

**ANNUAL FUNDING NOTICE  
FOR  
UNION CARBIDE EMPLOYEES' PENSION PLAN**

**Introduction**

This notice provides key details about your pension plan (the "Plan") for the plan year beginning January 1, 2024 and ending December 31, 2024 (the "Plan Year").

**This is an informational notice. You do not need to respond or take any action.**

This notice includes:

- Information about your Plan's funding status.
- Details on your benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency.

**What if I have questions about this notice or my Plan?**

Contact your plan administrator at:

- **US Pension Plan Manager**
- **Phone:** (800) 344-0661
- **Address:** Union Carbide Corporation, c/o The Dow Chemical Company, North America Benefits, PO Box 2169, Midland, MI 48674
- **Online:** <https://dowbenefits.ehr.com> and click on "Message Center"

To better assist you, provide your plan administrator with the following information when you contact them:

- **Plan Number:** 001
- **Plan Sponsor Name:** Union Carbide Corporation
- **Employer Identification Number:** 13-1421730.

**What if I have questions about PBGC and the pension insurance program guarantees?**

Visit [www.pb.gc.gov/generalfaq](http://www.pb.gc.gov/generalfaq) for more information. For specific information about your pension plan or pension benefits, you should contact your employer or plan administrator as PBGC does not have that information.

Federal law requires all traditional pension plans, also known as defined benefit pension plans, to provide this notice every year regardless of funding status. This notice does not mean your Plan is terminating.

**How Well Funded Is Your Plan?**

The law requires the plan administrator to explain how well the Plan is funded, using a measure called the "funded percentage." The funded percentage is calculated by dividing Plan assets by Plan liabilities. In general, the higher the funded percentage, the better funded the plan. Plan liabilities are the present value of the benefits promised by the Plan, determined using a market-related interest assumption. The chart below shows the Plan's funded percentage for the Plan Year and the two preceding plan years. It also lists the value of the Plan's assets and liabilities for those years. Plan liabilities for the Plan Year in Line 3 of the chart reflect the plan administrator's reasonable, good faith estimate.

<b>Funded Percentage</b>			
	2024	2023 <sup>1</sup>	2022
1. Last day of relevant plan year	December 31	December 31	December 31
2. Plan assets	2,126,817,024	2,370,460,191	2,679,492,014
3. Plan liabilities	2,367,560,987	2,527,283,084	2,864,912,095
4. Funded percentage ( <i>Line 2 ÷ Line 3</i> )	90%	94%	94%
5. Effective Interest Rate	5.32%	5.13%	5.02%

If the Plan terminates, the Plan's liabilities calculated by PBGC may be greater than the Plan liabilities shown in the above chart. When PBGC takes over a terminated plan as trustee, it guarantees benefits up to a legal limit. See the section of this notice titled "Benefit Payments Guaranteed by PBGC" for additional information.

**Participant and Beneficiary Information**

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the two preceding years. The numbers for the Plan Year reflect the plan administrator's reasonable, good faith estimate.

<b>Number of participants and beneficiaries on last day of relevant plan year</b>	2024	2023 <sup>1</sup>	2022
1. Last day of relevant plan year	December 31	December 31	December 31
2. Participants currently employed	678	738	1,769
3. Participants and beneficiaries receiving benefits	4,727	5,138	5,820
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	26,462	26,870	27,532
5. Total number of covered participants and beneficiaries ( <i>Lines 2 + 3 + 4 = 5</i> )	31,867	32,746	35,121

**Funding & Investment Policies**

**Funding Policy**

Every pension plan must establish a funding policy to meet its objectives. The funding policy relates to how much money is needed to pay promised benefits. The Plan's funding policy is to contribute to the Plan when pension laws require and strongly consider additional funding when economics are favorable.

**Investment Policy**

Pension plans also have investment policies that provide guidelines for making investment management decisions. The Plan's investment policy is to manage the assets in order to pay retirement benefits to Plan participants while minimizing reliance on cash contributions from the plan sponsor over the life of the Plan.

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<sup>1</sup> On December 31, 2023, UCC transferred benefits of certain participants to the Union Carbide Employees' Pension Plan (Personal Pension Account). Such amounts are first reflected in the 2023 column.

This is accomplished by diversifying investments in various asset classes and earning an acceptable long-term rate of return consistent with an acceptable degree of risk, while considering the liquidity needs of the Plan.

As of the end of the Plan Year, the Plan's assets were allocated among the following investment categories as percentages of total assets:

<b>Asset Allocations</b>	<b>Percentage</b>
1. Cash (interest and non-interest bearing)	3.02%
2. U.S. Government securities	29.50%
3. Corporate debt instruments (other than employer securities):	
Preferred	0.77%
All other	10.73%
4. Corporate stocks (other than employer securities):	
Preferred	0.02%
Common	11.99%
5. Partnership/joint venture interests	28.89%
6. Real estate (other than employer real property)	0.58%
7. Loans (other than to participants)	0.00%
8. Participant loans	0.00%
9. Value of interest in common and collective trusts	5.81%
10. Value of interest in pooled separate accounts	0.00%
11. Value of interest in master trust investment accounts	0.00%
12. Value of interest in 103-12 investment entities	0.00%
13. Value of interest in registered investment companies, like mutual funds	3.70%
14. Value of funds held in insurance company general account (unallocated contracts)	0.00%
15. Employer-related investments:	
Employer securities	0.00%
Employer real property	0.00%
16. Buildings and other property used in plan operation	0.00%
17. Other	4.99%

For information about the Plan's investment in any of the following types of investments – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities – contact The Dow Chemical Company, North America Benefits, PO Box 2169, Midland, MI 48674; Telephone for active employees: (833) 693-6947 (Option 3) or online <https://dowbenefits.ehr.com> and click on "Message Center". Telephone for individuals that are no longer employed with the company: (800) 344-0661 or online <https://dowbenefits.ehr.com> and click on "Message Center".

The average return on assets for the Plan Year was 0.96%.

**Right to Request a Copy of the Annual Report**

Pension plans must file an annual report, called the **Form 5500**, with the U.S. Department of Labor. The Form 5500 includes financial and other information about these pension plans.

You can get a copy of your Plan's Form 5500:

- **Online:** Visit [www.efast.dol.gov](http://www.efast.dol.gov) to search for your plan's Form 5500 or visit the company's website: <http://www.dow.com/friends/benefits/dow/pension.htm>.
- **By Mail:** Submit a written request to your plan administrator.
- **By Phone:** Call 202-693-8673 to speak with a representative of the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room.

The Form 5500 does not include personal information, such as your accrued benefits. For details about your accrued benefits, contact your plan administrator.

### **Termination Rules for Single-Employer Plans**

Federal law outlines specific rules for terminating a pension plan. There are three types of terminations:

#### **Standard Termination**

An employer can end a plan through a standard termination. However, the plan administrator must prove to PBGC that the plan has enough money to pay all benefits owed to participants.

Under a standard termination, the plan must provide your benefits through one of the following methods:

- **Periodic benefits:** The plan buys an annuity from an insurance company, ensuring you receive regular, generally monthly, retirement payments for life. Before purchasing the annuity, your plan administrator will notify you about the selected insurance company.
- **Lump-sum payment:** If the plan allows, you may elect a lump-sum payment that covers your entire benefit.

PBGC's guarantee ends once an annuity is purchased, or a lump sum is paid. If the insurance company providing the annuity becomes unable to pay your benefits, the applicable state guaranty association will step in, guaranteeing the annuity to the extent authorized by state law.

#### **Distress Termination**

If a plan is not fully funded, the employer may apply for a distress termination. The employer must demonstrate financial distress and prove to either a bankruptcy court or PBGC that the employer's business cannot survive unless the plan is terminated. If approved for a distress termination, PBGC will manage the plan as trustee, allocate the plan's assets based on statutory priority categories, and pay guaranteed benefits up to the legal limits, using the plan's assets and PBGC guarantee funds.

#### **Involuntary Termination**

PBGC can terminate a plan on its own in certain situations, such as to protect plan participants or PBGC's insurance program. In these cases, PBGC is appointed trustee and assumes responsibility for the plan.

Learn more about single-employer plan terminations in PBGC's Pension Plan Termination Fact Sheet at <https://www.pbgc.gov/about/factsheets/page/termination>.

### **Benefit Payments Guaranteed by PBGC**

When PBGC takes over a single-employer plan, it pays pension benefits through its insurance program. Only vested benefits—those you've earned and cannot forfeit—are guaranteed. Most participants and beneficiaries receive their full pension benefits, but some people may lose some, or all, non-guaranteed benefits.

## **What PBGC Guarantees**

PBGC guarantees the following “basic benefits” up to limits sets by law:

- Pension benefits at normal retirement age.
- Most early retirement benefits.
- Annuity benefits for survivors of plan participants.
- Disability benefits for disabilities that occurred before the earlier of the date the plan terminated or the sponsor’s bankruptcy date.

## **What PBGC Does Not Guarantee**

PBGC does not guarantee certain types of benefits, including:

- Benefit increases and new benefits in place for less than one year before a plan’s termination date, while those in place for less than five years are only partly covered.
- Early retirement payments that exceed normal retirement payments, such as supplemental benefits that end when you become eligible for Social Security.
- Lump-sum payments exceeding \$7,000.

## **Determining Guarantee Amounts**

The amount PBGC guarantees is determined as of the plan’s termination date. If the plan terminates during the plan sponsor’s bankruptcy, the guarantee amount is determined as of the date the sponsor entered bankruptcy.

The maximum benefit PBGC guarantees is set by law and updated annually. Participants and beneficiaries may receive benefits above the PBGC guaranteed amount, but only if the plan has enough funds to pay them.

For a plan with a termination date or sponsor bankruptcy date, as applicable in 2025, the maximum guarantee is \$7,432 per month, or \$89,182 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor’s bankruptcy, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy.

If benefits begin:

- Before age 65, the maximum guarantee is lower, reflecting the longer expected payment period for younger retirees.
- After age 65, the maximum guarantee is higher.

The guaranteed amount is reduced if a benefit will be paid to a survivor upon the participant’s death. Maximum guarantee amounts by age can be found on PBGC’s website, <https://www.pbqc.gov/wr/benefits/guaranteed-benefits/maximum-guarantee>.

In determining whether the plan has enough assets to pay benefits above the guaranteed amount, PBGC uses different assumptions than those used to calculate the funded percentage shown in the “How Well Funded Is Your Plan?” section of this notice. As a result, the additional benefits participants receive may not align with the Plan’s reported funded percentage. For example, a plan that reports 80 percent funding based on its own calculations does not mean its participants will receive 80 percent of their vested benefits.

**Supplement to Annual Funding Notice  
of Union Carbide Employees' Pension Plan for  
Plan Year beginning January 1, 2024 and ending December 31, 2024 ("Plan Year")**

This is a temporary supplement to your annual funding notice. It is required by the Moving Ahead for Progress in the 21st Century Act (MAP-21), the Highway and Transportation Funding Act of 2014 (HATFA), the Bipartisan Budget Act of 2015 (BBA15) and the American Rescue Plan Act of 2021 (ARPA). These federal laws changed how pension plans calculate their liabilities. The purpose of this supplement is to show you the effect of these changes. Prior to 2012, pension plans determined their liabilities using a two-year average of interest rates. Now pension plans also must take into account a 25-year average of interest rates. This means that interest rates likely will be higher and plan liabilities lower than they were under prior law. As a result, your employer may contribute less money to the plan at a time when market interest rates are at or near historical lows.

The "Information Table" compares the effect of using interest rates based on the 25-year average (the "adjusted interest rates") and interest rates based on a two-year average on the Plan's: (1) Funding Target Attainment Percentage, (2) Funding Shortfall, and (3) Minimum Required Contribution. The funding target attainment percentage of a plan is a measure of how well the plan is funded on a particular date. The funding shortfall is the amount by which liabilities exceed net plan assets. The minimum required contribution is the amount of money an employer is required by law to contribute to a plan for a given year. The following table shows this information determined with and without the adjusted interest rates. The information is provided for the Plan Year and for each of the two preceding plan years, if applicable.

All monetary amounts shown in US Dollars

<b>INFORMATION TABLE</b>						
	<b>2024</b>		<b>2023</b>		<b>2022</b>	
	<b>With Adjusted Interest Rates</b>	<b>Without Adjusted Interest Rates</b>	<b>With Adjusted Interest Rates</b>	<b>Without Adjusted Interest Rates</b>	<b>With Adjusted Interest Rates</b>	<b>Without Adjusted Interest Rates</b>
Funding Target Attainment Percentage	85.06%	80.02%	86.98%	71.33%	98.14%	76.68%
Funding Shortfall	370,194,915	526,156,632	367,934,217	988,372,793	55,350,866	888,410,384
Minimum Required Contribution	52,888,381	65,829,320	62,709,929	113,274,414	34,378,480	105,232,214
Effective Interest Rate	5.07%	4.41%	5.20%	3.15%	5.35%	2.83%