



# Sustainability Report 2024

[ppg.com/sustainability](http://ppg.com/sustainability)



We protect and beautify the world®

# Sustainability Report 2024



## Sustainability

To our stakeholders **4**  
About PPG **6**  
How we create value **7**  
Recognition and awards **8**  
Priority issues **9**  
Stakeholder engagement overview **11**  
2024 progress summary **12**

## Financial

Financial overview **14**  
Strategic milestones **16**

## Products

Products overview **18**  
Sustainably advantaged products **19**  
Research partnerships **25**  
Product stewardship **27**

## Environment

Environment overview **31**  
Energy and emissions **33**  
Climate-related risks and opportunities **43**  
Water **45**  
Waste **50**  
Transportation **54**

## People

People overview **57**  
Engagement **61**  
Learning and leadership development **65**  
Safety and health **71**  
Wellness **76**

## Suppliers

Suppliers overview **80**  
Human rights **81**  
Supplier sustainability **82**  
Responsible minerals sourcing **85**

## Communities

Community engagement **87**

## Transparency

Governance overview **94**  
Cybersecurity and data privacy **98**  
About this report **100**  
Data index **101**  
Previous reports **105**  
Annual Report and Form 10-K **105**  
Forward-looking statements **106**



# Sustainability



# To our stakeholders



## To our valued stakeholders,

As we present PPG's 2024 Sustainability Report, I am pleased to share our continued progress. Last year, we delivered innovative, sustainably advantaged solutions based on customer demand to improve their productivity and reduce overall environmental impacts. For nearly two decades, sustainability has been a cornerstone of our market innovations, providing customers with industry-leading products advancing performance and operational savings. Today, delivering productivity and sustainability for our customers remains a key enabler of our enterprise growth strategy and central to our purpose – We protect and beautify the world®.

In 2024, sustainably advantaged solutions comprised 41%\* of our sales. Innovations like the PPG ENVIRO-PRIME® EPIC200X product are enhancing corrosion protection for the automotive industry while significantly improving productivity. At a customer's manufacturing facility, the EPIC200X product and application process reduced energy and material requirements yielding a total reduction of 3,500 metric tons of CO<sub>2</sub> emissions per year. Coating each vehicle requires 0.6 kg less product, while the improved application process saves 5.6 million kWh of energy and 1.8 million gallons of water per year. Our 2030 goal of 50% of sales from sustainably advantaged solutions remains our measure of our progress toward developing solutions that help our customers meet their most pressing challenges in performance, sustainability and productivity.

We also continued to focus on the efficiency of our own operations. We're guided by 2030 emissions reduction targets validated by the Science Based Targets initiative (SBTi). For example, we completed an on-site solar installation at our Caivano, Italy, facility that serves the automotive market. The 1.5 megawatt solar installation represents a CO<sub>2</sub> emissions reduction of approximately 390 metric tons annually. When considered together with a previously installed combined heat and power unit, the site reduced annual utility costs by approximately 15%. This implementation also provides renewable energy credits in the manufacture of our products to meet automotive customers' specifications.

In 2024, we also invested \$18.4 million in communities globally. The 2024 funding supported more than 400 community partners and programs that are focused on advancing education and delivering community support, while encouraging PPG employee volunteerism. In 2025, the COLORFUL COMMUNITIES® program is reaching an important milestone, marking 10 years since the program's launch and a decade of brightening communities around the world alongside our employee volunteers and community partners.

The progress detailed in this report reflects the dedication of our approximately 46,000 employees worldwide who make it happen every day as trusted partners for our customers, suppliers and communities.

Thank you for your continued confidence and interest in PPG.

**Tim Knavish**  
**PPG chairman and chief executive officer**

\*Sustainably advantaged products as a percentage of our total sales were impacted by the divestiture of the architectural coatings U.S. and Canada business in 2024.

# To our stakeholders

## To our valued stakeholders,

I am excited to share our achievements and progress toward our 2030 commitments in our 2024 Sustainability Report. Sustainability is core to our purpose, and a key enabler that supports our enterprise growth strategy. It is embedded in how we do business and enables growth by innovating sustainably advantaged solutions to meet our customers' ambitions.

For more than 140 years, customers have relied on PPG to help them meet evolving needs. Our paints, coatings and specialty products offer improved performance, value and productivity. These sustainable attributes enable competitive advantages in the marketplace and support operational excellence for both our customers and PPG. As an example, we recently introduced PPG SIGMAGLIDE™ 2390 coating, a breakthrough innovation that has helped shipowners lower fuel consumption and carbon emissions while at sea and increase the paint process productivity in drydock. This biocide free coating enables vessels to maintain a clean hull and reduce drag, achieving power savings of up to 20% and up to 35% reduction in CO<sub>2</sub> emissions in comparison to traditional antifouling coatings.\* During the painting process, electrostatic application increases the transfer efficiency, reducing the waste generated by up to 40%.

Throughout 2024, we also supported the communities where we operate and delivered value for shareholders, while working to optimize our business portfolio. The divestitures of both our silica products and our architectural coatings U.S. and Canada businesses in 2024 allow us to focus our business portfolio and improve our financial profile, including higher operating margins. Throughout this report, we have adjusted our reporting to exclude the divested businesses back to our 2019 baseline.

Within PPG, we have a longstanding commitment to operational excellence and our sustainability targets support our continuous reductions in waste, water and energy use. Through our decarbonization initiatives, we achieved an 18% reduction in scope 1 and 2 greenhouse gas emissions from our 2019 baseline, progressing toward our validated science based target of 50% reduction by 2030. We also achieved a 6% reduction in scope 3 emissions across purchased goods and services, customer processing of sold products, and end-of-life treatment of sold products.

We also engage with our suppliers to identify more sustainable feedstocks and reduce the environmental impacts of the materials used in our products. PPG's procurement teams are committed to responsible sourcing throughout our value chain, and assessed 98% of our key suppliers against sustainability and social responsibility criteria.



As we move forward, we will remain focused on our core sustainability priorities that will enable our business strategy: accelerating our transition to sustainably advantaged solutions, reducing our environmental footprint across our value chain, and protecting and beautifying the communities where we live and work.

Thank you for your continued trust and interest in our journey toward a more sustainable future.

**Peter Votruba-Drzal**  
PPG vice president, global sustainability



Watch our video to find out more

\*Actual performance will depend on ship model and operating conditions.

# About PPG

## ***We Protect and Beautify the World.***

At PPG, we are united by the single belief that our paints, coatings and specialty products enrich lives. Our vision is to be the first-choice partner to meet our customers' evolving needs for innovative paints, coatings and specialty products.

Our global team of approximately 46,000 innovators, achievers and partners work every day to develop and deliver the products that our customers have trusted for more than 140 years. Together, *we protect and beautify the world.*

Learn more at [PPG.com](https://www.ppg.com)



# How we create value



# Recognition and awards

## We do better today than yesterday, every day.

In recognition of our leadership in sustainability practices, we receive recognition from a variety of external organizations each year. We believe in showcasing these acknowledgments of our progress compared to peers. The combination of recognitions provides perspective to our stakeholders on the potential for continued short-and long-term value creation.

### PPG company rankings

- No. 2 in the Chemicals Industry on the 2025 FORTUNE Magazine's World's Most Admired Companies list, our 17th consecutive year on the list
- No. 226 on the Fortune 500
- No. 658 on the FORBES® Global 2000
- No. 2 on Coatings World's Top 100 Companies List

### Sustainability rankings and recognition

- [AAA rating from the Morgan Stanley Capital International \(MSCI\) ESG ratings assessment, recognizing PPG as a leader in the specialty chemicals category](#)
- [Newsweek America's Greenest Companies 2025](#)
- [2024 Corporate Knights Clean200](#)
- EcoVadis silver rating 2025
- [No. 62 on Barron's 100 Most Sustainable U.S. Companies 2025 list](#)

### Employer awards

- Wall Street Journal Best Managed Companies 2024
- 2024 Gallup Exceptional Workplace Award for employee engagement for the third consecutive year
- [Newsweek America's Most Responsible Companies 2025](#)
- [Newsweek America's Most Trustworthy Companies in America 2024](#)
- [Best Place to Work for Disability Inclusion by the DISABILITY EQUALITY INDEX® for third consecutive year](#)
- TIME Magazine World's Best Companies
- 2024 Forbes America's Best Employers for Veterans
- [Best Places to Work in IT 2025 by Foundry's Computerworld](#)

### Product and process awards

- Fortune America's Most Innovative Companies 2025
- [American Chemistry Council Sustainability Leadership Award, Product Safety, Innovation and Transparency for Enviro-Prime EPIC 300 electrocoat](#)
- [2024 Altair Enlighten Award for sustainable electrocoat technology](#)
- [Innovation Award for PPG LINQ™ digital ecosystem at Automechanika Frankfurt 2024](#)
- [CARES 2024 automotive forums in U.S., Europe presented PPG with two awards for presentations on paint films and electrocoat innovations](#)
- [Caterpillar 2024 Supplier Excellence Award](#)

# Priority issues

**We focus our efforts on what matters most to our business and stakeholders.**

## Our priority issues

Our formal prioritization assessment process identifies the sustainability-related risks, opportunities and impacts that are essential considerations for developing and executing PPG’s strategy. The outcomes of the prioritization process inform the content of our sustainability-related reporting.

The assessment prioritizes issues based on their capacity to impact people, the economy, the environment (stakeholder impact) or their capacity to create or erode enterprise value (financial impact). Some issues have been prioritized based solely on their stakeholder or financial impacts, while other issues are included because of their impact on both stakeholders and PPG.

Our sustainability approach focuses on managing the stakeholder impacts and financial effects related to these issues. Each issue is addressed through comprehensive policies, action plans and risk management procedures. The issues identified by our assessment process were considered as inputs when developing our 2030 goals.

## Priority issue (in no particular order)

- Addressing chemical-related social and environmental impacts, real and perceived
- Upholding human rights in PPG’s supply chain
- Fostering an inclusive workforce focused on belonging
- Managing interactions with water as a shared resource
- Ensuring safe work environments and promoting employee wellbeing
- Maintaining positive community relationships
- Decarbonizing PPG operations, supply chain and customer emissions
- Using circular economy principles to reduce impacts from materials and waste
- Providing sustainability training and career progression pathways for our people
- Effectively prioritizing and deploying technological improvements
- Attracting and retaining talent
- Building climate change resilience in physical assets
- Understanding and communicating the financial importance of ESG to PPG and how PPG contributes to economic, social and environmental outcomes

## Prioritization assessment process and updates

We conducted our initial double materiality assessment in 2022. The 2022 assessment identified the list of priority topics that forms the basis of our sustainability reporting to this day. We identified our priority topics based on a range of sources, including:

- Analysis of global megatrends impacting PPG
- Interviews with PPG executives and external stakeholders, including industry representatives
- Formal and informal feedback received from customers and employees
- Strengths, weaknesses, opportunities and threats (SWOT) analyses of PPG's current position
- Review of internal strategy papers, policies and public disclosures
- Environmental and governance reporting frameworks and standards, including surveys shared by external ratings organizations
- Media coverage of PPG and the broader paints and coatings industry

Throughout 2023, we built upon our 2022 assessment to identify risks, impacts and opportunities that aligned with our priority topics. This exercise provided an important baseline for us to understand the company's reporting obligations under the EU Corporate Sustainability Reporting Directive (CSRD). Our prioritization assessment was again reviewed and updated at the end of 2024, to incorporate the most recently published materiality

assessment implementation guidance from the European Financial Reporting Advisory Group (EFRAG). This exercise also helped determine the material information to be included in our EU CSRD reporting.

Through these updates, we have continued to develop our understanding of the impacts, risks and opportunities that are most important to our business and stakeholders. We anticipate continuing to regularly review our materiality assessment in the future, to ensure that we are managing and reporting on the most important topics for our evolving business.

## Evaluating and prioritizing impacts

We assess PPG's sustainability-related risks, opportunities and impacts using the dual lenses of impacts on stakeholders and risks and opportunities for the company's financial position. This approach ensures our strategy and reporting meets the expectations of investors interested in the long-term success of our business and customers' evolving needs. Our prioritization assessment reflects guidance from global standard setting organizations, including the Global Reporting Initiative (GRI), EFRAG, and the International Financial Reporting Standards (IFRS) Foundation.

Based on our research and a series of internal and external interviews, we maintain a shortlist of issues that are most likely to be impactful for PPG and its

stakeholders. Inputs into our analysis include desk research, perceptions of key stakeholders, peer review and discussion with PPG's senior leadership. The list of issues was refined at a workshop with PPG's senior leadership where each issue's relative impact was considered. Issues were deemed to be a priority based on a combination of qualitative and quantitative thresholds. The results of our materiality assessment are disseminated to everyone that participated in the process, including the Board of Directors, PPG's sustainability committee and interview participants, including functional and business leaders.

Engagement with each of PPG's stakeholder categories is an important part of our strategy, and helps ensure we're prioritizing the most salient issues. See the stakeholder engagement section for information on the variety of ways that we engage throughout our value chain. See the [stakeholder engagement section](#).

In addition to focusing on the priority topics identified by our prioritization process, PPG works to continuously improve our corporate governance and compliance program. This includes addressing important issues, including corporate governance and ethics, data privacy, regulatory compliance, and maintaining a productive relationship with our workforce and labor unions.

**Learn more in the [Governance section](#).**

# Stakeholder engagement overview

We actively engage with internal and external stakeholders to understand the most important issues impacting our company, industry and the communities where we operate. Maintaining a regular and transparent dialogue with our stakeholders helps us better integrate stakeholder priorities into our strategy.

PPG recognizes that embedding stakeholder interests in our strategy and business model is essential to how we create value. Our proactive engagement strategy shapes the way we assess priority sustainability impacts, risks and opportunities and enables us to focus on programs and initiatives that deliver positive impacts across PPG’s stakeholder groups.

We consider any individual or entity who can affect or be affected by our actions, objectives and policies to be a PPG stakeholder. Key stakeholder groups include:

- Employees
- Customers
- Suppliers
- Investors and analysts
- Government
- Philanthropies, nonprofits and nongovernmental institutions
- Residents of communities where PPG operates

Each of our locations, businesses and functions is expected to engage its stakeholders effectively and on an ongoing basis. While our approach to stakeholder engagement varies, activities are tailored to establish and maintain productive relationships with our stakeholders. Typical engagement activities include proactive investor outreach, attending forums, industry gatherings, trade shows, and hosting open house and community events. To amplify our reach, we also attend online events, share updates on our owned media channels, and engage in various marketing activities, as examples. We maintain open lines of communication for our stakeholders to contact us through various means, such as PPG.com, over the phone and through our various social media accounts.

**Learn more about our key stakeholder engagement activities and key topics raised in 2024 in the [stakeholder engagement table](#).**



# 2024 progress summary

Topic	Target (all goals are by 2030 with a 2019 baseline, unless otherwise noted)	2024 progress
<a href="#">Sustainably advantaged products</a>	<b>50%</b> of sales from sustainably advantaged products	<b>41%</b> of sales from sustainably advantaged products
<a href="#">Waste</a>	<b>25%</b> reduction in waste intensity	Flat compared to baseline
	Drive to <b>100%</b> process waste to reuse, recycle and recovery	<b>48%</b> of process waste sent to reuse, recycle and recovery
	<b>5%</b> annual improvement in spill release rate at our facilities	<b>12%</b> improvement in spill release rate
<a href="#">Water</a>	<b>15%</b> reduction in water intensity at priority sites in water stressed communities	<b>28%</b> reduction in water intensity at priority sites
<a href="#">Energy and GHG emissions</a>	<b>50%</b> reduction in GHG emissions from our own operations (scope 1 and 2 emissions), validated by SBTi and aligned with the emissions reductions required for a 1.5 degrees C future	<b>18%</b> reduction in GHG emissions from our own operations (scope 1 and 2 emissions)
	<b>30%</b> reduction in GHG emissions in our value chain (scope 3 emissions), validated by SBTi and aligned with the emissions reductions required for a well below 2 degrees C future	<b>6%</b> reduction in GHG emissions in our value chain (scope 3 emissions), reflective of reporting categories 1, 10 and 12
<a href="#">Supplier sustainability</a>	<b>100%</b> of key suppliers are assessed to sustainability and social responsibility criteria	<b>98%</b> of key suppliers assessed to sustainability and social responsibility criteria
<a href="#">Communities</a>	<b>\$15 million</b> commitment to <i>Colorful Communities</i> projects globally, with all projects incorporating an element of sustainability	<b>\$16.4 million</b> donated by end of 2024, exceeding our funding commitment through 2030
<a href="#">Safety and health</a>	<b>100%</b> of employees go home safely each day. On our way, drive at least <b>5%</b> annual improvement in injury and illness rate	<b>3%</b> annual improvement in injury and illness rate, including divested businesses in 2024.



# Financial



# Financial overview

**We have been creating value for our customers, employees and shareholders for more than 140 years.**

PPG has demonstrated our resilience in the challenging economic environment of 2024. We generated \$1.4 billion in operating cash flow, which we returned to shareholders through share repurchases and dividends, while taking significant steps to optimize our business, while taking significant steps to optimize our business. We successfully divested our architectural coatings U.S. and Canada business and our silicas products business, which improved our company margin and growth profile. These divestitures have strengthened our financial profile and focused our organization, positioning the company to deliver sustainable organic growth in 2025 and beyond.

**Learn more about our performance in the [2024 Annual Report](#) and [investor relations website](#).**



# Strategic milestones

## Key achievements, product introductions and investments in 2024.

- 
- January** - Announced the strategic review of [PPG's silicas products business](#).
- 
- February**
- Announced a review of strategic alternatives for [PPG's architectural coatings business in the U.S. and Canada](#).
  - Entered fifth decade of partnership with [Team Penske](#).
  - Launched PPG ADJUSTRITE™ [repair management tool](#) for greater commercial body shop productivity.
- 
- May** - Announced plans for a new manufacturing facility in Tennessee as part of a [\\$300 million investment in North America](#).
- 
- June** - Announced partnership with [RightShip sustainability platform](#).
- 
- July** - Introduced a [portfolio of energy-curable coatings for coiled metal](#).
- 
- August**
- Expanded [Malaysian plant operations](#) to include non-stick and low friction coatings manufacturing.
  - [Completed expansion of Yen Phong industrial coatings plant](#) in Bắc Ninh province, Vietnam, to meet demand for sustainable coatings for consumer electronics.
  - Introduced [quality control app for collision repair industry](#) in partnership with Flashback Forward.
  - Launched PPG PRIMERON™ [Optimal powder primer](#) with optimized zinc.
- 



# Strategic milestones

- 
- September**
- SEM Products business introduced [performance abrasives product line](#).
- 
- October**
- Partnered with Can Manufacturers Institute, Recycling is like Magic! to launch [aluminum beverage can recycling contest](#).
  - Signed strategic agreement with Shaw Industries for [resinous flooring products](#).
  - Approved the company's [505th consecutive dividend payment](#) to shareholders and the 53rd consecutive year of annual dividend increases.
- 
- November**
- [Completed the sale of PPG's silicas products business](#) to QEMETICA, a Warsaw, Poland-based, privately held manufacturer.
  - Announced [PPG MOONWALK® automated paint mixing system](#) for automotive body shops had customers in all 50 U.S. states.
  - Inducted five new members into [PPG's Collegium association](#), recognizing technology innovations aligned to growth.
  - Strengthened [powder coatings presence in Italy](#) through partnership with SARO/Siccardi.
- 
- December**
- Completed [sale of the architectural coatings U.S. and Canada business](#) to American Industrial Partners, an industrials investor.
  - Completed [on-site solar installation at Caivano, Italy, facility](#).
- 





# Products



# Products overview

We develop industry-leading innovations that support our customers' sustainability and productivity ambitions.

## 2030 target

50% of sales from sustainably advantaged products

## 2024 progress

41% of sales from sustainably advantaged products

Our approach to developing safe and sustainably advantaged products is built upon more than 140 years of expertise. The result is a broad portfolio of paints, coatings and specialty products that transform everything from the places we work to the vehicles we drive.

In this section, we disclose our performance and approach related to the following priority issues:

- Effectively prioritizing and deploying technological improvements that support our customers' needs
- Decarbonizing PPG operations, supply chain and customer emissions
- Using circular economy principles to reduce impacts from materials and waste

**Our products section covers the following areas:**

[Sustainably advantaged products](#): PPG is committed to developing products that create value for our customers, while delivering real-world sustainability benefits.

[Research partnerships](#): PPG partners with a range of public and private entities to perform research and development that advances sustainable technologies.

[Product stewardship](#): PPG is committed to minimizing adverse human health and environmental impacts at every stage of the product life cycle.

**Learn more about PPG's history of innovation at [PPG.com](https://www.ppg.com)**



# Sustainably advantaged products

## Sustainably advantaged product sales

As % of total sales



### Our products, tools and processes help make our customers – and the world – more sustainable.

We aim to be our customers' first choice partner for innovative paints, coatings and specialty products and services. Products that provide productivity and environmental advantages for our customers are instrumental to our enterprise growth strategy.



To measure our progress, we report on sales performance of sustainably advantaged products which are defined using PPG's internal methodology that validates product attributes and their contribution towards the UN Sustainable Development Goals. While many of our products have sustainable attributes in their end-use that promote longevity of customer assets, we consider products sustainably advantaged when they contribute to improved environmental outcomes or provide relative improvements over industry benchmarks. PPG's internal methodology of sustainably advantaged assessment is utilized not only for existing products but also throughout the new product development process.

While we continue to support our customers in transitioning to more sustainably advantaged products, the percentage of our total sales that come from sustainably advantaged products has been impacted by the divestiture of the architectural coatings U.S. and Canada business in 2024. We remain on track to meet our 2030 goal, with 41% of sales coming from sustainably advantaged products in 2024.

Even without divestitures, we expect that the progress toward achieving our sustainably advantaged product goal could fluctuate year-over-year based on varying impacts of sales from new products, impacts to existing product volumes, and adjustments to our sustainably advantaged product criteria from regulatory changes.

### Improvements in product research and development

To reach our 2030 goal, we are constantly working to develop new sustainably advantaged innovations. We have continued to integrate our sustainably advantaged product methodology into our R&D process, reviewing products at each stage of development. Evaluating innovative, differentiated technology helps our researchers develop a sustainably advantaged product portfolio that fits our customers' needs and supports our growth strategy. Annually, we aim to have more than 75% of new product developments that meet sustainably advantaged product criteria upon commercialization.

**Learn more about our approach, including our sustainably advantaged product methodology, on [PPG.com](https://www.ppg.com)**

## Innovative electrocoat platforms for the automotive industry

The automotive industry is undergoing a shift to electrification and the utilization of varying substrates to meet new requirements. PPG is helping our customers adapt to these changes with our range of innovative, cost-saving electrocoat solutions.

For industrial and automotive tier customers seeking to adapt to new structural assemblies without slowing down the paint line, the PPG POWERCRON 10X® coating is engineered to deliver performance across an expanded bake window – enhancing sustainability and productivity in parts production. The product’s curing capability can enable higher throughput by reducing time in the oven or a reduced oven temperature setpoint, either of which help reduce CO<sub>2</sub> emissions. The PPG *Powercron 10x* coating also boasts an improved film appearance by reducing surface defects on parts which can lead to reduced material usage.

Another example of PPG helping OEM customers reduce their total material and energy use is PPG’s [award-winning Enviro-prime EPIC200X](#) solution, that enhances corrosion protection for automotive bodies while significantly reducing energy and material requirements. At Toyota’s Cambridge, Ontario, plant, the EPIC200X product and application process enables a total reduction of 3,500 metric tons of CO<sub>2</sub> emissions per year. Coating each vehicle requires 0.6 kg less product, while the improved application process saves 5.6 million kWh of energy and 1.8 million gallons of water per year.

**“The overall reduction in the amount of coating compared to the last technology also means that we’re being more efficient in how we’re making it, we’re using less energy overall to make the vehicle,”** said Bryan Arnold, Toyota research and development materials engineering, on introducing PPG EPIC 200X. **“Reducing the mass means that the vehicle needs less energy to move itself, and that’s important for sustainability and water reduction. These are all very much tied up with the Toyota 2050 global sustainability targets.”**

### Customer sustainability benefits compared to prior electrocoat developments:

- Reduces energy consumption in the application process, leading to cost savings and reduced CO<sub>2</sub> emissions
- Requires less material, leading to operational cost savings
- Uses less water in the application process due to material selection and resin optimization



## PPG precision application in automotive manufacturing

PPG's precision application technology is an overspray-free coating system designed to streamline the painting of two-tone roof vehicles. The process, which is already being used by a premium automotive OEM, applies a specially designed decorative coating in a simplified two-step process that does not require masking. While the conventional process for achieving a two-tone finish requires manual masking and demasking, PPG's innovative application enables both layers to be applied overspray-free, producing crisp paint edges without the need for manual masking.

In addition to reducing time on the paint line, the precision application process helps our customers reach their sustainability goals by avoiding waste generation from paint and masking products, as well as reducing CO<sub>2</sub> emissions by decreasing the need for energy intensive air filters that handle overspray. PPG's in-house process model shows that the combined benefits of using our precision application system result in up to a 17% reduction in CO<sub>2</sub> emissions compared to the legacy system.

### Customer sustainability benefits:

- Reduces energy consumption by as much as 14% compared to the conventional process
- Reduces paint shop time by approximately 50 minutes per two-tone vehicle
- Eliminates the need for extra cleaning and detackification to remove overspray
- Fully removes the need for disposable masking materials such as tape and plastic films
- Requires 20% less coating material compared to the conventional process

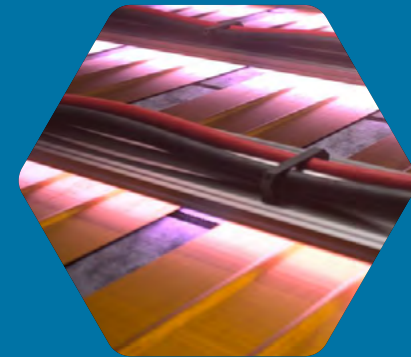


## Energy curable coatings for coiled metal

The PPG DURANEXT™ portfolio of electron-beam and ultraviolet curable backers, primers, basecoats and clearcoats brings energy efficiency and high speed energy curing to metal coil coaters. Unlike traditional coil coating systems that require very high temperatures and large ovens to drive the curing process, PPG Duranext coatings use an electron beam or ultra-violet energy to convert a liquid coating into a fully cured solid finish in seconds at ambient temperature. First commercialized in 2022 as an e-beam cured clearcoat, we see the continued transformation of this industry mediated by the capital investment and installation cycle. These coatings are ideal for use on commercial buildings, garage doors, barns and sheds because they are highly flexible, durable and require minimal maintenance. Customers can customize the coatings to meet their exact requirements for weatherability, durability, chemical resistance and flexibility.

### Customer sustainability benefits:

- Reduces energy usage and CO<sub>2</sub> emissions by curing without the application of heat
- Avoids water consumption that would be required in traditional coating processes
- Streamlines operations by curing in seconds without the use of heat
- Formulations are made without the use of solvents that release volatile organic compounds (VOCs)



## TOMORROW INCLUDED™ Sustainability Campaign

PPG's *Tomorrow Included* sustainability marketing concept is helping to highlight the sustainability advantages of several Architectural Coatings products. *Tomorrow Included* is putting durability, energy savings, carbon reduction and recyclability in focus on product packaging, as well as in our advertising, product websites and social media. The concept, which launched in Europe, the Middle East, and Africa (EMEA), marks a significant step in our effort to communicate PPG's sustainability story to our customers. Communications are being introduced in phases across prominent brands, including TIKKURILA®, BECKERS™, SIGMA™, JOHNSTONE'S™ and ALCRO™.

By spotlighting sustainability benefits, PPG is helping guide our customers toward product solutions that align with their sustainability ambitions. This approach supports customers in making more informed purchasing decisions while underscoring PPG's commitment to sustainable innovation.

**“ At PPG, sustainability is built into how we innovate, operate and go to market,”** said Svea Paju, PPG marketing director brands, AC EMEA North and East.

**“ Our commitment to sustainability empowers us to guide our customers towards the right product solutions that align with their sustainability ambitions.”**

Read more about *Tomorrow Included* on [PPG.com](https://www.ppg.com)



## COMEX® PRODUCTO ECO™ Portfolio

The *Comex* brand by PPG is making sustainably advantaged choices more accessible to customers, offering a new range of products with sustainability benefits at no price premium over existing products. In 2024, *Comex* launched the *Producto Eco* line in Mexico, which features products that offer benefits such as reduced volatile organic compounds (VOCs), increased use of recycled materials such as tire rubber and polyethylene terephthalate (PET) plastics, and enhanced energy efficiency via coatings with reflective thermal insulation properties.

### Customer sustainability benefits:

- Reduced use of natural resources and reduced waste through use of recycled materials such as tire rubber, PET and polyethylene bags
- Energy savings in homes and buildings via coatings with reflective thermal insulation properties
- Reduced VOC content improves product safety during application



# Research partnerships

## We believe in advancing sustainability through collaboration.

We partner with a range of public and private entities to advance technologies and capabilities that create new sustainable benefits across our existing and future products and services. Our ongoing projects cover a wide range of research topics, including investigating the use of renewable and bio-based materials, improving recyclability and reusability. In addition, new low-energy cure approaches contributing to lower operating costs and lower-carbon economy are in-scope. Our commitment to responsible research and development applies to all legacy and acquired product lines.

### Laser-based technology for curing coatings

We are working in collaboration with Lawrence Technological University, IPG Photonics and Whirlpool Corporation to pilot a lower-energy, laser-based powder coat curing technology for industrial coatings applications. PPG and our partners received a \$1.2 million grant from the Department of Energy (DOE) to develop a novel method for curing powder coatings at lower temperatures. The laser-based curing technology has a variety of use-cases, with applications ranging from low-temperature systems (below 250 degrees Celsius) for powder paint, to higher temperature systems (above 400 degrees Celsius) for enamel and specialty coatings systems.

This technology is expected to displace thermal ovens over time, improving energy efficiency, reducing capital intensive paint shop operations and reducing on-site greenhouse gas emissions. In addition to delivering environmental benefits, the laser-cure technology has the potential to improve operational efficiency by reducing curing cycle times and limiting energy intensive air conditioning requirements, ultimately reducing the physical footprint required for the curing process. The research team plans to share our findings with various industry and stakeholder groups to maximize the economic and societal impacts of the project.

### High-performance coatings to support the hydrogen economy

In 2024, PPG was awarded \$6 million in funding from the DOE to contribute to the hydrogen economy, following a competitive proposal process. PPG is working with the DOE to develop novel high-performance coatings for proton exchange membrane electrolyzers, which split water molecules into hydrogen and oxygen gas. Our work is focused on developing precious-metal free coatings that extend the lifespan of electrolyzers and can replace the existing platinum-based coatings without increasing electrical resistance. This cutting-edge research will directly support the national clean hydrogen strategy and help support the budding U.S. clean hydrogen industry.

### University of Michigan Multidisciplinary Design Program (MDP)

Last year, PPG decided to become a project sponsor for the MDP program for the 2025 session. The MDP program offers team-based, “learn by doing” experiences for first year undergraduates through masters degree matriculated students via participation in research or industry teams. The program is run through the college of engineering, however students in programs ranging from education, the arts, public health, public policy and others are in MDP program teams. PPG is sponsoring a project that engages engineering and design students along with a faculty mentor to investigate approaches to improve the sustainability of packaging used widely in our aerospace business.

### Modeling drop impact in coating processes

PPG is sponsoring a research program involving experts in fluid mechanics and physics from the University of Minnesota and Northwestern University. Today, there are many gaps in properly modeling the spraying of coatings and predicting color, gloss, roughness, appearance and other important parameters of a sprayed and cured film. The ability to predict such properties in a sprayed film would have significant benefits by reducing waste and re-work in both research and for commercial scale, adding efficiency to the development cycle of new coatings and better optimization of formula ingredients.

### Sustainable catalysts for coatings

PPG is sponsoring a research program at the University of Wisconsin to understand at a fundamental level the mechanism by which some well-known metal catalysts operate. Catalysts are critical to industrial processes because they typically lower the amount of energy or time needed for a desired chemical process to occur. By understanding how these metal catalysts operate, it is believed that more sustainable catalysts could be developed to drive these important chemical processes, improving the overall health profile of the process and potentially resulting in reduced waste and higher yields.

### Fostering collaboration across the industry

PPG participates in conferences, industry associations and related meetings to learn about ongoing research and share our progress in developing more sustainable practices. In 2024, our research team presented at the Department of Defense (DOD) technical symposium and received an innovation award for our work on autonomous vehicle coatings that help shed contaminants such as dirt and water from vehicle sensors, eliminating obstructions that could be caused by snow, ice or other debris. We also held innovation days in Brazil and Mexico where we shared product highlights and new inventions with customers. This ongoing engagement helps our key stakeholders stay informed of our newest technology developments while also giving PPG employees opportunities to explore innovative new collaborations with other industry leaders to solve sustainability challenges.

Beyond our research partnerships, PPG engages broadly with industry associations and other stakeholders around the world. Learn more in the [stakeholder engagement](#) section. We also work closely with our customers to develop innovative products that address their greatest challenges. Learn more in the [sustainably advantaged products](#) section.

For more information about our how we approach research partnerships visit [PPG.com](https://www.ppg.com)



# Product stewardship

**We are committed to minimizing adverse human health and environmental impacts at every stage of the product life cycle.**

Our product stewardship function provides an ever-expanding set of tools and informational resources to help PPG employees and customers responsibly design, manufacture and use our products. The product stewardship team collaborates with PPG staff across the company to build their capability and provides product information to our scientists and customers. Over the past year, we have continued to develop our product stewardship processes, systems and tools to deliver timely and accurate information more efficiently, equipping our business teams to create competitive advantage by anticipating regulatory impacts. This enables our businesses to mitigate risks associated with future regulatory restrictions as well as develop new sustainably advantaged products.



### Chemical Management Plan pilot program

In 2024, PPG developed a revised Chemical Management Plan and completed a pilot project with one of our business units to prove out the methodology. The new plan reframes the way we assess our restricted substances list by incorporating feedback from a broader set of stakeholders, including customers and supply chain partners. Rather than focusing exclusively on risk mitigation, the revised approach helps our teams proactively deselect substances from use to create an early competitive advantage in the market. The outcomes of the pilot program were reviewed by PPG's Sustainability Committee and approved to be rolled out to all business units globally in 2025.

### Streamlined EPD process

Environmental Product Declarations (EPD) have become a must-have to sell products in the building and construction industry, especially in European markets. An EPD is a document that reports on the environmental impact of a product based on a product life-cycle assessment. This is often a prerequisite for building specifiers and architects when selecting building materials. In other parts of the world, products with EPDs are qualified to earn green building credits such as USGBC's Leadership in Energy and Environmental Design (LEED) certification. Traditionally, an EPD is a costly, labor intensive and time consuming process

which could delay market acceptance of new or existing products. In late 2023, PPG certified its EPD process with EPD-International, one of the world largest EPD publishers. In 2024, we further streamlined our EPD process by investing in automation, optimization and internal training – reducing our average EPD processing time from 100 hours to 20 hours per EPD. As a result, our team was able to publish roughly 250 EPDs in 2024, more than doubling our output from the previous year. Our EPD process was re-certified in 2024 by the only qualified certification body in the U.S. By maintaining a credible and efficient process, PPG is increasing product transparency for our customers.

### Product-specific carbon footprint information

PPG is actively seeking opportunities to reduce our products' carbon footprint through product innovation. It is important for our scientists and researchers to easily access accurate, consistent and reliable raw material carbon footprint information in order to develop new products with a lower carbon footprint. The PPG Product Sustainability Center of Excellence (COE) continues to enhance our internal cradle-to-PPG gate Product Carbon Footprint (PCF) tool. The PCF tool enables product managers and developers to quickly access and evaluate carbon emissions associated with a product's raw material composition, the production and processing of those materials, inbound transportation and manufacturing. This PCF tool seamlessly connects

with PPG's product stewardship system, so product developers can leverage improved visibility to design products with lower carbon footprints. Our PCFs are based on industry average emissions data that we will continue to refine to be more precise over time.

In 2023, we received over 1,600 requests for PCF information. In order to respond to our customers' increasing demands, in 2024, the Product Sustainability COE developed an automated PCF workflow within the PCF tool that enables PPG employees to input basic product information and immediately generate PCF declarations for our customers. This automated process allows us to significantly reduce response times from weeks to days and fulfill a higher volume of PCF requests aligned with customer demand. With faster turn around time and more granular PCFs at an individual product level, customers can feel more confident choosing PPG as their first choice partner on their decarbonization journey, which helps strengthen our relationship with customers for future growth. The tool is also able to break down PCF information by lifecycle stage, delivering more actionable and transparent information to our customers.

**Learn more about our work to reduce product carbon footprints in the [sustainably advantaged products](#) and [energy and emissions](#) sections.**

### Food contact compliance

PPG's Food Contact Center of Excellence (COE) uses a digital tool to evaluate regulatory compliance in food contact (FC) coating formulations used in cookware and bakeware applications. The tool enables PPG to streamline and automate the process for FC regulatory compliance checks. It also features a robust data collection engine that powers our FC regulatory database by continuously monitoring new and evolving FC regulatory changes globally. By staying ahead of evolving regulation, we are able to meet customer and regulator expectations in the myriad markets where we operate. For example, in 2024 our product stewardship team secured food contact use approval in China for our kitchen and industrial bakeware FUSION™ Pro coating for cookware, resulting in a \$2.4 million lift in sales.

### Substance of Interest scorecards

Over the course of 2024, we created 18 additional Substance of Interest scorecards (SOI), which track hazards and regulatory requirements. At the end of the year, our product stewardship organization had a total of 227 scorecards tracking 378 substances. SOI scorecards also include carbon footprint information, providing additional data to our formulators and chemists.

### Restricted Substances List

PPG's Restricted Substances List (RSL) is applied to all PPG products globally, even in areas of the world where there are no chemical regulation programs, which means that our RSL program goes beyond regulatory compliance. PPG's RSL includes all substances covered by the Stockholm Convention on Persistent Organic Pollutants and industrial substances on the Rotterdam Convention Prior Informed Consent list which cover 193 substances.

Based on recommendations from our product stewardship organization, PPG's Sustainability Committee approved the addition of 101 new substances to the RSL over the course of 2024. PPG's RSL now includes 1,888 substances that are restricted for all uses, and 491 substances that are restricted for specific uses, such as consumer products. These substances, to the extent utilized at all, will be phased out of existing products and they will not be used in new product development globally moving forward.

In 2024, our Product Sustainability Center of Excellence (COE) collaborated with our toxicology team to develop an automated tool for tracking RSL compliance, which significantly reduced the time required to review our portfolio. We plan to roll out training and implementation support in 2025 to help drive awareness and adoption of the new tool.

### United Nations Globally Harmonized System for Classification and Labeling

We continue to assess our products according to the United Nations Globally Harmonized System for Classification and Labeling (UN GHS) for category 1 and/or 2 for hazard warnings on products. Of the products scored globally, 25% were not classified with hazards under UN GHS category 1 or 2. We consciously choose lower hazards, especially in architectural coatings products due to their heavy use in consumer, commercial and residential projects.

**For more detailed information about our ongoing approach to product stewardship, including detailed information about our key focus areas and tools that support our work, visit [PPG.com](https://www.ppg.com)**



# Environment



# Environment overview

**We are committed to using resources efficiently and minimizing environmental impacts throughout our value chain while simultaneously reducing operating costs.**

In this section, we disclose our performance and approach related to the following priority issues:

- Decarbonizing PPG operations, supply chain and customer emissions
- Building climate change resilience in physical assets
- Addressing chemical-related social and environmental impacts, real and perceived
- Managing interactions with water as a shared resource
- Using circular economy principles to reduce impacts from materials and waste

Target (all targets are by 2030 with a 2019 baseline, unless otherwise noted)	2024 progress
25% reduction in waste intensity	Flat compared to baseline
Drive to 100% process waste to reuse, recycle and recovery	48% process waste to reuse, recycle and recovery
5% annual improvement in spill release rate at our facilities	12% improvement in spill release rate
15% reduction in water intensity at priority sites in water stressed communities	28% reduction in water intensity at priority sites
50% reduction in GHG emissions from our own operations (scope 1 and 2 emissions), validated by SBTi and aligned with the emissions reductions required for a 1.5 degrees Celsius future	18% reduction in GHG emissions from our own operations (scope 1 and 2 emissions)
30% reduction in GHG emissions in our value chain (scope 3 emissions), validated by SBTi and aligned with the emissions reductions required for a well below 2 degrees Celsius future	6% reduction in GHG emissions in our value chain (scope 3 emissions), reflective of reporting categories 1, 10 and 12

Our environmental section covers the following areas:

**Energy and emissions:** PPG is committed to reducing our environmental impact while lowering operating costs and maximizing resource efficiency.

**Climate-related risks and opportunities:** PPG takes a systemic approach to managing climate risks and looks for strategic opportunities to support the transition to a low-carbon future throughout our operations.

**Water:** PPG recognizes that water is a finite, shared resource and is focused on minimizing water use in our facilities through conservation, innovation and reuse.

**Waste:** PPG is moving toward a circular economy by using resources more efficiently, minimizing operational waste, and promoting reuse and recycling throughout our value chain.

**Transportation:** PPG leverages internal experts, mandatory practices and effective processes to ensure our products make it to their destinations safely and minimize the environmental impact of transportation.



# Energy and emissions

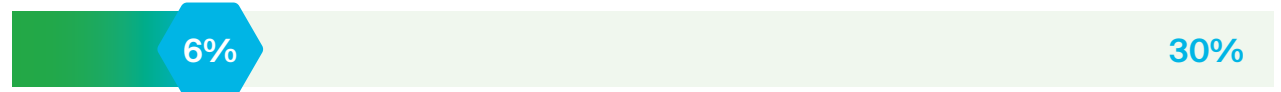
**PPG is committed to reducing our contribution to global climate change through operational efficiency.**

We work to reduce greenhouse gas emissions (GHG) across our operations and value chain through initiatives to minimize energy usage, improve energy efficiency and increase the energy that we source from renewable power generation. Validated through the Science Based Targets initiative, our emissions reduction efforts support the global response to climate change while lowering operating costs and maximizing resource efficiency.

## Scope 1 and 2 GHG emissions reduction

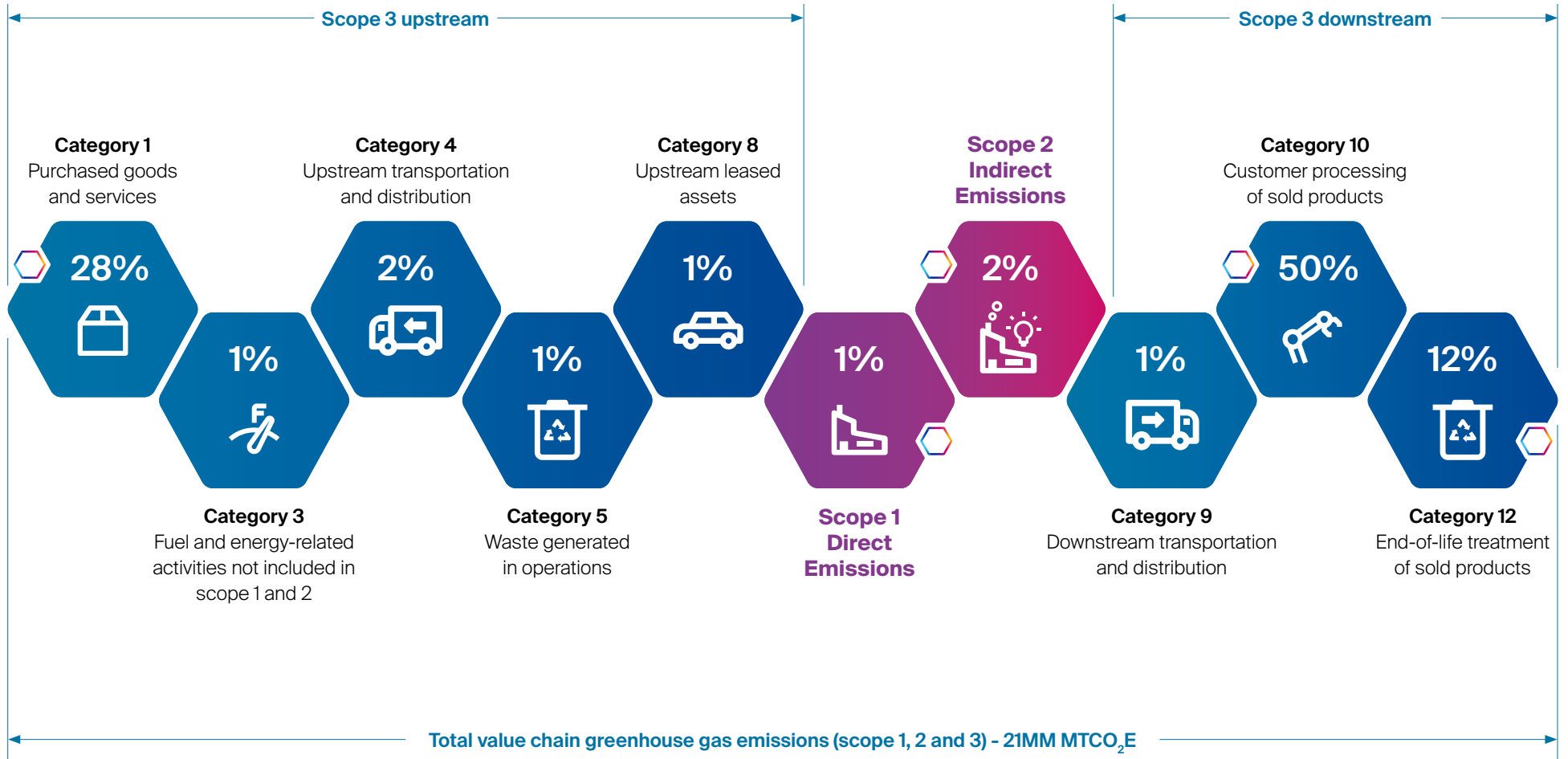


## Scope 3 GHG emissions reduction



PPG GHG emissions for 2019 baseline year

 Reduction focus



Following the divestitures of our architectural coatings U.S. and Canada business and silicas products business, we have recalculated the baseline values of our GHG emissions targets to reflect our ongoing operations. We remain committed to reducing greenhouse gas emissions in our operations and value chain, and our approach remains consistent despite the changes to our business.

We achieved a 18% reduction in absolute direct (scope 1) and indirect (scope 2) GHG emissions from the updated 2019 baseline. These reductions represent continued progress against our company-wide 2030 goal of achieving a 50% reduction in GHG emissions from our own operations (scope 1 and 2 emissions). This target has been validated by the Science Based Targets initiative (SBTi) and aligns PPG's operations with a 1.5 degrees Celsius future.

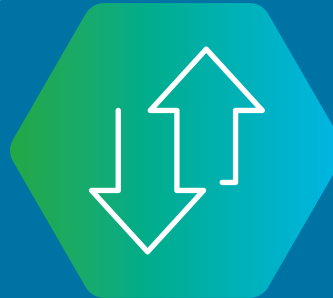
We also saw a 6% reduction in our scope 3 emissions against our updated 2019 baseline. The reduction was primarily due to improvements in the data used to calculate our inventory and grid greening benefits across the value chain. PPG has focused significant resources to better target our engagement with suppliers and focus on downstream emissions.



**Scope 1** covers emissions from sources that are owned or controlled by PPG.



**Scope 2** emissions are indirect emissions from purchased energy.



**Scope 3** emissions refer to all other indirect emissions an organization is connected to through its upstream and downstream business activities.

**Reducing direct and indirect (scope 1 and 2) GHG emissions**

Reducing GHG emissions from our own operations is our most direct means of contributing to the low carbon transition. To meet our 2030 goals, PPG developed a decarbonization roadmap in 2023. The roadmap includes PPG energy efficiency investments in our manufacturing facilities and increased use of renewable energy to replace our current sources of electrical energy supply. PPG’s largest emissions sources come from the U.S. and Europe, representing 68% of our total 2024 emissions footprint.

In 2024, 38% of our total purchased electricity was generated by renewable sources. We have significantly expanded our renewable energy efforts over the past year, partnering with EnelX Advisory Services. With EnelX’s support, we reached an agreement with Constellation to purchase renewable energy certificates linked to a solar park in Leon County, Texas. The agreement will cover approximately 77 megawatts of capacity, the equivalent of 42% of our U.S. electricity use, and is expected to reduce our scope 2 emissions by more than 67,000 metric tons of CO<sub>2</sub>. The solar park is expected to be operational in late 2026.



**Photovoltaic solar in Caivano, Italy**

In December 2024, we completed an on-site solar installation at our Caivano, Italy, facility. The 1.5 megawatt solar installation represents a CO<sub>2</sub> emissions reduction of approximately 390 metric tons annually. The emissions avoided each year by the solar installation are approximately equivalent to driving a passenger car for 990,000 miles.

When considered together with a previously installed combined heat and power unit, the site reduced annual utility costs by approximately 15%. Both projects are part of our ongoing partnership with Grastim, a developer of high-efficiency energy generation solutions. The successful implementation of these technologies at Caivano serves as a model for other PPG manufacturing facilities working to effectively reduce environmental impacts of their operations.

Many of our other sites have active power purchase agreements (PPAs) to directly source renewable energy generated offsite. We continue to work with partners to evaluate onsite renewable opportunities and to secure renewable electricity through PPAs, which help guarantee a renewable electricity supply for years into the future while allowing us to lock in a fixed rate for electricity. To date, we have completed on-site solar installations at our Oak Creek, Wisconsin; Valencia, Spain; and Bucharest, Romania, sites.

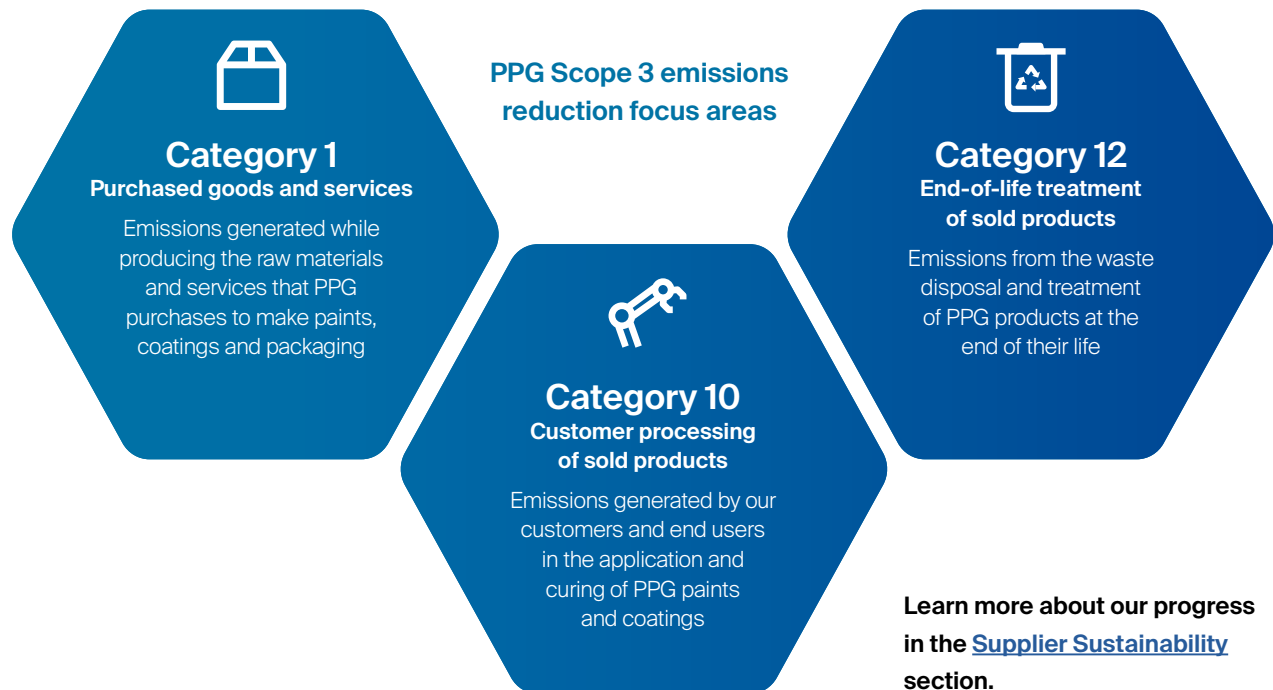
We are taking a two-pronged approach to reducing energy use that includes process improvements and the adoption of new technologies, such as combined heat and power units. As we identify the need to replace process and utility equipment that is inefficient and is at the end of its useful life, we are upgrading and retrofitting to more energy efficient assets. In Europe, the five PPG facilities that use the most energy have adopted rigorous energy management requirements in line with ISO 50001 standards to help systematize the identification of energy wasteful processes and drive down energy consumption. Two of these facilities, Quattordio, Italy, and Cieszyn, Poland, obtained ISO 50001 certification in 2024.

Lloyd’s Register Quality Assurance provided limited assurance on our scope 1 and scope 2 GHG data. View the [assurance report](#).

### Reducing emissions across our value chain (scope 3)

In 2023, we announced the validation of our science-based targets by SBTi to reduce our absolute scope 3 emissions by 30% from a 2019 baseline by 2030. While we have re-baselined to align with the current scope of our operations, our 2030 scope 3 emission reduction target remains unchanged.

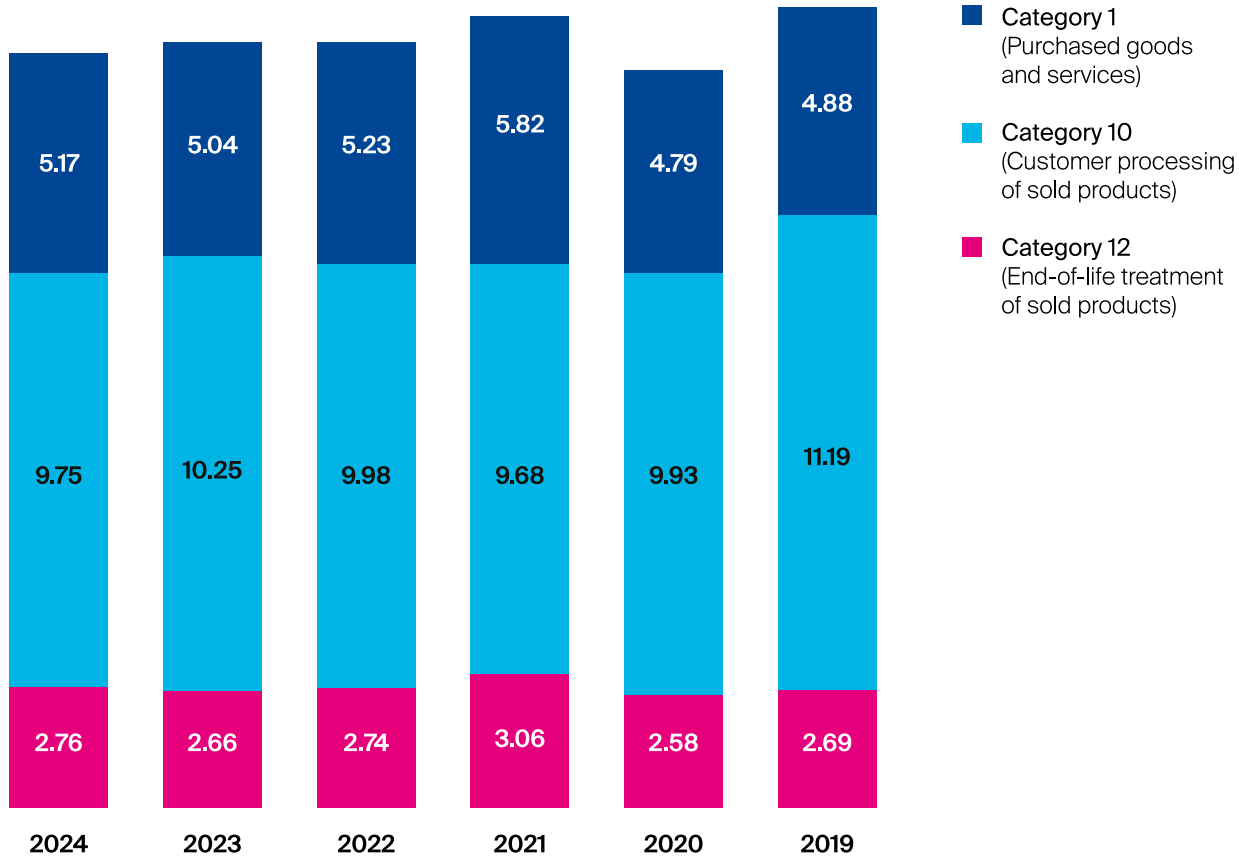
Our scope 3 emissions target focuses on our three most significant emissions categories, which account for more than 80% of our value chain emissions. We are collaborating with our suppliers to reduce emissions from purchased raw materials and services, innovating new products that reduce the emissions associated with application and curing of our products, and exploring alternative feedstocks that reduce the emissions from the disposal and treatment of PPG products at the end of their useful life.



Learn more about our progress in the [Supplier Sustainability](#) section.

### Scope 3 greenhouse gas emissions

Million metric tons of carbon dioxide equivalent



### Other air emissions

While we do not report hazardous air pollutants (HAPs) on a global level, we do track those emissions at our U.S. facilities. In 2024, our U.S. operations emitted 168 metric tons of HAPs. As we reformulate products to enhance their environmental performance, our emissions of hazardous air pollutants should decrease over time. Learn more in the [product stewardship](#) section.

**For more detailed information about our approach to reducing energy use across our operations and GHG emissions, visit [PPG.com](https://www.ppg.com)**

## Multi-year data highlights

### Greenhouse gas emissions

Million metric tons of carbon dioxide equivalents

	2024	2023	2022	2021	2020	2019
Total (scope 1 and 2)	0.63	0.67	0.68	0.69	0.70	0.77
Direct (scope 1)	0.26	0.26	0.27	0.28	0.27	0.30
Indirect (scope 2)	0.38	0.41	0.41	0.42	0.43	0.48
Value chain (scope 3): PPG focus areas*	17.68	17.95	17.95	18.56	17.31	18.76

Data changes from prior reporting reflect updated data and adjustments for acquired and divested locations from the 2019 baseline onward.

\* Categories: purchased goods and services (category 1), processing of sold products (category 10), and end-of-life treatment of sold products (category 12).

### Greenhouse gas emissions intensity

Metric tons of emissions per metric ton of production

	2024	2023	2022	2021	2020	2019
Total	0.19	0.20	0.19	0.19	0.20	0.20
Direct (scope 1)	0.08	0.08	0.08	0.07	0.08	0.08
Indirect (scope 2)	0.11	0.12	0.12	0.11	0.12	0.13

Total intensity data include 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 2019 baseline onward. Total may not equal the sum of direct and indirect due to rounding.

## Air emissions

Metric tons

	2024	2023	2022	2021	2020	2019
Particulates	134	126	178	150	153	162
Volatile organic compounds	1,864	2,570	2,042	2,111	1,818	2,334
Nitrogen oxides	448	457	544	566	577	782
Sulfur dioxide	48	31	44	53	57	75

Data changes from prior reporting reflect updated data and adjustments for acquired and divested locations.

## Air emissions intensity

Metric tons of emissions per 1,000 metric tons of production

	2024	2023	2022	2021	2020	2019
Particulates	0.04	0.04	0.05	0.04	0.04	0.04
Volatile organic compounds	0.55	0.75	0.58	0.56	0.51	0.61
Nitrogen oxides	0.13	0.13	0.15	0.15	0.16	0.21
Sulfur dioxide	0.01	0.01	0.01	0.01	0.02	0.02

Data changes from prior reporting reflect updated data and adjustments for acquired and divested locations.

## Energy intensity

Gigajoules per metric ton of production

	2024	2023	2022	2021	2020	2019
Total	2.63	2.37	2.34	2.28	2.30	2.36
Direct	1.31	1.32	1.33	1.31	1.33	1.40
Indirect	1.31	1.05	1.00	0.97	0.97	0.97

Total may not equal the sum due to rounding.

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.

## Energy consumption

Million gigajoules

	2024	2023	2022	2021	2020	2019
Total	8.97	8.14	8.24	8.55	8.19	9.01
Direct	4.49	4.53	4.70	4.92	4.73	5.33
Indirect	4.49	3.61	3.54	3.63	3.46	3.68

Total may not equal the sum due to rounding.

Direct energy consumption is the amount of primary energy we combust onsite. Our direct energy sources may include coal, natural gas, fuel distilled from crude oil, propane, biofuels, ethanol and hydrogen. Indirect energy refers to the energy we consume that is generated by external suppliers. We consume indirect energy through electricity, heat, steam and electricity generated from renewable energy sources, such as solar and wind. Data changes from prior reporting reflect updated data and adjustments for acquired, divested and closed locations from the 2019 baseline onward.

## Energy consumption by source

Million gigajoules/percent of total energy consumption

Source	2024		2023		2022		2021		2020		2019	
	Million gigajoules	Percent	Million gigajoules	Percent	Million gigajoules	Percent	Million gigajoules	Percent	Million gigajoules	Percent	Million gigajoules	Percent
Nonrenewable fuels purchased and consumed	4.49	50	4.53	56	4.70	57	4.92	58	4.73	58	5.33	59
Nonrenewable electricity purchased	2.05	23	2.20	27	2.37	29	2.44	29	2.47	30	2.70	30
Steam/heating/cooling and other nonrenewable energy purchased	1.21	13	0.37	5	0.38	5	0.41	5	0.35	4	0.36	4
Total renewable energy purchased or generated	1.23	14	1.04	13	0.79	10	0.77	9	0.64	8	0.62	7
Total non renewable energy sold	0.00	-	0.00	-	0.00	-	0.00	0	0.00	-	0.00	-
Total nonrenewable energy consumption	7.74	86	7.10	87	7.45	90	7.78	91	7.55	92	8.39	93

## Energy Costs

Millions of dollars

2024	2023	2022	2021	2020	2019
\$139	\$155	\$193	\$127	\$94	\$106

Data changes from prior reporting reflect updated data and adjustments for acquired, divested and closed locations.

# Climate-related risks and opportunities

**We take a systemic approach to managing climate risks and look for opportunities to create competitive advantage through the transition to a low-carbon future throughout our operations.**

## Addressing the transition to a low-carbon economy

The global transition to a low-carbon economy presents opportunities and risks for PPG. Transition risks and opportunities include those related to technology, low carbon raw materials market changes, reputational impacts, as well as regulations and policy changes. In 2023, PPG was the first U.S.-headquartered coatings company to receive validation from the Science Based Targets initiative (SBTi). SBTi targets enable PPG’s stakeholders to evaluate PPG’s progress against internationally accepted standards. We are committed to reducing our greenhouse gas emissions in line with the goals of the Paris Agreement and have aligned our scope 1 and 2 greenhouse gas emissions approach to the reductions necessary to limit global warming to 1.5 degrees Celsius above pre-industrial levels, and aligned our scope 3 approach to a well below 2 degrees Celsius future.

In 2024, we reduced our exposure to transition risk by continuing to invest in emissions reductions, including increased adoption of renewable energy and improved [energy efficiency](#) at our manufacturing facilities.

We see continued interest from our customers in lower energy and emissions intensive products, and we believe that our sustainably advantaged product portfolio is well positioned to meet these demands. Furthermore, our investments contribute to operational benefits with year-over-year energy savings.

## Managing physical risk at PPG facilities

PPG has a rigorous approach to managing physical climate risk across our facilities. We undertake climate change scenario analysis, climate risk modeling and strategic planning based on guidance from the Task Force on Climate-related Financial Disclosures (TCFD). We utilized Climate Risk Assessment Methodology and evaluated 261 sites against six climate stressors: extreme heat, extreme seasonal precipitation, drought, flooding, high winds and sea level rise. From there, we identified 10 critical sites identified as higher risk. A detailed assessment then outlined site information, physical impacts to PPG property and equipment, and supply chain impacts. Based on the site’s risk profile, a list of capital improvement actions were incorporated into site plans to strengthen these operations against the impacts of climate change.

In 2024, PPG experienced a series of operational disruptions related to extreme weather, including flooding events in Brazil and Spain and hurricanes in

Florida and Georgia. As physical climate risks intensify, we are investing in infrastructure improvements at our sites that are most threatened by climate change. For example, at facilities exposed to significant flood risk, we are elevating the positioning of critical electrical equipment to protect against flood damage.

## Meeting market opportunities

PPG customers and users of our products are increasingly aware of climate impacts. We continue to see growth in the demand for lower carbon products across our businesses – from [PPG DURANAR® ULTRA-COOL™ IR-reflective architectural coatings](#) that combat the effects of high heat and lower the demand for air conditioning, to [PPG Enviro-prime EPIC 300](#) which features an expanded bake window that reduces process emissions for our automotive customers. We foster partnerships with our customers and collaborate to develop new, more sustainably advantaged products.

We also have an established process that enables our sustainability team to work alongside PPG’s businesses to identify market opportunities related to climate change impacts. Learn more in our [research partnerships](#) and [sustainably advantaged products](#) sections.

### Climate-related regulations around the world

In 2024, we continued to track climate-related laws and regulations in the countries where we operate through our corporate risk management process, including state-level requirements in the U.S. and those regulations related to the EU Green Deal. We will continue to monitor emerging legislation that could impact our activities in the future.

### Understanding nature-related risks and opportunities

PPG relies on natural capital across every aspect of our global business. We transform raw materials into high performing paints and coatings. In order to do so, we rely on a range of ecosystem services for everything from access to clean water to flood mitigation around our facilities.

We have a sophisticated understanding of the chemicals we use, and take responsibility for minimizing the environmental impacts from our products. As we continue to innovate new sustainably advantaged products, we also see opportunities to develop and scale bio-based and circular products and services. Moving forward, we are committed to advancing our understanding of nature-related impacts, dependencies, risks and opportunities in our operations and value chain. We are following the evolving work of standard setters to provide guidance in this area going forward.

For more detailed information about our ongoing approach to climate-related risks and opportunities, visit [PPG.com](https://www.ppg.com)

To learn more about how PPG is addressing climate change, see our Task Force on Climate-related Financial Disclosure (TCFD) index on [PPG.com](https://www.ppg.com)



# Water

**We recognize that water is a finite, shared resource. We minimize water use in our facilities through conservation, innovation and reuse.**

PPG uses water as an input to our production processes. Our largest source of water consumption is wash water to clean out our systems between production batches. Most of the water we use is pretreated and sent to municipal water treatment facilities and then released back into the local water system. We consider our impacts on the entire water basin, and take into account the local environmental, regulatory and socioeconomic context of each of our sites.

PPG's most significant impact on water availability in local communities comes from our facilities located in water stressed areas. Recognizing that impacts from water use vary significantly depending on local conditions, our 2030 water reduction goal prioritizes water efficiency measures in areas with high water scarcity risk. In 2024, we succeeded in reducing the amount of water that we use in water stressed communities by 28% from our 2019 baseline, exceeding our 2030 water reduction target ahead of schedule. This represents a meaningful reduction in the impact of our water withdrawals on the communities where we operate.

## Reduction in water intensity at priority sites in water scarce communities



We achieved our goal by concentrating water efficiency initiatives on 23 priority sites, which were identified based on high water use and proximity to water stressed regions. For each priority site, we performed an in-depth review of water usage, identified water-intensive production processes, and developed action plans to limit water use and water waste. For example, we installed submeters to measure the water used for different production processes rather than relying on facility-level water meters. These submeters helped us to identify the most water-intensive production processes so we could develop strategies to reduce our usage. Having a more detailed view of our water usage also helped identify water lines in need of repair or replacement, which helped reduce water waste.

Looking ahead, we will continue monitoring water scarcity risk in the communities where we operate using the World Resources Institute's Water Risk Atlas, and will invest in best practices toward reducing our water use where our activities impact stakeholders.

**For more detailed information about our ongoing approach to water management, including a detailed description of our water mapping, reuse, wastewater treatment, visit [PPG.com](https://www.ppg.com)**



## Reducing waste and saving water in San Juan del Río

At PPG's automotive coatings plant in San Juan del Río, Mexico, PPG people have taken a proactive approach to optimizing production processes. Historically, degreasers were manufactured based on incoming orders and as many as five different products were produced in the same tank on any given day. This approach led to multiple wash cycles between batches, with the water used for cleaning collected and disposed of as hazardous waste.

The team identified an opportunity to reduce water consumption by producing identical degreasing codes consecutively. By eliminating the need for washes between consecutive batches, the plant could significantly cut water usage and streamline operations. To implement this solution effectively, cross-functional protocols were established with planning, quality control, and operations teams. Together, the teams reorganized production schedules to prioritize consecutive manufacturing of identical codes, minimizing washes between batches. In addition to cutting the facility's water use by more than 15%, the amount of hazardous waste produced at the facility was decreased, saving the company disposal and remediation costs.

## Water conservation at Saultain

The PPG site in Saultain, France, has emerged as a model for addressing water conservation challenges. Designated as one of our water priority sites because of stress on the local water basin, the facility has taken a collaborative approach to reducing water withdrawals and use. Employees across the site are actively engaged in identifying and implementing innovative solutions that align with PPG's commitment to reduce water intensity in water stressed communities.

In 2023, the Saultain facility upgraded the cooling system for its resin reactors, an initiative that saves over 3,000 cubic meters of water annually. This update stemmed from a suggestion by a maintenance technician who participated in sustainability-focused engagement activities, showcasing how employee involvement helps to drive meaningful change. Building on this momentum, the on-site laboratory introduced a closed-loop water cooling system in 2024, further reducing water consumption on site. These improvements underscore PPG's dedication to continuous process optimization and deliver measurable financial benefits, saving the facility thousands of dollars each year.



## Multi-year data highlights

### Water intensity

Cubic meters per metric ton of production

	2024	2023	2022	2021	2020	2019
Water intensity for priority sites in water stressed areas	0.97	1.18	1.49	1.38	1.42	1.34

Data changes from prior reporting reflect adjustments for acquired and divested locations from the 2019 baseline onward.

### Water consumption - all sources

Million cubic meters

	2024	2023	2022	2021	2020	2019
Withdrawn	9.66	8.17	9.11	9.61	9.11	9.96
Discharged	7.97	6.43	7.26	7.62	6.99	7.19
Net consumption (withdrawn minus discharged)	1.69	1.74	1.85	1.99	2.12	2.77

Total may not equal the sum due to rounding.

Water withdrawal and water discharge data are provided by each location on a monthly basis using the best available data, including direct measurements when possible. Data changes from prior reporting reflect adjustments for acquired and divested locations.

### 2024 water withdrawn - all sources

Million cubic meters

Source	Amount withdrawn
Surface water	0.01
Groundwater	5.74
Seawater	0.00
Produced water	0.00
Third-party water	3.90

### 2024 freshwater consumption

Million cubic meters

Source	Amount withdrawn
Municipal water withdrawn	3.90
Fresh surface water withdrawn	0.01
Fresh groundwater withdrawn	5.74
Water discharged	7.97
Net freshwater consumption	1.68

### Water usage in water stressed regions

	2024	2023	2022	2021	2020	2019
Total water withdrawn in water stressed regions	1.03	1.24	1.57	1.64	1.54	1.59
Percent of water withdrawn	11%	15%	17%	17%	17%	16%
Percent of total consumed	34%	37%	47%	46%	47%	34%

Included facilities are in North America, South America, Europe, Australia and Asia. Data changes from prior reporting reflect adjustments for acquired and divested locations and updated water scarcity analysis.

### Water non-compliances

	2024	2023	2022	2021	2020	2019
Number	9	5	10	6	7	6

Data cover non-compliances associated with water quality permits, standards and regulations and is based on the year that PPG is notified of the non-compliance by a governmental authority.

Water non-compliances are typically minor deviations from existing discharge permits. These incidents are thoroughly investigated, and corrective actions are implemented to minimize reoccurrence.

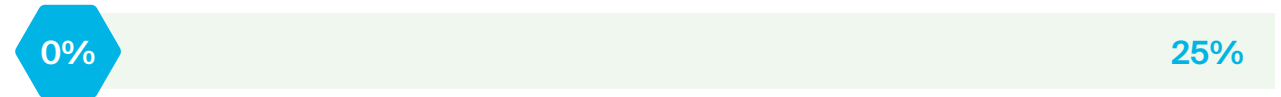
# Waste

**PPG recognizes the importance of moving toward a circular economy for our customers and our operations.**

Beyond the environmental benefits, reducing waste and increasing resource efficiency helps lower our costs and supports operational efficiency. We consider circularity in our product design, use raw materials as efficiently as possible, minimize operational waste and promote reuse and recycling throughout our value chain.

In 2024, our waste intensity was flat compared to the 2019 baseline. Of our process waste, 48% was either reused, recycled or recovered. While operating sites have continued to implement waste reduction measures, we expect progress toward our waste goals will not be linear. Extensive cleaning and maintenance processes, which are completed at some of our larger facilities every two to three years, result in increased waste output, and we expect variability in our waste intensity as a result. Clearing out excess inventory at the end of the year also contributed to elevated waste output in 2024. We re-baselined our waste data following the divestment of our architectural coatings U.S. and Canada business and our silicas products business. As our business becomes more focused, we expect our waste intensity to decrease over time.

## Reduction of total waste intensity



## Increase process waste to reuse, recycle and recovery



## Annual improvement in spill release rate



A significant contributor to our waste metrics for 2024 was a fire at our Circleville, Ohio, facility which triggered the facility's aqueous film forming foam (AFFF) fire suppression system. Although the fire was quickly extinguished, the system continued to deploy foam until it could be shut off manually, resulting in the release of a significant amount of foam and water which was collected in the facility's secondary containment system. We classified the foam and water as waste which was concentrated through filtration and then incinerated at a permitted facility. AFFF foams are very effective and widely used throughout the world, but they contain PFAS substances which are persistent and bioaccumulative in the environment. For this reason, PPG is in the process of phasing out the use of AFFF foams all of our facilities worldwide. Waste generated from the Circleville incident has been excluded from our annual performance data for 2024 because we believe it would obscure our global performance and make it difficult to compare operational waste data year over year. If this was included in our performance data, PPG's total waste output in 2024 would be 169 metric tons.

**Reducing waste in our operations**

When setting our 2030 targets, we chose to include any materials sent offsite for recycling in our waste intensity metric. This shift acknowledges that recycling is less

efficient than waste elimination, repurposing and reuse and ensures that we're incentivizing desired behavior across our manufacturing and operations functions. Reusing materials that would have otherwise been recycled helps reduce our yield loss and ultimately improves profitability.

While we encourage reuse and repurposing where possible, we also recognize that recycling plays an important role in keeping waste out of landfills. Our goal to reach 100% of process waste to reuse, recycle and recovery supports continuous improvements in the percentage of our waste that is diverted from landfills and other disposal facilities.

**Advancing our circularity approach**

PPG supports the circular economy by focusing on every stage of the product life cycle. We reviewed opportunities to reduce waste from the sourcing of raw materials, through the manufacturing process, to the application and usage of products, and their end-of-life. In 2024, we continued to formalize our circularity approach by understanding how PPG is already contributing to the circular economy, identifying new research and development projects to support these efforts, and developing a formal circular economy strategy to guide future efforts.



## Spills and releases

The median spill in 2024 was 86,882 pounds, with 96% of spills contained onsite. We had seven substantial spills during the year, which totaled 538,341 gallons (2,037,842 liters). Many of these spills have been attributed to issues with mechanical integrity or work instruction practices.

In 2024, we reduced our overall spill rate from 1.52 to 1.34 spills per 1,000 employees, which excludes the divested silicas and architectural coatings U.S. and Canada businesses. Much of this improvement can be attributed to our increased focus on incident reduction at critical sites, which account for an outsized percentage of our overall spills and releases. Our EHS team engaged directly with floor workers at these sites to identify vulnerabilities and develop additional safety procedures. This proactive engagement translated to significant year over year improvements, with spill rates at our critical sites falling by up to 40%.

PPG facilities employ management practices to prevent spills and releases, including employee engagement activities, training, spill elimination assessments, operational improvements, self-assessments and best practice sharing. We engage with all PPG employees through a job safety analysis (JSA), a systematic process designed to identify potential hazards and develop improved work practices for carrying out a specific task or job operation. This is one of several tools within our EHS Management System that help address causal factors, such as equipment, process or people interactions, to prevent future spills and releases.

PPG launched a steering committee in 2024 to review our approach to managing and reporting on spills. As part of this initiative, we began developing an updated process for calculating our spill rate that is more precise and reflective of how our business runs today. Based on insights from peer surveys and benchmarking, we are also working to refine our process for classifying hazardous chemicals to better align with the global harmonized systems of classification and labeling of chemicals (GHS).

**For more detailed information about our ongoing approach to waste management and circularity, visit [PPG.com](https://www.ppg.com)**



## Multi-year data highlights

### Waste disposal

Thousand metric tons

	2024	2023	2022	2021	2020	2019
Waste generated	165.15	166.35	157.69	166.39	159.70	183.48
Total waste intensity <i>metric tons per 100 metric tons of production</i>	4.83	4.84	4.47	4.44	4.48	4.82
Disposed	86.21	87.95	83.29	88.16	89.27	107.06
Disposal intensity <i>metric tons per 100 metric tons of production</i>	2.52	2.56	2.36	2.35	2.51	2.81
Waste Recycled	78.94	78.39	74.40	78.22	70.43	76.42

Disposed waste does not include waste that is recycled, reclaimed or incinerated for energy recovery. Waste generated includes all waste from manufacturing and R&D locations generated as a consequence of the activities involved in the production of our products and services. Data changes from prior reporting reflect adjustments for acquired and divested locations. Waste figures represent global waste data, excluding waste generated from fire suppression system at Circleville, Ohio, facility.

### Waste generated/recycled

		2024	2023	2022	2021	2020	2019
Non-hazardous waste	<i>Generated thousand metric tons</i>	69.74	69.61	68.29	71.71	67.78	75.90
	<i>Recycled percent</i>	37%	39%	37%	37%	34%	34%
	<i>Disposed thousand metric tons</i>	43.95	42.21	42.74	45.26	44.62	50.23
Hazardous waste	<i>Generated thousand metric tons</i>	95.41	96.74	89.40	94.67	91.92	107.57
	<i>Recycled percent</i>	56%	53%	55%	55%	51%	47%
	<i>Disposed thousand metric tons</i>	42.25	45.74	40.55	42.90	44.66	56.83

Disposed waste includes waste that is sent off site for landfill, incineration without energy recovery and physical/chemical treatment. We report our hazardous waste data using the regulatory framework of each country where we operate. Data changes from prior reporting reflect adjustments for acquired and divested locations. Waste figures represent global waste data, excluding waste generated from fire suppression system at Circleville, Ohio, facility.

### Spill release rate

Per 1,000 employees

2024	2023	2022	2021	2020	2019
1.34	1.66	1.45	1.44	1.35	1.52

Waste figures represent global waste data, excluding waste generated from fire suppression system at Circleville, Ohio, facility.

# Transportation

## Each day, PPG products are transported by land, sea and air.

PPG products are often applied to end products within the territory that they are produced, providing a strategic advantage to our customers in supply security and reducing environmental impact of transportation. In any case, the safe and efficient transportation of our products to our global customers is paramount. Internal expertise, mandatory practices and effective processes help ensure our products make it to their destinations safely and minimize the environmental impact of transportation.

### Our transportation highlights in 2024

Our incident report numbers remain stable, underscoring our robust safety framework and showcasing the effectiveness of our safety protocols. Throughout 2024, our teams documented 263 incidents through U.S. DOT 5800 incident reports or PPG transportation incident reports, accounting for under 0.03% of all shipments. Eight of these incidents warranted prompt notification to governmental authorities and were classified as significant according to our internal standards and Sustainability Accounting Standards Board (SASB) guidelines, with one occurring within the U.S. and seven outside U.S. territory.

In 2024, we began work on a new global transportation management system (TMS) that integrates with our enterprise resource planning (ERP) platform. While full implementation will take several years, we are working to accelerate adoption in our European business in alignment with the initial locations planned for transition to the new ERP. This is intended as a first phase of a planned implementation of the new ERP with TMS as part of PPG's global template business systems solution. The centralized TMS will help our team identify and resolve inefficiencies by optimizing carrier selection, shipping weight and routing decisions. In addition to facilitating more efficient transportation that results in less emissions associated with movement of PPG freight, the TMS will lower the cost to serve our customers and maintain our competitive advantage.

PPG currently deploys a regional based TMS for large portions of our freight under management in the U.S., Canada and Mexico, along with limited European operations. Supported by centralized transportation management and planning, PPG leverages the TMS to drive both cost effective and efficient transportation planning while ensuring compliance by using transportation providers that are approved and contracted through PPG's procurement team.

### Sustainable alternative fuels in EMEA

In 2024, we worked with carriers to change over parts of the EMEA transport fleet to hydrotreated vegetable oil (HVO), a renewable diesel alternative. HVO is produced by processing waste vegetable oil, and reduces transportation emissions by up to 90%. It can be used to power diesel vehicles without significant modification, which significantly reduces the barriers to its use. In France alone, we allocated more than €1.5 million on shipping with biofuels in 2024.

While PPG continues to actively pursue decarbonization opportunities, current market limitations present certain constraints. In many instances, there are not cost-effective methods available to reduce the emissions associated with moving our products. While the range of electric vehicles has improved, PPG continues to monitor developments that provide greater range, better cold weather performance and hauling capabilities for heavy loads before implementing electric trucks for our transportation needs.

Throughout the EMEA region, we have continued to replace diesel-powered shuttle vans with electric vehicles where possible. Transport vans are easier to switch to electric vehicles because of their lower payload. In addition to reducing transport emissions, we anticipate that electric vehicle adoption will lower shipping costs on routes where they are feasible.

### Driving transportation efficiency

PPG continues to advance initiatives to minimize transportation-related emissions across our global supply chain. Our multi-faceted approach includes optimizing shipping patterns, consolidating shipments and strategic shifts toward lower-emission transport modes.

In 2024, we continued to integrate performance, cost and sustainability criteria into freight tender evaluations, giving preference to carriers that demonstrate strong management against these aspects. Our European transportation management team consults regularly with sustainability experts from top carriers. These discussions focus on identifying emission reduction opportunities and ensuring our suppliers maintain robust sustainability roadmaps that align with PPG’s emissions reduction targets.

Our sophisticated emissions tracking dashboard provides detailed insights into transportation-related environmental impacts across different transport modes. This technology enables our operations team to analyze variables including distance, shipment weight, transport mode and vehicle utilization rates to optimize routing decisions and carrier selection to reduce emissions.

### Multi-year data highlights

	2024	2023	2022	2021	2020	2019
Total number of incidents reported	263	276	288	561	255	293
Number of significant incidents	8	9	12	16	12	20

As the capacity and availability of low emissions technologies continue to ramp up, we are working in parallel to avoid excess emissions from air freight – our most emissions-intensive form of transport. To prevent unnecessary heavy air shipments, requests for expedited shipping must pass through an approval flow that includes director-level sign-off.

**For more information about our approach to safe transportation, including the ways that we engage with our suppliers, visit [PPG.com](https://www.ppg.com)**





# People



# People overview

## PPG people make it happen, driving value for our customers every day.

At PPG, we aim to champion all employees, encouraging them to bring their best to their role and empowering everyone to reach their full potential. Our people strategies provide the foundation for transforming to a culture of growth by encouraging our team members to thrive, deliver and grow, enabling them to deliver exceptional performance and live our purpose: *We protect and beautify the world.*

In this section, we disclose our performance and approach related to the following priority issues:

- Attracting and retaining talent
- Fostering an inclusive workforce focused on belonging
- Providing sustainability training and career progression pathways for our people
- Ensuring safe work environments and promoting employee wellbeing

## Safety and health

### 2030 target

**100%** of employees go home safely each day. Drive at least **5%** annual improvement in injury and illness rate

### Progress

**3%** annual improvement in injury and illness rate, including divested businesses in 2024

### Our people section covers the following areas:

- **Engagement:** PPG is committed to creating a company where everyone can thrive, deliver and grow by supporting the productivity, motivation and engagement of our workforce.
- **Learning and leadership development:** PPG recognizes that our people are our most important competitive advantage. We invest in resources and capability building to help our people develop and succeed at every level of their careers.
- **Safety and health:** PPG's top priority is to keep our people healthy and ensure that everyone goes home safely at the end of each day.
- **Wellness:** PPG is committed to building a global culture of health that enables our employees and their families to prioritize mental and physical wellbeing.



**Multi-year data** This data reflects the number of employees following divestment of the architectural coatings U.S. and Canada and silicas businesses. It does not necessarily include all employees who joined our company through recent acquisitions. Numbers may vary in past and future reports as we continue to integrate new employees into our human resource systems and as employees continue to provide or update their self-identification status.

### Number of employees

2024	2023	2022	2021	2020	2019
46,000	50,000	52,000	49,300	46,900	47,600

Numbers are average for the full year and include PPG joint ventures.

### 2024 employees by region

	Asia Pacific	Europe, Middle East and Africa	Latin America	U.S. and Canada	Total
Female	1,792	5,460	2,352	3,678	13,282
Male	5,527	11,758	6,538	8,452	32,275
Other	0	0	0	4	4
Not specified	0	10	0	0	10
<b>Total</b>	<b>7,319</b>	<b>17,228</b>	<b>8,890</b>	<b>12,134</b>	<b>45,571</b>

Numbers are as of Dec. 31, 2024 following the divestiture of the architectural coatings U.S. and Canada and silicas businesses.

### 2024 employees by employee type

	Full-time	Part-time
Female	12,668	614
Male	31,952	323
Other	4	0
Not specified	10	0
<b>Total</b>	<b>44,634</b>	<b>937</b>

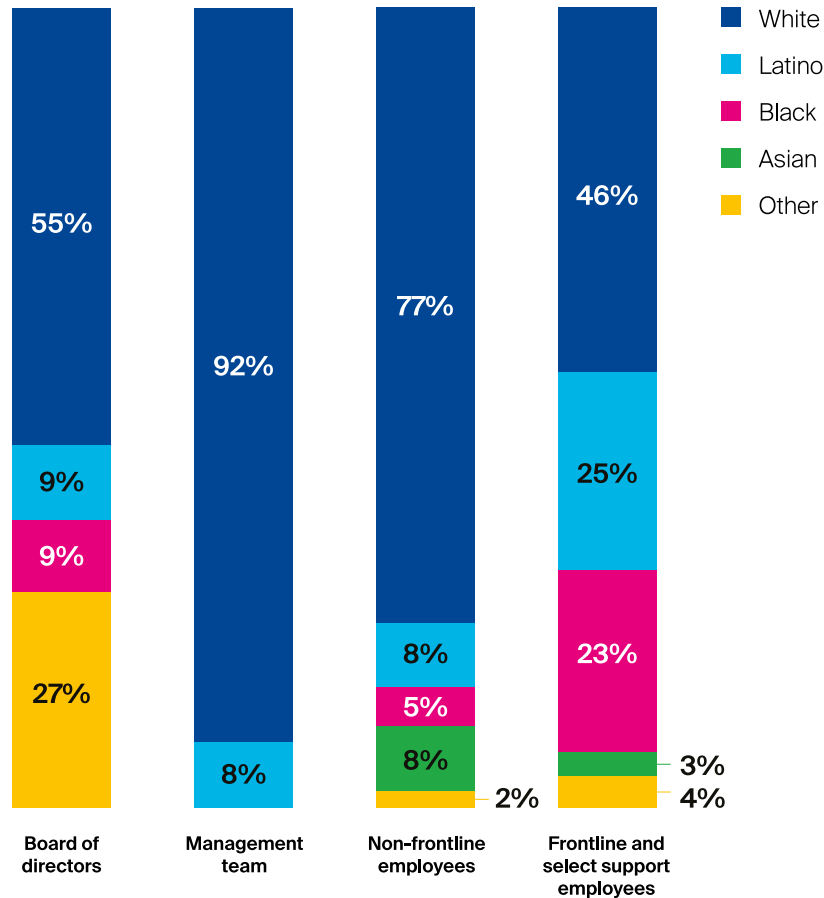
Numbers are as of Dec. 31, 2024 following the divestiture of the architectural coatings U.S. and Canada and silicas businesses.

**U.S. EEO-1 reporting**

While we do not use the Federal Employer Information Report EEO-1 to guide our progress, our 2023 U.S. EEO-1 report is available [online](#).

**2024 U.S. employee race and ethnicity representation**

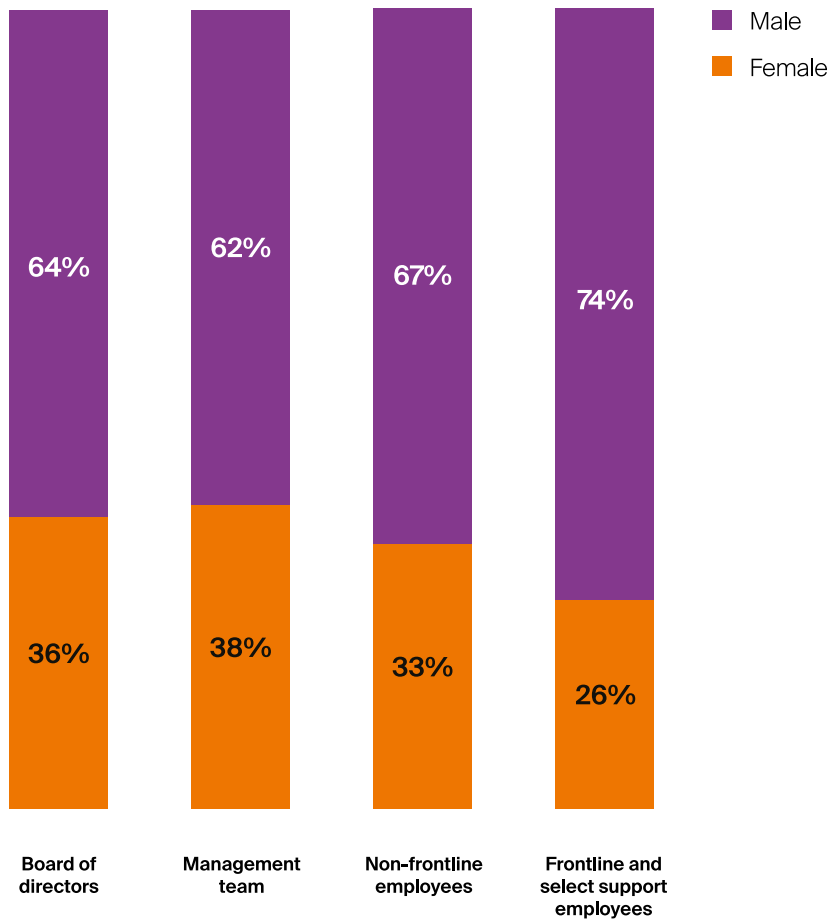
Percent



Total may not equal the sum due to rounding. "Other" category includes employees who are two or more races, Native Hawaiian or Pacific Islander and Native American or Native Alaskan, as well as employees who did not self-identify their race. 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.

### 2024 total global gender representation

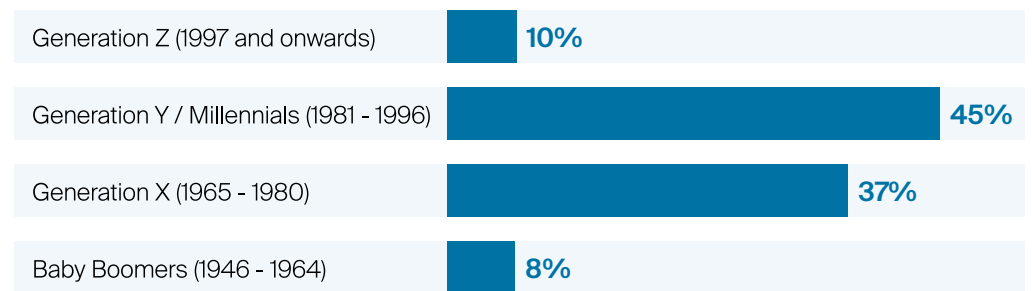
As of December 31, 2024



Total may not equal the sum due to rounding.

### 2024 total global generational overview

As of December 31, 2024



# Engagement

**PPG people do better today than yesterday, every day.**

Engaged employees are the cornerstone of our success. Their dedication and expertise drives our quality, safety, performance and growth. Through our collective insights, we create a company where everyone can thrive, deliver and grow.

## Fostering a culture of engagement

Engagement is a common language and concept across the organization. Throughout the course of a year, the business can face a variety of challenges internally or externally, and we know that the common language of engagement has been powerful as a change management tool to monitor how strategies are landing and impacting employees.

Throughout 2024, we focused on fostering conversations about employee engagement regularly. We encouraged leaders to check-in on employee engagement in regular one-on-one meetings, in addition to surveys and annual action plans. We have also started to provide PPG staff across the company with more detailed results from our annual Employee Voice Survey, as we believe that transparent communication of the survey outcomes helps us address employee concerns more directly. These adjustments are aimed at helping our people leaders create more space for ongoing, high-quality conversations that support continuous improvement toward our growth culture.



Maintained  
2023's record-setting  
engagement score of

**4.22**

**2024**

Exceptional Workplace  
Award from Gallup

**400K+**

unique awards  
through the One PPG  
Recognition and  
Rewards Program

This integrated approach to employee engagement is paying off. We've seen improved engagement in employee groups that had been identified as a priority, including our frontline leaders. We were also recognized with a Gallup Exceptional Workplace award for the third consecutive year, in recognition of our efforts to put the engagement of our people at the center of our business strategy. Gallup research consistently demonstrates that highly engaged teams lead to better business outcomes, including higher profitability, productivity, and employee retention.

### Recognizing and learning from top performers

In 2024, we began to look more closely at leaders that had strong performance across engagement metrics. PPG seeks to develop an engaged talent pool, as proven by the more than 1,200 leaders that scored in the top quartile for engagement for two or more consecutive years in 2024. Our engagement team works with HR business partners and business leaders to celebrate these leaders at monthly meetings, town halls and other onsite events. These efforts not only recognize top performers but also enable us to capture learning and document best practices.

We continue to recognize the achievements of our team members through the One PPG Recognition and Rewards Program. Through the program, employees receive a thank you or congratulatory message and reward points that can be redeemed for gift cards, travel or other items. Recipients can be nominated by their peers or leadership for living our core values, aligned with The PPG Way and The PPG Way to Lead. The program also recognizes certain achievements, such as birthdays and PPG anniversaries. In 2024, we recognized PPG people with more than 400,000 unique awards.



### Fostering inclusivity

A key component of our engagement strategy is making sure everyone at PPG feels like they belong within the company's culture. Our focus on promoting inclusion and belonging contributes to an increasingly motivated and loyal workforce, reducing turnover costs and increasing productivity.

Across the 70+ countries where PPG operates, we offer a range of different training and engagement activities focused on inclusivity. These optional programs include:

- **Listen & Learn sessions**, where senior leaders share their perspectives on a range of topics and offer an outlet for employees to ask questions.
- **Employee Resource Networks (ERNs)** provide PPG employees spaces to celebrate various cultures, backgrounds, abilities and lived experiences. Each of our eight ERNs are open to all employees at PPG. The groups support their members' learning and development, organize volunteer events in their local communities, and collaborate to support PPG business strategies.
- **Learning Journeys**, offer voluntary training programs that help employees and leaders enhance their inclusion and belonging skills. These programs cover essential topics such as authenticity, transparency, trust-building, team development and techniques to leverage diverse styles, abilities and motivations. This approach aims to improve team collaboration and foster innovative solutions.

## Employee Resource Networks: Encouraging a culture of belonging

At PPG, our Employee Resource Networks (ERNs) play a pivotal role in cultivating a sense of belonging among our workforce. These networks provide valuable opportunities for all employees to connect, collaborate and support one another in their personal and professional development. Every employee is eligible to join or participate in any ERN.

- The **Black Employee Network** hosted an enlightening session with Dr. Gina Page, inviting all employees to explore the rich cultural heritage of Africa through the ancestry DNA of PPG employees.
- The **Latino Employee Network (LEN)** and the **Asian Employee Network (AEN)** facilitated interactions with executives from diverse industries. LEN welcomed Guillermo Novo, a member of PPG's Board of Directors, who emphasized the significance of cultural diversity, particularly the contributions of Latin American and Hispanic cultures, as essential assets for PPG's growth in an increasingly global marketplace. The AEN organized a panel discussion featuring Bhaskar Ramachandran, PPG chief information officer, alongside executives from Albemarle, PNC, and Buchanan Ingersoll. This event provided insights into their career journeys, leadership challenges and strategies for overcoming obstacles.
- The **LGBTQ+ Network** established a parent support group and allyship mentoring circles to create a safe and supportive environment for parents and allies to share experiences and connect with one another.
- The **Cross-Generational Network** celebrated Global Intergenerational Week to encourage people of all ages to connect and form lasting relationships. Learn more in the [Learning and Leadership Development](#) section.
- The **Veterans Employee Network** led efforts to celebrate veterans at various U.S. facilities. Employees were invited to meet several military leaders, who shared insights about their bravery, courage and sacrifice they made for the country. They also highlighted how PPG and their fellow colleagues can help all veterans reach their full potential. Learn more in the [Learning and Leadership Development](#) section.
- The **Women's Leadership Network** celebrated Women's Health Month, dedicated to promoting physical, mental and emotional wellbeing among women. Learn more in the [Wellness](#) section.
- The **Abilities First Network** drew attention to hidden disabilities in the workplace, where over 900 employees learned about the organization, Hidden Disabilities and their Sunflower program. Learn more in the [Wellness](#) section.

Through these initiatives, PPG's ERNs enhanced employee engagement and contributed to a more inclusive workplace, driving our commitment to sustainability and social responsibility.



### Content sharing and cross-functional collaboration

This year, we launched a new internal website that offers PPG employees access to a simple, ‘one-stop shop’ for specialized engagement tools and resources. We also supported our HR business partners in developing and sharing content aimed at driving engagement across the business as part of our routine employee communications.

To support high-level visibility into engagement activities, business unit leaders have been tasked with developing their own action plans and sharing progress updates with our engagement team throughout the year. In 2025, we will be collaborating more deeply with HR and business leaders to support them in developing action plans specific to each business unit and function.

### Employee attraction, retention and turnover

We take a holistic view of employee attraction and retention, recognizing that engagement, benefits, compensation, inclusive work environment, growth opportunities, and more, influence the decision making of prospective and current employees. PPG leverages many forms of recruitment, including working with external agencies, to attract talent. We offer competitive and attractive packages and work to understand the hiring landscape to remain competitive in our search for talent. In 2024, we redesigned our [external careers site](#) to provide an intuitive interface, comprehensive

resources, and engaging content that highlights PPG’s dynamic work environment and diverse career opportunities. Additionally, we launched a talent community aimed at enhancing the experience for prospective candidates. This community is designed to foster connections with individuals who want to stay engaged and connected with PPG for future career opportunities.

In 2024, the overall turnover rate was 18.5%, a 2.4% decrease from 2023. We expect this improvement was a result of a stabilized labor market and our continued efforts to engage our employees, as noted above.

In response to trends identified in our previous Employee Voice surveys, we have been working to improve engagement of our frontline employee population. This has included a compensation review, comprehensive onboarding program and concentrated efforts to create a more growth-oriented environment for our people. We have seen improvements in engagement from these activities, with 92% of new frontline hires reporting feeling well-prepared to excel in their roles. We will continue to focus our efforts to drive improved retention of our frontline employees through 2025.

**For more detailed information about our ongoing approach to employee engagement, visit [PPG.com](https://www.ppg.com)**

### Turnover rate

	2024	2023	2022	2021	2020	2019
Overall	18.5%	20.9%	22.8%	20.0%	17.6%	18.2%
Voluntary	13.2%	15.0%	17.4%	15.2%	11.7%	13.0%
Involuntary	5.3%	5.9%	5.4%	4.8%	5.9%	5.1%

2024 data does not include employees from divested architectural coatings U.S. and Canada and silicas businesses.

# Learning and leadership development

**Our people are our most important competitive advantage.**

We help people develop and succeed at every level of their careers through extensive resources and capability-building.



**86%**  
of eligible employees have completed The PPG Way to Lead assessments

**100%**  
of eligible employees participated in the performance review process

Training programs offered in 11 languages, covering more than  
**97%**  
of PPG employees



### The PPG Way to Lead

The PPG Way to Lead is a research-based behavioral competency model based on The PPG Way. The model identifies specific behaviors that employees at all levels of the organization can use to become better leaders. We are continuing to develop competency pathways, with the goal of providing more structured educational curricula across each of the nine competencies covered in The PPG Way to Lead.

The PPG Way to Lead provides a comprehensive learning journey for leadership growth, including foundational programs, coaching opportunities, mentorship, assessment tools and top talent programs. For example, our use of the GALLUP® CLIFTON STRENGTHS® team workshop is a key experience for helping employees and teams understand and leverage their unique talents. In 2024, our Global Learning team delivered 74 workshop sessions to 1,100 PPG employees. During the workshop, participants gain deep insights into their strengths and those of their colleagues through engaging, interactive exercises. We found that teams that adopt a strengths-based approach experience higher levels of engagement, productivity and quality of life, ultimately helping them achieve their goals.



## Development across generational lines

In April, the Cross-Generational Network (xGEN) celebrated Global Intergenerational Week with an insightful talk by Jeff Butler, a renowned author and workplace strategist. Intergenerational Week is an annual opportunity for workplaces to encourage people of all ages to connect and form lasting relationships. The group discussed the power of intergenerational collaboration and bridging generational divides, with a focus on actionable strategies to manage cross-generational challenges.

The Cross-Generational Network, formerly the Young Professional Network, fosters connections across generations to strengthen collaboration, drive innovation, and create an inclusive workplace. As one of our eight Employee Resource Networks, xGEN is just one of many options for our people to share their views and learn from each other's lived experiences.

### Enterprise learning needs assessment

In 2024, we launched a comprehensive Enterprise Learning Needs Assessment to review our current learning and leadership development programs, identify organizational knowledge and skill requirements and better align our learning portfolio to business goals. The assessment began by conducting research into best practices and programs offered by peer companies and engaging directly with HR leaders to identify gaps in our existing offerings. We held focus groups with members of leadership, commercial sales and technical training to identify which programs are working well and where teams require additional support. Our team unpacked and reviewed the outputs of focus group conversations and used the insights to begin developing an updated learning strategy.

Our analysis of employee feedback provided valuable insights to enhance our learning programs and ensure they align with the needs of our global workforce. One key finding highlighted the importance of online self-paced learning opportunities, with employees expressing a strong desire for expanded access to these resources. To address this, we are exploring ways to provide additional support, such as tools to help leaders and managers create customized learning paths for their teams, maximizing the value of available learning subscriptions.

Another important theme that emerged was the need to access comprehensive online language learning platforms, reflecting the priorities of our global workforce. To meet this need, we are identifying opportunities to improve our offerings and will partner with a more robust language learning vendor in 2025.

These enhancements are part of PPG’s larger learning strategy, designed to provide employees globally with the tools and resources they need to deliver, grow and thrive. By focusing on impactful, employee-driven improvements, we aim to create a more dynamic and supportive learning environment for all.

### Investing in frontline leaders and plant managers

PPG’s frontline leaders play a critical role in fostering the workplace culture and learning environment at our sites. In 2024, we expanded our Frontline Leader Program to help support a culture of growth and innovation for frontline supervisors in manufacturing and distribution roles. The program focuses on the key pillars of leadership, people management, safety, quality, continuous improvement and production. It provides participants with skill frameworks and consistent learning paths focused on helping leaders maintain high levels of engagement, strengthen PPG culture at their sites and drive employee performance.

We also launched a plant manager development program to help our plant managers become more effective operational leaders. The program offers a blend of executive online classes and group training sessions. These operational programs are designed to cultivate a growth-oriented culture that thrives on collaboration, continuous improvement and operational excellence. We plan to continue scaling and improving on these programs throughout 2025.



### Improving access to PPG training programs

PPG prioritizes accessibility and inclusivity in all our learning programs. We have taken significant steps to ensure our training programs are accessible and inclusive of the diverse needs of PPG employees. On a regular basis, the learning and development team reviews our training offerings to ensure programs are available in multiple languages and that images and diagrams have high-quality, alternative text. In 2024, we invested in AI software that allows us to translate content into over 60 languages globally. We have also improved our eLearning modules to support those with visual impairments, including enhancements to color contrast, screen reader interaction, closed captioning and voiceover support. Together, these changes help ensure that everyone at PPG can access the resources they need to succeed and grow in their careers.



### Honoring veterans at PPG

PPG values the expertise and skillsets veterans bring to the workplace, especially in our manufacturing environment. Throughout the fall of 2024, the Veterans Employee Resource Network (VERN) led efforts to celebrate veterans at various U.S. facilities. To culminate these efforts, the ERN hosted an event at PPG's Huntsville, Ala. facility. A highlight of the event was a panel discussion featuring Retired Chief Warrant Officer 4 Michael J. Durant, Retired 3-Star General James Pillsbury, Redstone Arsenal Command SGT Major Christopher Doss, and PPG Aerospace Leadership. Employees were invited to meet the leaders, who shared insights about their bravery, courage and sacrifice they made for the country. They also highlighted the transition from military to civilian life, and how PPG and their fellow colleagues can help all veterans reach their full potential.

### Learning and Development Center of Excellence

To strengthen and grow our learning programs, we continue to invest in upskilling and supporting the people who drive training initiatives through our Learning and Development Center of Excellence. In 2024, team members earned new certifications in key areas such as design thinking and change management, enhancing their expertise and impact.



As part of our efforts to optimize coaching and development resources, we launched a pilot coaching program to train 12 internal International Coaching Federation-certified coaches. This initiative allows us to meet coaching needs internally, reducing reliance on external vendors, and delivering a more tailored and responsive service to our employees.

Our team also developed an AI learning roadmap, designed to evaluate the cost and integration requirements of AI tools and techniques. This roadmap focuses on leveraging AI to enhance the learning experience, provide predictive analytics and actionable data, and improve overall customer support. These targeted investments highlight our commitment to innovation and excellence in learning and development, ensuring we meet the evolving needs of our global organization.



### Investing in sustainability leadership training

In partnership with the University of Oxford Saïd Business School, PPG introduced its inaugural Sustainability Leadership Program in August 2024. The program brought together nearly 30 leaders from across the company, selected for their passion and commitment to sustainability. Over 12 weeks, participants engaged in comprehensive virtual training covering recent sustainability-related trends, climate-related business risks and opportunities, sustainability in innovation and how sustainability can impact business decisions. The program consisted of a combination of Oxford courses and PPG-specific sessions to help participants draw connections to their business or function.

The Sustainability Leadership program is one more way that PPG is investing in sustainability as an integral part of how the company does business. The program is helping to extend knowledge about the importance of sustainability beyond the core sustainability function and equipping our leaders with new tools to create long-term value for the business.

### Corporate training governance council

In 2024, we launched a new Corporate Training Governance Council, consisting of representatives from across our business. The Council focuses on ensuring compliance, cost-effectiveness, standardization and alignment with organizational priorities across our training programs. It provides oversight to ensure that we deliver the right tools and resources to employees in a way that drives both efficiency and impact.

As part of its initial review, the Council prioritized strengthening our mandatory training programs and compliance initiatives. Based on their recommendations, we implemented several improvements, including enhanced outreach efforts and the use of automated reporting dashboards to track employee participation in mandatory training programs. These efforts help us maintain high standards of compliance while optimizing the effectiveness and consistency of our training initiatives.

**For more detailed information about our ongoing approach to Learning and Leadership Development, visit [PPG.com](https://www.ppg.com)**



# Safety and health

## The most important PPG value is the safety and health of our employees.

We work every day to keep our people healthy and ensure that everyone goes home safely. We experienced no fatalities of PPG employees or PPG supervised contractors related to PPG operations in 2024. The overall PPG illness and injury (I&I) rate declined by 3% in 2024 compared to 2023, due in large part to our focus on critical sites and high-risk activities. This figure includes businesses divested in 2024.

### Focusing in on critical sites

In 2024, our Environment, Health and Safety (EHS) team launched a new safety maturity model that enables us to prioritize critical sites using a risk-based approach. To support the identification of critical sites, we categorized our manufacturing locations based on existing EHS maturity and inherent risk factors. EHS maturity was calculated using a selection of lagging and leading indicators, with greater weight given to indicators that relate to incident prevention. Inherent risk ratings were determined using our Facility Risk Index Tool (FRIT), which evaluates risk at each facility based on:

- Product portfolio
- Regulatory requirements
- Process safety applicability
- High risk activities
- Environmental regulatory complexities

## Annual improvement in injury and illness rate, including divested businesses in 2024



\*Decrease in ISO 14001 certificates from prior year is a result of the divestiture of the architectural coatings U.S. and Canada and silicas businesses.

Based on these criteria, our global sites were placed on a risk matrix to support prioritization, with critical sites being those that exhibited both relative high inherent risk and low EHS maturity. Our analysis identified that critical sites have an outsized impact on our overall incident rate and that EHS maturity directly correlates to incident frequency and resilience. Furthermore, we found that site safety performance is highly dependent on site culture and operations ownership – underscoring the importance of fostering a culture of safety.

To improve safety performance across our critical sites, we launched an EHS maturity improvement process that includes three key phases:

- **Calibrate:** We conduct site visits to understand and evaluate EHS processes and cultural programs at the department level.
- **Build roadmaps:** We identify areas for improvement, develop department-specific roadmaps, and identify ongoing support and resource requirements.
- **Improve culture:** We help our sites move beyond basic compliance and toward a proactive and mature culture of safety.

Transitioning to a more precise and data-driven approach has already driven a significant reduction in our overall incident rate, and we expect further reductions in 2025 as sites continue to improve their culture of safety.

### Incident review and reduction

PPG conducts a detailed root-cause analysis for all process safety incidents. In 2024, we focused on reducing incidents related to the use of powered industrial trucks, ergonomic issues and slips, trips and falls – which account for nearly 45% of PPG’s total incidents. To mitigate risks related to these activities, our EHS and Operations teams implemented ergonomic improvements, educational and cultural initiatives, and process improvements. As a result of these efforts, our injury and illness rate across these activities fell by more than 16% in 2024.

Our Operations and EHS teams partner to foster a culture where PPG employees are comfortable reporting elements of their job that may lead to injuries in the future. The [PPG Global Code of Ethics](#) emphasizes the need to speak up when people see safety concerns or violations. Where issues are identified, we prioritize systemic changes rather than encouraging additional training. This approach enables learnings for everyone working in our facilities, rather than focusing on the individuals involved in an incident.

We continued to work to reduce our average response time for processing safety incidents and implementing mitigation measures. The Operations and EHS teams track the percentage of follow up actions closed within 90 days and continue to improve our performance year on year. In 2024, 92% of follow up actions were closed within 90 days.

### Avoiding serious incidents

Our Operations and EHS teams take a proactive approach to minimizing the likelihood of serious incidents and fatalities (SIFs). When reviewing incidents, we prioritize our follow-up actions based on the actual and potential severity of injury. In 2024, we reviewed three SIF events, and more than 422 minor injuries that were classified as potential SIFs.

While our central EHS team was addressing the processes that led to actual and potential SIFs, we recognized an opportunity to improve our approach by providing additional training for regional and site managers focused on avoiding SIFs. Based on these findings, we implemented programs at the site level to ensure that everyone at PPG understands how to identify hazards that might lead to SIFs in the future.

## The 2024 PPG Ergo Cup

Each year since 2004, PPG has held an internal ERGO CUP® competition to share new processes and innovations that minimize or eliminate ergonomic risks for our people. As much as one third of all recordable incidents in our operations are related to ergonomic issues, so reducing these risks has an outsized impact on our people.

The winner of the 2024 *Ergo Cup* competition was the Ergonomics team at our Valladolid, Spain, plant. The team addressed a major ergonomic challenge involving the movement of 2,000 liter portable tanks across production areas. The original process required two operators to manually maneuver the facility's ten wheeled tanks several times per shift, using awkward postures and causing repetitive strain. After evaluating multiple solutions, the facility's ergonomics team decided to modify the 2,000 liter tanks, removing their wheels and masts and replacing them with specialized guides compatible with existing electric pallet trucks. This upgrade eliminated the need for manual handling, significantly reducing ergonomic risks while generating cost savings in the form of injury prevention and reduced labor costs.



**For more detailed information about our ongoing approach to safety and health, including our EHS management system, industrial hygiene approach, and EHS governance, visit [PPG.com](https://www.ppg.com)**

## Multi-year data highlights

### Global health and safety performance

Employees and supervised workers

		2024	2023	2022	2021	2020	2019
Fatalities	Number	0	0	0	0	0	0
	Rate	0.00	0.00	0.00	0.00	0.00	0.00
PPG injury and illness rate		0.25	0.32	0.30	0.26	0.26	0.32
Total recordable incident rate		0.95	1.18	1.45	1.14	0.99	1.29
Lost workday rate		0.94	0.84	0.59	0.82	0.37	0.47
Occupational disease rate		0.01	0.07	0.40	0.17	0.12	0.15

The fatality rate is the number of fatalities multiplied by 200,000 and divided by the number of work hours. A PPG injury and illness (I&I) is defined as an injury or illness that is significant enough that it is unlikely to go unreported, regardless of the reporting culture in the region or site. PPG I&Is include fatalities, fractures, surgeries, hospitalizations, 30 or more days of lost work and other similar criteria. The PPG I&I rate is the number of injuries and illnesses that meet this definition multiplied by 200,000 and divided by the number of work hours. Total recordable incident rate is the number of Occupational Safety and Health Administration (OSHA) recordable injuries multiplied by 200,000 and divided by the number of work hours. Lost workday rate is the number of injuries and illness that resulted in days away from work or restricted activity multiplied by 200,000 and divided by the number of work hours. Occupational disease rate is the number of illnesses multiplied by 200,000 and divided by the number of work hours.

2024 I&I rate excludes architectural coatings and silicas businesses, which were divested in 2024. If those businesses were included, the 2024 I&I rate would have been 0.31.

### 2024 health and safety performance by region

Employees and supervised workers

Region	Fatalities	PPG injury and illness rate	Total recordable incident rate	Lost workday rate	Occupational disease rate
Asia Pacific	0.00	0.13	0.40	0.29	0.00
Europe, Middle East and Africa	0.00	0.14	0.88	0.71	0.00
Latin America	0.00	0.03	0.14	0.04	0.00
North America	0.00	0.67	2.10	2.43	0.03
Global	0.00	0.25	0.95	0.94	0.01

### 2024 contractor health and safety performance by region

Region	Fatalities	PPG injury and illness rate	Total recordable incident rate	Lost workday rate	Occupational disease rate
Asia Pacific	0.00	0.19	0.67	0.29	0.00
Europe, Middle East and Africa	0.00	0.29	2.58	1.43	0.00
Latin America	0.00	0.00	0.84	0.00	0.00
North America	0.00	0.89	2.68	0.89	0.00
Global	0.00	0.23	1.40	0.58	0.00

### Process safety performance

Per million hours worked

Region	2024	2023	2022	2021	2020	2019
Number of tier one incidents	6	61	21	5	13	23
Tier one incidents per million hours worked	0.06	0.51	0.18	0.04	0.02	0.20
Process safety total incident rate	0.16	0.78	0.27	0.06	0.07	0.04
Process safety incident severity rate	0.09	0.28	1.19	0.09	0.07	0.02

Process safety total incident rate is the number of incidents multiplied by 1,000,000 and divided by the total annual hours worked by employees, contractors and subcontractors.

Process safety incident severity rate is the total severity score for all process safety incidents multiplied by 1,000,000 and divided by the total annual hours worked by employees, contractors and subcontractors.

Please see the [data index section](#) for a list of our process safety incidents in 2024.

# Wellness

**PPG is committed to engaging our employees by fostering a global culture of health.**

A healthy, engaged workforce is key to supporting our people and our purpose to protect and beautify the world. At PPG, our wellness programs are designed to drive employee engagement through activities that underscore physical and mental wellness. This ultimately leads to healthy, stress-resilient employees with fewer injuries, less time off work, increased productivity and a feeling of belonging.

## Wellness program evolution

We are investing in building a global culture of health by enabling our employees and their families to prioritize mental and physical wellbeing through active participation in site-specific wellness programs. Examples of wellness programs offered to employees include a hydration challenge with useful ways to remember to stay hydrated, “Know Your Numbers” and mammogram screenings for early detection and intervention of disease, team sporting events at sites, and scavenger hunts that enable employees to learn more about health and safety.

PPG’s wellness strategy remains focused on addressing our four wellness absolutes – nutrition, exercise, health screenings and mindfulness/stress management.

**11**  
global wellness awards for innovative wellness program initiatives from PPG sites around the world.

**134**  
sites recognized for high performance wellness programs and exhibiting PPG’s culture of health

Building on the PPG vision put forward in our Global Wellness Strategy, we focused on enhancing the structure of our wellness program over the last year, driving global engagement and developing ways to measure our progress. We launched a comprehensive set of internal wellness goals at the start of 2024. These goals reflect our well-established wellness priorities, while introducing more defined objectives and success metrics to track performance of our wellness program over time.

### Global collaboration

As our wellness programs continue to expand and mature, we are focused on documenting lessons learned by site leaders and socializing success stories across PPG. Our internal wellness website serves as a vital hub for cross-site collaboration, allowing facilities to share successful initiatives and resources.

Regional leaders are helping to bolster engagement by meeting with employees in their regions, participating in global wellness councils, and tracking program development and adoption in our internal management system. To drive awareness and continuous education, our wellness team also publishes a quarterly newsletter focused on one of the four wellness absolutes.

### Recognition and celebrating successful wellness initiatives

Our global wellness team is committed to helping each of our sites to develop a culture of health. Recognizing that a successful wellness program requires significant planning, coordination and engagement across a variety of dimensions, for a wellness program to be recognized as mature, it must include:

- An active site wellness team with at least two members, quarterly meetings and agendas
- A minimum of 20% overall site engagement in wellness initiatives throughout the year
- Quarterly wellness initiatives that cover at least two of the four PPG wellness absolutes

In 2024, 134 of 184 sites met these criteria and qualified to submit applications for our sustainability awards, of which wellness is a category. From a pool of 141 applications, 11 winners from regions around the world were recognized as best practices. Examples included a program at our Gravataí, Brazil, facility that focused on the prevention of occupational accidents, as well as a “Fresh Start” hygiene drive for the local community in Mojave, California. Our Plásticos Envoltentes S.A. de C.V. facility in Latin America was recognized as the overall wellness winner in 2024 for their focus on mental health programming.

### Integration with existing systems

To drive awareness and engagement within PPG, wellness programming is formally integrated into our environment, health and safety (EHS) management system - establishing PPG’s culture of health as a fundamental component of site operations. Each of our sites receive a score based on how well they implement programs that effectively engage employees. These scores are incorporated into their EHS scorecards and are regularly reviewed by management.

In 2024, we further integrated wellness objectives into our HR benefits system. Through our global Employee Assistance Program, employees around the globe have access to counseling, mental health and other health and wellness services.

### Looking ahead

PPG’s wellness program has evolved into a mature, high-quality initiative with demonstrated impact on employee wellbeing. As we look to 2025, our focus will be on expanding adoption across our facilities and continuing to improve program effectiveness.

**For more detailed information about our ongoing approach to wellness, visit [PPG.com](https://www.ppg.com)**

## Empowering wellbeing: Employee Resource Networks in action

PPG's eight global Employee Resource Networks (ERNs) support our global culture of health by hosting events that support mental and physical wellbeing. Events in 2024 included:

- The Women's Leadership Network celebrated Women's Health Month, dedicated to promoting physical, mental and emotional wellbeing among women. The month featured discussion groups on menopause, webinars and tribute trees to raise awareness for breast cancer.
- The Abilities First Network drew attention to hidden disabilities in the workplace, where over 900 employees learned about the organization, Hidden Disabilities and their Sunflower program. A pilot program was launched in PPG's U.S., U.K. and France businesses, to provide a voluntary tool for employees to indicate that they have a disability or condition that may benefit from additional support, understanding or more time to accomplish tasks.

An important aspect of employee wellness is inclusion and ensuring that everyone at PPG feels a sense of belonging within the company. Beyond the highlights above, our ERNs work year-round to build community and create an inclusive and supportive workplace culture throughout PPG.





# Suppliers



# Suppliers overview

**We foster partnerships across the supply chain to encourage strong management of environmental and social impacts.**

In this section, we disclose our performance and approach related to the following priority issues:

- Upholding human rights in PPG's supply chain
- Decarbonizing PPG operations, supply chain and customer emissions
- Using circular economy principles to reduce impacts from materials and waste

**Our suppliers section covers the following areas:**

**Human rights:** PPG respects the dignity and human rights of all people, and we have a comprehensive strategy to protect human rights across our operations and supply chain.

**Supplier sustainability:** PPG selects suppliers that share our commitment to operating more sustainability and collaborate with suppliers to innovate sustainable products and practices.

**Responsible minerals sourcing:** PPG is committed to ethical business conduct and responsible mineral sourcing. We work diligently with our global supply chain partners to ensure our products do not contain conflict minerals or other minerals of concern.

## 2030 target

**100%** of key suppliers assessed to sustainability and social responsibility criteria by 2030

## 2024 progress

**98%** of key suppliers assessed to sustainability and social responsibility criteria



# Human rights

## We respect the dignity and human rights of all people

We have a comprehensive strategy to protect human rights throughout our operations and work with suppliers to uphold human rights across our supply chain.

### Respecting human rights in the value chain

PPG has a suite of policies in place to communicate our expectations to uphold human rights in our own operations as well as in our supply chain, including our [Human Rights Policy](#), [Global Supplier Code of Conduct](#), [Supplier Sustainability Policy](#), and [Responsible Minerals Sourcing Policy](#). In 2024, PPG also published a Canada Forced Labor Statement, drawing on existing modern slavery statements that we have published in other jurisdictions such as the UK and Australia. All of our human rights statements are available on [PPG.com](#).

Our procurement policies are reviewed annually by our procurement Center of Excellence, and updated to ensure we stay ahead of evolving stakeholder expectations and industry best practices. The chief procurement officer is responsible for human rights oversight, with support from our procurement Center of Excellence and regional directors.

We continue to collaborate with a leading third-party ratings system to evaluate our suppliers' human rights practices and partner with our most critical and highest risk suppliers to improve their scores.

PPG has a structured process for responding to credible allegations of human rights issues in the supply chain. In severe cases, PPG immediately removes the supplier and transitions to alternative providers. In situations involving critical or difficult to substitute suppliers, PPG may strategically reduce procurement volumes while conducting follow up investigations, including physical site audits in some cases. If the allegations are less severe, PPG establishes corrective action plans and monitors performance over time. Learn more in the [Supplier Sustainability section](#).

### Respecting human rights in our operations

PPG's commitment to respecting and upholding the human rights of all people is embodied in our [Global Code of Ethics](#). As further stated in the PPG Human Rights Policy, PPG does not use forced labor or any other form of human trafficking; does not hire employees who are less than 16 years old; follows all laws and regulations related to work hours, wages and benefits; respect employees' freedom of association and their ability to join or refrain from joining labor organizations or other worker organizations or to engage in collective bargaining, consistent with applicable laws; respects the rights of indigenous people.

We base employment decisions on job qualifications and merit, which include education, experience, skills, ability and performance. We give equal employment opportunity to – and will not discriminate against – individuals on the basis of any status protected by applicable laws. We are committed to providing a safe, professional work environment that is free from verbal, sexual or physical harassment of any kind.

**For more detailed information about our approach to managing human rights in our operations and value chain, visit [PPG.com](#)**



# Supplier sustainability

**We carefully select suppliers that share our commitment to continuous operational improvement, creating competitive, sustainable advantages within our supply chain.**

In 2024, we invested over \$7.4 billion with more than 26,000 suppliers globally to procure raw materials, indirect goods and services and transportation. Approximately 96% of greenhouse gas emissions associated with PPG's business are in the value chain, so we understand the criticality of working with supplier and customer partners. We have prioritized work with a selection of key suppliers that represent the majority of our upstream scope 3 emissions.



## 2030 target

**100%** of key suppliers assessed to sustainability and social responsibility criteria

We work with suppliers to understand their current practices and innovate products and processes that use less energy, produce less waste and avoid negative health impacts on people throughout our value chain. By the end of 2024, we assessed 871 suppliers, representing 65% of spend, against sustainability and social responsibility criteria, across environmental, labor and human rights, ethics and sustainable procurement practices. The assessment process covered 98% of PPG's key suppliers.

## Evaluating supplier practices

Our procurement team continues to improve its approach to identifying improvement opportunities in our supply chain. We take a risk-based approach to supply chain management and focus on the industries and geographies most likely to have issues. PPG uses an external supplier screening tool to help us understand where sustainability risks are concentrated along our supply chain. In 2024, we established a performance expectation for our supply base, requiring suppliers to achieve a minimum performance score across sustainability categories.

## 2024 progress

**98%** of key suppliers assessed to sustainability and social responsibility criteria

To drive continuous improvement, our procurement team works with suppliers to implement corrective action plans based on any deficiencies identified through our digital screening tool or supplier audits. Once corrective action plans are established, category managers are responsible for monitoring implementation and tracking performance improvements. This systematic approach continues to drive strong results, as evidenced by a significant year-over-year improvement in PPG's overall score from our external supplier screening tool. This in turn creates a competitive advantage for PPG through lower carbon footprint product formulations compared to our peers.

## Recognizing responsible vendors

Every year, we recognize suppliers for responsible business practices that exceed our expectations with the Excellent Supplier Awards in different categories. There was one sustainability award recipient in 2024. Our procurement, business and functional teams evaluated and awarded suppliers for competitive advantage and value, as well as sustainability.

### Collaborating with our suppliers

We proactively engage with suppliers and undertake training initiatives to help drive improved sustainability performance. Through a combination of targeted site visits and training sessions, our supplier sustainability team provides education across several key topics, including scopes 1, 2 and 3 emissions reporting, circular economy principles and mass balance concepts. These collaborative sessions extend beyond direct suppliers to include Tier 2 suppliers, helping to generate a deeper understanding of the strategic importance of sustainability across the value chain. Our team takes a constructive approach, helping suppliers identify opportunities, implement best practices and develop forward-looking improvement plans that align with PPG's sustainability goals. This educational outreach reflects PPG's commitment to building a more sustainable and transparent supply chain by establishing a foundation of knowledge.

### Internal education, resourcing and oversight

PPG's commitment to sustainable sourcing is reflected in our internal educational initiatives. New procurement employees must complete six specialized training modules within their first three months, covering a range of topics which include emerging regulations (e.g., EU Green Deal), carbon intensity, the Science Based Targets initiative and our supplier screening tool. Product stewardship and IT teams receive a condensed version of the same training modules to ensure broader organizational alignment and to foster skill development across PPG.

Our dedication to advancing supplier sustainability is further evidenced by the continued strategic investment that we have made in our sustainability team. We approved a new sustainable procurement data analyst role in 2024, dedicated to analyzing supplier performance data, tracking our scope 3 upstream emissions, and helping to identify opportunities to improve our suppliers' performance. We also established a new Supplier Sustainability Steering Committee, which will focus on identifying priority actions to further integrate sustainability into our supply chain operations, and securing the resources needed to support implementation.

For more detailed information about our approach to supplier sustainability, including our third-party due diligence and performance monitoring programs, visit [PPG.com](https://www.ppg.com)



## Data highlights

### Average EcoVadis score of suppliers

	PPG supplier average	EcoVadis average
Overall	63%	48%
Environment	68%	48%
Labor and human rights	63%	51%
Ethics	60%	45%
Sustainable procurement	57%	39%

### Supplier audits by region

Region	Onsite audits	Remote audits
Europe, Middle East and Africa	44	0
U.S. and Canada	20	0
Asia Pacific	50	1
Latin America	1	0



# Responsible minerals sourcing

## PPG is committed to ethical business conduct and responsible sourcing.

Our policies, procedures and controls help PPG further the humanitarian goal of ending violent conflict and inhumane treatment in countries these minerals are sourced from and aid in compliance with the U.S. Securities and Exchange Commission’s rule on conflict minerals use reporting.

Our global procurement team works diligently with our global supply chain partners to ensure our products do not incorporate conflict minerals and to only source minerals from ethical suppliers. We have a [Responsible Minerals Sourcing Policy](#) in place to communicate our expectations to suppliers and ensure alignment with current best practices. The Responsible Minerals Sourcing Policy also links to the [PPG Supplier Code of Conduct](#), which specifies when and how PPG will take action in the event of noncompliance.

Conflict minerals currently include cassiterite, columbite/tantalite, and wolframite (or their derivatives which currently are limited to tin, tantalum and tungsten, respectively) and gold. Other minerals covered by the policy, including cobalt, mica and silicon, may also be sourced from areas where there is a risk of human rights abuses.

We recognize the scope and due diligence requirements for responsible sourcing of conflict minerals is constantly changing. As a result, cross-functional teams and leadership routinely review our policies and procedures to drive compliance and raise awareness.

To learn more, read our most current [Conflict Minerals Report](#) and read about our approach to responsible mineral sourcing on [PPG.com](#)





# Communities



# Community engagement

With the support of funding from PPG and the PPG Foundation, our employees bring vibrant color and brightness to the communities where we live and work.

In this section, we disclose our performance and approach related to our priority of maintaining positive community relationships.

Target	2024 progress
<b>\$15 million</b> commitment to <i>Colorful Communities</i> projects globally by 2030, with all projects incorporating an element of sustainability	<b>\$16.4 million</b> donated by end of 2024, exceeding our funding commitment through 2030
<b>\$2 million</b> to support workforce development initiatives through 2025	<b>\$2.2 million</b> donated by end of 2024, exceeding our funding commitment through 2025
<b>\$5 million</b> commitment by 2030 to environmental sustainability education	<b>\$1.2 million</b> donated by end of 2024, <b>24%</b> of our 2030 funding commitment.

PPG and the PPG Foundation invest in building the next generation of STEM (science, technology, engineering and mathematics) leaders, deliver community transformations through our *Colorful Communities* program and activate the talent of our employees. From helping students thrive to aiding our neighbors in times of need, our community engagement activities support our company's purpose: *We protect and beautify the world.*

In 2024, PPG Global Giving and the PPG Foundation donated a total of \$18.4 million. We met many of our philanthropic commitments ahead of schedule, helping our partners deliver real impact in the communities where we live and work.

In addition to philanthropic donations, PPG volunteers contributed more than 31,000 hours of their time in 2024. We partnered with more than 400 community organizations across more than 30 countries, to ensure our funding and volunteer hours were put to the best possible use in communities where we live and work. These programs reflect our focus on ensuring the future workforce has the skills and knowledge to succeed, regardless of where their career journey takes them.

Our community engagement programs are organized along three pillars:

- Education
- Community sustainability
- Employee engagement



## Community engagement around the world

PPG and the PPG Foundation aim to bring color and brightness to communities around the world. We supported hundreds of organizations across more than 30 countries in 2024. By investing in educational opportunities and transforming community assets, we help grow today's skilled workforce and develop tomorrow's innovators.

### A few examples of our work in 2024 include:

**Greensboro, N.C.:** With the PPG Foundation's support, the Melvin C Swann Jr. Middle School provided students access to hands-on STEM learning tools such as robotics kits, science kits, STEM equipment and other technology resources. PPG's donation was provided through our partnership with [AdoptAClassroom.org](#) to support STEM programming for the next generation of innovators. Across this partnership, PPG's donations reached nearly 4,500 students at 10 high-needs middle and high schools throughout the U.S. in 2024.

**Fort Lauderdale, Fla.:** More than 115 of PPG's global leaders completed a *Colorful Communities* project with Heart of America to revitalize the [Boys & Girls Clubs of Broward County](#). PPG also provided a grant to support science, technology, engineering and mathematics educational activities.

**Zhangjiagang, China:** 1,700 students at Zhangjiagang Deji Primary School were greeted by colorful and transformative murals and an eco-farm as part of our [New Paint for a New Start initiative](#).

**Milan, Italy:** PPG collaborated with the National Museum of Science and Technology Leonardo da Vinci to support the opening of [Playlab](#), a unique educational space dedicated to children ages 3 to 6. Playlab features five interactive rooms designed to encourage children's curiosity, creativity and exploration in STEM subjects. PPG provided SIGMA COATINGS™ paints, expertise and financial support to help bring the new space to life.

**Wroclaw, Poland:** PPG provided funding to sponsor the [Universiada initiative](#), a science, technology, engineering and math (STEM) education competition carried out in partnership with the Association of Chemical Industry Engineers and Technicians and the University of Wrocław.

**Sumaré, Brazil:** PPG launched the third edition of ["Girls in Tech."](#) an initiative with nonprofit Casa Hacker to empower young women to pursue careers in technology.

**Vantaa, Finland:** A *Colorful Communities* project carried out in collaboration with the [City of Vantaa](#) brought together 25 PPG volunteers, who transformed the lobby of a local cultural and learning center into a colorful and inspiring space.



**Kocaeli, Turkey:** PPG provided more than 150 liters of marine coatings for the refurbishment of a marine service boat that will be used for the education of more than 200 students at the [Şehit Volkan Tantürk Vocational and Technical Anatolian High School](#) in Kocaeli, Turkey.

**Dubai, United Arab Emirates:** More than 100 PPG employees and their family members participated in a tree-planting initiative at the [International Center for Biosaline Agriculture](#) in Dubai. Volunteers planted 50 Ghaf trees, a native species that thrives in dry climates and holds cultural significance in the region.

**Amsterdam, Netherlands:** PPG extended its partnership with Dutch education nonprofit [Centrum JongerenCommunicatie Chemie \(C3\)](#), providing funding to help expand C3's programs and inspire the next generation of innovative STEM leaders.

## Education

PPG has a longstanding commitment to support education in the communities where we operate. Our goal is to build the next generation of STEM leaders by inspiring learning and cultivating careers for students of all ages. In 2024, we reached more than 3.1 million students across the range of educational programming that we support.

PPG and the PPG Foundation have committed to investing \$5 million to support environmental sustainability education by 2030. To date, we have donated \$1.2 million, representing 24% our total committed funding. Our environmental education commitment provides students and teachers with education on a range of topics related to climate action and circularity, including recycling and reuse, clean energy, climate change, energy efficiency and more.

In 2024, we met and exceeded our \$2 million commitment to supporting workforce development initiatives through 2025. Our workforce development programs help introduce students to a diverse array of high-tech career paths within modern industry and provide them with educational opportunities to pursue fields such as advanced manufacturing, automotive collision repair, automotive refinishing and painting, and decorative and industrial painting. As with all our support for educational programming, these commitments are geared toward preparing students for future STEM careers.



## WorldSkills Lyon 2024: Inspiring the next generation of painters

PPG has a longstanding commitment to support education and workforce development initiatives that prepare students for careers in the skilled trades. [WorldSkills Lyon 2024](#) was the world's largest vocational skills competition, where more than 1,400 talented young professionals from nearly 70 countries showcased their expertise across more than 60 skills categories. As a gold sponsor of the event, PPG provided 1,100+ liters of SEIGNEURIE™ paints and hosted a highly interactive "Let's Paint Your Future" booth. The stand offered hands-on experiences that highlighted key focus areas such as innovation, sustainability, skills development and community engagement.

### Community sustainability

The *Colorful Communities* program, PPG's signature initiative for supporting communities, aims to protect and beautify the neighborhoods where PPG operates around the world. We bring together committed volunteers and PPG paint to bring colorful transformations to schools, hospitals and other community spaces. Our employees completed 58 *Colorful Communities* projects in 2024, bringing the total number of projects completed to nearly 600 since the program's inception in 2015.



A central component of the *Colorful Communities* program is our New Paint for a New Start initiative, which focuses on using color to create engaging environments for students to learn and grow. From June through August 2024, the New Paint for a New Start initiative transformed 27 schools worldwide and impacted more than 16,200 students and educators. In total, PPG provided over \$1 million in support to recipient schools, including nearly 6,200 gallons of PPG paint products. During the three-month period, more than 1,600 PPG volunteers and community partners took part in the initiative, dedicating 8,000 hours to the creation of beautiful and engaging learning environments.



## Partnering with the Foundation for Environmental Education

In 2024, PPG established a two-year partnership with the Foundation for Environmental Education (FEE), a leader in promoting environmental education and sustainable development in schools worldwide. PPG is supporting the expansion of FEE's programs, which focus on climate change education through UNESCO's Greening Education Partnership. The FEE partnership is part of PPG's global commitment to invest \$5 million in environmental education initiatives by 2030.

The initiative will support the creation and release of new educational materials, including comprehensive "Eco-Schools" handbooks, instructional videos, online courses and training materials for teachers. These resources will be available in multiple languages, including English, Chinese, Spanish, Portuguese and French, to ensure broad accessibility. The FEE partnership marks PPG's first global support initiative in environmental education, with the potential to impact 30,000 schools, 75,000 teachers and 1 million students worldwide.

As part of our community sustainability efforts, PPG supports disaster relief in communities impacted by natural disasters and humanitarian crises. In 2024, PPG and the PPG Foundation provided more than \$200,000 to local government agencies and non-governmental organizations through a combination of direct grants, collective employee giving and product donations to accelerate recovery and rebuilding efforts. Activities over the year included supporting recovery efforts in Florida following Hurricane Milton, as well as flooding recovery efforts in Poland, Czechia and the Valencia region of Spain.



### Employee engagement

We strive to activate the talent and time of our global network of employees to support causes that they believe in. In 2024, our people brought their expertise to bear for a total of 31,655 volunteer hours, including by participating in career panels, mentoring opportunities, and volunteering in classrooms to foster a love of STEM.

**For more detailed information about our ongoing approach to community engagement, visit [PPG.com](https://www.ppg.com)**

**Learn more about PPG's community engagement activities and read the most recent updates at [PPG.com](https://www.ppg.com)**



## New Paint for a New Start in Brazil

As part of our New Paint for a New Start initiative, PPG partnered with auto maker Renault do Brasil to transform the Escola Municipal Professora Maria Leni Haluch de Bastos school in São José dos Pinhais, Brazil. The initiative brought together 194 volunteers from PPG, Renault and the local community to revitalize the educational facility serving 480 preschool students. The work injected new life into the school, with PPG providing more than 215 gallons of RENNER® paints to refresh multiple spaces.

PPG experts carried out a color study to make the educational environment more playful, cheerful and stimulating for students of different age groups – adding new and vibrant colors to the school's classrooms, courtyards and façade. The school's vegetable garden and yard were also renovated, and one wall of the school was covered in environmentally-themed mural by a local artist.

**2024 data highlights**

**Giving by priority area**

	2024
Education	\$11.5 million
Community Sustainability	\$6.4 million
Employee Engagement	\$468,250

**Community investments**

	2024
Community engagement-related marketing	\$339,200
<i>Colorful Communities</i> program	\$2,600,000
Business unit contributions	\$1,900,000
Global giving grants	\$2,800,000
PPG Foundation	\$10,400,000
Product donations	\$406,265
Employee volunteer hours	31,655



## Partnering with the National Environmental Education Foundation

The PPG Foundation teamed up with the National Environmental Education Foundation (NEEF) to implement NEEF’s Greening STEM approach in Pittsburgh, and East Point, Ga. Greening STEM engages high-need youth in hands-on environmental investigations in their communities, making STEM relevant and connected to students’ daily lives and providing career exploration opportunities.

NEEF works with the Pittsburgh Parks Conservancy to bring nature-filled learning to schools in the Pittsburgh area. One activity brought students to a stream to learn about local ecosystems and the functioning of a surrounding watershed. In the classroom, the students carried this hands-on experience into a lesson on microplastics and their potential impacts on local ecosystem health. By grounding scientific concepts in tangible, community-based environmental projects, the program creates meaningful connections between academic learning and local environmental impacts.



# Transparency



# Governance overview

**We have an unwavering commitment to strong corporate governance, ethics and compliance.**

## Corporate governance

At PPG, we hold ourselves to high standards of integrity and professional conduct. This means going beyond ensuring compliance with laws, rules and regulations, and upholding our values, code of ethics and voluntary commitments. We review and update our policies regularly to ensure they support us in meeting our high standards of integrity and professional conduct. Key policy updates and other governance developments in 2024 include:

- **Speak Up Policy:** While our Code of Ethics has historically protected whistleblowers from retaliation, PPG formally adopted a Global Speak Up Policy in 2024. This comprehensive policy consolidates our existing ethics reporting and whistleblower protection policies into a company-wide document. In line with the formal policy, we have continued to build awareness of whistleblowing mechanisms throughout PPG. We hosted live engagements with people managers and employees and continued to distribute wallet cards and posters with QR codes that link to our incident reporting channels and Global Code of Ethics.



- **Executive Cash Severance Policy:** The Board approved a new stand-alone policy that limits certain cash severance arrangements for executive officers without obtaining shareholder approval. The Human Capital Management and Compensation Committee of the Board is responsible for implementation of the policy.
- **Director Service Policy:** The new Director Service Policy is designed to ensure that directors dedicate sufficient time and attention to their board responsibilities.
- **Competitor Data Collection:** The Board reviewed and approved updates to the Competitor Data Collection Policy in 2024. The updated policy defines appropriate ways for PPG people to collect information on our competition and avoid anti-competitive practices.
- **Special meetings:** Shareholders approved an amendment to our Articles of Incorporation that provides shareholders with the right to call special meetings.



## Compliance week at PPG

Throughout 2024, PPG celebrated Compliance Week at our facilities around the world. Each of our regions held workshops, virtual events, panel sessions and activities meant to engage PPG employees on a range of compliance and behavior-related topics.

- In LATAM, the theme was “the color of our people,” and events related to sustainability, bravery, trust, courtesy and transparency were each represented by a special color.
- In EMEA and Southeast Asia, events focused on how ethical behavior enables success. Participants joined virtual and live events on various compliance topics hosted by PPG leadership and participated in quizzes and competitions to test their ethics and compliance knowledge.
- In the U.S. and Canada, the theme was “kindness counts,” and events were focused on PPG’s “Speak Up” culture and employee safety.

Around the world, Compliance Week activities provided thousands of PPG employees with training materials and resources to help reinforce our high ethical standards.

## Board composition

The composition of our Board continues to evolve as directors retire and new members join, bringing fresh perspectives and expertise. Last year, we added one new director, Kathy Fortmann, and Stephen F. Angel retired from the Board. Director, Martin H. Richenhagen, retired in April 2025 after reaching the director age limit of 72 as prescribed in our Corporate Governance Guidelines for the Board of Directors. This ongoing Board refreshment process allows PPG to respond nimbly to the external environment by drawing on the varying perspectives and backgrounds of our members. The Board is currently comprised of 10 members. Historically, the terms of our directors were three years, with approximately one-third of the directors standing for reelection each year. Pursuant to our amended Articles of Incorporation, all directors began standing for reelection annually beginning at PPG's 2025 Annual Meeting.

## Sustainability governance

We have a centralized sustainability organization responsible for developing our corporate sustainability strategy and working across the business to execute that strategy. The Board engages with management on sustainability strategy, sustainability risks and opportunities, and oversees the tracking of our progress. The vice president, global sustainability reported progress to the Sustainability and Innovation Committee twice and the full Board of Directors once in 2024.

## Codes and policies

The PPG Global Code of Ethics, which is available in 32 languages, sets forth the principles that apply to all employees everywhere and in every circumstance. Supplementing the code are specific policies and procedures that include our Global Export Control Policy, Gifts, Hospitality, Sponsorships and Charitable Contributions Policy, Anti-Corruption Policy, Due Diligence Procedure for Third Party Intermediaries, Social Media Policy and Denied Country Policy.

Through our Anti-Corruption Policy, PPG prohibits bribery and corruption in all of its business dealings in all countries. The policy applies to all transactions between PPG and every other party, regardless of whether it is between PPG and a private entity or PPG and a government official.

**For links to PPG's Global Code of Ethics, as well as other public policies, see the [Policies page on PPG.com](#)**

## Compliance with our Code of Conduct

We encourage PPG employees, contractors, suppliers and customers to speak up if they become aware of any violations of our Code of Conduct.

In 2024, we implemented more comprehensive tracking and reporting mechanisms for human resources (HR) investigations. This ensures that our global headquarters can track investigation outcomes, including any resulting disciplinary action. As a result, the total number of investigations that we tracked increased significantly this year. The majority of these cases were handled by on-site or regional HR teams.

We opened 1,016 investigations encompassing 1,312 allegations of employee misconduct. Of the allegations closed as of year's end, 54% were substantiated and resulted in 562 disciplinary actions. Of the total reports, 51% came through the PPG Ethics Helpline in the form of phone or internet submissions. We received the remainder through internal sources, including direct communications to the compliance department, human resources and management.

**For links to PPG's Global Code of Ethics, as well as other public policies, see the [Policies page on PPG.com](#)**

### Investigations by region

	2024	2023	2022	2021
Asia Pacific	139	81	93	80
Europe, Middle East and Africa	159	102	83	74
Latin America	231	183	131	123
United States and Canada	487	492	403	381
<b>Total</b>	<b>1,016</b>	<b>858</b>	<b>710</b>	<b>658</b>

### Disciplinary actions

	2024	2023	2022	2021
Warning	254	204	216	200
Financial	10	7	10	7
Termination	298	207	173	127

A single allegation may be made against multiple individuals and could result in multiple disciplinary actions. The 2024 data include only investigations closed as of Jan. 31, 2025.

We no longer report suspension as a disciplinary action, as they only occur in certain countries where the labor law recognizes this option. Often, suspensions are employed as an interim solution during the pendency of an investigation until the matter is resolved.

### Substantiation rate

Percent

	2024	2023	2022
PPG	54%	58%	61%
Benchmark	45%	46%	52%

Benchmarks represent comparisons to other manufacturing companies with 50,000+ employees. Data for 2024 are as of Jan. 31, 2025..

### Anonymous reporting rate

	2024	2023	2022
PPG	40%	42%	37%
Benchmark	56%	49%	47%

Benchmarks represent comparisons to other manufacturing companies with 50,000+ employees. Data for 2024 are as of Dec. 31, 2024.

### Case intake method

	2024	2023	2022	2021	2020
Helpline	523	466	352	323	318
Proxy	493	392	359	336	273

# Cybersecurity and data privacy

## We apply best practice cybersecurity and data privacy protocols throughout PPG.

Our cybersecurity program is designed to protect and preserve the confidentiality, integrity and continuity of our networks, systems and information, as well as information that we own or is in our care, through a risk-based approach. We implement physical, organizational and technological safeguards to protect information about our customers, employees and suppliers. Our data privacy policies are designed to prevent unauthorized access and disclosure of personal information using a range of operational and technological safeguards. Our employees receive comprehensive training on data privacy concepts to prevent misuse of personal information.

For both cybersecurity and data privacy, we follow the U.S. National Institute for Standards and Technology (NIST) and other applicable industry frameworks.

### Cybersecurity and data privacy program improvements

We have significantly increased cybersecurity investments over the last five years and have implemented cybersecurity safeguards designed to detect and prevent cybersecurity events. We regularly assess and measure our program against industry practices to identify opportunities to improve the people, processes and technology used to identify, prevent, detect, respond and recover from cybersecurity incidents.



## Reducing emissions from data centers

Data centers are important enablers of PPG's operations, as they allow for the electronic storage, processing and dissemination of data and applications. Physical data centers are energy intensive and rely on continuous and reliable electricity. As part of our continued efforts to reduce energy use across the company, we have been transitioning our data to cloud service providers, such as AWS and Azure. These cloud providers are more than three times as energy efficient when compared with our internally managed physical data centers.

As of the end of 2024, 95% of our IT operations are managed through the cloud. We were able to shut down four out of eight physical data centers, which reduced our annual energy consumption by an estimated 998mWh. This transition also reduced our greenhouse gas emissions by 578 metric tons of CO<sub>2</sub> equivalent, comparable to 135 gasoline-powered passenger vehicles driven for one year.

A key focus area in 2024 was strengthening our training and incident preparedness across the business. PPG employees engage in ongoing cybersecurity awareness and training activities, including frequent phishing testing and training on detecting impersonations through social media and email channels. We have placed an increased emphasis on training and prevention of phishing scams as attackers have become more sophisticated, and perform control testing in nine different languages across the company. We recently created local incident response groups across PPG to continue to drive improvements. These groups are responsible for assessing risk specific to their area of the business, preparing response plans and responding to any incidents to minimize their impact.

In 2024, our automotive business achieved certification from the Trusted Information Security Assessment Exchange (TISAX). The TISAX certification, which is specific to the automotive industry, verifies that our information security management system meets certain security thresholds.

Our Global Data Privacy Council continues to oversee all data privacy compliance activities. Members of the council represent key stakeholders from departments handling personal information or supporting relevant systems and processes. The council has a core focus on monitoring ongoing data privacy legislation to ensure

PPG is positioned to adapt to evolving requirements. In 2024, the Global Data Privacy Council expanded its focus to include Artificial Intelligence (AI) and has begun to establish governance structures to monitor data privacy risks related to AI.

Progress in addressing cybersecurity and data privacy issues is crucial for maintaining trust with PPG's stakeholders. We will continue to monitor digital threats and adapt our approach to safeguarding confidential information.

**Learn more about our approach to cybersecurity and data privacy, including elements of our cybersecurity program and governance, on [PPG.com](https://www.ppg.com)**

**Learn more, access our [Global Data Privacy Statement](#) and contact us at our [privacy website](#).**



# About this report

## We are committed to transparent reporting on our sustainability approach and performance.

PPG recognizes the importance of clear, accurate reporting on the ways that we manage sustainability risks, act on opportunities and understand the impacts of our business on our stakeholders. We aim to consistently advance our disclosure as we improve our approach to managing sustainability issues.

This report has been prepared in accordance with the [Global Reporting Initiative \(GRI\)](#) Standards, the [Sustainability Accounting Standards Board \(SASB\)](#) Chemical Industry Standard and the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#) recommendations. The sustainability approach described in this report supports progress against the United Nations [Sustainable Development Goals \(SDGs\)](#). Relevant indices are available on PPG.com.

Unless otherwise noted, the information and data contained in this report cover all employees, PPG locations and joint ventures where we maintain at least 50% ownership. Monetary figures are U.S. dollars unless otherwise noted.

Following an evaluation of strategic alternatives for our architectural coatings business in the U.S. and Canada and our silicas products business, in late 2024 we completed the sale of these businesses. As a result, we are only reporting social and environmental data for the company's operations as they stood on December 31, 2024 in this year's Sustainability Report. We have updated our 2019 baseline to exclude the divested businesses. We have included footnotes to note any areas where we have not been able to disaggregate data for previous periods.

In 2024, we again engaged Lloyd's Register Quality Assurance to provide limited assurance on our scope 1 and scope 2 greenhouse gas emissions data. We believe that our internal processes provide sufficient oversight regarding the accuracy of all other information we present, and we continue to explore assurance options to provide independent verification of our disclosure as expectations evolve.

**We encourage feedback on this report and our sustainability performance via [email](#), a short [online survey](#) or a letter sent to PPG, One PPG Place, Pittsburgh, PA 15222, Attention: Corporate Communications.**

**PPG Coatings Denmark A/S's Statutory Report on Social Responsibility, cf. Section 99a of the Danish Financial Statements Act.**



# Data index

## Multi-year data highlights

	2024	2023	2022	2021	2020	2019
<b>Economic</b>						
Net sales from continuing operations (millions) <sup>1</sup>	\$15,845	\$16,242	\$15,614	\$16,802	\$13,834	\$15,146
Adjusted earnings per diluted share from continuing operations <sup>1,2</sup>	\$7.87	\$7.42	\$5.84	\$6.77	\$6.12	\$6.22
Dividends per share	\$2.66	\$2.54	\$2.42	\$2.26	\$2.10	\$1.98
<b>Environmental<sup>3</sup></b>						
Percent of sales from sustainably advantaged products	41%	44%	39%	38%	35%	33%
Total waste disposed (thousand metric tons)	86.21	87.95	83.29	88.16	89.27	107.06
Total waste (thousand metric tons)	165.15	166.35	157.69	166.39	159.70	183.48
Total waste intensity (metric tons per 100 metric tons of production)	4.83	4.84	4.47	4.44	4.48	4.82
Total process recovery waste (percent)	48%	47%	47%	47%	44%	42%
Hazardous waste generated (thousand metric tons)	95.41	96.74	89.40	94.67	91.92	107.57
Recycled or recovered hazardous waste (percent)	56%	53%	55%	55%	51%	47%
Hazardous waste disposed (thousand metric tons)	42.25	45.74	40.55	42.90	44.66	56.83
Non-hazardous waste generated (thousand metric tons)	69.74	69.61	68.29	71.71	67.78	75.90
Recycled or recovered non-hazardous waste (percent)	37%	39%	37%	37%	34%	34%
Non-hazardous waste disposed (thousand metric tons)	43.95	42.21	42.74	45.26	44.62	50.23
Water withdrawn (million cubic meters)	9.66	8.17	9.11	9.61	9.11	9.96

	2024	2023	2022	2021	2020	2019
<b>Environmental<sup>9</sup></b>						
Water discharged (million cubic meters)	7.97	6.43	7.26	7.62	6.99	7.19
Net water consumption (million cubic meters)	1.69	1.74	1.85	1.99	2.12	2.77
Water intensity at priority water sites (cubic meters per metric ton of production)	0.97	1.18	1.49	1.38	1.42	1.34
Energy consumption (million gigajoules)	8.97	8.14	8.24	8.55	8.19	9.01
Total energy intensity (gigajoules per metric ton of production)	2.63	2.37	2.34	2.28	2.30	2.36
Direct energy intensity (gigajoules per metric ton of production)	1.31	1.32	1.33	1.31	1.33	1.40
Indirect energy intensity (gigajoules per metric ton of production)	1.31	1.05	1.00	0.97	0.97	0.97
Scope 1 and 2 total greenhouse gas emissions (million metric tons of CO <sub>2</sub> e)	0.63	0.67	0.68	0.69	0.70	0.77
Scope 1 and 2 total greenhouse gas emissions intensity (metric tons of CO <sub>2</sub> e per metric ton of production)	0.19	0.20	0.19	0.19	0.20	0.20
Direct (scope 1) greenhouse gas emissions (million metric tons of CO <sub>2</sub> e)	0.26	0.26	0.27	0.28	0.27	0.30
Indirect (scope 2) greenhouse gas emissions (million metric tons of CO <sub>2</sub> e)	0.38	0.41	0.41	0.42	0.43	0.48
Value chain (scope 3) greenhouse gas emissions (million metric tons of CO <sub>2</sub> e), reflective of reporting categories 1, 10 and 12	17.68	17.95	17.95	18.56	17.31	18.76
Purchased goods and services (category 1) (million metric tons of CO <sub>2</sub> e)	5.17	5.04	5.23	5.82	4.79	4.88
Processing of sold products (category 10) (million metric tons of CO <sub>2</sub> e)	9.75	10.25	9.98	9.68	9.93	11.19
End-of-life treatment of sold products (category 12) (million metric tons of CO <sub>2</sub> e)	2.76	2.66	2.74	3.06	2.58	2.69
Spill release rate (total spills and releases per 1,000 employees)	1.34	1.66	1.45	1.44	1.35	1.52

	2024	2023	2022	2021	2020	2019
<b>Social</b>						
Total employees	46,000	50,000	52,000	49,300	46,900	47,600
Fatalities	0	0	0	0	0	0
PPG injury and illness rate <sup>4</sup>	0.25	0.32	0.30	0.26	0.26	0.32
Charitable contributions (millions)	\$18.40	\$17.50	\$16.20	\$13.30	\$13.00	\$11.80
Employee volunteer hours	31,655	25,000	25,000	11,750	3,587	36,000

<sup>1</sup> The company's financial results presented for 2022 through 2024 have been recast to reflect the divested U.S. and Canada architectural coatings business as discontinued operations.

<sup>2</sup> Beginning in 2021, the Company reports adjusted earnings per diluted share excluding amortization expense relating to intangible assets from completed acquisitions. Adjusted earnings per diluted share for 2020 has been recast to exclude acquisition-related amortization expense. Refer to the Regulation G Reconciliation in Item 7 of the respective Form 10-K for reconciliation of reported earnings per diluted share from continuing operations to adjusted earnings per diluted share from continuing operations.

<sup>3</sup> Environmental data changes from prior reporting, with the exception of sustainably advantaged product sales, reflect adjustments for acquired and divested locations from the 2019 baseline onward. Energy data also include adjustments for closed locations.

<sup>4</sup> 2024 I&I rate excludes architectural coatings and silicas businesses, which were divested in 2024. If those businesses were included, the 2024 I&I rate would have been 0.31.

# Previous reports

[2023 Sustainability Report](#)

[2022 Sustainability Report](#)

[2021 Sustainability Report Executive Summary](#)

[2020 Sustainability Report Executive Summary](#)

[2019 Sustainability Report Executive Summary](#)

[2018 Sustainability Report Executive Summary](#)

[2017 Sustainability Report Executive Summary](#)

[2016 Sustainability Report Executive Summary](#)

[2015 Sustainability Report Executive Summary](#)

[2014 Sustainability Report Executive Summary](#)

[2013 Sustainability Report](#)

[2012 Sustainability Report](#)

[2011 Sustainability Report](#)

[2010 Sustainability Report](#)

[2009 Sustainability Report](#)

[2008 Sustainability Report](#)

# Annual Report

[Annual Report and Form 10-K](#)



# Forward-looking statements

This Sustainability Report contains forward-looking statements that reflect PPG's current views with respect to future events and financial performance. These statements involve risks and uncertainties. You can identify forward-looking statements by the fact that they do not relate strictly to current or historic facts. Forward looking statements are identified by the use of the words "aim," "believe," "expect," "anticipate," "intend," "estimate," "project," "outlook," "forecast" and other expressions that indicate future events and trends. Many factors could cause actual results to differ materially from PPG's forward-looking statements.

Many factors could cause actual events to differ materially from PPG's forward-looking statements. Such factors include statements related to geopolitical events, global economic conditions, increasing price and product competition by our competitors, fluctuations in cost and availability of raw materials, energy, labor and logistics, the ability to achieve selling price increases, the ability to recover margins, customer and PPG inventory levels, our ability to maintain favorable supplier relationships and arrangements, the timing of and the realization of anticipated cost savings from restructuring initiatives, the ability to identify additional cost savings opportunities, the timing and expected benefits of our acquisitions, difficulties in integrating acquired businesses and achieving expected synergies therefrom, economic and political conditions in the markets we serve, the imposition of tariffs, the ability to penetrate existing, developing and emerging foreign and domestic markets, foreign exchange rates and fluctuations in such rates, fluctuations in tax rates, the impact of future legislation, the impact of environmental regulations, unexpected business disruptions, cybersecurity events, global human health issues, and the unpredictability of existing and possible future litigation. However, it is not possible to predict or identify all such factors. Unlisted factors may present significant additional obstacles to the realization of forward-looking statements. While the list of factors presented here is considered representative, not such list should be considered to be a complete statement of all potential risks and uncertainties.

This Sustainability Report also includes forward-looking statements regarding our sustainability; safety and health; cybersecurity; culture; community engagement; and related goals, commitments and strategies.

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.

Consequences of material differences in the results compared with those anticipated in the forward looking statements could include, among other things, lower sales or income, business disruption, operational problems, financial loss, reputational harm, legal liability to third parties, or other risks set forth in the Risk Factors sections of our most recently filed periodic reports on Form 10-K and Form 10-Q, any of which could have a material adverse effect on PPG's consolidated financial condition, results of operations or liquidity. Any forward-looking statement speaks only as of the date on which such statement is made, and PPG undertakes no obligation to update any forward-looking statement, whether as a result of new information, future events or otherwise. You are advised, however, to consult any further disclosures we make on related subjects in our reports to the Securities and Exchange Commission.



The PPG logo, Colorful Communities, Duranar, Enviro-Prime, Moonwalk, Powercron, PPG Powercron 10X and We protect and beautify the world are registered trademarks and Adjustrite, Fusion, PPG Duranext, PPG Ling, PPG Primeron and Ultra-cool are trademarks of PPG Industries Ohio, Inc. Johnstone's is a trademark of PPG Architechural Coatings UK Limited. Sigma, Sigmaglride and Sigma Coatings are trademarks of PPG Coatings Nederland B.V. Seigneurie is a trademark of PPG - AC France. Comex is a registered trademark and Producto Eco is a trademark of Consorcio Comex, S.A. de C.V. Tikkurila is a registered trademark and Tomorrow Included is a trademark of Tikkurila Oyj. Alcro is a trademark of Tikkurila Sverige AB. Beckers is a trademark of Aktiebolaget Wilh. Becker. Renner is a registered trademark of Renner Herrmann S.A. and Renner Sayerlack S.A., used under license. Ergo Cup is a registered trademark of Institute of Industrial and Systems Engineers, Inc. All company names and third-party marks appearing in this report are property of their respective owners. © 2025 PPG Industries, Inc. All Rights Reserved.



Please consider the environment  
before printing this report.



We protect and  
beautify the world®