

DOW

DOWFRIENDS

Newsletter



Dow celebrates record-breaking twelve wins in the 2024 Edison Awards

Dow received three gold, five silver and four bronze Edison Awards in 2024. This is the third consecutive year Dow has set the record for most awards ever received by an organization in a single year, and the seventh consecutive year Dow has received more awards than any other organization.

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Catch the replays:

- [2024 North America Dow Retiree Webinar](#)
- [2024 Investor Day Webinar](#)

Dow advances to #3 on Fair360's 2024 Top 50 Companies List

This marks the seventh consecutive year Dow has been placed on this list and the second consecutive year Dow remains in the top 10, advancing to #3 for 2024.

[Learn More](#)

DIVERSITY

INCLUSION

BELONGING

EQUITY

Four Dow leaders recognized on INvolve's 2024 Empower Role Model Lists

Four Dow leaders have been honored on INvolve's Empower [Executive Role Model List](#) and [Empower Future Leaders Role Model List](#).



Empower Role Model Lists showcase leaders who are breaking down barriers at work for people of color within global business, representing a wide range of individuals who have made it their personal mission to make a difference. These inspirational leaders are paving the way when it comes to increasing representation and driving inclusion for others within the workplace.

“Leaders are key to creating a more inclusive, diverse and equitable workplace where every member of Team Dow can thrive,” said **Alveda J. Williams**, Ph.D, Dow chief inclusion officer. “Congratulations to Mauro, Karen, Amit and Shruti. I am proud to call these leaders my colleagues.”

Dow employees selected for the Empower Role Model lists include:

Empower Executives Role Model List

- ◆ **Mauro Gregorio**, outgoing president of Performance Materials & Coatings, Latin America oversight, executive sponsor of the Hispanic and Latin Network (HLN)
- ◆ **Karen S. Carter**, president of Packaging & Specialty Plastics

Empower Future Leaders Role Model List

- ◆ **Amit Shah**, product director for Engineered Materials and Elastomers, Dow Consumer Solutions
- ◆ **Shruti Bahadur**, global leader, Employee Experience and Employee Resource Groups

“I’m so thrilled to be celebrating this global group of trailblazing Executives, Future Leaders and Advocates for people of color in business,” said Suki Sandhu OBE, founder and CEO of INvolve. “All the individuals within these lists are championing inclusion and leveraging their expertise and knowledge to drive impactful initiatives and strategic change within their organizations. It’s vital that people of color across global organizations can succeed and achieve career success, and these Role Models are essential drivers of change who are smashing barriers to progress. We could not effect change without them leading the way.”

Within the last year, Dow employees also achieved recognition on the [INvolve Heroes Women Role Model Lists](#), the inaugural [Enable Role Model List](#) and the [Outstanding LGBTQ+ Role Model Lists](#).

[Link to online article](#)

My company is a major plastic waste producer. We must end plastic waste pollution.

Plastics are essential to our modern world. They protect our health in medical products, prevent foods from spoiling too quickly, make wind turbines more efficient, and are critical in enabling electric vehicles. And yet there is no question that plastic pollution is a growing problem that we must address.

Current efforts to manage plastic pollution are falling far short. Globally, [less than 10%](#) of plastic is recycled, and [32% of plastic packaging](#) escapes collection systems.

That's why all eyes will turn towards [Ottawa, Canada](#) this month as an intergovernmental meeting known as INC-4 convenes in hopes of advancing a legally binding global agreement to end plastic pollution. Time is ticking: Few countries have any goals to limit or reduce plastic waste, reinforcing the urgency for a more rigorous and practical approach.

With this project, we were thrilled to be able to give back to the students and teachers that are shaping a brighter future in the communities where we live and work.

Dow, the world's third-largest plastics producer, enthusiastically supports a solution that will eliminate plastic pollution from our planet by creating a socially inclusive, circular economy for plastics that recognizes the vital role these materials play in ensuring a low-carbon future. It's an audacious yet achievable goal. The agreement being worked out could be an incredible catalyst for change if designed well. To be effective, it will need to drive innovation, promote environmentally sound recycling, and build an inclusive financial model to enable a circular ecosystem.

The first priority is driving innovation through design. Using plastics sustainably requires making them with circularity in mind from the beginning. We must design more high-performance plastics that use fewer raw materials while maximizing durability, reusability, and recyclability. Countries can help by promoting smarter design standards and setting recycled content requirements so that waste can be more easily sorted, recycled, and put back into use.

Second, we must promote environmentally sound recycling methods under development and help bring them to scale. Traditional mechanical recycling can turn some plastic waste into everything from fleece jackets to weatherproof fencing. It will continue to be a key solution but is not effective for all uses. The good news is that recycling technologies are continuously evolving, offering additional ways to transform waste. These technologies will require significant investments to reach commercial scale. An agreement that encourages recycling targets for plastics and other materials will help drive a huge leap in the portion of plastics that can be diverted from landfills and given new life.

The third priority is the need to build a new, socially inclusive financial and risk model to power a circular plastics economy. Globally, an estimated 15 million people pick and sort urban waste. Building self-sustaining, modern waste systems globally won't be cheap. But it will drive creation of new and better jobs, especially in parts of the world where waste management infrastructure can be upgraded.

Crucially, we need to address financing and capacity building via public-private finance models and circularity policies that enable and de-risk investments. Embracing concepts like Extended Producer Responsibility and mass balance accounting will spur the plastics value chain to assume additional financial and operational obligations from raw materials to end-of-life, while incentivizing greater use of recycled plastics.

Our challenge is to preserve the enormous benefits of plastics while eliminating plastics waste. Through the many conversations I've had with colleagues throughout the industry, I'm excited by the high level of alignment on the objective to end plastic pollution and transition to a circular plastics economy.

For the agreement to be effective, it will need to bring aboard as many signatories as possible and provide countries the tools to succeed. As negotiators roll up their sleeves in Ottawa, I am optimistic they will make progress towards an agreement that will help eliminate plastic pollution from the planet.

Count Dow as an active contributor to this effort.

Jim Fitterling is the Chair & CEO of Dow Inc.

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Dow recognized as one of the 50 most community-minded companies in the US

- ◆ *Recognized by Points of Light for the fourth consecutive year*
- ◆ *Dow named 2024 Materials Sector leader*

Dow has been named one of the 50 most community-minded companies in America and the Materials Sector leader on The Civic 50 survey conducted by Points of Light, the world's largest nonprofit dedicated to accelerating people-powered change.



“At Dow, we believe that making a positive impact in the communities where we live and work is foundational to our success,” said Rebecca Bentley, Dow's vice president of Public Affairs and Dow Company Foundation director. “That's why we're so proud to be recognized for the fourth year in a row for our efforts to create a better future for our communities and our team. We're committed to finding innovative, sustainable, and inclusive ways to make a difference.”

The dimensions of The Civic 50 align with Dow's focus on sustainability and social impact, recognizing the value community investments and engagement create for stakeholders. Dow's Global Citizenship strategy is rooted in three strategic priorities: Thriving Communities, STEM & Skilled Trades and Sustainability. These priorities are enabled through powerful collaborations with community organizations and purpose-driven volunteer programming, which helps the Company create an intentional impact.

Dow employees receive up to 12 hours of paid time off annually to volunteer and participate in employee resource group activities. Through Dow's global employee survey, 75 percent of Team Dow reported volunteering at least once in the past year to support programs such as [Martin Luther King Jr. Day of Service](#), [#PullingOurWeight](#) campaign and the [Business Impact Fund](#).

“As a materials science company, we create solutions for business and positive social change in our global communities,” said Bob Plishka, global director of Strategic Corporate Partnerships and Dow Company Foundation president. “Through our global employee survey, we know that volunteering increases understanding of community needs, employees' sense of purpose and overall job satisfaction. Volunteering is a win-win for our communities and Dow.”

In its 12th year, The Civic 50 serves as the national standard for corporate citizenship and highlights how leading companies prioritize social impact and community at the core of their business. The Civic 50 honorees are companies with annual U.S. revenues of at least \$1 billion. They 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.

“Expectations for companies to be leaders in civic engagement continue to increase,” said Jennifer Sirangelo, Points of Light president and CEO. “Dow demonstrates how to maximize the full range of their assets – from people power to policy to financial contributions – to meet pressing needs and create thriving communities where they live and work. We’re thrilled to uplift and celebrate them as an honoree of The Civic 50 2024.”

About Points of Light

Points of Light is a nonpartisan, global nonprofit organization that inspires, equips and mobilizes millions of people to take action that changes the world. We envision a world in which every individual discovers the power to make a difference, creating healthy communities in vibrant, participatory societies. Through 145 affiliates across 39 countries, and in partnership with thousands of nonprofits and corporations, Points of Light engages 3.7 million people in 16.7 million hours of service each year. We bring the power of people to bear where it’s needed most. For more information, visit pointsoflight.org.

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Dow announces targets to conserve water and nature

- ◆ *Dow expands Protect the Climate targets to include climate adaptation benchmarks focused on water and nature*
- ◆ *This reflects Dow’s holistic approach to climate protection, considering both climate change mitigation and adaptation*

Dow announced it will expand its **Protect the Climate targets** by setting distinct milestones for climate change mitigation that focus on water and nature conservation. These targets include:

- ◆ By 2030, Dow will implement a robust land management strategy, its top 20 water-dependent sites will have water stewardship plans, and 10 of those sites will be water-resilient.
- ◆ By 2035, all Dow sites will have water stewardship plans.
- ◆ By 2050, Dow will partner to conserve 50,000 acres of habitat and its top 20 water-dependent sites will be water-resilient.



As a science-based company, Dow understands the impact that rapidly changing climate and socio-economic conditions are having on water and nature. The new Water & Nature strategy is designed to support resiliency for its sites and surrounding natural ecosystems to be able to withstand unpredictable conditions, such as drought and flooding.

Dow is uniquely positioned to apply its materials science expertise and advanced engineering capabilities for the benefit of water resiliency and healthy ecosystems. Its new strategy focuses on three main areas:

- ◆ Sustainably managing site footprint, supporting business continuity through world-class water stewardship and positively impacting habitat through smart land management;
- ◆ Engaging the entire supply chain, working to reduce the demand and impact on water and nature ecosystems; and
- ◆ Innovating with customers and value chain partners, deploying research and development (R&D) for products and solutions that are better for water and nature.

"To deliver on Dow's purpose—a sustainable future for all—we must maintain a balanced relationship with water and nature," said Jim Fitterling, Dow's chair and chief executive officer. "Dow's holistic, next-generation Water & Nature strategy is designed to support water resilience for our sites and their surrounding communities, conserve habitat in key ecosystems, and positively impact nature across the supply chain as we continue to drive business growth."

Dow primarily uses water to manage cooling processes, with more than 95% of water withdrawn returned to the environment. Water and nature are also connected to Dow's Decarbonize & Grow strategy, as some decarbonization technologies and bio-based resources present emerging dependencies on natural ecosystems.

To advance water resilience and healthy ecosystems, Dow will work together with water basin stakeholders and conservation organizations to support consistent quality and access, adequate supply, and infrastructure that is prepared for fluctuating conditions. The new strategy reflects the complexity of water and nature stewardship by considering Dow's operations and its supply chain, as well as water basin and land dynamics.

"This new Water & Nature strategy builds upon decades of work at Dow to conserve healthy ecosystems. Considering the rapidly changing conditions, we conducted a detailed evaluation of our strategies and commitments and determined we needed to take this next step on our journey," said Andre Argenton, Dow's chief sustainability officer and vice president of Environment, Health & Safety. "For the sake of our planet, we want to be a pacesetter for our industry in decarbonization, water stewardship and healthy ecosystems."

Dow is committed to reporting progress on these targets with voluntary disclosures under the Taskforce for Nature-Related Financial Disclosures (TNFD) beginning with the 2025 reporting year. The Company will also continue to report withdrawal, consumption and intensity as part of its annual **INtersections** progress report.

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Five Dow products secure six 2024 SEAL Business Sustainability Awards

- ◆ Products recognized in the Sustainable Innovation or Sustainable Product categories
- ◆ SILASTIC™ SST 2650 Self Sealing Silicone honored in both categories



Dow has been honored with six prestigious 2024 SEAL Business Sustainability Awards. This recognition from The SEAL Awards demonstrates Dow's commitment to drive innovation in sustainability and environmental stewardship.

All the Dow technologies recognized this year represent innovations in silicones chemistry. Among the recipients, SILASTIC™ SST 2650 Self-Sealing Silicone won in both the Sustainable Product and Sustainable Innovation categories.

“We are thrilled to receive these accolades, which highlight our ongoing commitment to sustainability and innovation,” said A.N. Sreeram, senior vice president, Research & Development, and chief technology officer at Dow. “Every one of these SEAL awards underscores our mission to be the world’s most innovative, customer-centric, inclusive and sustainable materials science company. We will continue to collaborate with our customers and partners to deliver high performing sustainable solutions that make a positive impact on society and the environment.”

The Dow innovations recognized in the Sustainable Innovation category of the 2024 SEAL Business Sustainability Awards were:

- ◆ **DOWSIL™ ACP-3089** Antifoam Compound is an all-in-one solution with more efficient chemistry, better performance and is a more sustainable option for the pulp industry.
- ◆ **SILASTIC™ SST 2650** Self Sealing Silicone is a 2-part ambient curing silicone elastomer designed to form a self-sealing layer on the inner surface of a tire, providing outstanding sealing performance following puncture allowing for the driving of long distances without loss of tire pressure.

The Dow innovations recognized in the Sustainable Product category of the 2024 SEAL Business Sustainability Awards were:

- ◆ **DOWSIL™ 2080** Resin is suitable to make powder form silicone modified polyester resin, thus improving heat resistance performance, film appearance and durability of powder coating.
- ◆ **DOWSIL™ IE-9100** Emulsion enables durable and sustainable water-repellent outdoor and performance apparel.
- ◆ **DOWSIL™ 991** Silicone High Performance Sealant is a low-modulus elastomeric alkoxy sealant specifically designed to prevent staining of porous substrates such as natural stone and minimize streaking on metal panels and glass to improve building aesthetic performance.

- ◆ **SILASTIC™ SST 2650** Self Sealing Silicone was recognized with an award in this category as well.

The SEAL (Sustainability, Environmental Achievement & Leadership) Awards is an environmental advocacy organization that honors leadership through their **business sustainability awards** and **environmental journalism awards** while funding research and pursuing their own environmental impact campaigns. The business sustainability awards recognize companies for their industry leadership, innovation, and commitment to sustainable business practices.

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Dow, State of Wyoming and University of Wyoming partner to advance oil recovery

Field pilot projects under the Wyoming Gas Injection Initiative will extend the life of oilfields and recover more oil with fewer resources

In a unique state-university-industry collaboration, **Dow**, the State of Wyoming and the University of Wyoming have come together to launch The Wyoming Gas Injection Initiative (WGII), a program designed to enhance oil well productivity and recovery from existing fields and wells in Wyoming.



WGII will provide field pilot testing of advanced oil recovery methods, such as foam-assisted gas injection using recovered hydrocarbon gases, carbon dioxide or other gases for revitalization of oil fields, as well as mitigation of greenhouse gas emissions by operations in Wyoming. The State of Wyoming will provide \$25 million in matching funds through the University of Wyoming to assist the oil and gas operators selected for the project – including, Ballard Petroleum Holdings, Devon Energy Corp. and Occidental – on enhanced recovery projects over a five-year period. Private operators selected for WGII contribute \$25 million to the pilot, matched by \$25 million from the state. As part of these projects, Dow and the Center of Innovation for Flow Through Porous Media (COIFPM) at the University of Wyoming, along with the oil and gas operators, will implement technologies to catalyze the beneficial use of greenhouse gases for carbon sequestration and oil recovery.

"The Wyoming Gas Injection Initiative is a powerful example of the possibilities that can be brought to life through collaboration with like-minded organizations, in this case meeting the world's growing energy demand with more sustainable technology," said Pankaj Gupta, business vice president, Dow Industrial Solutions. "Our team is proud to share our materials science portfolio and experience to help shape a future where oil recovery is optimized, resources are conserved, and greenhouse gas emissions are significantly reduced in Wyoming and across the globe."

Dow will support the field implementation and the research activities to be conducted at COIFPM by providing tailored conformance control agents (foaming additives) and sharing learnings from previous field pilot projects. Initial research will develop novel formulations using Dow's ELEVATE™ additives, which have the potential to increase oil production significantly and extend the economic life of oil assets. These formulations will then be further optimized and piloted in several Wyoming-based reservoirs with the selected oilfield operators to improve the utilization efficiency of gas injection recovery techniques.

"In Wyoming, our energy strategy is focused on using the full value of our energy resources and enhanced oil recovery is an important part of that strategy," said Governor Mark Gordon. "The Wyoming Gas Injection Initiative will not only help breathe new life into our oilfields, but also allow us to recover oil more efficiently while supporting our critical energy and manufacturing industries."

About The University of Wyoming

The University of Wyoming is a public land-grant research university in Laramie, Wyo., with eight colleges: Agriculture, Life Sciences and Natural Resources; Arts and Sciences; Business; Education; Engineering and Physical Sciences; Health Sciences; Honors; and Law. The university offers over 200 undergraduate, graduate and certificate programs and is classified as an R2-Doctoral Universities with High Research Activity. <https://www.uwyo.edu/index.html>

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Dow and Freepoint Eco-Systems announce supply agreement to transform plastic waste into new circular products

The supply agreement for 65,000 metric tons of circular feedstock advances the Companies' shared values to support a circular economy for plastics in North America

- ◆ *Once completed, Freepoint Eco-Systems' advanced recycling facility, to be built in Arizona, will be ISCC Plus-Certified and will recycle end-of-life plastic waste, otherwise destined for landfills or incineration, from the region.*
- ◆ *As the sole offtake from phase one of the Arizona facility, Dow will transform the certified-circular liquid supply into virgin-grade equivalent plastics and develop new products to meet customer demand for recycled content through a mass balance approach.*
- ◆ *The supply agreement demonstrates Dow's momentum towards achieving its "**Transform the Waste**" goal to accelerate the circular ecosystem.*

Dow and **Freepoint Eco-Systems Supply & Trading LLC** ("Freepoint Eco-Systems") announced an agreement for an estimated 65,000 metric tons per year of certified-circular, plastic waste-derived pyrolysis oil to produce new, virgin-grade equivalent plastics in Dow's U.S. Gulf Coast operations. Together, Dow and Freepoint Eco-Systems are building a recycling system that converts plastic waste into valuable materials and fosters a circular economy for plastics in North America.



The pyrolysis oil will be produced at a new advanced recycling facility owned and operated by Freepoint Eco-Systems Eloy Recycling LLC, a Freepoint Eco-Systems affiliate. Once completed, the new advanced recycling facility, to be constructed in Arizona, will be ISCC Plus-Certified. The facility will process end-of-life plastic waste in the region, diverting it from landfills or incineration, by converting that waste into recycled pyrolysis oil. For every ton of plastic waste, approximately 70% is expected to be converted to pyrolysis oil and sold exclusively to Dow for phase one of the facility, beginning as early as 2026.

Utilizing the circular liquid supply, Dow will produce new products with virgin-grade equivalent plastics, replacing those made from conventional feedstock. The resulting circular products will be suitable for use in various applications including food-grade packaging (such as pet food, confectionery, and snacks) as well as medical and pharmaceutical packaging, while maintaining existing product performance and reducing reliance on fossil feedstocks.

"This agreement with Dow represents a substantial step toward accelerating the circular economy in the region and helps to scale what will be an important advanced recycling facility in the U.S.," added Jeff McMahon, managing director at Freepoint Eco-Systems. "We are expanding capabilities for more circular economy solutions for plastic waste globally."

"Our agreement with Freepoint Eco-Systems marks another important step in Dow's pursuit to source circular supply and transform end-of-life plastic waste into products that help our customers meet their recycled content goals," said Victor Zapata, North America commercial vice president of Dow Packaging and Specialty Plastics. "The Dow team is energized to work with an innovative partner like Freepoint Eco-Systems that shares our commitment to building a much-needed infrastructure for circular plastics."

"Through this collaboration, Dow is redefining how we source raw materials for our products while tackling the challenge of plastic pollution," said Issam Lazraq, Dow global sustainable feedstocks director, Feedstocks and Commodities. "By converting locally available plastic waste, that was destined for landfills or incineration, into pyrolysis oil supply for our U.S. Gulf Coast operations, we are building a reliable circular feedstock supply portfolio."

As Freepoint Eco-Systems previously **announced**, once fully operational, the new facility will have a total nameplate capacity to recycle approximately 180,000 tons of plastic waste per year – equivalent to the weight of approximately 9,000 fully loaded semi-trailer trucks. Phase one, expected to start up in 2026, will initially process 90,000 tons of waste, yielding 65,000 metric tons of pyrolysis oil sold exclusively to Dow. The facility will be located in Eloy, Arizona, on 40 acres of undeveloped land.

"The development of this advanced recycling facility by Freepoint Eco-Systems and its affiliates, supported by the agreement with Dow, furthers Arizona's position as a leader in the circular economy evolution for the region, creating quality green jobs and fueling continued sustainable economic growth for Eloy," said Eloy Mayor Micah Powell.

Dow and Freepoint Eco-Systems share a commitment to advancing more sustainable, commercially viable, innovative solutions that build a global circular economy. This agreement is an example of how Dow works with expert partners to scale a materials ecosystem that aims to unlock the value of waste and build a progressive recycling infrastructure for plastics. Explore more by visiting [dow.com/materialsecosystem](https://www.dow.com/materialsecosystem).

About Freepoint Eco-Systems

Freepoint Eco-Systems and its related companies are affiliates of Freepoint Commodities LLC, a global commodities merchant providing supply chain management services and eco-friendly products and solutions to its customers. Among other things, Freepoint Eco-Systems is in the business of securing supplies of waste plastic that is not being recycled and converting that waste into reusable products via its advanced recycling facilities. Freepoint Eco-Systems and its related companies are engaged in business operations in the U.S., Europe, and Asia. More information can be found at www.FreepointEcoSystems.com

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