

NOTICE OF CLASS ACTION
in
DUPONT/CORTEVA PENSION LITIGATION

Robert Cockerill et al. v. Corteva, Inc. et al., No. 2:21-cv-03966-MMB (E.D. Pennsylvania)

You are receiving this notice because you are a participant in or beneficiary of the Pension and Retirement Plan (“the Plan”) sponsored by E.I. du Pont de Nemours and Company and administered by a subsidiary of Corteva, Inc. If you meet one of the following definitions, you are a member of a class action lawsuit:

- **You were less than age 50 with at least 15 years of service under Title I of the Plan as of May 31, 2019, and were employed by any participating employer of Title I of the Plan and continued to be employed after May 31, 2019 by DuPont de Nemours, Inc. or one of its subsidiaries that did not participate in Title I of the Plan until you reached age 50 (or you are the beneficiary or estate of such a participant).**
- **You were over age 50 with at least 15 years of service under Title I of the Plan as of May 31, 2019, you were employed by a participating employer of Title I of the Plan and continued to be employed after May 31, 2019 by DuPont de Nemours, Inc. or one of its subsidiaries that did not participate in Title I of the Plan (or you are the beneficiary or estate of such a participant).**

You are not a member of the class if you received or were eligible for unreduced Early Retirement Benefits as of the May 31, 2019 transaction known as the “spin-off,” or if your Early Retirement Benefits – at the spin-off or through the present – would be equal to or greater than your Optional Retirement Benefits.

Participants in the Plan sued several DuPont/Corteva related entities because the spin-off reduced or eliminated their Early or Optional Retirement Benefits. Plaintiffs allege that Defendants’ actions violated ERISA, a federal law governing employee benefit plans.

Defendants deny that they have done anything wrong. The Court has not yet decided any of the claims or defenses in the case, but the Court has decided that this lawsuit will proceed as a class action.

You do not need to take any action at this time. You will be informed in future notices of any final orders from the Court or any settlement of the case. If you are a member of the class, you will be legally bound by future orders and rulings from the Court. This class is a NON-OPT OUT CLASS. You CANNOT request to be excluded from the class.

Please read this notice carefully and completely.
A federal court has authorized this notice.
This is not a solicitation from a lawyer.
You have not been sued.

BASIC INFORMATION

1. Why did I get this Notice?

You received this Notice because the Court ordered that Notice be provided to potential Class members as defined by the Court. You were identified from DuPont/Corteva's records as a potential member of the Class. The purpose of this Notice is to provide you with information about the lawsuit and your rights.

2. What is this case about?

The lawsuit is a class action on behalf of certain participants in the Plan. Plaintiffs claim that they were improperly denied the ability to qualify for early and optional retirement benefits they had long been promised following the merger of DuPont and Dow Chemical Company, and the subsequent spin-off of three companies: Dow Inc., Corteva, Inc. and DuPont de Nemours, Inc. Plaintiffs seek clarification of their right to these benefits under the Plan, and they allege that Defendants breached their fiduciary duties by failing to properly communicate the effect of the spin-off on Plan benefits. Plaintiffs further allege that Defendants intentionally interfered with their rights to benefits and retroactively amended the Plan to cut back benefits.

Defendants deny any wrongdoing and maintain that Plaintiffs and members of the class have not been harmed.

The Court has not ruled on the merits in this case.

A detailed description of the claims is contained in the Second Amended Complaint, which along with other important documents is available on the following website: <https://www.kantorlaw.net/dupont-corteva-early-retirement-case/>

3. What is a class action?

A class action is a lawsuit that resolves the issues for a group of people who have similar claims. One or more representatives known as "class representatives" appointed by the Court represent all members of the Class. The Class representatives in this case are Robert Cockerill, Oliver Major and Darrell Benson, who are participants in the Plan who were employed by New DuPont after the spin-off.

4. Who is a member of the Class?

The Court defined the Classes as follows:

Early Retirement Class: All Plan participants who were less than age 50, with at least 15 years of service under Title I of the Plan as of May 31, 2019, and were employed by Historical DuPont or any other participating employer of Title I of the Plan, and who continued to be employed, post spin-off, by New DuPont or one of its subsidiaries that did not participate in Title I of the Plan until they reached age 50, and beneficiaries or estates of such participants.

Optional Retirement Class: All Plan participants who were over age 50, with at least 15 years of service under Title I of the Plan as of May 31, 2019, and who were employed by Historical DuPont or any other participating employer of Title I of the Plan, and who continued to be employed, post spin-off, by New DuPont or one of its subsidiaries that did not participate in Title I of the Plan, and the beneficiaries or estates of such participants.

Excluded from the Class are anyone who received or was eligible for unreduced Early Retirement Benefits at the time of the spin-off, and anyone whose Early Retirement Benefits – at spin-off or through the present – would be equal to or greater than their Optional Retirement Benefits.

If you meet the definition of the Class and are not excluded as set forth above, you are a member of the Class. If you are still not sure whether you are included in the Class, you can call or write to Class Counsel at the numbers or addresses listed below.

5. What has happened in this lawsuit?

Plaintiffs filed this lawsuit on September 3, 2021, and filed a Second Amended Complaint, the operative complaint in the case, on July 21, 2023. The Court denied the most recent motions to dismiss on September 1, 2023, and certified the case as a class action on November 17, 2023.

The parties have been and are currently conducting discovery, a process by which they obtain information, testimony and documents from each other and from non-parties. This process will continue until May 15, 2024. The Court has set the trial to begin on June 17, 2024.

7. What does the lawsuit ask for on behalf of the Class?

The Complaint asks the Court to declare that members of the Early Retirement class retain the right to age into Early Retirement benefits and members of the Optional Retirement class are entitled to Optional Retirement benefits. The Complaint further asks the Court to order Defendants to reform (rewrite) the Plan to reflect employees' understanding of the Early and Optional Retirement benefits, cease denying class members Early and/or Optional Retirement benefits, and/or pay the amount of money necessary to put the class members in the position they would have been in absent Defendants' ERISA violations. The Complaint also asks that Defendants be required to pay the attorneys' fees and expenses of the lawsuit.

A copy of the most recent Complaint and the relief sought can be found at <https://www.kantorlaw.net/dupont-corteva-early-retirement-case/>

8. Is any money available now?

No money or benefits are available now because the Court has not yet decided whether the Defendants violated any law or engaged in wrongdoing, and the two sides have not settled the case. There is no guarantee that money or benefits will be obtained. If they are, you will receive another notice.

THE LAWYERS REPRESENTING YOU

9. Do I Have a Lawyer in this case?

Yes. The Court has appointed the following attorneys to represent the Class:

Nina Wasow FEINBERG, JACKSON, WORTHMAN & WASOW LLP 2030 Addison Street, Suite 500 Berkeley, CA 94704 Telephone: (510) 269-7998 nina@feinbergjackson.com	Elizabeth Hopkins Susan Meter KANTOR & KANTOR, LLP 19839 Nordhoff Street Northridge, CA 91324 Telephone: (877) 783-8686 ehopkins@kantorlaw.net smeter@kantorlaw.net	Edward Stone EDWARD STONE LAW, P.C. 175 West Putnam Ave. 2nd Floor Greenwich, CT 06830 Telephone: (203) 504-8425 eddie@edwardstonelaw.com
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10. How Will the Lawyers be Paid?

If recovery is obtained for the Class or there is some success on the merits, Class Counsel will request that the Court award attorneys' fees and expenses. Class Counsel may also ask the Court to approve reasonable incentive awards for the Class Representatives. If approved, these fees and expenses and incentive awards will either be paid from the recovery obtained for the Class or separately by the Defendants.

11. Should I get my own lawyer?

You do not need to hire your own lawyer because Class Counsel is working for you. However, you are entitled to hire your own lawyer at your own expense. If you hire a lawyer to file any documents for you or appear in Court, your lawyer must file a Notice of Appearance.

GETTING MORE INFORMATION

12. Where Do I Get More Information?

This Notice contains a summary of relevant court papers. Complete copies of public pleadings, Court rulings and other filings are available for review and copying at the Clerk's office. The address is James A. Byrne U.S. Courthouse, 601 Market Street, Philadelphia, PA 19106. Information is also available at <https://www.kantorlaw.net/dupont-corteva-early-retirement-case/> or by writing to the Notice Administrator at the following address:

**BMC Group
P.O. Box 90100
Los Angeles, CA 90009**

You will be informed in future notices of any final orders from the Court and/or any settlement of the case.

**PLEASE DO NOT CALL THE COURT, DEFENDANTS OR DEFENDANTS' COUNSEL WITH
QUESTIONS REGARDING THIS NOTICE OR THE LAWSUIT.**