This is <u>not</u> a solicitation from a lawyer; you have <u>not</u> been sued.

Please read this Notice carefully and completely.
A federal court has authorized this Notice.

THIS NOTICE HAS IMPORTANT INFORMATION ABOUT YOUR DUPONT PENSION BENEFIT ELECTIONS – DO NOT DISCARD

NOTICE OF FINAL JUDGMENT
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 EIDP, Inc. (formerly E.I. du Pont de Nemours and Company) and you have been identified as a class member or potential class member. The Court has now issued a Final Judgment and Order.

IT IS IMPORTANT THAT YOU READ THIS ENTIRE NOTICE BECAUSE YOU MAY HAVE THE RIGHT TO ELECT <u>EARLY RETIREMENT BENEFITS</u>

BELOW IS MORE INFORMATION ABOUT YOUR PLAN BENEFITS AND RIGHTS AND TIMING FOR SELECTING THOSE BENEFITS

This lawsuit was about class members having a right to Early or Optional retirement benefits under the Plan as a result of the spin-off of Corteva, Inc. and DuPont de Nemours, Inc. on June 1, 2019. The Court found in favor of two classes of Plan participants.

You have been identified as a class member or potential member of the **Early Retirement Class** who can make an election to start your pension benefit or change your existing pension benefit election. As defined by the Court, you are a member of the **Early Retirement Class** if:

- As of May 31, 2019, you (the Plan participant) were younger than 50 and had 15 or more years of service under Title I of the Plan;
- As of May 31, 2019, you (the Plan participant) were employed by E.I. DuPont de Nemours and Company ("Historical DuPont") or one of its subsidiaries (for example, DuPont Specialty Products USA, LLC);
- You (the Plan participant) continued to be employed after May 31, 2019 by DuPont de Nemours, Inc. or one of its wholly owned subsidiaries ("New DuPont"), until you reached age 50;
- You were a participant in Title I of the Plan (or you are the beneficiary or estate of a Plan participant); and
- **You have ended, or will end, your employment with your "Current Employer" (defined below) after reaching age 50, and before electing to receive Early Retirement benefits.**

WHAT DID THE COURT ORDER?

The Court has declared that members of the Early Retirement Class retain the right to age into Early Retirement benefits if they remained employed with New DuPont or any of its subsidiaries after the spin-off on June 1, 2019 until reaching at least age 50 and end employment with their "Current Employer" (defined below) before electing to receive Early Retirement benefits. The Court has further Ordered Defendants to reform (amend) the Plan consistent with its decision to allow members of the Early Retirement Class to age into Early Retirement benefits with continued employment with New DuPont until at least age 50. In a separate mailing you will receive a Notice of Material Modifications from the Plan notifying you of the Plan amendment resulting from the Court's decision.

The Court is allowing the Early Retirement Class members to make an election for Early Retirement benefits even if you have already started receiving benefits from the Plan. A copy of the Court's Final Judgment and Order can be found at https://www.kantorlaw.net/dupont-corteva-early-retirement-case/. Each Early Retirement Class member will have the opportunity to make the decision on what benefit to elect. Corteva Connection will assist you in estimating the amount of your monthly benefit and any retroactive payment you may be entitled to and will provide you with a worksheet to assist you in estimating this amount. Instructions on how to contact Corteva Connection are below.

WHAT AM I ENTITLED TO UNDER THE COURT'S ORDER?

Early Retirement Class members [1] fall into two categories:

(A) Plan Participants who have **already started receiving a pension benefit**, and
(B) Plan Participants who have **not yet started their pension benefits**.

A. IF YOU HAVE ALREADY STARTED RECEIVING A PENSION BENEFIT:

- If you (a) have already started receiving a pension benefit, (b) you remained employed by New DuPont until reaching age 50, and (c) **you have ended your employment with your Current Employer,** you may elect to receive Early Retirement benefits instead of the benefit you are currently receiving.[2] You may be entitled to a retroactive payment for the amount of the difference between your current monthly benefit and the Early Retirement benefit, with interest.

  If you reached age 50 while working for New DuPont, you may choose to elect an Early Retirement benefit to begin at any date from June 1, 2019 through the date of your original pension election (if after June 1, 2019 and if you met the eligibility criteria herein). This is called a "retroactive election." You must also end your employment with

[1] See Question No. 4 below for more information if the Class Member is deceased. The time period for making an election by a Surviving Spouse or Estate Representative is limited. **To make such an election you must contact Corteva Connection via telephone. You have until 120 days from the date of this Notice to make such election.**

[2] "Current Employer" means: DuPont de Nemours, Inc., and its subsidiaries ("New DuPont").

your Current Employer to elect an Early Retirement benefit. **To make a request for the amount you are entitled to and/or to change your benefit election you must contact Corteva Connection via telephone**. Corteva Connection (contact information below) will assist you in estimating the amount of any retroactive payment you may be entitled to and will provide you with a worksheet to assist you in estimating this amount.

The time period for making an election is limited. **You have 120 days from the date of this Notice to make the new election**.

B. IF YOU HAVE NOT YET STARTED YOUR PENSION BENEFITS:

- You are entitled to an Early Retirement benefit if you remained employed by New DuPont until reaching at least age 50. This applies as well if you reach age 50 in the future and remain employed by New DuPont. To start your Early Retirement benefits you must end your employment with your Current Employer (as defined above). **To begin the process of starting your Early Retirement benefit, you must contact Corteva Connection via telephone. You must also complete a form you will soon receive from Corteva Connection if you are seeking to commence your benefits at a future date.**

- **If you are currently age 50 or over, you may choose to make a "retroactive election."** This means you may choose to have your Early Retirement benefits begin as though you had elected them on the first day of any month following the date you turned age 50, provided you terminate your employment with your Current Employer before making your election to commence benefits. If you choose a retroactive commencement date you are entitled to a retroactive payment from the elected commencement date through the date you begin receiving the monthly benefit, plus interest. After that, your benefit will be paid monthly. Corteva Connection (contact information below) will assist you in estimating the amount of any retroactive payment you may be entitled to and will provide you with a worksheet to assist you in estimating this amount.

  The time period for making an election is limited. **To make an election you must contact Corteva Connection via telephone. You have until 120 days from the date of this Notice to make any election (if you are seeking a retroactive benefit), or to select a Benefit Commencement Date (if you are seeking to start your benefits at a future date)**.

HOW TO CONTACT CORTEVA CONNECTION

Online
Corteva Connection
digital.alight.com/Corteva

Phone
Monday through Friday between 9:00 a.m. and 6:00 p.m., Eastern Time
1-800-775-5955
Hablamos espanol: Para informacion de beneficios, llama al 1-800-775-5955.

HOW IS MY EARLY RETIREMENT BENEFIT DETERMINED?

You are eligible to commence an *unreduced* Early Retirement benefit if you begin payments between ages 58 and 65 and your age at commencement and eligibility service as of May 31, 2019 add up to 85 or more; otherwise, you can commence a *reduced* Early Retirement benefit if you are at least age 50 with 15 or more years of eligibility service as of May 31, 2019 under Title I of the Plan. The percentage of your accrued benefit is determined in accordance with the chart set forth in the Summary Plan Description (SPD) for the Plan at page 19, which is reprinted below.

As noted above, the chart shows the percentage of your accrued benefit that you will receive, based on your age when benefit payments begin and your years of eligibility service as of May 31, 2019. For example, if you are age 55 when you commence benefits and had 21 years of eligibility service under Title I of the Plan as of May 31, 2019, and are entitled to an accrued monthly benefit of $1,000 per month payable at age 65, you would receive 55% of your accrued benefit—or $550 a month.

For age and eligibility service years that are not whole years, the calculation will be done using partial years. If you do not know how many years of eligibility service you have, please refer to the correspondence you should be receiving from the Plan with this information.

Age When Benefit Payments Begin	If You Have This Many Years of Eligibility Service ...							
	15 – 20	21	22	23	24	25	26	27 and over
	This Is the Percentage of Your Benefit That You Will Receive ...							
65	100%							
64	95%	100%						
63	90%	95%	100%					
62	85%	90%	95%	100%				
61	80%	85%	90%	95%	100%			
60	75%	80%	85%	90%	95%	100%		
59	70%	75%	80%	85%	90%	95%	100%	
58	65%	70%	75%	80%	85%	90%	95%	100%
57	60%	65%	70%	75%	80%	85%	90%	95%
56	55%	60%	65%	70%	75%	80%	85%	90%
55	50%	55%	60%	65%	70%	75%	80%	85%
54	50%	50%	55%	60%	65%	70%	75%	80%
53	50%	50%	50%	55%	60%	65%	70%	75%
52	50%	50%	50%	50%	55%	60%	65%	70%
51	50%	50%	50%	50%	50%	55%	60%	65%
50	50%	50%	50%	50%	50%	50%	55%	60%

SEE BELOW FOR MORE INFORMATION

QUESTIONS & ANSWERS

1. Why did I get this Notice?

A Federal District Court in Philadelphia has decided that you may be able to elect Early Retirement benefits under the Plan. You received this Notice because the Court ordered that this Notice be provided to all potential Early Retirement Class members as defined by the Court. You were identified as a person who may be able to choose to elect Early Retirement benefits as a **member or potential member of the Early Retirement Class**. The purpose of this Notice is to provide you with information about your rights as ordered by the Court's Final Judgment and Order.

2. The Case Has Been Appealed to the Third Circuit Court of Appeals. What Does That Mean for Me?

The Defendants have filed an Appeal of the District Court's decision to the Third Circuit Court of Appeals. This means that the Defendants are seeking to overturn the District Court's ruling. If Defendants are successful in overturning the ruling regarding the Early Retirement benefits, the increased retirement benefit amount you elect will be adjusted back to the lesser monthly retirement benefit you would have received if there had been no Court order. The Defendants have stated that they will attempt to get back the increased amount paid to you while the Appeal was being decided. If you would like more information about the Appeal and how that might affect your benefits, please contact one of the attorneys listed below.

3. Can I Start My Benefit While Continuing to Work for New DuPont or Specialty Products?

No. If you are entitled to elect Early Retirement benefits (meaning you were less than age 50 as of May 31, 2019, and have since reached age 50 while working for New DuPont), you will need to end your employment with your Current Employer (defined above) to elect your Early Retirement benefits described in this Notice. If you have already made a benefit election and want to change your benefit election to one for Early Retirement benefits, you must end your employment with your Current Employer before doing so.

4. What if I am a Surviving Spouse or Represent the Estate of a Class Member; Can I make an Election for Early Retirement Benefits?

Possibly. If the Class Member was already collecting pension payments before they passed away, and an Estate has been opened, a representative of the Estate may elect to change the pension payments to Early Retirement payments. They can choose an effective date of June 1, 2019 or any other first day of a month up until the date the Class Member elected to commence pension payments. The Estate may receive a retroactive payment equal to the difference between the Early Retirement benefits elected and the payments the Class Member already received. This election may also impact survivor benefits, in which case the survivor payments will be adjusted and paid retroactively. **To make this election, the Estate representative must contact Corteva Connection via telephone. You have 120 days from the date of this Notice to make this election**.

If the Class Member was not collecting pension payments before they passed away, there could be benefits payable to a surviving spouse. The surviving spouse, if eligible, can elect to change the survivor benefit to an Early Retirement survivor benefit. If that produces a larger benefit, the ongoing monthly payments will increase and the surviving spouse will receive a retroactive adjustment for past payments received. **To make this election, the surviving spouse must contact Corteva Connection via telephone. You have 120 days from the date of this Notice to make this election**.

5. How Do I Obtain More Information?

You may contact the lawyers below, who are representing you in this class action. If you would like more information about the case or if you have any issues in applying for your benefits as provided by the Final Judgment and Order after contacting Corteva Connection, please contact any one of the following attorneys:

Edward Stone, Esq. Lisa A. Salmons, Esq. EDWARD STONE LAW, P.C. 700 Canal Street, 1st Floor Stamford, CT 06902 Telephone: (203) 504-8425 eddie@edwardstonelaw.com lisa@edwardstonelaw.com	Susan Meter, Esq. Samantha Brener, Esq. KANTOR & KANTOR, LLP 9301 Corbin Avenue Suite 1400 Northridge, CA 91324 Telephone: (877) 783-8686 smeter@kantorlaw.net sbrener@kantorlaw.net	Nina Wasow, Esq. FEINBERG, JACKSON, WORTHMAN & WASOW LLP 2030 Addison Street, Suite 500 Berkeley, CA 94704 Telephone: (510) 269-7998 nina@feinbergjackson.com

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

DATED: December 18, 2025