

# Analyst Data Summary

Environmental				
GHG Emissions	Unit of Measurement (UOM)	2024	2023	2022
Scope 1 GHG Emissions <sup>1</sup>	Millions Metric Tons CO <sub>2</sub> e	26.63	26.77	27.29
Scope 1 GHG Emissions – Excluding Emissions Associated With the Production of Power and Steam Not Consumed by the Company	Millions Metric Tons CO <sub>2</sub> e	21.93	21.73	21.84
Scope 2 GHG Emissions – Market Based	Millions Metric Tons CO <sub>2</sub> e	3.11	3.20	4.19
Scope 2 GHG Emissions – Location Based <sup>1</sup>	Millions Metric Tons CO <sub>2</sub> e	3.44	3.36	3.45
<b>Scope 1 + Scope 2 GHG Emissions</b>	<b>Millions Metric Tons CO<sub>2</sub>e</b>	<b>29.74</b>	<b>29.97</b>	<b>31.48</b>
Scope 1 + Scope 2 GHG Emissions – Excluding Emissions Associated With the Production of Power and Steam Not Consumed by the Company	Millions Metric Tons CO <sub>2</sub> e	25.04	24.93	26.03
Scope 1 + Scope 2 GHG Intensity (Emissions/Revenue)	Metric Tons CO <sub>2</sub> e per USD	0.00069	0.00067	0.00055
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 <sub>2</sub> e/Metric Tons of Production	0.51	0.52	0.53
<b>Scope 3 GHG Emissions Total<sup>2</sup></b>	<b>Millions Metric Tons CO<sub>2</sub>e</b>	<b>77.23</b>	<b>73.60</b>	<b>77.03</b>
Category 1: Purchased Goods & Services	Millions Metric Tons CO <sub>2</sub> e	40.04	35.65	37.42
Category 2: Capital Goods	Millions Metric Tons CO <sub>2</sub> e	0.20	0.14	0.12
Category 3: Fuel and Energy Related Activities	Millions Metric Tons CO <sub>2</sub> e	4.22	4.49	4.42
Category 4: Upstream Transportation and Distribution	Millions Metric Tons CO <sub>2</sub> e	2.64	2.80	3.37
Category 5: Waste Generated in Operations	Millions Metric Tons CO <sub>2</sub> e	0.26	0.23	0.28
Category 6: Business Travel	Millions Metric Tons CO <sub>2</sub> e	0.04	0.03	0.02
Category 7: Employee Commuting	Millions Metric Tons CO <sub>2</sub> e	0.06	0.06	0.06
Category 8: Upstream Leased Assets	Millions Metric Tons CO <sub>2</sub> e	0.000	0.000	0.000
Category 9: Downstream Transportation & Distribution	Millions Metric Tons CO <sub>2</sub> e			
Category 10: Processing of Sold Products	Millions Metric Tons CO <sub>2</sub> e			
Category 11: Use of Sold Products	Millions Metric Tons CO <sub>2</sub> e	4.72	5.18	5.54
Category 12: End-of-Life Treatment of Sold Products	Millions Metric Tons CO <sub>2</sub> e	20.83	21.02	21.63
Category 13: Downstream Leased Assets	Millions Metric Tons CO <sub>2</sub> e	0	0	0
Category 14: Franchises	Millions Metric Tons CO <sub>2</sub> e	0	0	0
Category 15: Investments	Millions Metric Tons CO <sub>2</sub> e	4.22	4.00	4.17

<sup>1</sup> For comparability, historical values for 2023 updated to reflect identified data error corrections that are immaterial to the Intersections Report as a whole.

<sup>2</sup> Historical numbers restated based on significant advancements in Dow's Scope 3 calculation methodology and data management. See the [GHG Protocol](#) section of this report for more detailed information.



Other Emissions	UOM	2024	2023	2022
Ozone-Depleting Substances	Metric Tons as CFC-11e	0.56	0.69	0.86
NOx	Metric Tons	17,648	18,284	18,719
SOx	Metric Tons	1,863	1,729	1,975
Volatile Organic Compounds (VOCs) <sup>1</sup>	Metric Tons	7,281	7,136	7,047
Hazardous Air Pollutants (HAPs) <sup>1</sup>	Metric Tons	845	804	761
Carbon Monoxide (CO) <sup>1</sup>	Metric Tons	8,708	7,829	9,158
Priority Compounds to Air and Water <sup>1</sup>	Metric Tons	275	307	216
Energy	UOM	2024	2023	2022
Energy Intensity (Scope 1+2)	Gigajoules (GJ)/Metric Ton of Production	10.98	11.65	11.43
<b>Total Energy Consumption</b>	<b>Million GJ</b>	<b>544.01</b>	<b>558.98</b>	<b>564.49</b>
Purchased Fuels <sup>2</sup>	Million GJ	293.75	309.85	312.59
Off-Gas From Feedstock <sup>3</sup>	Million GJ	252.43	255.78	257.32
Purchased Electricity – Renewable	Million GJ	20.26	16.80	14.95
Purchased Electricity – Non-Renewable	Million GJ	13.3	15.15	21.79
Purchased Steam	Million GJ	4.01	3.85	4.52
Power and Steam Sold	Million GJ	-39.74	-42.45	-46.68
<b>Purchased Electricity From Renewable Sources – Total</b>	<b>Megawatts (MW)</b>	<b>1,341</b>	<b>1,203</b>	<b>1,036</b>
Wind	MW	811	696	603
Hydro	MW	129	146	144
Biomass	MW	58	65	42
Landfill Gas	MW	1	3	3
Solar	MW	342	293	244
<b>Purchased Renewable Power – Consumption – Total</b>	<b>Million Gigajoules (GJ)</b>	<b>20.26</b>	<b>16.8</b>	<b>14.95</b>
Wind	Million GJ	11.05	6.95	6.03
Hydro	Million GJ	3.44	5.87	6.06
Biomass	Million GJ	1.53	1.51	0.71
Landfill Gas	Million GJ	0.04	0.04	0.04
Solar	Million GJ	4.2	2.43	2.11
<b>Purchased Steam Includes Renewable Sources – Consumption – Biomass Total</b>	<b>Million Gigajoules (GJ)</b>	<b>0.45</b>	<b>0.39</b>	<b>0.47</b>

<sup>1</sup> For comparability, historical values for 2023 and 2022 were updated to reflect identified data error corrections that are immaterial to the INtersections Report as a whole.

<sup>2</sup> Purchased fuels data excludes purchased fuels resold or used internally as feedstock.

<sup>3</sup> Off-gas from feedstock data includes non-cracker sources.



Waste	UOM	2024	2023	2022
<b>Total Waste<sup>1</sup></b>	<b>Metric Tons</b>	<b>995,287</b>	<b>977,182</b>	<b>1,010,844</b>
Hazardous Waste <sup>1</sup>	Metric Tons	426,679	400,764	464,423
Waste Intensity	Metric Tons of Waste/metric Tons of Production	0.02	0.02	0.02
Water	UOM	2024	2023	2022
<b>Total Water Withdrawal – All Sites</b>	<b>Megaliters</b>	<b>2,832,187</b>	<b>2,896,753</b>	<b>2,876,422</b>
Surface Water	Megaliters	1,574,092	1,513,195	1,630,494
Groundwater	Megaliters	31,682	34,447	33,759
Seawater	Megaliters	1,096,567	1,194,121	1,041,610
Produced Water	Megaliters	195	163	143
Third-Party Water	Megaliters	129,651	154,827	170,416
Freshwater Withdrawals – All Sites Total	Megaliters	1,697,432	1,663,121	1,801,282
Other Water Withdrawals – All Sites Total	Megaliters	1,134,755	1,233,632	1,075,140
Freshwater Withdrawals – Key Water-Stressed Sites – Total	Megaliters	183,078	197,939	201,627
Other Water Withdrawals – Key Water-Stressed Sites – Total	Megaliters	1,128,327	1,227,595	1,069,211
<b>Total Water Withdrawal – Key Water-Stressed Sites</b>	<b>Megaliters</b>	<b>1,311,405</b>	<b>1,425,534</b>	<b>1,270,838</b>
Surface Water	Megaliters	156,007	149,168	135,402
Groundwater	Megaliters	460	533	336
Seawater	Megaliters	1,090,334	1,188,247	1,035,824
Produced Water	Megaliters	0	0	0
Total Third-Party Water – Key Water-Stressed Sites	Megaliters	64,604	87,586	99,276
<b>Total Third-Party Water – Key Water-Stressed Sites</b>	<b>Megaliters</b>	<b>64,604</b>	<b>87,586</b>	<b>99,276</b>
Third-Party – Groundwater	Megaliters	0	0	0
Third-Party – Surface Water	Megaliters	26,611	48,238	65,889
Third-Party – Produced Water	Megaliters	0	0	0
Third-Party – Seawater Fresh Water	Megaliters	0	0	0
Third-Party – Seawater Non-Fresh Water	Megaliters	29,086	30,317	25,070
Third-Party – Recycled Water	Megaliters	8,907	9,031	8,317
Water Intensity and Water Consumption				
Freshwater Intake Intensity – Key Water-Stressed Sites	Pound of Water Per Pound of Production	6.0	6.6	6.1
Water Consumption – All Areas	Megaliters	113,287	115,870	116,978
Water Consumption – Key Water-Stressed Sites	Megaliters	52,456	42,766	50,834

<sup>1</sup> For comparability, historical values for 2023 and 2022 were updated to reflect identified data error corrections that are immaterial to the INtersections Report as a whole.



Water	UOM	2024	2023	2022
<b>Total Water Discharge – All Sites</b>	<b>Megaliters</b>	<b>2,892,380</b>	<b>2,917,801</b>	<b>2,993,220</b>
Surface	Megaliters	1,306,262	1,234,258	1,405,690
Groundwater	Megaliters	0	0	0
Seawater	Megaliters	1,332,563	1,448,255	1,444,600
Third-Party Water	Megaliters	253,555	235,288	142,930
<b>Total Water Discharge – Key Water-Stressed Sites</b>	<b>Megaliters</b>	<b>1,351,166</b>	<b>1,477,010</b>	<b>1,322,250</b>
Surface	Megaliters	15,282	14,408	3,900
Groundwater	Megaliters	0	0	0
Seawater	Megaliters	1,288,720	1,412,524	1,257,457
Third-Party Water	Megaliters	47,164	50,078	60,893
<b>Social</b>				
General Employee	Unit of Measurement (UOM)	2024	2023	2022
Employees	Number	35,944	35,858	37,821
Overall Employee Satisfaction	Percent Favorable	71 %	69 %	73 %
Employee Resource Groups Participation	Percent	61.4 %	60.8 %	57.3 %
People Leader Participation in Employee Resource Groups	Percent	97.0 %	98.1 %	98.3 %
Employee Resource Groups	Number	10	10	10
Average Training Hours per Employee	Number of Hours	52.8	46.3	56.9
Employees Eligible to Receive Performance Reviews	Percent	96.0 %	96.3 %	97.0 %
Active Employees Who Received a Documented Annual Performance Review	Percent	97.0 %	92.9 %	95.6 %
<b>Board Diversity</b>				
Women	Percent	38.5 %	33.3 %	33.3 %
U.S. Ethnic Minority	Percent	30.8 %	33.3 %	33.3 %
<b>Employee Diversity</b>				
Women	Percent	30.0 %	29.8 %	29.5 %
New Employee Hires – Women	Percent	31.0 %	34.0 %	33.2 %
U.S. Ethnic Minority	Percent	29.4 %	28.1 %	27.5 %
New Employee Hires – U.S. Ethnic Minority	Percent	41.9 %	41.9 %	39.0 %
Global Women to Men Pay Ratio	Ratio	1.00:1.00	0.99:1.00	0.98:1.00
U.S. Ethnic Minority to Non-Minority Pay Ratio	Ratio	0.97:1.00	0.98:1.00	0.97:1.00



Social				
General Employee	Unit of Measurement (UOM)	2024	2023	2022
<b>Compensation</b>				
Annual Total Compensation (CEO pay/median employee compensation)	Ratio	213:1	220:1	220:1
CEO Direct Compensation Change, Year on Year	Percent	5.7 %	3.2 %	5.2 %
<b>Community</b>				
Total Charitable Cash and In-Kind Donations	\$ (in MM)	33.7	34.1	37.3
Health and Safety				
	UOM	2024	2023	2022
Global Dow Health Clinics	Number	58	58	58
Large Manufacturing Sites Participating in External Safety Audits (total of nine sites)	Number	5	5	7
<b>Fatalities – Employees</b>	<b>Number</b>	<b>0</b>	<b>0</b>	<b>0</b>
Fatalities – Contractors	Number	0	0	0
Fatalities – Employees and Contractors	Number	0	0	0
High-Consequences Work-Related Injuries Incident Count (excl. fatalities) – Employees	Number	0	0	0
High-Consequences Work-Related Injuries Incident Count (excl. fatalities) – Contractors	Number	0	1	0
<b>High-Consequences Work-Related Injuries Incident Count (excl. fatalities) – Employees &amp; Contractors</b>	<b>Number</b>	<b>0</b>	<b>1</b>	<b>0</b>
High-Consequences Work-Related Injuries Incident Rate (excl. fatalities) – Employees	Rate	0	0	0
High-Consequences Work-Related Injuries Incident Rate (excl. fatalities) – Contractors	Rate	0	0.0033	0
<b>High-Consequences Work-Related Injuries Incident Rate (excl. fatalities) – Employees &amp; Contractors</b>	<b>Rate</b>	<b>0.000</b>	<b>0.001</b>	<b>0.000</b>
Recordable Work-Related Injuries Incident Count – Employees <sup>1</sup>	Number	71	77	70
Recordable Work-Related Injuries Incident Count – Contractors	Number	59	55	54
<b>Recordable Work-Related Injuries Incident Count – Combined Employees &amp; Contractors</b>	<b>Number</b>	<b>130</b>	<b>132</b>	<b>124</b>
Recordable Work-Related Injuries Incident Rate – Employees <sup>1</sup>	Rate	0.18	0.19	0.18
Recordable Work-Related Injuries Incident Rate – Contractors	Rate	0.18	0.18	0.16
<b>Recordable Work-Related Injuries Incident Rate – Combined Employees &amp; Contractors</b>	<b>Rate</b>	<b>0.18</b>	<b>0.19</b>	<b>0.17</b>
Total Recordables (Illness) – Employees <sup>1</sup>	Number	10	21	17
Total Recordables (Illness) – Contractors	Number	7	0	0
<b>Total Recordables (Illness) – Employees &amp; Contractors</b>	<b>Number</b>	<b>17</b>	<b>21</b>	<b>17</b>
PSCE (Tier 1)	Number	9	9	11
PSCE (Tier 1) Per Million Hours Worked	Rate	0.080	0.082	0.096

<sup>1</sup> For comparability, 2023 values were updated to reflect identified data error corrections that are immaterial to the INTERSECTIONS Report as a whole.





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