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 VII Solae Benefits

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

Current Solae Benefit Formula

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

**Covered Compensation**

The average of the annual Social Security taxable wage base in effect during the 35-year period that ends when you become eligible for Social Security benefits (age 65 – 67, depending on your birth date). This amount varies from person to person (depending on your year of birth, and the year you retire or end your employment with the Company) and changes from year to year as the Social Security taxable wage base changes. For 2018, the taxable wage base is $128,400. In determining your Covered Compensation for any Plan year, the taxable wage base for the current Plan year and any subsequent Plan year is assumed to be the same as the taxable wage base in effect as of the beginning of the Plan year for which the determination is made.

**Social Security Benefit**

The estimated Social Security Primary Insurance Amount payable to you at Social Security Retirement Age as in effect on the earlier of the date you terminate employment or retire.

**Average Annual earnings (AAE)**

The average of your five highest consecutive years of earnings during the ten completed calendar years ending prior to or coincident with the date on which you terminate employment. If you have less than 5 years of earnings, your AAE will be the average of all your earnings.

**Your Current Retirement Benefit Formula**

In most cases, the Title VII benefit you receive will be calculated with the Solae benefit formula:

\[
(1.0\% \times AAE \times \text{Credited Service through December 31, 2013}) + (0.5\% \times AAE \text{ in excess of Covered Compensation} \times \text{Credited Service through December 31, 2013})
\]

Plus

\[
(0.3333\% \times AAE \times \text{Credited Service after December 31, 2013}) + (0.1667\% \times AAE \text{ in excess of Covered Compensation} \times \text{Credited Service after December 31, 2013})
\]

If you were a non-union participant in the Central Soya Retirement Plan before March 1, 2003, your Solae formula benefit will be reduced (offset) by the Normal Retirement benefit you would have received at age 65 under the Central Soya Retirement Plan.

**Alternative Formulas**

In most cases, your benefit will be determined using the Solae formula. If you’re eligible to have your benefit calculated with one of the formulas below, and this alternative formula produces a larger benefit for you, you will receive the larger benefit.
Protein Technologies International (PTI) Administrative Formula

If you were an employee of the former Protein Technologies International (PTI) and classified as administrative, sales, or clerical before March 31, 2003, your pension benefit payable at age 65 will be no less than the benefit payable to you at age 65 under the former PTI Administrative Formula.

The formula is: PTI Administrative Formula × 1.025, where the PTI Administrative Formula is: (i) A + B, not less than (ii) A + B

\[
\begin{align*}
(i) &= A + B \\
A &= (1.5\% \times AAE \times \text{Credited Service through December 31, 2013 up to 40 years total}) - (50\% \times \text{Social Security Benefit} \times (\text{Credited Service through December 31, 2013 ÷ greater of projected Credited Service at Normal Retirement Date or 30 years})) \\
B &= (0.5\% \times AAE \times \text{Credited Service after December 31, 2013 up to 40 years total}) - (16.67\% \times \text{Social Security Benefit} \times (\text{Credited Service after December 31, 2013 ÷ greater of projected Credited Service at Normal Retirement Date or 30 years})) \\
(ii) &= A + B \\
A &= (1.25\% \times \text{AAE not in excess of$15,000} \times \text{Credited Service through December 31, 2013 up to 40 years}) \\
B &= (0.4167\% \times \text{AAE not in excess of$15,000} \times \text{Credited Service after December 31, 2013 up to 40 years})
\end{align*}
\]

Protein Technologies International (PTI) Production Formula

If you were an employee of the former Protein Technologies International (PTI) and classified as production before May 31, 2003, your benefit payable at age 65 will be no less than the PTI Production benefit you earned as of May 31, 2003 × 1.025.

AFTER THE BENEFIT FREEZE DATE

The amount of Credited Service, Covered Compensation, Social Security Benefit, and Average Annual Earnings 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