

PPG INDUSTRIES, INC.
Executive Officer Cash Severance Policy

It is the policy of the Board of Directors of PPG Industries, Inc. (“PPG”) that PPG will not enter into any New Severance Arrangement with any Executive Officer or establish any New Severance Arrangement covering any Executive Officer without seeking shareholder ratification or advisory approval of such New Severance Arrangement that provides for Cash Severance Benefits in an amount that exceeds 2.99 times the sum of (i) the Executive Officer’s then current base salary plus (ii) the target annual bonus opportunity applicable to the Executive Officer for the then current plan year.

For purposes of this policy:

“Executive Officer” means any executive officer designated as such by PPG under Rule 3b-7 promulgated pursuant to the Securities Exchange Act of 1934, as amended.

“Cash Severance Benefits” means cash payments (i) in connection with the termination of the Executive Officer’s employment; (ii) to secure an agreement not to compete with PPG; or (iii) to offset any tax liability with respect to the foregoing. For the avoidance of doubt, Cash Severance Benefits exclude:

- i. accrued but unpaid salary or vacation/paid personal time pay through the Executive Officer’s termination date;
- ii. any payment in respect of the Executive Officer’s award under PPG’s annual incentive plan or other unpaid amount or award owed by PPG to the Executive Officer under any compensation plan or agreement awarded prior to the Executive Officer’s termination of employment;
- iii. payment in cash or stock, vesting, acceleration or other handling of equity-based awards granted under shareholder-approved plans prior to the Executive Officer’s termination of employment;
- iv. payment of any qualified or non-qualified deferred compensation, earned and vested retirement benefits, company matching or other contributions, or other employee benefits (including, but not limited to, insurance, disability, health and welfare plan coverage and other non-cash benefits) provided under PPG’s retirement, savings, employee benefit, fringe benefit or perquisite plans to similarly-situated employees;
- v. payments in cash or the vesting, acceleration or other handling of equity-based awards due to the Executive Officer’s death or disability;
- vi. payments for outplacement services or for tax or legal advice provided to an Executive Officer in connection with their termination of employment;
- vii. reimbursement for any expenses validly incurred prior to the Executive Officer’s termination date;
- viii. reimbursement of expenses or taxes related to an Executive Officer’s expatriate

assignment; and

- ix. payments to settle any claim or litigation.

“New Severance Arrangement” means any employment agreement with an Executive Officer executed after the effective date of this Policy; any severance, separation, or change in control agreement with an Executive Officer executed after the effective date of this Policy; and any plan or policy that provides for the payment of Cash Severance Benefits to Covered Executives arising from a termination of employment adopted after the effective date of this Policy. The following are not considered to be a New Severance Arrangement: any renewal or extension of any agreement, plan, or policy in effect on the effective date of this Policy; any modification or amendment of an agreement, plan, or policy in effect on the effective date of this Policy that does not have the express purpose of increasing the severance period or multiple that is used to determine severance benefits; or an agreement, plan or policy that is assumed by the Company as a result of a business combination or acquisition.

The Human Capital Management and Compensation Committee (the “Committee”) of PPG’s Board of Directors shall have full authority to interpret and implement this policy. The Committee reserves the right to amend, waive or cancel this policy at any time if it determines in its sole discretion that such action would be in the best interests of PPG, provided that any amendment shall be promptly disclosed.

This Policy may be amended by the Committee to comply with the terms of any applicable law (including home country law), rule, requirement or regulation mandating the payment of a cash payment due to the termination of an Executive Officer. To the extent required by the Committee, an Executive Officer may be required to acknowledge the terms of this Policy or any subsequent amendment thereto.

Adopted: December 12, 2024

Effective: January 1, 2025

Last Updated: December 12, 2024