

CIVIC 50 GREATER PHILADELPHIA: HONOREE SPOTLIGHT

Doing well by doing good



Dow, Inc.



Describe the main initiative(s) of your CSR program:

Across the Dow world, we embrace our opportunity to play an active role in strengthening communities where we live and work, including the Delaware Valley. Our global citizenship strategy directs our investments to accelerate social change and create a more sustainable and equitable future. Together with our community partners, we create social impact through the following strategic priorities:

- **Advancing Sustainable Solutions** - We are seeking new, innovative ways to apply Dow products and technology for social good. Investments in this strategic pillar support Dow's sustainability goals and prioritize funding aimed at creating circular economy solutions, such as informal and formal waste collection, and addressing climate change by targeting mitigation of climate change-related risks.
- **Building Inclusive Communities** - Dow is building inclusive communities by activating Employee Resource Groups to address ID&E community needs, inspiring and empowering more inclusive learning environments and addressing systemic discrimination to accelerate change.
- **Developing Tomorrow's Innovators** - Dow embraces the importance and value of investing in STEM education. We help prepare and energize a diverse and robust future workforce by cultivating interest in STEM subjects, inspiring students to pursue STEM careers and accelerating their readiness.

Whether through the dedication of time, talent or expertise, volunteering promotes a positive employee experience, further supports Dow's global citizenship priorities and investments, and ultimately, advances our ambition. We do this through purpose driven programs and investments such as MLK Day of Service, the ALL IN ERG Fund, Pulling Our Weight and our Global Volunteer and ERG Participation Policy.

What are some of the key learnings you gained, through participation in the Civic 50 Greater Philadelphia?

Dow's participation in and placement on the Civic 50 Greater Philadelphia is a recognition of our progress, because it allows us to be measured among the best in the region and motivates us to continue to achieve progress and results. It is further evidence for what we already knew – business succeeds when employees and communities thrive.

What would you share with a company that is debating whether to take the Civic 50 Greater Philadelphia next year?

The Civic 50 Greater Philadelphia provides a regional standard for corporate citizenship. Regardless of size, it showcases how companies can use their time, skills, and resources to drive social impact within the company and across the region. The community created through the Civic 50 Greater Philadelphia provides a platform to learn and innovate towards progress.

How has your company adapted in the last year to the changing needs of our community?

The world continues to evolve, including our company and the communities where our employees live and work. We continue to listen to our stakeholders and drive focus in how our global citizenship priorities and investments, in particular, in the areas around our manufacturing and R&D facilities in Pennsylvania and Delaware, can create meaningful impact.

Across the board, community engagement was integrated into business functions, with the highest percentage in workplace DEI programs and marketing and PR. Share one or two examples how your company has led in this field.

Many challenges that we face as a society are inextricably interconnected: social inequity, climate change, waste in our waterways, declining biodiversity, and the need for clean water and air among them. By working at the intersections of science and sustainability, culture and accountability, Dow is partnering with others to encourage new thinking and advance ESG priorities that matter to our customers, our employees, our communities and our business success. Two examples where we are doing this includes:

Our **Business Impact Fund**, founded in 2016, brings together nonprofit organizations, entrepreneurs, and Dow customers, partners and employees to tackle many of society's biggest challenges. For example, in Philadelphia, green bike lanes using cost-effective and durable traffic paint. Dow used its newly developed DURATRACK™ 2K Technology on roughly 35,000 square feet of new bike lanes in the Philadelphia area. The green bike lane coatings offer the handling and sprayability of a waterborne system, while also providing performance and durability. This innovation yields superior adhesion to concrete and asphalt surfaces, skid resistance, UV durability and resistance to snow-plow abrasion. The technology also is quick-drying, which helps enhance work-zone safety through a speedy and efficient installation process. Plus, the new traffic paint technology is projected to cut cost per mile by around 80 percent, which will hopefully lead to more miles of green bike lanes.

Dow continues to expand our commitment to address plastic waste. As part of this, through **Pulling Our Weight**, comprised of global waste cleanup campaigns and educational events, we raise awareness with employees, communities, customers and key stakeholders around responsible waste management and engagement of humankind to address plastic pollution. Each year, we increase our goals to maximize impact. More importantly, we want to inspire year-long action to lead more sustainable lives.

