At PPG, safety is our most important core value. All images and videos within this report have been obtained prior to the COVID-19 pandemic or while adhering to our safety phases and protocols for the location at the time the image/video was taken.
To our stakeholders:

I started my PPG career 40 years ago as an engineer at our Lake Charles, Louisiana, plant. Throughout my career with PPG, I have seen our company and its culture evolve and become even more reflective of the people we employ and the customers and communities that we serve. I also have seen firsthand how diverse teams are good for our workforce and our business – they are more creative and innovate faster than non-diverse teams.

Simply put, diverse teams perform better.

I am proud to introduce our inaugural Diversity, Equity and Inclusion (DE&I) report. While this is our first diversity-focused report, DE&I is not new at PPG.

As you read the report, I would like to highlight a few details about our recent accomplishments related to DE&I:

- We have built a team of DE&I professionals to be the social architects of our DE&I vision and strategy.
- We started biannual DE&I scorecard discussions with strategic business units and functions to drive transparency and accountability.
- We have more than 20 DE&I ambassadors composed of senior leaders across all businesses and functions. These ambassadors will help us cascade our strategy throughout the company.
- We expanded and enhanced benefits in the U.S. to better meet the diverse needs of our employees.
- We have eight global employee resources networks (ERNs) that are available to all employees. These networks help members take a walk in someone else’s shoes, understand different perspectives and drive business value together as One PPG.
- Over the last two years, we have completed acquisitions of Tikkurila, Ennis-Flint, VersaFlex, Wörwag and Cetelon. These companies not only strengthened our global coatings portfolio, they also brought many new employees to us with fresh ideas, different backgrounds and new perspectives.

We have three aspirational, employee-focused goals, all of which we aim to achieve by 2025.

The first is to have 34% to 36% of our non-frontline employee population be represented by women. At the end of 2021, 29.6% of this population was composed of women.

Our second goal is to increase the headcount of Black, Latinx and Asian employees by 45% to 55% across our non-frontline, U.S.-based employee population (using January 1, 2021, as our baseline).

At the end of 2021, we increased our non-frontline headcount of Black employees by 12.8%, Latinx employees by 9.0% and Asian employees by 8.4%.

Our third goal is to achieve total workforce global ERN and DE&I capability-building participation of 50% by 2025. As of December 2021, we had achieved 32.6% of this goal.

While I am proud of what we have achieved, we know that there is more work to do and additional areas of opportunity to focus on. We felt it was critical to share our holistic DE&I story with you through this report and to highlight our actions to make further progress.

As Dr. Bernice King, daughter of Dr. Martin Luther King Jr., said to our employees during a company webcast, progress “starts with me.”

This serves as a great reminder that long-lasting change begins when we individually take accountability for our actions and commit to doing better.

As you review our DE&I report, I encourage you to read and listen to the wide range of employee perspectives and to learn how our people are changing lives within and outside of PPG. I also hope you take note of the various ways that our DE&I efforts are coming to life across our business, with our customers and in the communities that we serve.

As we progress, we will look for opportunities to engage in additional meaningful conversations not only with our employees, but also with our customers and stakeholders. We look forward to sharing more employee testimonials, data and impact in future reports.

Michael H. McGarry
Chairman and Chief Executive Officer
We’re proud to present our first PPG Diversity, Equity and Inclusion (DE&I) Report. This is a major milestone in our decades-long journey to cultivate a sense of belonging for all of our employees and to harness the power of diversity to ignite innovation and performance. It underscores our strong commitment to transparency regarding our actions and progress.

While we have achieved much, we recognize that more progress is needed. Our purpose to “protect and beautify the world,” our values and our desire to do better today than yesterday – every day – remain our driving forces for change.

Anne Foulkes  
PPG Senior Vice President and General Counsel  
Executive Sponsor, PPG Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Employee Resource Network  

“I feel passionately that if we leave out diverse voices, we are not as good a company from any perspective. These are voices that should be heard, need to be heard, must be heard. As a nearly 140-year-old company, we are on a cultural journey that requires different voices and perspectives to deliver the best results and create an environment of inclusiveness and engagement. We have made great strides in our DE&I journey, especially over the past several years. I’m proud to be a part of this company and incredibly excited to be involved with the DE&I efforts that will make PPG an employer of choice for the next generation and generations to come.”

Marvin Mendoza  
PPG Global Head, Diversity, Equity and Inclusion  

“I’m thrilled to share PPG’s first-ever DE&I report with you. In this report, you’ll learn where we’ve been, where we are and where we’re going. We’ll share this story with you through our data, our actions and some powerful testimonials. You’ll understand how our people are the foundation of this great company and how our DE&I journey benefits not just PPG but also our customers, communities and external stakeholders.

We share this report with you in the spirit of transparency and humility. We have great accomplishments to celebrate, but we aim to do even better with a commitment to action and accountability.

Our DE&I journey is an evolving one, and I look forward to sharing updates with you as we progress.”

Hear directly from Marvin Mendoza
Our DE&I Timeline

This timeline is a snapshot of some of our organizational and employee DE&I accomplishments. We hope these milestones will inspire and motivate others to act and do even more.

- **1991**: We establish the Employee Centered Workplace Council to study and survey how to implement and boost more inclusive policies across the organization.
- **1995**: Our CEO establishes the Corporate Diversity Council to drive senior leadership of existing programs and define success metrics and actions to improve our culture and diverse employee representation. Different versions of this council continue for nearly 25 years until we hire a DE&I global leader and form a new organization.
- **2001**: We appoint our first global head of Diversity, Equity and Inclusion.
- **2005**: We expand and enhance the WLN, LGBTQ+ Network and YPN and add the Abilities First Network, Asian Employee Network, Black Employee Network, Latinx Employee Network and Veterans Employee Resource Network.
- **2008**: We launch the Young Professional Network (YPN) to help advance the personal and professional development of PPG’s youngest professionals.
- **2009**: We launch our 10-year, $10 million COLORFUL COMMUNITIES® initiative to bring bright color and energy to the communities where we operate around the world.
- **2009**: The Lesbian, Gay, Bisexual, Transgender Council (now known as the LGBTQ+ Employee Network) launches in the U.S.
- **2015**: The European Diversity Council launches.
- **2017**: Our chairman and CEO signs the CEO Action for Diversity & Inclusion™ pledge, which is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.
- **2020**: We announce our global DE&I vision and strategy to all employees and launch a DE&I scorecard to hold our strategic business unit and function leaders accountable for action and results.
- **2021**: We appoint our first global head of Diversity, Equity and Inclusion.

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References:
- [PPG Diversity, Equity & Inclusion Report 2021](#)

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The Impact of the Last Two Years

A global pandemic and the deaths of George Floyd and other historically underrepresented people in the U.S. were both inflection and reflection points on our DE&I journey. These events, along with the recent Great Resignation, have shone a brighter light on economic and social inequalities around the world. As a company and as individuals, we realized that we need to listen and learn from underrepresented employees— and then act in a more purposeful way.

We have a duty and golden opportunity to improve the future of work and support historically excluded perspectives. Not only is this the right thing to do for our people and society, it is also the smart thing to do for our business, because diverse teams perform better. At PPG, we are bona fide believers that in order to say the right things, we first need to do the right things.

We live our purpose “to protect and beautify the world” every day, and our DE&I commitments are an important part of who we are and where we are going. Our vision and strategy involve holding ourselves accountable to the commitments shared in this report— and we are proud to track and share our progress as a company.

Our Vision & Strategy

Malesia Dunn
(she/her/hers)
Executive Director, PPG Foundation and Corporate Global Social Responsibility

“One of PPG’s key areas of focus is science, technology, engineering and mathematics (STEM) education. There is a lack of representation across STEM careers, and we want to do our part to help fill the pipeline with underrepresented students.

As an African American woman, I know firsthand how challenging it can be to have access to STEM educational opportunities, and I want to do my part to help underrepresented students everywhere be successful.”

Hear directly from Malesia Dunn
The PPG Way

Each day, our words and actions are guided by The PPG Way. These six tenets embody a culture of ownership, empowerment and inclusiveness, enabling our employees across the world to bring their whole selves to work and deliver world-class performance.

- **We partner with customers to create mutual value.** We are insightful, dedicated and proactive. We have intimate knowledge of the market and our customers. We focus on practical solutions that make a difference.

- **We are “One PPG” to the world.** We are better and stronger together. We leverage our scale to reach new markets and introduce innovative technologies as we differentiate and disrupt our markets.

- **We trust our people every day, in every way.** We enable and empower our people to make the right decisions. We are inclusive, transparent and respectful. Our feedback is clear and actionable.

- **We make it happen.** We have a passion for winning. We achieve. We deliver with discipline and integrity. We bring our best energy to our work. We decide and act intelligently and quickly.

- **We run it like we own it.** We respect one another by being responsible and accountable. We always act in the best interest of our company, customers, shareholders and our communities.

- **We do better today than yesterday – every day.** We continuously learn. We develop our people to grow our businesses.

Our DE&I Motto

We are on this DE&I journey together, guided by our DE&I vision statement and inspired by our motto:

**You + Me = One PPG**

As Dr. Bernice King, daughter of Dr. Martin Luther King Jr., so eloquently and succinctly conveyed to our employees during a company webcast, progress “starts with me.”

Our DE&I Vision Statement

At PPG, we aim to champion all employees, empowering them to show up as their authentic selves, and allowing everyone to reach their full potential. We know that diverse teams perform better – period. Providing equitable experiences for all our people results in better engagement, increased business performance and more opportunities for all. We will continue to elevate and celebrate underrepresented communities while combating intolerance in all forms, both inside and outside of our workplaces. We do so with a spirit of humility, authenticity and vulnerability. We may not always get it right, but we aim to do better today than yesterday – every day.

Our Holistic Approach

Serving as both a roadmap and means to measure our performance, our DE&I commitments and strategy are inclusive across our colleagues, customers and suppliers, and communities.
Our DE&I Commitments

We believe that what gets measured gets done. We approach DE&I as we do any other business opportunity – with aspirational goals, a strategy, a scorecard and accountability.

We hold biannual DE&I scorecard discussions with each of our strategic business units and functions to identify trends and develop solutions to address any gaps. Our business leaders are held accountable to initiating real, demonstrated progress, and their results are a consideration in their year-end performance evaluations.

Colleagues

Achieve 34% to 36% representation of non-frontline global female professionals by 2025. Achieved 29.6% as of December 31, 2021.

Increase the headcount of Black, Latinx and Asian employees by 45% to 55% across our non-frontline, U.S.-based employee population (using January 1, 2021, as our baseline). At the end of 2021, we increased our non-frontline headcount of Black employees by 12.8%, Latinx employees by 9.0% and Asian employees by 8.4%.

 Achieve total global employee resource network and DE&I capability-building participation of 50% by 2025. As of December 2021, we had achieved 32.6% of this goal.

Customers and Suppliers

- Amplify the diversity of our workforce to be representative of the global customers we serve every day.
- Engage with our customers and suppliers in DE&I dialogues to learn from one another and advance our collective efforts to benefit our stakeholders.
- Through our Supplier Diversity Program in the United States and Canada, actively identify and include qualified diverse suppliers in our purchasing process for products and services that meet our requirements.

Communities

- We are investing $20 million by 2025 to address systemic racism and advance racial equity in the U.S. by funding educational pathways for Black communities and people of color, with a goal of helping to address the race and gender gaps in science, technology, engineering and mathematics (STEM) education and career paths.
- We respect the dignity and human rights of all people and hold our contractors, suppliers and other business partners to the same commitment.
- We will continue to hold Colorful Communities projects in areas across our global footprint.
- As legislation is introduced at the local, state, federal and international levels of government, we will work to determine if the proposed policies align with our position on DE&I.
Our DE&I Strategy

We know that it will take intentional, relentless action and focus to achieve our aspirational commitments. We leveraged a data-driven approach to develop our strategy, delving into company data to better understand demographic and cultural gaps and opportunities across our workforce. We also benchmarked against best-in-class processes, programs and partnerships to help accelerate our impact. We aim to enhance the elements of our strategy as we advance in our journey.

Colleagues
- Continue updating our DE&I scorecard and embed accountability mechanisms to drive results.
- Enhance our recruiting processes with a DE&I lens, including scaling our diverse-slates process globally for non-frontline roles.
- Foster partnerships with external organizations that will diversify our talent pool.
- Nurture a DE&I ambassador group composed of senior leaders who serve as change agents for our strategic business units and functions.
- Build and execute a strategy to grow DE&I capabilities for all employees globally.
- Grow and elevate our employee resource networks (ERNs) to support career development and provide business value.
- Build and launch site-activation kits to allow our frontline employees to participate in global ERN events.
- Develop and deploy a mentoring program specifically for our ERN members.
- Scale a sponsorship program for women, Black, Latinx and Asian non-frontline top talent to build a more diverse leadership pipeline.
- Engage in regular global employee self-identification campaigns to validate employee representation data, identify gaps and inform future tactics.
- Develop and share DE&I data and an impact summary internally and externally on an annual basis.

Customers and Suppliers
- Further embed DE&I into our environmental, social and governance and stakeholder engagement strategies.
- Share and collaborate with our suppliers and customers regarding our respective DE&I journeys.
- Review and enhance our Supplier Diversity Program on a regular basis.

Communities
- Execute a community engagement strategy to create pathways and impacts that address systemic racism and advance social justice. Learn more about how we support our communities and neighbors.
- Continue our global Colorful Communities program to unite the power of our paint products and our employee volunteers to brighten neighborhoods and transform the way people think and feel about their surroundings and experiences. See more on how we transform diverse communities around the world.

Our Vision & Strategy
Our Most Recent Progress

While the following list is not comprehensive of every pivotal achievement in 2020 and 2021, we hope it inspires our stakeholders.

Colleagues
• Appointed a dedicated DE&I leader. In November 2020, we appointed Marvin Mendoza as our first global head of Diversity, Equity & Inclusion. We recognize that one person alone or human resources acting independently cannot evolve our culture and drive progress across tens of thousands of employees. This is a team effort. Our DE&I efforts are championed by Michael McGarry, PPG chairman and chief executive officer, and our efforts have full and complete support from our Operating Committee.

• Conducted a meeting with a seasoned DE&I consultant following George Floyd's murder to help members of our Operating Committee learn how to better engage and support underrepresented colleagues.

• Developed and launched an aspirational DE&I vision and strategy. By mid-2021, our DE&I vision, strategy and scorecard were shared with our Executive Committee, Operating Committee, Board of Directors and employees.

• Started biannual DE&I scorecard discussions with strategic business units and functions to drive transparency and accountability.

• Grew our employee resource networks. We enhanced and further empowered three existing ERNs and launched five additional networks for expanded representation in 2021. By the end of the year, our eight ERNs had grown to more than 7,000 members and expanded to more than 60 countries. More than 11,000 employees (approximately 23% of our employees) participated in 2021 ERN virtual events, and 18% of ERN members belonged to more than one ERN.

• Launched an internal DE&I ambassador group composed of leaders who are members of our strategic business unit and function global leadership teams. These global ambassadors serve as change agents across the company, helping embed a sense of belonging for all.

• Achieved meaningful improvement in inclusion in our 2021 Employee Voice Survey. Specifically, employees indicated substantial improvement in our commitment to building the strengths of each employee and being treated with respect.

• Conducted our first ESG survey in 2021, with our employees indicating PPG excels in DE&I.

• Accelerated our diverse recruitment. We launched a pilot program in the U.S. that allows us to use labor market data to build data-driven diverse candidate slates. We are also exploring additional ways that we can increase our diverse recruitment by casting a wider net and engaging with diverse colleges, universities and diversity-focused organizations.

• Extended our unconscious-bias training efforts. We are expanding and promoting our global unconscious-bias training course across the organization, with a primary focus on people managers. In recent years, we have trained more than 4,600 people managers and employees.

Our Vision & Strategy
Continued listening to underrepresented employees. PPG leaders from all strategic business units and functions are continuing to listen to employees from across the globe and at all levels. We have connected with thousands of employees in these meetings and in group forums to hear their stories to learn and understand the opportunities ahead of us.

Partnered with diversity-focused organizations, including the National Association of Asian American Professionals and the National Society of Black Engineers to increase the diversity of our talent pool, provide opportunities for career development and leverage leading practices to enhance a sense of belonging across the enterprise.

Recognized Martin Luther King Jr. Day as an official company holiday in the U.S.

Began offering female-fit uniforms globally to help boost performance and bridge an equity gap, with the U.S. and Canada region kicking off the initiative in November 2021.

Launched Project Pronoun, which is a U.S. initiative that encourages employees to include their pronouns in emails, presentations and other communication avenues.

Improved infertility health benefits by removing the diagnosis of infertility as a requirement and increasing the lifetime maximum.

Expanded gender-affirmation health benefit coverage to include expenses that were not covered previously.

Added hearing-aid coverage to our health benefit package.

Customers and Suppliers

- Delivered multiple DE&I-related projects for customers, such as rainbow crosswalks in cities to celebrate Pride Month and large murals of leaders in the social justice movement on exterior building facades.
- Evaluated our paint color names to make them more inclusive and reflective of our values. Our Architectural Coatings global color team renamed 41 PPG VOICE OF COLOUR™ and 36 DULUX™ paint and stain colors.
- Completed key acquisitions of Cetelon, Ennis-Flint, Tikkurila, VersaFlex and Wörwag. This infusion of new employees brought fresh ideas, perspectives and insights that are not only delivering results to customers and stakeholders but also helping advance our DE&I efforts.
- Our Black Employee Network hosted a virtual webcast on why diverse teams perform better and invited two PPG customers to serve as panelists during the impactful discussion.

Communities

- Invested $13.3 million in our communities globally in 2021.
- Doubled our standard employee donation match program during June 2020 to support social justice organizations that have a mission focused on racial equalities and anti-racism.
- Through the work of our employee volunteers, revitalized the Guardian Angel Autism Rehabilitation Center in Tianjin, China, which cares for children with autism.
- The PPG Foundation and Neighborhood Academy in Pittsburgh, Pennsylvania, teamed up for Female Focus, a 14-week program designed to inspire high school girls to engage in hands-on STEM activities and career exploration.

Our Vision & Strategy

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Recognition

We are proud of the recognition our DE&I efforts have received over the years. Below are just a few recognition highlights, with many being bestowed over multiple and consecutive years.

- Human Rights Campaign Foundation: 100% rating on Corporate Equality Index
- Fortune: World’s Most Admired Companies
- Forbes: America’s Best Employers
- Forbes: Best Places to Work for Women
- Forbes: Best Employers for Women
- Forbes Central America: Most Admired Companies in the Region for Central America and the Dominican Republic
- JUST Capital: America’s Most Just Companies
- National Association for the Advancement of Colored People (NAACP): Equity, Inclusion and Empowerment Index
- Newsweek: Most Responsible Companies
- Workplace Gender Equality Agency: Employer of Choice for Gender Equality in Australia

Camila Gazotto
(she/her/hers)
PPG Senior Communications Associate

“For me, there is nothing more motivating and rewarding than knowing that your work has a positive impact in other people’s lives. Being part of PPG’s employee resource networks, either as a member, a pillar leader or an ally, awakens the feeling of fulfillment and pride. This is because we contribute directly to building a more diverse, inclusive and egalitarian work environment and society while at the same time having the opportunity to learn from our amazing colleagues.

My biggest learnings from this experience? How to be more empathetic, respectful and kind to one another.”

Robin Quinn
(she/her/they/them)
PPG National Sales Manager, Renovation/Remodel, Architectural Coatings

“What impacts me the most as we close out the first official year of the LGBTQ+ ERN is the sense of belonging we have created. Our topics have brought coworkers closer together by learning that our stories impact those around us, even in the workplace. We added PPG recognition for awareness around Transgender Awareness and International Pronoun days. We have helped parents find support for themselves and their transgender children. Additionally, the LGBTQ+ ERN has worked diligently to add pronouns to the U.S. corporate signature tag so all employees feel their gender is appropriately referenced.”
Our nearly 50,000 employees are trailblazers, makers and movers. Every day, we work in plants, labs, stores and offices. We represent wide-ranging nationalities, cultures, sexual orientations, languages, religions, ethnicities, and professional and educational experiences.

As a company and society, our differences make us stronger. Our goal every day is to operate as One PPG.

We believe in active listening, reaching out to our employees at all levels from across the globe. From employee listening sessions to group forums to one-on-one meetings, we remain committed to hearing and sharing the unique stories of our employees in order to learn. We act on the feedback we hear directly from our employees, and we will use it to update our vision and strategy on a rolling basis.

The stories below provide a glimpse into who we are and what makes us #PPGProud. We bring different strengths, yet our collective goal is to include all voices.

We regularly highlight the unique stories of our employees both internally and externally. For additional stories, please visit our PPG People blog.

Emmanuelle Guerin
(she/her/hers)
PPG Vice President, Automotive Coatings, Global Auto Parts

“Diverse teams outperform non-diverse teams. The reason for that is the diversity of perspective, whether it's in training, nationality, cultural background, religious beliefs and more. Anything you can name in terms of different perspectives is advantageous.”

Hear directly from Emmanuelle Guerin
Including All Employees

Our employees across the globe communicate in dozens of languages, but not every language includes the spoken word. At our aerospace manufacturing facility in Huntsville, Alabama, Randy Smallwood, a computer numerical control machinist, communicates with coworkers through signs, gestures and written notes. Smallwood has been deaf since losing his hearing at a young age.

“We write notes and use body language with gestures, and some of my coworkers have learned basic signs that help during the day,” Smallwood explained in writing. “We also bring in American Sign Language interpreters for meetings so that I can participate. It’s a really supportive work environment.”

Randy Smallwood
(he/him/his)
PPG Computer Numerical Control Machinist

Commitment Made Visible

When Eva-Gabriela Nagel, senior legal counsel, EMEA, joined PPG, she was pregnant with her son.

“I greatly appreciated that, even during the hiring process, PPG demonstrated its true commitment to DE&I,” said Nagel. “I truly believe that the diversity of our people is one of our success factors. Every day, every one of us has the chance to look at things from a new angle and dare to do things differently.”

Eva-Gabriela Nagel
(she/her/hers)
PPG Senior Legal Counsel, EMEA

Leaving the Comfort Zone

As a student at a primarily white institution, Jamella Garfield, PPG process engineer in Greensboro, North Carolina, noticed that she was the only person in most of her classes that looked like her. This made her want to pursue engineering even more because she realized that women of color were underrepresented in STEM.

“Stepping outside my comfort zone and embracing the feeling of discomfort have helped me grow as a leader,” said Garfield. “At PPG, I have had the opportunity to consistently put myself in uncomfortable situations and complete projects that I never would have imagined I’d get the opportunity to work on.”

Jamella Garfield
(she/her/hers)
PPG Process Engineer
Diversity is in Store

In the more than four decades that Ken Murphy has worked at a PPG PAINTS™ store, he has witnessed the power of having employees who mirror the diversity of the customers they serve.

“Many of our customers in the Bay Area are Hispanic and Asian, and they appreciate working with one of our employees who has the same ethnic heritage and simply looks like them,” said Ken, who is manager of our flagship store in San Francisco, California. “By listening to my employees, I’ve learned so much about the different cultures and backgrounds of our customers and how their experiences impact their paint needs. PPG’s commitment to building a diverse and inclusive workforce energizes and engages not only me but also my team.”

Colorful STEM Proponent

A PPG color technologist and stylist at our Valladolid site in Spain, Inma González Burguillo is a strong advocate for women in STEM roles. She presented at STEM Talent Girl 2020/2021, and she is a member of our Young Professional Network to help empower and inspire our young talent and connect them with other colleagues.

“This is one of the ways I can help my colleagues enhance their personal and professional growth and find their own way in the exciting world of STEM that I love so much,” she said.

Inma González Burguillo
(she/her/hers)
PPG Color Technologist and Stylist

Ken Murphy
(he/him/his)
PPG Store Manager

PPG Store Manager

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Inma González Burguillo
(she/her/hers)
PPG Color Technologist and Stylist

One PPG
Dr. Bernice King, daughter of Dr. Martin Luther King Jr., is a global thought leader, strategist, orator, peace advocate and CEO of the Martin Luther King Jr. Center for Nonviolent Social Change (The King Center), which was founded by her mother, Coretta Scott King. Dr. King continues to advance her parents’ legacy of Kingian Nonviolence, which she re-branded Nonviolence365™.

Recently, leaders from PPG’s Black Employee Network hosted Dr. King on a global employee webcast. Dr. King spoke about her life’s work and her father’s legacy with Michael McGarry, PPG chairman and chief executive officer, Tim Knavish, PPG chief operating officer, and Edith Hayes, PPG plant manager, Mojave, Aerospace.

“The work of diversity equity, and inclusion is important, because equity is the one place where we’re falling short,” King said.

“Equity doesn’t mean sameness. It means that the resources that are needed so people are on an ‘equal playing field’ is what’s critical. The best way to create an equitable workforce is through the listening and through the input. It’s a lot of work to do, and the change is really going to happen, first and foremost, from the top.”

Added McGarry, “Dr. King, I’m going to use your words here. ‘Be the change.’ The change starts with me, and the change starts with 50,000 employees. We have an opportunity to improve in this area of diversity, equity and inclusion, and it starts with all of us as individuals.”
Global Employee Resource Networks (ERNs)

Our eight global ERNs are a cornerstone of our DE&I strategy. They provide employees of diverse backgrounds with a greater voice and more pathways for connection and understanding. Just as importantly, they provide an opportunity for all of our employees to step up as allies, gain cultural dexterity, and build and strengthen relationships. Our ERNs also aim to harness our employees' creativity and innovation to drive business value. This makes DE&I a more integral part of how we do business at PPG.

Membership and participation in the ERNs are open to all employees in all countries and at all levels. Members are offered opportunities to participate in ERN events or lead efforts to drive career advancement, foster empathy through personal story telling, organize volunteer events in their local communities or offer solutions on PPG's business challenges.

More than 50 ERN members who went above and beyond to lead and organize ERN events and efforts received an inaugural You + Me = One PPG Award at the end of 2021. ERN sponsors and co-chairs nominated the recipients, with the awards presented by Michael McGarry, PPG chairman and chief executive officer, and Kevin Walling, PPG chief human resources officer.
Abilities First Network (AFN)

Chris Denton
(he/his/him)
PPG Sales Director, Beverage, EMEA
Pillar Lead, PPG Abilities First Network

“Everyone has the right to reach their full potential. Those of us who have fewer challenges should be responsible for holding the door open for others.”

Hear directly from Chris Denton

Purpose
Provide individuals with special abilities opportunities to fully utilize their self-determination by providing an inclusive environment, experience and educational platform, enabling all to meet their unique and full potential.

Project and Impact Spotlight
- AFN volunteers transformed blank walls into colorful murals at the Western Pennsylvania School for Blind Children as part of a Colorful Communities project. The team used bright, vibrant colors to ensure students with functional vision could engage with the artwork.
- An AFN-sponsored webcast for Mental Health Awareness Month featured a psychiatrist and employee panel discussing stress, anxiety and other mental health conditions.
- In collaboration with Visit.org, AFN held two virtual sessions with the non-profit JEL Alapítvány for PPG employees to actively learn and practice sign language. The class covered how sign language is structured and how Deaf people think, with the goal of sensitizing the PPG team to deaf experiences. The sessions led to an AFN donation to support the non-profit, furthering our social impact support.

Partnership
- Disability:IN: As the leading nonprofit resource for business disability inclusion worldwide, Disability:IN is collaborating with PPG to promote the full inclusion of people with disabilities, inspire accessible innovation for all and foster cultures of inclusion.
Employee Resource Networks

Asian Employee Network (AEN)

Champion Guo
(he/him/his)
PPG People Operations Leader, China
Pillar Lead, PPG Asian Employee Network

“Employee resource networks not only inspire, empower and connect leaders, but they also provide a well-coordinated voice of the organization. Collaborated groups, like the Asian ERN, drive engagement. It’s well-proven that highly engaged teams are more successful.”

Hear directly from Champion Guo

Purpose
Connect Asian employees across the globe, inspire Asian and Asian-descent employees to share their unique heritages, educate non-Asian employees, help employees grow and give back to those in need.

Project and Impact Spotlight
- Employees of Asian descent courageously shared their experiences with racism before and during the COVID-19 pandemic in an AEN webcast that was attended by more than 800 employees across the globe. Participant feedback indicated that this conversation was the most impactful and transparent toward Asian American and Pacific Islander topics in PPG’s history.
- AEN hosted “The Contested Heritage: Chinese Culture in a Global Context” seminar, which is the first in a series to promote awareness of Asian culture. More than 5,700 employees participated to learn the differences in Chinese culture in areas related to cognition, communication and cultural representation.
- More than 100 employees from 24 countries entered 165 photographs in AEN’s inaugural One PPG Global Moon Photo Contest, which celebrated the Mid-Autumn Festival tradition in many Asian countries.

Partnership
- National Association of Asian American Professionals (NAAAP): Through a $10,000 sponsorship by AEN, NAAAP is helping PPG connect with, recruit and develop Asian professionals.
Black Employee Network (BEN)

Edith Hayes
(she/her/hers)
PPG Plant Manager, Aerospace
Chair and Cultural Awareness Pillar Lead,
PPG Black Employee Network West U.S. Chapter

“I grew up during a time when desegregation of schools was occurring. My first year, I went to a segregated school. My second year, when I went to an integrated school, I just remember my mom saying, ‘Blend in. Don’t stand out. Don’t make a noise. Just sit down and be quiet and try to be like everyone else.’ The reason I joined the Black Employee Network was to be true to myself and to live a courageous life.

This is huge for me, because it’s an opportunity to be proud of my heritage and my culture, and even more proud that I work for a global organization that appreciates diversity.”

Hear directly from Edith Hayes

Purpose
Enhance the personal and professional development of Black employees, represent PPG through community outreach and serve as a key resource in driving business growth for the company.

Project and Impact Spotlight
• Dr. Bernice A. King, daughter of Dr. Martin Luther King Jr. and CEO of the Martin Luther King, Jr. Center for Nonviolent Social Change (The King Center), shared her experiences and participated in a question-and-answer session with participants of a BEN-sponsored global fireside webcast.
• Steve Davis, PPG board member and former chairman and chief executive officer of Bob Evans Farms, Inc., provided more than 700 employees with a roadmap on ways to achieve a high-performing, diverse, equitable and inclusive corporate culture during BEN’s “Leadership and Diversity in the Workplace” event.
• Throughout Black History Month, BEN celebrated PPG’s “Hidden Figures” – Black STEM employees who work tirelessly to innovate and advance our business around the world.

Partnerships
• National Society of Black Engineers (NSBE): This partnership supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology.

Members in the News
• Companies Try a New Approach to Diversity, Equity and Inclusion: Honest Conversations: Following the killing of George Floyd, Jamie Irick, PPG vice president, architectural coatings, U.S. and Canada, and Traffic Solutions, wrote a powerful letter about racism to the 6,000 employees on his team. It ignited honest conversations throughout PPG.
• PPG commits $20 million to diversity and inclusion efforts over next 5 years: In this article, Malesia Dunn, executive director, PPG Foundation and corporate global social responsibility, highlights PPG’s $20 million commitment over five years to address systemic racism and boost STEM and other educational opportunities for underrepresented people.
Latinx Employee Network (LEN)

The term “Latinx” is a fairly new, gender-neutral option used when describing a person of Latin American ancestry. This term was created by American-born individuals who wanted a word that describes their heritage and is inclusive of people who identify as non-binary. Other commonly used terms include Hispanic, Latino/a and Chicano/a. We believe that choosing a title that aligns with an individual’s identity is for everyone to decide on their own.

Melina Camargo  
(she/her/hers)  
PPG Compliance Manager, Latin America South  
Community Engagement Pillar Lead,  
PPG Latinx Employee Network  

“Inclusion means, to me, respect and valuing the individual and unique characteristics – which means the opportunity to really belong. I like the phrase of Vernā Myers, where she says that ‘Diversity is being invited to the party, while inclusion is being asked to dance.’”

Purpose
Create an environment that celebrates and embraces the diversity of the Latinx community, generate additional career development opportunities for members and empower members to leverage and demonstrate their insights and passions.

Project and Impact Spotlight
• Throughout Hispanic/Latinx Heritage Month, four LEN members explored the viewpoints and strengths of the diverse Latinx community through a series of internal articles. LEN also celebrated the month with its Around the World webcast, where members from various countries demonstrated how they pay tribute to this unique month through cooking, dancing and other activities.
• Several LEN members volunteered at the Latino Community Center’s annual Back-to-School Bash, helping empower and uplift Latinx families throughout the Pittsburgh region. The PPG Foundation also provided a grant to expand and enhance the organization’s youth educational programming.
• LEN hosted two virtual Coffee Talks for its members around the world to get to know each other, share personal and professional experiences as Latinx people or allies, exchange career learnings and advice, and have fun. The talks were offered in Spanish, English and Portuguese so the participants could talk freely in their native language.

Partnership
• Hispanic Alliance for Career Enhancement (HACE): HACE is dedicated to the employment, development and advancement of current and aspiring Latino professionals.

Hear directly from Melina Camargo
Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Employee Network

**Purpose**

Assists in creating a corporate environment that recognizes and supports LGBTQ+ employees, assists in PPG’s efforts to promote diversity and inclusion, and helps identify best practices in a variety of areas affecting LGBTQ+ team members.

**Project and Impact Spotlight**

- The ERN helped create a common language and understanding around the LGBTQ+ community through three global events during Pride Month and Transgender Awareness Week – the ABCs of LGBTQ+, Allyship and Advocacy, and Transgender Awareness. Events like these have been instrumental in opening dialogue and conversations around key challenges and issues our LGBTQ+ employees and their families face.
- LGBTQ+ ERN partnered with and donated to the Tegan and Sara Foundation, which is dedicated to improving the lives of LGBTQ+ women and girls.
- To help embed pronouns in emails and other forms of communications, LGBTQ+ ERN drove PPG’s Project Pronoun initiative in the U.S. to raise awareness on the power of pronouns and the importance of gender identity through an e-mail signature template.

**Partnerships**

- **ART FOR CHANGE**: One of the largest art auctions in Pittsburgh, ART FOR CHANGE features works of art donated by local and national artists. Every dollar raised at ART FOR CHANGE supports Persad Center’s services for the LGBTQ+ and HIV/AIDS-affected communities.
- **Out Leadership**: With more than 70 of the world’s leading companies across 13 industries as members, Out Leadership has been instrumental in making LGBTQ+ equality a priority in global C-suites.
- **Human Rights Campaign Foundation’s Corporate Equality Index**: The index is the U.S. benchmarking tool on corporate policies, practices and benefits pertinent to LGBTQ employees.

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**Greg Hall**  
(he/him/his)  
PPG Project Manager  
Architectural Coatings, U.S. and Canada  
Co-chair, PPG LGBTQ+ Employee Network

“Global ERNs are one of the best tools that we have at our disposal for aligning employees and energizing and engaging them.  
And most importantly, they make sure that everyone feels like they have a voice.”

Hear directly from Greg Hall
Veterans Employee Resource Network (VERN)

Sean Purdy
(he/him/his)
PPG Business Manager, Aerospace
Sponsor, PPG Veterans Employee Resource Network

“The reason why I joined the global veterans ERN is that I am a veteran. After high school, I enlisted in the Navy. The veterans ERN was really an opportunity for me to be a part of something new, and an opportunity to recognize and help our veterans around the world.”

Hear directly from Sean Purdy

Purpose
Provide PPG veterans with support and networking opportunities, such as mentoring, community outreach, career development and cultural awareness activities, and empower members to demonstrate their insights and passions.

Project and Impact Spotlight
- To educate employees about post-traumatic stress disorder (PTSD) on PTSD Awareness Day, VERN and the Abilities First Network sponsored a video featuring employees who shared their personal experiences with PTSD.
- In recognition of National Hire a Veteran Day, the VERN co-chair and executive sponsor headlined a discussion on our various initiatives that support hiring and retaining veterans and military spouses within the company.
- VERN-organized events marking Veterans Day included a demonstration of a colors ceremony by a high school Reserve Officers Training Corps in Cranberry Township, Pennsylvania; a Colorful Communities project at the Veterans Place in Pittsburgh; and a webcast featuring Colonel Gregory D. Gadson, who discussed how the lessons he learned while serving in all major conflicts of the past two decades have helped him remain positive and focused on the future. PPG products on Colonel Gadson’s military vehicle helped save his life from an IED explosion.

Partnership
- **SkillBridge**: Through this partnership, we provide real-world job experiences to members of the military to help them gain valuable civilian work experience through specific industry training, apprenticeships or internships during their last 180 days of military service.
Women’s Leadership Network (WLN)

Launched in 2001 as the Women’s Leadership Council, the WLN is our longest-standing ERN.

Tanvi Ratani, PhD
(she/her/hers)
PPG Lead Science and Technology Research Chemist
Chair, PPG Women’s Leadership Network

“The WLN has made a big difference within the company and outside the company. We’ve often partnered with other ERNs to lend support to broader DE&I efforts and to promote a positive culture within the organization. ERNs can efficiently voice concerns and needs between employees and leadership.

If employees are comfortable in their work community, they then can bring their authentic selves to work.”

Hear directly from Tanvi Ratani

Purpose
Be a strategic partner in the transformation of PPG into a stronger, more competitive global company by fostering a climate that recognizes the business value of women in the workplace and creating an inclusive work environment that attracts, retains and advances women.

Project and Impact Spotlight
• WLN spearheaded an initiative to provide female-fit uniform options to employees globally, starting with the U.S. and Canada in late 2021.
• Nearly 1,900 employees attended a WLN global webcast with renowned communication and culture expert Hannah Ubl, who shared insights on the importance of staying resilient at work during challenging times.
• WLN and our employees helped raise nearly $3,000 for Dress for Success through the organization’s Your Hour, Her Power fundraiser, which encourages employees to donate one hour of pay to give a woman in need access to the organization’s programs.

Partnership
• Dress for Success: WLN has been a strong supporter of Dress for Success for several years. In 2021, PPG and the Northeast U.S. WLN chapter sponsored the not-for-profit’s flagship event, which raised $60,000 to support Pittsburgh-area women who are entering and returning to the workforce.

Members in the News
• Women of Influence: Anne Foulkes and Rebecca Liebert were named Women of Influence for their significant impacts on PPG and nonprofits in Western Pennsylvania and through their community service efforts.
Young Professional Network (YPN)

Claire Fisher
(she/her/hers)
PPG Development Engineer, Global Resins Group
Co-chair and Webmaster, PPG Young Professional Network

“We know diverse teams perform better, but we need to be intentional about inclusion and create a sense of belonging in the workplace. We need to continue to hold spaces where we can have tough conversations but also share stories. We know our unique experiences and backgrounds make us better employees and ultimately a better organization.”

Hear directly from Claire Fisher

Purpose
Drive improved engagement and retention of young professionals by organizing events that align with four strategic pillars: careers for career advancement, commerce to accelerate business growth, community to strengthen community presence and culture to increase engagement.

Project and Impact Spotlight
• More than 3,000 employees representing four generations tuned in to a dynamic YPN-sponsored webcast that explored ways to work, communicate and lead across age groups.
• During a virtual hackathon, 31 YPN members from the U.S. and Canada explored how PPG could leverage digital media platforms and solutions to optimize current practices or create new business opportunities in a post-COVID world.
• YPN’s virtual Global Speaker Series gave YPN members the opportunity to hear about the career paths and current positions of colleagues and leaders to give them more insight into the company’s culture and opportunities.
Across PPG, our DE&I vision and strategy are CEO led and leader driven. The commitment of our leaders cascades throughout the entire organization, with accountability shared by every employee.

“While this is our first diversity-focused report, DE&I is not new at PPG. I have seen – firsthand – how a focus on DE&I is good for our people, and good for our business. Simply put, I learned early on that diverse teams perform better.”

Hear directly from Michael H. McGarry

Board of Directors

Our board members represent diverse backgrounds. They believe that diverse teams perform better, approving our accelerated DE&I strategy. They are investing in transforming the lives of our colleagues, customers and communities in which we operate, and they help keep us accountable for achieving our DE&I goals and commitments.

“I am pleased to serve as a member of PPG’s board of directors, a role that provides a distinct view of the company’s growth in diversity, equity and inclusion. It is crucial that DE&I be integrated across all levels of global organizations to create an inclusive corporate culture and society. As PPG’s efforts continue, I look forward to seeing the company’s progress and providing guidance regarding its DE&I vision.”

Steve Davis
(he/him/his)
Former Chairman and Chief Executive Officer, Bob Evans Farms, Inc.
PPG Board of Directors and Member of the Sustainability and Innovation Committee and Member of the Audit Committee
Global PPG Senior Leadership

Our senior leaders around the world are crucial to embedding DE&I across our businesses and functions. We trust them to cascade our DE&I priorities, messaging and goals so that our employees can truly be in this together.

“As a leader at PPG and a mother to four energetic daughters, I am committed to helping illuminate the path for women both within PPG and in our communities. That commitment is one of the reasons I became an executive sponsor for PPG’s Women’s Leadership Network. By actively listening to and developing thoughtful networks for skilled women and underrepresented individuals, I hope to motivate and uplift the next generation of leaders to innovate boldly – without reservations or limitations.”

Amy Ericson
(she/her/hers)
PPG Senior Vice President, Packaging Coatings
Executive Sponsor, PPG Women’s Leadership Network

DE&I Ambassadors

Our DE&I Ambassadors act as change agents across the company. These leaders are passionate, dedicated and diverse, helping embed a sense of belonging for all. All are members of our strategic business unit and function leadership teams.

“As a DE&I Ambassador, I’m excited about being a change agent for our organization and helping accelerate our progress in this area. I hope to help others understand that this is a journey, and we always need to be aware of the challenges that underrepresented employees have in their day-to-day lives. I encourage our employees to broaden their understanding by participating in activities that go beyond the groups they most identify with. DE&I is not only about the numbers but ensuring each employee has a sense of belonging.”

Adriana Macouzet
(she/her/hers)
PPG Vice President, Latin America, and General Manager, Protective and Marine Coatings, Latin America
Founder and Former Sponsor, Latin America Chapter, PPG Women’s Leadership Council (now Women’s Leadership Network)

PPG DE&I Team

The five trailblazers comprising our first DE&I team reflect the diversity we aim to achieve across our workforce. Their differences in gender, race, age, ethnicity, religion, sexual orientation and more enhance their united front as owners of our DE&I strategy.

“My parents are immigrants from Mexico, and they spent much of their lives working exhausting hours to uplift our family. In my current role at PPG and in graduate school at Johns Hopkins University, I draw on my parents’ immigrant experiences and perspectives to fuel my DE&I work. I am elated to be part of PPG’s first-ever DE&I team and help oversee a piece of our global vision and strategy. I know our essential work will help create a more inclusive workforce and society.”

Irasema Jasmin Jiménez
(she/her/hers)
PPG Associate Diversity, Equity and Inclusion Partner
Our Data

Our employee data provides valuable insight into our performance and progress. As our data changes over time, our goals and strategy will evolve to address gaps and capture emerging opportunities. Our goals are aspirational, and we recognize that they are challenging yet achievable with intent and rigor.

Below are our current colleague-focused aspirational goals:

Achieve 34% to 36% representation of non-frontline global female professionals by 2025. Achieved 29.6% as of December 31, 2021.

Increase the headcount of Black, Latinx and Asian employees by 45% to 55% across our non-frontline, U.S.-based employee population (using January 1, 2021, as our baseline). At the end of 2021, we increased our non-frontline headcount of Black employees by 12.8%, Latinx employees by 9.0% and Asian employees by 8.4%.

Achieve total global employee resource network and DE&I capability-building participation of 50% by 2025. As of December 2021, we had achieved 32.6% of this goal.

The data that follows does not include all employees who joined our company through recent acquisitions. Our numbers could vary in future reports as we continue finalizing various integrations of new employees into our human resource systems, as employees continue to provide or update their self-identification status, and more.

As we develop future DE&I reports, we also will share new employee details, such as turnover, representation by more employee levels and other disclosures.

Employee Designations

Frontline and select support employees encompass a wide range of critical operational roles. These include plant and manufacturing employees, store employees, custodial employees, clerks, assistants, customer service representatives, electricians, technicians, drivers, color matchers, among others.

Non-frontline employees cover a variety of roles, including chemists, engineers, corporate function employees, managers, directors, executives, among others.

Management team comprises employees who are vice presidents and above.

2021 Global Non-Frontline Female Representation Change As of December 31, 2021

+1.2 points
2021 U.S. Employee Race and Ethnicity Representation
As of December 31, 2021

- White: 77%
- Latinx: 6%
- Black: 9%
- Asian: 8%
- Other: 3%

2021 Total Global Gender Representation
As of December 31, 2021

- Male: 76.9%
- Female: 23.1%

“Other” category includes employees who are two or more races, Native Hawaiian or Pacific Islander and Native American or Native Alaskan.
### 2021 Total Global Generational Overview
As of December 31, 2021

<table>
<thead>
<tr>
<th>Generation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generation Z (1997 and onwards)</td>
<td><strong>4.58%</strong></td>
</tr>
<tr>
<td>Generation Y / Millennials (1981-1996)</td>
<td><strong>41.84%</strong></td>
</tr>
<tr>
<td>Generation X (1965 - 1980)</td>
<td><strong>39.99%</strong></td>
</tr>
<tr>
<td>Baby Boomers (1946 - 1964)</td>
<td><strong>13.56%</strong></td>
</tr>
<tr>
<td>Silent Generation (1928 - 1945)</td>
<td><strong>0.03%</strong></td>
</tr>
</tbody>
</table>

### 2021 U.S. Non-Frontline Black, Latinx and Asian Employee Headcount Changes
As of December 31, 2021

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td><strong>+12.8%</strong></td>
</tr>
<tr>
<td>Latinx</td>
<td><strong>+9.0%</strong></td>
</tr>
<tr>
<td>Asian</td>
<td><strong>+8.4%</strong></td>
</tr>
</tbody>
</table>

### U.S. EEO-1 Reporting
While we do not use the Federal Employer Information Report EEO-1 to guide our progress, we wanted to provide our 2020 U.S. EEO-1 report. We plan to file our 2021 EEO-1 report in 2022 as instructed by the U.S. Equal Employment Opportunity Commission. We will include links to our 2021 report and, if available, our 2022 report in our next DE&I Report.
Kevin Walling
(he/him/his)
PPG Chief Human Resources Officer

“Whether a veteran, working parent, new hire or member of an underrepresented group, PPG is made up of diverse talents. Our DE&I strategy ensures that we enable every employee to have a voice and to bring their best self to work.

We know that diverse teams perform better and when we work together, we will make PPG the best place to work and grow.”

Hear directly from Kevin Walling

As we move forward in our DE&I journey, we will be guided by our holistic vision and commitments. We consider both to be evergreen. They will evolve as we innovate, learn and grow as an organization.

We will continue investing with purpose and intention, cultivating key relationships with organizations and institutions that are progressing toward racial and societal justice and equality.
In addition to investing thoughtfully, we are committing to speaking up and publicly supporting historically excluded populations across the globe. Global events and moments in time over the last two years have shown how much work there is to do to create long-lasting, true equity.

Achieving a sustainable societal balance will take time, and we will not promise to know all the answers. We do promise to put in the good work and take action. We will speak out against racism and intolerance in all forms, and we will always champion for our employees, neighbors and friends.

Through our eight employee resource networks, active listening sessions, global townhalls, surveys, unconscious bias trainings and other creative avenues, we will continue learning directly from our employees. Working as a united team, we will condition our empathy muscles, build a more inclusive organization and make DE&I a more integral part of how we do business.

**Our Future**

“Today, approximately 45% of PPG’s workforce comprises millennials and Gen Z employees. As a global leader and executive sponsor of PPG’s Young Professional Network, I have an opportunity to mentor and support underrepresented women of all ages across our organization throughout their individual careers. By focusing on and actively listening to underrepresented populations of women, I am sure that PPG can deliver more innovative solutions to our stakeholders and help us achieve even stronger business results.”

Rebecca Liebert  
PPG Executive Vice President  
Executive Sponsor, PPG Young Professional Network

“The most strategic businesses show their activism by leading with empathy and listening to their employees. Our ‘Listen & Learn’ sessions provide an opportunity for all employees, especially those from underrepresented groups, to share transparent feedback about how PPG can improve its operations to be more inclusive as an organization. In leading these sessions, I am learning from those around me about how we can do better today than yesterday – every day.”

Tim Knavish  
PPG Chief Operating Officer  
Executive Sponsor, PPG Black Employee Network  
Leader, PPG “Listen & Learn” Sessions
“I have been with PPG for more than 15 years, and I have seen our organization evolve since my first day. PPG’s increased focus on DE&I – specifically in recent years – is inspiring. Today, it is crucial that organizations build trust with historically underrepresented employees by demonstrating that DE&I is a long-term goal and not a trend. I am a genuine believer that diverse teams perform better, which is why I am elated to be a Black Employee Network leader. I am looking forward to seeing how PPG continues to listen and empower underrepresented colleagues and communities around the globe.”

LaNita Whittle (she/her/hers)
PPG Information Technology Project/Program Management Expert
Chair, PPG Black Employee Network
Northeast U.S. Chapter
Forward-Looking Statements
This DE&I Report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our sustainability; culture; diversity, equity and inclusion; community engagement; and human rights goals, commitments and strategies. These statements involve risks and uncertainties. Our actual future results, including the achievement of our targets, goals or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties and factors, including due to the risks and uncertainties that are discussed in our most recently filed periodic reports on Form 10-K and Form 10-Q, current reports on Form 8-K and subsequent filings. We assume no obligation to update any forward-looking statements or information, which speak as of the date of this Report.