

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 0956782			EMPLOYER NAME THE DOW CHEMICAL COMPANY												
ADDRESS GLOBAL DOW CENTER, 2211 H. H. DOW WAY						CITY/TOWN MIDLAND				STATE MI		ZIP CODE 48674			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 381285128															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 325180 - Other Basic Inorganic Chemical Manufacturing															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	9	2	44	3	7	0	0	0	24	4	0	0	0	0	93
First/Mid-Level Officials and Managers	84	42	858	58	88	1	7	13	460	44	59	0	2	4	1720
Professionals	314	229	2513	224	532	3	7	58	1634	217	304	1	5	32	6073
Technicians	415	110	2496	272	34	0	13	52	629	115	24	1	8	16	4185
Sales Workers	10	10	98	8	4	0	0	1	94	12	8	0	1	3	249
Administrative Support Workers	17	75	180	18	6	1	0	9	480	34	7	2	1	6	836
Craft Workers	55	5	506	26	5	1	3	9	22	2	1	0	0	1	636
Operatives	537	59	2056	526	36	5	23	93	165	94	2	0	6	13	3615
Laborers and Helpers	1	3	4	0	0	0	1	0	0	0	0	0	1	0	10
Service Workers	5	0	12	1	0	0	1	0	2	0	0	0	1	0	22
CURRENT 2024 REPORTING YEAR TOTAL	1447	535	8767	1136	712	11	55	235	3510	522	405	4	25	75	17439
PRIOR 2023 REPORTING YEAR TOTAL	1349	494	8736	1073	711	11	50	239	3518	493	395	3	21	87	17180
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID 0956782		EMPLOYER NAME THE DOW CHEMICAL COMPANY		
ADDRESS GLOBAL DOW CENTER, 2211 H. H. DOW WAY		CITY/TOWN MIDLAND	STATE MI	ZIP CODE 48674
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT				
<i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> <b>Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.</b>				
DATE OF CERTIFICATION				
6/23/2025 10:32 AM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Molly McDonald		Title of Certifying Official HR Compliance Manager		
Email Address of Certifying Official MMMcdonald@dow.com		Telephone Number of Certifying Official 989-714-2031		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Molly McDonald		Title and Employer of Primary POC HR Compliance Manager THE DOW CHEMICAL COMPANY		
Email Address of Primary POC MMMcdonald@dow.com		Telephone Number of Primary POC 989-714-2031		