

WHAT'S GOING ON IN ...



CHANGES IN THE MANAGEMENT TEAM OF CE|DE|PA:

Board confirmed. Roland Rast assigned General Manager.

Welcome Giuseppe Vairo to the Management Team.

In October 2015, the Board of Directors of **ce|de|pa** reviewed the management structure for the company.

We are glad to inform you that **Javier Carnicer** and **Walter Pozzi** have been confirmed as members of the Board of Directors and that **Giuseppe Vairo** becomes a new member of **ce|de|pa** management team.

Last but not least, the role of General Manager has been assigned to **Roland Rast** for the next 2 years.





We all join in congratulating them for the new and confirmed roles and wish them great success in carrying out the new and renewed commitments.

On the next pages, you find more detailed information about the **ce|de|pa** management team representatives as well as the employees, including pictures.

BOARD OF DIRECTORS

Javier Carnicer	Walter Pozzi
 <p data-bbox="368 741 603 804">Dow Polyurethanes Technical Director</p> <p data-bbox="150 840 820 1061">Javier Carnicer was born in Zaragoza, Spain, in 1962. He holds a Master's Degree in Chemistry from the University of Zaragoza. Javier has been working for Dow since 1987 in several commercial and technical positions in polyurethane systems and polyethylene businesses around the globe. He had also been the President of IPUR and the National Rigid PU Association for several years. Javier is now the President of ANDIMAT, the Spanish Insulation Materials Association.</p>	 <p data-bbox="1018 741 1342 804">SAIP surl President and Shareholder</p> <p data-bbox="844 840 1517 1037">Walter Pozzi was born in Erba (Como), Italy, in 1966. He has a Degree in Economical Science at the State University of Milan. He worked for an Italian bank for a few years and afterwards he joined his family in the management of their own companies that today work together under the Pozzi Industries project. He's in charge as SAIP's President since 1996. He has promoted several projects in his area and since 2012 is the President of Small Industry division in Confindustria Como (Italy).</p>

MANAGEMENT COMMITTEE

Roland Rast	Michele Mambretti	Andreas Ottens	Giuseppe Vairo
 <p data-bbox="188 1547 432 1574">SAIP Technical Director</p> <p data-bbox="201 1626 419 1686">ce de pa General Manager</p> <p data-bbox="150 1702 472 1995">Joined SAIP in 2007 after 12 year experience as technical and production manager in companies in the sandwich panel manufacturing industry. He holds a university degree in Mechanical Engineering. In SAIP, he has the role of technical director including production, engineering and project management. He's German native speaker but he speaks also English and Italian.</p>	 <p data-bbox="531 1547 788 1574">SAIP Executive Manager</p> <p data-bbox="523 1626 796 1686">ce de pa Management Committee Member</p> <p data-bbox="496 1702 810 2018">Joined SAIP in 2000 with extended responsibilities including supporting the President in the development and implementation of the Company's new organizational model. He has gained managerial experience working for Italian relevant companies. Michele, earned a Techno-Commercial Degree and studied Political Sciences at the University of Milan, Italy.</p>	 <p data-bbox="863 1547 1150 1608">Dow Polyurethanes Business Development Manager</p> <p data-bbox="871 1626 1142 1686">ce de pa Management Committee Member</p> <p data-bbox="844 1702 1158 1995">Holds a degree in Chemical Engineering. With Dow since 1986. He is involved in technical service and business development for the rigid PU foam application with customer responsibilities throughout Europe. Over the past seven years he was mainly driving business development of Dow's energy efficient insulation portfolio.</p>	 <p data-bbox="1257 1547 1453 1608">Dow Polyurethanes Technology Leader</p> <p data-bbox="1217 1626 1493 1686">ce de pa Management Committee Member</p> <p data-bbox="1190 1702 1517 2018">Holds role of Application Development and Technical Service Leader for Polyurethane Rigid Foams at Dow and is located in Correggio, Italy. Joined Dow in 2001. Before his current position Giuseppe worked as R&D specialist for footwear and rigid foam polyurethane technologies. Holds a Master of Science in Industrial Chemistry and a Master of Business Administration.</p>

Direct Employees

Maurizio Tommarelli, Manager of the site

Jose Saez Mancho, assigned to the line and Laboratory Technician

Florin Coloji, assigned to the line

Jose Maria Cornago Serrano, assigned to the line



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About SAIP Equipment – SAIP designs and manufactures systems and machines for polyurethane processing. Since 1978, date of its establishment, SAIP is committed to developing innovative and quality solutions for the success and sustainable growth of its customers. SAIP technologies are used in several sectors, such as building and construction, cold chain, oil & gas, automotive, furnishing, etc. According to different applications SAIP has developed a wide range of products: continuous and discontinuous production lines for sandwich panels; complete foaming lines for cold chain sector; continuous pouring and discontinuous spray solutions for pipelines; customized and turnkey solutions for any technical application of polyurethane, epoxy and silicone resins; elastomers casting systems and state-of-the-art, high and low pressure foam dispensing machines, complete the range. SAIP provides its customers the highest level of project-team specialization together with focused technical assistance, in a long term profitable relationship.

More information at: www.saipequipment.it

About Dow – Dow (NYSE: DOW) combines the power of science and technology to passionately innovate what is essential to human progress. The Company is driving innovations that extract value from the intersection of chemical, physical and biological sciences to help address many of the world's most challenging problems such as the need for clean water, clean energy generation and conservation, and increasing agricultural productivity. Dow's integrated, market-driven, industry-leading portfolio of specialty chemical, advanced materials, agro sciences and plastics businesses delivers a broad range of technology-based products and solutions to customers in approximately 180 countries and in high-growth sectors such as packaging, electronics, water, coatings and agriculture. In 2014, Dow had annual sales of more than \$58 billion and employed approximately 53,000 people worldwide. The Company's more than 6,000 product families are manufactured at 201 sites in 35 countries across the globe. References to "Dow" or the "Company" mean The Dow Chemical Company and its consolidated subsidiaries unless otherwise expressly noted.

More information at: www.dow.com