September 12, 2018

Dear Plan Participant

Please find enclosed the required notice of changes to the DuPont Pension and Retirement Plan. In accordance with the announcements made in November 2016, the pay and service amounts used to calculate your pension benefit will stop growing (freeze) on November 30, 2018. On this date, future benefit accruals under the Plan will end. The enclosed notice is intended to satisfy the requirements of Section 204(h) of ERISA. You will not lose any benefits that you have earned up to the date they are frozen.

You do not need to take any action as a result of the Notice. It is provided to you for informational purposes as required by Federal law.

The Notice does not address an additional change announced in 2016 to the Retiree Medical/Dental/Life Insurance benefits. With that change, otherwise eligible employees who are under age 50 as of November 30, 2018, will no longer be eligible to receive coverage under those plans when they retire.

If you have any questions or need additional information about these changes, please use the following link to our retirement changes portal.

http://dupontretirementchanges.com/

DuPont Human Resources
The purpose of this communication is to provide formal notice, as required by applicable law, of certain changes to ChemFirst’s pension benefit, provided under Title V of the DuPont Pension and Retirement Plan (the “Plan”). As previously announced in November 2016, future benefit accruals under this Plan will be frozen on November 30, 2018 (the “Benefit Freeze Date”) and your benefit will not grow after this date. The following detail summarizes the benefit formulas under Title V of the Plan and the impact of this freeze.

**Current ChemFirst Benefit Formulas:**

Here are some terms you will need to know to understand how the benefit is calculated.

**Final Average Monthly Compensation (FAMC)**

Your average monthly earnings during your five consecutive highest-paid years, for all years of employment through your termination date.

**Average Monthly Compensation**

Your average monthly pay as defined under the provisions of Title I as the greater of:

- High 36-Month method—the average of your monthly pay during your highest-paid 36 consecutive months; or
- High 3-Year method—your average pay for each calendar year is ranked, from highest to lowest, and the highest years (partial years included) that total the equivalent of three complete years are averaged for all years of employment through your termination date.

**Primary Social Security Benefit (PSSB)**

The estimated Social Security benefit you may receive based on your earnings from January 1, 2009 through your last day of employment and the Social Security law in effect on January 1 of the year you retire or terminate employment (whichever is earlier).

**Your Current Retirement Benefit Formula**

Your retirement benefit is equal to the sum of your benefit for pre-January 1, 2009 Credited Service plus your benefit for post-December 31, 2008 Credited Service.

**Piece 1 - Your Retirement Benefit for pre-January 1, 2009 Credited Service:**

\[
(1.4\% \times \text{FAMC not to exceed } $600 \text{ PLUS } 1.8\% \times \text{FAMC in excess of } $600) \times \text{Years of Credited Service through December 31, 2008}
\]

**Piece 2 - Your Retirement Benefit for post-December 31, 2008 Credited Service (the greater of Formula A or Formula B):**

**Formula A**

\[
0.4\% \times \text{Years of Credited Service from January 1, 2009} \times \text{Average Monthly Compensation}.
\]

**Formula B**

\[
(0.5\% \times \text{Years of Credited Service from January 1, 2009} \times \text{Average Monthly Compensation}) \text{ minus } (16.67\% \times \text{PSSB} \times \text{Years of Credited Services from January 1, 2009 divided by Total Service through the Benefit Service Date}).
\]
AFTER THE BENEFIT FREEZE DATE

The amount of Credited Service, Final Average Monthly Compensation, Average Monthly Compensation and Primary Social Security Benefit that is used to calculate your benefit will not increase after November 30, 2018. This means that benefit accruals will be frozen and your benefit will not grow after November 30, 2018.

About This Notice

Because of the changes to your benefit accruals under the Plan, we are required to provide you with certain information under Section 204(h) of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). This notice is intended to satisfy the requirements of Section 204(h) of ERISA. A 204(h) Notice is required to inform you that there will be a reduction to your future benefit accruals under the Plan. Every effort has been made to ensure the accuracy of the information contained in this notice. However, if there is any inconsistency between this notice or any oral representation and the Plan document, the Plan document will control.

The explanation of your retirement benefits under this notice is based on the terms of Plan that will be in effect on November 30, 2018. However, DuPont reserves the right to amend or terminate any of its employee benefit plans, in whole or in part, at any time and for any reason. DuPont believes the content provided in this notice to be useful, reliable and current, but accuracy or completeness is not guaranteed. Plan benefits will be paid only if you satisfy the conditions for receiving those benefits as provided in the legal Plan documents.

If You Need Additional Information

If you have questions or need additional information about the effect of the amendment on your Plan benefits, please visit http://dupontretirementchanges.com/.

Date: September 12, 2018