



DOW

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Spokespersons Bios

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Seek Together™



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Stephanie Kalil

**COMMERCIAL VICE PRESIDENT EMEA
P&SP**



Stephanie Kalil is the commercial vice president for Packaging & Specialty Plastics (P&SP) in Europe, Middle East and Africa (EMEA) at Dow Inc. She is responsible for developing and driving business strategy, particularly Dow's circularity and decarbonization efforts, as well as the overall profit and loss of P&SP in the region. Stephanie is also responsible for delivering value-creating initiatives to help better serve customers and the industry at large. Prior to this role Stephanie was the Senior Global Business director for the Polyethylene business.

Stephanie has extensive experience in global business and team leadership, strategy development, operational excellence and customer engagement across multiple markets and chemistries. Her career has spanned a variety of commercial and executive leadership roles. She has led numerous cross-functional and business teams through times of change including mergers and business integration, and has a passion for bringing out the best performance in people with an inclusive team culture while maximizing business results.

Stephanie holds a Bachelor of Business Administration in Marketing with a specialization in International Business from Michigan State University (MSU). She also completed the Advanced Management Program at Harvard Business School. She is a member of the board of EQUATE, Mura Technologies, and Plastics Europe. Within Dow she is a passionate advocate for the Middle East and North Africa (MENA) and the Women's Innovation (WIN) employee resource groups, championing initiatives to enhance professional development and improve cross-cultural understanding and greater representation for women in technical and leadership roles. She lives in Zurich, Switzerland with her husband.

Abby Turner

**GROWTH AND SUSTAINABILITY
MARKETING DIRECTOR
P&SP**

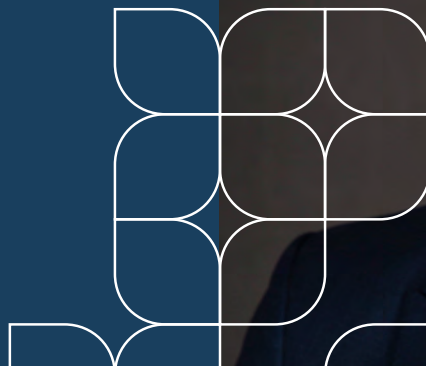


Abby Turner is Growth and Sustainability Marketing Director at Dow P&SP EMEA. She is responsible for leading the strategic marketing initiatives to drive growth, foster innovation, and promote sustainability within the organization. Abby started her career at Dow in Customer Service, moving through various roles and businesses before becoming a regional team leader based in London. From there she extended her operational and people leadership to multiple regions including Northern Europe, Middle East and Africa, Eastern Europe and Russia. She held the role of P&SP Commercial Excellence Leader as well as Marketing Manager for the Health, Hygiene and Artificial Turf business. In 2021 Abby was named Global Marketing Director for H&H, diversifying the market mix and leading the team to grow in a higher-value segment of medical.

Abby graduated from HCIMA in Advanced Hotel Management in London and has a General Management diploma from INSEAD and Marketing Strategy certification from IMD.

David Lopez

**TS&D DIRECTOR EMEA
P&SP**

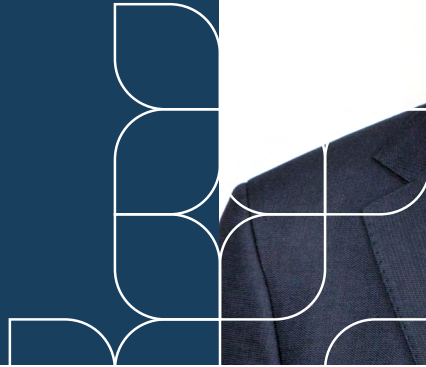


David Lopez is EMEA TS&D Director for P&SP EMEA. In this role he leads the T&SD EMEA team, focusing on people, innovation portfolio management and developing robust multigenerational technology plans across markets. David joined Dow in 2011 as a TS&D Engineer in EMEA P&SP TS&D organization in Tarragona, Spain. He later became EMEA Pack Studios Lab Manager and in 2018, he assumed responsibility for the ICT Durables, Pipes, W&C, and Acrylic Adhesives TS&D teams. In 2020, he became the leader of the Customer and Technology Campus Team, where he spearheaded a transformation focusing on talent onboarding, customer experience, best-in-class Asset Focal Points, and digitalization. In 2022, David relocated to North America as Associate TS&D Director for ICT and W&C markets, where he built a high-performing team of market experts, strengthened market participation, advanced sustainability initiatives, and delivered a profitable expansion of the innovation pipeline. In 2024 he returned to Europe and was named Packaging Associate TS&D Director.

David holds a master's degree in Chemical Engineering from Universitat Rovira i Virgili (Tarragona, Spain). He is a member of the AIChE Management Division and the Society of Plastics Engineers (SPE), where he is leading a new chapter in South Europe.

Peter Sandkuehler

**SUSTAINABILITY DIRECTOR EMEA
P&SP**



Dr. Peter Sandkuehler is the Sustainability Director leading the sustainability strategy for the Packaging & Specialty Plastics business unit of Dow in Europe, the Middle East, and Africa. He implements Dow's strategy and goals to develop and introduce sustainable products and business models for the market in the areas of climate protection and circular economy. He collaborates cross-functionally and with external organizations to increase the use of mechanical and chemical recyclates in the industry, reduce Dow's CO2 emissions, and thus provide product solutions with a lower CO2 footprint. He represents Dow in various industry associations such as Plastics Europe.

Prior to his current position, Peter was a Fellow in research, development, and application technology responsible for the development of sustainable and recyclable products for flexible packaging. He was in Spain for six years with Dow in Tarragona, working on various development projects. Peter has been active in the industry for 18 years, previously completed his doctorate at ETH Zurich in Switzerland, and earned his master's degree with stays at SUNY in Buffalo, NY in Chemical Engineering at TU Clausthal.

Carolina Gregorio

**REGIONAL BUSINESS SUSTAINABILITY
DIRECTOR EMEA
P&SP**



Carolina Gregorio is EMEA Regional Business Sustainability Director for Dow Packaging and Specialty Plastics business. She leads Dow's sustainability external engagement on plastics issues, both climate and circularity policies, including extended value chain engagement activities. She has been a member of the European board since 2023 and is the main Dow representative in key trade business associations in Europe including Plastics Europe, Ceflex, RCI, AEPW.

Carolina joined Dow in 2007 and has held several commercial and marketing roles in the Packaging & Specialty Plastics business, including global project leader for Dow's packaging innovation platform targeting value creation across markets and applications and worked to develop the marketing strategy for Dow's bio-based offering and its implementation globally.

Carolina holds a degree in Chemical Engineering from Santiago de Compostela University in Spain and an Executive MBA from EAE Business School. She has also completed the LEAP program by WBCSD focused on female leadership in sustainability, in partnership with Yale University and ESADE Business School.

Giorgia Minelli

**GROUP MARKETING DIRECTOR EMEA
P&SP**



Giorgia Minelli is Group Marketing Director for Dow P&SP EMEA. In this role she leads marketing teams for the Packaging, Infrastructure, Consumer & Transportation segments for EMEA, focusing on increasing speed to market of Dow innovations and the continued growth of those solutions. After working for several years in the automotive industry, Giorgia joined Dow in 2007 through the Commercial Development Program. In 2008 she was named account manager for Dow Plastics in Italy. In 2011, she relocated to Switzerland and held various marketing and product management roles for P&SP. In 2018, she was appointed North America Product Director Gas Phase Polyethylene and relocated to the United States. In 2021, she moved back to Europe as P&SP Senior Sales Director for South Europe.

Giorgia holds a Master's degree in Chemical Engineering from the Politecnico of Milan, Italy.

Marc van den Biggelaar

**ADVANCED RECYCLING & BIO DIRECTOR
EMEA
CIRCULAR & RENEWABLE SOLUTIONS
DIRECTOR EMEA
P&SP**



Marc van den Biggelaar holds dual roles as OA&A advanced recycling and bio director for EMEA and EMEA circular and renewable solutions product director for P&SP. In these roles, Marc is responsible for Dow's engagement with primary post-consumer recycling (PCR) suppliers in EMEA, responsible for the profit and loss, portfolio management, and growth of the PCR resin product mix. He leads Dow's strategic efforts in advanced and mechanical recycling, as well as bio-based materials in EMEA. He also oversees APAC advanced recycling and bio-based solutions.

Marc joined Dow in 1995 in the Automotive business and held several roles as a distribution manager, sales director, product market manager and global marketing director, initially based in Switzerland and later in Germany. In 2011 Marc moved to Dow's P&SP business as marketing director for food and specialty packaging. He worked as a product director for LDPE for Europe, Middle East and Africa before moving into the role of sales director for the Central and Eastern European region.

Marc is on the advisory board of BKV GmbH Frankfurt, and a supervisory board member of Dow Olefinverbund in Schkopau. He has a bachelor's degree in automotive engineering from the University of Applied Sciences in Arnhem and a master's degree in business from the University of Twente.

Tom Henkens

**STRATEGY AND BUSINESS INTELLIGENCE
DIRECTOR EMEA
P&SP**



Tom Henkens is Strategy and Business Intelligence Director for P&SP EMEA. In this role he leads strategy development and implementation for P&SP EMEA, driving the planning and execution of key strategic initiatives, and enabling progress towards regional business goals. He is also responsible for monitoring the external landscape to develop competitive intelligence for scenario planning to drive decisions in the region that enable maximum profitability and participation.

Tom joined Dow in 2013 and served as Solution PE Supply Chain Planner for DCG, based in Terneuzen, The Netherlands. In 2016, Tom became a Customer Manager for P&SP in Antwerp, Belgium, with responsibility for UK distribution and packaging and pipe accounts across Northwest Europe, and in 2019 assumed the role as EMEA Market Value Manager for Elastomers and Specialty Resins. In 2022, he became EMEA Product Director for Specialty Resins.

Tom holds a bachelor's degree in industrial engineering and a master's degree in operations management & logistics, both from Eindhoven University of Technology (The Netherlands).

Fabrice Dignonnet

**MARKETING DIRECTOR FOR
TRANSPORTATION EMEA
P&SP**



Fabrice Dignonnet is EMEA Marketing Director for Transportation for P&SP EMEA, working also with the Dow Mobility Science™ platform. In this role he is responsible for leading the Mobility segment strategy development and execution, chairing the EMEA Interior/Exterior and Sealing & Under the Hood Market Management Teams in order to identify new segments for growth, building an innovation pipeline and executing channel to market. Additionally, he is working to develop new vehicle seating experience with selected Tiers and OEMs with Dow's Infinair™ and Evoair™ polyolefin materials families. With the latest EU ELV mandate, he is also working to increase the circularity potential of materials through Dow's differentiated polymers Engage™, Nordel™ and formulated copolymers products platforms.

Previously, from 2021 to 2024, he was our Mechanical Recycling Business Leader for Packaging & Specialty Plastics in EMEA region and grew the PCR market franchise launching new 100% PCR product under the Revoloop™ brand.

Fabrice joined Dow in 1995 in France, holding various regional and global commercial, marketing and new business development roles for Dow P&SP. He also represents Dow as an external advocate with strategic industry associations in Europe.

Fabrice holds a Master of sciences and technologies in polymer production and conversion processes from both the UPMC Paris VI and Jean Monnet University in France.



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