



Global Human Resources

2024 Benefit Plans Summary Annual Reports

Retirees of Union Carbide
Corporation and certain of
its Subsidiaries
Summary Annual
Reports
For Benefit Plans
Sponsored By
UNION CARBIDE
CORPORATION

Summary Annual Reports For Benefit Plans Sponsored By UNION CARBIDE CORPORATION

This document provides the summary annual reports of the benefit plans applicable to eligible retirees and certain disabled employees of Union Carbide Corporation and certain of its subsidiaries (collectively referred to as “Union Carbide”) for the 2024 Plan year. Complete annual reports for the Plans described in this document have been filed with the Employee Benefits Security Administration as required by the Employee Retirement Income Security Act of 1974, as amended (ERISA).

You may not be eligible for every benefit plan described in this pamphlet.

Union Carbide Corporation and The Dow Chemical Company each reserve the right to amend, modify and terminate their respective benefit plans.

**Summary Annual Report for
UNION CARBIDE CORPORATION
RETIREE INSURED HEALTH PROGRAM
Plan Number 555
Employer Identification # 13-1421730**

This is a summary annual report of the Union Carbide Corporation Retiree of the Insured Health Program, a health and dental plan (Employer Identification Number 13-1421730, Plan Number 555), for the plan year January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has insurance contracts with Humana Health Benefit Plan of Louisiana, Inc., Kaiser Foundation Health Plan Inc., and Aetna Life Insurance Company to pay certain health, prescription drug, HMO contract, Preferred Provider Organization (PPO) contract, claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2024 were \$5,153,626.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The item listed below is included in that report;

Insurance information, including sales commissions paid by insurance carriers.

**Summary Annual Report for
LONG TERM DISABILITY PLAN
(For Those Actively at Work
1/1/2008 and After)
Plan Number 606
Employer Identification #38-1285128**

This is a summary of the annual report of the Long Term Disability Plan For Those Actively at Work 1/1/2008 and After, a long-term disability plan (Employer Identification Number 38-1285128, Plan Number 606), for the plan year January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The Plan has an insurance contract with Lincoln National Life Insurance to pay certain long-term disability claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2024 were \$5,983,081.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The item listed below is included in that report;

Insurance information, including sales commissions paid by insurance carriers.

**Summary Annual Report for
The Dow Chemical Company
GROUP LIFE INSURANCE PROGRAM
Plan Number 507
Employer Identification #38-1285128**

This is a summary of the annual report of the Dow Chemical Company Group Life Insurance Program, a life insurance and temporary disability plan (Employer Identification Number 38-1285128, Plan Number 507), for the plan year January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The Plan has an insurance contract with Metropolitan Life Insurance Company to pay certain life insurance and temporary disability claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2024 were \$35,206,595.

Because it is a so called “experience-rated” contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2024, the premiums paid under such “experience-rated” contract were \$35,206,595 and the total of all benefit claims paid under the experience-rated contract during the plan year were \$31,844,269.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The item listed below is included in that report;

Insurance information, including sales commissions paid by insurance carriers.

**Summary Annual Report for
EMPLOYEE-PAID AND DEPENDENT
LIFE INSURANCE PLANS
Plan Number 515
Employer Identification #38-1285128**

This is a summary of the annual report of the Employee-Paid and Dependent Life Insurance Plans, a life insurance plan (Employer Identification Number 38-1285128, Plan Number 515), for the plan year January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The Plan has an insurance contract with Metropolitan Life Insurance Company to pay certain life insurance claims incurred under the terms of the plan. The total premium paid for the Plan year ending December 31, 2024 were \$13,376,543.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The item listed below is included in that report;

Insurance information, including sales commissions paid by insurance carriers.

**Summary Annual Report for
The Dow Chemical Company
RETIREMENT HEALTH CARE
ASSISTANCE PLAN - ACTIVE EMPLOYEES
Plan Number 540
Employer Identification #38-1285128**

This is a summary of the annual report of The Dow Chemical Company Retirement Health Care Assistance Plan For Active Employees, a health, severance pay and death benefits plan (Employer Identification Number 38-1285128, Plan Number 540), for the plan year January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of the Plan assets, after subtracting liabilities of the Plan, were \$172,677,029 as of the end of plan year, compared to \$167,623,786 as of the beginning of the plan year. During the Plan year the Plan experienced a change in its net assets of \$5,053,243. This change includes unrealized appreciation and depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the Plan year, the Plan had a total income of \$22,941,006 including employer contributions of \$12,178,350, employee contributions of \$26,286, and earnings from investments of \$10,736,370. Plan expenses were \$757,964. These expenses included \$65,873 in administrative expenses, \$692,091 in benefits paid to participants and beneficiaries. During the plan year, assets of \$17,129,799; were transferred to this plan from The Dow Chemical Company Retirement Health Care Assistance Plan for Retirees.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report;

- An accountant's report.
- Financial information and information on payments to service providers.
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the Plan participates.

**Summary Annual Report for
The Dow Chemical Company
RETIREMENT HEALTH CARE
ASSISTANCE PLAN - RETIREES
Plan Number 541
Employer Identification #38-1285128**

This is a summary of the annual report of THE DOW CHEMICAL COMPANY RETIREMENT HEALTH CARE ASSISTANCE PLAN FOR RETIREES, a health and death benefits plan (Employer Identification Number 38-1285128, Plan Number 541), for the plan year January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of the Plan assets after subtracting liabilities of the Plan were \$606,934,567 as of the end of plan year, compared to \$542,745,682 as of the beginning of the plan year. During the Plan year the Plan experienced a change in its net assets of \$64,188,885. This change includes unrealized appreciation and depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the Plan year, the Plan had a total income of \$70,872,306 including employer contributions of \$35,746,684, and earnings from investments of \$31,125,622. Plan expenses were \$23,813,220. These expenses included \$200,101 in administrative expenses and \$23,613,119 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report;

- An accountant's report.
- Financial information and information on payments to service providers.
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

**Summary Annual Report for
The Dow Chemical Company
EMPLOYEES' SAVINGS PLAN
Plan Number 002
Employer Identification #38-1285128**

This is a summary of the annual report Form 5500 Annual Report of Employee Benefit Plan of The Dow Chemical Company Employees' Savings Plan (Employer Identification Number 38-1285128, Plan Number 002) for the plan year January 1, 2024 through December 31, 2024. The Form 5500 annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA). Your plan is a single employer, defined contribution plan with the following characteristics: profit sharing, ERISA Section 404(c), partial participant-directed account, code section 401(k) feature, code section 401(m) arrangement, ESOP, leverage ESOP, 401(k) or 403(b) plan that provides for automatic enrollment, total or partial participant-directed account services of leased employees, U.S. based that covers residents of Puerto Rico, member of a controlled group.

Basic Financial Statement

Benefits under the plan are provided by a trust fund. Plan expenses were \$1,063,672,503. These expenses included \$1,502,745 in administrative expenses and \$1,063,672,503 in benefits paid to participants and beneficiaries, \$469,739 in certain deemed and/or corrective distributions. A total of 33,050 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, were \$10,747,759,070 as of the end of the plan year, compared to \$10,073,680,220 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$674,078,850. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$1,739,797,395, including employer contributions of \$228,803,172, employee contributions of \$265,855,937, other contributions/other income of \$59,934,907, gains/(losses) of -\$4,507,425 from the sale of assets, and earnings from investments of \$1,189,710,804.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report;

- An accountant's report.
- Financial information and information on payments to service providers.
- Assets held for investment.
- Insurance information, including sales commissions paid by insurance carriers.
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

Your Rights to Additional Information

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at Dow North America Benefits 2511 E. Patrick Rd., Midland, Michigan 48674, 1-800-344-0661 (Select Option 8).

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan: Dow North America Benefits 2511 E. Patrick Rd., Midland, Michigan, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.



**Dow North America Benefits
Ben Branch Center
2511 East Patrick Road
Midland, Michigan 48674**

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