



Carol Jackson CEO, HarbisonWalker International

As President, Chairman of the Board, and Chief Executive Officer of HarbisonWalker International (HWI), Carol R. Jackson, 48, leads North America's oldest and largest refractory producer. She inspires more than 1,800 employees globally by guiding the company's vision for growth and overseeing all aspects of its operations.

Carol was unanimously elected to her role in 2017 after serving for three years as HWI's Senior Vice President and General Manager. At HWI, she has focused her leadership on evolving the company for continued innovation, growth, and world-class excellence. She played a central role in relaunching the ANH Refractories family of companies to rebrand and become HarbisonWalker International in 2015.

Since then, she has led the company through significant organizational restructuring and numerous investments, including the construction of a \$30 million new plant that is the most technologically advanced refractories manufacturing facility in North America. Additional company initiatives under Carol's leadership include further investments in existing plants, ERP and supply chain infrastructure, new technology/innovation programs and products, top talent acquisition, and business processes, including institutionalizing company cultural beliefs, safety programs, and the HarbisonWalker International Business System (HBS).

As a diverse business executive with a passion for driving results in the manufacturing sector, Carol has spent more than 20 years of her career in the paint, coatings, chemicals, glass, ceramic materials, and specialty steel industries, serving automotive, industrial, consumer, and construction markets.

Prior to joining HWI in 2014, Carol was Vice President of the bar, wire, and strip business units of Carpenter Technology Corporation, based in Reading, Pennsylvania. In this role, Carol had P&L responsibility for over \$700 million in sales of specialty metal products to customers in the aerospace, automotive, medical, industrial, consumer, and energy markets. Carol was an officer of the corporation.

Before her time at Carpenter, Carol spent nearly thirteen years in several general management, sales leadership, and market development roles at PPG Industries. In her last assignment at

PPG, Carol was the Director of Global Raw Materials Purchasing, where she led the team responsible for the purchase of the entire \$5 billion portfolio of raw materials for all business units globally.

Carol began her full-time professional life as a credit analyst with Integra Bank of Pennsylvania (now PNC). In years to follow, she was executive director of the Fayette Chamber of Commerce and, before joining PPG after attaining her advanced degrees, Carol worked as a graduate intern in the Corporate Development Department at Corning in Corning, New York, doing divestiture work for the company's Science Products division.

In 2019, Carol was elected to the Board of Directors of Sensient Technologies Corporation (NYSE: SXT), a leading global manufacturer and marketer of colors, flavors, and fragrances. She was also elected as President of the World Refractories Association and is serving a two-year term as the organization's first North American leader. She was also named a 2019 Outstanding CEO and Top Executive by the Pittsburgh Business Times/American City Business Journals.

For the past four years, Carol has been a member of the board of directors of Junior Achievement (JA) of Western Pennsylvania. A JA alumna herself, she is currently a member of its governance committee and chair of JA's BizTown Capital Campaign. In 2019, Carol was awarded a Bronze Leadership Award by Junior Achievement USA for her exemplary service in supporting JA's mission.

Carol has been a volunteer with the United Way as a member of the Women's Leadership Committee and the Agency Assessment Committee. She is a member of the National Association of Corporate Directors, the Pennsylvania Bar Association, and the Allegheny County Bar Association. An avid dog-lover, Carol supports such charitable causes as Paws with a Cause®, Humane Animal Rescue, and Animal Friends, as well as Susan G. Komen for the Cure®, Folds of Honor, Extra Mile Education Foundation, The Alzheimer's Association® and the Leukemia & Lymphoma Society. Both she and HWI are supporters of Nazareth Prep.

Carol is a licensed attorney in the state of Pennsylvania holding a Juris Doctorate from the University of Pittsburgh, a Master of Science in Industrial Administration degree from Carnegie Mellon University – Tepper School of Business, and a Bachelor of Science degree in Business Administration from Duquesne University, where she graduated with honors. Carol continues to further advance her knowledge by building expertise in mergers and acquisitions and employment law. She also attended the Yale School of Management Executive Education program. She was born and raised in Southwestern Pennsylvania.
