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
Notice Regarding Certain Pension Plan Amendments  
DuPont Pension and Retirement Plan – Title IV Pioneer Benefits

The purpose of this communication is to provide formal notice, as required by applicable law, of certain changes to Pioneer’s pension benefit, provided under Title IV 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 formula under Title IV of the Plan and the impact of this freeze.

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

**Final Average Earnings (“FAE”)**
The average of your 60 highest consecutive months of earnings during your last 120 months of Credited Service prior to termination of your employment. These earnings are annualized and then divided by 12 to arrive at a monthly rate. The Plan has special rules for determining your FAE for any partial year of Credited Service or if you are paid in a currency other than U.S. dollars.

**Integration Level**
The point at which the calculation for earnings changes from 1.1% to 1.47% (.55% to .735% for benefits earned after December 31, 2011). For 2018, the earnings at which the Integration Level changes is $91,034.

**Your Current Retirement Benefit Formula**

\[
\begin{align*}
[A+B+C] & \times \text{Credited Service through December 31, 2011} \\
& \div \text{Credited Service Projected to Normal Retirement Date*} \\
& \text{Plus} \\
[D+E+F] & \times \text{Credited Service from January 1, 2012} \\
& \div \text{Credited Service Projected to Normal Retirement Date*}
\end{align*}
\]

<table>
<thead>
<tr>
<th>Where …</th>
<th>Equals …</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>1.10% × FAE up to Integration Level × Credited Service Projected to Normal Retirement Date*, up to 35</td>
</tr>
<tr>
<td>B</td>
<td>1.47% × FAE in excess of Integration Level × Credited Service Projected to Normal Retirement Date*, up to 35</td>
</tr>
<tr>
<td>C</td>
<td>1% × FAE × Credited Service Projected to Normal Retirement Date*, in excess of 35</td>
</tr>
<tr>
<td>D</td>
<td>0.55% × FAE up to Integration Level × Credited Service Projected to Normal Retirement Date*, up to 35</td>
</tr>
<tr>
<td>E</td>
<td>0.735% × FAE in excess of Integration Level × Credited Service Projected to Normal Retirement Date*, up to 35</td>
</tr>
<tr>
<td>F</td>
<td>0.5% × FAE × Credited Service Projected to Normal Retirement Date, in excess of 35</td>
</tr>
</tbody>
</table>

*If you’ve worked past your normal retirement date, replace the reference to normal retirement date with your postponed retirement date.
AFTER THE BENEFIT FREEZE DATE

The amount of Credited Service and Final Average Earnings, as well as the Integration Level, 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.

Credited Service Projected to Normal Retirement Date or to Postponed Retirement Date 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