

DOW THAILAND

ESG REPORT

2024 - 2025



SCGC-DOW
GROUP



Message from Dow Thailand President



To continue driving our mission to protect the climate and optimize the use of our resources, we remain strongly committed to transforming waste into valuable products and advancing circular solutions that close the loop on post-consumer plastics.

We are proud to share the progress we have made in advancing our Environmental, Social, and Governance (ESG) commitments. This report

reflects our ongoing efforts to create long-term value for our stakeholders while making a meaningful impact on the planet and society.

Despite prolonged economic challenges, we continued to focus on what we do best - applying our materials science expertise and collaboration across the value chain to advance decarbonization and help keep plastic waste out of the environment.

I would like to take this opportunity to express my heartfelt appreciation to our customers, partners, employees and communities as we continue to accelerate Thailand's transition toward a circular economy through sustainable innovations, strategic partnerships, and ethical business practices.

Vichan Tangkongsirisin
Dow Thailand President

About Dow

Dow – A Global Materials Science Company

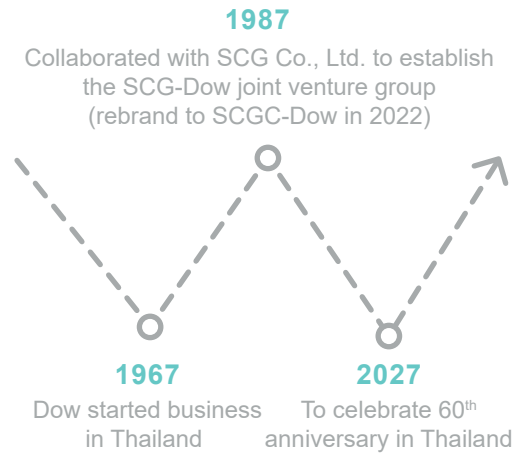
Founded in 1897 by Herbert Henry Dow, one of the world’s leading chemists and innovators, Dow aims to be the most innovative, customer-centric, inclusive, and sustainable materials science company in the world. As of 2025, Dow operates over 91 manufacturing facilities in 29 countries. With a global workforce of approximately 34,600 people, Dow is dedicated to advancing its mission on a worldwide scale.



At Dow, we collaborate with our customers and diverse partners to create materials science solutions that contribute to a sustainable future. Guided by our ambition, we work to protect the climate, advance a circular economy and safer materials, and cultivate thriving teams and communities. By focusing on these priorities, we strive to create long-term value for our company, customers, employees, shareholders, and society, while ensuring accountability and top-tier performance.

Dow Thailand - Think Global, Act Local

Dow Thailand exemplifies the principle of “think global, act local” by leveraging its global expertise to address local needs. While it brings advanced technologies and sustainable practices from its global operations, we tailor these solutions to fit the specific environmental and economic context of Thailand. This approach ensures that our initiatives not only meet international standards but also support local communities and contribute to the country’s industrial growth and sustainability goals.



DOW'S MAIN PRODUCT GROUPS

1. Performance Materials & Coatings
2. Industrial Intermediates & Infrastructures
3. Packaging & Specialty Plastics



DOW THAILAND GROUP'S KEY MARKETS

- | | |
|------------------------------|--------------------------|
| 1. Packaging | 5. Electrical Appliances |
| 2. Building & Infrastructure | 6. Electronic |
| 3. Mobility | 7. Paints & Coatings |
| 4. Consumer Care | 8. Adhesives & Sealants |

Dow Thailand operates 13 factories in Rayong province, located in Map Ta Phut Industrial Estate, Asia Industrial Estate, and WHA Eastern Industrial Estate (Map Ta Phut).



About Dow Thailand



Dow Family Thailand



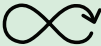
Our commitment to a Sustainable Future

Dow Thailand adopts global sustainability frameworks focusing on protecting the climate, advancing a circular economy & safer materials, cultivating thriving teams and communities, driving accountability & best-in-class performance.

Our Sustainability Targets

E
Environment




PROTECTING THE CLIMATE

CLIMATE CHANGE MITIGATION	By 2030, Dow will reduce its net annual carbon emissions by 5 million metric tons versus its 2020 baseline (~15% reduction). By 2050, Dow intends to be carbon neutral (Scopes 1+2+3 plus product benefits).
CLIMATE CHANGE ADAPTATION	By 2030, Dow will implement a robust land management strategy, our top 20 waterdependent 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 our top 20 waterdependent sites will be water- resilient.

ADVANCING A CIRCULAR ECONOMY AND SAFER MATERIALS

TRANSFORM THE WASTE	By 2030, Dow will transform plastic waste and other forms of alternative feed stock to commercialize 3 million metric tons of circular and renewable solutions annually.
CLOSE THE LOOP	By 2035, Dow will close the loop by enabling 100% of Dow products sold into packaging applications to be reusable or recyclable.

S
Social




CULTIVATING A THRIVING TEAM AND COMMUNITIES

- Lead with **inclusion**, elevate our focus on **diversity** and embed **equity** into our practices, policies and processes for breakthrough results.
- Support an **innovative**, **sustainable** and **inclusive** future our communities can thrive, everyone has equitable access to careers in science, technology, engineering and math (STEM) and skilled trades careers, and our employees are empowered to accelerate change.

G
Governance



GOOD GOVERNANCE

Strong corporate governance through transparency, risk management, effective leadership, ethical behavior and compliance and stakeholder feedback and management.

Our 2024–2025 Sustainability Highlights

ENVIRONMENT



- Earned International Sustainability and Carbon Certification (ISCC) PLUS for the Propylene Oxide (PO) and Propylene Glycol (PG) manufacturing facility in Map Ta Phut operations following recent capacity expansion.
- Reduced 19,734 tons of CO₂eq in 2024 and 18,910 tons of CO₂eq in 2025 through process improvements*.

(*Figures are derived from internal self-assessment, based on company operational data and internal evaluation methodology)

- Certified under the Low Emission Support Scheme (LESS) by the Thailand Greenhouse Gas Management Organization (TGO) for a reduction of over 140 tons of CO₂eq in 2024
- Reduced freshwater usage by 1,324 m³ per day-equivalent to 483,141 m³ annually by using filtered drainage canal water to repurpose wastewater for use in the plant's cooling systems.



- A total of 7,923 kilograms of waste was collected from the ocean during the 22nd and 23rd International Coastal Cleanup Day.
- Engaged over 400 volunteers annually through the #PullingOurWeight campaign in mangrove forests, resulting in the removal of a total of 4,713 kilograms of mangrove waste during 2024–2025.
- Engaged over 300 students in the "Child-Ilen Kid's Camp" and "Mangrove Youth Camp" to enhance knowledge of mangrove ecosystems and biodiversity conservation.

- Signed an MOU with SCGC for a first-of-its kind partnership to transform 200,000 tons per annum of plastic waste into circular products.
- Eight key products received renewed certification from the Thailand Greenhouse Gas Management Organization (TGO) for two consecutive years (2024–2025), bringing the total to 33 Carbon Footprint of Product labels and 26 Low Carbon Product labels.



SOCIAL

- 94% perception of overall CSR image and 93% overall satisfaction toward CSR of Dow
- Engaged 1,224 volunteers who contributed 6,068 hours of service, directly benefiting 195,460 individuals through community well-being initiatives and corporate citizenship projects, such as beach cleanups and community facility improvements, in 2024–2025.



Dow Thailand



- Maintained 14 consecutive years of zero life-altering or fatal injuries and zero high-potential incidents - reflecting world-class safety performance.
- Recognized as a Great Place to Work® for the third consecutive year and named as a Best Workplace™ in Thailand 2025.
- Marked the 41st consecutive year since 1984 of supporting STEM students from partner universities through scholarships awarded to interns at Dow's manufacturing sites, with 64 scholarships granted in 2024–2025.

- 17,400 teachers and parents are participating in online platforms providing foundational EF knowledge launched in 2024-2025.
- Trained more than 1,197 schools and 2,100 teachers nationwide on Small-Scale Chemistry Laboratory practices under the Dow Chemistry Classroom Project in 2024-2025.



GOVERNANCE

- Uphold strong governance through mandatory ethics and compliance training for all employees.
- Demonstrate strong governance performance through multiple prestigious awards, reflecting excellence in safety, social responsibility, and environmental stewardship.



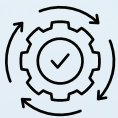
E: Environment

Protecting the Climate

Climate Change Mitigation

Contributing to Dow's global ambitions to achieve carbon neutrality by 2050, Dow Thailand actively works to lower greenhouse gas (GHG) emissions by prioritizing our efforts in optimizing our manufacturing process and advancing the development of low-emission products and services.

Key initiatives to reduce GHG emissions across our manufacturing operations and facilities include:



Process Optimization

- Optimizing steam and energy usage across multiple plants by eliminating steam venting, fixing leaks, reducing the steam-to-oil ratio, and adjusting distillation operating conditions to match production demand.
- Improving equipment operating efficiency (e.g., blender pump and agitator operating time, boiler tuning, reactor loop pump speed optimization) without compromising reliability or product quality.



Technology and Innovation

- Introducing new catalysts to enhance monomer production with higher conversion and selectivity, shorten cycle time, reduce solvent make-up, and minimize undesired by-products.
- Applied equipment upgrades and advanced operational controls, such as replacing control valve components, deploying new generation catalysts, and optimizing pump speeds.



Sustainable Waste Management

- Implementing a zero-incinerator method for wastewater disposal, replacing traditional incineration.

“These operational efforts contributed to a significant reduction of approximately 19,734 MT of CO₂ reduction in 2024 and 18,910 MT of CO₂ reduction in 2025”

In 2024, the following Dow Thailand's projects were certified under the Low Emission Support Scheme (LESS) by the Thailand Greenhouse Gas Management Organization (TGO), recognizing our additional efforts to reducing greenhouse gas emissions by 140 MT of CO₂.

- The conversion of internal combustion engine company vans to electric vehicles
- The #PullingOurWeight campaign in mangrove forests and on the International Coastal Cleanup Day
- The company's internal recycling waste management project
- The operation of Ban Chang Material Recovery Facility (MRF)

Climate Change Adaptation by Protecting Natural Resources

Dow Thailand Mangrove and Biodiversity Conservation Projects

Since 2009, Dow Thailand has partnered with local communities and government agencies in Rayong Province to promote mangrove conservation aimed at mitigating global warming and preventing marine debris. In 2020, this initiative was expanded into a mangrove conservation network under Dow & Thailand Mangrove Alliance in collaboration with the Department of Marine and Coastal Resources (DMCR).

In 2024, the “Dow & Thailand Mangrove Alliance” was elevated to a national initiative, officially renamed the “Thailand Mangrove Alliance (TMA)”. Hosted by DMCR, TMA focusses on protecting, conserving, and restoring coastal ecosystems to combat climate change, while promoting biodiversity and sustainable resources use.

TMA brought together 90 organizations, spanning government agencies, academic institutes, civil society organizations, and private sector, united in their commitment to coastal ecosystem resilience.

TMA operates through three interconnected pillars: environmental conservation, social development, and economic sustainability.



SOCIAL

- Building partnership
- Capacity Building
- Community engagement
- Knowledge transfer
- Food security



ECONOMY

- Carbon credit
- Blue Carbon destination
- Sustainable tourism
- Low carbon society



ENVIRONMENT

- Mangrove conservation & restoration
- Biodiversity education
- Citizen Science
- Marine debris / Waste management

Mangrove Habitat Conservation:

17 consecutive years
~ 2,000 acres of mangrove forest conserved
> 38,000 mangrove trees planted (accumulated number)

International Coastal Cleanup Day:

23 consecutive years
7,923 kilograms of waste collected in 2024 and 2025

#PullingOurWeight: Reducing Waste, Protecting Mangroves

7 waste collection events organized
433 Dow volunteers engaged
2,448 kilograms of waste collected

“Child-len Kid’s Camp” and “Child-len Youth Camp”

In partnership with the Department of Marine and Coastal Resources (DMCR), the Environmental Education Centre Thailand (EEC) and the Green World Foundation, these camps aimed to raise awareness and involve youth in addressing climate change and marine debris issues, building a network to protect and sustainably conserve mangroves. More than 300 students participated in 2024-2025.



Conserving Water Resources

In 2024, Dow officially expanded our “Protect the Climate” targets to implement a robust land management strategy, water stewardship plans, and conserve water habitat at our top 20 water-dependent sites worldwide. Our Map Ta Put operation site in Thailand is recognized as one of these key sites.

Highlights of Dow Thailand’s water and nature conservation initiatives include:

Reverse Osmosis (RO) Project:

Canal water from Rayong’s “Klong Chakmak,” was filtered to use as a substitute for fresh water in the site’s cooling systems.

Saved approximately 483,141 m³ of raw water per year from the tap water supply.

Closed-loop Pellet Cutting System:

Condensate water from the Ethylbenzene and Styrene Monomer (EBSM) plant was reused in the pellet cutting process.

Saved approximately 500,000 m³ of water per year. Achieved zero wastewater discharge during production.

“From these two projects, we save and repurpose ~983,141 m³ of water per year—equivalent to about 390 Olympic-sized swimming pools.”

Advancing a Circular Economy and Safer Materials

Dow is committed to closing the loop by ensuring that by **2035, 100% of our products sold into packaging applications are designed to be reusable or recyclable**. We focus on enabling circularity, minimizing environmental impact, and optimizing resource efficiency throughout the product lifecycle.

Our packing solutions are guided by 3 core principles: **Design for Recyclability**, **Less is More**, and **Recycled**. These principles are reflected in our innovative packaging solutions available in the Thai market, which combine environmental responsibility with high performance.

Moreover, we develop sustainable innovation across other sectors. In mobility, advanced materials for silicone leather are highly durable, helping reduce volatile organic compound (VOC) emissions and lower carbon footprints. In coating, formaldehyde-capturing paints improve indoor air quality, and in consumer care, easy-to-rinse ingredient help reduce water use.

Dow Solution for Future Sustainable Flexible Packaging



Our business collaboration

In 2024, Dow and SCGC signed an MOU to collaborate on transforming plastic waste into circular products, aiming to convert 200,000 tons of plastics waste into circular materials.

Dow in collaboration with MMP, Thailand's leading packaging film manufacturer, developed 30% PCR plastic film for product logistics using REVOLoop™ Recycled Resins from Dow. The film is trusted by Makita Manufacturing (Thailand) Co., Ltd. and Copeland.

In 2025, Saint-Gobain Weber Co., Ltd., the worldwide leader in light and sustainable construction, have launched an innovative 1-kilogram tile grout package made from Dow's REVOLoop™ PCR.



Building a Plastic Circularity Ecosystem



Dow Thailand, a founding member and taskforce leader of PPP Plastics*, collaborates with over 40 partners to foster a robust ecosystem for plastic circularity. Since its establishment in 2018, PPP Plastics has taken concrete actions to drive the implementation of the National Roadmap on Plastic Waste Management with a goal to reduce 50% of plastic waste in the Thailand's seas by 2027. By advancing plastic circularity, PPP Plastics aims to promote the sustainable use of plastics and ensure efficiency of waste management, focusing on 6 strategic pillars: Policy, Infrastructure, Innovation, Education & Communication, Database on materials flow analysis and Funding.

2024 & 2025 marked a significant milestone as we integrated on-the-ground experience with national policy advocacy, taking a holistic approach to address gaps and strengthen the circularity ecosystem for plastics.

Key achievements of PPP Plastics include:

Continuing to support policy advocacy and development: PPP Plastics has actively contributed to shaping and advancing key policies, including Thailand's National Roadmap on Plastic Waste Management, the Circular Economy (CE) model under the BCG National Agenda, Design for Recycling (D4R) policy, Post-Consumer Recycled (PCR) content mandate, Extended Producer Responsibility (EPR) law, and Bangkok's waste management policy. In addition, PPP Plastics support the government as an advisor of the committee to prepare for Global Plastic Treaty negotiations.

* PPP Plastics: Public Private Partnership for Sustainable Plastics and Waste Management Network and Public Private Partnership for Sustainable Plastics and Waste Management Association



Scaled Up Standard and Registration of Individual Trash Picker and Junkshop: Launched in August 2024, funded by the Program Management Unit for Competitiveness (PMUC), Dow, and private sector partners, the project successfully trained over 300 trash pickers and junkshop operators in Bangkok and Rayong, and also scaled up standards for Salengs and junk shops through the provision of safety vests, weighing scales, vehicle labeling, and shop improvements. The nationwide registration system and policy recommendations are scheduled for completion in 2026, supporting the long-term integration of the informal sector into Thailand's plastic circularity ecosystem.

Initiated Smart Recycling Hub Project: Aiming to recover high-quality plastic feedstock of at least 50,000 tons per year. PPP Plastics has conducted groundwork for a feasibility study in Bangkok and the Eastern Economic Corridor provinces (Chonburi, Chachoengsao, and Rayong), and has designed the first clean Materials Recovery Facility (MRF), which is set to be constructed in **Nong Khaem District, Bangkok**. The feasibility study, plant layout and machine design of MRF with efficient operations and sustainable business models, are completed. The proposal is prepared to raise funds for construction.



Dow's initiatives to further strengthen the circularity ecosystem

Beyond its leadership role in PPP Plastics, Dow Thailand continued to collaborate with partners to initiate and implement impactful projects that promote sustainable waste management and advance plastic circularity:

Operation of Ban Chang Material Recovery Facility:

The 1st MRF for plastic circularity with a social enterprise model.

With funding from Dow and Program Management Unit for Competitiveness (PMUC), MRF Ban Chang was launched in September 2023. As of August 2025, MRF Ban Chang engaged 523 members, created 3 full-time jobs, and processed approximately 25 tons of recyclable materials including paper, cardboard, glass, metals (aluminum and steel), and plastics. The operation has generated a total revenue of 180,000 Thai Baht, and contributed to both environmental impact and local economic development.



Established Food Waste Hub Thailand

In partnership with the National Research Council of Thailand (NRCT), Dow Thailand developed the Food Waste Hub Thailand website to provide research-based solutions for small and medium-sized enterprises (SMEs) and startups, helping them transform food waste into profitable products.

The website features research on food waste utilization, in terms of value creation and commercial use. As part of this initiative, Dow Thailand promoted the use of Okara Soy Flour in bakery businesses through a collaboration with the Father Ray Foundation in Pattaya. The program empowers youth with disabilities, autism, and Down syndrome by equipping them with practical skills in coffee shop and bakery operations, while reducing food waste from soy bean meal.



Piloted Organic Waste Management Facility Using Black Soldier Fly (BSF)

BSF pilot facility could process up to 3 tons of organic waste daily, converting food waste into animal feed while reducing greenhouse gas emissions. The site also serves as a learning center for BSF-based biowaste management in a controlled environment in Nong Khaem District Bangkok.



FLY Bangkok Summer Camp 2024

Dow Thailand, in collaboration with the Environmental Research Institute of Chulalongkorn University, organized the FLY Bangkok Summer Camp 2024—a three-day environmental leadership camp for middle school students. The program aimed to foster young environmental leaders through educational sessions, interaction with prominent environmentalists, and hands-on field visits.





S: Social

Cultivating a Thriving Team and Community

At Dow Thailand, we are committed to Inclusion, Diversity, and Equity, aligned with our global strategy. We create a safe, inclusive, and meaningful workplace where our people can thrive and make a difference. As a responsible corporate citizen, we actively support the well-being of the communities we serve—helping them grow and prosper. Our culture of care extends to our people, our communities, and our environment, because when they flourish, so does our impact.

Together We Thrive: Creating a Safer, Inclusive, and Healthy Workplace

At Dow Thailand, we believe everyone can make a difference by creating positive daily experiences. We foster a culture of care, collaboration, and contribution, guided by Ownership, Collaboration, Business growth, and Continuous learning mindset.

Creating a Safe, Reliable, and Productive Workplace

Safety is our core value. Through our “**Drive to Zero**” initiative, we aim for zero injuries, zero process incidents, and zero environmental harm. Our strong **Culture of Safety** drives operational excellence, protects our people and our communities, and powers sustainable performance.

Environment, Health and Safety (EH&S) Performance Highlights:

- Zero incident which could lead to serious injury or fatality for 14 consecutive years since 2011
- Zero Significant Process Safety and Containment Events (Level 1 & 2) for 10 consecutive years since 2016
- Zero Recordable Compliance Deviations

To further enhance workplace safety, Dow Thailand implements proactive noise management strategies such as adopting advanced technologies- Acoustic Cameras to identify noise sources; installing Acoustic Insulations, mufflers, and Acoustic Enclosures to reduce noise levels across operational areas; conducting annual hearing tests and training programs to safeguard employee hearing health; and enforcing strict protocols including warning signs, mandatory hearing protection, and limited exposure.

A “Great Place To Work®”

Dow Thailand fosters a diverse, inclusive culture where passionate individuals drive meaningful impact. We’re proud to be certified as a “Great Place to Work®” since 2022, with:

- 80% of employees affirming it’s a great workplace
- Over 90% satisfaction ratings on safety, diversity, inclusion, and pride



In 2025, Dow Thailand has been recognized as one of Thailand's Best Workplaces™ 2025 (Medium-Sized Companies category), reflecting its commitment to an inclusive and employee-focused workplace culture.

Promoting Health and Well-being

Dow Thailand prioritizes employee balance and safety through tailored programs that promote physical, mental, and financial well being including well-being & mental health support, inclusive & flexible benefits, learning & development opportunities, and recognition & appreciation initiatives. We’re committed to creating a workplace where our people feel supported, empowered, and valued.

Well-being & Mental Health Support:

- 24/7 Mental Health Service: On-demand access to licensed psychologists and psychiatrists via mobile app
- Health Talk & Wealth Webinar: supporting physical, mental, and financial wellness
- Happy Go Round: Creative workshops for stress relief and skill-building

Inclusive & Flexible Benefits:

- Flexible Benefits Program: Customizable coverage for employees and families, including LGBTQ+ couples
- Lifelong Partnership Benefits: Marriage equality leave and extended medical coverage for LGBTQ+ partners
- Caregiver Leave: 3 days of personal leave to care for loved ones

Learning & Development:

- Dow X SkillLane: Online learning opportunities for continuous growth
- Power Club & Power Clinic: Support network for Microsoft Power Platform users
- Coursera: Leading global online learning platform

Recognition & Appreciation:

- Online and mobile recognition platforms to enhance recognition culture and employee experience



Advancing Inclusion, Diversity and Equity

Dow Thailand embraces diverse perspectives and fosters creativity through active participation in Employee Resource Groups (ERGs). We view Inclusion as a Competitive Advantage, driving innovation and performance by valuing every voice. Our commitment to Building Inclusion ensures that everyone feels respected, empowered, and connected—creating a workplace where diversity thrives and people belong.

To continue making Dow Thailand a great place to work, we have developed the Thailand EX/ERG 2025 Action Plan through the **EX/ERG Champions Development Workshop**. In a special collaboration for 2025, all ERGs worked together to make the **BKK ERG Charity Event** a success—highlighting the funds raised for Operation Smile and the positive impact on children.



WIN (Women Inclusion Network)

hosted the **“WINs Charity Market”** to support women-owned small businesses in Rayong and raised donations for the Thailand Cancer Institute.



GAAN (Global African Affinity Network):

promoting cross-cultural understanding and cultural exchange of African cultures.



celebrated Pride Month in June by extending spouse benefits to LGBTQ+ partner and hosting a photo contest promoting gender equality.



(New employees with less than 8 years of service):

support young employees in advancing their careers and achieving professional growth.

ERG Sport Program

promoted IDE awareness through engaging activities such as RoV e-sports, afternoon aerobics, and chair ball.



Employees aged 50+

created agism awareness, age inclusive workplace, and retirement preparation



Asian Diversity Network

fostering understanding and appreciation of Asian cultures.



DEN (Disability Employee Network)

released the **DEN Eating Guide**, featuring cafés and restaurants in Bangkok owned by people with disabilities.



Together We Thrive: Global Citizenship Program for Communities



Aligned with Dow's global ambition to deliver a sustainable future through science and collaboration, our Global Citizenship strategy emphasizes three key pillars: Thriving Communities, STEM & Skilled Trades, and Sustainability.

Dow Thailand and our volunteers supported local communities in Rayong via a variety of projects such as upgrading community infrastructure and safety, supporting elderly care and stroke rehabilitation, promoting oral health education for students, expanding and improving market areas with proper waste segregation systems, educating youth—particularly on plastic waste management—cleaning mangrove forests and beaches, and providing relief supplies to disaster-affected communities.

In 2024 – 2025, Dow Thailand engaged 1,224 volunteers who contributed 6,068 volunteer hours, directly benefiting 195,460 individuals.

Thriving Communities:

Our commitment to Thriving Communities is rooted in understanding and responding to the unique needs of the communities where we operate. We strive to advance equitable opportunities, foster resilience, and celebrate cultural heritage by engaging as active community members. Through initiatives such as the Community Partnership Association (CPA), Neighbor Care Projects, disaster resiliency and response programs, and the celebration of Thai culture and local traditions, we aim to create lasting, positive impact and strengthen the social fabric of our communities.

Community Partnership Association (CPA): Dow Thailand is a founding and active member of CPA, the first collaboration of industrial firms in Thailand, committed to fostering environmentally responsible industries and building sustainable communities. In 2024-2025, CPA achieved several key milestones under Environmentally Friendly Industry initiative and Sustainable Community including:

- Rayong Industrial Estates maintained their Level 4 Eco-Industrial City status for the second consecutive year, earning the highest eco-industrial city scores nationwide.
- 100% of CPA member company facilities successfully renewed their Eco Factory Certifications.
- CPA Mobile Clinic continued to serve approximately 1,500 people annually.
- CPA's career and higher education guidance seminar reached 1,000 students and teachers across 24 schools in Rayong.
- 75 scholarships were awarded to students in public health, undergraduate, and vocational programs—bringing the total number of scholarships and fellowships granted since CPA's inception to over 1,000.
- 15 communities were recognized under the Low Emission Scheme as part of the Carbon Credit Program, reinforcing CPA's commitment to climate action and community empowerment.



Neighbor Care Projects: Marking the 11th year of promoting community well-being around our manufacturing sites, Dow Thailand engaged 407 volunteers who contributed 1,553 volunteer hours of service in 2024-2025, directly benefiting 33,608 individuals.

In Rayong, Dow Thailand and our volunteer supported local communities via a variety of projects such as Water Supply System Improvement, Playground Renovation, Science Classroom Improvement, 'Healthy Body-Happy Mind' for senior citizens and stroke patients, Oral Health Training, Village Health Volunteers Support for bedridden and underprivileged patients, Landscape Enhancement to improve safety, and Community Market Renovation.



At the national level, Dow Thailand contributed to flood relief via **Thai Red Cross** to aid flood victims in Northern and Southern Thailand during a widespread flood in 2024 – 2025. This included providing funding, essential items, and volunteer support for packing relief kits. We also supported a mobile water filtering unit to deliver clean drinking water to affected communities in Chiang Rai and trucks to transport urgently needed supplies to affected areas in Songkhla, Satun, Nakhon Si Thammarat, Pattani, and Narathiwat.

Moreover, Dow Thailand has supported **the Prostheses Foundation for HRH Princess Mother** for over 30 years through the provision of polyurethane products, a key raw material for prosthetic legs, as well as by enhancing safety standards in operational processes. This support includes training programs, production process improvements, and joint safety planning with the Foundation to help staff perform their work with greater confidence and safety.



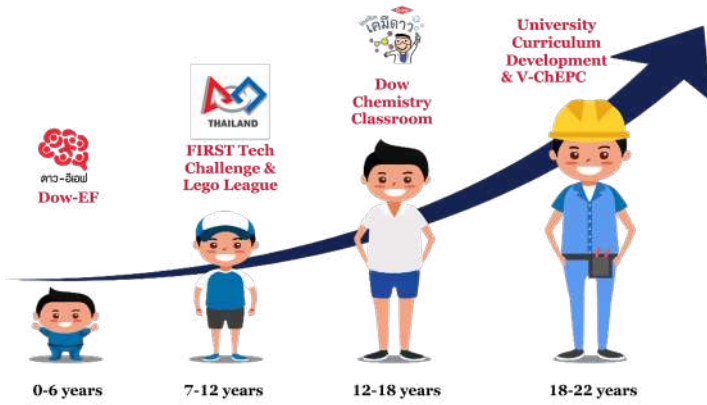
Celebrating Thai Culture and Local Traditions: As a member of the community, Dow Thailand proudly participates in traditional Thai festivals and ceremonies. These engagements not only strengthen our bonds with local communities but also honor the values and traditions that are deeply meaningful to our neighbors.

- **Boon Khao Lam Festival** - celebration harvest season in the 3rd month of the lunar calendar. Our employees joined the activities, and Dow supported it by donating ingredients for making *Khao Lam* (sticky rice in bamboo).
- **Songkran Festival** - Thai New Year and Elderly Day in April. Our employees participated in water-pouring ceremonies and elderly sport activities. As a gesture of appreciation, we donated 3,000 recycled-fabric bags in 2024 and 1,500 in 2025 to senior community members across 38 communities in the Map Ta Phut area.
- **Kathin Ceremony** - A Buddhist robe-offering tradition at the end of Lent. Dow Thailand supported 15 temples in Rayong, and co-hosted Kathin with SCGC raising over 1.36 million baht in 2024 and 1.19 million baht in 2025 for temple restoration.
- **Loy Krathong Festival** - on the full moon of the 12th lunar month to worship the Goddess of water. Our volunteers joined crafting eco-friendly *krathongs*, temple development activities, and supported star raffles.



STEM & Skilled Trades:

Aligned with Dow’s global direction, Dow’s Thailand’s STEM & Skilled Trades initiatives emphasis on fostering both scientific and soft skills essential for addressing today’s challenges and shaping a sustainable future. Our projects cover education from early childhood to early careers through flagships such as the Dow-EF Project, FIRST Robotics, Dow Chemistry Classroom, and partnerships to strengthen the future workforce.



Dow-EF Project: promotes the development of Executive Function (EF) skills located in the frontal brain, in early young children through structured learning methods and activities, in collaboration with the Rak Luke Learning Group. The initiative began in 2016 and expanded its collaborative network from 19 organizations to 41 organizations across Rayong by 2024.



Dow-EF Highlights:



Organized training for community leaders and disseminated knowledge to more than 200,000 early childhood learners, with more than 300 EF facilitators and teachers trained, and over 280 schools and child development centers in Bangkok and Rayong participating.



Launched the E-Learning Basic EF 101 by the Rak Luke Learning Group and an online course by the National Institute for Child and Family Development, Mahidol University providing foundational EF knowledge to parents, educators, and teachers to help nurture children into capable and morally grounded individuals. More than 17,400 teachers and parents participated in both programs.



Organized the DOW-EF Learning Fest under the theme "Turning Children into Stars with EF Skills", an interactive event that engaged both parents and children. The festival attracted over 2,300 participants.



FIRST® Lego® League & FIRST® Tech Challenge encourage STEM education for elementary to junior high school students by encouraging critical thinking, innovation, and problem solving through robotics and computer programming. In 2024, the competitions attracted 676 participants from 90 teams nationwide. Moreover, Dow contributed 1.1 million THB to support four Thai national youth teams—winners of the FIRST® Tech Challenge and FIRST® LEGO® League Thailand 2023—enabling them to compete at the 2024 FIRST® Championship in Houston, USA, alongside 152 teams from over 70 countries.

The competition in 2025 attracted a total of 785 participants from 106 teams.



Dow Chemistry Classroom has been implemented in collaboration with the Chemical Society of Thailand and the Basic Education Commission, Ministry of Education, and partners aiming to enhance chemistry education through Small-Scale Chemistry Laboratory techniques.

In 2025, more than 600 participants from 23 provinces nationwide submitted entries to the competition, totaling 171 teams. Over the past 12 years, more than 660,000 students from more than 2,100 schools nationwide have benefited from the initiative through hands-on experiments that are safety, cost-effective, and efficient.



Partnering to Build a Strong Manufacturing Workforce program was developed to cultivate a talented manufacturing workforce, Dow Thailand offers educational and career development opportunities through internships, scholarships, and strategic partnerships.

Dow Thailand has continuously supported educational scholarships since 1984, marking its 41st consecutive year of commitment. In 2024, the company awarded 28 scholarships to engineering and vocational diploma students. In 2025, it provided 36 scholarships to students in the fields of Chemical Engineering, Mechanical Engineering, Industrial Engineering, Disaster Management, and Occupational Health and Safety from leading universities and vocational institutes.

“To date, Dow has offered internship opportunities to more than 700 students, with more than 30 graduates being recruited as permanent employees.”

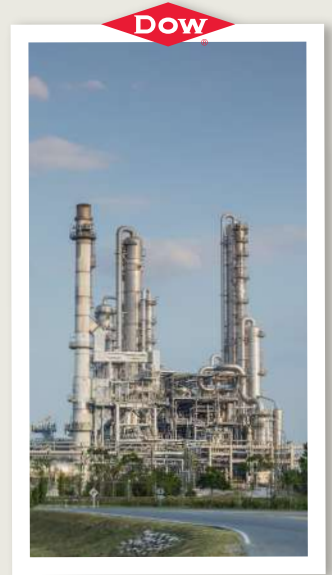
Additionally, we signed an MOU with King Mongkut’s University of Technology Thonburi to support cooperative education and field internships in 2024 and collaborated with the Faculty of Public Health at Burapha University to focus on developing human resources in industrial hygiene and occupational safety, with the objective of strengthening student readiness for the modern workforce and industrial sector in 2025.

Dow Thailand also sponsored the Prime Minister’s Science Award, presenting the Dow Innovation Award to Bangkok Christian College for their projects on carbon footprint reduction using black soldier fly larvae in 2024 and the Bio-Innovative Sponge to Reduce Cannibalism Behavior for Blue Swimming Crab Conservation and Sustainable Coastal Ecosystems in 2025.



Sustainability:

Dow Thailand's sustainability efforts under the Global Citizenship Program are designed to promote circularity, decarbonization, water stewardship, and healthy ecosystems. These initiatives align with our broader environmental strategy outlined in the "E: Environment" section (pages 7–13), which includes mitigating climate change through process optimization and new technologies; adapting to climate change via mangrove restoration and biodiversity conservation and water conservation projects; advancing circular economy and safer materials through our business operations; and building a plastic circularity ecosystem through public-private partnership.



#PullingOurWeight Campaign

As part of Dow's global effort to combat plastic waste, Dow Thailand has actively participated in the #PullingOurWeight campaign, in collaboration with the Industrial Estate Authority of Thailand (IEAT) and 25 partner organizations. A highlight of this campaign is the International Coastal Cleanup Day, held annually on the third Saturday of September. In 2025, over 3,000 volunteers joined the cleanup along a 21-kilometer stretch of coastline in Rayong, including Nam Rin and Phayun beaches, collecting 4,078 kilograms of waste. This marks the 23rd year Dow Thailand has led the coastal cleanup, demonstrating our long-standing commitment to protecting marine ecosystems and promoting environmental stewardship.





G: Good Governance

At Dow Thailand, our operations are guided by Dow's core values: Integrity, Respect for People, and Protecting Our Planet. These principles form the foundation of our corporate governance, fostering a culture of accountability, transparency, and sustainable business growth.

- We maintain a diverse and independent leadership team with broad expertise, enabling sound decision-making and long-term value creation. Notably, over 35% of our engineers and more than 47% of our managers are women, with nearly 32% female representation on the Dow Thailand Country Leadership Team—reflecting our commitment to inclusive leadership and gender equity.
- We strictly follow robust corporate governance practices that promote integrity, transparency, and ethical conduct. By empowering employees to take ownership of their actions and decisions, we foster a culture of accountability that drives continuous improvement and delivers long-term value to our stakeholders.

To reinforce ethical standards, all employees are required to complete ethics and compliance training designed to ensure alignment with Dow's values and responsible business conduct.

Please visit the following link for more details of our framework for integrity



Dow Code of Financial Ethics

<https://corporate.dow.com/en-us/about-dow/corporate-governance/living-our-values/financial.html>



Dow Position on Human Rights

<https://corporate.dow.com/en-us/about-dow/corporate-governance/living-our-values/human-rights.html>



Dow Position on Respect and Responsibility

<https://corporate.dow.com/en-us/about-dow/corporate-governance/living-our-values/respect-responsibility.html>



Dow Position on Anti-Bribery & Anti-Corruption

<https://corporate.dow.com/en-us/about-dow/corporate-governance/living-our-values/anti-bribery-anti-corruption.html>

Recognition for Excellence in Safety, Society, and Environment

In 2024 and 2025, Dow Thailand received several prestigious awards that reflect our unwavering commitment to safety, social responsibility, and environmental stewardship. These honors include:

- **Royal Honorary Plaque** for six consecutive years from the Prostheses Foundation under Her Royal Highness Princess Srinagarindra, recognizing our continued support for community health initiatives.
- **Environmental Governance and Safety Flag Award (White Flag–Green Star and White Flag–Gold Star)** for 2025 from the Industrial Estate Authority of Thailand (IEAT) for 21 consecutive years (2006–2026), highlighting our long-term dedication to safe and sustainable operations.
- **Green Industry Level 4: Green Culture Certification** from the Department of Industrial Works, Ministry of Industry, certified for all Dow Thailand's plants for promoting environmental awareness and practices within our operations.
- **AMCHAM Corporate Social Impact Awards** for 15 consecutive years, including the Platinum Level Award for excellence in corporate social responsibility for six consecutive years, from the American Chamber of Commerce in Thailand.
- **Climate Action Leading Organization (CALO) Award** received by Siam Polyethylene Co., Ltd., a Dow Thailand subsidiary, for the second consecutive year in 2024, recognizing leadership in climate action.
- Dow Thailand Group has received **the Low Emission Support Scheme (LESS)** recognition from the Thailand Greenhouse Gas Management Organization for the third consecutive year in 2024.
- Dow Thailand's factories have continuously received certification for **ISO9001** and **ISO14001** standards.
- **The Propylene Oxide (PO) and Propylene Glycol (PG) production facility** in Asia Industrial Estate has achieved the International Sustainability and Carbon Certification (ISCC) PLUS after capacity expansion.
- Dow Thailand Group received an award for **Outstanding Employer in Support of Employee Provident Fund**.
- Dow Thailand has been recognized as a **Great Place to Work for the 3rd year**.
- Eight key styrene monomer and polystyrene products were recertified for a second year, bringing Dow Thailand's total to 33 Carbon Footprint–labeled products and 26 Low Carbon labels, reinforcing its commitment to reducing lifecycle greenhouse gas emissions.

Key Partnerships

- | | |
|---|---|
| ➤ The Federation of Thai Industries (FTI) | ➤ Thailand Environment Institute Foundation (TEI) |
| ➤ Petroleum and Energy Institute of Thailand (PEIT) | ➤ The Plastics Institute of Thailand (PITH) |
| ➤ Thailand Institute of Packaging and Recycling Management for Sustainable Environment (TIPMSE) | ➤ The Alliance to End Plastic waste (AEPW) |
| ➤ The Thai Chamber of Commerce (TCC) | ➤ Thailand Mangrove Alliance (TMA) |
| ➤ Thailand Development Research Institute (TDRI) | ➤ Thailand Institute of Scientific and Technological Research (TISTR) |
| ➤ Public Private Partnership for Sustainable Plastic and Waste Management (PPP Plastics) | ➤ Chemistry Society of Thailand (CST) |
| ➤ The American Chamber of Commerce in Thailand (AMCHAM) | ➤ National Research Council of Thailand (NRCT) |
| ➤ Thailand Business Council for Sustainable Development (TBCSD) | ➤ National Science Museum Thailand (NSW) |
| | ➤ Program Management Unit for Competitiveness (PMUC) |



SCGC-DOW
GROUP



Dow Thailand Group

Head Office

111 True Digital Park West, Unicorn Building,
8th Floor, Sukhumvit Road, Bangchak,
Prakanong, Bangkok, 10260
Tel: 0 2491 7000

Manufacturing Sites

Map Ta Phut Industrial Estate

8, I-4 Road, Map Ta Phut Industrial Estate,
Muang District, Rayong 21150
Tel: 0 3867 3000
Fax: 0 3868 3991

Asia Industrial Estate

10 Moo 2, Asia Industrial Estate
P.O. Box 71, Banchang Sub-District,
Banchang District, Rayong 21130
Tel: 0 3892 5500
Fax: 0 3860 5903

www.dow.com/thailand

Dow Thailand

Dow Thailand Group