

MARCH 2021

To: Certain Participants, Contingent Annuitants, Alternate Payees, or Beneficiaries who have met the conditions to receive a Cost of Living Adjustment in 2021 under Appendix I of the Dow Employees' Pension Plan (the preserved Rohm and Haas Company Retirement Plan provisions)

You are receiving this letter because, according to our records, on or before December 31, 2020, you met the conditions under Article 10.1 of Appendix I of the Dow Employees' Pension Plan (the "preserved ROH provisions of the Plan") for a Cost of Living Adjustment (COLA) in 2021.

Under the preserved ROH provisions of the Plan, the COLA for 2021 equals the percentage change in the U.S. Consumer Price Index for Urban Wage Earners and Clerical Workers ("CPI-W") from December 2019 to December 2020. The CPI-W increased by 1.45% from December 2019 to December 2020. As a result, on March 31, 2021, a COLA increase of 1.45% will be applied to the COLA-eligible portion of your monthly retirement benefit.

Not all Plan benefits are eligible for COLAs, and certain adjustments apply if 2021 is the first year in which you receive a COLA increase. For more information on the Plan provisions governing COLAs, please refer to the Summary Plan Description available on the internet at <https://corporate.dow.com/en-us/benefits/retiree-and-alumni/roh-and-haas-benefits.html>, or contact the Dow Retiree Service Center at (800) 344-0661.

Regards,

Dow North America Benefits

## Q&A's about the Cost of Living Adjustment for 2021 under the Rohm and Haas Company Retirement Plan

Q-1: How was the COLA for 2021 determined?

A-1: The COLA for 2021 equals the percentage change in the U.S. Consumer Price Index for Urban Wage Earners and Clerical Workers ("CPI-W") from December 2019 to December 2020. Over this period, the CPI-W increased from 250.452 to 254.081. Therefore, the COLA to be applied in 2021 is an increase of 1.45% (*i.e.*,  $[254.081 - 250.452] \div 250.452$ ). (Please note that, if you are first eligible for a COLA in 2021, the increase applied to your benefit in 2021 will be pro-rated to reflect the portion of 2020 during which you received monthly retirement benefits.)

Q-2. Is there a maximum COLA?

A-2. Yes, under the terms of the Plan, the COLA in any year cannot exceed 3%.

Q-3. Is there a minimum COLA?

A-3. Yes, under the terms of the Plan, the COLA in any year cannot be less than 0%. As an example, if the COLA for a year would otherwise be less than 0%, the COLA for that year would be 0%, and there would be no change (up or down) in your monthly retirement benefit that year. However, the COLA for the next year would be determined based on the percentage change in the CPI-W from the last December before the CPI-W decreased.

Q-4: How will I be notified that I am eligible for a COLA increase?

A-4: In March, Dow will post COLA increase information on the Dow Benefits website <https://corporate.dow.com/en-us/benefits/retiree-and-alumni/rohm-and-haas-benefits.html>. In addition, those who are newly eligible for a COLA increase will be notified by letter.

Q-5: Will I be getting a COLA increase in 2021?

A-5: If you received a COLA increase in 2020, you will receive a COLA increase in 2021. If you did **not** receive a COLA increase in 2020, generally you must meet **all** of the following conditions **on or before December 31, 2020**, in order to be eligible for a COLA increase in 2021:

- a. Under the terms of the Plan, you are a Participant, Contingent Annuitant or Beneficiary of a Participant, or (if stipulated in a Qualified Domestic Relations Order ("QDRO")) an Alternate Payee of a Participant.
- b. The Participant's retirement benefit was calculated, at least in part, under the standard plan benefit structure or legacy ROH benefit structure. Participants who are receiving a benefit which was calculated entirely under the legacy Morton non-bargaining plan benefit structure or a Morton International collectively-bargained plan benefit structure are not eligible.
- c. You elected a monthly annuity form of payment, and your Benefit Commencement Date was on or before December 31, 2020.

- d. The Participant was (or would have been) age 60 or older on or before December 31, 2020.

Q-6: How does the merger of the Rohm and Haas Company Retirement Plan (“ROH Plan”) into the Dow Employees’ Pension Plan (“DEPP”) affect the COLA increases going forward?

A-6: If you were eligible for cost-of-living adjustments under the ROH Plan (“COLAs”), you will continue to be eligible for COLAs under DEPP on the same terms applicable to your benefit before the merger.

**Additional Notes:**

- COLA-eligible Contingent Annuitants, Beneficiaries, or Alternate Payees receiving monthly pension payments will receive the COLA based on the date the COLA-eligible Participant would have attained age 60.
- Only accrued benefits calculated under the standard plan benefit structure or legacy ROH plan benefit structure are eligible for COLAs. If you transferred to the standard plan benefit structure (through Pension Choice or otherwise), benefits accrued under the legacy Morton non-bargaining plan benefit structure or Morton International Retirement Income Plan benefit structure for service before your “switch date” are not eligible for COLAs.
- Participants whose benefit is entirely calculated under the legacy Morton non-bargaining plan benefit structure or a Morton International collectively-bargained plan benefit structure are not eligible for COLAs.
- The COLA does **NOT** apply to Social Security Supplement Benefits, Severance Benefit Payments, benefits accrued after December 30, 2008, and certain other benefits.
- Any individual who receives payment of his or her Plan benefit in the form of a lump sum is not eligible for an annual COLA increase. However, for individuals receiving a lump sum in 2013 and later, the lump sum payment includes the estimated value of the COLA increases (if any) the individual would have received had the individual taken payment in the form of a monthly annuity, calculated as provided in the *Williams v. Rohm and Haas Pension Plan* class action settlement. In addition, eligible individuals who received lump sum payments from the Plan before 2013 have been paid an extra lump sum calculated as provided in the class action settlement, which reflects this estimated COLA value.