



Annual Enrollment for Your 2024 Benefits Is October 25 – November 7, 2023

As a DuPont U.S. employee on international assignment, you can make changes to your benefit elections during Annual Enrollment, which is October 25 – November 7, 2023. The benefits you elect during Annual Enrollment will take effect on January 1, 2024.

This document provides information on benefit enhancements and changes for 2024, details on the benefits available to you as a DuPont employee, and information on how to enroll.

As a reminder, if you don't act during Annual Enrollment, here's what will happen:

- Your 2023 medical, dental, prescription drug, life and accidental death insurance, and your voluntary benefits elections, **will** carry over into 2024.
- Your 2023 elections for Healthcare and Dependent Care Flexible Spending Accounts (FSAs) **will not** carry over into 2024. You won't be eligible to participate in FSAs in 2024 unless you experience a qualifying life event.
- You'll continue covering the same dependents you cover now.
- You will miss your opportunity to purchase additional vacation days for 2024.
- Unless you experience a qualifying life event, you won't have another opportunity to enroll or change your benefits until next fall.

Benefit Details

It's important to consider all the benefits DuPont offers you and your family during Annual Enrollment, so you can have the support you need throughout the year.

Below is an overview of what's available to you as a DuPont U.S. employee on international assignment.

For more information on these benefits, refer to the Summaries of Benefits and Coverage on digital.alight.com/dupont.

Benefit	Details										
Aetna International Health Care Plan	<p>You have access to comprehensive medical, dental, and prescription drug coverage through the Aetna International Health Care Plan. See the rates below:</p> <table border="1" data-bbox="410 1556 1487 1843"> <thead> <tr> <th data-bbox="410 1556 967 1633">Coverage Level</th> <th data-bbox="967 1556 1487 1633">Monthly Rate (Healthy Incentive Credit Applied)</th> </tr> </thead> <tbody> <tr> <td data-bbox="410 1633 967 1686">Employee Only</td> <td data-bbox="967 1633 1487 1686">\$71.00</td> </tr> <tr> <td data-bbox="410 1686 967 1738">Employee + Spouse/Domestic Partner</td> <td data-bbox="967 1686 1487 1738">\$229.00</td> </tr> <tr> <td data-bbox="410 1738 967 1791">Employee + Children</td> <td data-bbox="967 1738 1487 1791">\$156.00</td> </tr> <tr> <td data-bbox="410 1791 967 1843">Employee + Family</td> <td data-bbox="967 1791 1487 1843">\$315.00</td> </tr> </tbody> </table>	Coverage Level	Monthly Rate (Healthy Incentive Credit Applied)	Employee Only	\$71.00	Employee + Spouse/Domestic Partner	\$229.00	Employee + Children	\$156.00	Employee + Family	\$315.00
Coverage Level	Monthly Rate (Healthy Incentive Credit Applied)										
Employee Only	\$71.00										
Employee + Spouse/Domestic Partner	\$229.00										
Employee + Children	\$156.00										
Employee + Family	\$315.00										

Benefit	Details
Flexible Spending Accounts	DuPont offers two FSA options for you to choose from during Annual Enrollment: <ul style="list-style-type: none"> • Healthcare FSA: In 2024, contribute up to \$3,050 on a pre-tax basis to use for eligible healthcare expenses. • Dependent Care FSA: Contribute up to \$5,000 on a pre-tax basis to use for eligible child and elder care expenses.
Life and Accident Insurance	DuPont provides you with Basic Employee Life and Accidental Death Insurance at 1.5x your annual pay. For extra protection, you can purchase Supplemental Employee Life Insurance up to 7x your annual pay.
Disability Benefits	DuPont automatically provides you with Short- and Long-Term Disability that replaces all or a portion of your pay when you're not able to work. Benefits are taxable as regular pay when received.
Paid Time Off	It's essential that you take time away to relax and recharge. The amount of vacation time you accrue each year — which varies from 15 to 25 days — depends on how long you've been with DuPont.
Holidays	DuPont offers paid holidays to all employees, which include DuPont designated holidays and personal holidays, to take time away from work to celebrate with those you love. Note that holidays vary, depending on work location. Check with your manager for details.
Vacation Buying Program	Each year during Annual Enrollment, you can buy up to 40 extra hours of vacation time for the following year through the Vacation Buying Program. You'll pay for extra vacation time with pre-tax dollars deducted from each pay period in 2024.
Retirement Savings Plan	With the Retirement Savings Plan, DuPont fully matches your contributions up to 6% of your eligible pay. You're vested in your contributions and the DuPont match immediately. In addition, each pay period, you'll automatically receive a Company-provided Retirement Savings Contribution of 3% of your eligible pay. You're vested in the Retirement Savings Contribution once you've been with DuPont for three years.
Employee Assistance Program (EAP)	Through the DuPont Employee Assistance Program (EAP), administered by Aetna International, you and your family members have access to experienced clinicians who can help you navigate challenges at work or at home.
Tuition Reimbursement	At DuPont, we believe in your future and want to help with your development. All full-time employees are eligible to participate in the Tuition Reimbursement Program, which provides reimbursement up to: <ul style="list-style-type: none"> • \$7,500 per year for approved undergraduate, master's, and MBA programs, and • \$15,000 per year for approved executive MBA, specialty, or doctorate programs. For more details on the program, including how to apply, contact your local HR.
Legal Plan	Through the Legal Plan, you can access a nationwide network of attorneys, without extensive legal fees. You have two types of coverage to choose from during Annual Enrollment: coverage for yourself, or coverage for you and your family.

How to Enroll

Enroll on or before November 7, 2023:

- **Online:** Visit digital.alight.com/dupont by 11:59 p.m. CT.
- **Phone:** Call **1-833-253-7719** by 5:00 p.m. CT.

Any descriptions of benefit plans contained in this document provide only general information. Employees should refer to the plan document and summary plan description of the applicable plans for a more complete description of the plans' terms. If there is any conflict between (a) the information provided in this document, and/or any other oral or written representations made by anyone regarding a plan, and (b) the legal documents of a plan (including the plan document or summary plan description for the applicable plan), the plan legal documents will govern. DuPont reserves the right to amend, modify, or terminate any compensation or benefit program at any time. This document does not create any third-party beneficiary rights or alter one's status as an "at will" employee of DuPont, as applicable. It does not alter one's terms or conditions of employment with DuPont in any way. This document is subject to applicable laws and applicable collective bargaining agreements and collective bargaining obligations.

Legal notices, plan documents, and summaries (including notices describing required coverage for mastectomy-related services, Summaries of Benefits and Coverage, and the plan's Notice of HIPAA Privacy Practices) are available at digital.alight.com/dupont.

© 2023 DuPont. All rights reserved. DuPont™, the DuPont Oval Logo, and all products, unless otherwise noted, denoted with ™, SM or ® are trademarks, service marks or registered trademarks of affiliates of DuPont de Nemours, Inc.