

INCLUSION, DIVERSITY & EQUITY

Advancing Our Focus on Inclusion, Diversity & Equity

At Dow, we are committed to advancing inclusion, diversity and equity (ID&E) for all. Our long-term business growth and success is only achievable with a diverse team and an inclusive culture where everyone can grow and thrive. Our ID&E strategy, ALL /N 2025, focuses on leading with inclusion, elevating our focus on diversity and embedding equity into our practices, policies and processes to deliver breakthrough results by 2025.

OUR APPROACH: DOW'S ID&E STRATEGY

What We're Doing to Advance ID&E



How We're Doing It: Driving Accountability and Alignment Throughout Dow

Top-Down Commitment

- ▼ Board and Leadership Team Oversight
- ▼ Chief Inclusion Officer
- ▼ Inclusion Councils: President's Inclusion Council, Senior Leaders' Inclusion Council, Joint Inclusion Council
- ▼ The Environmental, Social and Governance (ESG) Network
- ▼ Dow Company Foundation Board

Bottom-Up Alignment and Action

- ▲ Inclusion metrics included in our Annual Performance Award program for approximately 3,000 people leaders and senior leaders
- ▲ Annual employee survey includes ID&E questions to track and drive progress
- ▲ Volunteer-based employee resource groups (ERGs)
- ▲ Team Dow engaged and empowered to advance inclusion around the Dow world



2022 Progress



Best-in-Class ERG Participation

57.3% of employees participate in at least one of our **10** ERGs



ERGs Driving Engagement

ERG participants reported **13%** points higher overall satisfaction with Dow than non-ERG participants



Improved Workforce Diversity Representation

U.S. ethnic minority representation increased to **27.5%** in 2022 from **26.0%** in 2021. Global representation of women improved to **29.5%** in 2022 from **28.9%** in 2021 and global representation of women in leadership increased to **36.3%** in 2022 from **35.3%** in 2021



Increased Certified Diverse Supplier Spend

Surpassed **\$245MM** target, achieved **~\$275MM** spend globally and retained **84%** of diverse suppliers



Recognized Externally as a Leader in ID&E

- **Best Workplaces** in Manufacturing & Production™ by Great Place to Work® and Fortune
- 2022 PEOPLE Companies that Care by Great Place to Work®
- Top score on Disability Equality Index® and recognized as one of the **“Best Places to Work for Disability Inclusion”**
- #15 on 2022 DiversityInc Top 50 Companies for Diversity list
- Named one of the **“Best Places to Work for LGBTQ+ Equality”** by Human Rights Campaign
- #1 on 2022 DiversityInc **Top Companies for Executive Diversity Councils** list
- **5-Stars** in the Hispanic Association on Corporate Responsibility Corporate Inclusion Index™ for Employment and Governance



Meet Our New Chief Inclusion Officer

In 2022, Dr. Alveda Williams was promoted as our new chief inclusion officer.

A Ph.D. scientist turned human resources leader, Williams spent the first decade of her career as a researcher and technical leader at Dow. While still working in Research & Development (R&D), Williams created Dow's BEST (Building Engineering & Science Talent at Dow) Symposium, which introduces under-represented minority Ph.D. talent to careers in industrial research. In 2009, she was named global strategic university leader for Dow's R&D function. Recognizing her passion for people and talent development, she accepted a role as an associate Human Resources director in 2012.

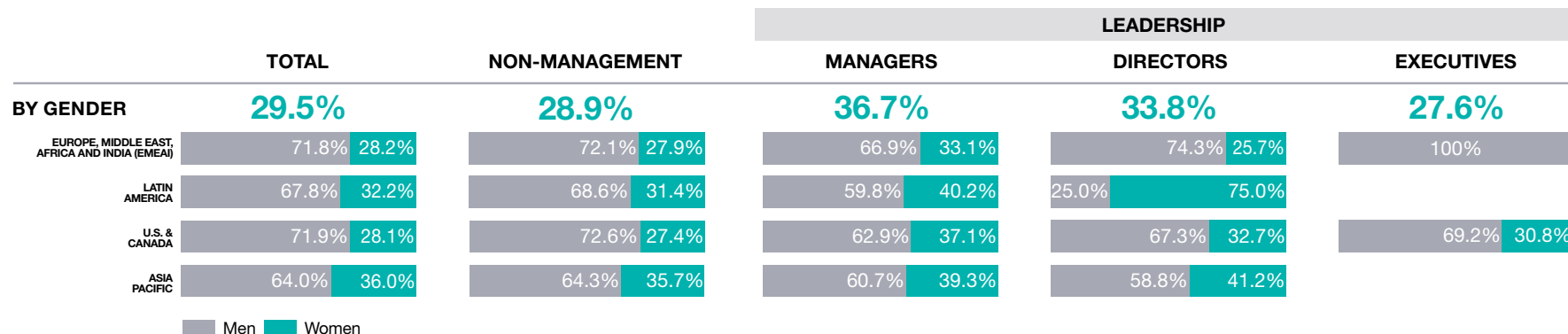
Williams has previously served as corporate director of Inclusion. In this role, she was responsible for driving and implementing the company's global inclusion strategy and institutionalizing inclusion into the overall employee experience. This included maximizing employee resource group engagement, diversifying Dow's supplier network and driving efforts that enable a culture of trust.

Under Williams' leadership, Dow has moved the needle on key inclusion and diversity performance indicators, ascended to the #15 spot on the 2022 DiversityInc Top 50 list, and been named for the first time to the Great Place to Work® and Fortune 100 Best Companies to Work For List.

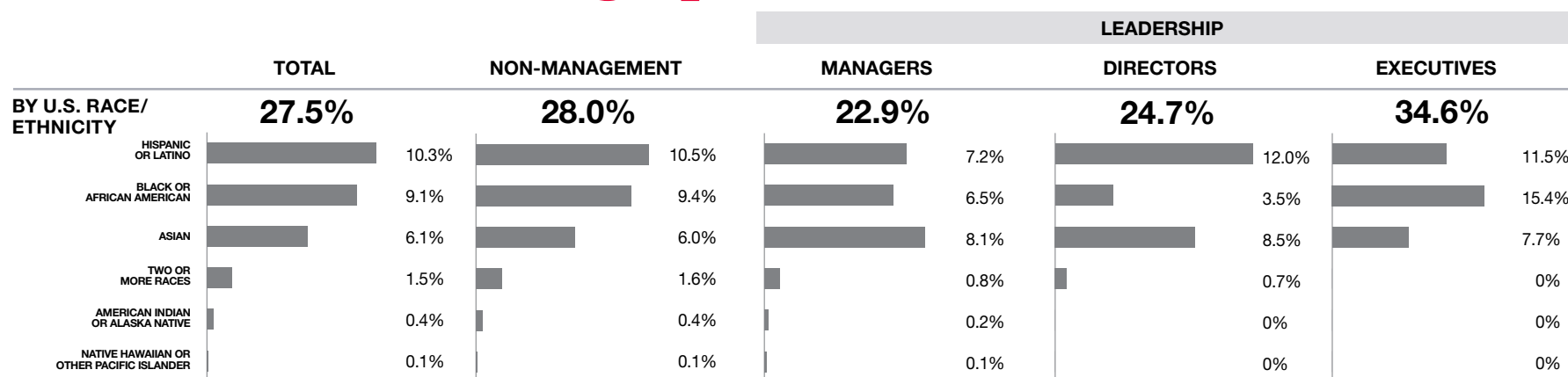
“We’ve made so much progress, but we still have more work to do. Together, we will continue to build on our accomplishments and accelerate our progress toward a more inclusive, diverse and equitable Dow,” Williams said.



Global Workforce Demographics¹



U.S. Workforce Demographics¹



¹ As of December 31, 2022.

U.S. WORKFORCE SELF-IDENTIFICATION

ACTIVE/VETERAN MILITARY **5.7%**
PEOPLE WITH DISABILITIES **6.1%**

For more information on Dow's workforce diversity data, [click here](#).

PAY EQUITY

To ensure that we deliver equal pay for equal work, we have conducted global pay equity studies for more than 25 years and have publicly disclosed our above-benchmark results for the past five years. Our pay equity studies compare the pay gap across all compensation components between genders and U.S. ethnic minorities and non-minorities. This includes average base pay,¹ short-term incentive (STI)² and long-term incentive (LTI)³ for all⁴ majority and minority groups regardless of work performed. In addition, we have prioritized specific actions, including full evaluation and enhanced guidance and governance of our programs, policies and practices.

For more information on Dow's pay equity approach, [click here](#).

98¢

Amount **women** earn compared to every dollar men earn

97¢

Amount **U.S. ethnic minorities** earn compared to every dollar non-minorities earn

¹ Base pay is calculated as the average base pay salary.
² STI is calculated based on the actual STI award paid.

³ LTI is calculated based on the actual LTI granted to eligible roles.
⁴ Gender is evaluated globally excluding Germany and ethnic minority is evaluated for the U.S. only.



Maximizing Engagement Through Our Employee Resource Groups (ERGs)

From innovation to improving the customer experience, Dow's ERGs drive action both inside and outside of the company. Our ERGs are a source of community and connection, while also amplifying impact by aligning to strategic company priorities such as well-being, talent needs, supplier diversity and our growth strategy.

10 ERGs

600+ Chapters

~22,000 Employees

57.3%
Global Workforce Participation

98%
People Leader Participation

#3
DiversityInc Top Companies for Employee Resource Groups Specialty List

ERG Executive Sponsors

The commitment of Dow leadership to our ERGs speaks to their importance to our company. Executive-level leaders serve as active sponsors and strong allies, who are engaged in advancing the goals of our ERGs.



A.N. Sreeram
Senior Vice President,
Research & Development,
and Chief Technology Officer



Founded: 2000



Isam Shomaly
Business Vice President,
Feedstock & Commodities



Founded: 2019



John Sampson
Senior Vice President,
Operations, Manufacturing
and Engineering



Founded: 2015



Melanie Kalmar
Corporate Vice President,
Chief Information Officer
and Chief Digital Officer



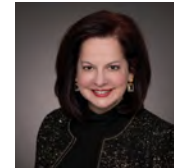
Founded: 2018



Jim Fitterling
Chair and
Chief Executive Officer



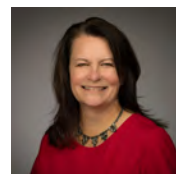
Founded: 1999



Rebecca Bentley
Vice President of
Global Public Affairs



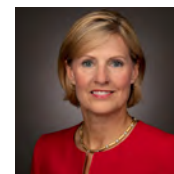
Founded: 2018



Amy Wilson
General Counsel
and Corporate Secretary



Founded: 2000



Jane Palmieri
President, Industrial
Intermediates & Infrastructure;
Asia Pacific oversight



Founded: 2015



Mauro Gregorio
President, Performance
Materials & Coatings;
Latin America oversight



Founded: 2000



Howard Ungerleider
President and
Chief Financial Officer



Founded: 1989



Asian Diversity Network (ADN)



FOSTERING AWARENESS FOR SUSTAINABILITY ACROSS ERGS AND GEOGRAPHIES

In 2022, ADN partnered with PR!ME to co-sponsor the Sustainability Literacy Series – virtual webinars about Dow’s sustainability strategy and actions. Two sessions – ESG Reporting and Emissions Deep Drill – were hosted in 2022, with the series continuing in 2023 on topics such as circularity, governance, water initiatives and social impacts. The series is open to all employees and contractors across Dow regions.

ENGAGING IN EMPLOYEE DEVELOPMENT

In February 2022, ADN launched Engage2Elevate (E2E), an employee development program spanning 16 countries and 14 functions. E2E focuses on bringing Asian talent together across different geographies to enhance connectivity, engagement and skill development, and foster the advancement of Asian talent within Dow. Since the inception of the program:

33% of participants have been promoted

93% of participants are still with Dow

Disability Employee Network (DEN)



STARTING THE CONVERSATION ON DISABILITY INCLUSION

In celebration of National Disability Employment Awareness Month in October, DEN promoted disability inclusion through events, employee stories and the sharing of valuable resources. The theme, “Let’s Talk About It,” provided a platform to encourage conversations and equip individuals to feel comfortable talking about disabilities and disability inclusion.

ADVANCING ACCESSIBLE FACILITIES FOR ALL

Facilities for All is Dow’s long-term strategy to drive the continuous and sustainable improvements required in our physical workplaces and help reach our ambition to be the most inclusive materials science company in the world. As part of this global initiative, DEN and Women’s Inclusion Network (WIN) partnered with Dow’s Operations team in Latin America to advance accessibility at many of our manufacturing plants. The project team identified barriers to accessibility that people face and developed recommendations to overcome these challenges. Among the improvements were inclusive accessibility options to sites and facilities, new and updated lactation rooms, and other enhancements depending on the needs of the site.



Global African Affinity Network (GAAN)



PROMOTING STEM IN BRAZIL

Dow and GAAN supported 30 university students with a scholarship for Cidadão Pró-Mundo English courses through the CRIE (Ciência, Representatividade, Inovação e Educação) and Ilmite-se programs, which focus on the scientific and professional development of Black and Brown undergraduate students at the University of São Paulo and the State University of Campinas. The scholarship provided access to free Cambridge University materials, classes through Google Classroom and three hours of class content per week, among other benefits.



WAZOBIA PROGRAM COMPLETES FIRST COHORT

GAAN's Wazobia Program, a peer-to-peer mentoring and coaching program that pairs African-heritage participants with mentors across the EMEA region, completed its first cohort. Sixteen mentees across the region were paired with 40 mentors. The program's goal is to build relationships, strengthen trust and collaboration, deliver innovative solutions and enable career growth.



GLAD



APPRENTICESHIP PROGRAM FOR TRANS WORKERS IN LATIN AMERICA

In Latin America, trans workers too often find themselves unable to access a safe, supportive education due to the fear of discrimination and violence. In 2022, GLAD initiated a project in partnership with other major global companies called the Transgender Learning Program, which hires young trans people between the ages of 18 to 25 who have a high school education. Over six months, each apprentice works at various partner companies, such as Dow, where they build their professional network and receive training to develop their skills. At the program's conclusion, many participants are highly sought after by Dow and other companies, due to their knowledge and experience.



GLAD SOUTH AFRICAN CHAPTER AWARDED GRANT TO PROTECT LGBT+ FROM SYSTEMIC DISCRIMINATION

GLAD, in partnership with WIN and GAAN, was awarded \$35,000 through the ALL IN ERG Fund to develop and implement the Dala Ikusasa ("Create The Future" in Zulu) program in Durban, South Africa. The program aims to address systemic discrimination against abused women and members of the LGBT+ community by providing access to legal services, counseling and entrepreneurship skills. The funds also supported the creation of a hydroponic garden for a local women's shelter. Women can use the garden to grow vegetables for their own use or to sell them to help build financial independence from their abusers. The project will directly benefit over 1,000 people.



Hispanic & Latin Network (HLN)



HLN LAUNCHED IN CHINA

HLN launched its first chapter in China during the Dow Greater China 2022 Inclusion Day at the Shanghai Dow Center. HLN chapters are now present in 10 countries across Asia Pacific, and membership has expanded to over 140 members. During its launch, HLN ally Todd Tao shared how the chapter was formed during the peak of Shanghai's COVID lockdown, and other participants and allies shared their motivations for joining.

SUPPORTING UKRAINIAN REFUGEES IN TERNEUZEN

HLN initiated a cross-ERG effort to assist Ukrainian refugees who arrived in Terneuzen, the Netherlands. The collaborative effort provided housing to more than 20 refugees through Dow Tiny Houses, a program demonstrating affordable, sustainable living in less than 500 square feet. Employees also worked with the local municipality to accelerate structural support to arriving families. In addition, HLN helped launch an employee donation platform to collect food and goods that were donated to a local food bank and other organizations.

Middle East North Africa Intercultural Network (MENA)



DOW MENA SUPPORTS ACCESS SPORTS AND RECREATION PROGRAM

MENA granted \$25,000 to support the ACCESS Sports and Recreation program in Detroit, Michigan. One hundred and seventy children enrolled in this program, which helps them develop important life skills while having fun. The students are from school districts and communities where sports and after-school programming are rare. ACCESS Sports and Recreation offers four weekly sports sessions to keep the children, ages 6 to 17, active and engaged, while building their physical strength, improving their mental health, and helping them develop discipline, teamwork, communication and leadership skills.



PR!ME

pr!me

LAA PR!ME AND HR TEAM DEVELOPED A RESUME DATABASE FOR HIRING 50+ PROFESSIONALS

Initiated in Latin America for customer service roles, a database for job candidates aged 50+ was created to help contribute to increasing diversity and provide Dow with a pool of experienced professionals. Hiring people aged 50+ enables us to replicate the diversity of society, reflecting the different ages and experiences that make up our communities.

AROUND THE WORLD PR!ME AND RISE PROVIDE RECIPROCAL MENTORING

Multiple teams were brought together in person and virtually for a reciprocal mentoring program between PR!ME (50+ years of age) and RISE (new employees) across Southeast Asian countries. Colleagues from different generations brought their experiences and shared their expertise on topics such as digitalization, sustainability, ID&E and well-being. This creative approach enabled individuals from different locations, functions and businesses to share perspectives and learn from one another. A survey of participants demonstrated multiple positive outcomes from the program.



RISE

R/SE



THE GREAT RESTART TAKES A FRESH LOOK AT CAREER MOVES

The RISE EMEA chapter held a global webcast as part of “The Great ReSTART” series. The webcast featured a range of speakers who shared their experiences with career moves between locations, businesses and functions. The webcast also covered the topic of returning to work after a lengthy leave to raise young children. The discussion earned the largest attendance in The Great ReSTART series.



Veterans Network (VetNet)



SCHOLARSHIP AND DEVELOPMENT OPPORTUNITIES FOR VETERANS

Through Dow's silver partnership status with the Michigan Veterans Affairs Agency, Davenport University now offers free scholarship funds and professional development opportunities to Dow VetNet members. All Dow employees are eligible to take advantage of these programs; however, the program is focused on VetNet members.



Women's Inclusion Network (WIN)



WIN ADVOCACY PRIORITIES BECOME U.S. LAW

When President Joe Biden signed the CHIPS and Science Act in August 2022, it made headlines for its support for semiconductor manufacturing and science research and development. Lesser known is that the CHIPS Act also included provisions addressing sexual and sex-based harassment in science – a priority promoted by WIN since 2019. WIN, along with Dow Government Affairs and members of the Society of Women Engineers (SWE), advocated for the Combating Sexual Harassment in Science Act and the STEM Opportunities Act – policies that would positively impact women working in STEM. Although the two pieces of legislation did not pass individually, provisions from both are included in the CHIPS Act.



EMERGE 2022

In May 2022, more than 500 Dow employees attended EMERGE, our third All-ERG conference, in Houston, Texas. This dynamic conference united employees from more than 30 countries and across businesses and functions to identify actions to advance Dow's ID&E strategy and drive business results. The event included employee stories, leadership insights, interactive activities and a day of service, which served as the foundation of Dow's first-ever global serve-a-thon.



Dow Canada Takes Steps in Truth and Reconciliation

In 2022, Dow Canada's Indigenous Network – a unique employee network supporting Indigenous peoples and communities – led regional initiatives to commemorate National Truth and Reconciliation Day on September 30. In Canada, this day honors the Indigenous survivors of the residential school system, their families, communities and the children who never returned home. In Calgary, more than 100 employees took part in a workshop led by Elder Florence Kelly, who shared her personal experiences attending one of Canada's residential school programs in Ontario.

In Fort Saskatchewan, Dow also sponsored the proclamation of Truth and Reconciliation Day by the City of Fort Saskatchewan, and employees took part in a film screening and community round dance held by the Métis Nation of Alberta. The day promotes the theme "Every Child Matters" and continues to raise awareness of the generational impact of stripping away the culture and freedoms of Indigenous children forced to attend residential schools.



Attracting Diverse Talent

By focusing on improving representation across multiple dimensions of diversity, we are cultivating an innovative workplace driven by a wide range of experience, ideas and expertise. Our talent attraction, recruitment and selection processes are designed to ensure a fair process and attract the best and brightest people to Dow. Below are examples of programs and practices aimed at attracting diverse talent.

Global Inclusive Hiring Standards Deliver Diverse Outcomes

Equitable practices include:

- Posting all open roles
- Diverse candidate slate for open roles
- Diverse interview panel for hiring
- Structured interview process

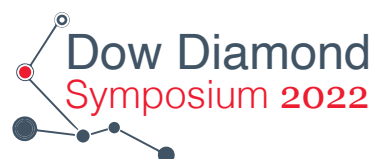
2022 Outcomes:

93% of all required open roles posted internally

78% gender diverse slates;
79% U.S. ethnic diverse slates

89% gender diverse panels;
90% U.S. ethnic diverse panels

98% of interviews used the structured interview process



The **Dow Diamond Symposium** offers U.S. minority undergraduate students the opportunity to network with Dow leaders and gain professional career advice. In 2022:

- **58** students attended
- **31** internship and full-time offers were extended
- **26** students accepted job offers – a **40%** increase compared to the 2021 offer acceptance rate



The **BEST Symposium** introduces Black, Hispanic and Native American U.S. doctoral and postdoctoral scientists to careers in industrial research and opportunities at Dow. In 2022:

- **30** participants attended
- **20** full-time job offers were extended
- **15** job offers were accepted

Dow Partners with Manufacturing Institute's 35x30 Campaign

Dow sponsored and supported the Manufacturing Institute (MI) in launching the 35x30 campaign, focused on increasing the percentage of women in manufacturing from 29% to 35% by 2030. The program is designed to change perceptions by engaging face-to-face with students and teachers with more than 1,000 female mentors connecting into four-year universities, community colleges, high schools and middle schools. The 35x30 campaign also broadens the talent pipeline by supporting women throughout their studies by creating an alumnae-funded scholarship, with management supported by an alumnae council and executed by the MI by 2025.



Developing Diverse Talent

One of our top priorities is developing diverse talent and equipping leaders and employees with the tools they need to succeed. We have a wide range of professional development programs that support the growth and meet the career aspirations of our employees, including the following:

EMEI Female Sponsorship Program

Dow launched a second wave of the Female Sponsorship Program in EMEI. This program is specifically designed to help accelerate Dow's female talent for senior management levels and to take on critical leadership roles. The self-nominated candidates are evaluated based on various criteria, including career aspirations, commitment to professional growth and demonstration of Dow's cultural attributes: Trust, Transparency, Empowerment and Accountability. During each wave of the program, 60+ women from the EMEI region are matched with senior Dow leaders (sponsors) for engagement and coaching sessions for two years. The program also includes two online professional developmental components: INSEAD Executive Education Program and the SWE Advance Learning Center. This program is playing a significant role in increasing female job satisfaction and retaining talent in the region. Results for Cohort 2 (2020-2022) included¹:

28%

of participants were promoted

43%

of participants increased their scope of responsibilities

42%

of participant subset said that the tools available to them directly support their development

¹ This data reflects the numbers for the employees as part of the INSEAD-SWE streams.

Advocacy-in-Action (AiA) Sponsorship Program

AiA is a 15-month program that pairs Black protégés with senior leader advocates to help them achieve their fullest potential in the workplace. The program completed its second cohort in 2022. In total across two cohorts:



77%

of all (47) participants received at least one promotion

7

participants accepted people leadership roles for the first time

87%

of participants are still with Dow



Champions for Change (C4C) Sponsorship Program

C4C is an 18-month program for Asian talent that pairs each participant (sponsee) with senior-level leaders (champions) to provide coaching and guidance to overcome systemic and personal barriers and to foster advancement into leadership roles. The first cohort results included:

12

participants received at least one promotion or role change

97%

of participants feel their champion is equipping them for the next career level

94%

of participants are still with Dow

Dow's Connector Programs

Our **connector programs** help employees expand their networks, inspire professional growth and foster diverse connections to build cross-functional and cross-business relationships. In 2022:

1,400

participants were attracted to our Peer Allies program at all job levels in the United States and Canada

120

new connections were built through PRISE Connections – a collaboration between RISE and PR!ME

We launched the Wazobia Program, a peer-to-peer mentoring program pairing African-heritage participants with mentors across the EMEA region



Supporting a Diverse Workforce

We strive to provide Team Dow with flexible, inclusive benefits, policies and programs that drive engagement and cultivate a positive employee experience.

Providing Flexibility Through Design Your Day (DYD)

DYD encourages employees and leaders to collaborate on workplace plans that enable employees and workgroups to maximize their productivity and balance personal needs, while continuing to collaborate with colleagues and meet their job expectations.

Parental Leave Policy

Dow's global parental leave policy provides a minimum of **16 weeks** of paid time-off to *all* parents – birthing, non-birthing and adoptive, regardless of gender. This policy provides parents equal time away from work to bond with their child.

Family Caregiver Leave Policy

The family caregiver leave policy provides employees up to **three weeks** of paid time-off to care for family members who are sick or injured.

Volunteer and ERG Time-Off

Dow provides **12 hours** paid time-off annually to ensure every member of Team Dow – whether they work at a manufacturing site, in an office or in the field – is able to make a positive difference by volunteering and getting involved in one of Dow's ERGs.



Dow's parental leave policy gave me the opportunity to be present to see my daughter grow and change during the first four months of her life. My leader was very supportive of me utilizing all of the parental leave available. It benefited me personally, as it gave me time to adjust to this major life change without having to stress about work.
– Cody Ecker, Corporate Facilities Manager, U.S. Gulf Coast



Advancing ID&E in Our Communities

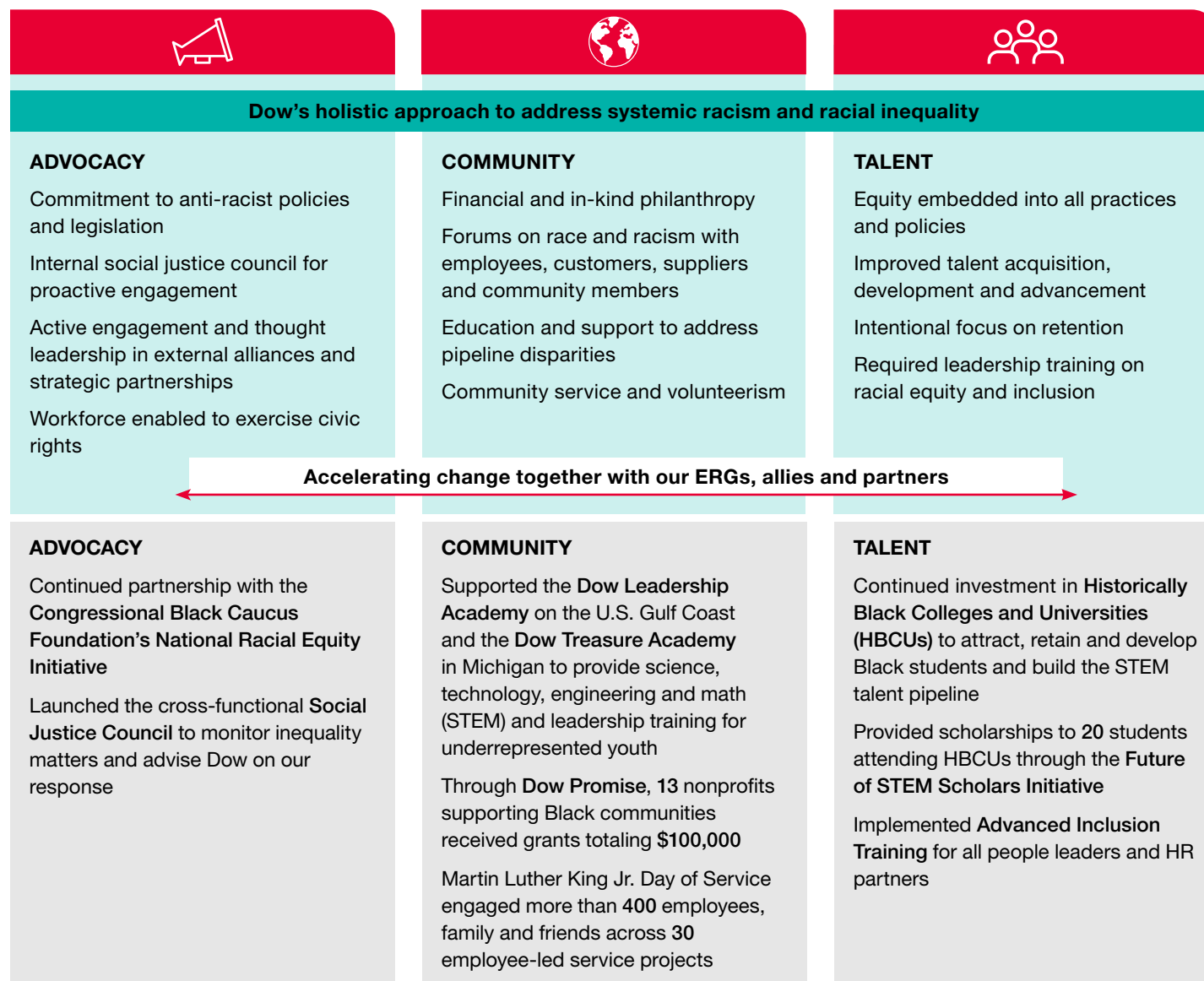
We are championing a more inclusive society in the communities where we live and work and are committed to addressing systemic discrimination and inequities in our society.

TAKING ACTION TO ADVANCE RACIAL EQUITY AND JUSTICE THROUGH DOW ACTS

Launched in 2020, Dow ACTs is our strategic framework designed to address systemic racism and inequality, backed by a \$13 million pledge over five years to help accelerate change. ACT is an acronym for three areas of focus: Advocacy, Community engagement and our own Talent pipeline.

2022 PROGRESS AND ACTIONS

Dow ACTs progress highlights for 2022 include:



DOW COMMITS TO RACIAL EQUITY ASSESSMENT

In 2022, Dow announced the commissioning of a racial equity assessment (REA) that is being conducted by Covington & Burling LLP, a law firm with experience working with other leading companies on civil rights and equity assessments. The REA, which is in collaboration with Investor Advocates for Social Justice, will assess how Dow's U.S. operations, policies and services support racial equity and the company's ID&E strategy. The REA is underway and is expected to be completed by year-end. Results will be published upon completion.

DOW ACTS BRAZIL

In Brazil, we leveraged the Dow ACTs framework to advance our racial inclusion plans. In 2022, we made important advances:

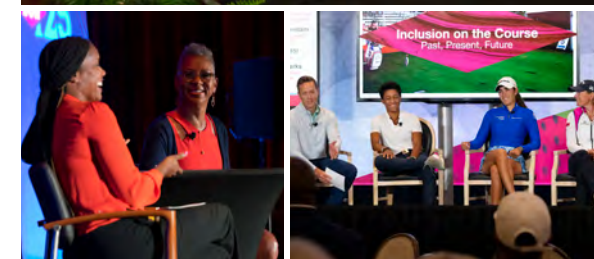
- 90% of local leadership completed the "Inclusion Has All Colors" workshop, which addresses perspectives of slavery in Brazil and systemic racism
- Launched **Seek to the Future** to build skill development for manufacturing employees; 44% of participants were promoted in the program's first cohort
- Built the capabilities of potential future leaders of color through our coaching program, **Afro Journey**
- Issued **Dow Promise** grants to nonprofits Alvorecer Bahia and Santos Dumont, which promote economic growth and sustainable social development among youth and women

IMPROVING REPRESENTATION AND CLOSING THE ECONOMIC OPPORTUNITY GAP

Dow continued its partnership with **OneTen**, a coalition of businesses committed to upskill, hire and advance 1 million Black individuals in America into family-sustaining jobs with opportunities for advancement. Together, we aim to remove systemic barriers while shifting the focus toward developing skills to improve job quality and economic mobility for Black talent and ultimately, all talent. Through our partnership, by year-end 2022, Dow hired 250 people and promoted 60 individuals into OneTen-qualifying jobs. We also collaborated across the OneTen ecosystem to leverage best practices and open new pathways to recruit, promote and retain diverse talent.

SOAR: Accelerating ID&E Through an Immersive Inclusion and Leadership Experience

Dow hosted the third annual SOAR Inclusion Summit – an immersive inclusive leadership event – at the Ladies Professional Golf Association's Dow Great Lakes Bay Invitational in Midland, Michigan. SOAR brings together Dow leaders, customers, suppliers, community members and guests to develop concrete actions to advance ID&E in their own organizations and communities.



Supplier Diversity: Delivering Impact to Communities and Our Bottom Line

Dow is committed to promoting diversity and inclusion within its supply chain. We believe that a diverse and inclusive supplier base not only benefits our business, but also the communities where we operate. We offer supplier training and development programs, mentorship opportunities, and events and networking opportunities for diverse suppliers. Dow's goal is to exceed \$500 million in global diverse supplier spend by 2025. In 2022, we set a year-end target of \$245 million and surpassed this target and achieved approximately \$275 million.

LAUNCH OF DOW ACCELERATOR PROGRAM FOR DIVERSE BUSINESSES

The first-ever Dow Accelerator Program was developed to support and empower diverse suppliers globally. In 2022, the program was launched in the U.S. & Canada, Latin America and Asia Pacific, with a planned expansion to the EMEA region in 2023.

WBENC CHEMICALS INDUSTRY GROUP ACCELERATOR PROGRAM

In 2022, Dow co-created and led the Women's Business Enterprise National Council (WBENC) Accelerator program alongside BASF and Ecolab. The purpose of this mentorship program is to help fill the gap in diverse suppliers in the chemicals industry. More than 80 businesses applied to the program and 12 were selected for the first cohort.

DOW AND CITIBANK SUPPLY CHAIN FINANCING PROGRAM

In 2022, Dow and Citibank joined forces to launch a supply chain financing program that provides incentivized rates for loans to diverse suppliers. The overall mission is to aid our certified diverse suppliers in cash flow and reduce their financial risk.

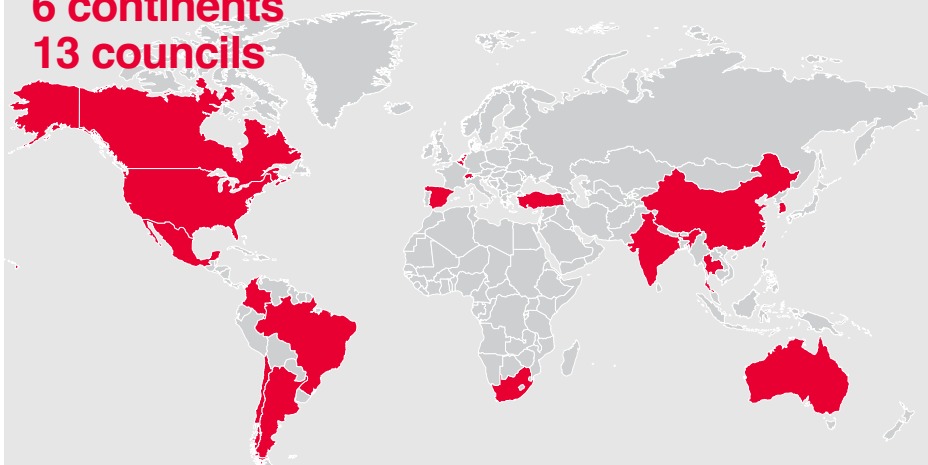
Strategic Partnerships and Accomplishments



- Dow Supplier Tier 2 Outreach Program expansion
- Corporate partnership with Capacity Zurich
- Founding member of the European LGBTIQ Chamber of Commerce in EMEA
- National Minority Supplier Development Council (NMSDC) expansion to nine countries
- MSD China and WEConnect International partnerships in APAC
- Economic Inclusion Symposium and Supplier Engagement Event in partnership with Baton Rouge Area Chamber
- Canadian Council for Aboriginal Business and Banff Sponsorship for Education for Indigenous Leadership and Business Operations
- NMSDC partnership to sponsor diverse business owner training at top business schools

International Presence

19 countries
6 continents
13 councils



2,200+

small and diverse suppliers (certified and self-identified) in Dow's network

Exceeded target of \$245MM global diverse spend in 2022, delivering **~\$275MM**

Goal to exceed **\$500MM** in global diverse spend by 2025

