



DOWFRIENDS

Newsletter

DowFriends Year End News

Reflecting on 125 years of rich heritage

We are inspired as we look ahead and close out a very special year at Dow. As we reflect on 125 years of rich heritage, we want to thank you for your decades of expertise and experience, and your invaluable dedication and support to Dow. Our future is bright, and we will continue to build a better, more sustainable future for all.

We wish all of you a happy holiday season and a joyous new year!

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™



“Our work with our partners is helping to create a positive impact on society and the planet as sports are played and conducted around the world.”

Hear more about sustainability in sports in Dow's Seek Together Podcast [Episode 4](#)!

Bob Plishka, Business Communications, Branding, Sports Marketing Solutions & Customer Experience

Go paperless by enrolling in electronic delivery for stockholder materials

Help us on our journey to become the most innovative, customer-centric, inclusive and sustainable materials science company in the world by signing up for electronic delivery of stockholder materials today.



When you sign up for electronic delivery, you'll be able to view your stockholder materials online, including the proxy statement, annual report and related materials.

Going paperless is not only convenient for stockholders, but it also saves resources and reduces our impact on the environment.

Sign up for electronic delivery is easy. Have your tax ID number and email ready and go to <https://enroll.icsdelivery.com/dow>.

For more information please visit, investors.dow.com.

Dow featured in new leadership book about customer experience



A new book, *Do B2B Better*, released by Heart of the Customer in October, includes over a dozen examples of Dow's industry-leading Customer Experience practices (now available for order on Amazon). The book premiered at a CX conference in Minneapolis where Dow's CX Director, **Riccardo Porta**, delivered a talk on Dow's journey from adoption, to practitioner, to leadership in B2B CX.

Dow started working with Heart of the Customer in 2017 to establish many of the disciplines still in use today – especially our process for customer Journey Mapping and prioritizing touchpoints for improvements.

The Forward for the book is written by **Dan Futter**, Dow's Chief Commercial Officer. But the accolades belong to all the business, functional and regional participants in those early sessions who set the stage for Dow's CX transformation – and many people since

who have driven tremendous change across the company over the last several years. That includes the CX Steering Committee, CX project teams, Change Champions network, and the functional and business leaders who have since advanced the growth-generating value of CX.

Collaborating to deliver mutual wins and long-term strategic growth

Jon Moeller, P&G's Chairman of the Board, President, and Chief Executive Officer said: "You have been critical to our success. Your sustained performance and partnership have enabled our mutual growth. We want to keep strengthening this partnership between our respective companies because we believe it is a source of competitive advantage."



What I appreciate most about Team Dow is the value we place on collaboration, throughout the value chain, to deliver for our businesses, partners, and each other. We have built a culture that embraces trust and transparency, enabling us to connect and collaborate effectively with many different stakeholders, companies and across markets, such as Home and Personal Care. More than ever, we operate with a high degree of uncertainty. Despite these challenges, we continue to focus on optimizing our commercial and operations excellence to maximize value for Dow and enable our customers' success with their customers.

This was recently acknowledged by Procter & Gamble (P&G), one of our key strategic customers. P&G's Fabric & Home Care (F&HC) division exclusively selected Dow to receive their External Business Partner of the Year Award. We are honored and proud to receive P&G's highest recognition for their business partners.

As Dow's Account Executive for P&G, I know what it takes to be a reliable, trusted partner. It makes me proud to be part of a driven, determined team that spans across regions and businesses to support our customer. The team continually brings their best and works to elevate our engagement in service and supply to meet requirements in the short- and long-term. I'm truly humbled by this award as it recognizes the potential when you collaborate closely, both internally and with counterparts at the customer, truly speaking each other's language and building a deep understanding.

Innovation and the power of an extraordinary relationship

At the beginning of this year, P&G requested urgent support from our team to develop and provide a new raw material needed for the launch of a new hard surface cleaner, which was imminently scheduled in Europe. P&G's original supplier was unable to meet the very tight launch deadline, so they turned to Dow for help with material and formula design. Typically, our development and systems' approach would take around two years. However, our motivated team was able to develop a technical solution and deliver the scale up and supply plan in a matter of months.

Pulling off supply chain miracles during a pandemic and a freeze

One of Dow's strategic pillars, aligned with our ambition, is customer-centricity. To meet the specific needs of P&G, we implemented unique, cross-regional shipping lanes to support outsized demand, provided P&G with real-time visibility on deliveries and updates on production plans. Through regular, open communication, Dow and P&G worked together to be flexible during times of supply chain disruption, showcasing extraordinary teamwork between functions, operational excellence, and constant updates, as keys to a successful collaboration.

Leadership for a sustainable future

Sustainability is another foundational pillar of the relationship between P&G and Dow. Both in terms of climate change as well as circularity, we are partnering to innovate and move the needle to create a more sustainable world. Together, we are driving greater sustainable efforts aimed to reduce carbon footprint and greenhouse gas emissions. We hope to inspire and lead together, lifting partners and industry on this journey.

Inclusive collaboration for today and tomorrow

Beyond the innovative, customer-centric, and sustainable elements of our collaboration with P&G, we also aim to enhance our diversity and inclusion program sharing with the help of our Employee Resource Groups (ERGs). There have been many examples between our companies across regions and with mutual support. Recently, a particularly important contribution from our side was during P&G's global F&HC webinar on inclusion. P&G shared they were inspired by Dow's leadership and that they could learn and improve from Dow's insights. Feedback from the discussion and program was overwhelmingly positive and appreciative, and it's great to know Dow was able to contribute to P&G's journey for a more diverse and equitable workplace.

Our successful partnership with P&G rests on the shoulders of a talented, diverse, and driven team, that builds relationships, challenges barriers, finds solutions, and perseveres no matter the challenge. This inspires me every day to continue to imagine better and to grow, together with our key partners!

Innovating with Samsung – From water damaged to waterproof

Dow's new sealant technology was made possible through embracing the importance of functional technology as a critical component to everyday innovation

At Dow, our partnerships are paramount to new innovations that drive creative thinking, uncover new approaches and set new, higher standards. As consumers demand more from everyday technology –

better functions, increased efficiency and longer-lasting products – Team Dow continues to work with partners such as Samsung to Imagine Better in every space, including mobile phones.

In fact, the Samsung – Dow partnership goes back nearly a decade, during which time new phone technology has advanced at hyper speed. Beginning in 2013, Dow and Samsung began developing waterproofing solutions that help make the window bonding and the USB connector encapsulant on Samsung phones waterproof. Through collaboration, using Dow's silicone sealant solutions, this milestone innovation has allowed Samsung to take a huge step forward, providing a new, key function customers wanted.

Fast forward to 2021 and Samsung's foldable phone. Our team was presented with a new challenge – the waterproofing sealant used on previous phones could not properly protect against the new foldable design. Instead of the typical sealant tape, our Dow teams devised a unique solution to apply a sealant with the flexibility to fold while still protecting the device and its features. This impressive progress places Dow at the forefront of the innovation for display technology, helping create the first waterproof foldable phone and, by extension, creating immense opportunity for what can be done in the future.



Since launching the foldable phone, Dow and Samsung have continued to work closely, constantly looking for improvements with an eye to the big picture. Right now, Dow's product and manufacturing engineer teams are working on the next new design in smartphone technology. The technology developed for the Samsung foldable phone is just the first step in enabling freedom of design – where we can apply the same concept of flexible, sealant silicones to other products, from flexible displays in wearables to home appliances. After all, we have 125 years of experience in enabling innovation, and what comes next is grounded in applying our successes to the next big challenge.

An added bonus – waterproofing enables greater sustainability

Not only has innovative thinking helped cement Samsung as a leader in pushing the boundaries in the mobile device industry, it has also contributed to a world with less waste. Waterproofing helps prevent phones from being discarded because of water damage, and Dow's partnership with Samsung has helped keep phones out of landfills.

In addition, the sealant technology can be easily detached and de-bonded, which helps enable recycling efforts to dispose and reuse certain elements of the devices. Through this work, Dow's technology is playing a positive role, enabling a longer shelf life for electronic devices.

Advancing functional technology

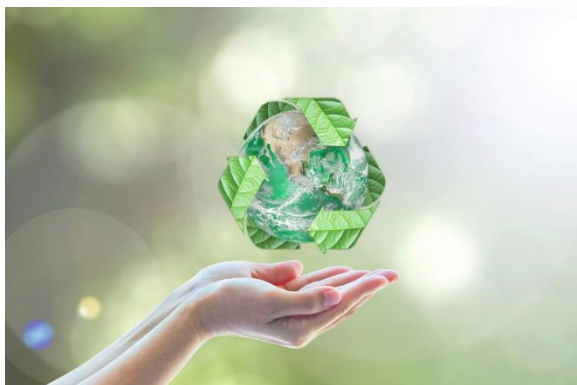
Revolutionary design in electronics and consumer devices continues to evolve and push the industry forward. Dow's new sealant technology was made possible through embracing the importance of functional technology as a critical component to everyday innovation. Whatever we develop, optimize or modify must be functional at its core. The mobile device is constantly evolving, with new smartphone releases every six months, so maintaining a focus on the core components to enable functionality is essential to our agility, resiliency and success. It's through projects such as this that we, as Team Dow, are challenging the status quo to Imagine Better and advance our purpose to

deliver a sustainable future for the world through our materials science expertise and collaboration with our partners.

Transforming waste and alternative feedstock to deliver 3 million metric tons per year of circular and renewable solutions by 2030

- *Expands sustainability targets with commitment to Transform the Waste, building on 2025 Sustainability Goals and additional targets announced in 2020*
- *Enabled by recently announced advanced and mechanical recycling partnerships that have increased Dow's capacity to use waste as feedstock*
- *Forms new business platform to accelerate scaling of projects around the world to deliver on expanded target*

Dow announced it will accelerate the sustainability targets the Company set in 2020 by expanding its Stop the Waste target to a Transform the Waste target. By 2030, Dow will transform plastic waste and other forms of alternative feedstock to commercialize 3 million metric tons of circular and renewable solutions annually. To do this, Dow will expand its efforts to stop the waste by building industrial ecosystems to collect, reuse or recycle waste and expand its portfolio to meet rapidly growing demand.



"We are expanding our commitments to address plastic waste and meet customers' increasing demands for more sustainable and circular products," said Jim Fitterling, Dow's chairman and chief executive officer. "Through investments in key technologies, infrastructure and strategic collaborations, we are expanding our Stop the Waste goal to reflect the transformation of Dow's plastic franchise and leadership to enable a circular economy. We will increase the value of waste and enable a new industrial ecosystem to grow, which in turn will allow Dow to scale our ability to produce circular and low-carbon emission solutions."

It is expected that the waste required to produce 3 million metric tons of circular and renewable solutions per year by 2030 will surpass and replace Dow's original 1 million metric ton goal.

"Our expanded sustainability target reflects our commitment to raise the bar for ourselves and the broader industrial ecosystem as we leverage our materials science expertise, commitment to circular innovation and productive collaboration with our partners," said André Argenton, Dow's chief sustainability officer and vice president of Environment, Health & Safety.

Several recently announced circular and mechanical offtake agreements and projects will help contribute to achieving the target, including:

- Agreements with [Mura Technology](#) to construct multiple world-scale advanced recycling facilities in the U.S. and Europe, collectively adding as much as 600KT of annual capacity;
- An investment to build the largest single hybrid recycling site in France, managed by [Valoregen](#), which will secure a source of post-consumer resins (PCR) for Dow;

- A collaboration with [Nexus Circular](#) to create a circular ecosystem in Dallas, Texas, for previously non-recycled plastic building on its previous Hefty® EnergyBag® collaboration with Nexus and Reynolds Consumer Products;
- Mechanical recycling collaboration with [Boomera](#) LAR in Brazil;
- An investment in [Mr. Green Africa](#) and an agreement to co-develop more traceable, fair, and high-quality PCR that can be used in the production of new flexible plastic packaging; and
- A memorandum of understanding (MoU) with [Lucro Plastecycle](#) to develop and launch polyethylene (PE) film solutions using PCR plastics in India.

To support Dow's expanded target and to support accelerated success through stronger focus, increased accountability and robust decision-making, Dow has also recently formed a new business platform, Circular & Renewable Solutions, aligned within the Packaging & Specialty Plastics operating segment. Daniella Souza Miranda leads this new business platform as its global business director.



"Today's announcement demonstrates our strong commitment to increase our use of feedstocks from recycled and renewable sources," said Diego Donoso, president of Dow Packaging & Specialty Plastics. "The creation of the Circular & Renewable Solutions business platform will accelerate our ability to deliver on these enhanced commitments and advance our circular plastics business model."

Progress against the revised target will be included in the Company's consolidated Environmental, Science and Governance report, 'INtersections,' which can be found [here](#).

Dow and Bridgestone partner to drive forward sustainable mobility solutions



When collaboration leads to the creation of a first-to-market technology that also supports our efforts to build a more sustainable future – that is truly something special.

Earlier this summer, Dow introduced the world's first silicone based self-sealing tire material – an innovation developed in partnership with Bridgestone, a global leader in tires and rubber. The collaboration resulted in a high-performance mobility science technology from two industry giants that is five years in the making and marks an acceleration in the

companies' joint journey towards carbon neutrality.

CHALLENGE

The existing solutions for extended mobility are not sustainable

Run flat tires consist of heavy pieces of rubber added inside the tire to give the tire a greater mechanical integrity in the case of a puncture and allow travel to a garage or final destination to fix the puncture. For larger tires, which are more common with Electric vehicles or SUVs, the added weight becomes more significant as well as increasing the ride harshness.

A self-sealing tire is made by applying a layer of “puncture sealant” to the inner surface. When the tire is punctured by a nail the elastomeric sealant will seal the puncture. In the case of tires coated with a butyl rubber-based sealant, whilst lighter, it is not possible to remove the sealant from the tire at the end of life. Furthermore, the challenge to remove butyl sealant makes repairing punctures more difficult and time consuming to complete.

SOLUTION

Design a solution that is more efficient and requires less resources to produce

Dow and Bridgestone came together to create something never-before-seen in the mobility space: the first-ever extended mobility self-sealing tire solution that can be easily recycled at end of life. Bridgestone B-SEAL[S] is a sustainably made silicone-based sealant that is lightweight, safe, durable, ensures a comfortable ride after application, and also offers an easy and quick room temperature application with no need for tire pre cleaning prior to coating. The silicone sealant can be efficiently removed after application as well, promoting tire repairability and potentially extending the amount of time a tire is in service.

“Our partnership with Dow has enabled us to create a first-of-its-kind technology that combines performance with sustainability. B-SEAL[S] exemplifies how we are using innovation and collaboration to develop mobility solutions that are safer, more efficient, and more sustainable. We are proud of this new product and continue to envision technologies that put mobility at the forefront of a sustainable future.”

- Bob Lux, Bridgestone Director of Consumer Program Engineering

The introduction of Dow SILASTIC™ Self-Sealing Silicone enables the industry to recycle both tires and the silicone, in addition to replacing spare tires and reducing body weight to improve fuel efficiency or battery range. Not to mention, SILASTIC™ Self-Sealing Silicone can maintain excellent performance in both winter and summer conditions.

“Dow is delighted to commercialize the world’s first silicone self-sealing tire solution to better provide passengers with safety, durability, comfort, and sustainability benefits,” said Charlie Zimmer, Global Business Director of Dow Performance Silicones & Specialty Materials. “As a global materials science

leader, we look forward to a strong collaboration with Bridgestone to enable sustainable mobility through our novel tire solution — advancing our collective journey to a carbon neutral world.”

How does this innovation contribute to the value chain?

The value of the solution is simple: ditch the spare tire, while contributing to the circular economy and creating less waste. Dow SILASTIC™ Self-Sealing Silicone sealant is removable and recyclable, which enables end-of-life tire recycling and material circularity. This collaborative innovation is aligned to Bridgestone’s 2050 sustainability commitments as well as Dow’s 2025 sustainability goals.

How do you cultivate an innovative mindset? Invest in education

The challenges facing our local and global communities are complex and interconnected, and we know solutions to these challenges will require ideas fueled by creative innovators

Imagine Better by investing in Education

As we live through the Fourth Industrial Revolution (4IR), we are experiencing social and technological change at an exponential pace. At the same time, complex challenges such as climate change and inequities require us to rethink how we can do more – as a Company, as a society and individually. We see an opportunity to continue to imagine better with our Global Citizenship partners by promoting innovation, creativity and problem-solving.



A global improvement in students’ collaborative problem-solving capacity to the average level of today’s top 10 scoring countries could add an additional \$2.54 trillion in increased productivity to the global economy.

Driving awareness of manufacturing careers and ensuring equitable opportunities

This year, we celebrate 125 years as a Company. It is a moment of reflection, but also inspires us to look ahead to imagine how we can capitalize on decades of expertise and experience. We see the future as an opportunity to execute our plan to decarbonize our business and grow value while accelerating our sustainability investments. To do this, we know we need to invest in the future manufacturing workforce. Allow me to share some examples of how we do this.

For years, Dow has been a supporter of Manufacturing Day and we are proud to also be the National Legacy Sponsor of the Creators Wanted campaign, another initiative led by the U.S. National Association of Manufacturers (NAM) and The Manufacturing Institute (MI) that aims to educate, inspire and empower the next generation to be creators, a modern view of what a career in manufacturing could look like.

In Bahía Blanca, Argentina, home of our largest facility in Latin America, the partnership with Universidad Tecnológica Nacional resulted in the Buen Trabajo (Good Jobs) program, which has

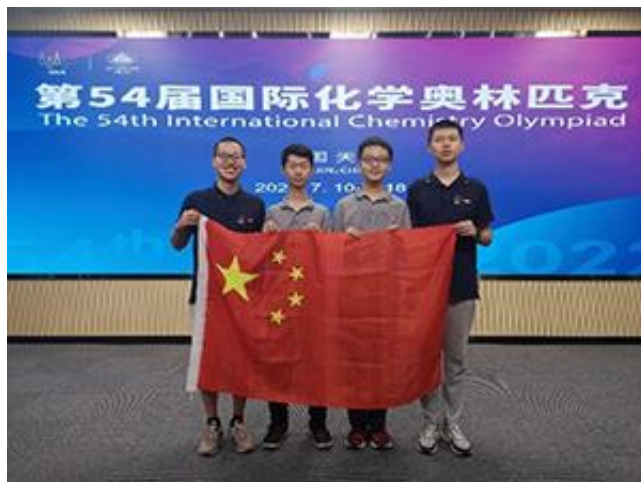
been helping improve employability in the region for more than 15 years by providing technical and human skills training for vulnerable people. Recent efforts focused on improving gender diversity in the trades by raising the enrollment rates of women for courses that were historically associated with men.

Cultivating an innovative mindset

The 4IR is changing how we work and creating more connections between people, machines and digital technology. That's why we focus on supporting partners that cultivate an innovative mindset and prepare students for the jobs of tomorrow through Science, Technology, Engineering and Math (STEM) learning that is accessible to all students.

Partnerships like the one with [Chinese Chemical Society \(CCS\) in China Chemistry Olympiad](#), the nationwide chemistry education program for senior high school students in China.

In Johannesburg, South Africa, at the [University of Witwatersrand](#), we work with the School of Chemistry and School of Engineering to provide access and support for financially disadvantaged students.



Engaging for impact

One thing stands out throughout our worldwide partnerships that span many cultures: Team Dow's ability and willingness to be deeply engaged in volunteering to support equitable education in their communities. Whether it's helping,

- A class with a science experiment;
- Mentoring a FIRST® Robotics team to ensure the team focuses on inclusion;
- Or, hosting a Girls in STEM Day for more than 300 middle school students to foster gender diversity and inclusion in STEM.

It makes me really proud to see that thousands of our employees dedicate their time and resources to help tomorrow's innovators thrive, cultivate innovative mindsets and see future opportunities.



Because we recognize the challenges facing our local and global communities are complex and interconnected, and we know solutions to these challenges will require collaboration based on shared ideas that are fueled by creative innovators from all over the globe. Investing in education is not just imagining better: it is acting upon it to make sure that a bright future comes to life.

Greater Boise continuing program to give hard-to-recycle plastic waste a second life

Project led by the Hefty® EnergyBag® program and Dow, in collaboration with ByFusion, offers sustainable ways to reuse hard-to-recycle plastic waste



Reynolds Consumer Products, Dow and ByFusion are announcing a new business agreement that continues their collaboration in the greater Boise area to divert hard-to-recycle plastics from the landfill.

Today's announcement follows a successful demonstration project that began in July 2021 to collect plastic waste from the community through the [Hefty® EnergyBag®](#) program and convert the materials into ByBlocks®. This novel materials agreement signifies a substantial milestone for ByFusion's Blocker technology

as an effective mechanical recycling process and extends the collection for another year with the ultimate goal of increasing circular solutions in Idaho.

Since July 2021, the ByFusion pilot project has taken hard-to-recycle plastic materials collected through Boise's existing Hefty® EnergyBag® program and has converted them into ByBlocks®, the first-ever construction-grade block made from plastics previously destined for landfills. The pilot phase aimed to create new, circular uses for up to 72 tons of hard-to-recycle plastics and within a year has exceeded that objective with 80 tons repurposed to date.

"ByFusion is thrilled with the results from our ongoing partnership with the Hefty® EnergyBag® program and Dow," said Heidi Kujawa, CEO, ByFusion. "After seeing the impressive results from the Boise community, I'm confident about our ability to meet our goal of placing a Blocker System in every city."



The ByFusion demonstration project reveals how communities of all sizes can put their hard-to-recycle plastic waste to good use by converting it into a building material that meets community needs. In February 2022, the City of Boise unveiled a [new park bench made of ByBlocks®](#) in Manitou Park. Boisesourced ByBlocks® may also be used to create community infrastructure like create perimeter walls, privacy fencing, sound walls, bus stations, dumpster enclosures, storage facilities, and residential projects and much more.

"After a successful first year, we now have a proven solution to prevent more plastic from ending up in landfills," said Jennifer Ellis, City of Boise Public Works Commissioner. "We're enabling sustainable development in Boise while encouraging recycling in our community. I'm grateful for our citizens who have participated in the Hefty® EnergyBag® program to collect plastic waste. Without their efforts, we wouldn't have the materials needed to develop sustainably with ByBlocks®. I'm excited to see how the program's continuation will impact further growth in Boise as well as expand plastic recycling in other areas."

The Hefty® EnergyBag® program in the Greater Boise area began in 2018 as community members purchased the orange bags at stores in the community and placed hard-to-recycle plastics into the bags for curbside pickup with their normal recycling. Haulers pick up and deliver the bags to local recycling facilities as part of their routine service and schedules.



“By partnering with Dow and ByFusion, we’ve seen how a local community can come together to collect hard-to-recycle plastics through the Hefty® EnergyBag® program and convert them into valuable resources,” said Lisa Burns, Senior Vice President, Sustainability, Reynolds Consumer Products. “Greater Boise has responded so favorably to the program and helped send 80 tons of plastic through ByFusion’s Blocker process. Across all Hefty® EnergyBag® projects in Boise, that brings the total material diverted to over 1000 tons since the initial launch in this community. I’m happy to see such a positive example of the program in action, and I’m eager to continue exploring new end-usage opportunities in other communities.”

“Dow is proud to continue our work with Hefty® EnergyBag® and ByFusion in Boise,” said Danielle Chatman-Moore, Dow’s North American Sustainability Manager for Packaging & Specialty Plastics. “Extending the opportunity for a community to continue to capture valuable plastic material to provide a best-use alternative is inspiring. We are focused on imagining a better recycling system for everyone, where no valuable materials go to waste and this agreement enables this community to be active participants in the evolving circular economy.”

Fueling a culture that supports veterans

For more than five years, [Team Rubicon](#) and Dow have partnered to respond to disasters like Hurricanes Harvey and Ida, both of which deeply impacted communities where Dow operates.

The impact goes much deeper than just dollars and impact for our communities – it’s about working together to fuel a culture that supports AND enables veterans. Led by the Dow [Veterans Network](#) (VetNet) and the Global Citizenship team, the Company created a Paid Time Off (PTO) policy to inspire its Dow [Greyshirts](#) to deploy with Team Rubicon to a disaster relief area for up to two weeks without using vacation.



CHALLENGE

To inspire volunteer service and community for the Veteran's Network

"When I left the military, it was one of the hardest periods of my life. I felt like I had lost a lot of my support networks – my mentors, colleagues, sports teams and the military healthcare system. I was also in the beginning stages of processing an assault that I experienced while in uniform, and it was a lot," explained Jess MacDonald, Dow Global Citizenship manager and Team Rubicon Greyshirt. "Luckily, I met several veterans at Dow and could connect with them. It made the transition easier, but I still strongly desired to find a way to serve."

SOLUTION

Team Rubicon

Recently, the partnership expanded to include [Team Rubicon Canada](#) when two Dow Canada employees [deployed to Kentucky to help with flood response](#) by mucking out homes.

"I expected hard work on the Kentucky deployment, which I got! But what really surprised me was the community I felt among other Greyshirts – both veterans and civilians," said Tom Fisher, Dow Emergency Services and Security Prentiss site lead. "I spent my whole career as a first responder and everything that comes with a career like that. For me, it was a tremendously healing experience to give back to others and then sit around the campfire and connect."

The idea to expand to include Dow Canada employees was sparked by [Chase Roberts](#), Dow Team Rubicon lead, when he deployed to the Bahamas in 2019 and was on a strike team of Canadians.



RESULTS

A win-win partnership

Since starting the partnership, 40 Dow Greyshirts have devoted more than 5,000 hours to contributing volunteers on 10 deployments:

2017 Hurricane Harvey - Houston, TX
2017 Flooding in Midland, MI
2018 Hurricane Florence - Wilmington, NC
2019 Hurricane Dorian - Abaco Island, The Bahamas
2020 Covid food drives Operation Neighbors Helping Neighbors - Michigan and Louisiana
2020 Hurricane Laura - Orange, TX and Lake Charles, LA
2021 Flooding in Baton Rouge, LA
2021 Hurricane Ida - Houma, LA and La Place, LA
2022 Hurricane Ian - Port Charlotte, FL
2022 Flooding in West Virginia and Kentucky

"Dow's collaboration with Team Rubicon across the U.S. and Canada is a win-win," said Jane Palmieri, president of the Industrial Intermediates & Infrastructure operating segment within Dow and VetNet executive sponsor. "It is a tangible example of how Dow's employee resource groups are driving an inclusive culture and supporting Dow communities. The PTO policy provides a path for our employees to share their experiences and leadership skills with their colleagues and with communities impacted by disaster. The return on investment for both is substantial."

On this important day we want to thank all of you – our Veterans – and recognize you for your service – for being who you are, knowing the value you bring, and for what you continue to do for Dow and for all of us.

