

Your Benefit
Summary



Career Transition Program



Effective January 1, 2026

About this Summary

This Summary Plan Description (SPD) provides a concise description of the Career Transition Program (CTP) and the Career Transition Financial Assistance Plan (CTFAP). This summary is intended to help you understand your benefits, how the CTP and the CTFAP operate, and your rights and responsibilities as a participant. While this summary contains detailed and important information about the CTP and CTFAP, we've tried to make it clear and easy to understand. To receive benefits, you will need to satisfy the requirements that are described in this summary.

This summary does not describe every feature in the CTP and the CTFAP, and it is not intended to be a full statement of the official program/plan documents. In the event of a discrepancy between this summary and the official program/plan documents, the applicable official program/plan documents will govern and the Plan Administrator has the full discretion to interpret those documents.

While the Company intends to continue the CTP and CTFAP, the Company reserves the right to change, modify, or discontinue one or both of them at its discretion at any time. If the CTP or CTFAP are terminated, only benefits accrued through the effective date of the termination will be paid. There is no guarantee of lifetime benefits under the CTP or CTFAP. No person has or will have a vested or nonforfeitable right to receive benefits under the CTP or CTFAP.

This summary does not constitute a contract of employment or guarantee any particular benefit.

See "Defined Terms" on page 7 for the meanings of certain capitalized terms used in this summary.

YOUR BENEFIT SUMMARY

Career Transition Program

JANUARY 2026

The Company’s goal is to have healthy, growing businesses that provide steady employment. However, because of shifting business environments, it is not possible to guarantee all employees continued employment in their current jobs or perhaps even with DuPont. When employees are terminated for lack of work, the Career Transition Program (CTP) can make the transition as undisruptive as possible, both for the employee and the employee’s family.



The Career Transition Program (CTP) includes cash payments under the Career Transition Financial Assistance Plan (CTFAP), an ERISA-covered plan, as well as additional benefits described in this Summary.

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Highlights

The purpose of the CTP is to provide employees whose roles are being eliminated with the needed time and resources to find and transition to a new job—either within DuPont or with another employer. In addition to financial benefits, the program provides career counseling and other transition and job search services.

Career Transition Financial Assistance Plan (CTFAP)	<ul style="list-style-type: none">▪ The CTFAP pays:<ul style="list-style-type: none">▫ One month's Pay for every two years of service.▫ Minimum of three months' Pay.▫ Maximum of 12 months' Pay.▪ See "Financial Benefits" on page 5 for more information.
Health Coverage	<ul style="list-style-type: none">▪ You may be able to receive subsidized COBRA continuation coverage for the longer of:<ul style="list-style-type: none">▫ the period while you are receiving CTFAP benefits; or▫ six months.▪ See "Continued Medical and Dental Coverage" on page 5 for more details.
Other Benefits	<ul style="list-style-type: none">▪ The CTP provides outplacement assistance.

Eligibility

Who's Eligible

You are eligible for CTP benefits if you:

- are a Regular Employee; and
- are terminated because of lack of work by the Company; and
- sign and return a separation agreement and general release of claims in a timely manner and in a form satisfactory to the Plan Administrator, and do not revoke the release.

Who's Not Eligible

You are not eligible for CTP benefits if you either:

- Have a short-term fluctuation in work requirements; for example, a work disruption because of an emergency beyond the Company's control such as a fire or flood, power failure and transportation difficulty, national disasters or pandemics (including but not limited to strikes which force total or partial suspension of operations).
- Resign (except, if allowed by the Company, in the event you voluntarily terminate your employment to save the job of another who would otherwise be involuntarily terminated due to lack of work), enter military service or are discharged other than for lack of work.
- Receive severance benefits under another plan or similar program sponsored by DuPont or the Company at your termination of employment.
- Are transferred to or employed by an affiliate of DuPont or the Company.
- Accept a job offer with a buyer of DuPont assets or with a joint venture, unless the Pay offered is less than 80% of your Company Pay (in that case, you would be eligible for CTP benefits).
- Accept a job offer with an entity that is assuming responsibility for work previously performed within DuPont, unless the Pay offered is less than 80% of your Company Pay (in that case, you would be eligible for CTP benefits).
- Reject a job offer with the buyer of Company assets, in a joint venture formation or in an outsourcing situation unless:
 - the Pay will be less than 80% of your Company Pay; or
 - if, by rejecting the job offer, another employee being terminated for lack of work receives a job offer that would not have been otherwise made (where approved by the Company).
- Are approved for and begin receiving Long-Term Disability Plan payments because you terminated employment due to long-term disability prior to your scheduled CTP termination date. If you are approved for long-term disability after your CTP termination date, you will be eligible for CTP; however, your Long-Term Disability Plan payments will be offset by your CTFAP payments.
- Are a represented employee in a bargaining unit that has not accepted the terms of CTP.

Notification

If you are identified as likely to be terminated for lack of work, you will be notified, and, generally, a notification period (up to 60 days or longer, where legally required) will begin before you are terminated. During the notification period:

- You will continue to be paid.
- You may be required to work during all or part of the notification period, at the Company's discretion.
- You will be able seek and apply for other roles within the Company.
- You will be allowed reasonable time away from work to look for jobs inside and outside of the Company.

What the Program Provides

Financial Benefits

Unless otherwise determined in the discretion of the Company, CTFAP will pay you a benefit equal to one month's Pay for each two years of service based on your continuous service date in the Company's records. If you terminate under the Plan on January 1, 2023 or later and receive complete payments under the Plan and are then subsequently rehired by the Company, your most recent hire date in the Company's records will be used to calculate any future benefits under the Plan. If your total years of service is not a multiple of two, your benefit will be calculated proportionately and rounded to the next full month.

The minimum benefit is three months' Pay and the maximum is 12 months' Pay.

You will receive your benefit payments on a regular pay-period basis (or in a lump sum, as determined in the discretion of the Company).

The Company may increase the financial payment if required by applicable law. Likewise, the benefit amount may be reduced by any other payment you receive under another Company plan (e.g., Long-Term Disability), collective bargaining agreement, legal agreement, or applicable law in connection with your termination of employment in order to avoid duplication of benefits for the same period of service.

You must pay regular federal, state, and local income taxes on your benefits. The Company withholds Social Security and Medicare taxes from each payment.

How Long CTFAP Benefits Are Paid

Your CTFAP benefit payments will continue until the earliest of the following occurs:

- all benefit payments are made;
- you are rehired by the Company or any other DuPont entity or affiliate; or
- the Company recalls you to work and you do not accept.

If You Die While Receiving CTFAP Benefits

If you die after your termination of employment, but before receiving all your CTFAP benefit payments, the remaining payments will go to your designated beneficiary. If you don't designate a beneficiary, the payments will be paid to the first surviving beneficiary on the following list (in order):

1. to your lawful spouse;
2. equally among your biological or legally adopted children;
3. equally among your parents;
4. equally among your siblings; and then
5. to your estate.

Continued Medical and Dental Coverage

If you are enrolled in Company-provided medical and/or dental coverage immediately before your termination, you can continue to purchase coverage at the active employee monthly premium rate while you are receiving CTFAP benefits (not to exceed 12 months but for a minimum of six months). Please note that the medical and dental subsidies stop if you refuse a recall. Additionally, your survivors will not receive the medical and dental subsidies if you die before the subsidy period is over.

WHAT THE PROGRAM PROVIDES

You can continue coverage through COBRA for up to 18 months.

- You will pay the same rates as active employees (meaning that the Company will be subsidizing the cost of your coverage) for the longer of:
 - the calculated number of months for which you are eligible for CTFAP benefits (not to exceed 12 months), as described under "Financial Benefits" on page 5; or
 - six months.
- Under COBRA, your medical and dental options and coverage level will be the same as when you were an active employee.
- After the subsidy ends, you can continue coverage under COBRA at the full COBRA rates for the remainder of the COBRA period.
 - For details on COBRA coverage, see the "Continuing Coverage Under COBRA" section of the separate booklet, *Employee Health, Insurance and Other Benefits*.

You can change your COBRA medical and dental options or coverage levels during Annual Enrollment or upon a Qualifying Life Event. See the separate booklet, *Employee Health, Insurance and Other Benefits*, for more information.

If you are eligible for retiree medical or dental coverage through another company, you should contact that employer to confirm your eligibility and carefully consider if it would be better to elect those benefits after you leave the Company, or if it would be better for you to elect COBRA continuation coverage. If you decide to enroll in retiree coverage through a previous employer, you must do so within the time limits provided by that previous employer.

Outplacement Assistance

As an employee terminated for lack of work, you are eligible for Outplacement Assistance for a period of 90 days from the date you sign the Release. Outplacement services will be provided through an external provider to assist you in transitioning to a new career and developing your resume. Additional information on Outplacement Assistance will be included in your CTP information packet.

Defined Terms

These terms are capitalized throughout this summary. In this section, you will find the definitions for these terms to help clarify their meaning and to provide information to better help you understand the provisions of your benefits.

"DUPONT" AND THE "COMPANY"

- Where we use "DuPont" in this summary, we mean DuPont de Nemours, Inc.
- Where we refer to the "Company" in this summary, we mean the DuPont affiliated organization that has adopted or participates in the CTP and employs you.

PAY

"Pay" means your base rate of pay computed on a payroll period basis and includes:

- target Short Term Incentive Program (STIP) awards;
- target Local Performance Based Compensation (LPBC); and
- target Sales Incentive Compensation (SIC).

What's Not Included as "Pay"

Pay does not include:

- shift differentials;
- regularly scheduled overtime;
- casual overtime, or overtime for holidays, sometimes worked;
- allowances in connection with the transfer of employment; and
- awards and Special Compensation Plan payments (e.g., DuPont Shares or gain sharing programs or similar plans of DuPont or any of its affiliated companies).

REGULAR EMPLOYEE

A "Regular Employee" is an individual who is classified as a "regular" (non-temporary) employee by the Company (generally defined as an employee who regularly works at least 20 hours per week), or who is designated in the sole discretion of the Plan Administrator as an "employee" for purposes of the Plan.

You are not a Regular Employee if you are classified by the Company as:

- a part-time employee regularly scheduled to work less than 20 hours per week;
- a leased employee or an independent contractor;
- an intern, co-op, or seasonal employee;
- someone who is receiving severance pay, a retainer, or other fees under a contract that does not provide for your eligibility;
- an employee who is temporarily on assignment in the U.S.;
- a temporary employee—someone hired to complete a special project of limited duration or to fill the vacancy of an employee who is on a leave of absence; or
- someone who is not a Company common law employee.

Administrative Information

ERISA Rights

The name of the entire program is the Career Transition Program, which is sponsored by DuPont and includes the Career Transition Financial Assistance Plan (CTFAP). The CTFAP is a welfare plan (as defined by the Employee Retirement Income Security Act of 1974 (ERISA)) that provides severance benefits. As a participant in the CTFAP, you are entitled to certain rights and protections under ERISA. ERISA entitles you to:

- Examine, without charge, at the Plan Administrator's office and other specified locations, including work sites and union halls if applicable, all plan documents governing the CTFAP. These documents may include insurance contracts, collective bargaining agreements if applicable, and the latest annual report (Form 5500) filed by the CTFAP with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, after sending a written request to the Plan Administrator, Benefit Plans Administrative Committee, copies of documents governing the operation of the CTFAP, including insurance contracts and collective bargaining agreements if applicable, and copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description. You may be asked to pay a reasonable fee for the copies.
- Receive a summary of the CTFAP's annual financial report.

In addition to creating rights for Plan participants, ERISA imposes duties on the people responsible for the operation of the CTFAP. The people who operate your Plan, called "fiduciaries," have a duty to do so prudently and in the best interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, 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 a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are several steps you can take to enforce your rights. For instance, if you request a copy of plan documents or the latest annual report from the CTFAP and do not receive it within 30 days, you can file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the Plan Administrator's control.

If you have a claim for benefits that is denied or ignored, in whole or in part, you can file suit in a state or federal court. If you are discriminated against for asserting your rights, you can seek assistance from the U.S. Department of Labor, or you can file suit in 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 sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees—if, for example, it finds your claim is frivolous.

If you have any questions about your Plan, contact the Plan Administrator. If you have questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory. You can also contact the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210. You can also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Using ERISA's Claims Procedures

ERISA requires that the plans it covers include certain procedures for filing claims and for reviewing claims that are denied. The intent is to make sure that all benefit claims are considered fully, clearly and promptly.

Keep in mind that nothing required by ERISA changes the way DuPont benefits are normally administered. ERISA's claims procedures are available if you feel you are not getting the benefits to which you are entitled through normal channels.

File your claim for benefits in writing and send it to the Benefit Plans Administrative Committee, Chestnut Run Plaza, 974 Centre Road, Wilmington, DE 19805. If your claim doesn't include the right information, you will be notified, in writing, of what you need to do to get your claim processed.

If Your Claim for CTFAP Benefits Is Denied

If your claim for CTFAP benefits is denied, you will be told in writing within 90 days after your claim is received. That reply will include:

- the specific reasons for the denial;
- references to the specific CTFAP provisions on which the denial is based;
- a description of any additional material or information that is necessary for you to perfect your claim and an explanation of why such material or information is necessary; and
- a description of the CTFAP's appeal procedures and the time limits applicable to those procedures, including a statement of your right to bring a civil action under ERISA 502(a) following a denial on appeal.

If the reply cannot be made within 90 days, you will be given a written notice explaining the reasons why and the date by which the CTFAP expects to render the benefit determination. Extensions will not exceed another 90 days.

If your claim for a benefit is denied, write to DuPont Human Resources—Employee Benefit Appeals, Chestnut Run Plaza, 974 Centre Road, Wilmington, DE 19805, within 60 days of the denial, requesting review.

In your request, list the issues and comments you want considered. If you prefer, you may have an authorized representative send in the request on your behalf. You or your representative may, at a reasonable time and place, inspect relevant documents that may affect your claim.

Within 60 days after your appeal is received, you will receive a written response. However, if the review cannot be completed within 60 days, you will be notified in writing. That notification will outline the reasons behind the delay and the date by which the CTFAP expects to render the appeal determination. Extensions will not exceed another 60 days. However, if the extension is needed due to your failure to submit necessary information, the time period for deciding your appeal will be tolled from the date you are sent the notice of extension until the date you respond to the request for additional information.

If your appeal is denied, the notice of denial will include:

- specific reasons for the denial;
- references to the specific CTFAP provisions on which the denial is based;
- a statement that you are entitled to receive, upon request and free of charge, reasonable access to and copies of all documents, records, and other information relevant your claim; and
- a statement of your right to bring a civil action under ERISA 502(a).

You must use and exhaust the claims and appeals procedures (as described herein) before bringing a lawsuit. Failure to follow the claims and appeals procedures in a timely manner will cause you to lose your right to sue regarding your claim.

ADMINISTRATIVE INFORMATION

If you are seeking judicial review of an adverse benefit determination under the CTFAP, whether in whole or in part, you must file any suit or legal action (including, without limitation, a civil action under Section 502(a) of ERISA) within 12 months (the "Limitations Period") following the date the final adverse benefit determination is issued, except as may be otherwise required by a collective bargaining agreement or applicable law. Notwithstanding the foregoing, if you fail to engage in or exhaust the claims and review procedures, you must file any suit or legal action within the Limitations Period following the date of the alleged facts or conduct giving rise to the claim (including, without limitation, the date the claimant alleges he or she became entitled to the CTFAP benefits requested in the suit or legal action), except as may be otherwise required by a collective bargaining agreement or applicable law. Nothing in this SPD should be construed to relieve you of the obligation to exhaust all claims and review procedures under the CTFAP before filing suit in state or federal court. If you fail to file such suit or legal action within the Limitations Period, you will lose any rights to bring any such suit or legal action thereafter.

Overpayments and Other Errors

If wages or benefits are paid that are larger than the amount due, or payable under the CFTAP or CTP program, the Company has a right to recover the excess amount from the person or agency that received it, including withholding amounts from your CTFAP payments in accordance with applicable law. Erroneous payments or statements will not change the rights or obligations under the program, and will not operate to grant additional benefits or coverage.

Tax Laws

To the extent applicable, this Plan is intended to comply with or be exempt from Code Section 409A and applicable guidance thereunder, and the provisions of this Plan shall be construed in accordance with that intention so as to avoid any adverse tax consequence to an employee. Any provision required for compliance with Code Section 409A that is omitted from this Plan shall be incorporated herein by reference and shall apply retroactively, if necessary, and be deemed a part of this Plan to the same extent as though expressly set forth herein. The Company makes no representation or warranty, however, and shall have no liability to any Employee or any other person if any provisions of this Plan are determined to constitute deferred compensation subject to Code Section 409A but do not satisfy an exemption from, or the conditions of, Code Section 409A.

Governing Law

The Career Transition Financial Assistance Plan (CTFAP), included as part of the Career Transition Program, will be construed and enforced according to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended, which sets forth the minimum requirements concerning participation, vesting and other matters that an employee benefit plan must satisfy and provides rules regarding the manner in which an employee benefit plan is to be administered. ERISA also requires that an employee benefit plan prepare periodic reports and provide or make available other information to the participants in the plan. For additional information concerning your rights under ERISA, see "ERISA Rights" on page 8.

Except where federal law applies, the CTP will be governed by the laws of the State of Delaware.

Agent for Service of Legal Process

Legal process may be served on:

DuPont de Nemours, Inc.
974 Centre Road
Wilmington, DE 19805
Phone: 1-833-253-7719

Administrative Plan Details

DuPont Connection

1-833-253-7719

Plan Name	The Career Transition Financial Assistance Plan (CTFAP), included as part of the Career Transition Program.
Plan Number	The official Plan number for the CTFAP is 504.
Plan Sponsor	DuPont de Nemours, Inc. 974 Centre Road Wilmington, DE 19805 Phone: 1-833-253-7719
Plan Sponsor's Employer Identification Number (EIN)	81-1224539
Type of Plan and Administration	The CTFAP is a welfare plan as defined by the Employee Retirement Income Security Act of 1974 (ERISA) that provides severance benefits.
Plan Administrator	<p>Except for appeals of denied claims, the Plan Administrator is: Benefit Plans Administrative Committee 974 Centre Road Wilmington, DE 19805 Phone: 1-833-253-7719</p> <p>With respect to appeals of denied claims, the Plan Administrator is: Benefit Plan Appeals Committee 974 Centre Road Wilmington, DE 19805 Phone: 1-302-833-253-7719</p> <p>The Plan Administrator has full discretion and authority to interpret Plan provisions, resolve any ambiguities, and evaluate claims. Decisions made by the Plan Administrator are final and binding.</p>
Plan Year	The plan year is January 1 through December 31.
Source of Benefits Funding	The Company pays the full cost of the Plan.

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