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Important notice of Creditable Coverage (applicable to plan year 2025)

Dow and Union Carbide Corporation sponsor the following plans that provide Medicare prescription drug coverage: Medicare Low Deductible Medical Plan, Medicare Advantage UCC MSP, Medicare Advantage DCC Low Deductible Plan, Medicare Advantage Old Plan, Medicare Advantage New Plan, Medicare Advantage Morton MMP, Aetna Medicare Advantage PPO, Medicare Advantage Morton PPO, and Medicare Advantage Health Maintenance Organizations (HMOs) participating in the Dow Insured Health Program, Union Carbide Corporation Insured Health Program or Rohm and Haas Insured Health Program.

The following plans sponsored by either Dow (including, but not limited to the plans offered under the Rohm and Haas Company Health & Welfare Plan) or Union Carbide Corporation provide Creditable Coverage for prescription drugs: Active Low Deductible Medical Plan, Active & Retiree High Deductible Medical Plan, Medicare Advantage Old Plan, Medicare Advantage New Plan, Blue Care Network (self-funded HMO), Blue Cross/Blue Shield of Michigan (Illinois – self-funded HMO), CIGNA (self-funded HMO), and all HMOs participating in the Dow Insured Health Program, Union Carbide Corporation Insured Health Program or Rohm and Haas Insured Health Program.

Please read this notice carefully and keep it where you can find it. This notice has information about prescription drug coverage offered under the medical plans listed above (generally referred to in this document as “Dow or UCC coverage”) and about your options under Medicare’s prescription drug coverage. This information can help you decide whether or not you want to join a (non-Dow-sponsored) Medicare drug plan. If you are considering joining, you should compare your current Dow or UCC coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.



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There are two important things you need to know about your current Dow or UCC coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage, such as the Dow-sponsored CVS SilverScript (each plan identified with an asterisk), as well as the Dow-sponsored Medicare Advantage HMOs and Medicare Advantage PPO Plan. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

2. Dow or Union Carbide Corporation, as applicable, has determined that the prescription drug coverage offered by the non-Medicare plans listed is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because this existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

**Prescription drug coverage provided through a Dow-sponsored Medicare Part D Plan ("CVS SilverScript")*

When can you join a Medicare drug plan? You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th through December 7th. However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What happens to your current Dow coverage if you decide to join a Medicare drug plan? If you decide to join a Medicare drug plan, your current Dow or UCC coverage will be affected. If you enroll in Medicare prescription drug coverage (other than the Dow-sponsored plans listed above that provide Medicare prescription drug coverage), you will be disqualified from participation in any retiree medical and prescription coverage sponsored by Dow (including, but not limited to the Rohm and Haas Company Health Welfare Plan) or Union Carbide Corporation while you are enrolled in the Medicare prescription drug coverage. If you do decide to join a Medicare drug plan and drop your current Dow or UCC coverage, you and your dependents will not be able to get this coverage back, unless you continue to work and can show proof of coverage through another employer immediately prior to enrolling in a Dow retiree plan. If you were enrolled in the Medicare Advantage Old Plan or Medicare Advantage New Plan, you may not re-enroll in either the Medicare Advantage Old Plan or the Medicare Advantage New Plan unless you were enrolled in a Dow-sponsored Medicare Advantage HMO or PPO that provides prescription drug coverage. Check the applicable Summary Plan Description for details.



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When will you pay a higher premium (penalty) to join a Medicare drug plan? You should also know that if you drop or lose your current Dow or UCC coverage and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later. If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without Creditable Coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For more information about this notice or your current prescription drug coverage:

Contact the Retiree Service Center at (800) 344-0661. Note: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan and if this Dow or UCC coverage changes. You also may request a copy of this notice at any time.

For more information about your options under Medicare prescription drug coverage:

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov.
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help.
- Call 800-MEDICARE (800-633-4227). TTY users should call (877) 486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security online at www.socialsecurity.gov, or call them at (800) 772-1213 (TTY (800) 325-0778).