

Your Benefit
Summary



Vacations, Holidays, and Leaves



Effective January 1, 2026

About this Summary

This summary provides a concise description of the Company's Vacation, Holidays, and certain Leaves policies. This summary is intended to help you understand your benefits, how the policies operate, how to file claims, and your rights and responsibilities as a participant. While this summary contains detailed and important information about your benefits, 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 Vacation, Holidays, and Leave policies and it is not intended to be a full statement of the official policy documents. In the event of a discrepancy between this summary and the applicable official policy documents, the policy documents will govern.

While the Company intends to continue the benefits and policies described in this summary, the Company reserves the right to change, modify, or discontinue any or all of them at its discretion at any time.

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

See "Defined Terms" on page 12 for the meanings of certain capitalized terms used in this summary.

YOUR BENEFIT SUMMARY

Vacations, Holidays and Leaves

JANUARY 2026

DuPont knows that we all work better when we have time away from work, to relax, recharge, and enjoy life outside of work. That’s why the Company provides generous time off policies, including:

- 12 paid holidays each year
- vacation ranging from three to five weeks each year, depending on how long you’ve been with the Company
- leave time for new parents, military and civic duty, bereavement, and family care.



In addition to time for relaxation, the Company also provides time needed for other commitments.

The Company will meet any state mandated regulatory requirements if not specifically addressed in the policy.

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Highlights

This table highlights key features of the vacation, holidays, and leaves policies. Read the full summary for more details.

Paid Holidays	<ul style="list-style-type: none"> ▪ The Company has twelve paid holidays per year. The exact days vary from site to site. Most sites have: <ul style="list-style-type: none"> ▫ 1 holiday you can personally select; plus ▫ 11 designated holidays, including: <ul style="list-style-type: none"> - New Year's Day; - Martin Luther King, Jr. Day - Presidents' Day; - Memorial Day; - Independence Day; - Labor Day; - Thanksgiving; - Christmas; and - other site-designated holidays that are announced locally.
Vacation Benefit	<ul style="list-style-type: none"> ▪ You accrue paid vacation time on the first day of each month (employees on leave continue to accrue vacation each month). ▪ Your amount of vacation depends on how long you have been with the Company. ▪ You can take your annual vacation at any time during the year, with approval from your manager, even before you accrue the time. ▪ You can carry over up to 40 vacation hours from one year to the next. ▪ You can carry over up to 40 hours of Additional Paid Time Off from one year to the next, but this time must be used by March 31st or the hours will be forfeited, except in states which prohibit forfeiture.
Leaves and Other Time Off	<ul style="list-style-type: none"> ▪ You may be eligible for time off for several reasons, including: <ul style="list-style-type: none"> ▫ military service; ▫ bereavement; ▫ becoming a new parent; and ▫ certain Personal, Educational, and other types of Leaves. ▪ Your time off may be paid or unpaid, depending on the type of leave and how long you are away.

For most employees, one day of holiday, vacation or leave time is equal to 8 hours. The hours provided do not vary for employees working other full-time schedules, such as 10-hour workdays, for a 4-day week. However, if you regularly work less than a 40-hour week, your holiday, vacation and leave time off will be prorated, based on the number of hours in your regular workweek. For example, if your normal workweek consists of 20 hours, you receive 4 hours of Pay for each holiday.

Eligibility

In general, you are eligible for the benefits described in this summary if you are a Regular Employee of the Company. If you are in a bargaining unit represented by a union for collective bargaining, you are eligible only to the extent the applicable collective bargaining agreement accepts the terms of the policies and provides for your eligibility.

Paid Holidays

The Company provides you with 12 paid holidays each year. The exact holidays may vary from one year to the next and from site to site, so check with your supervisor for the details.

Eleven Designated Holidays and One Personal Holiday at Most Sites

The paid holidays common to most Company work locations include:

- New Year's Day;
- Martin Luther King, Jr. Day;
- Presidents' Day;
- Memorial Day;
- Independence Day;
- Labor Day;
- Thanksgiving;
- Christmas; and
- three site-designated holidays.

The dates of these holidays may vary from one calendar year to the next.

The Company recognizes that employees have differing religious or celebratory needs. At most sites, you can specify one additional day off as a personal holiday, so you can celebrate a special day that is important to you. You can take a personal holiday at any time, so long as you have your manager's approval in advance.

If you are a newly hired employee, you will receive one personal holiday regardless of when you are hired during the year.

Holidays must be used each year, without carryover to subsequent years (except where legally required). So be sure to schedule, use, and record your personal holiday in the time system each year.

Holidays that Happen While You Are on Leave

If you are not working due to a disability or are on new-parent leave or an unpaid leave, you will not receive holiday pay for any holidays that occur while you are absent.

Paid Vacation

The Company understands that you need to take time off to rest and renew to perform your job well.

The longer you have been with the Company; the more vacation you generally receive.

This Vacation Policy may be used to comply with state and local laws providing for paid time off.

Accruing Vacation Monthly

Vacation is administered on a calendar year basis.

- Your annual vacation allowance is based on how long you will have worked for the Company in the current year.
- You accrue (earn) 1/12 of your annual vacation time on the first day of each month.
- You can take vacation at any time during the year, subject to your manager’s approval. This means you can take your current year’s vacation before it is fully accrued.
- If you are a newly hired or re-hired employee, you begin accruing vacation on the first of the month after your date of hire.

Accrual Schedule

Any time you have a service anniversary that qualifies you to accrue vacation faster, the new accrual rate will take effect on January 1 of that year. For example, if you will have ten years of service on May 15th, you will accrue 20 vacation days (160 hours) over the course of that year.

Accrual Rate Example

If you reach six years of Continuous Service in June 2026, you would begin accruing vacation hours at the rate of 10.67 hours/month on January 1, 2026.

ANNUAL VACATION ACCRUAL SCHEDULE

Years of Service	Vacation (Days/Year)	Vacation (Hours/Year)	Hours of Accrual/Month
Year 1 – Year 5	15	120	10.00
Year 6	16	128	10.67
Year 7	17	136	11.33
Year 8	18	144	12.00
Year 9	19	152	12.67
Year 10	20	160	13.33
Year 11	21	168	14.00
Year 12	22	176	14.67
Year 13	23	184	15.33
Year 14	24	192	16.00
Year 15 and Higher	25	200	16.67

* DuPont (parent company) employees who were hired on or before December 31, 2006 and continuously employed by the DuPont receive 30 days of vacation beginning at year 30.

** Employees who transferred from Dow on April 1, 2019, who accrued more than 25 days of vacation in 2019, will continue to earn that same number of days of vacation going forward.

PAID VACATION

Example: Karen was hired on July 7, 2012. She will have her 14th anniversary of working for the Company in July 2026. She will receive 24 days of vacation for the current year (2026). She accrues 16.00 hours of vacation time every month, beginning January 1st. She can use her full 24 days of vacation at any time during the year, even before she accrues the time.

Using Vacation

You must schedule all vacation time with your manager. Management has the final approval on vacation scheduling and will consider both your preferences and business needs.

All vacation must be recorded in the time keeping system before the end of the pay period in which the time is taken. If you need to correct your vacation time or enter time after the pay period closes, your manager will need to contact the HR Direct Service Center to make sure your vacation record is accurate.

The Order for Using Vacation

You must use your vacation time in the following order:

1. Exception Carry Forward Vacation approved by your manager;
2. Carry Forward Vacation from the prior year;
3. Current Annual Vacation;
4. Additional Paid Time Off ;
5. 2019 Excess Vacation (for heritage Dow employees in CA and MA as of April 1, 2019 only); and then
6. Purchased Vacation

Unused Vacation: Carry Forward

You can carry forward up to 40 hours of your unused current year vacation to the following year. So be sure to carefully plan your vacation during the year. Any excess unused vacation will be forfeited, except in cases of "Exception Carry Over" described below, under "Exception Carry Forward Vacation" on page 6, or where legally required.

Take Your Break!

Use your vacation time during the calendar year in which you accrue it.

Unused Additional Paid Time Off: Carry Forward

You can carry forward up to 40 hours of your unused Additional Paid Time Off (if applicable) to the following year. Your unused Additional Paid Time Off, up to a maximum of 40 hours, will automatically be rolled into Exception Carry Forward Vacation at the end of the calendar year; manager approval is not needed. See "Exception Carry Forward Vacation" on page 6 to understand how Exception Carry Forward Vacation is handled.

Local Carry Forward Rules

In some locations, such as California, local or state laws have rules that govern paid time off. If you are covered by these laws, the Company will comply with their requirements.

2019 Excess Vacation

Employees who transferred from Dow on April 1, 2019, who work in California or Massachusetts (states where Dow had a cap on vacation carryover of two times an employee's annual vacation entitlement), may have had vacation carryforward from Dow in excess of the hours they would be entitled to under DuPont's vacation schedule. These hours are known as "2019 Excess Vacation." Any unused 2019 Excess Vacation will be paid at termination of employment.

PAID VACATION

Exception Carry Forward Vacation

In some exceptional cases, you can carry over more than 40 hours of unused vacation into the next year.

With Management approval, you may be able to convert your unused current year vacation time in excess of 40 hours to "Exception Carry Over Vacation" if you were unable to use your vacation time because of:

- Business Demand; or
- Military Leave

You must take any Exception Carry Forward Vacation before March 31 of the next year or forfeit the time, unless otherwise prohibited by applicable law.

In addition, if you have unused Additional Paid Time Off hours remaining at the end of the year, up to 40 hours will be automatically transferred to Exception Carry Forward Vacation. Management approval is not required for this transfer of unused hours.

Example: You are unable to take a scheduled 24 hours (three days) of Additional Paid Time Off at the end of 2026. These unused hours will automatically be transferred to Exception Carry Over Vacation and must be used by March 31, 2027.

If Your Employment Ends

If you leave the Company, you will be paid for any accrued vacation time that you haven't used yet. Similarly, if you have used more vacation time than you have accrued, you must repay the Company, to the extent permitted by applicable law.

- For vacation accrued in the year your employment ends, Carry Forward Vacation, and 2019 Excess Vacation, the payment will be based on your current hourly rate (or equivalent if you are salaried).
- Exception Carry Forward Vacation and Additional Paid Time Off have no cash value at termination, except where legally required.

DuPont does not pay out accrued, unused vacation upon an inter-company transfer from one DuPont legal entity to another because your employment continues.

Repayments for Vacation Used Before It Was Accrued

You may be allowed to use calendar year vacation time before it is accrued.

If you use more than you have accrued and then leave the Company, you must repay the Company for the hours you used in excess of your current accrual balance, to the extent permitted by applicable law.

Leaves of Absence and Other Time Off

For certain personal or professional reasons, you may require time away from work. The Company offers several paid and unpaid leaves, so you can meet your personal needs. These time-off options include:

- Short-Term Disability (STD), including paid Maternity Leave;
- New-Parent Leave;
- Family Leave (up to 6 months of unpaid time off to attend to other types of family needs);
- Personal Leave;
- Military Leave;
- Jury Duty;
- Bereavement Leave; and
- other miscellaneous leaves, such as educational or Visa leaves.

Contact for Most Leaves: Sedgwick

The Company has partnered with Sedgwick, a leading provider of leaves management services, to administer STD, New-Parent Leave, Family Leave and Military Leave benefits, and to coordinate Family and Medical Leave Act (FMLA) certification.

For questions, contact Sedgwick at the Disability and Leave Center, at 1-855-267-4402.

Job Protection During Certain Leaves

Certain leaves may include protection to ensure you can return to your job after the leave ends if you comply with requirements. Leaves under the Family and Medical Leave Act (FMLA) and Military Leaves under USERRA include job protection. The Family Medical Leave Act (FMLA) provides job protection for up to 12 weeks of time off for qualifying conditions during a rolling 12-month period. The Disability and Leave Center automatically applies available FMLA, state, and USERRA job protection to every claim processed.

Short Term Disability (Including Pregnancy)

The Company provides short-term disability benefits while you are unable to work because of a disability. Benefits can last for up to 26 weeks.

- For disabilities not related to your work, you may be eligible for benefits under the STD Program beginning on your first full day of absence. Pregnancy disabilities are also covered by the STD Program.
- For work-related disabilities, you may be eligible for Workers' Compensation and benefits under the Company's Special Benefits Plan.

You may have to provide evidence of your disability, such as forms signed by your physician, to receive benefits.

A seven-day waiting period applies to all Short-Term Disability claims, excluding maternity claims. These seven calendar days are unpaid by the STD Program. Employees can use the sick/family time described below during the waiting period. If the employee has exhausted their sick/family time, they will be required to use their annual vacation entitlement and if that is exhausted the time will be unpaid.

Employees will be granted 48 hours of sick/family time every January 1.

The sick/family time may be used for:

- Your own illness, injury, or doctor's appointments
- An immediate family member's (spouse, domestic partner, child, or parent) illness, injury or doctors' appointments, or
- To comply with state and local paid sick leave laws (such as California, Massachusetts, and Michigan)

We reserve the right to mandate the use of vacation time in certain instances, to the extent permitted by applicable law.

Separate Summary with More Details

For more details on the STD Program, see the separate Disability Benefits summary booklet.

New-Parent Leaves

Welcoming a child – whether through birth or adoption – ranks at the top of a family's most important and cherished moments. For all new parents (birth or non-birth, including same gender parents), the Company provides four weeks of paid leave (maximum of 160 hours) following the birth or adoption of a child. The pay you receive while on new-parent leave is offset by any available state provided benefits. This leave can supplement the unpaid leaves available under DuPont Family Leave, the FMLA or state law. New parent leave is not available for adoption of a relative, such as a niece, nephew or grandchild.

You can take the four weeks of paid new-parent leave continuously or intermittently anytime during the first year after the birth or adoption of a child (under age 18). You have the flexibility to take the time in minimum increments of at least four hours, in full days, or in weeks. For example, some new parents may choose to work half days for eight weeks. Others may choose to take two full weeks off and save the remaining two weeks to use when their child is sick or unable to attend daycare. This will allow new parents time to bond with their new child, adjust to their new family situation, and respond to unexpected illnesses.

Paid new-parent leave is measured on a calendar week basis and is prorated for part-time workers. The total leave hours are four weeks (maximum of 160 hours) using the normal work hours in an average work week. For example:

- An employee who works a 40-hour work week will receive 160 hours of paid leave
- An employee who works a 35-hour work week will receive 140 hours of paid leave
- An employee with a fluctuating work week will receive paid leave based on the average number of hours of scheduled work over a four-week continuous period

LEAVES OF ABSENCE AND OTHER TIME OFF

- If an employee's work schedule changes before the full leave is taken, the remaining leave time is adjusted to reflect the new work schedule

In addition, birth mothers receive an additional 12 weeks of maternity leave under the Short-Term Disability (STD) Program, for a total of 16 weeks of paid leave. You may qualify for additional STD benefits if you have pre-partum or post-partum complications. Refer to the separate summary titled *Disability Benefits* for more details.

New-parent leave counts toward any FMLA job-protected time off that may be available to you and runs concurrent with DuPont Family Leave, and legally required state leave time. New-parent leave may not be used to extend an exit date and is not available to an employee who has indicated their intent to resign.

How to Request New-Parent Leave

To apply for new-parent leave, first discuss how you wish to take new-parent leave with your supervisor. Then call the DuPont Disability and Leave Center (Sedgwick) at 1-855-267-4402 to process your leave.

Family Leave

Family Leave provides time off work to care for an immediate family member, including:

- caring for a family member suffering from a serious health condition;
- bonding with your newborn or adopted child;
- handling certain urgent matters related to a family member's military service; and
- caring for an injured military service family member.

DuPont provides up to six months of unpaid Family Leave that may be used as a stand-alone leave or after a paid leave.

Family Leave counts towards any FMLA job-protected time off that may be available to you.

You can use vacation or personal holiday time at the beginning of your Family Leave.

The Disability and Leave Center will enter your unpaid time while you are on Family Leave. Once you are on Family Leave, you will not be able to enter ADP eTIME to record your time.

How to Request Family Leave

To apply for Family Leave, first discuss the time off you need with your supervisor. Then call the DuPont Disability and Leave Center (Sedgwick) at 1-855-267-4402 to process your leave.

Your request for a Family Leave will be reviewed by the Disability and Leave Center (Sedgwick), the administrator of the DuPont Family Leave, FMLA, and state leave programs. To process your Family Leave request, you may have to supply information regarding your family member's condition or military orders when requested. This may include a completed form from your family member's treating physician.

FMLA and State Laws: Protected Time Off

The specialists at the Disability and Leave Center will determine if your leave request qualifies for FMLA and/or state leave protected time off. You must cooperate with the Disability and Leave Center to provide information that may be required for them to process your leave. The Disability and Leave Center has the authority to approve your leave, based on the information you provide.

Coordinating DuPont Family Leave and FMLA or Other Legal Leave

The DuPont Family Leave policy generally provides more time off than FMLA or state leave regulations allow. Any FMLA or state leave time counts towards your DuPont Family Leave time. When your FMLA and/or state leave time runs out, your DuPont Family Leave time may continue for up to a total of six months, with the approval of your supervisor.

Personal Leaves

You can apply an unpaid Personal Leave in certain situations, such as:

- your spouse receiving an international assignment; and
- to perform temporary duties outside the company at the Company's request, such as serving in a leadership position for a non-profit organization.

Contact your supervisor for approval. Personal Leaves can last up to six months.

Paid Military Leave

If you are a Regular Employee and join the armed forces on active duty or enlist in the Reserves, National Guard, or Coast Guard, you are eligible for the following types of paid Military Leave:

- Annual Reserve and/or Special Military Training Leave with "make up" pay for up to 15 days each year;
- Emergency Duty Leave with "make up" pay for up to six months; and
- Initial Reserve Training Leave with "make up" pay continuation for up to three months.

Your Pay will be offset by your military pay during the leave period.

Military Leave Policy Document

See the Military Leave Policy for additional information.

The policy is available on the HR Direct portal.

Unpaid Military Leave

If you use up the available paid leave time, you are eligible for unpaid leave for each of the situations above, as well as for other types of training.

USERRA Job Protection

The Company fully complies with the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), providing time off job protection for military service of up to five cumulative years or longer based on legal requirements.

Managing Your Military Leave

You must inform your supervisor and call the Disability and Leave Center at 1-855-267-4402 before going on Military Leave. In addition, you will need to supply the Disability and Leave Center with a copy of your military orders and pay information in order for your leave benefits to be processed. Failure to provide your military pay statement will result in a denial of benefits.

Once you return to work, promptly contact the Disability and Leave Center to close your Military Leave.

Jury Duty

The Company respects and supports your civic duties.

If you are called for Jury Duty, you will receive your full Pay offset by any jury pay you may receive for up to 15 days per calendar year unless state law requires an additional paid leave benefit. In states requiring paid leave for jury duty in excess of 15 days per calendar year, DuPont will comply with applicable law. Simply provide your supervisor with a copy of your summons and enter your time in the time system using the appropriate Jury Duty classification code. You don't need to involve the Disability and Leave Center for Jury Duty.

Bereavement Time Off

If a member of your immediate family dies, the Company provides you with paid time off to attend the funeral, grieve, and support yourself and your family members. Notify your supervisor and provide documentation, when requested. Enter your time using the appropriate Bereavement Leave code in the time system while you are on leave.

DuPont provides:

- Five days (maximum of 40 hours) paid time off after the death of an immediate family member.
 - Parent (birth/non-birth)
 - spouse or domestic partner
 - child
 - sibling
- One day of paid time off after the death of certain other close family members.
 - brother-in-law and/or sister-in-law
 - aunt and/or uncle
 - cousin
 - grandparent
 - grandchild

Educational Leave

If you are pursuing your education in a way that improves your ability to do your work with the Company, you may be eligible for unpaid leave. Contact your supervisor to request approval to take an unpaid Educational Leave.

- Educational Leaves may last up to one year when completing a degree at an accredited college or university.
- Sabbatical leaves may last up to six months and are available if you have at least five years of service and plan to study to enrich your professional skills.

Benefits During Leave

Your employee health, insurance and other benefits continue during paid and unpaid leave, with the exception of the Dependent Care Spending Account (if elected). While you are on an unpaid leave, you will be billed for your share of the premiums for the benefits you enrolled for. If you have payments due on a Retirement Savings Plan (RSP) loan, those payments must be paid directly to the Plan Administrator (Merrill).

You cannot contribute to the Retirement Savings Plan while you are on an unpaid leave, and the Company will not make any contributions to the RSP while you are on an unpaid leave. If you are on an unpaid Military Leave, you may be eligible for make-up contributions. Contact the Plan Administrator for more information.

For more information on Company benefits, contact DuPont Connection at 1-833-253-7719.

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 the 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 Vacation, Holidays, and Leave Policies and employs you.

PAY

For purposes of the policies described in this summary, your Pay is defined as your base hourly rate of pay computed on an annual basis without considering occasional or temporary variations from normal working hours, awards under special compensation plans or payments for relocation, severance, or other special payments. Except as otherwise required by a collective bargaining agreement, Pay does not include shift differential, overtime, and Sunday premium pay.

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 policies.

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 employee.

Plan Administration

The plans and programs described in this summary are administered by:

Benefit Plans Administrative Committee
974 Centre Road
Wilmington, DE 19805

Phone: 1-833-253-7719

These benefits are not subject to the Employee Retirement Income Security Act of 1974 (ERISA).

Contacts

For Help with ...	Contact ...
<i>Vacation and Holidays</i>	The HR Direct Service Center
<i>Leaves</i>	Sedgwick P.O. Box 14648 Lexington, KY 40512-4648 1-855-267-4402 Fax: 1-855-800-5116
<i>Other Benefits Questions</i>	DuPont Connection 1000 S. Perimeter Rd P.O. Box 7101 Rantoul, IL 61866-7101 http://digital.alight.com/dupont 1-833-253-7719

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