

Executive Biography
*Mike Conway***Mike Conway**

Vice President, Chief Human Resource Officer

Primary Responsibilities

- Executive leadership for Human Resources.
- Ensure that Human Resources' processes and practices are clearly aligned with our business strategies to meet the needs of Dow Corning as the company continues on a path of sustainable growth.

Experience and Expertise

Mike Conway joined Dow Corning in April 2011. He has extensive experience in human resources leadership roles – primarily in the oil and gas industry, where he worked initially at BP and, more recently, at Shell. He was the HR head for a number of major business divisions and has lived and worked in Europe, Asia and North America.

He also has operated in specialist and project HR roles, including working on mergers and acquisitions and leading significant organizational change.

Prior to joining Dow Corning, Mike served as group human resource director for Standard Life, a leading international provider of long-term savings and investment services based in Edinburgh, Scotland. While at Standard Life, he raised the profile and impact of the HR function and put in place a comprehensive people strategy focused around talent strategy, resourcing and succession planning.

Education

- Scottish Diploma in Business Administration: Scottish College of Textiles (now Heriot-Watt University).
- Has attended business school programs at Cornell University, INSEAD (Institut européen d'administration des affaires) and the University of Michigan Business Schools.
- Fellow of the Chartered Institute of Personnel and Development.

**About Dow Corning**

Dow Corning (dowcorning.com) provides performance-enhancing solutions to serve the diverse needs of more than 25,000 customers worldwide. A global leader in silicones, silicon-based technology and innovation, Dow Corning offers more than 7,000 products and services via the company's *Dow Corning*® and XIAMETER® brands. Dow Corning is equally owned by The Dow Chemical Company and Corning, Incorporated. More than half of Dow Corning's annual sales are outside the United States. Dow Corning's global operations adhere to the American Chemistry Council's Responsible Care® initiative, a stringent set of standards designed to advance the safe and secure management of chemical products and processes.