

Analyst Data Summary

Environmental				
GHG Emissions	Unit	2022	2021	2020
Scope 1 GHG Emissions	millions of metric tons CO ₂ e	27.29	28.39 ¹	28.79 ¹
Scope 1 GHG Emissions – Excluding Emissions Associated with the Production of Power and Steam Not Consumed by the Company	millions of metric tons CO ₂ e	21.84	22.55 ¹	23.05 ¹
Scope 2 GHG Emissions – Market Based	millions of metric tons CO ₂ e	4.19	5.80 ²	6.22 ²
Scope 2 GHG Emissions – Location Based	millions of metric tons CO ₂ e	3.45	3.94	3.95
Scope 1 + Scope 2 GHG Emissions Total	millions of metric tons CO ₂ e	31.48	34.19^{1,2}	35.01^{1,2}
Scope 1 + Scope 2 GHG Emissions – Excluding Emissions Associated with the Production of Power and Steam Not Consumed by the Company	millions of metric tons CO ₂ e	26.03	28.35	29.27
Scope 1 + Scope 2 GHG Intensity (Emissions/Revenue)	millions of metric tons CO ₂ e	0.00046	0.00062	0.00090
Scope 1 + Scope 2 GHG Intensity (Emissions/Production – Excluding Emissions Associated with the Production of Power and Steam Not Consumed by the Company)	metric tons CO ₂ e/metric tons of production	0.53	0.54	0.55
Scope 3 GHG Emissions Total³	millions of metric tons CO ₂ e	80.55	82.08	85.90
Category 1: Purchased Goods & Services	millions of metric tons CO ₂ e	40.65	41.65	45.17
Category 2: Capital Goods	millions of metric tons CO ₂ e	0.29	0.23	0.24
Category 3: Fuel- & Energy-Related Activities	millions of metric tons CO ₂ e	4.42	5.22	4.75
Category 4: Upstream Transportation & Distribution	millions of metric tons CO ₂ e	2.63	2.68	2.59
Category 5: Waste Generated in Operations	millions of metric tons CO ₂ e	0.41	0.38	0.41
Category 6: Business Travel	millions of metric tons CO ₂ e	0.02	0.0045	0.0071
Category 7: Employee Commuting	millions of metric tons CO ₂ e	0.06	0.051	0.046
Category 8: Upstream Leased Assets	millions of metric tons CO ₂ e	0.008	0.014	0.017
Category 9: Downstream Transportation & Distribution ⁴	millions of metric tons CO ₂ e			
Category 10: Processing of Sold Products ⁴	millions of metric tons CO ₂ e			
Category 11: Use of Sold Products	millions of metric tons CO ₂ e	10.43	10.00	9.52
Category 12: End-of-Life Treatment of Sold Products	millions of metric tons CO ₂ e	17.46	18.15	19.12
Category 13: Downstream Leased Assets ⁵	millions of metric tons CO ₂ e	0	0	0
Category 14: Franchises ⁵	millions of metric tons CO ₂ e	0	0	0
Category 15: Investments	millions of metric tons CO ₂ e	4.17	3.70	4.03

1 Updates to the 2020 and 2021 Scope 1 GHG emissions were completed to account for corrections in calculation methodologies and identified data errors.

2 Historical revisions have been made to reflect the GHG Protocol's hierarchy of using utility/supplier or residual mix factors when available.

3 Historical numbers restated based on significant advancements in Dow's Scope 3 accounting techniques and data management. See [305-3 Other indirect \(Scope 3\) GHG emissions](#) for more information.

4 Dow is currently developing a methodology to report this category in the future.

5 Dow does not currently have any downstream leased assets or franchises therefore these categories are not relevant for Scope 3 accounting.

Environmental				
Other Emissions	Unit	2022	2021	2020
Ozone-Depleting Substances	metric tons as CFC-11e	0.86	1.63 ¹	2.99 ¹
NOx	metric tons	18,719	18,068	18,133
SOx	metric tons	1,975	2,048	2,242
VOC	metric tons	8,640	8,251 ²	7,585 ²
Chemicals to Air and Water	metric tons	14,422	15,256	13,910
Priority Compounds to Air and Water	metric tons	197	227 ¹	204 ¹
Energy				
Energy Intensity (Scope 1 and 2)	GJ/metric ton of production	11.43	10.85	11.86
Total Energy Consumption – Total	million gigajoules (GJ)	564.49	574.77	630.24
Purchased Fuels ³	million GJ	312.59	317.07	394.42
Offgas from Feedstock ⁴	million GJ	257.32	262.67	241.35
Purchased Electricity	million GJ	36.74	38.51	37.49
Purchased Steam ⁵	million GJ	4.52	5.14	5.23
Power and Steam Sold ⁵	million GJ	-46.68	-48.62	-48.25
Purchased Electricity from Renewable Sources – Total	megawatts (MW)	1,036	901	844
Wind	MW	603	535	375
Hydro	MW	144	168	147
Biomass	MW	42	2	0
Landfill Gas	MW	3	3	3
Solar	MW	244	193	319

1 For comparability, historical values updated to reflect identified data corrections which are immaterial to the INtersections report as a whole.

2 For comparability, historical values updated to account for identified VOC emissions not previously reported, which are immaterial to the INtersections report as a whole.

3 Purchased fuels data excludes purchased fuels resold or used internally as feedstock.

4 Off-gas from feedstock data includes non-cracker sources.

5 To calculate steam energy, Dow utilizes the work potential method.

Environmental				
	Unit	2022	2021	2020
Purchased Renewable Power – Consumption – Total	million gigajoules (GJ)	15.42	10.67	9.46
Wind	million GJ	6.03	4.48	4.40
Hydro	million GJ	6.06	5.05	4.69
Biomass	million GJ	0.71	0.07	0.00
Landfill Gas	million GJ	0.04	0.05	0.05
Solar	million GJ	2.11	1.02	0.32
Purchased Steam Includes Renewable Sources – Consumption – Biomass Total	million GJ	0.47	0.52	0.51
Waste				
Waste Total	millions of metric tons	1.11	1.26¹	1.23¹
Hazardous Waste	millions of metric tons	0.58	0.61 ¹	0.64 ¹
Waste Intensity	lb. of waste/lb. of production	0.023	0.024 ¹	0.023 ¹

¹ Waste calculation for 2020 and 2021 was revised to remove the impact of materials from Dow internal waste treatment facilities sent to final disposal as it was previously double counted. For comparability, historical values updated to reflect identified data corrections which are immaterial to the INtersections report as a whole.

Environmental
Water

	Unit	2022	2021	2020
Water Withdrawal – All Sites Total	Megaliters	2,876,422	2,960,249¹	3,092,078¹
Surface Water	Megaliters	1,630,494	1,699,905	1,831,697
Groundwater	Megaliters	33,759	34,440	35,672
Seawater	Megaliters	1,041,610	1,092,075	1,101,371
Produced Water	Megaliters	143	174	174
Third-Party Water	Megaliters	170,416	133,655	123,164
Freshwater Withdrawals – All Sites Total	Megaliters	1,801,282	1,834,178	1,962,804
Other Water Withdrawals – All Sites Total	Megaliters	1,075,140	1,126,071 ¹	1,129,275 ¹
Water Withdrawal – Key Water-Stressed Sites – Total	Megaliters	1,270,838	1,269,294¹	1,338,517¹
Surface Water	Megaliters	135,402	119,968	187,160
Groundwater	Megaliters	336	614	358
Seawater	Megaliters	1,035,824	1,086,112	1,095,556
Produced Water	Megaliters	0	0	0
Third-Party Water – Key Water-Stressed Sites – Total	Megaliters	99,276	62,600¹	55,433¹
Third-Party – Groundwater	Megaliters	0	0	0
Third-Party – Surface Water	Megaliters	65,889	28,778	27,713
Third-Party – Produced Water Fresh Water	Megaliters	0	0	0
Third-Party – Seawater Fresh Water	Megaliters	0	0	0
Third-Party – Seawater Non-Fresh Water	Megaliters	25,070	25,359	23,098
Third-Party – Recycled Water	Megaliters	8,317	8,463	4,632
Freshwater Withdrawals – Key Water-Stressed Sites – Total	Megaliters	201,627	149,360	215,231
Other Water Withdrawals – Key Water-Stressed Sites – Total	Megaliters	1,069,211	1,119,934 ¹	1,123,286 ¹
Freshwater Intake Intensity, Key Water-Stressed Sites	lb. of water per lb. of production	6.10	3.70 ²	6.20 ²
Water Consumption – All Areas	Megaliters	116,978	118,410 ³	123,683 ³
Water Consumption – Key Water-Stressed Sites	Megaliters	50,834	50,772 ³	53,541 ³

¹ Prior year values updated to include recycled water sourced from a third-party.

² For comparability, historical values updated to reflect identified data corrections which are immaterial to the INtersections report as a whole.

³ Calculation base representing Dow's water product and process consumption improved as a result of a 2022 study of Dow critical water sites.

Environmental				
	Unit	2022	2021	2020
Total Water Discharge – All Sites	Megaliters	2,993,220		
Surface Water	Megaliters	1,405,690		
Groundwater	Megaliters	0		
Seawater	Megaliters	1,444,600		
Produced Water	Megaliters	0		
Third-Party Water	Megaliters	142,930		
Total Water Discharge – Key Water-Stressed Sites	Megaliters	1,322,250		
Surface Water	Megaliters	3,900		
Groundwater	Megaliters	0		
Seawater	Megaliters	1,257,457		
Produced Water	Megaliters	0		
Third-Party Water	Megaliters	60,893		

Social

Employee General

	Unit	2022	2021	2020
Employees	Number	37,821	35,694	35,758
Overall Employee Satisfaction	Percent Favorable	73%	71%	74%
Employee Resource Group Participation	Percent	57.3%	52.4%	48.9%
People Leader Participation in Employee Resource Groups	Percent	98.3%	97.0%	98.0%
Employee Resource Groups	Number	10	10	10
Average Training Hours per Employee	# of Hours	56.93	40.70	62.00
Employees Eligible to Receive Performance Reviews	Percent	97.0%	96.3%	95.3%
Active Employees Who Received a Documented Annual Performance Review	Percent	95.6%	96.3%	

Board Diversity

% Female	Percent	33.3%	33.3%	27.0%
% U.S. Ethnic Minority	Percent	33.3%	33.3%	27.0%

Employee Diversity

% Female	Percent	29.5%	28.9%	28.1%
New Employee Hires, % Female	Percent	33.2%	34.6%	34.2%
% U.S. Ethnic Minority	Percent	27.5%	26.0%	25.1%
New Employee Hires, % U.S. Ethnic Minority	Percent	39.0%	31.3%	42.4%
Global Female Pay to Male Base Pay	Ratio	0.98:1.00	0.97:100	0.98:100
U.S. Minority Pay to Non-Minority Base Pay	Ratio	0.97:1.00	0.97:100	0.98:100

Compensation

Annual Total Compensation (CEO pay/median employee compensation)	Ratio	220	260	141
CEO Direct Compensation Change, Year over Year	Percent	5.2%	5.9%	13.6%

Community

Total Charitable Cash and In-Kind Donations	\$ (in MM)	37.30	32.40	34.00
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Social				
Health & Safety	Unit	2022	2021	2020
Global Dow Health Clinics	Number	58	58	58
Large Manufacturing Sites Participating in External Safety Audits (total of 9 sites)	Number	7	7	
Fatalities – Employee	Number	0	0	0
Fatalities – Contractor	Number	0	0	0
Fatalities - Employees and Contractors – Total	Number	0	0	0
High-Consequences Work-Related Injuries Incident Count (excl. Fatalities) – Employee	Number	0	1	0
High-Consequences Work-Related Injuries Incident Count (excl. Fatalities) – Contractor	Number	0	0	1
High-Consequences Work-Related Injuries Incident Count (excl. Fatalities) – Employee and Contractor – Total	Number	0	1	1
High-Consequences Work-Related Injuries Incident Rate (excl. Fatalities) – Employee	Rate	0	0.0026	0
High-Consequences Work-Related Injuries Incident Rate (excl. Fatalities) – Contractor	Rate	0	0	0.0033
High-Consequences Work-Related Injuries Incident Rate (excl. Fatalities) – Employee and Contractor – Total	Rate	0	0.001	0.001
Recordable Work-Related Injuries Incident Count – Employee	Number	70	49	45
Recordable Work-Related Injuries Incident Count – Contractor	Number	54	50	41
Recordable Work-Related Injuries Incident Count – Combined Employees and Contractors – Total	Number	124	99	86
Recordable Work-Related Injuries Incident Rate – Employee	Rate	0.18	0.13 ¹	0.11
Recordable Work-Related Injuries Incident Rate – Contractor	Rate	0.16	0.16	0.14
Recordable Work-Related Injuries Incident Rate – Combined Employees and Contractors – Total	Rate	0.17	0.14	0.12
Total Recordables (Illness) – Employees	Number	17	7	1
Total Recordables (Illness) – Contractors	Number	0	0	1
Total Recordables (Illness) – Employees and Contractors – Total	Number	17	7	2
PSCE (Tier 1)	Number	11	5	7
PSCE (Tier 1) per million hrs worked	Rate	0.096	0.045	0.063

¹ Recordable work-related injury employee incident rate re-calculated due to an identified data correction (which are immaterial to the Intersections report as a whole).



Dow Inc.

Midland, MI 48674 U.S.A.

FESGRPT@dow.com

corporate.dow.com