



2020 Sustainability Report

Executive Summary



To view PPG's full 2020 Sustainability Report, visit sustainability.ppg.com.
Some photos included in this report were taken prior to the COVID-19 pandemic.

We protect and beautify the world™



Michael H. McGarry
Chairman and Chief Executive Officer



PPG was recently recognized with a Gold Rating from **ECOVADIS®**, a leading provider of business sustainability ratings.

To our valued stakeholders,

For all of us, 2020 was a year of significant challenges and many sacrifices. We have learned to adapt through a global pandemic, respond to an uncertain economic environment, meet the changing needs of our customers, help support our communities, and confront social equality and injustice.

Despite these challenges, I am extremely proud of how our 47,000 employees came together as One PPG. Thanks to the dedication of our people, we've seen countless, extraordinary examples of efforts to further our sustainability progress; continue the research and development of tomorrow's paints, coatings and specialty materials; run our stores and distribution centers safely and efficiently; and work together in new ways to serve our customers around the globe.

Today, PPG remains steadfast in our commitment to develop innovative products and sustainable solutions that create value for our customers, shareholders and all of our stakeholders. For example, in 2020, we launched new passive fire protection coatings and thermal gap fillers for the inside of battery casings for electric vehicles. These innovations, along with our significant investment in future mobility technologies, are enabling our automotive customers to accelerate the rollout of electric vehicles.

Throughout 2020 and beyond, our employees have shown great resiliency in continuing to serve customers, drive sustainability throughout the entire value chain and live our purpose: We protect and beautify the world.

In 2020, our people helped PPG achieve progress toward our sustainability goals. When confronted by the extraordinary challenges facing our communities, we took decisive action to utilize our resources and support important community causes that align with our values. See the next page for details.

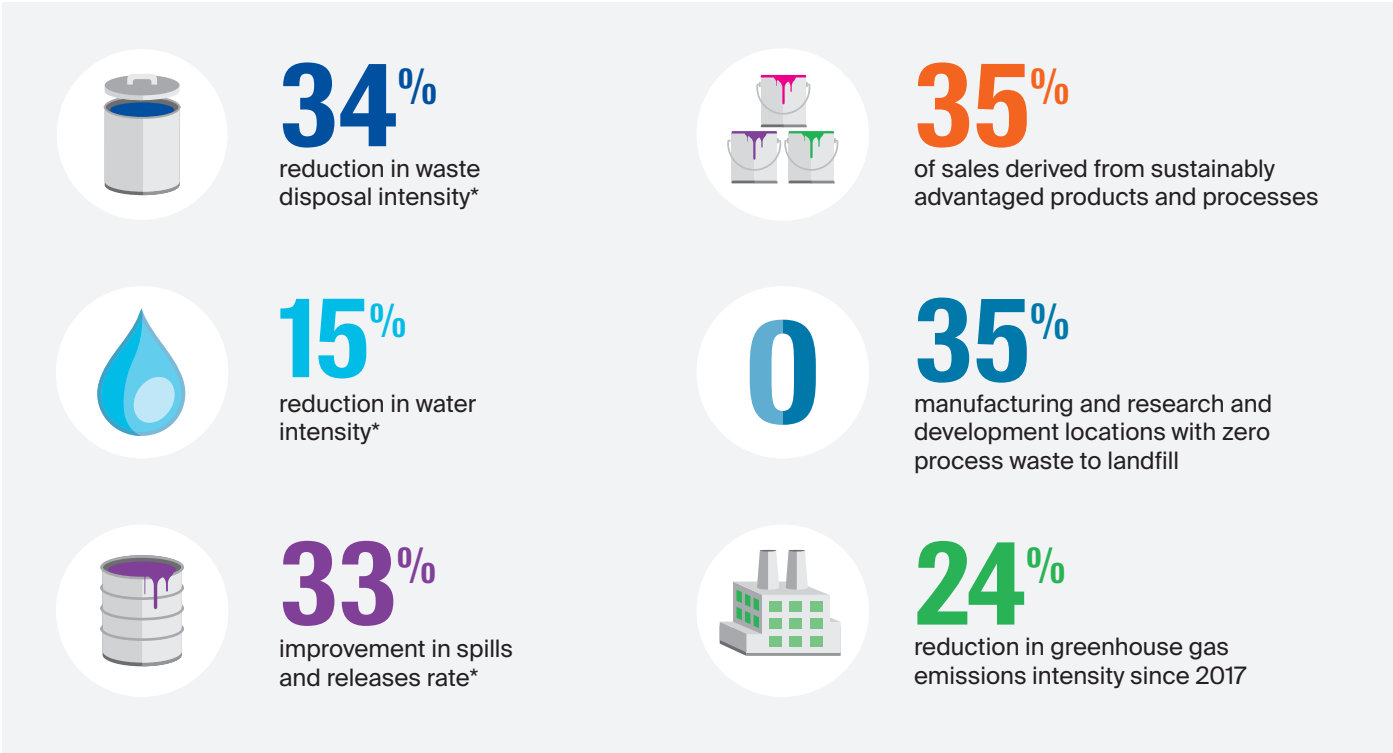
Despite the challenges in front of us, our employees remain focused on making an impact in our communities by innovating sustainable solutions that drive our business forward and help our customers meet their sustainability goals. They make it happen and work hard to do better today than yesterday, every day.

As we look ahead, I see many opportunities for growth and continued progress. We will continue to collaborate with our customers to develop and deliver sustainable solutions that create mutual value and continue the journey toward our 2025 goals. Our people have achieved significant sustainability progress, and we will continue to strengthen these capabilities as we further accelerate in 2021.

I encourage you to learn more about our sustainability efforts by exploring the full report at sustainability.ppg.com. Thank you for your interest in PPG!

Chairman and Chief Executive Officer

2020 Sustainability Progress



* from the 2017 baseline

2020 Community Engagement



Our sustainability goals focus on our key challenges and guide our actions



Goal	2020 Progress
40% of sales from products and processes that have improved sustainability over products being replaced by 2025.	35%
25% reduction in total waste disposal intensity by 2025 from a 2017 baseline.	33.8% reduction from baseline
Achieve zero landfill status from process waste at 35% of PPG manufacturing and research and development locations by 2025.	34.5% of locations achieved zero landfill status
Reduce energy consumption intensity by 15% by 2025 from a 2017 baseline.	10.4% reduction from baseline
Increase renewable energy to 25% of total electricity usage exclusive of greenhouse gas (GHG) reductions by 2025.	20.5%
Reduce GHG emissions intensity by 15% measured in total tons discharged by 2025 from a 2017 baseline.	12.5% reduction from baseline
On our path to eliminating spills, ensure that we achieve at least a 65% improvement in our spills and releases rate by 2025 from a 2017 baseline.	32.6% improvement from baseline
20% reduction in water intensity by 2025 from a 2017 baseline.	14.5% reduction from baseline
Zero injuries. On our path to zero injuries, ensure that we achieve an improvement of at least 5% per year in our injury and illness rate.	Rate of 0.23 was 23.3% below the 2019 rate
Active wellness programs at 100% of PPG facilities globally by 2025.	Approximately 70% of our locations with 50 or more employees had a wellness program in 2020
Implement the community engagement framework globally by 2025.	80% of our facilities met the framework requirements in 2020
Invest at least \$10 million by 2025 through the COLORFUL COMMUNITIES® initiative.	\$7.30 million invested through 2020
Eliminate lead from remaining non-consumer coatings formulations by 2020.	At the end of 2019, we eliminated lead from the production of the small quantity of non-consumer coatings formulations that remained in our portfolio. For more information, visit our Product Stewardship page.

Vision

We are committed to delivering lasting value for stakeholders and customers by operating with integrity, working safely, respecting the contributions of our people, preserving the environment and supporting the communities where we operate.

Values

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|--|---|
| 1. Operate safe, healthful workplaces that value diversity, promote teamwork and reward performance. | 4. Deliver inventive products and solutions that help our customers maximize the performance of their assets, minimize environmental impact and preserve and protect the environment. |
| 2. Conduct business and operations in an ethical and compliant manner. | 5. Partner with suppliers and customers to create value. |
| 3. Minimize the impact of our operations on the environment. | 6. Deliver positive change in the communities where we operate. |

Sustainability approach

Our sustainability approach is grounded in our vision of delivering lasting value for stakeholders and customers by operating with integrity, working safely, respecting the contributions of our people, preserving the environment and supporting the communities where we operate. This approach supports our greater purpose – to protect and beautify the world.

Our sustainability values form the framework of our approach to sustainability:

- **Operations:** Operate safe, healthful workplaces that value diversity, promote teamwork and reward performance.
- **Governance:** Conduct business and operations in an ethical and compliant manner.
- **Environmental stewardship:** Minimize the impact of our operations on the environment.
- **Products:** Deliver innovative products and solutions that help our customers maximize the performance of their assets, minimize environmental impact and preserve and protect the environment and human health.
- **Value chain:** Partner with suppliers and customers to create value while conforming to sustainable and ethical means.
- **Community:** Deliver positive change in the communities where we operate.

COVID-19 response: Protecting our people, customers and communities



The health and safety of our employees, partners and customers continue to be our most important core value. Through much of 2020 and into 2021, we enacted the following protocols and measures to manage our business in this new environment.

Enhanced workplace safety

- Globally implemented risk-based response protocols aligned with the health experts from the U.S. Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO). These protocols included employee screening, remote work, social distancing, hand washing, hand sanitizers, cleaning of frequently touched surfaces and the use of face coverings.
- Made site-by-site and person-by-person decisions.
- Monitored the health of our global workforce and took measures to protect our employees and customers in accordance with global and regional government requirements.

- Initiated a reporting mechanism for contact tracing when employees are affected by COVID-19.
- Benchmarked how other industry leaders were handling the crisis and incorporated best practices.

Provided workplace flexibility

- Implemented alternative work arrangements, such as working remotely and staggering shifts and breaks for essential employees who remained on-site at essential operations that included manufacturing facilities and laboratories.
- Adjusted operations to comply with government guidelines.

Increased employee education, engagement and recognition

- Provided initial COVID-19 awareness training for all employees.
- Established a global COVID-19 employee resource website.
- Cascaded frequent and open communications via our leaders.
- Shared success stories, solicited ideas for engagement, and provided tools and resources for managers.
- Provided a wide array of communications via our intranet, employee resource website, emails and video messages that encouraged safe operating and hygiene practices within and outside of the workplace.
- Accelerated the introduction of digital tools to connect employees.
- Extended leadership and individual contributor training programs into virtual and interactive formats and deployed them globally.
- Measured progress by continuing a regular cadence of employee engagement surveys and deploying a communications-effectiveness survey.
- Encouraged employee recognition through our recognition and rewards program.
- Paid about \$6 million in special bonuses to recognize our frontline and field employees for their outstanding commitment throughout 2020.

Given the impact of the COVID-19 pandemic on the company, our Officers-Directors Compensation Committee approved a temporary 30% base salary reduction for our chairman and chief executive officer and a temporary 25% base salary reduction for our other executive officers.

Essential products

Our products played an essential role in a wide range of key industries during the pandemic. Our paints, coatings and specialty materials helped create life-critical products for the health care, defense, food and beverage, hygiene, agriculture, energy, public works electronics industries and many others.

More directly, we focused on using our existing products and new innovations to support our global customers. For example, we pivoted a U.S. paint manufacturing line to provide 100,000 gallons (379 cubic meters) of hand sanitizer for 1,900 THE HOME DEPOT® stores. In France, we introduced Disinfectant 20R (D20R), which is an antiviral and antibacterial disinfectant developed specifically to help our customers and their employees return to business safely during the pandemic.

We also joined forces with Corning Inc. to seek U.S. Environmental Protection Authority (EPA) approval for a paint product that incorporates Corning's new glass-ceramic technology. This technology has proven to kill more than 99.9% of SARS-CoV-2, which is the virus that causes COVID-19. Following registration with the U.S. EPA, we plan to launch the paint product to provide customers with an additional safeguard from COVID-19 in areas that pose a higher health risk, such as healthcare facilities and the hospitality industry.

Additional hygienic PPG products that protect against bacteria and viruses include:

- **COMEX® VINIMEX® TOTAL Antibacterial Premium** 100% acrylic paint, which reduces 99.9% of common bacteria that cause gastrointestinal and respiratory diseases.
- **MASTER'S MARK® LUXURIANT® and ECO TOUCH®** antibacterial interior latex coatings by PPG, which kill 99.99% of E. coli and staphylococcus. They also kill 99.93% of the H1N1 virus under China's National (GB) standards.
- **TAUBMAN'S EASYCOAT®** interior paint by PPG featuring Microban technology, which works to kill germs on contact and protect against mold, mildew and fungus growth, which are triggers of asthma and allergies.

At the center of our purpose is a commitment to protect and beautify the world. As we continue to navigate the COVID-19 pandemic, the word "protect" has taken on even greater meaning as we remain focused on protecting our people, customers, communities and all stakeholders.

We are committed to using resources efficiently and driving sustainability throughout our entire value chain



Supplier sustainability

In addition to prioritizing sustainability within our company, we also work to ensure our suppliers around the world are equally committed to sustainability as a core value.

In 2020, we spent approximately \$9.8 billion with more than 30,000 suppliers globally for raw materials, indirect products and services, and the transport of goods. We expect these suppliers and their subcontractors to fully comply with all applicable laws and to adhere to internationally recognized environmental, social and governance standards. Our [Global Code of Ethics](#), [Supplier Sustainability Policy](#) and [Global Supplier Code of Conduct](#) clearly state our expectations for every supplier.

Given the challenges resulting from the COVID-19 pandemic, we have increased our evaluation of ethical and regulatory performance in addition to financial solvency, business stability and operational capability. In 2020, the implementation of our global spend database has resulted in increased visibility into our supply chain and more systematic identification of suppliers, which helped us better target at-risk suppliers.

Our approach to assessing the sustainability of our supply base also changed and improved significantly in 2020. Historically, we assessed our top 100 suppliers globally that represented approximately 25% of our annual procurement spend. More recently, we shifted our focus to evaluating and monitoring 100 high-risk suppliers based on geographic location and industry to better gauge ongoing or potential risk with existing suppliers.

We also engaged [EcoVadis](#), which is a leading global corporate social responsibility and sustainability ratings company, to leverage assessment processes, tools, resources and insights to drive sustainability standards and practices throughout our global supply base. We expanded the scope from 100 suppliers per year to 1,000 suppliers based on a preliminary risk assessment around activities such as mining, geographic position and other category risk factors. We are conducting the program in quarterly waves of approximately 200 suppliers through 2021, with the initial wave launched in the fourth quarter of 2020.

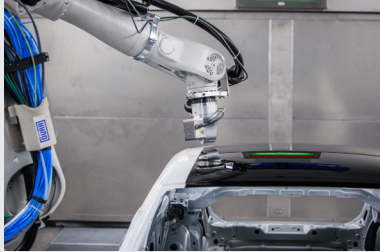
We believe that our company and communities benefit when we provide equal opportunities for diverse suppliers to compete for our business.

By including qualified diverse suppliers in our purchasing process for products and services that meet our requirements, we will strengthen our business position and that of our suppliers and customers.

We actively seek suppliers that are recognized by certifying entities and government agencies. These suppliers include small businesses and businesses that are owned by veterans, minorities, members of the lesbian, gay, bisexual, transgender and queer (LGBTQ) community, people with disabilities and women.

Sustainably advantaged products

Our products and processes help make our customers – and the world – more sustainable. In 2020, 35% of our total sales were derived from sustainably advantaged products. Here are recent examples of their sustainability in action.



Our overspray-free paint technology combines a state-of-the-art automotive painting application system called ECOPAINTJET® (invented and offered by Dürr) and our customized decorative coatings to apply multiple colors to an automobile without the use of intricate masking to control where paint is applied. When painting a car roof a different color from the body, for example, the process can save up to 50 minutes per car. It also eliminates energy-intensive air filtering systems that handle overspray from the paint application process. The process earned a 2020 R&D® 100 Award.



Two new powder coatings from the PPG ENVIROCRON™ family offer long-lasting protection with sustainable benefits. PPG *Envirocron* HTE Max extreme corrosion polyester powder technology features a combination of exceptional corrosion performance and high transfer efficiency properties in a single coat, providing protection of the painted metal in the field while generating significantly less waste than traditional powder coatings. For heat-sensitive substrates such as wood and wood-composite applications, PPG *Envirocron* HEATSENSE™ powder coating can be cured in as few as five minutes at 250° F. This new coating has improved performance and functionality, is specifically formulated without VOCs, is reclaimable and has no hazardous waste.



SIGMA SILOXAN™ Matt exterior masonry paint by PPG features Light & Easy technology that reduces weight by 30% compared to standard exterior masonry paint. Less weight means improved ergonomics for professional painters and a 16% reduction in carbon dioxide emissions over the full life cycle of the paint.

Waste

The more efficient we are in using materials to make our products, the less waste we produce, the fewer resources we consume and the more money we save. That is why we first work toward absolute material utilization throughout our manufacturing processes followed by eliminating, minimizing, reusing and recycling the waste materials we do produce.

We are measuring our performance against two goals:

- A 25% reduction in total waste disposal intensity by 2025 from a 2017 baseline.
- Achieve zero landfill status from process waste at 35% of PPG manufacturing and research and development (R&D) locations by 2025.

Our 2020 total waste disposal intensity declined 33.8% from the 2017 baseline. Of our manufacturing and R&D locations, 34.5% had zero landfilled process waste.

Total Waste Disposal Intensity		
	Intensity (Metric tons per 100 metric tons of production)	Disposed (Thousand metric tons)
2016	4.16	209.54
2017	3.52	146.94
2018	3.35	140.88
2019	2.68	106.59
2020	2.33	85.45

Total waste disposed includes landfilled, incinerated and treated waste. Excludes waste associated with a 2017 furnace rebuild at our Lake Charles, Louisiana, plant. Data changes from prior reporting reflect adjustments for acquired and divested locations from the 2017 baseline onward.

Water

The vast majority of our operations have low water-use impacts and are not subject to restraints. However, we optimize our water use not only in water-stressed regions of the world but in all of our facilities through conservation and reuse.

Our water management approach is based on a global mapping process that enables us to identify relative water withdrawal and discharge risks in our portfolio. Our goal is a 20% reduction in water intensity by 2025 from a 2017 baseline. In 2020, we achieved a 14.5% reduction in water intensity from the baseline.

Water Intensity

Cubic meters per metric ton of production

2016	3.85
2017	4.62
2018	4.36
2019	4.51
2020	3.95

Data changes from prior reporting reflect adjustments for acquired and divested locations from the 2017 baseline onward.

2020 HIGHLIGHT

Building upon a prior project to minimize the amount of waterborne paint lost and wash water generated during equipment cleaning between batches, our Architectural Coatings U.S. and Canada (AC USCA) business turned its focus to reusing and recycling the wash water that remained.

Wash water typically consists of about one-fourth paint and three-fourths water, and historically some of it was reused in lower-grade products. By segregating the wash water from specific paint categories into individual storage tanks rather than a single tank, the water could be reused in other grades

of product. An analysis of wash water and reuse options determined the best products to reuse wash water while minimizing the number of collection tanks.

By the end of 2020, four plants in the U.S. and one plant in Canada had implemented the project. Their collective reduction of wash-water discharge was 3,373 cubic meters (891,000 gallons) above the 2019 baseline. The project also diverted more than 430 metric tons of paint solids from the landfill and saved \$1.2 million in raw material and disposal costs.

Emissions

We reduce air emissions globally through improved operating practices, product reformulations and, where necessary, emissions control equipment. The composition of our emissions varies by facility due to the different products produced and manufacturing processes used.

Our goal is to reduce our GHG emissions intensity by 15% measured in total tons discharged by 2025 from a 2017 baseline. In 2020, we achieved a 12.5% reduction in intensity and a 24.0% reduction in absolute direct (Scope 1) and indirect (Scope 2) GHG emissions from the baseline.

2020 HIGHLIGHT

An unplanned shutdown due to the pandemic at our Automotive Refinish location in Stowmarket, United Kingdom, presented an unexpected opportunity that led to the elimination of 190 metric tons of carbon dioxide emissions annually.

With plant boilers idled, employees could run and test the equipment to increase efficiency. Prior to the project, the boilers were fed with chemically treated cold water that was heated to high temperatures to produce steam. Hot condensate, which is a by-product of the process, went directly to the effluent treatment plant and then to the sewer.

With minor changes, the plant now reuses the hot condensate to pre-heat water entering the boilers. In addition to reducing emissions, the change saves 3,800 gigajoules of energy and 9,500 cubic meters (2.5 million gallons) of water per year.

Greenhouse Gas Emissions Intensity

Metric tons of emissions per metric ton of production

	Total	Direct (Scope 1)	Indirect (Scope 2)
2016	0.37	0.18	0.19
2017	0.24	0.09	0.15
2018	0.23	0.10	0.14
2019	0.23	0.10	0.13
2020	0.21	0.08	0.12

Total intensity data includes direct and indirect emissions. We report greenhouse gas as carbon dioxide equivalents for carbon dioxide, methane and nitrous oxide. Data changes from prior reporting reflect updated data and adjustments for acquired and divested locations from the 2017 baseline onward. Total may not equal the sum of direct and indirect due to rounding.

Energy

Most of our manufacturing processes are not energy-intensive, but we are committed to reducing our energy consumption to minimize our greenhouse gas (GHG) emissions, reduce costs and create more efficient facilities. In 2020, we implemented new energy management requirements at select priority sites for evaluation and feedback. We plan to roll out the updated requirements to all locations in 2021.

We have two long-term energy goals:

- Reduce energy consumption intensity by 15% by 2025 from a 2017 baseline.
- Increase renewable energy to 25% of total electricity usage exclusive of GHG reductions by 2025.

We consumed 10.5 million gigajoules of energy in 2020, which was a 17.8% reduction from 2019. Our energy intensity was 2.8 gigajoules per metric ton of production – an 11.3% decline over prior year and a 10.4% decrease from the 2017 baseline. From the baseline, our direct energy intensity declined 11.3%, and our indirect energy intensity decreased 8.4%.

The energy reductions are due to pandemic-related production declines and a temporary shift toward products that are less energy intensive to produce.

In 2020, 6.0% of our total energy consumed came from renewable sources. For electricity usage, renewable sources comprised 20.5%.

Energy Intensity			
Gigajoules per metric ton of production			
	Total	Direct	Indirect
2016	4.59	3.07	1.52
2017	3.17	1.86	1.31
2018	3.18	1.89	1.29
2019	3.20	1.88	1.32
2020	2.84	1.65	1.20

Energy intensity includes all types of energy consumed within the organization related to manufacturing and research and development. Data changes from prior reporting reflect updated data and adjustments for acquired, divested and closed locations from the 2017 baseline onward.

2020 HIGHLIGHT

Our San Juan del Rio facility in Mexico now uses 100% clean energy supplied by an energy company's photovoltaic park, making us one of the few companies in the world using this technology.

The park's solar panels capture sunlight and transform it into thousands of watts of electricity per second without producing harmful emissions.

The project has resulted in a 30% energy savings, 100% reduction in carbon dioxide emissions and a clean-energy certificate from the Mexican government as part of an effort to help the country meet its decarbonization objectives.



Spills and releases

Our facilities have strong management practices in place to prevent spills and releases. Our corporate spill-elimination standard requires the establishment, and annual self-assessment of, a spill-elimination program at each facility. The program consists of the following steps:

- Assessment of a facility's spill elimination performance;
- Improvement plans based on prioritized assessment of risk;
- Corrective action plan with defined dates; and
- Completion of planned action.

Our goal is at least a 65% improvement in our spills and releases rate by 2025 from a 2017 baseline. Our 2020 rate of 1.24 spills and releases per 1,000 employees was 32.6% lower than the baseline.

Our top three causes of spills are the movement of containers, transfer of liquids from one tank to another and equipment failure. To close these gaps, we:

- Conduct employee training;
- Have stringent requirements for forklifts and their corporate auditing; and
- Require each location to have an active preventative maintenance program in place.

Our Walk the Line initiative requires operators to walk the production line prior to transferring a liquid from one point to another. This visual check helps identify potential causes of spills, such as pumping liquid to a wrong tank or one that is already full or having a drain valve open somewhere in the system.

Spills and Releases Rate	
Total spills and releases per 1,000 employees	
2016	1.48
2017	1.84
2018	1.32
2019	1.25
2020	1.24



2020 HIGHLIGHT



After facing an unusually high number of spills since 2018, our Aerospace facility in Mojave, California, got to the root of the problem. Educational and process changes resulted in a 75% reduction in Category 1 spills (10 to 30 gallons/38 to 114 liters) and a 67% reduction in Category 0 spills (less than 10 gallons) in 2020 compared to 2019.

It was clear from a root-cause analysis that behavioral practices and accountability needed improvement. Procedures and engineering controls were also necessary to drive spill performance in a positive direction.

The facility implemented a set of tenets, called Spill Prevention Absolutes, which are prohibited practices that increase the likelihood of a spill. Violating one of these tenets results in disciplinary action up to and including termination. The facility also developed spill-elimination tips that are conveyed through various communication channels. Other changes included enhanced inspection checklists and reports and a mandate that drums on pallets must be strapped together when transported by forklift to prevent tip overs and spills.



Climate-related risks

To address climate risks, we maintain systematic business continuity planning and crisis management processes. Through these processes, we coordinate the efforts of our local emergency management teams at each location with our regional and global crisis management leadership.

Global, regional and local plans consider the risk of natural disaster, infectious disease, supply chain interruptions, employee safety, asset protection, customer impacts and other business continuity requirements. We implemented these plans in 2020 to manage the global pandemic from its earliest days at our facility in Wuhan, China, as well as the hurricanes that impacted our facility in Lake Charles, Louisiana.

Beyond physical risks, we also evaluate the impact of climate change risks on regulatory, legal, technology, market and reputational issues.

In 2020, we conducted a pilot climate change scenario analysis for our Specialty Coatings and Materials business using the Task Force for Climate-Related Financial Disclosure (TCFD) framework. We evaluated six transitional risks and four physical risks to identify significant impacts and opportunities related to climate change, with the business incorporating the results into its annual strategic planning process.

This pilot served as a prototype for the implementation of the TCFD framework for each of our other businesses. The framework is now incorporated into our standard annual business strategy review process and will address the impact of climate change upon each business. The TCFD process also will enable us to identify opportunities in each market we serve as we strive to achieve our sales targets for sustainably advantaged products.



One of PPG's greatest strengths is the diversity of our people



Diversity, equity and inclusion

Our wide-ranging view of diversity includes gender, race, ethnicity, sexual orientation, disability/ability, religion, nationality, educational experiences and other dimensions. Our employees' unique perspectives enable us to meet challenges quickly, creatively and effectively, providing a significant competitive advantage in today's global economy.

Inclusive and equitable cultures allow diverse teams to succeed and perform better. More than being a smart thing to do for our business, diversity, equity and inclusion (DE&I) are the right things to do on many levels. We are committed to fostering a diverse, equitable and inclusive environment every day.

In 2020, we appointed a global head of DE&I and enhanced and expanded our employee resource networks. Through these and other efforts, we have looked more closely at ourselves, our workforce and our workplace and made a series of commitments to grow and strengthen DE&I.



Female Representation Percent					
	Total Workforce	Management Positions	Junior Management	Top Management	Management Positions in Revenue-generating Functions
2016	24.4	22.0	24.1	17.8	14.8
2017	24.7	22.9	24.9	18.8	15.3
2018	25.3	23.5	24.9	20.3	16.4
2019	26.4	25.9	25.9	20.6	17.4
2020	26.6	25.5	26.3	18.4	17.1

Data adjustments from 2019 reflect an update to the reporting process.

2020 HIGHLIGHT



From her perspective as a Black woman and chair of the PPG Black Employee Network, Hendeke Azene believes a door previously shut to candid and transparent dialogue about race and inclusion has opened. The challenge is continuing the discussions, however uncomfortable they may be.

“The killing of George Floyd and the social unrest that followed were a big eye-opener not just for PPG but for organizations and companies around the world,” said Azene, PPG global business director, kitchenware and industrial bakeware, industrial coatings. “Our response at PPG was swift, with sessions conducted across sites, businesses and employee levels to listen to the perspectives of our underrepresented employees and understand how the company could improve based on their experiences.”

Azene believes many people support DE&I in PPG but don’t necessarily feel comfortable having a conversation or don’t have enough awareness about an issue to empower them to engage in dialogue.

“One of the benefits of those conversations is that we can give each other space to make some missteps but then learn from those mistakes, bringing cultural awareness to the forefront,” she said. “For our underrepresented employees, these conversations give them a sense of voice and belonging. Our unique differences are what make us valuable and, ultimately, will help us grow the organization.”

While Azene believes PPG has made great strides in a short period of time, there is more work to do.

“Like most large companies, we need to focus on our recruiting, development and retention of underrepresented employees,” she said. “There is a strong pipeline of diverse talent out there, and we need to increase our efforts at tapping into it.”



Health and safety

PPG is committed to operating safe and healthful workplaces.

A key PPG value is to ensure our employees and contractors return home safely each day by:

- Engaging with them to improve our operating practices around the world;
- Investing in a safe work environment; and
- Running our business with sound operating practices.

Our environment, health and safety (EHS) policy and standards define our expectations, and we implement programs and initiatives to reduce health and safety risks in our operations. To ensure progress against our goal of zero injuries, we strive to achieve an improvement of at least 5% per year in our injury and illness rate. Our 2020 rate was 23.3% below the 2019 rate.



Global Health and Safety Performance
Employees and Supervised Workers

	Fatalities		Injury and Illness Rate	Total Recordable Incident Rate	Lost Workday Rate	Occupational Disease Rate
	Number	Rate				
2016	0	0	0.31	1.47	0.98	0.07
2017	0	0	0.29	1.26	0.90	0.05
2018	1	0.0019	0.26	1.25	0.85	0.09
2019	0	0	0.30	1.29	0.47	0.15
2020	0	0	0.23	0.99	0.37	0.12

A new data management system enabled a more comprehensive collection of occupational disease data beginning in 2016.

2020 HIGHLIGHT



A major project at our AP Resinas location in Mexico eliminated 10 ergonomic risks and drum-rolling hand-trapping/pinch-point risks while increasing packaging capacity by more than 30%. The project earned the 16th PPG Ergo Cup award in 2020.

Historically, the plant's employees would place an empty drum on a scale before filling it with finished product directly from the reactor. An employee would then manually roll the 200-kilogram (440-pound) drum 1,046 meters (1,144 yards) to a truck for loading. This process happened 240 times per day.

Today, four empty drums are placed on a specialized pallet that rests on a u-shaped scale. To fill the drums, an employee uses an articulating arm with a rotating joint that significantly reduces manual handling and effectively relieves stress on the operator's body. A drum-lifting device allows a full drum to be repositioned on the pallet mechanically rather than manually. Once the drums are full, the pallet is transported to the warehouse using a hydraulic skid loader or forklift. Forklifts are also used to load drums onto the truck.

In addition to the ergonomic and capacity improvements, the new process significantly reduced the risk of spills and improved trailer loading time by 50%.

Wellness

We are advancing our vision of creating a global culture of health, where our people and their families can prioritize their well-being through informed, active participation in health and wellness activities.

Supporting this vision is our goal to have active wellness programs at 100% of our facilities globally by 2025. In 2020, approximately 70% of our locations with 50 or more employees had a wellness program.

While the global pandemic shifted our focus in 2020, our commitment to wellness remained steadfast. Through weekly bulletins and monthly newsletters, our Global Wellness Committee acknowledged the need to balance employees' work and life priorities and provided creative solutions for them to stay well physically and mentally. Our recommendations were in line with expert guidance from the Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO).

Our approach to wellness is based on our Four Wellness Absolutes – nutrition, exercise, health screenings and mindfulness/stress management – that research identified as key to our people's overall well-being. Every wellness program and tool we offer addresses one or more of these absolutes to help our people benefit from lifestyle improvements.



2020 HIGHLIGHT



After avoiding going to the doctor for more than two years and having been diagnosed with high blood pressure years back, Tim Richards finally scheduled a doctor's appointment in September 2020.

"Standard blood work for a first visit was ordered, so I went to the lab for the blood draw," said Richards, PPG global manager, human and organizational performance. "I had not even left the parking lot from giving blood when I received a call from the doctor requesting that I schedule a follow-up visit immediately. The initial blood screen showed high blood sugar."

Not yet 40 and facing both high blood pressure and high blood sugar, Richards feared having to take medicine for the rest of his life. "It was at my low of depression and anxiety from the situation that I had a moment of – Now. Make the change now. It was almost like a switch had been thrown," he said. "The very next day, I pumped up the tires in the old bike and went for a ride."

In the months following, Richards focused on tracking what and how much food he ate and doing something active at least 30 minutes a day that made him happy and sweaty. Helping him in his journey were recipes and well-being tips from PPG's wellness website.

"My ultimate goal when I started my wellness journey was to be healthy," said Richards. "I lost more than 60 pounds (27 kilograms) and, best of all, I have normal blood pressure and blood sugar and am off all medicine. My accountability to myself has changed, and I make time to focus time on my wellness no matter what else is going on in my life."

We bring color and brightness to our neighbors and communities



Community overview

Our purpose to protect and beautify the world guides our actions in serving our communities and neighbors. PPG and the PPG Foundation collaborate with our global colleagues, community partners and other stakeholders to help our communities thrive.

We amplify the unique talents of our employees and the financial contributions from PPG and the PPG Foundation to reach our global communities – helping students connect with science-related inspiration and advanced learning, transforming communities with bright colors and addressing evolving, essential needs around the world.

In 2020, we met the significant challenges our communities faced due to the COVID-19 pandemic, societal and racial injustices, and other significant events with meaningful commitments by focusing on how we can do the most good.

On an ongoing basis, we align our giving and community engagement resources in powerful ways to catalyze positive influences in our communities in three priority areas where we can make the greatest impact:

- Education;
- Employee engagement; and
- Community sustainability.

2020 HIGHLIGHT



In Spain, our employees joined a virtual career panel through the ASTI Talent and Technology Foundation's [STEM Talent Girl program](#) (STG) to inspire and empower teenaged girls to pursue careers in the STEM fields. Reaching nearly 20 students as part of STG's Mentor Women program, our employees provided mentorship and feedback on STEM-related projects.

2020 HIGHLIGHT

To address the COVID-19 crisis, we partnered with leading humanitarian organizations, such as International Federation of the Red Cross and Red Crescent Societies and Feeding America, and community-based organizations. We funded local recovery efforts; provided meals to food-insecure families; donated masks, personal protective equipment and other in-kind supplies; and helped schools and other institutions transition to remote instruction.



Education

Knowing the important role that occupations in science, technology, engineering and math (STEM) play in driving economies and innovation, we support programming that creates educational pathways for diverse students and communities to explore new horizons in science-related fields that reflect the expertise of our company.

From early introductions to STEM experiences to higher learning support, we partner with organizations fostering future career successes to build the next generation of STEM leaders by:

- Funding hands-on immersive learning opportunities that aim to increase the number of young people with an interest in STEM
- Engaging our employee volunteers as mentors
- Fueling STEM exploration in areas that align with our business expertise in areas such as chemistry, robotics, color science, mobility and many more
- Supporting innovation programming in science centers
- Ensuring that students pursuing higher learning in STEM-related fields have the support they need to reach their career dreams

Employee engagement

From sharing science know-how to hosting virtual career panels and painting classrooms, our employees play an active role in building better communities. To support these efforts, PPG and the PPG Foundation offer ideas, opportunities and financial support to bolster employee community service.

Each region offers tailored opportunities for employees to volunteer with our nonprofit partners and to amplify the reach and impact of our PPG Foundation grants and global giving.

2020 HIGHLIGHT



We support organizations that expand opportunities for students around the world and accelerate pathways for diversity in STEM fields, including our ongoing support of the National Society of Black Engineers' (NSBE®) SEEK initiative. A free three-week summer program that offers a fun and engaging educational experience for students in grades 3-5, SEEK provides high-quality learning opportunities to underrepresented students who otherwise may not have access to a robust STEM education.



\$13MM

PPG and PPG Foundation global giving in 2020



\$4.5MM+

to COVID-19 relief efforts



50%

of giving by the PPG Foundation targeting diverse communities



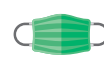
150+

relief and recovery grants across 20 countries



5.1MM+

meals donated to food insecure families



\$1.9MM

in-kind donations of masks, PPE and other supplies



\$1.1MM+

to support urgent community needs

Community sustainability

Whether it is brightening neighborhoods through our global Colorful Communities program, helping those facing hardships caused by the pandemic or natural disasters, or supporting partners addressing racial injustices, we always aim to create happier, healthier, more united communities.

Read the full report at sustainability.ppg.com.

We encourage you to provide feedback on this report and our sustainability performance via email, a short online survey or a letter.

Email: mediarelations@ppg.com

Subject: 2020 PPG Sustainability Report and Performance Feedback

Survey: surveymonkey.com/r/2020PPGSustainability

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We protect and beautify the world™