



DOWFRIENDS

Newsletter

DowFriends End of Summer News

Action for the sustainable future

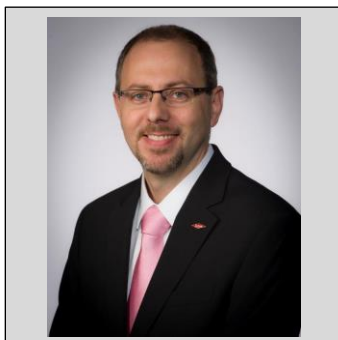
We are proud to share [INtersections](#)- Dow's 2021 Environmental, Social and Governance (ESG) Report with you! This is the second year we have published a comprehensive ESG report, building on our strong history of several decades of sustainability, inclusion and governance reporting. It once again demonstrates how Team Dow is partnering with others to encourage new thinking and advance ESG priorities that matter to our customers, our employees, our communities and our business success. Dow's purpose is simple: to deliver a sustainable future for the world through our materials science expertise and in collaboration with our partners.

Together, we can [Imagine Better](#) and deliver on the promise of a sustainable future for our people and the environment for the next 125 years. Explore our latest Dow news below and [learn more](#) about how our commitment to ESG applies to everything we do.

INNOVATIVE	CUSTOMER-CENTRIC	INCLUSIVE	SUSTAINABLE
Alongside our customers, we create the materials and solutions that transform our world.	We aim to be easy, enjoyable and effective to do business with through all our digital and personal interactions.	We champion a fully inclusive workforce that reflects the world in which we do business, because it's the right thing and smart thing to do.	In everything we do, we strive for positive impact on society and the planet.



Seek **Together**



“Protecting people and the environment is part of our DNA, part of everything we do and every decision we make. I believe that science and technology are fundamental to all we do, and I believe that partnerships are the catalyst. This has been the case throughout our Company’s existence.”

Andre Argenton, Chief Sustainability Officer and Vice President of Environment, Health & Safety

Dow launches Seek Together podcast series

Innovative Episode 1: Imagine Better

Dow has launched its brand new Seek Together Podcast. We invite you to join us to hear more about challenges and solutions impacting everyone around the world, and how Dow is forging partnerships and collaborations to drive and scale solutions. Each episode will bring together diverse perspectives from experts across industry, business, government and academia to address topics that focus on universal themes we encounter in our daily lives. And as an external, independent host, Eva Saha will be asking challenging questions to have honest, meaningful conversations.



Vision for a more sustainable, mobile and inclusive planet

A few of the themes that will be addressed throughout the podcast series: Dow will be sharing its vision to help decarbonize and circularize our economy. Members from team Dow and external experts will address big topics like inclusion and the importance of attracting diverse talent to STEM-related fields. We will explore the history of the digital revolution and forecast where technology will take us in the future. There will also be episodes discussing the future of mobility, sustainability in sports and much more!

On our inaugural episode of our Seek Together Podcast, Jim Fitterling, Dow Chairman & CEO and Rebecca Bentley, Dow VP of Public Affairs, discuss the milestone of Dow's 125th Anniversary celebration and what the future holds for the Company. While this remarkable milestone offers an opportunity to celebrate and reflect on the past, it also serves as an opportunity and responsibility to prepare for the next 125 years – enabling Dow to innovate and grow proactively alongside the social, cultural, environmental and political trends that will define the next century.

Dow has a rich history of being on the forefront of imagining better and with this legacy comes the knowledge that better doesn't happen in isolation. The Seek Together podcast tells the story of the value and importance of collaboration and bringing together diverse perspectives. On behalf of team Dow, I am excited to invite you to join us on this audio-adventure.

[Listen to series on Spotify](#)

[Listen to series on Apple Podcasts](#)

Dow reports second quarter 2022 results

FINANCIAL HIGHLIGHTS

- GAAP earnings per share (EPS) was \$2.26; Operating EPS¹ was \$2.31, compared to \$2.72 in the year-ago period and \$2.34 in the prior quarter. Operating EPS excludes significant items in the quarter, totaling \$0.05 per share, primarily related to digitalization program costs.
- Net sales were \$15.7 billion, up 13% versus the year-ago period with gains in all operating segments and regions. Sequentially, sales were up 3% with gains in all regions except Asia Pacific, which was impacted by pandemic-related lockdowns in China.
- Local price increased 16% versus the year-ago period, reflecting gains in all operating segments, businesses and regions. Currency decreased net sales by 3% year-over-year due to broad-based strength of the U.S. dollar. Sequentially, local price increased 6% with gains in all operating segments and regions.
- Volume was consistent with the year-ago period, as gains in Packaging & Specialty Plastics were primarily offset by declines in Industrial Intermediates & Infrastructure. Sequentially, volume declined 2%, driven by declines primarily in Europe and China.
- Equity earnings were \$195 million, down \$83 million from the year-ago period, primarily due to impacts from pandemic-related lockdowns in China. Equity earnings were up \$21 million from the prior quarter, driven by gains at Sadara.
- GAAP Net Income was \$1.7 billion. Operating EBIT¹ was \$2.4 billion, down \$453 million versus the year-ago period. Gains in the Performance Materials & Coatings segment were more than offset by higher raw material and energy costs across the company as well as lower equity earnings. Sequentially, operating EBIT decreased 2%, as gains in Packaging & Specialty Plastics were more than offset by declines in Industrial Intermediates & Infrastructure.
- Cash provided by operating activities – continuing operations was \$1.9 billion, down \$165 million year-over year and up \$244 million compared to the prior quarter. Free cash flow¹ was \$1.4 billion.
- The Company's proactive actions to redeem outstanding notes totaling \$750 million have delivered an annual interest expense reduction of \$27 million and no substantive long-term debt maturities are due until 2027.
- Returns to shareholders totaled \$1.3 billion in the quarter, comprised of \$800 million in share repurchases and \$505 million in dividends.



SUMMARY FINANCIAL RESULTS

<i>In millions, except per share amounts</i>	Three Months Ended June 30			Three Months Ended March 31	
	<u>2Q22</u>	<u>2Q21</u>	<u>vs. SPLY</u> <u>[B / (W)]</u>	<u>1Q22</u>	<u>vs. PQ</u> <u>[B / (W)]</u>
Net Sales	\$15,664	\$13,885	\$1,779	\$15,264	\$400
GAAP Income, Net of Tax	\$1,681	\$1,932	\$(251)	\$1,552	\$129
Operating EBIT ¹	\$2,375	\$2,828	\$(453)	\$2,419	\$(44)
Operating EBIT Margin ¹	15.2%	20.4%	(520) bps	15.9%	(70) bps
Operating EBITDA ¹	\$3,059	\$3,573	\$(514)	\$3,171	\$(112)
GAAP Earnings Per Share	\$2.26	\$2.51	\$(0.25)	\$2.11	\$0.15
Operating Earnings Per Share ¹	\$2.31	\$2.72	\$(0.41)	\$2.34	\$(0.03)
Cash Provided by Operating Activities – Cont. Ops	\$1,856	\$2,021	\$(165)	\$1,612	\$244

CEO QUOTE

Jim Fitterling, chairman and chief executive officer, commented on the quarter:

“Team Dow once again delivered net sales growth both year-over-year and sequentially with price increases across all operating segments and regions. Our competitive advantages and relentless focus on disciplined execution enabled us to navigate the impacts of pandemic-related lockdowns in China, continued logistics constraints and higher energy and raw material costs. As a result, we increased our cash flow and our share buybacks sequentially.

We continued to progress our strategy to grow our underlying earnings over the economic cycle by investing in higher-return, faster-payback projects while capitalizing on long-term growth opportunities. As part of these efforts, today we announced a series of circularity projects that will enable us to achieve approximately two thirds of our 2030 ‘Stop the Waste’ target as we capture growth for the sustainable and circular solutions our customers are increasingly demanding.”

SEGMENT HIGHLIGHTS

Packaging & Specialty Plastics

<i>In millions, except margin percentages</i>	Three Months Ended June 30			Three Months Ended March 31	
	<u>2Q22</u>	<u>2Q21</u>	<u>vs. SPLY</u> <u>[B / (W)]</u>	<u>1Q22</u>	<u>vs. PQ</u> <u>[B / (W)]</u>
Net Sales	\$8,233	\$7,121	\$1,112	\$7,627	\$606
Operating EBIT	\$1,436	\$2,014	\$(578)	\$1,234	\$202
Operating EBIT Margin	17.4%	28.3%	(1090) bps	16.2 %	120 bps
Equity Earnings	\$138	\$130	\$8	\$110	\$28

Packaging & Specialty Plastics segment net sales in the quarter were \$8.2 billion, up 16% versus the year-ago period. Local price increased 14% year-over-year due to tight supply and demand balances, with gains in both businesses and in all regions. Continued strong end-market demand drove a 5% year-over-year volume increase, with gains in energy, infrastructure and packaging applications. Currency decreased net sales by 3%. On a sequential basis, the segment delivered an 8% net sales increase, driven primarily by local price gains in both businesses and in all regions.

Equity earnings were \$138 million, up \$8 million compared to the year-ago period primarily due to the Sadara joint venture. On a sequential basis, equity earnings increased by \$28 million on gains at Sadara and the Kuwait joint ventures.

Operating EBIT was \$1.4 billion, compared to \$2 billion in the year-ago period, as price increases were more than offset by rapidly rising raw material and energy costs. Sequentially, Op. EBIT was up \$202 million and Op. EBIT margins increased by 120 basis points due to improved product mix and integrated margins which offset higher raw material and energy costs, primarily in the U.S. & Canada.

Packaging and Specialty Plastics business delivered a net sales increase versus the year-ago period due to both local price and volume gains. Prices increased across all key product chains, led by gains in functional polymers and volumes increased on strong demand growth in packaging end-markets and materials for renewable energy applications. Sequentially, the business increased revenue on price gains in all regions, primarily in industrial, consumer and food packaging applications.

Hydrocarbons & Energy business delivered a net sales increase compared to the year-ago period, driven primarily by higher local prices for olefins and aromatics. Sequentially, sales increased due to higher olefin prices with gains in Europe and the U.S. & Canada.

Industrial Intermediates & Infrastructure

<i>In millions, except margin percentages</i>	Three Months Ended June 30			Three Months Ended March 31	
	<u>2Q22</u>	<u>2Q21</u>	<u>vs. SQLY</u> <u>[B / (W)]</u>	<u>1Q22</u>	<u>vs. PQ</u> <u>[B / (W)]</u>
Net Sales	\$4,370	\$4,215	\$155	\$4,524	\$(154)
Operating EBIT	\$426	\$648	\$(222)	\$661	\$(235)
Operating EBIT Margin	9.7%	15.4%	(570) bps	14.6%	(490) bps
Equity Earnings	\$57	\$144	\$(87)	\$62	\$(5)

Industrial Intermediates & Infrastructure segment net sales were \$4.4 billion, up 4% versus the year-ago period. Local price improved 14% year-over-year with gains in both businesses. Currency decreased net sales by 4%. Volume was down 6% year-over-year, as declines in Polyurethanes & Construction Chemicals were partly offset by gains in Industrial Solutions. On a sequential basis, the segment recorded a net sales decline of 3%, as lower volumes due to planned maintenance turnaround activity and third-party outages were partly offset by price gains in both businesses.

Equity earnings for the segment were \$57 million, a decrease of \$87 million compared to the year-ago period, driven by the impact of pandemic-related lockdowns in China. On a sequential basis, equity earnings decreased by \$5 million due to lower MEG margins at the Kuwait joint ventures.

Operating EBIT was \$426 million, compared to \$648 million in the year-ago period and \$661 million in the prior quarter, as increased planned maintenance turnaround activity along with raw material and energy costs were partly offset by higher pricing.

Polyurethanes & Construction Chemicals business net sales decreased compared to the year-ago period, as local price gains were more than offset by local currency and lower volume due to planned maintenance turnaround activity, third-party outages and inflationary impacts on demand for consumer durables. Sequentially, net sales declined as lower volumes from planned maintenance turnaround activity and third-party outages were partly offset by higher local price.

Industrial Solutions business delivered a net sales increase compared to the year-ago period, with local price and volume gains in all regions. Volume increased year-over-year on higher supply availability and strong demand for pharmaceutical, agricultural and oil & gas-related applications. Net sales declined sequentially as lower seasonal demand for deicing fluids was partly offset by local price gains in all regions.

Performance Materials & Coatings

<i>In millions, except margin percentages</i>	Three Months Ended June 30			Three Months Ended March 31	
	<u>2Q22</u>	<u>2Q21</u>	<u>vs. SQLY</u> <u>[B / (W)]</u>	<u>1Q22</u>	<u>vs. PQ</u> <u>[B / (W)]</u>
Net Sales	\$3,003	\$2,465	\$538	\$3,049	\$(46)
Operating EBIT	\$561	\$225	\$336	\$595	\$(34)
Operating EBIT Margin	18.7%	9.1%	960 bps	19.5%	(80) bps
Equity Earnings	\$2	-	\$2	\$3	\$(1)

Performance Materials & Coatings segment net sales in the quarter were \$3 billion, up 22% versus the year-ago period. Local price increased 28% year-over-year, with gains in both businesses and all regions. Currency decreased net sales by 3%. Volume declined 3% year-over-year, primarily due to the impact of pandemic-related lockdowns in China, which were partly offset by stronger demand for silicones and coatings applications in the U.S. & Canada. On a sequential basis, net sales were down 2%, as local currency impacts and lower volume in Europe and China were partly offset by strong consumer demand in the U.S. & Canada as well as higher seasonal demand for coatings applications.

Operating EBIT was \$561 million, compared to \$225 million in the year-ago period, as Op. EBIT margins expanded by 960 basis points primarily due to pricing gains for both silicones and coatings applications. Sequentially, Op. EBIT declined \$34 million as lower siloxane prices in Europe and China were partly offset by margin expansion in Coatings & Performance Monomers.

Consumer Solutions business delivered higher net sales versus the year-ago period, with local price gains in all regions and end-market applications. Volume declined year-over-year as strong consumer demand in the U.S. & Canada was more than offset by the impact of pandemic-related lockdowns in China. Sequentially, net sales declined as volume gains from strong demand for building and construction, infrastructure and mobility end markets were more than offset by lower siloxane volumes and prices in Europe and China.

Coatings & Performance Monomers business delivered increased net sales compared to the year-ago period, with local price gains in all regions. Despite increased supply availability in the U.S. & Canada, volume overall declined year-over-year primarily due to pandemic-related lockdowns in China. Sequentially, net sales increased with local price gains in all regions and increased volumes driven by strong seasonal demand in the U.S. & Canada.

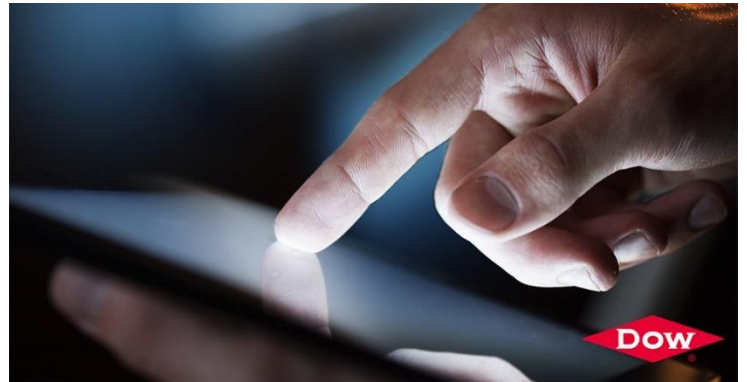
OUTLOOK

“Looking ahead, the long-term fundamentals driving growth across our end markets remain attractive,” said Fitterling. “While near-term market conditions are dynamic, we will continue to leverage our diverse, global portfolio and flexible operating model to capitalize on attractive growth opportunities. The actions we’ve taken to enhance the resiliency of our business position us well to deliver value across a variety of economic environments. Our disciplined and balanced approach to capital allocation has delivered higher mid-cycle earnings, an improved credit profile and cash generation above pre-pandemic levels. Team Dow remains well-positioned to continue advancing our “decarbonize and grow” strategy while delivering attractive shareholder remuneration.”

The future is digital: A post-pandemic reality check

Digitalization is already changing the way we work and how customers do business with us.

COVID-19 brought about change in the ways companies in all sectors and all regions do business. The accelerated shift toward digitalization ushered in new customer experiences, new online sales channels and new technology to improve operational performance. However, with this new reality, a priority that we didn't want to lose sight of at Dow is our connection with customers. That's why we're using digital technology to provide better, more personalized and more agile customer experiences.



Digital breakthrough areas

We've found that four breakthrough digital focus areas line up with what matters most for our customers:

- Digital materials science – harnessing the power of our know-how, speed, science and technology and leveraging artificial intelligence and predictive analytics to anticipate solutions
- Virtual inspiration center – a collaborative digital space where new ideas are generated and unleashed
- Digital B2B marketplace – where customers transact more efficiently with Dow electronically
- Agile fulfill operations – where we use digital capabilities to improve and accelerate the buying process end-to-end

An example: Elevating product & technical information

Years before the pandemic, our customers were telling us they wanted easier online access to product and technical information. We listened and responded by completely reorganizing Dow.com with an elevated online product catalog available to all customers. We also equipped the site with robust product search capabilities that allow customers to quickly find and download product information, case studies and safety data sheets. Customers who want a deeper dive into product capabilities can use the site's product selection feature to explore products based on needs, attributes and performance. And our always-expanding online library of technical information helps customers find expert answers to frequently asked questions on Dow.com.

Imagining Better

A [2020 survey](#) by Harvard Business School and Salesforce found that 97% of companies believe digital transformation is necessary to remain competitive. We agree. Digitalization is already changing the way we work and how customers do business with us. Smarter processes. Accelerated innovation. More efficient use of resources. Our ongoing digital initiatives are helping to drive more customers to Dow.com. And data shows us that those customers who use [Dow.com](#) as a digital hub have a more positive experience. For example, customers save time with enhanced Order Management screens and easy-to-navigate menu options, while increased personalization and enhanced search help customers quickly find content that's most relevant to their needs.

This year marks our 125th anniversary as a company. A company that has always sought to find solutions to the world's problems. To make the world better, we first have to imagine better. We're continuously working to make Dow.com a more dynamic space where we can imagine and explore solutions for a better tomorrow.

Dow announces long-term extension of the Dow Great Lakes Bay Invitational

Tournament officials announce the five-year partnership extension for the event to run through 2029 as the 2022 event kicks off at Midland Country Club this week



Dow, the LPGA Tour and the Dow Great Lakes Bay Invitational (Dow GLBI) tournament officials have teamed up today to announce an extension for the Dow GLBI to run through 2029. The extension marks one of the longest extensions on the LPGA Tour currently and was announced as the 2022 event kicked off at Midland Country Club, where 72 two-person teams competed for a share of a \$2.5 million purse.

“As we celebrate our 125th Anniversary, I couldn’t think of a better way to kick off this year’s event and look ahead to the future than by sharing the news of Dow’s continued commitment to the Great Lakes Bay Region and to the LPGA Tour,” said Jim Fitterling, Dow Chairman and CEO. “Our partnership with the LPGA Tour continues to be a perfect platform for us to positively impact our region while showcasing our efforts in sustainability and inclusion as well as our customer-centric approach to doing business. And we couldn’t have accomplished any of this without the support of our many community partners.”

Since its inception, the Dow GLBI has donated more than \$1 million to local charities and organizations. The event partners annually with more than 250 local companies and suppliers and is estimated to have brought more than \$25 million in economic impact to the Great Lakes Bay Region. In addition to the official LPGA tournament, the week-long event features many ancillary events and activities meant to engage the entire community including the Eat Great Food Festival, an onsite STEM Center for kids and families, SOAR – an inclusion summit and more.

The Dow GLBI made its debut in 2019 as the first official team competition in LPGA Tour history. That same year the tournament won LPGA Tournament of the Year – the first time this award was presented to a first-year tournament.

“Dow continues to be a leader in sustainability and inclusion on the LPGA Tour, and we are thrilled to continue this incredible partnership,” said Mollie Marcoux Samaan, LPGA Commissioner. “Partners like Dow not only help elevate the playing field for our golfers, but also allow us to use our collective platform for maximum impact. The longevity of our partnership is a true testament to Dow’s commitment and leadership.”

The Dow GLBI became the first event on the LPGA Tour to receive and retain full GEO® Certification for its sustainability efforts and was also the first-ever professional golf tournament to receive this recognition in its first year of operation. In 2021, the Dow GLBI also became the first-ever event on the LPGA Tour to achieve carbon neutrality, [tournament officials announced last week](#). Dow is the Official Sustainability Resource of the LPGA Tour and the Ladies European Tour offering the league and tournaments strategies and a blueprint to become more sustainable.

“Dow’s purpose is to deliver a sustainable future for the world through our materials science expertise and collaboration with our partners,” said Dow GLBI Executive Director Chris Chandler. “That’s why this partnership with the LPGA family is so critical – and why it’s a privilege to be a part of it. Together, we believe we can imagine a better future through sport – harnessing the power of sport to drive meaningful and actionable change for our planet.”

The tournament will remain at its host course, Midland Country Club, through 2029.

Dow and Nexus Circular announce plans to build new advanced recycling facility in Dallas, TX, expediting circular plastics production in USA

The new facility will process and convert over 26,000 MTs of previously non-recycled plastics into high-quality circular feedstocks to accelerate sustainable virgin plastics production.

Dow and Nexus Circular announced that they have signed a detailed letter of intent (LOI) for Dow to secure the production output of a newly constructed advanced recycling facility in Dallas, Texas. The new facility will process and convert over 26,000 MTs annually of previously non-recycled plastic into circular feedstock that will be delivered back to Dow as a raw material to create new, recycled plastics for food-contact, health, hygiene and fitness applications.

The LOI builds on Dow and Nexus Circular’s initial joint effort as the chosen advanced recycler for the Hefty® EnergyBag® program, launched in collaboration between Dow, Reynolds Consumer Products and others, to collect hard-to-recycle plastics at residential curbside to convert them into valued resources. The announcement marks an evolution of the companies’ deepening relationship, from converting hard-to-recycle plastics into energy, to now converting circular feedstock into actual plastic products, making the converted material truly circular.



Nexus Circular is a commercial leader in advanced recycling that uses a proprietary process and pyrolysis (high temperature decomposition) technology to transform waste plastics into high-quality circular feedstocks its partners use in the production of circular polymers. Nexus Circular has optimized the technology to create a highly efficient, economic, commercial and scalable system for delivering cost-effective, high quality and environmentally friendly circular products for its partners and customers. In 2020, Nexus Circular was named a grant recipient of Dow’s Business Impact Fund for the development of pre-processing to incorporate post-consumer, hard-to-recycle plastics collected through the Hefty® EnergyBag® program in Cobb County, GA.

This current expansion of the Dow-Nexus collaboration into Dallas, among other locations, will result in the further collection and conversion of landfill-bound plastics into plastic products that will be used in consumer applications, in order to help close the used plastics loop. The program builds on the impact of the Hefty® EnergyBag® which has diverted over 1,800 tons of hard-to-recycle plastics from landfills to date.

“Expanding our past, scaled success with Nexus to drive production of high-quality circular feedstocks, the new facility in Dallas marks an important step in meeting unmet market demand for circular plastics in Texas and other markets,” said Manav Lahoti, Global Sustainability Director for Hydrocarbons at Dow. “We now have an even greater opportunity to close the loop on Dow’s materials through the delivery of Nexus’ circular products back to our plants, further accelerating progress toward our 2030 goal to enable 1 million metric tons of plastic to be collected, reused or recycled.”

Clint Thompson, Nexus Circular’s Chief Commercial Officer added, “We are excited for the next phase of our growing partnership with Dow to build on our joint efforts to extend the life of used plastics. With this meaningful LOI, we’ll be better positioned to collect and convert more landfill-bound waste plastics into new materials using advanced recycling in markets worldwide.”

A very NICE solution to keep toothpaste tubes out of landfills

Dow and Amcor enabling NICE to develop recyclable toothpaste tubes



While brushing our teeth with toothpaste is crucial to dental health, have you ever stopped to consider where your everyday toothpaste tube ends up? To date, the answer for most toothpaste tubes has been a landfill.



CHALLENGE

Focus on product quality AND environmental impact. A NICE packaging that brushes up on sustainability.

Because toothpaste is sensitive to oxygen and humidity, manufacturers traditionally produce tubes made from a combination of different plastics and a layer of aluminum, making the packaging not recycling-friendly and therefore not a sustainable solution.

But that is about to change as consumers, brands and materials science companies like ours are striving to Imagine Better by rethinking the way we design and develop packaging materials – in this case toothpaste tubes. We estimate that if all toothpaste tubes on shelves became recyclable, 100,000 tons of waste – roughly the weight of 10 Eiffel Towers – would have the chance to have a new life each year.

NICE, founded in 1968, is one of China's largest producers of household care items, and is driven by the philosophy of "Making the World Better." NICE is committed to using more recycling-friendly packaging to promote the circular economy and the company was determined to step up and find a way to reduce oral care waste entering landfills. The company set to find a solution: recyclable toothpaste tubes that could be put into production quickly and at scale.

SOLUTION

Reforming Evolving packaging used in a well-established industry such as oral hygiene is a journey that takes close collaboration and a commitment to scalable solutions. Our materials science expertise and portfolio of high-performance polyethylene materials enabled us to work closely with Amcor, a global leader in producing responsible packaging, to develop a full plastics laminate which is the first big step to developing recyclable toothpaste tubes.

The recyclable toothpaste tube solution adopted by NICE uses high-performance polyethylene-based technology to meet the same stringent barrier performance requirements – to protect the toothpaste from oxygen and humidity - as traditional multilayer lamination tubes that we all know and use today. The full plastics solution solves the recyclability issue by removing the aluminum layer and still protecting the integrity of toothpaste products.

While the toothpaste tube solution is designed for recyclability, it also allows a transparent option. This enables NICE to create packaging that highlights the actual toothpaste in a visually appealing way, making it stand out on the shelf.

The 'Imagine Better' philosophy drove the initiative to overcome the challenge of oral care waste. Bringing together the right experts and capabilities enables the NICE Group to fully transition to recyclable toothpaste tubes for all products in its portfolio. This game-changing packaging solution enabled by Dow and Amcor helps NICE reduce carbon emissions and meet growing consumer demands for sustainability without compromising product performance.

This recyclable toothpaste tube solution is among many innovative recyclable packaging solutions from Dow. Scan the QR code below to learn more.

Dow recognized on Disability Equality Index for 6th consecutive year

For the sixth consecutive year, Dow has received a top score on the Disability Equality Index® (DEI) – the world's most comprehensive benchmarking tool for the Fortune 1000 and Am Law 2001 to measure disability workplace inclusion.

This places the Company again among the "Best Places to Work for Disability Inclusion" for 2022. The rating is administered jointly by Disability:IN and the American Association of People with Disabilities (AAPD).

"We are so happy that Dow continues its leadership position on the 2022 Disability Equality Index. It is a testament of the Company's commitment to building and progressing an inclusive culture and advancing disability inclusion," said John Sampson, executive sponsor for Dow's Disability Employee Resource Group and senior vice president of operations, manufacturing and engineering. "At Dow we believe that people living with disabilities are an indispensable source of talent who continue to deliver significant value to our customers and the communities we operate in."



The DEI survey measures key performance indicators across culture, leadership, accessibility, employment practices, community engagement, support services and supplier diversity. Participating companies self-reported their disability policies and practices and were scored on a scale from zero to 100.

In 2022, more than 400 corporations, including 69 Fortune 100, 188 Fortune 500 and 227 Fortune 1000 utilized the DEI to benchmark their disability inclusion efforts.

"Disability inclusion is a rapidly expanding aspect of corporate culture, and it's gratifying to partner with 415 companies on the 2022 Disability Equality Index," said Jill Houghton, President and CEO of Disability:IN. "These top-scoring companies not only excel in disability inclusion, many are also adopting emerging trends and pioneering measures that can move the disability agenda from accommodation to inclusion and ultimately, genuine belonging."

Dow is celebrating its 125th anniversary this year and it remains committed to creating an inclusive workplace where all employees can bring their whole selves to work. In addition to Dow's policies and programs, the company offers an employee resource group, the Disability Employee Network (DEN), to empower employees with disabilities and to raise awareness and educate about disabilities to create better allies.

Visit Dow's website for additional information on the Company's commitment to inclusion and diversity and to explore the Company's consolidated [2021 Environmental, Social and Governance report 'INtersections'](#).

Imagine Better for our communities

You are an important part of our legacy, so we ask that you consider being a part of our future by supporting the communities each of us calls home.

Dow is celebrating 125 years of ingenuity and innovation, partnership and problem solving and community and culture. We have a unique opportunity to Imagine Better in partnership with United Way to Imagine Better for our communities and our neighbors.

Working side-by-side, Team Dow and United Way strive to create a ripple effect of meaningful and lasting change. Through our investment and partnership with United Way, we address the most pressing health and human services needs in the areas of Health, Education and Financial Stability. Dollars are invested in prioritized community programs and success is measured in how lives are changed.

Please consider making a personal commitment to Imagine Better for the communities we support by contributing to the campaign, considering how you might personally change the lives of our neighbors.

[Make Your Pledge Today](#)



Connecting through volunteer service

First-ever global volunteer serve-a-thon

By committing to service and community, we're helping to build an even stronger foundation for Dow and our stakeholders in the next 125 years. That's why when we thought about celebrating our 125th Anniversary, we knew volunteering and creating connections needed to be the heart of that celebration. We united in May for our first-ever global volunteer serve-a-thon, honoring our past, celebrating the present and positioning Dow for the future.



Team Dow came together...from in-person opportunities to virtual sessions - connecting colleagues across borders, from Australia to Argentina, from Singapore to Spain, from the United Arab Emirates to the United States. In total, over 3,500 Team Dow volunteers committed nearly 9,000 hours to support community partners across more than 150 projects in 24 countries worldwide to address community needs.

The Serve-a-thon was a unique opportunity to live our purpose as a company and create a sense of pride and belonging amongst each other. And by committing to service and community, we're helping to build an even stronger foundation for Dow and our stakeholders in the next 125 years.

Promoting purpose-driven volunteering

Volunteering promotes a culture of trust within our organization and our communities by showing we'll be there when we're needed the most.



We have a long history of community engagement and collaboration in locations where we operate – we always engage, with 50% of Dow employees volunteering. The serve-a-thon was part of our continued focus on purpose-driven programs and investments for Team Dow. Programs like [#PullingOurWeight](#), [MLK Day of Service](#), the [ALL IN ERG Fund](#) and the creation of our [Volunteer and ERG Participation Policy](#) all set the foundation for understanding what was possible for a global volunteer event.

Volunteering enables our purpose to deliver a sustainable future for the world through our materials science expertise and collaboration with our partners by helping to foster stronger, more resilient communities.

Imagine Better

As we celebrate 125 years of ingenuity and innovation, partnerships and problem solving, community and culture – this is how we continue to Imagine Better.

That's what service is really about. It's about what we can do when we come together, fostering connections, rolling up our sleeves and doing the work when it's most needed and where it's most needed.

So, I challenge you to consider...

How will you encourage, inspire and connect through service?

