



extracurriculars everywhere. It shouldn’t be a thing that only privileged students experience. It should be something that we take to the community.”

Along with dozens of committed Corning colleagues, Christina has helped create and develop multiple teams in the community.

Having followed her passions to a STEM career, Christina is committed to fostering those opportunities for another generation. She has a special passion for helping those in underserved communities.

“This has a life-changing impact on many kids that never knew they wanted to be in engineering or science, the issue is that it is still a relatively privileged experience,” Christina said. “*FIRST* is people development with robots as the medium. It is less about people building robots and more about using robotics to build people.”

Moving multiple generations toward STEM

After traveling to attend a robotics competition with her two sons in 2019, Ashley Lomboy identified a gap.

“I began to look for local STEM programs my sons could participate in and found there were no affordable options,” explains Ashley, a global information security manager at Corning and a member of the Waccamaw Siouan Tribe of North Carolina. “Growing up in a rural



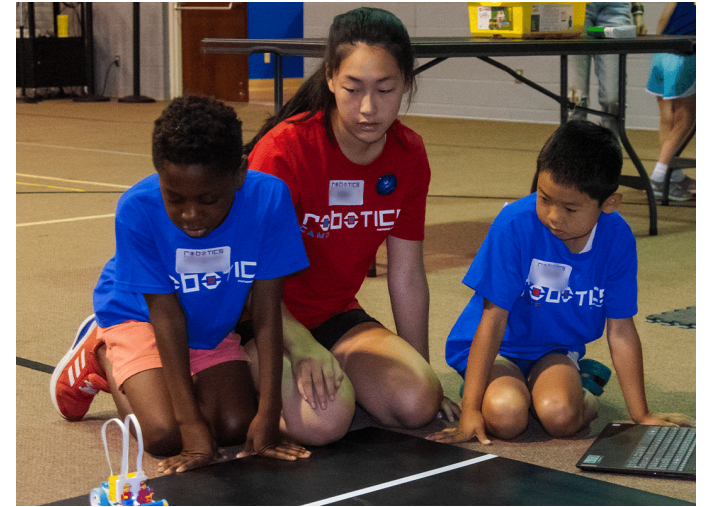
tribal community, I didn’t have access to those types of programs as a child, and I wanted something different for my sons and other tribal youth.”

After talking to other tribal members in STEM careers, she realized they had a common goal to give back to the community and increase Native representation in STEM. In 2020, after receiving sponsorship from the Waccamaw Siouan Tribe, [STEM Studio](#) was born.

Founded and maintained by Waccamaw Siouan Tribal Members in STEM careers, STEM Studio provides opportunities to tribal youth, educating parents and connecting them to resources. The organization is located in Columbus and Bladen Counties in North Carolina – where broadband access is limited and many youth live in poverty – but serves tribal members wherever they call home.

“Most of the organizations that fund and support STEM programs are in urban areas,” says Ashley, who now serves as program director for STEM Studio. “Those programs are wonderful, but they are leaving behind the rural communities that really need the support.”

In a short period of time, STEM Studio has made a tremendous impact, hosting STEM competitions and an annual STEM Day and organizing programs around environmental preservation, language revitalization, financial literacy, and career discussions, among others.



One reason for the success, Ashley says, is the community involvement.

“We see the entire tribe – all 1,640 members – as potential participants. We are developing programs, but the tribal community is pushing STEM Studio forward.”

Roughly 25% of the tribal community now participates in STEM Studio programs, and they have expanded to reach other tribal youth. Interest in STEM careers has increased, and events that challenge youth to use modern STEM education to understand traditional ways are capturing the entire tribal community.

“In 2023, STEM Studio hosted 12 STEM events, built 32 sponsorships, and secured \$65,000 in funding. We reached nearly 1,000 tribal members from over 13 different tribes during the events and were able to give back \$25,000 to the tribal communities in resources,” Ashley says. “We are moving multiple generations toward STEM, not just one, and creating a pathway from STEM education to being change agents for the environment.”



Spotlight

Families take priority across Corning

When Takahiro Matsuki and his wife, Mami, prepared for her return to work after the birth of their second child, they knew that finding the right balance – between childcare, housework, and their careers – would be a challenge.

“Our second son was three months old when Mami returned to work,” explains Takahiro, forming engineering section manager at Corning Japan’s Sakai City plant in Osaka. “With an older son at home and two busy careers there was a lot to consider, but we agreed that it would be best for the family if I took paternity leave while she settled back in to work.”

In 2023, approximately 17% nationally of men employees in Japan participated in paternity leave. But within Corning Japan, approximately 50% of eligible men took some form of paternity leave. That difference is substantial, but according to Takahiro, it is not surprising.

“When I told the company that I planned to take paternity leave, the only significant reaction was ‘Congratulations!’” he says. “The number of men taking paternity leave has been increasing, both in management and frontline positions, and it is not unusual for employees to take time off.

“The Corning environment was conducive to taking the leave, and everyone was very supportive of the decision.”

Evolving policies for an evolving world

Just as the family dynamics and structures of Corning employees have matured, so too have Corning’s policies to support them. In 2023, parental leave policies expanded in some regions, giving birth and non-birth parents more time to bond with their new family member.

Zachary Lovell, a plant procurement manager with Corning Environmental Technologies, was able to utilize the expanded policy when his first child was born in July 2023.

“Without the new policy, I would have taken two weeks of personal vacation and returned to work,” he says. “Instead, I was able to take an extended period of time off with my family with 100% pay. This allowed us to have the necessary time together without having to stress about finances.”

The new parental leave policy made the transition back to work easier for both Zachary and his wife, he says, in part because of supportive co-workers.

“We were able to develop a routine and determine what our new normal was,” Zachary says. “I was also fortunate to work within a team that was very supportive, which made everything much easier.”

“Although paternity leave is becoming more common, there are still many who do not take it for a variety of reasons,” adds Takahiro. “I encourage everyone to take advantage of the policy and model that behavior for others. Paternity leave is a precious opportunity and helped me enjoy child-rearing to the fullest.”



Creating family ties in the workplace

“Family-focused policies, activities, and groups help us keep employees healthy and happy, increase employee productivity, and – most importantly – allow employees to be themselves at work,” says Dana Moss, vice president and chief diversity, equity & inclusion officer.

It is not just formal policies that help build and maintain a supportive network. Across our locations, special activities recognize and celebrate Corning families.

At the Sakai City plant in Japan, family members of employees got the opportunity to experience life inside the innovative factory. More than 130 employees and their families participated in Family Day at the facility, where they explored the production process, played games, observed experiments, and competed in a treasure hunt.

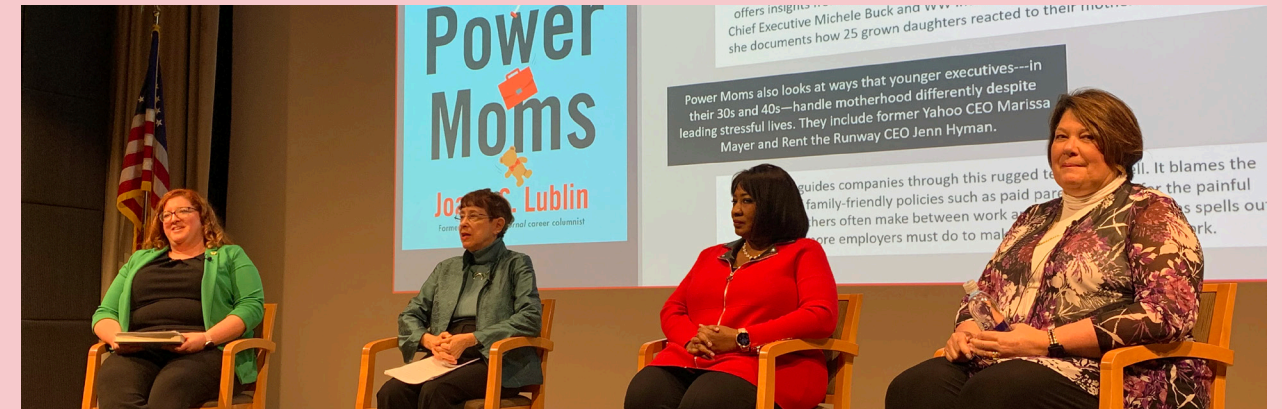
“With Family Day, we were able to express our utmost appreciation and gratitude to our employees,” said Masumi Urano (Urano-san), recently retired plant manager, Corning Japan Kabushiki Kaisha. “We also shared more about Corning with the families and thanked them for their unwavering support.”

In China, the Shenzhen branch office also held its inaugural Family Day in 2023. All Shenzhen-based employees and their families were invited to Shekou KK Park for a day filled with games, connection, and fun.

Guanchun Jiang, sales and business development manager at Corning Optical Communications in Guangzhou, said “The kids had a lot of fun, and I was able to meet colleagues in person and build connections with them. I hope to have more activities like this in the future.”

Corning Mexico celebrated its more than 6,000 mothers on May 10, the country’s Mother’s Day. Mariachi music, special meals, and gifts contributed to the festive day across multiple facilities in the country.

“Corning has given me a lot of support through different programs and initiatives,” says Claudia Ibarra, human resources manager at Corning Life Sciences. “It can be difficult to move forward in your professional life while being a mother, but having a support network has been essential to face these challenges.”



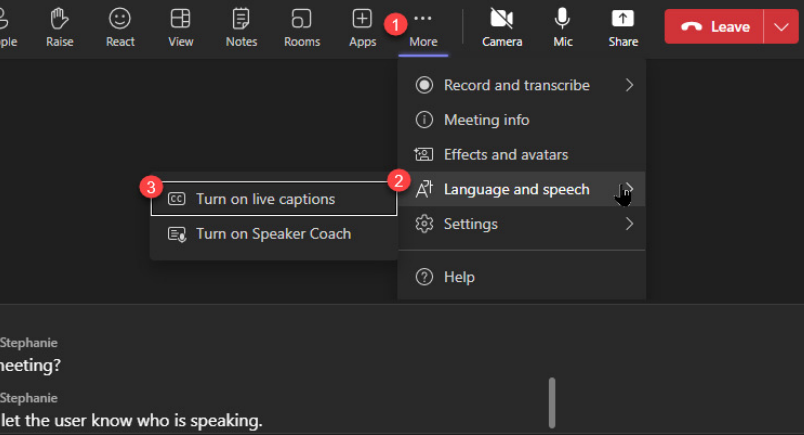
Many of Corning’s employee resource groups (ERGs) offer resources, activities, and support for Corning families, providing communities for expecting and established parents, employees trying to find more work-life balance, those caring for aging parents, and other areas in between.

In 2023, three ERGs came together to offer a unique work-life balance and networking event. The Corning Family Support Network, Corning Women’s Partnership for Growth, and the Technology Community Women’s Network hosted Exploring Work-Life Sway: Navigating the Natural Ups and Downs to Maintain Sanity.

Employees attending the event both virtually and in-person heard perspectives on work-life sway from a panel that included several Corning leaders as well as Pulitzer Prize-winning journalist Joann S. Lublin. Discussion explored the importance of turning off the always-on switch, using parenting prowess to propel your career, and finding remedies for working-mother guilt.

Joann signed books and mingled with employees, and all were invited to attend a post-event book club to discuss “Power Moms.”

For more information on Corning’s ERGs and their 2023 activities, see [pages 23-28](#).



Spotlight

Awareness and accessibility improve for employees with disabilities

According to the [World Health Organization](#), approximately 16% – or one in six – of the world’s population experiences significant disability. And many of these disabilities, both physical and mental, can go unnoticed by those around us.

That statistic is one reason behind a cross-functional initiative led by the Office of Global Diversity, Equity & Inclusion (DE&I). Together with Information Technology, Human Resources, Corporate Marketing & Communications, and employee resource groups, Corning is raising disability awareness and making strides to improve digital accessibility for employees.

“Often, when people hear the words ‘diversity, equity, and inclusion’ they think of things like gender, race, or ethnicity, but disability is included in that same context,” says Thomas Capek, senior vice president and chief engineer, Manufacturing Technology & Engineering, and executive sponsor of Corning’s ADAPT (Able and DisAbled Partnering Together) employee resource group (ERG).

“It is essential that we provide tools and processes to allow every employee access to the information they need for their jobs, but that is just one component,” Thomas said. “It is just as important that we educate our workforce on how they can support their peers and coworkers with disabilities.”

Breaking down barriers

Digital accessibility – the practice of ensuring no barriers prevent interaction with, or access to, digital materials by people with disabilities – is a critical part of our experience in an increasingly online world. The process ensures that employees can interact with digital tools, and each other, in a meaningful way.

But for those without a disability, accessibility – and how to achieve it – may not be top of mind or even understood.

“Technology is a powerful tool, and everyone should have equal access to the benefits it offers,” says Soumya Seetharam, senior vice president and chief digital and information officer. “For that to happen, employees with and without a disability should be aware of and follow accessibility guidelines.”

Corning has proactively embedded a number of accessibility tools in templates and applications for individuals to quickly and easily use in their daily work. And, going a step further, information and training is readily available and encouraged for all.

At IT’s annual Connections Conference, for example, attendees got a comprehensive view of Corning’s approach to, and tools to support, digital accessibility. A disability toolkit provides guidance to employees with a disability, managers, and co-workers. And the Global DE&I Office and Human Resources collaborate to educate employees and managers on how to request an accommodation if needed.

“Awareness is key,” says Soumya. “Our goal is not just to provide tools and resources to support our employees with disabilities; our goal is for everyone to understand why they are there and use them.”



A united approach to disability inclusion

Billy Taylor, IT senior manager and co-chair of ADAPT, echoes the value of disability awareness.

“Awareness is at the core of progress,” he says. “Not all disabilities are visible, and in order to build a solid set of tools, everyone must be aware of the need for such resources.”

ADAPT, which provides communities of support for people who have disabilities themselves or care for people with disabilities, has advanced conversations around disability and creates a safe environment to share ideas and experiences.

“Whether they have one personally or are potentially affected by a family member who might have a disability, we want to advocate for all of our employees,” Billy says. “At the end of the day, we want to foster an environment where people can bring their whole selves to work.”

In 2023, ADAPT chapters organized and participated in activities to support that mission, including speaking events with health experts, charity walks and community service projects, Special Olympics support, and training and development opportunities for members. The group also contributed to IT’s Connections Conference with a focus on digital accessibility.

For many employees, that network of support has been vital.

“I appreciate the support and resources provided by Corning, including employee resource groups like ADAPT,” says Stephanie Ferree, an IT training specialist. “As a parent to neurodivergent children, these offerings have been invaluable in providing assistance for medical needs and creating a safe space to share experiences with others in the group.”



Progress is being made, Billy says, but more can always be done.

“We will continue to bring awareness and overall engagement to employees with disabilities and the broader employee base,” he says. “Inclusion should never be an afterthought!”

Swapping roles to gain a new perspective

Employees in Corning Environmental Technologies’ plant in Kaiserslautern, Germany, participated in a unique event and gained a new understanding in the process. The plant participated in Shift Change Day, a nationwide event in which companies and workshops collaborate to allow people with and without disabilities to experience new roles.

Corning Environmental Technologies’ warehouse employs a workshop of employees from the Westpfalz-Werkstätten, which assists people with psychological, mental, and physical disabilities. Michael Schäfer, materials dispatcher and representative for employees with disabilities at Corning, swapped shifts with one of the Westpfalz-Werkstätten employees.

“My new colleagues did a great job of explaining the individual work steps to me,” Michael says. “But they are much faster than me.”

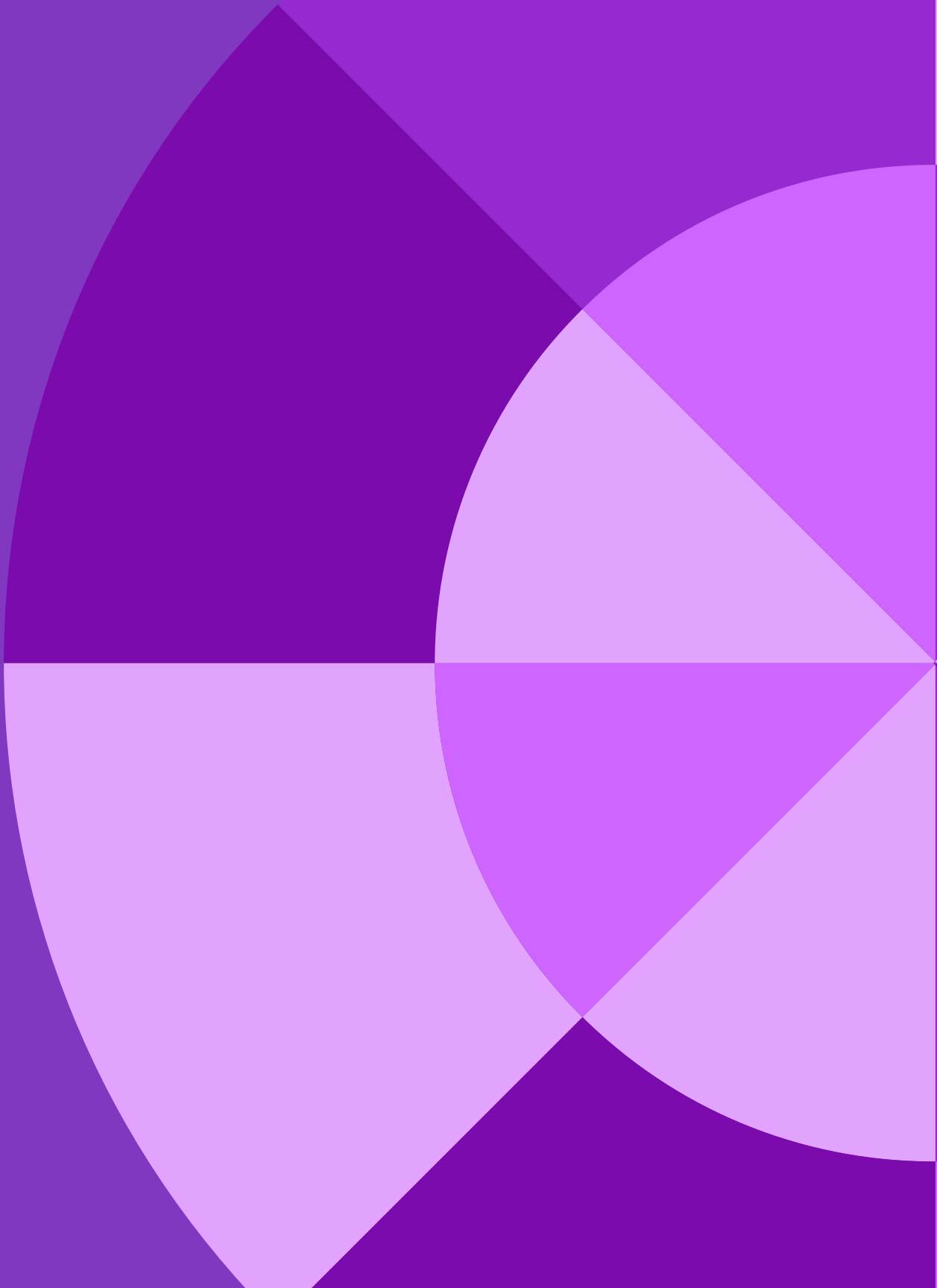


Meanwhile, the workshop employee learned about the process chain and the importance of his “usual” role to Corning. Everyone involved enjoyed the experience, and the groups are exploring the possibilities of expanding their relationship even further.

Taking Action

At Corning, we believe that how we do things is just as important as what we do. Our corporate DE&I strategy includes well-defined priorities, action items, tactics, and measures that we focus on to make continued progress on our diversity journey with leadership and support from Corning’s Office of Racial Equality and Social Unity, our employee resource groups, and global Diversity Councils.

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- Sustaining Education, Expanding Awareness 22
- Our Employee Resource Groups 23
- Global Diversity Councils 29



Taking Action

Driving Progress: The Office of Racial Equality and Social Unity

Corning’s Office of Racial Equality and Social Unity (ORESU) is passionate about taking action to facilitate equity and access in educational pursuits, in employment opportunity, and in physical and emotional safety for groups institutionally disadvantaged at work, in society, and at pivotal points in their lives. ORESU is now part of Corning’s consolidated organization called Community Impact & Investment.

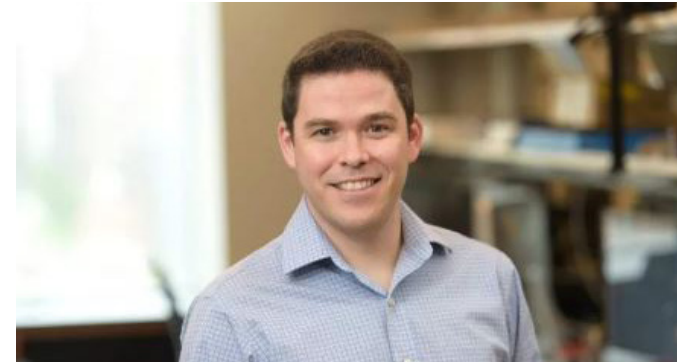
While continuing to work toward improving equity in education in 2023, ORESU also focused on reducing equity gaps in healthcare by funding health services education and working alongside nonprofits to provide opportunities for healthcare, research, and awareness for illnesses that disproportionately affect Black people.

Addressing Health Disparities Through Targeted Action

“ORESU put Corning’s weight into our healthcare initiative this year, supporting nonprofits that are tackling institutional racial disparities in prevention and treatment.

Driving progress in this area requires a head-on confrontation of issues related to access, awareness, and opportunities for those in underserved communities.”

– Dr. Millicent Ruffin, senior director of Community Impact & Investment



Dr. Sanchez Francisco-Vega, recipient of the Corning-MSK Health Equity Research Grant

Grant facilitates critical cancer research

Corning worked with Memorial Sloan Kettering Cancer Center to create the Corning-MSK Health Equity Research Grant, providing a junior faculty member the opportunity to focus on research that deeply examines the disproportionate impact of cancer on underserved populations with the goal of improving cancer outcomes in these communities. The two-year, \$200,000 grant was awarded in April to Dr. Sanchez Francisco-Vega, who is researching the genomic and socioeconomic factors that contribute to the disproportionate incidence and mortality rates of colorectal cancers in Black patients.



Dr. Millicent Ruffin (left) and Michele Johnson, senior manager, Community Impact & Investment (right), with inaugural recipients (centered): Romario Brown, Tonya Craige, and Maximus Ikechukwu

Scholarship increases diversity in nursing

To make strides toward better patient outcomes through increased diversity in care, ORESU collaborated with the State University of New York Corning Community College to create the Mary Eliza Mahoney Nursing Education Scholarship. The two-year scholarship supports students from racial and ethnic backgrounds historically underrepresented in health-related sciences. Named after the first Black person in the U.S. to earn a professional nursing license, the scholarship removes barriers to degree completion by covering the full cost of the college’s nursing prelicensure program. After graduating, recipients will complete a two- or four-year service commitment with a healthcare provider in Chemung or Steuben County, New York.

Addressing Health Disparities Through Targeted Action continued



Partnerships support healthcare access and awareness

With the nonprofit Ripple Effects, Corning supported access to healthcare for uninsured and underinsured people in Rocky Mount, North Carolina, by providing 151 residents with more than \$54,000 in free medical, dental, and vision services at the area's first Remote Area Medical pop-up clinic. ORESU also partnered with Dr. Charles R. Rogers of the Colorectal Cancer Equity Foundation to raise awareness about the importance of early testing and detection. Rocky Mount is a colorectal cancer hotspot, with Black men most at risk of developing the disease. The awareness campaign featured the Super Colon[®], an interactive, inflatable display for community members.



Podcast details actions to address health inequities

In Season 2 of the Vital Voices podcast, Millicent Ruffin, senior director of Community Impact & Investment, explored race-related health inequities and Corning's actions to address them in our communities. The podcast is available to the public on popular streaming channels. [Listen to Vital Voices here.](#)

Promoting Greater Diversity in Education



Award gives an edge to Edgecombe County future teacher

Joshua Webb received the 2023 Edge for Tomorrow Future Teachers Scholarship, which helps recruit and retain diverse, high-quality teachers in Edgecombe County, North Carolina. Joshua, a graduate of Edgecombe County Early College High School, is now attending North Carolina State University. Upon graduating with a degree in education, he will return to teach in Edgecombe County.

Education coordinators provide professional opportunities

ORESU's DE&I education coordinators supported diversity and inclusivity in our communities' schools through ongoing professional development and consultation. In 2023, they also coordinated the inaugural Teach for Southern Tier New York Summer Pathways program, awarding two interns with a stipend and the opportunity to serve as teaching assistants alongside mentor teachers in the Corning-Painted Post and Elmira City School Districts. This program opened doors for the young educators to build their skills and professional network within school districts near Corning's headquarters in New York.

Taking Action

DE&I: Sustaining education and expanding awareness

Corning is committed to providing an environment where every employee has the opportunity to do their best work, have their contributions valued and rewarded, and feel like they belong. To do this, we must recognize and celebrate what makes each one of us unique.

A sustained and comprehensive focus on education is moving us closer to this goal, expanding the awareness and perspectives of our employees to build a workplace environment where all can thrive.

Expanding the DE&I essentials

Corning expanded its DE&I Essentials training curriculum, launched several years ago, to broaden participants' mindsets and provide context around how, and why, others think differently.

In 2023, a course on empathy was added to the curriculum. The course describes how empathy can help build social connections in the workplace and invite collaboration, trust, and engagement with others.

Additional courses, which will be launched in phases appropriate for salaried and hourly employees, include topics such as inclusive behavior, curiosity, insider/outsider dynamics, and leading global teams. Courses on Values and Inclusive Behavior and Unconscious Bias continue to be available and encouraged for all employees.

The DE&I Essentials training curriculum is driving progress across Corning by:

- Establishing a common language around DE&I
- Explaining key concepts related to DE&I and how they play out at Corning
- Setting expectations for what inclusive behavior looks like at Corning
- Applying learnings to everyday activities and interactions

“Increasing empathy has a positive impact on others. When you place yourself in the other person’s shoes, it helps build connections and trust, making it easier to work together.”

– From the DE&I Essentials course on Empathy

Finance organization develops leadership mindsets

While the DE&I Essentials training curriculum is driving progress across all Corning locations, some organizations are taking their educational endeavors a step further. Corning’s Finance organization is developing and driving inclusive leadership practices through a structured training initiative targeting supervisors and managers.

All supervisors – identified as the group most able to impact the organization’s culture – are provided training on Inclusive Leadership, a facilitated workshop where participants share their insights, challenges, and personal experiences. The training initiative is one way the Finance organization is working to engage and train leaders on how they impact their team, and how inclusivity delivers improved business results.

Through the training, leaders learn the skills and knowledge to lead their organizations with courage, candor, and care, positioning the Finance organization to successfully attract, improve, grow, and retain talent.

Since the initiative began, more than 250 leaders across the Finance organization have participated in Inclusive Leadership workshops.

Taking Action

Employee Resource Groups

Mindful Inclusion, Sustained Connections, Meaningful Actions

15 Employee Resource Groups
>70 chapters around the world
>6K employees engaged

Corning proudly sponsors employee resource groups (ERGs) that represent vital employee interests and constituencies, all contributing to our success in unique and significant ways. These groups foster a stronger sense of belonging within our inclusive culture.

ERGs offer employees at every job level, tenure, and location the opportunity to meet one another, share experiences, and hold leadership positions that expand beyond their current roles.

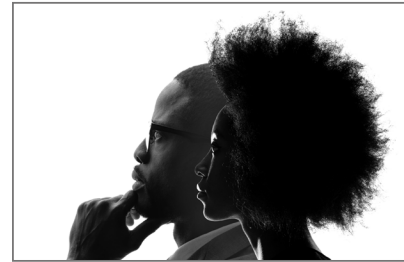
In 2023, our ERGs engaged in a variety of activities supporting their members, the entire Corning workforce, and our communities. While far from a complete listing, the following pages provide a summary of some of the activities our ERGs led or supported this year, each aligning with a key pillar of Corning's strategy to develop a more inclusive workplace.



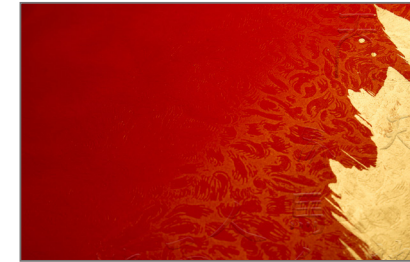
ADAPT
(Able and DisAbled Partnering Together)



Administrative Professionals Network (APN)



Corning Black Employees Network (CBEN)



Corning Chinese Association (CCA)



C-VETS
(Corning Veterans Engaged to Support)



EDGE
(Ethnically Diverse Group of Employees)



Corning Family Support Network (CFSN)



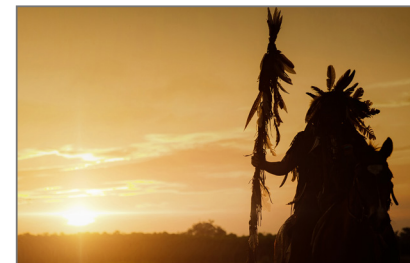
GLO
(Global Latino Organization)



Indian Professionals Network (IPN)



Corning Korean Community (CKC)



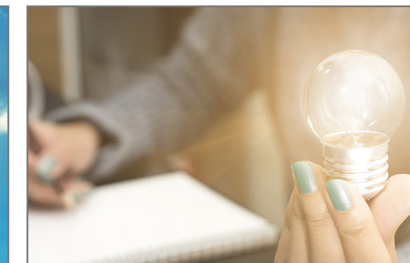
Native American Council (NAC)



Corning Professionals Network (CPN)



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



Technology Community Women's Network (TCWN)



Corning Women's Partnership for Growth (CWPG)

Employee Resource Groups

Advocacy

Our ERGs advocate for change and raise awareness around important issues. Their actions often inspire the company to respond with new policies, services, and professional development opportunities.



Advocacy Spotlight: Annual Convention Highlights Resilience in the Workplace

Resilience, relationships, and relevance in the workplace were focus areas at the **Corning Black Employees Network's (CBEN)** 2023 annual convention. The three-day convention included discussions with Corning leaders, professional development opportunities, and networking sessions for attendees. Each day featured activities centered around one of the key focus areas. Shaun Fletcher, principal at Shaun D. Fletcher Diversity Training and San Jose State University professor, delivered the keynote address.

CBEN members attended in-person events in Corning, NY, and Charlotte, NC, with all activities livestreamed for the global audience. The convention concluded with the presentation of the annual CBEN Awards, which you can read about on [page 35](#).



ERG Highlights

The **C-VETS (Corning Veterans Engaged to Support)** chapter in Wilmington, NC, hosted a dinner to recognize and honor Gold Star Families. In May, the C-VETS chapter in Newton, NC, held its annual Memorial Day Celebration to raise awareness about the sacrifices of our veterans.

Corning Women's Partnership for Growth in Harrodsburg, KY, led World Down Syndrome Day activities and hosted Mental Health Awareness Week to encourage conversation and provide support. Through digital campaigns, the chapter in Hickory, NC, raised domestic violence awareness and advocated for change.

The **Indian Professionals Network** hosted its annual immigration seminar in collaboration with the Corning Global Immigration team.

ADAPT (Able and DisAbled Partnering Together) in Berlin, Germany, advocated for cancer awareness and prevention, including the need for blood and stem cell donation, through internal and external events.

In Corning, a **GLO (Global Latino Organization)** and **EDGE (Ethnically Diverse Group of Employees)** book club collaboration explored Maria Hinojosa's *Once I Was You* to foster conversations addressing historical challenges facing Latinos.

SPECTRA chapters across the globe raised awareness and supported LGBTQ+ equality through activities including Rainbow Day in New York and Charlotte Pride and Catawba Valley Pride in North Carolina.

The **Native American Council** highlighted the impact of policies that discriminate against Native people during its "Right Relationship Reflections" event.

The **Administrative Professionals Network** hosted regular activities to update the administrative community on changes and information impacting their job. They also hosted their first-ever career day for high school students.



Employee Resource Groups

Community Outreach

Corning strives for diversity and inclusivity both inside and outside our walls. Our ERGs serve the communities in which we operate, providing education, financial resources, volunteer support, and more.



Community Outreach Spotlight: ERGs Build Community in Week of Service

Leadership and members of the **Corning Professionals Network (CPN)**, **SPECTRA**, the **Corning Family Support Network (CFSN)**, and **Corning Women’s Partnership for Growth (CWPG)** played a crucial role in organizing and coordinating Corning’s Volunteer Week in Mexico. Employees volunteered more than 700 hours at 14 organizations in Reynosa and Monterrey. They worked at a food bank, nursing home, animal shelter, children’s home, migrant shelter, and community dining centers, and they collected donations for food, personal items, and animal supplies. Their efforts benefited more than 1,600 community members.



ERG Highlights

In Corning, NY, the **CFSN Adoption & Fostering Community of Interest** partnered with Pathways Inc., a local nonprofit, to guide participants on an “imaginary journey” through the eyes of a foster child and provide education on what it takes to foster. The group also continued its annual backpack drive, providing personal items to youth in foster care.

C-VETS (Corning Veterans Engaged to Support) in Charlotte, NC, raised more than \$3,700 for the Veterans Bridge Home and helped restore the Cedar Grove Cemetery.

EDGE (Ethnically Diverse Group of Employees) in Corning contributed riders, volunteers, and donations to the Tour de Keuka charity bike ride, raising \$6,300 for the United Way of the Southern Tier. Members also organized five Habitat for Humanity volunteer events.

GLO (Global Latino Organization) also provided volunteer support for Tour de Keuka.

In Corning’s Choices career exploration program for middle school girls, members of the **Technology Community Women’s Network** served as role models for middle school girls and coached elementary school girls to analyze and improve the process for making rock salt ice cream.

CWPG demonstrated the science behind Corning products in Hickory, NC, at a local high school and by hosting a monthly SPARK Saturday for children and families at the science center.

Corning Chinese Association members attended Culture Day at SUNY Corning Community College to talk with students and staff and provide a better understanding of the Chinese culture.

CPN in Charlotte made donations to the Metrolina Food Bank and volunteered at the Freedom Communities “Loaves and Fishes” food distribution event.

The Charlotte chapter of the **Corning Black Employees Network** volunteered more than 175 hours and donated items valuing more than \$2,500 to organizations including My Sister’s House, the Stratford Richardson YMCA, the Hickory Soup Kitchen, Nourish, and H.O.P.E.

ADAPT (Able and Disabled Partnering Together) in Berlin, Germany, volunteered at blood donation events and supported local organizations that help people with disabilities and provide after-school resources for children.

CWPG in Harrodsburg, KY, hosted Stockings for Seniors in December to support and connect with the local elderly community.



Employee Resource Groups

Cultural Awareness

ERGs draw employees into cultural activities, increasing understanding among colleagues to enhance working relationships. These activities engage our broad employee population and showcase the vibrant cultures found across our global locations.



Cultural Awareness Spotlight: Welcoming the Year of the Rabbit

The **Corning Chinese Association** and **Corning Korean Community (CKC)** joined together to co-host a Lunar New Year celebration at Corning’s Sullivan Park location. Guests immersed themselves in Korean and Chinese culture by visiting interactive booths, trying Chinese papercutting and Korean children’s games, and posing in traditional Korean wedding attire. They also sampled Chinese teas and tasted a variety of foods from both cultures.

In a unique portion of the celebration, CKC partnered with colleagues in Korea to present a video of the boys’ choir from Asan Middle School, filmed at the Corning Precision Materials facility in Korea. During the event, several Corning leaders shared wishes for the hope, prosperity, and calm the Year of the Rabbit represents.



ERG Highlights

The Wilmington, NC, chapter of **EDGE (Ethnically Diverse Group of Employees)** hosted “Passport to the World” to raise awareness of the cultural diversity within its workforce.

The **Indian Professionals Network** celebrated Diwali with music, dancing, games, and other activities in the Sullivan Park auditorium. Traditional Indian food was served in multiple Corning cafeteria locations.

During Hispanic Heritage Month, the **GLO (Global Latino Organization)** in Corning, NY, led eight quiz bowl lunch sessions focusing on history across the Americas.

The **Native American Council** provided free showings of *Killers of the Flower Moon* and *One with the Whale* at locations in New York and North Carolina.

C-VETS (Corning Veterans Engaged to Support) celebrated Veterans Day with Brig. Gen. (Retired) Rebecca Halstead, who spoke to more than 100 audience members at the Corning Headquarters.

On Juneteenth, Charlotte, NC, members of the **Corning Black Employees Network (CBEN)** hiked Crowder’s Mountain and learned the story of Mr. and Mrs. Brevard, who were born enslaved but went on to own the land that is now the park campground.

Corning Women’s Partnership for Growth in Harrodsburg, KY, hosted a Women’s History Trivia hour to highlight women’s accomplishments. In Corning, CWPG co-hosted a screening of *Harriet* with **CBEN**, held a gender-bias panel, and led a women’s history game during Women’s History Month.

Corning Professionals Network members in the Corning area co-hosted a variety of cultural events, including Korean Movie Night with **CKC**, Salsa and Bachata dance workshops with **GLO**, and the AIDS Ride for Life with **SPECTRA**.



Employee Resource Groups

Professional Development

Through workshops, specialized training, networking, and so much more, many ERGs offer professional development opportunities for their members. Their goal is to ensure every member has the resources to feel like a valued contributor to our organization.



Professional Development Spotlight: Building Skills and Networks

In activities across the globe, **Corning Women's Partnership for Growth (CWPG)** is helping members build their professional skills and networks while also enjoying time with peers. The Harrodsburg, KY, chapter held regular podcast group and virtual panel discussions, as well as hosted an off-site paint party for members. In North Carolina, the Hickory and Concord chapters arranged plant tours and networking opportunities for members, while the Charlotte chapter hosted a personal branding workshop for employees.

Fairport, NY, members relaunched a bi-monthly book club and organized watch rooms for remote sessions on topics including imposter syndrome and gender bias, and the Corning chapter hosted a “Build Your Brand” workshop and a member picnic and networking event including minigolf. In Glendale, AZ, “Snack and Chat” sessions for manufacturing employees focused on topics critical to their development.

And in Borre, France, branding workshops, healthcare discussions, breakfast gatherings, and other activities provided career development and networking opportunities.



ERG Highlights

Corning Professionals Network collaborated with the Corning Chamber of Commerce to host an off-site seminar, “Branding Yourself.”

The **Technology Community Women's Network** in Sullivan Park led panel discussions on improving communication skills, disarming gender-bias traps, and overcoming imposter syndrome.

C-VETS (Corning Veterans Engaged to Support) members in Newton, NC, received training before attending the Foothills Veterans Stand Down to aid effective interaction with the veterans in attendance.

The Charlotte chapter of the **Corning Black Employees Network (CBEN)** held four Lunch Leadership sessions featuring senior leaders across the company, each attended by more than 200 employees globally.

In Berlin, Germany, **ADAPT (Able and DisAbled Partnering Together)** hosted a coffee klatch, participated in a cancer prevention event for women, and held a networking event with **CWPG**.

In Corning, **SPECTRA** and **EDGE (Ethnically Diverse Group of Employees)** co-presented a panel on living authentically.

The **Administrative Professionals Network** hosted a series of workshops on topics important to members, including talent profiles, disability awareness, and refining professional skills.



Employee Resource Groups

Recruiting and Retention

ERG members serve as living examples of the Corning Values. With a variety of activities both internally and outside of Corning, these groups help to recruit and retain global and diverse talent.



Recruiting and Retention Spotlight: Recruiting for the Future

The Charlotte, NC, chapter of the **Corning Black Employees Network (CBEN)** supported the company's National Society of Black Engineers recruiting initiative by continuing to build relationships within the organization and participating in events at learning institutions. Participation included recruiting activities at the University of North Carolina at Charlotte and the University of North Texas.

In addition, CBEN conducted surveys to understand issues or concerns specific to the demographic and share findings with Corning leadership to inform retention and advancement initiatives.

ERG Highlights

The Charlotte chapter of **C-VETS (Corning Veterans Engaged to Support)** supported Corning's veteran recruiting strategy, interviewing junior military officers for future employment.

In Reynosa, Mexico, **SPECTRA** designed a process for incorporating diversity into succession planning, which members will present to Talent Management for consideration.

The **Corning Family Support Network** in Corning, NY, held a Virtual Summer Care Fair to share childcare and summer camp opportunities with employees. The group also hosted informative webinars with Corning's healthcare partners.

The Corning chapter of the **Corning Chinese Association (CCA)** organized a career chat with Corporate Fellow Ming-jun Li, who shared his professional story. CCA has partnered with Corning leadership to improve retention by strengthening the company's communication with the Chinese community.

Corning Women's Partnership for Growth members in Charlotte advocated for parental leave policy updates to better support natural and adoptive parents, by documenting policies from other organizations and discussing recommendations with leadership.

In Charlotte, **SPECTRA** educated new employees and interns on its purpose and mission, fostering a deeper understanding and acceptance of the LGBTQ+ community and showcasing Corning's diversity.

The Canton, NY, chapter of **C-VETS** held a benefits and entitlement meeting for our veteran employees.





Taking Action

Global Diversity Councils

With more than 48,300 employees across 44 countries, Corning strives to provide an inclusive and welcoming environment for every employee, across all dimensions of diversity. Our Global Diversity Councils help align strategic corporate initiatives with every region, business, and function.

In 2023, more than 10 Diversity Councils supported our regions, businesses, and functions including global supply chain, finance, and legal, ensuring that every location is fostering an environment that celebrates diversity, equity, and inclusion.

With every Council leading a variety of meaningful and inspiring activities, two groups inspiring significant progress are featured here.

Emerging leaders fuel technology innovation

Corning’s global Technology Community includes employees in the Science & Technology and Manufacturing Technology & Engineering organizations. In 2023, the Technology Community welcomed the latest cohort to its Emerging Women Leaders program.

“Emerging Women Leaders supports the growth and development of women across Corning’s Technology Community,” explains Carrie Hogue, workforce development consultant and Emerging Women Leaders program manager. “Our participants have been recognized as having the skill and desire for greater leadership responsibilities, which supports our mission to cultivate an early talent pipeline of women technology leaders with the knowledge, networks, and tools to advance their careers and lead innovation at Corning.”

Carrie says the Emerging Women Leaders program supports women earlier in their careers than some other talent development programs, increasing the Technology Community’s talent pipeline at multiple job and responsibility levels.

Since the program was introduced 15 years ago, more than 120 leaders from across the Technology Community have graduated from the Emerging Women Leaders program. Twenty-four women – representative of the global Technology Community both organizationally and ethnically – are in the current cohort.

“Through EWL, I have gained the self-confidence to be my authentic self as a leader in the Technology Community,” says Bethany Alderman, a process project manager with Science & Technology and a member of the cohort. “The program has introduced me to a network of strong women that provides a safe space to

be vulnerable, lifts me up when I need it, and helps me continue growing into the best leader I can be.”

The program spans nine months for each cohort and includes both in-person and virtual learning sessions. After each large-group workshop, held in-person with the full cohort, participants break into smaller groups to work through individual leadership challenges.

Many of Corning’s current leaders within the Technology Community are active in the program. Kathy Morse, director of thermal process engineering with Science & Technology, is one of the small-group activity leaders.

“Coaching the next generation of women leaders is an energizing experience,” Kathy says. “The teams’ willingness to engage and openly share with a range of backgrounds is powerful.”

When individuals pose personal challenges or seek advice, Kathy says the group response is uplifting.

“The team seeks understanding, poses suggestions, and shares in the triumph of successful outcome. There is much more to come with this amazing group!”

While the latest Emerging Women Leaders cohort will soon complete the structured portion of the program, their new knowledge and skills will help them contribute to, and lead, future innovation at Corning.

“Emerging Women Leaders is part of the commitment from our organization to provide a foundation of support for our women employees so they are able to bring diversity of thought, style, and approach for the entirety of their careers.” says Carrie.

Identifying diverse talent starts early

Supporting and amplifying workplace diversity starts early for the Corning Life Sciences MAP (or Market-Access Platform), due in part to the efforts of the group's diversity, equity & inclusion (DE&I) team. In 2023, the team supported and drove recruiting efforts for the MAP, attracting top talent to the organization and identifying the next generation of leaders.

“We want to ensure there is a diverse pipeline of talent continuously being integrated into our organization,” says Vernicia Dawson, human resources manager, Media & Serum, and the Corning Life Sciences DE&I program manager. “Diversity helps us challenge our thoughts and ideas, which have shaped us into the innovative company that Corning is today.”

The DE&I team supported recruiting efforts at a variety of 2023 events organized by the Society of Hispanic Professional Engineers (SHPE), the Society of Women Engineers, the National Society of Black Engineers, Howard University, and others.

The technical skill set of potential employees attending these events is not often in question, Vernicia says, but the DE&I team pays close attention to many other areas.

“I like to look further into their project, teambuilding, conflict management, and leadership experience; and it's important candidates have the communication skills to articulate their desire to work for Corning,” she says. “I also love to share Corning's 170-plus-year history and our diversity journey that began more than 50 years ago.”

Gabriel Grajeda, a quality engineer with Corning Life Sciences, stresses the importance of Corning's current generation of diverse employees supporting these events and sharing their unique experiences.

“When you champion organizations and institutions whose mission is to support the success of underrepresented racial or ethnic groups, it drives a ‘see-it-to-believe-it’ mentality for their members,” he explains. “By participating at events for groups such as SHPE and Howard University, we are developing a talent pipeline with the ability to bring unique opportunities and insights into our organization.”

For Gabriel, Vernicia, and other members of the Life Sciences DE&I team, identifying and developing diverse talent is much more than a business objective.

“Being an African American, a woman, and engineer myself, this work is a passion,” says Vernicia. “I've been a trailblazer on this journey and want that legacy to continue forward. I want to continue to move the needle forward for the generations to come.”



Focus on People

Our company and employees are recognized year after year for our DE&I initiatives. As shown on the following pages, Corning's inclusive, collaborative culture puts people first and supports our success in hiring, developing, promoting, rewarding, and retaining diverse individuals with unique backgrounds and characteristics.

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Focus on People

Awards and Recognition

Every year, Corning receives numerous diversity awards as a corporation and for individual employees. The following 2023 awards are particularly noteworthy.

External Awards & Recognition – Corporate



Human Rights Campaign Foundation's 2023 Corporate Equality Index

Corning received a score of 100 on the Human Rights Campaign Foundation's 2023 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. The CEI rates companies on non-discrimination policies across business entities, equitable benefits for LGBTQ+ workers and their families, supporting an inclusive culture, and corporate social responsibility. In addition to the score of 100, Corning was named one of the Best Places to Work for LGBTQ+ Equality.



Top Supporter of Historically Black Colleges and Universities

Corning was named a 2023 Top Supporter of Historically Black College and University engineering schools for the 21st consecutive year. The annual designation, released by *US Black Engineer* magazine, recognizes corporations and government supporters of accredited HBCU engineering schools. The annual list recognizes companies, organizations, and government agencies that have provided exceptional support to HBCUs through scholarships, internships, and funding for research and development.



AAPD and Disability:IN's Best Place to Work

For the fifth consecutive year, Corning was named a Top Scorer on the Disability Equality Index®, scoring 100% for 2023. Corning was also recognized by nonprofit advocacy organizations Disability:IN and the American Association of People with Disabilities (AAPD) as a 2023 Best Place to Work for Disability Inclusion. The Disability Equality Index (DEI) is a comprehensive benchmarking tool that helps companies build a roadmap of measurable, tangible actions they can take to achieve disability inclusion and equality. Each company receives a score between zero and 100, with those earning 80 and above recognized as a "Best Place to Work for Disability Inclusion."



NGLCC's Best-of-the-Best

Corning was named a 2023 NBIC Top 50 Best-of-the-Best Corporation for Inclusion, the eighth consecutive year receiving the recognition for commitment to diversity and inclusion across all communities. The award is presented by the National LGBT Chamber of Commerce (NGLCC) and its partners in the National Business Inclusion Consortium (NBIC). The Best-of-the-Best designation honors corporations for their commitment to America's diverse employees and business owners, which includes LGBTQ+, people of color, women, and people with disabilities. The designation is competitive and bestowed only to corporations that the NBIC sees as constantly striving to strengthen and celebrate diversity.

External Awards & Recognition – Corporate continued



VETS Indexes Recognized Employer

Corning earned the 4 Star Employer designation in the 2023 VETS Indexes Employer Awards. After being named a Recognized Employer in 2022, Corning improved its ranking by two award levels in 2023. The VETS Indexes Employer Awards are awarded by VETS Indexes, an organization focused on veteran employment. Awards are granted based on employers’ demonstrated support for active-duty military members, reservists, and veterans through recruiting and development efforts, inclusive culture, and policies that support these groups and their families throughout their careers.



Black EOE Journal Top LGBTQ+ Friendly Companies

Corning was again awarded a place on the list of Top LGBTQ+ Friendly Companies for 2023. Companies on this list have demonstrated excellence in their approach to creating an inclusive workplace culture and have made significant strides in promoting diversity and equity within their organizations. The annual list provides non-biased results that are valuable resources for jobseekers, business owners, students, consumers, senior management, business associations, employment agencies, and consumer groups.



Top Five Companies in DivHersity

At the annual HerKey DivHersity Awards in India, Corning was named one of the top five companies for women. Corning was recognized for several initiatives led by Corning Women’s Partnership for Growth, a Corning employee resource group with a chapter in India. The SpeakOut program, an essential skills acquisition program for women, earned specific praise. The DivHersity Awards recognize companies in India that encourage participation and performance by women in the workplace.

Photo: Corning India’s Lovelina Solomon and Khushboo Gupta receive the Top Five Companies in DivHersity award.



Diversity for Better Tomorrow Awards

Womany, a leading women’s empowerment platform in Taiwan, honored Corning with four 2023 Diversity for Better Tomorrow Awards. Corning was awarded the 2023 Best DEI Enterprise Gold Award, which recognizes the top 15% of all participating companies. In addition, Corning received three special awards for placing in the top three out of all participating companies in: Best DEI Advocacy and Innovation, Best DEI Digital Application, and Best Women’s Empowerment Enterprise. The Diversity for Better Tomorrow Awards recognize companies in Taiwan that have excelled in their diversity and inclusion policies, creating a diverse, equitable, and inclusive workplace culture.

Photo: Corning’s Sonia Wang, Sherry Wu, Amber Chen, and Henrietta Lu receive the 2023 Diversity for Better Tomorrow Awards.



Gender Equality Leadership Award

Corning received the Gender Equality Leadership Award at the 2023 Taiwan Corporate Sustainability Awards. To receive the award, corporations must demonstrate their ability to advocate for gender equality, eliminate discrimination, promote a friendly workplace environment, and have a benchmarking and leadership position. The Taiwan Corporate Sustainability Awards advocate for the principles of corporate social responsibility, recognize those who take social responsibility, and raise awareness of social responsibilities in all Taiwanese communities.



Promoting Equality in the Workplace Award

Central Taiwan Science Park recognized Corning with the Promoting Equality in the Workplace Award. The award recognizes companies who improve the workplace atmosphere, promote harmonious labor relationships, adhere to labor regulations, and establish a cohesive working environment. Central Taiwan Science Park, founded in 2003, has been approved to house 239 companies, nine incubation centers, and five research units.

Photo: Corning’s Sherry Wu, Louis Chen, Ian Su, and Charlene Su receive the Promoting Equality in the Workplace Award.



DE&I Best Practice in Belonging Award

sHero China, representing the evolution of an enduring legacy supporting and advancing women in the workplace, recognized Corning China with the Best Company Award in the DE&I Best Practice in Belonging category. The award honors organizational initiatives that accelerate progress for DE&I in the workplace and individual leadership and achievements driving DE&I.



Best Family-Friendly Management in Korea

The Korean Ministry of Gender Equality and Family selected Corning Precision Materials as one of the most family-friendly companies in Korea, a recognition it has received since 2013. The recognition is based on an evaluation of the company’s family support policy and examines a variety of support initiatives.

External Awards & Recognition – Corporate continued



Recognized Partner of Advancing Minorities' Interest in Engineering

At its 2023 anniversary gala, Advancing Minorities' Interest in Engineering (AMIE) recognized Corning as an industry partner for 20 years or more. AMIE's academic partners include the 16 historically Black colleges and universities in the United States with ABET-accredited colleges of engineering. This critical STEM partnership with AMIE is one component of Corning's diversity-focused technical talent pipeline initiatives.



Mansfield Certification Recognizing Inclusivity in Legal Departments

Corning's legal department earned 2023 Mansfield Certification, recognizing its commitment to pushing for and achieving more diverse leadership. Designed by Diversity Lab, the certification process helps ensure that everyone has a fair and equal opportunity to advance into leadership in legal departments and on their outside counsel teams. Corning was recognized for implementing a behavioral science and data-driven approach to expanding the pool of qualified talent considered for leadership that included at least 50% historically underrepresented individuals.

External Awards & Recognition – Individual

Black Engineer of the Year Awards (BEYA)

The Black Engineer of the Year Awards (BEYA) are hosted by US Black Engineer and Information Technology magazine and the Council of Engineering Deans of the Historically Black Colleges and Universities. The awards recognize outstanding contributions to science, technology, engineering, and mathematics fields across the public, private, and academic sectors.

Modern-Day Technology Leader

The BEYA Modern-Day Technology Leader, part of the Outstanding Achievement Award category, is granted to awardees who are shaping the future of engineering, science, and technology.



Dr. Oladapo Bello,
senior reliability scientist,
Emerging Innovation Division



Woodlens Jean,
senior process engineer,
Science & Technology Group

Women of Color BEYA Awards

Three Corning colleagues were honored in 2023 with Women of Color (WOC) BEYA awards. Each year, WOC judges select the recipients from a pool of students, new hires, mid-career professionals and managers, executives, innovators, inventors, and change agents.

Professional Achievement in Industry

The Professional Achievement in Industry Awards recognize women for their recent and remarkable accomplishments that have ignited change, inspired the industry, and forged new frontiers.



Dr. Ashley Johnson-Long,
chief of staff, Corporate
Services Group

Technology All-Star

The Technology All-Star Awards recognize accomplished women of color from mid-level to advanced stages of their career that have demonstrated excellence in their workplaces and communities.



Kimberly Slan,
program manager, Optical
Connectivity Solutions

Technology Rising Star

The Technology Rising Star Awards recognize young women with less than 15 years in the workforce who are helping to shape technology for the future.



Claire Ricketts, quality statistical
engineering supervisor, Manufacturing
Technology & Engineering

External Awards & Recognition – Individual continued

sHero Global Hero Award



Corning’s Evelyn Su, international division vice president, received the Global sHero Award at the organization’s 2023 awards ceremony. She was recognized for having a global impact in her work, making unparalleled contributions, and bringing significant positive impact. The sHero Awards are a prestigious recognition of companies’ initiatives and actions to accelerate diversity, equity, and inclusion (DE&I) in the workplace, as well as outstanding individual leadership and achievements that drive DE&I.

Evelyn Su, international division vice president, Human Resources, International, Display, MCE, Asia, and Corning International

Professional of the Year Indigenous Excellence Award



Ashley Lomboy, global information security manager, Corning Optical Communications, was awarded the Professional of the Year Indigenous Excellence Award by the American Indian Science and Engineering Society (AISES). The award acknowledges an individual who has made a significant effort to create opportunities for Indigenous people and help Indigenous students and professionals succeed in their communities. Ashley is a member of the Waccamaw Siouan tribe in North Carolina.

Ashley Lomboy, global information security manager, Corning Optical Communications

Internal Awards & Recognition

Corning Black Employees Network Awards

The Corning Black Employees Network (CBEN) recognized several employees with CBEN Awards, including a new lifetime achievement recognition. The awards were presented at the employee resource group’s annual convention, which focused on resilience, relationships, and relevance in the workplace.

In recognition of mission-critical, legacy-enabling leadership and advocacy of CBEN and its constituents, Larry McRae received the CBEN Lifetime Achievement Award.

For demonstrating allyship and visionary support of the CBEN mission through tireless leadership and influential advocacy while upholding the Corning Values, Cassandra Taliaferro received the CBEN Champion Award.

For his passionate and consistent efforts to increase the morale and engagement of Black employees in their workplace and communities, Eric Biribuze received the CBEN Community Enrichment Award.

For her recognized track record of dedicated leadership in support of the recruitment and retention of Black employees, Felicia Murrill received the CBEN Pipelining and Recruiting Award.

For his consistent demonstration to the growth and development of others, William “Tres” Wooldridge received the CBEN People Development Award.



Larry McRae, vice chairman and corporate development officer (retired)



Cassandra Taliaferro, vice president and general manager, Corning Environmental Technologies



Eric Biribuze, global sales director, Automotive Glass Solutions



Felicia Murrill, Diversity, Equity & Inclusion program manager, Corning Optical Communications



William “Tres” Wooldridge, product line management senior director, Corning Optical Communications

Internal Awards & Recognition continued

Corning Optical Communications Diversity, Equity & Inclusion You Make a Difference Awards



Corning Optical Communications established the annual You Make a Difference Awards to recognize employees or teams who embrace and promote the advancement of diversity in the workplace and community, enabling truly inclusive environments in which we work and live.

The awards are presented in each of four regions: United States and Canada; Central and Latin America and Mexico; Europe, Middle East, and Africa; and Asia Pacific. Any Corning Optical Communications employee with at least two years of service anywhere around the world is eligible for these awards. The recipients of the 2023 awards are:

Asia Pacific



Cheng Chen, plant manager, Corning Optical Communications, Hainan, China

Central and Latin America and Mexico



Roxana Borquez Moreno, plant manager, Reynosa RCS

Europe, Middle East, and Africa



Aleksandra Stawińska, employer branding leader, EMEA

United States and Canada



Albert Suber, HR consultant, Hickory Manufacturing Technology Center and Trivium campus

Manufacturing Technology & Engineering Diversity Awards

The Manufacturing Technology & Engineering Diversity Awards recognize and reward those who mentor, value, support, and respect individuals for their diversity of thoughts, ideas, styles, and cultures, and those who actively foster diversity, equity, and inclusion in the way they work. Awards are given to both individual contributors and supervisors, managers, or directors.

James Fredell was the recipient of the 2023 Managerial Diversity Award for supervisors, managers, or directors.

Peixi “Bessie” Yu was the recipient of the 2023 Individual Diversity Award for individual contributors.



James Fredell, equipment engineering manager, Science & Technology Group (retired)



Bessie Yu, administrative assistant and office lead, Science & Technology Group

EDGE Excellence and Champion Awards

Given by EDGE (Ethnically Diverse Group of Employees), the Champion and Excellence Awards recognize employees and organizations that embrace Corning’s inclusive culture and advocate for ethnic diversity initiatives. Recipients contribute to the professional development of ethnically diverse employees and help resolve challenges encountered by those employees.

Jim West won the 2023 EDGE Excellence Award for leading by example and valuing cultural diversity, embracing Corning’s inclusive culture, and serving as a strong advocate for ethnic diversity initiatives.

Melissa Vernacotola won the 2023 EDGE Champion Award for contributing to the progression of our ethnically diverse workplace, creating an environment where cultural diversity contributes to Corning’s success, and encouraging the hiring and retention of ethnically diverse employees while empowering them to reach their full potential.



Jim West, principal development scientist and technology manager, Automotive Glass Solutions



Melissa Vernacotola, senior research manager, Glass Melting and Forming



Focus on People

Recruiting at Corning

Searching for the World's Best and Brightest

Corning's recruitment strategy focuses on searching for and attracting the world's best diverse talent to join our global workforce of innovators. We use a variety of methods to reach potential candidates to increase our opportunities for hiring individuals with the background and experience needed for every role. This approach puts people and their skills first, regardless of race, religion, gender, age, sexual preference, physical ability, or other dimension of diversity.

As we pursue this strategy, we look to hire people who have a passion for what they do and can contribute to our teams as they work to solve tough customer challenges. It is vital, too, that prospective Corning employees share our Values and have the necessary global mindset to be successful in our inclusive, collaborative culture.

We continue to partner with educational institutions, professional associations, and diverse organizations to attract and hire top talent for our workforce. Highlights from 2023 include:

Disability:IN Corporate Partnership

Corning continued the partnership with Disability:IN, started in 2022, to further integrate disability inclusion best practices into employee recruiting, enhance technology for existing and prospective employees, and strengthen supplier diversity.

Professional Organizations

We continued longstanding relationships with multiple professional organizations to support and promote the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. In 2023, we hired a mix of full-time and intern candidates from organizations including the National Society of Black Engineers (NSBE), the Society

of Hispanic Professionals in Engineering (SHPE), the Society of Women Engineers (SWE), and Women in Manufacturing (WIM).

In 2023, we attended more than 40 campus recruiting events across 29 universities. We are expanding relationships with two Master of Business Administration-specific organizations, The Consortium and the MBA Veterans Network®, and hosted the first intern hire from each.

Corning Scholars and Fellows Program

Now in its third year, our partnership with North Carolina Agricultural and Technical State University (N.C. A&T) provides opportunities for students in science, technology, engineering, and mathematics (STEM) and education. Seven students majoring in elementary education supported the N.C. A&T Freedom School summer program and continued their work as Servant Leader Interns during the academic year in the Aggie Academy Afterschool Freedom School. Both Freedom School programs are nationally recognized by the Children's Defense Fund as model programs.

HBCUs and HSIs

We continued our efforts at historically Black colleges and universities to pipeline early career talent and expanded our efforts to include Hispanic-serving institutions.

Veterans

Military veterans often have an intense work ethic and proven expertise in a variety of disciplines, making them a valuable source of highly qualified, diverse candidates for employment at Corning. Our [job search site](#) features a [U.S. Veterans page](#) communicating the value Corning places on recruiting and hiring veterans.

Corning continues to participate in veteran recruiting events for transitioning military personnel. We work with organizations including Veterans Bridge Home, Hiring Our Heroes, and Heroes MAKE America and are expanding targeted initiatives to increase our talent pool for junior military officer candidates.

Pipeline Programs

In 2023, we launched an early career engineering program – Corning Optical Rotational Engineering – to develop diverse pipelines for engineering leaders in manufacturing and technology. Thirteen individuals were hired as a result of the program.

Intern Diversity

In 2023, 63% of our interns identified themselves as belonging to a diverse background. Thirty-seven percent were women – an increase from previous years – and 40% represented ethnic or racial diversity.

We augment these efforts by making sure our openings are available in different venues, offering inclusive job descriptions that eliminate bias, partnering with our employee resource groups to leverage existing relationships, and ensuring diverse Corning representation during interviews.



HBCU relationships build diverse talent pipeline

For more than two decades, Corning has partnered with historically Black colleges and universities (HBCUs) to drive change in our communities and empower the next generation of innovators. These relationships are critical to our success in innovation and in cultivating a positive workplace culture.



A partnership with North Carolina Agricultural and Technical State University (N.C. A&T) – the largest HBCU in the United States – is designed chiefly to prepare students for careers in science, technology, engineering, and mathematics (STEM). It also supports education majors, with a focus on graduating more teachers from racial and ethnic minority backgrounds. That multiyear partnership kicked off in 2021.



Building on this commitment, Corning launched a finance internship program with Morgan State University in Baltimore, Maryland. The university is home to the National FinTech Center, a thought leader among HBCUs in the use of new finance technologies to support or enable banking and financial services.

Corning leaders including Larry McRae, vice chairman and corporate development officer (retired), and Ed Schlesinger, executive vice president and chief financial officer, held conversations with Morgan State students,

educators, and administrators to discuss the two organizations' ongoing relationship and future trends in finance.

“When we think about the skills we’ll need to help propel Corning into the future, we see great alignment with the finance, accounting, and data analytics programs at Morgan State,” says Ed Schlesinger, Corning executive vice president and chief financial officer. “Our partnership with the university is also helping attract more diverse candidates, which is a priority for the company.”

A variety of other activities support HBCUs including City College of New York, Florida A&M University, Howard University, Jackson State University, Morehouse College, and Spelman College.

These relationships have proven to be a win-win for the HBCUs and Corning, helping Corning attract the diverse talent needed to carry it into the future.



CORNING

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