PUERTO RICO
SAVINGS AND INVESTMENT PLAN

SUMMARY PLAN DESCRIPTION
JANUARY 2020
Este Resumen Descriptivo contiene un resumen en inglés de tus derechos y beneficios bajo el “Puerto Rico Savings and Investment Plan”. Si usted tiene alguna dificultad en entender cualquier parte de este folleto, comuníquese con el Administrador del Plan.
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INTRODUCTION

Because of the spin-off of the agricultural business operations of Corteva Inc. from DowDuPont, Inc. effective June 1, 2019, Pioneer Hi-Bred Puerto Rico, Inc. (“Pioneer”) became the sponsor of the DuPont Puerto Rico Savings and Investment Plan which was amended and restated and renamed as the “Puerto Rico Savings and Investment Plan” effective June 1, 2019. Pioneer, together with other Corteva Inc. affiliated companies in Puerto Rico that have adopted the Plan, shall be herein collectively referred to as the “Employer”. This Summary Plan Description (“SPD”) is a brief description of the key features of the Plan and your rights as a participant as of June 1, 2019.

In general terms, the Plan is a profit sharing plan which contains a cash or deferred arrangement qualified under the provisions of Sections 1081.01(a) and (d) of the Internal Revenue Code for a New Puerto Rico (the "Code"). The trust which forms part of the Plan is exempt from the payment of income taxes, as provided under Code Section 1081.01(a) and, pursuant to Section 1022(i)(1) of the Employee Retirement Income Security Act of 1974 (“ERISA”), as provided under Section 501(a) of the United States Internal Revenue Code of 1986, as amended.

The Plan offers you a convenient way to save and invest funds for your retirement, through payroll deductions, on a tax-deferred basis.

This booklet contains a summary of the Plan’s main provisions and is intended to serve as the SPD required by ERISA. The official terms of the Plan are contained in the Plan document which governs your rights and benefits under the Plan. To obtain more information on how the Plan works, you must refer to the Plan document.
You should read this booklet carefully. We want you to understand how the Plan works. If you have a specific question regarding the Plan, you should contact the Plan Administrator.

**HIGHLIGHTS OF THE PLAN**

- Participation in the Plan as of the first day of the payroll period immediately following your employment date.

- Savings through before-tax contributions (which defer income taxation on the amount of such savings), after-tax contributions, or a combination of both.

- Matching contributions from the Employer equivalent to one dollar ($1.00) for each dollar that you contribute to the Plan in the amounts up to a maximum of six percent (6%) of your Compensation.

- Additional Employer contribution currently equal to 3%, regardless of whether you elect to contribute or not.

- Various diversified investment funds from which to choose.

- Flexibility in your Plan elections -- the option to change or suspend your contributions to the Plan, to transfer the balance of your Plan Account from one investment fund to another, to adjust the amount of future contributions invested in each fund and to change your beneficiary designation.

- Access to the money in your Plan Account through loans and in-service withdrawals.
• Daily access to your Plan Account information through Merrill’s Benefits Online at www.benefits.ml.com.

• Distribution of quarterly account statements summarizing the investment performance of the funds you have elected and the balance of your Plan Account.

ELIGIBILITY AND PARTICIPATION

Participation in the Plan is voluntary. All employees are eligible to participate in the Plan except: (i) employees with respect to whom retirement benefits have been the subject of good faith collective bargaining; (ii) leased employees; (iii) employees paid by commissions only; (iv) any employee covered by any other profit sharing plan containing a cash or deferred arrangement sponsored by Corteva, Inc. or any of its affiliates; and (v) employees nonresidents of Puerto Rico or that do not render services primarily in Puerto Rico.

An employee of the Employer assigned temporarily to an affiliate of the Employer out of Puerto Rico, with the expectation that such employee will return to his/her job with his/her Employer in Puerto Rico after terminating a temporary assignment (the “SCT Employee”), will not continue as an eligible employee to participate in the Plan during such period. However, SCT Employees will be allowed to take out loans and to make in-service withdrawals from the Plan, pursuant to the Plan’s loan and in-service withdrawal provisions, during the time they are classified as SCT Employees. However, such SCT Employees will not be allowed to make contributions to the Plan during such time.
Effective April 1, 2019, the employees of Mycogen Seeds Puerto Rico are eligible to participate in the Plan.

**Enrollment**

As an eligible employee, you may enroll and commence participating in the Plan as of the first day of the payroll period immediately following the date of your commencement of employment.

If you do not initially enroll in the Plan as soon as you become eligible to participate, you can elect to participate in any subsequent enrollment date. The enrollment dates are the first day of any payroll period.

You can enroll in the Plan any time after you become eligible (typically, your date of hire). You can start or stop your contributions at any time. You will receive an enrollment package from Merrill once you become eligible.

When you enroll, you decide:

- the percentage of your Compensation that you wish to contribute to the Plan;

- whether you want to contribute to the Plan through before-tax and/or after-tax contributions;

- how to invest your contributions; and
who will be your beneficiary(ies), to receive any benefits payable from the Plan in case of your death.

**Automatic Enrollment**

Effective for eligible employees hired or re-hired on or after April 1, 2019, the Plan has an automatic enrollment feature to encourage savings. If you don’t enroll on your own or opt out of the Plan within 60 days from the date you become eligible, you’ll be automatically enrolled in the Plan and:

- six percent (6%) of your Compensation will be withheld from your pay each payroll period and contributed to the Plan on a before-tax basis;
- your contributions will be invested in the Advice Access Personal Manager; and
- you will be enrolled in the automatic increase feature, set to increase your before-tax contributions by one percent (1%) each year, up to a maximum of 15% of pay (see “Automatic Increase Feature” section).

You can change your enrollment decisions, including your decision not to participate, at any time. To make the change, log on to Benefits OnLine at [www.benefits.ml.com](http://www.benefits.ml.com), or call Merrill at (844) 540-0164.
About your Beneficiary

When you enroll in the Plan, you will need to name a beneficiary. If you are married, your spouse will automatically be designated as the beneficiary of your benefits under the Plan. If you wish to designate a beneficiary other than your spouse (or subsequently change your beneficiary designation), even if you have a pre-marital contract, your spouse must consent to this, in writing, before aNotary Public.

Because events such as marriage, divorce or death of a family member can affect your beneficiary designation, it is important to keep it up-to-date.

To name a beneficiary for the first time, or to change your beneficiary, log on to your account at www.benefits.ml.com. You can also call Merrill at (844) 540-0164. Participant Service Representatives are available Monday to Friday from 7:00 a.m.to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open.

When Participation Begins

You begin participating in the Plan on the first day you become eligible (typically your date of hire). Once you are a participant, you have easy access to your Plan account 24 hours a day and seven days a week through Merrill’s Benefits OnLine at www.benefits.ml.com. Or, you can call Merrill at (844) 540-0164. The speech enabled Interactive Voice Response (IVR) system
is available 24/7. Participant service representatives are available Monday to Friday, from 7:00 a.m. to 8:00 p.m. ET, on days the New York Stock Exchange is open.

Visit www.benefits.ml.com to:

- enroll in the Plan;
- learn more about specific Plan provisions;
- check your account balance;
- monitor up-to-date investment performance;
- change your contribution percentage, investment allocation and/or asset allocation;
- request a loan, withdrawal or distribution from your account;
- choose or change your beneficiary(ies);
- learn about the Plan and the basics of saving and investing;
- access on line tools and calculators to help you decide how much to save;
- learn how changing your contributions may affect your take-home pay; and
- find how much income you are projected to need in retirement.

The Employer recommends that you visit Benefits OnLine regularly.
Re-enrollment of Ex-Participants

If you are a former participant and you return to render services for the Employer, you will be eligible to participate in the Plan as of the first day of the payroll period immediately following the date of your reemployment.

Military Leave

If you are on a qualified uniformed military leave, special rules may apply to your contributions and/or loans. In addition, you may be eligible for other special rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA) with respect to the Plan upon your return to active employment.

YOUR VOLUNTARY CONTRIBUTIONS TO THE PLAN

When you enroll in the Plan, one of the first things to decide is how much to contribute. Contributions are deducted from your Compensation to the extent funds are available after other deductions such as health care premiums, loan payments, or other deductions. You can make a number of different kinds of contributions: before-tax contributions; after-tax contributions; catch-up contributions; and rollover contributions.

You must submit your contribution decisions by logging on to Benefits OnLine at www.benefits.ml.com or by calling Merrill at (844) 540-0164. Participant Service Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open.
You can start, stop or change your contributions at any time. A change in your contributions will generally be effective in the next payroll period following the date you notified Merrill.

Before-Tax Contributions

You will be able to save any percentage (in 1% increments) of your Compensation, through before-tax contributions to the Plan up to the “maximum dollar limitation” in effect. For calendar year 2019 and years thereafter, your before-tax contributions may not exceed a maximum dollar amount of $15,000.

For these purposes, Compensation is defined as follows:

Compensation for eligible employees shall be defined as all income received from the Employer, including, Short-Term Incentive (“STI”) and; any before-tax contributions to the Plan but, excluding the following items: bonuses (except as noted herein below regarding Christmas bonuses), commissions, awards, paid time off-post termination, vacation payout due to termination, severance, vacation sold in lieu of cash, and CTP package related compensation. Provided however, that Christmas bonuses are included in the definition of Compensation.

Notwithstanding the above, Compensation under the Plan does not include any compensation paid to the Participant following the pay date for the pay period in which the Participant’s termination of employment occurs.
In addition, the Code limits the amount of your Compensation that the Plan can take into account. For 2020, that limit is $285,000. This Code limit can change annually.

Your before-tax contributions will be deducted from your Compensation before the calculation and withholding of income taxes. This means that your current taxable income will be reduced by the amount of your before-tax contributions to the Plan, thus, reducing your income tax liability.

**Automatic Increase Feature**

Effective for eligible employees hired or re-hired on or after April 1, 2019, to promote savings, you can have your before-tax contributions automatically increased:

- you can choose an increase of one percent (1%), two percent (2%) or three percent (3%);
- you can make the increase happen every year, every two years or every three years; and
- you can set a maximum percentage where increases end.

Notwithstanding the above, the most you can contribute as before-tax contributions each year is limited to $15,000.

**Additional Limitations Applicable to Your Before-Tax Contributions**

In addition to the maximum dollar limitation on before-tax contributions described above (e.g., $15,000), the Code requires that all employee retirement plans like this one pass a discrimination test. The discrimination test assures a fair mix of before-tax contributions to the
Plan from employees at all earnings levels and will only affect those employees considered highly compensated. This means that during any Plan year, the Plan Administrator may have to: (i) limit the maximum allowed amount of before-tax contributions made by the highly compensated employees; (ii) return to the highly compensated employees a portion of their before-tax contributions; (iii) recharacterize the higher-paid employees’ before-tax contributions as an after-tax contributions; or (iv) make a Qualified Non-Elective Contribution on behalf of one or more of the non-highly compensated employees to the extent necessary to meet the discrimination test.

If you are affected by this limitation, you will be notified by the Plan Administrator.

**After-tax Contributions**

You can make after-tax contributions of one percent (1%) up to ten percent (10%) of your annual Compensation. However, you may not contribute more than 10% from any paycheck.

**Before-Tax Contributions v. After-Tax Contributions**

Below is a description of before-tax contributions and after-tax contributions so you can better understand the tax advantages of saving through before-tax contributions.

**Before-Tax Contributions** - means that you are saving before paying Puerto Rico income taxes. This does not mean that you are not going to pay income tax, but rather that you are deferring the payment of income taxes. You also defer income tax payment on the investment
earnings on your Plan Account. Although you will always have to pay Social Security taxes, your before-tax contributions provide you with the following additional advantages:

- your contributions are not included in your gross income, therefore, your gross income decreases;

- your applicable income tax rate could be reduced;

- your take-home pay is greater than if you contributed the same amount on an after-tax basis; and

- when you receive the value of your account due to your separation from service, if the whole amount of your account is distributed to you within a single taxable year (i.e., in a lump-sum payment), the taxable amount of such distribution may be subject to a preferential income tax rate.

The following example illustrates the advantages of saving through before-tax contributions as opposed to saving through after-tax contributions.

**Example**

Let’s assume that a married employee who earns $30,000 a year, files a joint return, takes the standard deduction and personal exemption, decides to save 10% of his/her compensation through: (i) contributions on an after-tax basis, and (ii) before-tax contributions to the Plan. The following table shows the effect of these two alternatives on this employee’s take-home pay.
### Savings through After-Tax Contributions vs. Before-Tax Contributions

<table>
<thead>
<tr>
<th></th>
<th>Savings through After-Tax Contributions</th>
<th>Savings through Before-Tax Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation</td>
<td>$30,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Before-Tax Contributions to the Plan</td>
<td>0</td>
<td>$-3,000</td>
</tr>
<tr>
<td>Gross Income</td>
<td>$30,000</td>
<td>$27,000</td>
</tr>
<tr>
<td>Personal Exemption and Deductions</td>
<td>$-6,150</td>
<td>$-6,150</td>
</tr>
<tr>
<td>Income subject to Income Tax</td>
<td>$23,850</td>
<td>$20,850</td>
</tr>
<tr>
<td>Puerto Rico Income Tax</td>
<td>$2,667</td>
<td>$2,217</td>
</tr>
<tr>
<td>Net Income After Income Tax Payment</td>
<td>$21,183</td>
<td>$18,633</td>
</tr>
<tr>
<td>Savings Through After-Tax Contributions</td>
<td>$-3,000</td>
<td>0</td>
</tr>
<tr>
<td>Available Income for the Employee</td>
<td>$18,183</td>
<td>$18,633</td>
</tr>
<tr>
<td>Difference in Available Income</td>
<td>$450</td>
<td></td>
</tr>
</tbody>
</table>

As you can appreciate, by saving through before-tax contributions to the Plan you reduce your income tax liability and, thus, increase your net take-home pay.

**Discontinuance, Resumption or Change in the Amount of your Contributions**

Once you enroll in the Plan, your contributions are automatically deducted from each pay check. You can increase or decrease, stop or restart your contributions, or change your contribution type (before-tax and/or after-tax) at any time. Generally, your changes are effective with the next scheduled payroll.

To make a contribution change, log on to your account at [www.benefits.ml.com](http://www.benefits.ml.com), or call Merrill at (844) 540-0164. You will receive a confirmation statement from Merrill to confirm that your change was completed. You can receive your confirmation online or have the...
confirmation mailed to your home address. You should carefully check your confirmation statement and report any errors to Merrill immediately. You should also check your pay statement regularly to ensure your contributions match the choices that you have submitted.

If you discontinue your contributions to the Plan, the matching contributions of the Company will be suspended.

**Catch-Up Contributions**

If you have attained age 50 or will attain age 50 prior to the end of the calendar year and you have made Before-Tax Contributions up to the maximum dollar amount described above (e.g., $15,000), you will be eligible to make additional contributions known as “Catch-Up Contributions” of up to **$1,500** for the year 2020 and years thereafter. You don’t need to make a separate election to take advantage of the catch-up contributions, the deduction will be made automatically for each pay period once you are eligible. Catch-Up Contributions will be taken into consideration for the computation of the Matching Contributions. For more information on Catch-Up Contributions, contact Merrill at (844) 540-0164, Monday to Friday from 7:00 a.m. to 8:00 p.m. ET.

**Rollover Contributions**

Subject to prior approval from the Plan Administrator, you may roll over into the Plan certain distributions received from another Puerto Rico qualified plan maintained by your previous employer. The distribution must be transferred to the Plan within sixty days from the date of its receipt. Your rollover contributions will not be taxed for as long as they remain in the Plan and will be invested in accordance with your investment instructions.
Detailed instructions for making a rollover are available on Benefits OnLine at www.benefits.ml.com or you can call Merrill at (844) 540-0164. Participant Service Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET) on days the New York Stock Exchange is open.

EMPLOYER CONTRIBUTIONS

Matching Contributions

To encourage you to save for your retirement under the Plan, during each payroll period the Employer will make a matching contribution equivalent to one dollar ($1.00) for each dollar of your before-tax and/or after-tax contributions to the Plan for such payroll period up to a maximum of six percent (6%) of your Compensation for such payroll period. Provided however, that prior to January 1, 2012, matching contributions for eligible employees of Pioneer could not exceed four percent (4%) of such participants’ Compensation.

Retirement Savings Contributions

Each payroll period, the Employer will make a Retirement Savings Contribution equal to 3% of an eligible employee’s Compensation for such payroll period. The Retirement Savings Contribution is automatically contributed by the Employer on your behalf even if you don’t contribute to the Plan.
You are eligible for these Retirement Savings Contributions if you are employed by the Employer on the payroll period and earn eligible Compensation Retirement Savings Contributions are allocated to your Retirement Savings Contribution Account.

**Qualified Non-Elective Contributions (“QNECs”)**

As mentioned above, to the extent needed to satisfy the discrimination test provided under the Code, the Employer could make a Qualified Non-Elective Contribution (“QNEC”) to the credit of the accounts of one or more of those employees considered non-highly compensated.

**MAXIMUM ALLOCATIONS**

The Code limits amounts which may be contributed to the Plan on your behalf each year. The maximum amount that can be contributed to your Account through Employer contributions as well as your own contributions (before-tax and after-tax) in 2020 is $57,000. This Code limit can change annually.

**INVESTMENT OPTIONS**

The Plan offers a variety of investment options. The Plan Administrator will provide you a prospectus and other materials which will describe for you in detail each investment option. If
you are a participant in the Plan, you may choose to invest your Plan Account in any of the currently available investment options. If you do not make an investment election, your contributions and the Employer’s contributions, for which an investment election has not been made, shall be invested in the investment option designated by the Plan Administrator as the default investment option which currently is the “Advice Access Personal Manager”.

Each investment option has different objectives and investment strategies. Since equity securities are subject to market fluctuations, which are unpredictable, you should be aware that investing in any fund with holdings of securities or stock is subject to risk. At any point in time, the value of the stock could be less than you paid for it.

The Plan is intended to be a directed investment plan pursuant to the rules of ERISA Section 404(c) and the regulations thereunder. This means that you shall be fully responsible for directing that your Plan account be invested in any one or more of the currently available investment options. In addition, the Employer, the Plan Administrator and other Fiduciaries of the Plan will be relieved from liability from any losses which are the direct and necessary result of your investment direction. Before you make any decisions regarding the investment of your account, you should carefully read the various prospectuses for each of the investment alternatives and other materials provided. It is important to recognize that there are no guarantees of how your investments will perform, and that past performance does not necessarily predict future performance. All of the investment alternatives offered have some risk, some more than others. Often those with the largest potential return have the greatest risk. Your ability and willingness to accept risk should be a very important factor in your investment decisions. This factor may be influenced by your age and the length of time remaining before you retire.

The investment funds may charge certain expenses to your accounts, and such expenses
may reduce your overall investment returns. Information regarding the investment funds is covered in the Investment Return and Fee Comparison available for each fund. The Investment Return and Fee Comparison on the current available investment funds is available upon request from Merrill. The available information regarding the funds, generally, includes: (i) a description of annual operating expenses of each investment fund that reduce the rate of return, and the percentage of total fund assets represented by such expenses; (ii) copies of any prospectuses, financial statements and reports to the extent available to the Plan; (iii) a list of the assets of the investment funds that are collective investment funds, including the names and addresses of any issuers of fixed-rated investment contracts; (iv) information concerning the value of shares or units in the investment funds and the past and current investment performances of the funds determined net of expenses; and (v) the most recent value of shares and units held in your account.

Changing your Investment Elections

As described below, you will have the flexibility to change the investment option in which your Plan Account will be invested.

Future Contributions

You may modify on a daily basis the investment mix in which your future contributions are invested by going on line to www.benefits.ml.com or calling Merrill at (844) 540-0164. Participant Service Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open.
Contributions already made to the Plan

You may transfer on a daily basis all or any portion of the funds in your Account in the Plan among the available investment funds by calling going on line to www.benefits.ml.com or calling Merrill at (844) 540-0164. Participant Service Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open.

However, notwithstanding the above, certain mutual fund companies may impose excessive trading policies and/or restrictions at the mutual fund level that may restrict trading in such mutual fund. If a mutual fund trading policy were to restrict trading, a disclosure notice would be available in Merrill’s website at: www.benefits.ml.com.

VALUE OF YOUR ACCOUNT IN THE PLAN

When you enroll in the Plan, a separate account is established in your name. Your Plan Account balance consists of your after-tax contributions, before-tax contributions, rollover contributions, the employer matching contributions, retirement savings contributions, qualified non-elective contributions, if any, and the investment income derived from such contributions, reduced by any loans, distributions or withdrawals you have made.

Total Plan assets, which are maintained in a trust fund (the “Trust”), are made up of the separate accounts of all Plan participants.
Your personalized Plan account statement is available to you online at any time. You can access it by logging on to Benefits Online at www.benefits.ml.com. Quarterly account statements are mailed to your address on record, unless you prefer to receive an email notice that your quarterly statements are available on line.

Your personalized statement includes:

- your account balance;
- your contributions;
- Employer contributions;
- any rollover contributions;
- investment option asset allocation;
- your investment gains or losses;
- investment performance;
- any loans or withdrawals made from your account; and
- any loan fees and loan repayments.

You should carefully check your account balance statement and report any errors to Merrill immediately at (844) 540-0164.
VESTING

Vesting refers to your nonforfeitable right to the value of your Plan Account.

Under the Plan, you are always 100% vested in your before-tax contributions, after-tax contributions, rollover contributions and qualified non-elective contributions credited to your Plan Account, as well as in the investment earnings attributable to such contributions.

Matching Contributions

You are 100% vested on the portion of your Account attributable to employer matching contributions as well is the investment earnings attributable to such contributions.

Retirement Savings Contributions

Your vesting rights over the portion of your Account attributable to the retirement savings contributions and the investment earnings on the same shall be calculated in accordance with the following table:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Vested Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 3 years</td>
<td>0%</td>
</tr>
<tr>
<td>3 or more</td>
<td>100%</td>
</tr>
</tbody>
</table>

Notwithstanding the above, you will also be 100% vested in your entire Plan Account when you reach your Normal Retirement Age, or should you become disabled during active
employment, or upon complete discontinuance of contributions by the Employer, regardless of how many years of service you may have at such time. In addition, your beneficiaries shall be 100% vested in your total Plan Account balance if you should die while still rendering service for the Employer, regardless of how many years of service you may have had at the time of your death.

Effective March 1, 2015, Participants that terminate employment upon the abolishment of his position or job with the Employer will become 100% vested on the portion of their Account attributable to retirement savings contributions as well is the investment earnings attributable to such contributions.

Notwithstanding the above provisions, participants that terminated employment with DuPont Agricultural Caribe Industries, Ltd. due to the transaction agreement entered into between E.I. du Pont de Nemours and Company and FMC Corporation became 100% vested on their Accounts as of October 31, 2017.

If your employment with the Employer terminates, any unvested portion of your Retirement Savings Contributions will be forfeited. Forfeitures are used to reduce plan expenses or fund future Employer Contributions.

IN-SERVICE WITHDRAWALS

Although the main objective of the Plan is to provide you with a convenient and effective way of saving for your retirement, subject to certain restrictions, the Plan does permit you to make withdrawals during the time you are employed by the Employer and/or during the time you are classified as an SCT Employee.
Withdrawals for Any Reason

You can elect to receive a distribution from the portion of your Plan Account attributable to your after-tax contributions, rollover contributions and investment earnings on the after-tax and rollover contributions. No minimum amount is required and there are no limits on the frequency with which this type of withdrawal can be requested in any given calendar year.

You may apply for a withdrawal from your after-tax contribution and/or your rollover contribution Accounts by contacting Merrill by logging on to Benefits OnLine at www.benefits.ml.com or by calling (844) 540-0164. Participants Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open. All requests for such withdrawals will be processed as soon as administratively possible after you have completed the documents required by Merrill. The withdrawal check will be issued by Banco Popular and mailed to you to your home address.

The taxable portion of all withdrawals for any reason (i.e., amounts not previously taxed) is subject to a 10% mandatory Puerto Rico income tax withholding which will be deposited with the PR-Treasury Department.

Hardship Withdrawals

In the event that you experience a severe financial need while in active employment with the Employer, you may have access to that portion of your Plan Account attributable to your
before-tax contributions (excluding investment earnings thereon), and the vested portion of the employer matching contributions by requesting a withdrawal on account of financial hardship.

To apply for a withdrawal on account of financial hardship, you must contact Merrill by logging on to Benefits OnLine at www.benefits.ml.com or by calling (844) 540-0164. Participants Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open and complete the required forms. In addition, you will be required to provide certain information to demonstrate the nature and dollar value of your financial need and to confirm that you lack other financial resources available to satisfy such need.

In evaluating your financial hardship, Merrill will apply certain standards which may be revised periodically to comply with applicable laws and regulations on a uniform and consistent basis.

Under current law, Merrill must make certain that your financial need is “heavy and immediate.” A financial need will be deemed heavy and immediate if funds are required for any of the following reasons:

- Purchase of your principal place of residence (excluding mortgage payments);
- Medical expenses incurred or to be incurred by you, your spouse or your dependents that are not covered by a medical plan or reimbursed;
- Tuition payments and related educational expenses for the next year of post-secondary education for you, your spouse, your dependent children or other;
• Payments needed to prevent eviction from your principal residence or foreclosure of the mortgage on such residence; or

• Payments of funeral expenses of a member of your immediate family.

Likewise, you will be required to demonstrate to Merrill that a withdrawal from the Plan is necessary to meet your financial need and that your need cannot be satisfied from other reasonably available resources. In making this determination, Merrill must confirm the exact dollar amount of your need, as well as consider all other resources reasonably available to you from which you could satisfy the need prior to requesting a hardship withdrawal, such as any of the following:

1. A withdrawal for any reason of your after-tax contributions and/or rollover contributions under the Plan;
2. A loan under the Plan or any other plan maintained by the Employer; or
3. Suspension of your before-tax contributions to the Plan.

For this purpose, plan loans will not be deemed “reasonably available” if taking the Plan loan will not alleviate (in whole or in part) the participant’s financial hardship need if repaying any such loan will itself cause a financial hardship for such participant.

If your financial need is considered heavy and immediate, the Merrill must limit the amount to be distributed to the amount necessary to satisfy your need.

If you make a hardship withdrawal, your before- and after-tax contributions to the Plan and to any other plan maintained by the Employer, will be suspended for a 12-month period following the receipt of the withdrawal. Your contributions will not be automatically reinstated
after the 12-month suspension period. Upon the expiration of such 12-month period, you must contact Merrill by logging on to Benefits OnLine at www.benefits.ml.com or by calling (844) 540-0164. Participants Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open in order to resume your contributions to the Plan. In addition, the maximum amount that you will be able to contribute to the Plan and to any other plan maintained by the Employer on a before-tax contribution for the taxable year immediately following the 12-month suspension period will be reduced by the amount of before-tax contributions made during the year in which the hardship withdrawal was made (that is, the maximum before-tax contributions for such year will be reduced by the amount of before-tax contributions made during the taxable year in which the withdrawal was made). For example, if during 2019 you contributed $1,000 in before-tax contributions and obtained a hardship withdrawal, at the time you resume your contributions in 2019, the maximum amount that you can contribute for 2020 will be limited to $14,000 ($15,000-$1,000).

All hardship withdrawals shall be debited in cash and shall be made on a pro rata basis from all the investment funds in which your before-tax contributions and matching contributions are then invested.

All hardship withdrawal requests will be processed as soon as administratively possible after you have completed the documents required by Merrill. The hardship withdrawal check will be issued by Banco Popular and mailed to your home address.

Hardship withdrawals are subject to a mandatory 10% Puerto Rico income tax withholding which will be deposited with the PR-Treasury Department.
Withdrawals for Any Reason After Age 59½

After attainment of age 59½, in addition to being able to make withdrawals from your rollover contribution and/or after-tax contribution accounts, you may elect to withdraw amounts for any reason, from any of the following accounts:

- the before-tax contributions account, including earnings, and
- the vested portion of the matching contribution account, including earnings.

If you wish to make this kind of withdrawal, you may apply for it by contacting Merrill by logging on to Benefits OnLine at [www.benefits.ml.com](http://www.benefits.ml.com) or by calling (844) 540-0164. Participants Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open. No minimum amount is required and there are no limits on the frequency with which this type of withdrawal can be requested in any given calendar year. All requests for such withdrawals will be processed as soon as administratively possible after you have completed the documents required by Merrill. The withdrawal check will be issued by Banco Popular and mailed to your home address.

The taxable portion (i.e., amounts not previously taxed) of all withdrawals for any reason after age 59½ is subject to a 10% mandatory Puerto Rico income tax withholding which will be deposited with the PR-Treasury Department.
Withdrawals from the Retirement Savings Contributions

No in-service withdrawals are allowed from the retirement savings contributions account.

Special Provisions

Notwithstanding the above provisions, participants that terminated employment with DuPont Agricultural Caribe Industries, Ltd. due to the transaction agreement entered into between E.I. du Pont de Nemours and Company and FMC Corporation may request withdrawals from their Accounts for any reason, excluding After Tax Withdrawals, effective November 1, 2017 until such time when they make a distribution decision as a separated employee (ie: roll over or establish periodic payments).

DISTRIBUTIONS PURSUANT TO PR-TREASURY ADMINISTRATIVE DETERMINATION NO. 17-29

The Plan was amended to comply with the provisions of PR-Treasury Administrative Determination 17-29 (the “Determination”) providing relief under the Code for participants affected by hurricane Maria. Pursuant to the specific rules and procedures established by the Plan Administrator at its discretion, eligible participants will be allowed to request in-service withdrawals and certain total distributions on account of separation from employment and enjoy the favorable tax treatment afforded by the Determination.
LOANS

General Information and Eligibility

You may borrow money from your Plan Account at any time and for any reason as long as you remain in active service with the Employer or as long as you are classified as an SCT Employee. Terminated or retired participants, beneficiaries, and alternate payees are not eligible to receive a loan.

Effective April 1, 2019, the maximum (including any outstanding loan under the Plan) amount you may borrow is generally the lesser of: 50% of your vested account balance (excluding Retirement Savings Contributions); or $50,000. The $50,000 maximum is reduced by the highest outstanding loan balance of a previous loan, whether repaid or not, in the preceding 12 months. The minimum amount you may borrow is $1,000. You may only have two (2) outstanding loans from the Plan at any time. If you have defaulted on a prior loan, you will only be allowed to take one new loan only if you do not have any existing open loans. If you have defaulted on two loans, you will not be allowed to take any new loans.

There are two types of loans: a general purpose loan and a residential loan. A general purpose loan is available for any reason. If you are requesting a residential loan you will be asked to provide appropriate documentation to Merrill in order to demonstrate that the loan is for the purchase of your principal residence.
The interest rate applicable to any loan shall be set by Merrill as of the first day of each calendar month and will be equal to the prime rate plus one percent (1%). The interest rate will remain for the entire term of the loan. There will be an administrative fee for processing each loan (currently $75.00). Effective April 1, 2019, for a residential loan, there is an additional $45 qualification fee. Such fees will be deducted automatically from your Plan Account.

**Requesting a Loan**

You can apply for a loan online, at www.benefits.mll.com, or call Merrill at (844) 540-0164.

For general purpose loans, Merrill will process the loan request within three to five business days. The loan check will be mailed to your home address by Merrill. The back of the check contains a promissory note. This means that when you endorse the check, you are signing a promise to repay the loan. You will also have the option to request a Direct Deposit of the loan amount.

For residential loans, Merrill will review the application form and supporting documents submitted to them directly by the participant and will respond within 10 business days of receipt of request. If the request does not qualify, Merrill will send the participant a reject notification with an explanation to the participant.

**Source of Loan Funds**

The Plan Administrator will decide which Plan sub-accounts and investment funds will be available for the loan. Currently, loans will be made pro rata from all of your Plan accounts.
except for the Retirement Savings Contributions Account. No loans will be available from a Participant’s Retirement Savings Contributions account.

**Repaying a Loan**

Loan repayments are made through payroll deductions from your wages according to an amortization schedule established by Merrill, with both payments of principal and interest deposited in your Plan Account. You may continue your contributions to the Plan during the loan period.

General purpose loans (i.e., loans not for the purchase of your principal residence) must be repaid in a term of 12 to 60 months. Residential loans (i.e., loans for the purchase of your principal residence) must be repaid in a term of up to 120 months.

The corresponding payroll deduction to repay your loan will only include one repayment installment as per the amortization schedule. Any loan repayment not deducted during a specific payroll cycle will not be deducted in a subsequent payroll cycle; instead, you must make the corresponding payment in order to prevent your loan to be considered in arrears. Any such payment shall be made through a money order or certified check and for the exact amount of the installment or installments that were not repaid via payroll deductions. For missed loan payments, Merrill will send a **Loan Payments Past Due - Action Required** notice via mail to the participant that will provide details and instructions for repaying the past due payment or payments.

It is your responsibility to periodically review your pay statement and Merrill Statement in order to make sure that your loan repayments are properly reflected. If any loan appears as unpaid this means that your loan is in arrears and you must promptly make the required payments in accordance with the procedures described above.
Effective April 1, 2019, you may repay in full the outstanding balance of your loan any time before the Maturity Date. In this case, the loan must be paid off in full by certified check or money order. No partial payoffs or accelerated payments are permitted.

If you fail to make a scheduled payment on the loan for any reason and that failure continues beyond the end of a 90 days period following the date on which the scheduled payment was due, the loan will be considered in default. The consequences of a default are described below under “If You fail to Repay Your Loan”.

If your employment with the Employer terminates for any reason before you have finished repaying your loan, you may continue to make loan repayments directly to Merrill via a certified check or money order. However, you may not request a new loan.

If you fail to make a scheduled payment on the loan for any reason and that failure continues beyond the end of the 90 days period following the date on which the scheduled payment was due, the loan will be considered in default.

**Loans when on Leave of Absence**

If you are on leave of absence during which you continue to receive your pay, you must continue to make your regularly scheduled loan repayments through payroll deductions. If however, with the approval of your Employer you take a leave of absence which is either without pay or at a rate of pay (after income and employment tax withholding) that is less than the amount of the installment payments required under the terms of the loan, the loan will automatically be placed on a suspension period until you return from your leave but not to exceed 12 months. Interest will continue to accrue during the leave of absence.
Upon the expiration of the suspension period, and if the Maturity date of the loan was not reached during the suspension period, the loan will be re-amortized for the remainder of the time left before reaching the Maturity date. When your loan is re-amortized, your missed loan payments and accrued interest will be added back to your principal balance and amortized over the remaining original term of your loan. If the Maturity date of the loan was reached during the suspension period, upon return from the leave, if you do not make the payments that are behind within the grace period, the loan will be considered in default. Also, upon expiration of the suspension period, if you continue on leave, the loan will not be re-amortized and if you don’t make the payments that are behind within the 90-day grace period, the loan will be considered in default.

You do have the option, in case you want to avoid the loan from falling behind, to send missed payments directly to Merrill by calling (844) 540-0164 for orientation.

Under federal law, special rules apply for loans if you are on a leave of absence for military service. You may suspend your loan repayments during the military leave. In order to request such suspension, you must submit the designated administrative form available by contacting Merrill by logging on to Benefits OnLine at www.benefits.ml.com or by calling (844) 540-0164. Participants Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open. In any loan taken out by a Participant who is on leave of absence for military service may not accrue interest at a rate of more than 6% during any part of the military service. Please contact the Plan Administrator for more information.
If You Fail to Repay Your Loan

Employed Status

If you fail to make a scheduled payment on the loan for any reason (other than military leave or an unpaid leave of absence described above) and that failure continues beyond the end of a 90 day period following the date on which the scheduled payment was due, the loan will be considered in default. A defaulted loan will be considered a “deemed distribution” and as such, a taxable distribution. To avoid treatment as deemed taxable distribution, you must pay all previously scheduled and delinquent payments of principal and interest by the end of the “grace period”. The “grace period” will extend to the end of the 90 day period following the date in which the earliest required installment payment remains unpaid.

If you default and you are not eligible to take a distribution because you are still an employee, the entire outstanding balance of your loan (including interest) balance will be treated as a “deemed distribution” and will be subject to Puerto Rico income taxes in the year that the default occurred. Consequently, you will receive a Puerto Rico Treasury Form 480.7C reflecting this “deemed distribution” as a taxable event. However, because you are not eligible under the Plan to receive a distribution, the actual distribution and foreclosure on the note for the default will be delayed until a distributable event occurs (e.g., you terminate your employment, become disabled, etc.). Refer to the subsection “Loans” under Section “Puerto Rico Taxation Aspects Applicable to your Benefits under the Plan” for a discussion of special income tax consequences upon defaulting on a loan.

Termination/Retirement/Death Status

If you terminate your employment before you have finished repaying your loan, and you elect to receive a distribution of your Account, you must repay the entire outstanding loan
balance prior to receiving your final distribution. Any lump-sum payment shall be made through a money order or certified check.

If you fail to repay the loan, the outstanding balance of the loan will be subtracted from the total account balance in determining the actual distribution amount. The entire outstanding loan, including interest, will be considered in default if the loan is not paid within the grace period. Once defaulted the Plan Administrator will deduct the amount needed to satisfy the loan from your Account. The amount of the loan balance, including interest, will be considered a taxable distribution subject to the withholding of Puerto Rico income taxes.

If you terminate your employment before you have finished repaying your loan, and you elect to defer receiving the distribution of your Plan Account, you may repay the outstanding loan balance, including interest, via money order or a certified check at the address provided above or, you may choose instead to continue making your loan repayment payments directly to Merrill via a check or a money order. If you fail to make a scheduled payment on the loan and that failure continues beyond the end of the calendar quarter during which the scheduled payment was due, the loan will be considered in default. A defaulted loan will be considered a “deemed distribution” and as such, a taxable distribution. The amount includible in income as a result of the deemed distribution will be reported on PR-Treasury Form 480.7C.

All loans shall be administered by the Plan Administrator in accordance to the provisions of the Plan and those specified in the Participant Loan Program established by the Plan Administrator.
DISTRIBUTION OF PLAN BENEFITS

Distributions Upon Retirement, Disability or Termination of Employment

Retirement

The normal retirement date under the Plan is age 65.

Disability

Your disability must be such that, presumably, you shall be impaired from performing in a satisfactory manner the usual duties required for your position in the Employer or the duties of such other position or job which the Employer makes available to you and for which you are qualified by reason of training, education or experience. If you qualify for total and permanent disability benefits under the Employer’s long-term disability plan, or the Federal Social Security System, you will be deemed to be disabled for Plan purposes.

Distribution of Benefits
Upon reaching your normal retirement age, should you become disabled or terminate your employment, the portion of your Plan Account upon which you are vested will be available for distribution to you as soon as administratively possible after your retirement date, becoming disabled or after your termination of employment. However, effective April 1, 2019, if the value of your vested balance in your Plan Account (including any Rollover Contributions) exceeds $1,000, you can defer the distribution of your benefits until a future date no later than the date on which you reach age 70 ½.

To apply for a distribution of your benefits contact Merrill by logging on to Benefits OnLine at www.benefits.ml.com or by calling (844) 540-0164. Participants Representatives are available Monday to Friday from 7:00 a.m. to 8:00 p.m. Eastern Time (ET), on days the New York Stock Exchange is open. The payment of such benefits will be processed as soon as administratively possible after you have completed the documents required by Merrill. The distribution check will be issued by Banco Popular and mailed to your home address.

**Distribution of Benefits by Reason of Death**

Generally, since this Plan was established primarily to provide benefits to participants like yourself, the distribution of benefits will generally be made out to you, but should you die prior to the receipt of the full value of your Plan Account, the benefits will be distributed to your designated beneficiary as soon as administratively possible.

To apply for a distribution of benefits, your beneficiary will have to contact Corteva Connection at 1-800-775-5955 to notify us about the death. Corteva Connection will provide instructions of the documentation needed and will notify Merrill to initiate the Beneficiary
Immediate Distribution

Effective April 1, 2019, if your vested Account balance (including Rollover Contributions) is $1,000 or less, you or your beneficiary will immediately receive a lump sum payment for the full value of your account balance.

Forms of Payment

Normal Form

The normal form of payment is a lump sum.

Optional Form

If you wish, you may elect to receive your benefits paid in installments over a period of time of at least five years (two years prior to June 1, 2019) and in accordance with the rules established by the Plan Administrator. Should the personal circumstances require it, Participants that elect to receive their benefits paid in installments may, subsequently after receiving the ongoing installment payments, elect to receive the remainder of his/her account balance in one lump-sum payment.
IMPACT OF YOUR BEFORE-TAX CONTRIBUTIONS ON SOCIAL SECURITY AND OTHER COMPANY PROVIDED BENEFITS

Because your before-tax contributions to the Plan are made before the calculation of your income tax liability, they reduce your taxable income (that is, for income tax purposes, these amounts are not included as wages in your 499R-2/W-2 PR Form) and, thus, reduce your income tax liability.

On the other hand, your before-tax contributions to the Plan will have no effect on your Social Security taxes or benefits. In view that regardless of your contributions to the Plan you will be required to pay Social Security taxes on your total compensation, your Social Security benefits will also be based on your full compensation.

Similarly, your before-tax contributions will not reduce your other pay-related Company provided benefits, such as disability and medical benefits. These benefits will continue to provide protection, based on your full compensation.

PUERTO RICO TAXATION ASPECTS APPLICABLE TO YOUR BENEFITS UNDER THE PLAN

Following we provide you with some general information about the Puerto Rico income tax laws and their effect on your Plan benefits.

In-Service Withdrawals

The amounts not previously taxed (i.e. the taxable portion) of all in-service withdrawals,
such as: withdrawals for any reason; hardship withdrawals and; withdrawals after age 59 1/2 are subject to a 10% mandatory Puerto Rico income tax withholding which will be deposited with the PR-Treasury Department.

Distributions of Plan Benefits

You will not be required to pay Puerto Rico income taxes for the balance of: (i) your before-tax contributions (including any catch-up contributions), (ii) your rollover contributions (only amounts not previously taxed), (iii) the matching contributions, (iv) retirement savings contributions, (v) qualified non-elective contributions, and (vi) the investment earnings of these contributions, and those earnings applicable to your after-tax contributions, until the time these are distributed to you. The after-tax contributions are not taxable at the time of distribution since these were already subject to income taxes prior to these being contributed to the Plan.

Under the current Puerto Rico tax laws, the general rule is that lump sum distributions (i.e., the total of your Plan Account is distributed to you within a single taxable year due to your termination of employment with the Employer) will be considered ordinary income subject to the normal individual income tax rates. Such lump sum distribution is subject to a 20% mandatory income tax withholding which will be deposited with the PR-Treasury Department. However, provided that at the time of the distribution the 20% withholding is satisfied, such lump sum distribution will be taxable at a 20% Puerto Rico income tax rate, instead of the normal individual income tax rates.

Amounts received in installments that comply with the requirements set forth under the regulations promulgated pursuant to Section 1081.01(b) of the Code will be considered ordinary income and subject to the normal individual income tax rates. However, the first $11,000, if you
are less than 60 years old, or $15,000 if you are 60 years old or older received in installments will be exempt from income taxes. There is a 10% mandatory Puerto Rico income tax withholding applicable to distributions made upon separation from service and received in the form of installments. However, the first $31,000 (in the case of participants with less than 60 years of age) and $35,000 (in case of participants 60 years of age or older) will not be subject to the 10% withholding. All amounts not previously taxed that exceed these limits ($31,000/$35,000) will be subject to the 10% withholding.

Also, you may defer the payment of Puerto Rico income taxes if the total amount distributed to you (excluding amounts previously taxed) due to your retirement, death or termination of employment, is transferred within a maximum 60-day period upon distribution into another Puerto Rico tax-qualified plan, or, to a Puerto Rico individual retirement account.

If at the time of receiving the distribution you are a resident of Puerto Rico, you will not be subject to the payment of federal income taxes. However, if you are a resident of the United States, there may be special federal tax consequences you should consider.

Loans

As discussed under the sub-section “Employed Status” of the section “If you Fail to Repay Your Loan”, a participant that has defaulted on a loan will be considered to have received a “deemed distribution” subject to Puerto Rico income taxes. This means that the entire balance of the outstanding loan will be taxable to you in the year the default occurred, and you will receive an informative return on PR-Treasury Form 480.7C reflecting such amount as if a distribution was made from the Plan to you.
Certainly, the taxation rules applicable to distributions of your benefits under the Plan could be an extremely complex and technical matter, and, therefore, WE ENCOURAGE YOU TO CONSULT WITH A QUALIFIED TAX ADVISOR BEFORE MAKING ANY DECISIONS REGARDING THIS MATTER.

PROCEDURES FOR CLAIMS BY PARTICIPANTS AND BENEFICIARIES

You or your designated beneficiary could request the payment of any benefit under the Plan. Any such request must be made in writing, and it should be filed with the Plan Administrator.

Your request will be considered a formal claim for benefits and it will be subject to a full and fair review. If your claim is wholly or partially denied, the Plan Administrator will furnish you with a written notice of this denial. This notice must be provided to you within a reasonable period of time (generally 90 days) after the receipt of your claim by the Plan Administrator. The Plan Administrator’s written notice must contain the following information:

- the specific reasons for the denial of your claim;

- specific reference to the Plan provisions on which the denial of your claim is based;

- a description of any additional information or materials necessary to correct or clarify your claim and an explanation of why such material or information is necessary;
• appropriate information related to the steps to be followed if you or your beneficiary wishes to request a review of the claim.

If your claim has been denied or if proper notice of the denial of your claim is not furnished to you pursuant to the above established procedure within a reasonable period of time, it will be considered denied and you may submit a request for review of such denial in accordance with the following procedure:

• Upon the denial of your claim, you must file your Request for Review of such denial, in writing, with the Plan Administrator.

• You must file the request for review no later than 60 days after you have received written notification of the denial of your claim for benefits or after such request for review is deemed denied (the latter occurs after the expiration of the original 90-day review period, unless otherwise extended).

• You may review all pertinent documents relating to the denial of your claim and submit any issues and comments, in writing, to the Plan Administrator.

• The revision of your benefit claim must be full and fair. If your request for review is denied, the Plan Administrator must provide you with written notice of this denial within 60 days after receipt of your written request for review. There may be times when this 60-day period may be extended. This extension, however, may only be made due to special circumstances which are communicated to you in writing within the initial 60-day period. If there is an
extension, the Plan Administrator shall make a determination as soon as possible, but not later than 120 days after having received your request for review.

- The Plan Administrator's decision will be communicated to you in writing and will include specific references to the pertinent plan provisions on which the decision was based.

- If the Plan Administrator's decision on review is not furnished to you within the time limitations described above, your claim will be deemed denied on review.

The Plan Administrator has discretion and authority to determine a participant’s eligibility for benefits and to construe the terms of the Plan. Any interpretation or determination made pursuant to such authority shall have full validity and effect.

ADDITIONAL INFORMATION ABOUT THE PLAN

The following section provides additional information on how the Plan operates.

Trust Fund and Trustee

All contributions (both yours and the employer’s) are deposited into the Trust managed
under the terms of a trust agreement between the sponsor and Trustee.

**Reinvestment of Earnings**

The Plan reinvests the interest and dividends earned by the Trust in the same type of investment from which it receives them.

**Nonassignment of Benefits**

With the exception of a Qualified Domestic Relations Order (as defined in the official Plan document), your right to your Account may not be transferred to another person. When used in this context, a Qualified Domestic Relations Order usually refers to a Court Order related to child support, alimony or marital property rights that recognizes another person’s right to all or part of an employee’s Account balance. The Plan also provides that your interest in your account balance cannot be subject to assignment, alienation, anticipation, sale, pledge, garnishment, encumbrances or charge of any type.

**Amendments and Termination of Plan**

The Employer expects and intends to continue the Plan indefinitely, but reserves the right to amend, discontinue, modify or terminate it, in whole or in part, at any time without prior notice or approval. The Employer’s decision to amend or terminate the Plan may be due to changes in laws that regulate employer benefit plans, the requirements of the Code or ERISA, or any other reason. The Employer reserves the right to reduce, suspend or discontinue contributions to the Plan. If there is any such action, it will not reduce your account balance up
to that date.

If the Plan is terminated in whole or in part, or if the Employer stops making contributions to the Plan, you will immediately become 100% vested in the balance of your Account.

**Pension Benefit Guarantee Corporation**

The Pension Benefit Guarantee Corporation (the "PBGC") is a federal agency established in accordance with the provisions of ERISA. In general, the purpose of the PBGC is to insure the payment of benefits provided by certain employee benefit plans known as “defined benefit pension plans.” The Plan, however, is not a defined benefit pension plan, but rather a “defined contribution” type plan, and thus its benefits are not insured by the PBGC.

**Your Rights Under ERISA**

As a Plan participant, you are entitled to certain rights and protections under ERISA. ERISA provides that all Plan participants shall be entitled to:

- Examine without charge, at the Employer’s Human Resources Department or at any other place designated by the Plan Administrator, all Plan documents, including insurance contracts, trust agreements, and copies of all Plan documents filed by the Plan with the United States Department of Labor, such as detailed annual reports.
• Obtain copies of all Plan documents and other plan information upon written request to the Plan Administrator. The Plan Administrator may make a reasonable charge for producing the copies.

• Receive a summary of the Plan’s annual financial report (this is, a summary of IRS Form 5500). ERISA requires that the Plan Administrator furnish each participant with a copy of this summary.

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the plan. The people who operate your Plan, called the “fiduciaries” of the plan, have the duty to operate the plan prudently and in the interest of you and all other plan participants and beneficiaries.

No one, including the Employer, or any other person or entity, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

If your claim for benefits under the Plan is denied, in whole or in part, you must receive a written notification with an explanation of the reason for the denial. You have the right to have the Plan Administrator review and reconsider your claim.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit in a Federal Court. In such case, the Court may require the Plan Administrator to provide the materials and pay you up to a maximum of $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If your claim for benefits is denied or ignored, in whole or in part, you may file suit in a Federal or State
If it should happen that Plan fiduciaries misuse the plan’s funds by way of improper conduct, or if you are discriminated against for asserting your rights, you may seek assistance from the U. S. Department of Labor, or you may file suit in a Federal Court. The Court will decide who should pay court costs and legal fees. If you are successful, the Court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about your Plan, you should contact the Plan Administrator. Likewise, if you have any questions about any of the above or about your rights under ERISA, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration or accessing its website at www.dol.gov/ebsa.
PLAN ADMINISTRATION

This section identifies the Plan and gives you the names and addresses of the people responsible for its administration.

Plan Name

Puerto Rico Savings and Investment Plan

Participating Employers

- Pioneer Hi-Bred Puerto Rico, Inc.: EIN 42-1357983
- Mycogen Seeds Puerto Rico: EIN 31-1283941

Plan Number

The number assigned to the Plan by Pioneer is: 001

Plan Year

The Plan operates on a calendar year basis, from January 1st to December 31st.
Plan Type

Defined contribution profit sharing plan with a cash or deferred arrangement.

Funding

The Plan is funded through participants’ pre-tax and after-tax contributions and by the Employer with respect to matching and other contributions.

Plan Sponsor

Pioneer Hi-Bred Puerto Rico, Inc.
Carretera #3 Km 154.9
Salinas, Puerto Rico 00751
(EIN 42-1357983)

Plan Administrator

Benefit Plans Administrative Committee
Corteva, Inc.
974 Centre Road
Wilmington, DE 19805
Recordkeeper

Bank of America Merrill
1400 American Drive
NJ2-140-03-50
Pennington, NJ 08534

Agent for Service of Legal Process

Pioneer Hi-Bred Puerto Rico, Inc.
Carretera #3 Km 154.9
Salinas, Puerto Rico 00751

Trustee

Banco Popular de Puerto Rico
Ponce de León Ave. 153
8th Floor
Popular & Vieques St. Bldg.
San Juan, PR 00917
Telephone: 787-754-4005