

The Dow logo, consisting of the word "DOW" in white, bold, sans-serif capital letters, set against a red diamond-shaped background.

DOWFRIENDS Newsletter

Advancing Our Ambition

Dow publishes [2022 INtersections Progress Report](#), outlining the performance of our commitment to deliver long-term value for all of the Company's stakeholders while also addressing environmental, social and governance priorities.

Last year, we made significant progress using our materials science expertise, innovative products and technologies, and partnerships to meet the evolving demands of customers — and lead the transition to a more sustainable, inclusive future.



The "INtersections" logo, where the "I" and "N" are stylized with a colorful, abstract pattern. **tersections**

**2022 PROGRESS REPORT
ADVANCING OUR AMBITION**

The Dow Great Lakes Bay Invitational returns July 17-22, offering world-class golf and family-friendly events for the entire community

Tickets Available Now!

- ◆ General Admission Tickets – \$10
- ◆ Eat Great Hospitality Trail Tickets – \$60 (*includes tournament admission*)
- ◆ Kids 17 and under are free with paid adult admission
- ◆ Kids 12 and under can eat in the Eat Great Trail with paid adult admission
- ◆ Veterans and active military get in free
- ◆ All spectators receive free admission on Monday, July 17 and Tuesday, July 18!



Tickets can be purchased online at www.DowGLBI.com or at the tournament Admissions Gate.

[Purchase Tickets Here!](http://www.DowGLBI.com)

Spectator Information

Mobile App

Spectators are encouraged to download the Dow GLBI app to help stay connected throughout the tournament. The app is a great place to find updates and information about the event, including daily pairings and tee times. The official tournament mobile app will be available for download in the app store and the Google Play Store in early July.

TV Coverage

The Dow GLBI will be live on Golf Channel on Wednesday, July 19 (3 p.m. – 6 p.m.), Thursday, July 20 (1 p.m. – 4 p.m.) and Friday, July 21 (1 p.m. – 3 p.m.). The final round will air live on CBS on Saturday, July 22 (4 p.m. – 6 p.m.).

Additional spectator information will be available closer to the tournament. Visit the tournament's official website www.DowGLBI.com to learn more!

Events and Activities

Rock the Block Presented by Dow Credit Union

To kickoff tournament week, the Dow GLBI is teaming up with Downtown Midland for Rock the Block on Sunday, July 16 from 5 p.m. – 8:30 p.m. Rock the Block is free to attend and will include live music, food and drinks for purchase as well as family-friendly activities. Tickets are not required to attend the event.

The First Tee Junior Clinic Presented by Wilson

The Dow GLBI and First Tee of Eastern Michigan have teamed up to bring a world class Junior Clinic to Currie Municipal Golf Course on Monday, July 17 (9:30 a.m. – 12 p.m.). The clinic will feature LPGA Professionals, hands-on golfing opportunities, engaging activities and more. There is no cost to participate, but pre-registration is required and can be completed at www.DowGLBI.com.



Opening Ceremony

Tournament spectators are invited to join the opening ceremonies of the Dow GLBI on the morning of Wednesday, July 19, prior to the start of the first round of tournament play. The Opening Ceremony will include a salute to the armed forces and a ceremonial tee shot. Free coffee and muffins will be available at 7:50 a.m.

Eat Great Hospitality Trail Presented by Garber

The Eat Great Hospitality Trail on the golf course during the Dow GLBI is an upgraded ticket that includes three hospitality decks around the course and celebrates the flavors of the Great Lakes Bay Region. Tickets are available for Wednesday, Friday and Saturday for \$60 per day. Eat Great Trail tickets grant access to all Eat Great Trail locations as well as general admission access to the golf tournament.

Veterans Hospitality Suite presented by Kelly Services

All military personnel and veterans will receive one free daily admission ticket each day to the Veterans Hospitality Suite presented by Kelly Services. Each Veterans Hospitality ticket includes complementary food and drinks Wednesday through Saturday. An additional complimentary Veterans Ticket upgrade for a guest is also included. The guest upgrade comes with a General Admissions ticket and access to the Veterans Hospitality Suite. Various events will be held throughout the week for Veterans including a Pancake Breakfast on Wednesday, July 19 (9 a.m. – 10 a.m.) and a Chicken Dinner on Friday, July 21 (2 p.m. – 4 p.m.).

STEM Center presented by Palmer Holland

The STEM Center presented by Palmer Holland is returning to the Dow GLBI this year, with a new location behind 17 green. This onsite attraction will offer a variety of engaging, hands-on experiences in the areas of science, technology, engineering, and mathematics for kids of all ages. The STEM Center is free for all spectators Wednesday – Saturday (10 a.m. – 4 p.m. each day), and families are encouraged to stop by while onsite at the tournament.



General Store Presented by Capital Power/MCV

The Dow GLBI will once again give youth and their families a chance to shop in the General Store during tournament week. The store will be located near the 4th Hole with golf products and Dow GLBI merchandise.

Autograph Alley

Fans are invited to stop by Autograph Alley behind 18 Green to meet their favorite LPGA players and teams after their rounds.

#TeamUp and Step Up for Healthy Living

Spectators are encouraged to stop by the MyMichigan Health tent, located just beyond the Admissions Gate, to sign up for this free walking program. MyMichigan does this walking challenge every year and their goal this year is 25 million steps. By reaching their goal, they will receive \$10,000 donation from the LPGA to help fund the James T. and Elsa U. Pardee Cancer Wellness Center.

To learn more about the 2023 Dow Great Lakes Bay Invitational visit our official tournament website at www.DowGLBI.com or follow us at @DowGLBI on [Instagram](#), [Facebook](#) or [Twitter](#).

Dow recognized among the 50 most community-minded companies in the U.S.

This honor marks Dow's third consecutive year receiving this designation as the Materials Sector leader

For the third consecutive year, Dow has been named a 2023 honoree and the Materials Sector leader of [The Civic 50](#) by Points of Light, the world's largest organization committed to inspiring, equipping, and engaging people to take action to change their communities and the world.

"Becoming the world's most innovative, customer-centric, inclusive and sustainable materials

science company means playing an active role in our communities," said Rebecca Bentley, Dow's vice president of Public Affairs and Dow Company Foundation director. "We are a more competitive Company when our communities are strong and resilient, and we partner with organizations who share our values and focus on creating a more sustainable future."

The dimensions of The Civic 50 align with Dow's Environmental, Social and Governance focus, showcasing and recognizing the value that community investment and engagement creates for all



stakeholders. Dow's [citizenship](#) strategy focuses on signature engagement and investment. Some examples include:

- ◆ The [ALL IN ERG Fund](#) harnesses the passion and perspective of our [10 ERGs](#) to collaborate with community organizations tackling the greatest ID&E needs.
- ◆ The [Business Impact Fund](#) brings together nonprofit organizations, employees, Dow customers and partners to tackle many of society's most significant sustainability challenges.
- ◆ The [FIRST](#) partnership serves a global robotics community that prepares young people for the future through interactive STEM education.
- ◆ [#PullingOurWeight](#) is a global waste cleanup campaign that includes education about responsible waste management.

A global Volunteer and Employee Resource Group Participation Policy fuels the Company's emphasis on service and provides 12 hours of paid time off annually for eligible employees to participate in volunteer and ERG programs during scheduled work hours.

"We use our materials science expertise to create solutions that spark positive change for the places we do business and our global community as a whole," said Bob Plishka, global director of Strategic Corporate Partnerships and Dow Company Foundation president. "Team Dow is at the center of our citizenship work, and it matters. In addition to the social impact, there is a strong link between Dow employees who volunteer and those who report a positive employee experience and strong engagement at work."

Now in its eleventh year, The Civic 50 is a national standard for corporate citizenship and showcases how leading companies are moving social impact, civic engagement and community to the core of their business. Honorees are companies with annual U.S. revenues of at least \$1 billion and are selected based on four dimensions of their corporate citizenship and social impact programs: investment of resources and volunteerism; integration across business functions; institutionalization through policies and systems; and impact measurement.

"Companies play a critical role in creating thriving, participatory communities," said Diane Quest, interim president and CEO, Points of Light. "Companies like Dow set a model for others, showing how to best use employee talent, business assets and integration to create meaningful impact, and we're thrilled to uplift and celebrate their work as an honoree of The Civic 50 2023."

[Link to the online article](#)

Dow Helps Enable Decarbonization with ENDURANCE™ Compounds for Cable Systems in North America

- ◆ ENDURANCE™ HFDD-4201 SC Compound for Cable Systems enhances manufacturing efficiency by transforming the cable manufacturing process.
- ◆ Dow's novel cross-linked polyethylene (XLPE) solution enables significant reduction of degassing time, creating business efficiencies while helping lower emissions from cable production.

- ◆ The insulation solution provides reliability, durability and aging stability that allows cables to operate for decades.
- ◆ Excellent electrical and mechanical properties exceed international transmission cable standards.

Dow introduces ENDURANCE™ HFDD-4201 SC Compound for Cable Systems to the North America market, the company’s novel cross-linked polyethylene (XLPE) solution. XLPE insulation is the leading technology for high-voltage transmission cable applications but currently requires degassing periods of up to a few weeks to reduce cross-linking byproducts. ENDURANCE™ HFDD-4201 transforms the cable manufacturing process by significantly reducing cable degassing times, resulting in lower CO₂ emissions during the manufacturing phase, while keeping the same high quality.



When used with quality manufacturing processes, ENDURANCE™ Compounds for Cable Systems can help deliver underground power transmission cables that meet or exceed global reliability and durability standards.

“Identifying a solution for transmission class cable insulation that is efficient and sustainable has been at the heart of creating ENDURANCE™ Compounds for Cable Systems,” said Joanna Giovanoli, Senior Marketing Manager, Dow Packaging and Specialty Plastics. “We are committed to offering our wire and cable customers innovative materials that help them keep up with industry demand while also ensuring their products meet the needs of the grid of tomorrow.”

According to the [U.S. Energy Information Administration](#), renewable energy sources are projected to provide 44% of the United States’ electricity by 2050, compared to approximately 21% today. As the energy sector undergoes the transition to renewable energy and upgrades the existing electrical grid alongside the pressing need to decarbonize, the demand for reliable high-voltage cables with efficient insulation and added sustainability benefits intensifies.

“It is more important than ever for the industry to focus on sustainability along every phase of a cable’s lifetime,” said Paul Brigandi, Senior TS&D Scientist, Dow Packaging and Specialty Plastics. “At Dow, we are committed to cross-industry value chain collaboration to ensure that we’re meeting our own and our customers’ sustainability goals, while also moving the needle on the decarbonization of power cable design.”

To learn more about ENDURANCE™ HFDD-4201 SC Compound for Cable Systems, [click here](#). [Link to the online article](#)

Developing partnerships and policies to create a low-carbon future for mobility



“The automotive industry needs to collaborate across the entire value chain, including public-private partnerships. Historically, companies have tried to solve challenges in isolation and that is not going to work in the future.”

– Tim Boven, Dow MobilityScience™ Commercial Vice President

The urgent need for decarbonization and a circular economy is well-documented. Take the European Green Deal for instance – a visionary driver to achieve climate neutrality by 2050. Many industries around the globe, including the automotive industry, are exploring ways to work towards goals similar to these. And while progress has been made, an ever-evolving policy and political environment with dissonance around shared goals and processes has the power to stunt that progress. Done right, collective, collaborative action from industrial, governmental and community stakeholders can accelerate transformation and strengthen resilience.

This vision inspired the Sustainable Mobility Summit in Berlin, hosted by Dow ahead of the ABB FIA Formula E World Championship’s Berlin E-Prix. Designed to bring together partners and organizations spanning the mobility value chain, the Summit sparked discussions on how industry can work together to address the sustainability challenges at hand and invest in the solutions that will allow us to meet the increasingly stringent standards that come with them.

Fewer siloes. Greater opportunities.

The automotive sector is undergoing a substantial shift toward electric vehicles (EVs), with 30 million of them expected to be on the road by 2030, representing 10% of the global car fleet¹. And while the automotive industry of today is one of the largest contributors to greenhouse gas (GHG) emissions, electrification represents its potential to be one of the most powerful incremental enablers of a green energy transition. How? By creating a global fleet of EVs the industry can catalyze a transition to renewable energy sources like wind and solar *and* help consumers make a significant step towards achieving a climate-neutral lifestyle.

To make this a reality, we will collectively need to overcome some of the ways our operational efforts are not 'in sync', from restrictions on necessary chemical ingredients, to stalled infrastructure development. The historically siloed automotive sector must look beyond the traditional supplier-customer relationships for solutions.

Where our two organizations – Dow and Plastics Europe - have been able to grow our collaboration to meet this demand, we've seen accelerated development and the birth of new, innovative technologies. One area where this has been particularly powerful is end-of-life and waste management - empowering circular designs and business models.

Transform the Waste

Dow and Plastics Europe are committed to helping lead the charge towards a circular economy. For example, Plastics Europe works with its member companies to prevent pellet loss in industrial operations, educate consumers on proper disposal of plastic waste and facilitate the adoption of renewable feedstocks, all of which will help make a future circular economy more effective.

The possibilities are thrilling, but for OEMs (the automotive brands) and Tiers (part / component manufacturers) the transition is not easy. We recognize that the variety of materials that go into cars require equally developed solutions: mixed plastic waste, paints, textiles and more, all require advanced recycling. That's why our Dow MobilityScience™ team is constantly innovating to improve the sustainability profile of our materials without compromising on performance or safety of the vehicle, through research into pyrolysis, gasification and other cutting-edge techniques. [Our partnership with Mura Technology](#) will be a key enabler to bring advanced recycling solutions at scale.

Other examples include enabling the use of modifiers with recycled content in plastic automotive parts to enable the desired mechanical properties, or the use of compatibilizers that help overcome the contamination of mixed plastic waste. Another example: [silicone-based self-sealing tire solutions](#) can also be efficiently separated from the tire at end-of-life, enabling both the tire and silicone to be recycled as individual materials.

A low carbon future for mobility requires not just action, but bold, new approaches and ways of collaborating with companies and regulators alike. Which new partnerships can you imagine, in the automotive industry or any other, that can help make progress towards a low carbon and circular economy?"

[Link to the online article](#)

Dow advances to #7 on DiversityInc's 2023 Top 50 Companies for Diversity list

Dow makes the list for a 6th consecutive year

Dow advanced to 7th place on the 2023 DiversityInc Top 50 Companies for Diversity list, which was announced at DiversityInc's celebratory event in New York City. Dow's sixth consecutive year earning a placement on the list highlights the Company's commitment, progress and advancement in inclusion, diversity, and equity.



"Team Dow's operational and financial discipline and an enhanced focus on our people and culture enabled us to deliver a resilient performance in 2022," said Jim Fitterling, Dow chairman and chief executive officer. "We have always known that our business succeeds when our colleagues thrive. Our recognition on the DiversityInc Top 50 Companies for Diversity list is a validation of the progress we have made and encourages us to keep striving for better outcomes."

Dow's ALL IN 2025 Inclusion, Diversity, and Equity strategy leads with inclusion, while intentionally focusing on diversity, and embedding equity into the Company's practices, policies, and procedures. By concentrating on these key areas and taking deliberate actions, Dow has achieved significant results and made noticeable progress.

"We are proud to receive this recognition from DiversityInc as it benchmarks us against the best while motivating us to take even more deliberate actions to drive sustainable progress for all," said Alveda Williams, Dow chief inclusion officer. "At Dow, we believe that diverse teams are more innovative and better performing, and that is why we are on a journey to institutionalize inclusion, diversity, and equity into everything we do."

Dow was also included on fifteen of DiversityInc's Specialty Lists: Top Companies for Executive Women #13, Top Companies for Asian American Executives #13, Top Companies for Black Executives #25, Top Companies for Board of Directors #19, Top Companies for Employee Resource Groups #17, Top Companies for Environmental, Social & Governance (ESG) #15, Top Companies for Executive Diversity Councils #2, Top Companies for Latino Executives #10, Top Companies for LGBTQ Employees #13, Top Companies for Mentoring #13, Top Companies for Native American/Pacific Islander (NAPI) Executives #11, Top Companies for People with Disabilities (PWD) #4, Top Companies for Philanthropy #19, Top Companies for Sponsorship #9 and Top Companies for Supplier Diversity #15.

Issued annually since 2001, the DiversityInc Top 50 Companies for Diversity list recognizes companies with at least 750 employees in the United States for their management of diversity, inclusion and equity. The list is based on data from a survey with more than 200 questions, which

tracks human capital outcomes and connects them with best practices utilized to attract, retain, develop and promote the advancement of underrepresented groups in the workplace. The survey also tracks organizations' diversity spend and practices related to supplier diversity and philanthropy as a reflection of a company's broader commitment to diversity and inclusion.

Visit [DiversityInc's website](#) to view the entire Top 50 Companies for Diversity list and follow the conversation on social media using the hashtag, #DITop50.

[Link to the online article](#)

Dow recognized as a leader in supplier engagement on climate change by CDP



Dow has been named a Supplier Engagement Leader for addressing climate change for the second consecutive year by CDP, a global non-profit that runs the world's environmental disclosure system for companies, cities, states, and regions.

In 2022, Dow achieved an A score for climate change action in the supply chain and earned its place once again amongst the top-rated companies featured on CDP's [Supplier Engagement Leaderboard](#). This score stands alongside Dow's A- rating from CDP for climate, forests, and water.

Reflecting on this great achievement, Dow's chief purchasing officer, Cathy Budd commented: "Only by effectively engaging our suppliers in emission reduction initiatives can Dow achieve scalable decarbonization at the pace required to meet our 2050 carbon neutrality targets. Scope 3 emissions represent approximately 70% of Dow's carbon footprint, with more than half of those originating from purchased raw materials, transportation, and other services. We need our suppliers to reduce their climate emissions to enable reductions throughout the value chain."

CDP evaluates supplier engagement best practices in GHG emissions reduction and climate change issues using an independent Supplier Engagement Rating (SER). The rating considers company responses to questions across four key areas: governance, targets, scope 3 emissions accounting and supplier engagement. In addition, an organization's overall CDP climate change performance is also factored into the rating.

Every year, those who obtain the highest SER score join CDP's Supplier Engagement Leaderboard. Inclusion on this list demonstrates that a company is working closely with its suppliers to ensure that climate change action is cascading down their supply chain.

"Being amongst the highest-scoring companies on CDP's SER system demonstrates that Dow is proactively collaborating with our supply chain partners to incentivize transparent and accurate disclosure of upstream emissions and drive accelerated climate action." said Leticia Jensen, Dow's

global purchasing director for Sustainability, Supplier Diversity and ESG. "I am proud to see our global cross-functional teams being recognized for their relentless commitment to building sustainable and resilient supply chains."

[Link to the online article](#)

Dow and New Energy Blue announce collaboration to develop renewable plastic materials from corn residue

First-of-its-kind agreement in North America will create bio-based ethylene for Dow's U.S. Gulf Coast assets to produce renewable plastics across fast-growing end-markets



Dow and [New Energy Blue](#) announced a long-term supply agreement in North America in which New Energy Blue will create bio-based ethylene from renewable agricultural residues. Dow expects to purchase this bio-based ethylene, reducing carbon emissions from plastic production, and using it in recyclable applications across transportation, footwear, and packaging.



Dow's agreement with New Energy Blue, staffed by experts with deep experience in bio-conversion ventures, is the first agreement in North America to generate plastic source materials from corn stover (stalks and leaves). This is also Dow's first agreement in North America to utilize agriculture residues for plastic production.

"We are unlocking the value of agriculture residues in this new partnership with New Energy Blue," said Karen S. Carter, Dow President of Packaging & Specialty Products. "By committing to purchase their bio-based ethylene, we are helping to enable innovations in waste recycling, meeting demands for bio-based plastics from customers, and strengthening an ecosystem for diverse and renewable solutions."

Under the terms of the agreement, Dow is supporting the design of New Energy Freedom, a new facility in Mason City, Iowa, that is expected to process 275KT of corn stover per year and produce commercial quantities of second-generation ethanol and clean lignin. Nearly half of the ethanol will be turned into bio-based ethylene feedstock for Dow products. This agreement also gives Dow similar commercial supply options for the next four future New Energy Blue projects, supporting New Energy Blue's ability to scale its production and support farmers by providing a reliable market for agricultural residues. The five projects are expected to displace over one million tons of greenhouse gas (GHG) emissions every year. Dow's share of these five projects will also lead to a reduction in its sourcing of fossil fuels and subsequent GHG emissions.

This agreement would play a pivotal role in Dow's approach to building material ecosystems that value, source, and transform waste into circular products. By collaborating with the best partners and technologies for collection, reuse, and recycling of waste – in this case, using a renewable resource – Dow enables global material ecosystems to scale.

"This collaboration can help redefine how we source raw materials for our products, allowing us to expand to include renewable feedstocks," said Manav Lahoti, Dow Global Sustainability Director - Olefins, Aromatics & Alternatives. "We're excited by the possibility for agriculture-based plastics to help our company achieve both our [Transform the Waste](#) goal and our Net Zero CO₂ goal. It also aligns with our ambition to increase renewable resource use, paving the way for future commitments." "We're excited to be working with Dow to find solutions that create bio-based plastics from renewable resources," said Thomas Corle, CEO of New Energy Blue. "Together, we're building a future not only in the farm fields of Iowa using corn stover, but across America and around the world using a variety of biomass from grain straws to tall perennial grasses—wherever there's an opportunity to reduce carbon emissions from farming, support farmers in rural communities, and enable the production of the sustainable, low-carbon plastics used in everyday life."

Through this agreement, Dow would increase its use of renewable yet still recyclable resources, transforming them into products that consumers use every day. Since corn stover releases carbon dioxide into the atmosphere as it decomposes, Dow's agreement with New Energy Blue would also help reduce carbon emissions from agriculture by reusing this otherwise wasted carbon.

Dow's use of bio-based feedstocks from New Energy Blue is expected to be certified by [ISCC Plus](#), an international sustainability certification program with a focus on traceability of raw materials within the supply chain. While Dow intends to mix agriculture-based ethylene into its existing manufacturing process, ISCC Plus's chain of custody certification would allow Dow's customers to account for bio-based materials in their supply chains.

Dow's supply agreement with New Energy Blue would create additional economic value for farmers by opening a dependable new market. New Energy Blue's forthcoming Iowa processing facility would source corn stover directly from local farmers every year. Because U.S. farmers' grain yield per acre is among the world's highest, their stover density is correspondingly high. By selling their excess stover for biomass refining, they could reap an excellent second income from the same crop while using farming practices that increase carbon retention in the soil.

[Link to the online article](#)

Dow Recognized with Overall Winner, 3 Golds, 1 Silver at USCX Awards

Global Materials Science company takes home top honors and best-in-show for Digital Transformation, Use of Insight & Feedback, and CX Measurement.

Dow received 5 awards in the annual [U.S. Customer Experience Awards](#) for 2023. USCXA™, hosted by Awards International in partnership with the [Customer Experience Professionals Association](#), celebrates America's most outstanding customer experience initiatives and honors companies who have demonstrated exemplary service and customer-centricity.



Dow was recognized in all its nomination categories among 46 U.S. companies and over 100 entries. Dow won the overall award for top-scoring entry and a Gold Award for its Digital Transformation, as well as Gold Awards for Best use of Insight & Feedback, and Best Measurement in CX, and a Silver Award for Best B2B Customer Experience.

"It's been a 7-year journey of unlearning old ways of doing things and relearning new ways that put customers central to how we design experiences," said Dan Futter, Chief Commercial Officer at Dow. "We are humbled to receive these prestigious awards. They bear testament to the vision and commitment of our people to build an intentionally customer-centric system of services and behaviors, and to the entire Dow community who turn up every day trying to make it easier, more enjoyable and more effective for our customers to do business with us. We would also like to congratulate the many outstanding companies that applied for and were recognized with awards this year. They are truly inspiring!"

"These recognitions are thanks to many Dow people who had a hand in designing, building and then enhancing our CX best practices, from the early days of our journey until today," said Riccardo Porta, director of customer experience at Dow. "Receiving external recognition for our CX efforts and results is an important milestone, one that gives us confidence we are on the right path towards achieving our ambition to be the most customer-centric materials science company in the world."

[Link to the online article](#)

Speaking up for Asian American and Pacific Islander mental health



We have a responsibility to lift stigma, address challenges, and empower culturally diverse voices.

As we celebrate Asian American and Pacific Islander (AAPI) Heritage Month, we remain committed to supporting the well-being of our Asian and Pacific Islander colleagues worldwide.

AAPI Month is a time to celebrate the rich cultures, histories, and traditions of our community. With 22 million members (and growing) in the United States alone, our roots can be traced back to more than 20 countries in East and Southeast Asia, and the Indian subcontinent;¹ and a rich diaspora of AAPI communities exists in every region.

Despite being one of the fastest growing ethnic groups in the United States, Asian Americans face multiple challenges in many facets of health and well-being. We're grappling with a mental health crisis, exacerbated by stigma, discrimination, and lack of culturally responsive care.

In the United States, Asian Americans are the least likely racial group to seek help for mental illness.² In 2022, more Americans blamed the AAPI community for COVID-19 than even during the height of the pandemic in 2020.³ The devastating tragedies in Monterey Park and Half Moon Bay this year have led many Asian Americans to ask, "How do we find healing from here?"

AAPI Month: A space to listen, learn, and heal.

At Dow, these questions are weighing on the minds of many AAPI colleagues. As May is also Mental Health Awareness Month, we dedicate this month to listening to and honoring the AAPI colleagues, who are coming forward to share their courageous mental health journeys.

They are supported by our more than 5,000-member strong Asian Diversity Network – one of Dow's [10 Employee Resource Groups](#) - along with the entire Dow family, to call for greater psychological safety and cultural understanding in our workplace and beyond.

As the Executive Sponsor of the Asian Diversity Network, I encourage you to reflect with us. Reach out to AAPI colleagues and organizations in your community. Join our voices in calling for greater cultural awareness of an issue as critical as mental health.

Let's take time to listen, learn, and heal together.

[Link to the online article](#)

Bringing the idea of plastics circularity to life through Art & Design



There is no single miracle material that will solve the world's sustainability issues, but by inspiring the community around us and innovating through our materials science capabilities, we can work towards more creative, sustainable solutions and shift towards a circular economy and a sustainable future.

Since I started my journey at Dow about 15 years ago, I have been intrigued to find out how materials science could enable better, more sustainable packaging for the world.

For decades, the way to produce and dispose of products after use, was part of a linear economy. As the call to tackle climate change and eliminate plastic waste becomes increasingly pertinent, there is an urgent need for all of us to take impactful steps and shift to a circular economy – to make, use, collect, recycle, and reuse.

The design stage is a crucial enabler of circularity. Besides a focus on shelf appeal and functionality, designers will need to consider what materials to choose to ensure products can be recycled.

Design competition unlocks passion of younger generations

To inspire and demonstrate the impact of using recycled packaging in high-value applications, Dow joined hands with P&G, LOVERE and YCJ organizing the [“Design for Circularity” Art & Design Competition](#) last year in China.

The competition was opened to university students and professionals in the field of design, calling for creative ideas in the space of recyclable packaging and other applications of recycled plastics. The organizations supporting this initiative are also interested to explore commercialization opportunities

for outstanding participants in the competition – transforming their work from drawings and concepts to actual products for consumers' use.

We received over 80 inspiring and creative submissions. We were excited to see the younger generation's passion for this theme. Simultaneously, during our conversations and interactions with the students and young professionals, we found that post participants have a strong intrinsic motivation to learn more about what “sustainability” really is and what the true value is when it comes to progress towards a circular economy.

Since the competition ended in June of 2022, Team Dow and our partners thought hard about what more we could do to share what we learned about the concepts of recyclability with our community, distributing the knowledge to a wider audience. We came up with a plan that we are really excited about.

Exhibition displays winning designs

We recently launched the “Design for Circularity” exhibition that featured winning designs from the competition as well as some of the latest sustainability developments in packaging.

By inviting end-consumers and showing how materials science is a key enabler for recyclability and how recycled plastic waste can get a second life by being converted into appealing daily necessities, we can help deliver change and have a positive impact on communities, by embracing a circular economy more actively.



I'm very proud that the exhibition turned out to be a success with over 3,800 visitors over a 6-week period.

Everyone plays a part in investing in a sustainable future

We will continue this meaningful initiative, and I'm looking forward to more partners and young designers joining us. As I reflect on this first edition of the exhibition, I remember hearing conversations among visitors about how surprised they were to see that many beautiful items were made with recycled plastics, or how they would be keen to purchase the exhibits on display if they were on sale.

The “Design for Circularity” competition and exhibition was a great reminder of why I continue to be excited about my work at Dow. There is no single miracle material that will solve the world's sustainability issues, but by inspiring the community around us and innovating through our materials science capabilities, we can work towards more creative, sustainable solutions and shift towards a circular economy and a sustainable future.

These are the ingredients that have the potential to make a big difference and will change the way we live.

[Link to the online article](#)

Open Your Heart for PRIDE Month 2023



Together, we can build a world where every individual thrives, regardless of their background, fostering innovation, and creating a brighter future for all.

At Dow, we are not only proud of our legacy and culture of innovation, but also of our unwavering commitment to fostering diversity, equity, and inclusion. As we embark on our 2023 Pride Month campaign, the theme 'Open Your Heart' supports the aim to create a workplace and a world where everyone feels heard, valued, respected, and empowered to reach their full potential. The theme is an invitation to listen to people's stories without judgement.

We believe that a diverse and inclusive culture increases employee satisfaction levels, but it is also a key enabler for success. We celebrate our differences as strengths, driving creativity and problem-solving across our global teams.

Open Your Heart, be an Ally

Dow takes necessary action to protect and advance LGBTQ+ rights in communities across the globe. We stand firmly by our LGBTQ+ employees, customers, and partners, ensuring their safety and support within the confines of regional laws and regulations. By championing LGBTQ+ rights, we aim to contribute to the greater goal of creating inclusive societies where every individual can thrive.

The position of the LGBTQ+ community differs around the world. In some countries, great progress has been made to protect members of the community and to provide equal rights, such as same-sex marriage. But in other countries, there is a lot of progress yet to be made. Our LGBTQ+ programs are tailored to local needs, concerns, and societal norms. Our [Trans Apprenticeship program](#) in Latin America is an example that helps demonstrate the need and impact when focusing on local dynamics. Cut off from formal education or employment and facing social exclusion, trans people are at greater risk of poverty and face a shorter life expectancy than the general population. GLAD, Dow's LGBTQ+ [Employee Resource Group](#), launched a groundbreaking apprenticeship program for young trans-gender people – first in Argentina in 2015, then in Brazil in 2017. Since then, the program has helped trans people in Latin America establish a career and be accepted in the workplace.

For inspiration, we'd like to proudly share a few other examples: In 2022, we partnered with DonorsChoose to help build more inclusive classrooms in the United States, funding 257 projects for diversity, equity, and inclusion in classrooms across 11 states. Dow is a founding member of the

European Gay Lesbian Chamber of Commerce, which helps set and implement a pan-European certification process for LGBT+ companies. Last year, Dow's GLAD, WIN, and GAAN ERGs were awarded \$35,000 to develop and implement Dala Ikusasa ('Create The Future' in Zulu) program, which aims to protect abused women and LGBT+ community from systemic discrimination. No matter where our employees are, we will also work to support them.

Open Your Heart is a campaign theme that will hopefully resonate with people to become an ally. Allyship is critical, to make support visible, actively contributing to a feeling that our Company is a safe place for all. A place where people can truly be themselves, safely and authentically. We understand the profound impact that feeling safe and accepted can have on an individual's well-being, mental health, and emotional fulfillment.

Join us in our commitment to diversity, equity, and inclusion embracing our Open Your Heart campaign. Together, we can build a world where every individual thrives, regardless of their background, fostering innovation, and creating a brighter future for all. Embrace diversity, empower others, and let your heart guide the way to a more inclusive world. To learn more, check out Dow's [Inclusion, Diversity, & Equity Strategy page](#).

[Link to the online article](#)