DUPONT™

2025 Sustainability Report

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Introduction

Letter from our Chief Executive Officer

To our stakeholders,

At DuPont, we have an inspiring and dedicated team focused on delivering results that matter to our stakeholders and delivering innovations that make a difference in the lives of people everywhere. Innovation is at the heart of all we do. Our teams around the world harness inventive thinking, continuous improvement, and hard work to solve customer and supply chain challenges, reduce our impact on the environment, and create long-term value.

I'm pleased to share our 2025 Sustainability Report, which highlights our commitment to sustainability and the value it brings to every aspect of our business — driving improvements and differentiation in our product portfolios, improving our manufacturing sites and supply chains, and creating an environment that empowers our people.

In 2024, we accelerated progress across all aspects of our strategy — delivering sustainable innovation, acting on climate, safeguarding water resources, enabling circularity, designing safer products, supporting the well-being of our employees, and strengthening our communities.

We launched over 30 new product innovations that combined sustainability with high performance. The impact and quality of this work was recognized by our customers and the industries we serve — DuPont earned eight R&D 100 and Edison Awards and was named Best Partner for Innovation from Samsung Electronics, and our Styrofoam™ Brand XPS Insulation received the 2024 American Chemical Society Heroes of Chemistry recognition. DuPont water technologies are helping to purify more than 50 million gallons of water every minute across the world.

Our breakthrough technologies — FilmTec™ Nanofiltration membranes and AmberLite™ ion exchange resins — received top sustainability awards for advancing safe, clean water and green hydrogen production.

We made substantial progress toward our 2030 climate goals — for the second year in a row, we surpassed our Scopes 1 and 2 emissions targets, achieving a 66% reduction from our 2019 baseline through the use of renewable energy certificates (RECs). We also recorded a 60% reduction in Scope 3 emissions from purchased goods and services and end-of-life product impacts — surpassing our 2030 goal ahead of schedule. Our actions have garnered an A- CDP Climate score for the second consecutive year and provide us with a clear pathway to achieving our commitment of net-zero emissions by 2050.

Strong corporate governance is an integral part of our core values and reinforces our sustainability strategy. In 2024, we made significant strides in transparent reporting of our policies and performance. We established a Human Rights Committee, conducted a preliminary double materiality assessment, and enhanced our third-party risk management program. As a result, we were proud to be included on the CDP 2024 Supplier Engagement Assessment A list, which recognized our strong engagement with our supply chain on climate issues, and to receive the EcoVadis Silver Medal Sustainability Rating for advancements in our sustainability reporting.

Our achievements are not possible without our talented and engaged teams. By fostering a culture of empowerment and continuous improvement, we saw notable gains in employee engagement on internal surveys, with 89% saying the work they do matters and they feel connected to our purpose. Together, we also achieved our safest year on record, surpassing our previous record in 2023.

Looking ahead, the intended separation of our Electronics business remains on track for November 1, 2025.[1] For DuPont and the planned independent electronics company, Qnity Electronics Inc., sustainable innovation will continue to be an integral strategy for driving success, with each organization establishing refreshed goals aligned with their industry and stakeholder needs.

Our 2024 progress detailed in this report is the result of the dedication and collaboration of our employees, partners, and stakeholders who partner with us to create a more sustainable future. While we are proud of the strides we have made, we know there is still more work to be done. With continued focus, innovation, and accountability, we will keep advancing toward our goals — innovating for good, protecting people and the planet, and empowering people to thrive.

Thank you for your continued trust, support, and partnership.

Sincerely,

Lori Koch

Lori Koch
Chief Executive Officer

[1] The Intended Electronics Separation will not require a shareholder vote and is subject to satisfaction of customary conditions, including final approval by DuPont's Board of Directors, receipt of tax opinion from counsel, the filing and effectiveness of a Form 10 registration statement with the U.S. Securities and Exchange Commission, applicable regulatory approvals, and satisfactory completion of financing. Please refer to the announcement and presentation materials from January 15, 2025, posted to the Investor section of www.dupont.com for more information.

Our company and purpose

DuPont de Nemours, Inc. (DuPont) is a publicly traded, premier multi-industrial company based in Wilmington, Delaware, United States of America. We are a global innovation leader in technology-based materials and solutions that help transform industries and everyday life. Our passion for, and proven expertise in, science and innovation enable us to partner with our customers to create sustainable solutions for the complex challenges facing our world.

More information about our organization, corporate governance, Board of Directors, operational structure, markets served, and geographical footprint as of December 31, 2024, is available in our 2024 Annual Report on Form 10-K, our 2025 Proxy Statement, and our recast of 2024 results on Form 8-K filed on May 2, 2025, which reflects the changes to our management and reporting structure discussed below. These documents are filed with the U.S. Securities and Exchange Commission and are available at investors.dupont.com.

In May 2024, DuPont announced a plan to separate its Electronics business into an independent publicly traded company. In January 2025, DuPont announced it is targeting November 1, 2025 to complete the intended separation of its Electronics business by way of a spin-off transaction, thereby creating a new independent, publicly traded electronics company. Effective in the first quarter of 2025, in light of the intended Electronics separation, DuPont realigned its management and reporting structure as follows:

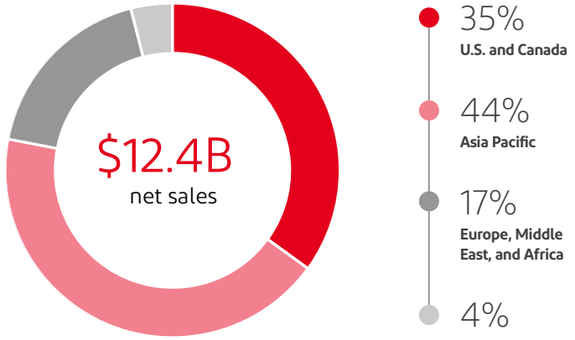
- IndustrialsCo — A leading solutions provider for healthcare, water, and a broad range of industrial segments, powered by high-performance engineered products, leading-edge application development, and top-tier manufacturing. It includes the businesses within the former Water & Protection segment, the healthcare and non-electronics businesses, including Vespel® parts and shapes, which was previously in Industrial Solutions and Auto Adhesives & Fluids, and the MULTIBASE™ and Tedlar® businesses, which were previously in Corporate & Other.
- ElectronicsCo — A leading global provider of differentiated electronics materials, including key consumables used in semiconductor chip manufacturing, as well as advanced electronic materials enabling reliable signal integrity, power management, and thermal management. It includes the Semiconductor Technologies and Interconnect Solutions businesses, as well as the electronics-related product lines previously within Industrial Solutions, including Kalrez®.

Our employees around the world come to work each day with a shared purpose: **to empower the world with the essential innovations to thrive**

Japan team building activity near Utsunomiya, Japan

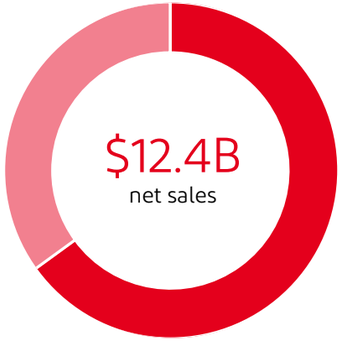
DuPont at a glance

DuPont sales worldwide[1]



- 35% U.S. and Canada
- 44% Asia Pacific
- 17% Europe, Middle East, and Africa
- 4% Latin America

DuPont sales by segment[1]



- $8.1B IndustrialsCo
- $4.3B ElectronicsCo

DuPont employees worldwide[2]

- 45% U.S. and Canada
- 34% Asia Pacific
- 16% Europe, Middle East, and Africa
- 5% Latin America

50+
countries where we operate

~110
manufacturing sites

[1] Sales on a continuing operations basis as reported in the Recast Form 8-K that was filed with the U.S. Securities and Exchange Commission on May 2, 2025.

[2] Approximately, as of December 31, 2024.

Our core values

With four core values anchoring our commitment to sustainable innovation, we've designed and maintained a foundation for long-term growth, connection with local communities, and an environment that attracts the best and brightest talent to help us deliver solutions to our customers. Our core values are timeless and foundational to everything we do and every decision we make every day.

Safety and health
We're committed to protecting the safety and health of our employees, our contractors, our customers, and the people in the communities where we operate.

Respect for people
We treat our employees and all our partners with professionalism, dignity, and respect, fostering an environment where people can contribute, innovate, and excel.

Highest ethical behavior
We conduct ourselves in accordance with the highest ethical standards, and in compliance with all applicable laws, always striving to be a respected corporate citizen worldwide.

Protecting the planet
We find science-enabled, sustainable solutions for our customers, always managing our businesses to protect the environment and preserve the earth's natural resources for today and for future generations.

Overview: IndustrialsCo

A leading solutions provider for healthcare, water, and a broad range of industrial segments, powered by high-performance engineered products, leading-edge application development, and top-tier manufacturing.

Markets served with leading brands

Water purification and solutions

Addressing many of the hardest-to-treat water and process challenges through membrane, ion exchange resin, and system innovations.

- FilmTec™
- AmberLite™
- IntegraTec™
- MEMCOR®

Healthcare solutions and Healthcare packaging

Enabling advances in medical packaging, medical devices, and pharma manufacturing for trends in patient care: minimally invasive procedures and personalized therapies.

- Tyvek®
- Spectrum Plastics Group
- Liveo™
- Donatelle

Advanced mobility and clean energy

Enabling safe and cost-efficient design through engineered and formulated solutions to advance the future of mobility across transportation modes (air, vehicle, rail).

- Vespel®
- MOLYKOTE®
- BETAFORCE™ TC
- Nomex®
- Tedlar®

Sustainable and productive construction

Enabling integrated building solutions that drive energy efficiency, weatherization, durability, and fire resilience and reduce build cycle.

- Styrofoam™
- Froth-Pak™
- Great Stuff™
- ArmorWall™
- Tyvek®

Advanced protective materials

Delivering multi-threat protection for fire, chemical, electrical, and impact protection without sacrificing comfort.

- Nomex®
- Kevlar®
- Tyvek®
- Tychem®

Printing and packaging

Offering flexographic printing and digital ink solutions to optimize the quality, productivity, and sustainability in printing and packaging.

- Artistri®
- Cyrel®

Overview: ElectronicsCo

A leading global provider of materials and solutions for the semiconductor and electronics industries, empowering technology roadmaps to enable advancements in artificial intelligence (AI), advanced computing, and advanced connectivity.

Markets enabled with leading product families

Advanced computing and artificial intelligence

Advancing chip designs and architecture to power AI, machine learning applications, and data centers.

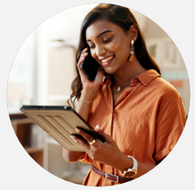
- CMP pads and slurries
- Photoresists
- Advanced cleans
- Laird™ thermal
- Advanced circuit and packaging materials

Advanced connectivity and communications

Empowering high-speed, high-frequency data transmission with low latency while maintaining superior signal integrity and reliability for next-generation electronics systems.

- Laird™ thermal
- Pyralux®
- Advanced circuit and packaging materials
- Semiconductor fabrication materials

Consumer electronics



Enabling the production of high-performance electronic components and modules for consumer electronic devices.

- Pyralux®
- Advanced circuit materials
- Semiconductor fabrication materials
- Organic light-emitting diode (OLED) display materials

Advanced mobility

Supporting reliability, safety, and performance for electric motors, charging systems, and chips for hybrid/electric vehicles and autonomous driving.

- Kapton®
- Kalrez®
- Laird™ EMI
- Pyralux®

Industrials

Powering automation and robotics for advanced manufacturing and smart factories with greater versatility and functionality.

- Kapton®
- Kalrez®
- Laird™ EMI

Our sustainability strategy

Our 2030 Sustainability Goals

Delivering sustainable innovation for our customers

Innovate products to meaningfully address the world's sustainability challenges, with positive impacts for customers and society

Acting on climate

Reduce our Scopes 1 and 2 greenhouse gas emissions by 50% by 2030 from the 2019 base year and deliver carbon neutral in operations by 2050

Reduce our Scope 3 emissions from purchased goods and services and end-of-life of sold products by 25% by 2030 from the 2020 base year

Source 60% of power to our operations from renewable sources by 2030 as part of our RE100 commitment

Leading water stewardship

Implement holistic water strategies at sites in high-risk watersheds and at high-consumption sites

Enable millions of people access to clean water through leadership in advancing water technology and enacting strategic partnerships

Enabling a circular economy

Integrate circular economy principles into our business models considering life cycle impacts in the markets we serve

Innovating safe and sustainable by design

Advance sustainable chemistry in the design of our products and processes, addressing substances of concern and communicating with stakeholders on our performance

Delivering world-class environmental, health, and safety performance

Further our commitment to zero injuries, occupational illnesses, incidents, waste, and emissions

Our people: Cultivating well-being and inclusivity

Become one of the world's most inclusive companies where employees report high levels of well-being and fulfillment

Our communities: Building thriving communities

Improve over 25MM lives through targeted social impact programs

Three-pillar sustainability framework

To manage the complex and quickly evolving sustainability landscape, we've built our strategy on three pillars: Innovate, Protect, and Empower. These three pillars shape our innovation portfolio, our operations strategy, and our commitment to our people and communities.

Innovate
for good

Our commitment to use our talent, resources, and innovation expertise to work on meaningful and valuable solutions to societal challenges.

Protect
people and the planet

Our commitment to take action to ensure the safety of our employees, contractors, customers, and communities while improving our impact on the environment.

Empower
people to thrive

Our strategy to enable our employees and communities to experience well-being, purpose, opportunity, inclusivity, and connection.

Q&A with Alexa Dembek, Chief Technology and Sustainability Officer

Q: How is innovation woven into DuPont's sustainability efforts?

A: At DuPont, sustainable innovation is central to everything we do. Our focus is on customer-driven innovation that fuels business growth — whether it's solving complex water treatment challenges, addressing needs in healthcare for medical devices and packaging, enabling AI for advanced computing and connectivity, or enhancing systems integration for advanced mobility.

Over the past several years, we've transformed our product portfolio to align with growth and value creation, while embedding sustainable principles in our processes. We're committed to delivering performance and cost efficiency, reducing substances of concern, and decarbonizing to meet customer expectations.

Sustainability is also integrated into our core excellence areas — Operational, Innovation, and Commercial Excellence — to minimize our footprint and amplify the positive impact our products have on customers and society.

Q: How does engaging with suppliers and customers help achieve DuPont's 2030 Sustainability Goals?

A: We prioritize strategic alignment and open communication to deliver on industry-specific expectations across key industry sectors. Engagement is critical to ensuring we meet the unique needs of end-use customers.

Our "Together for the Planet" initiative brings suppliers together to align on industry priorities, streamline disclosure requirements, enhance human rights efforts, and address packaging needs.

Our global market-facing teams provide insights on evolving regional and industry-specific requirements — such as the Carbon Border Adjustment Mechanism (CBAM), EU Corporate Sustainability Reporting Directive (CSRD), and packaging/Extended Producer Responsibility (EPR) regulations — which inform our innovation roadmap and investment decisions. This collaboration across the value chain is essential to achieving our sustainability goals.

Q: How do you strengthen the connection between sustainability impact and business value?

A: I'm a strong believer that sustainability isn't just a tool to take off the shelf — it's the engine that drives risk reduction and value creation. By turning customer needs into actionable solutions, we help them reach their own sustainability goals.

We're proud to deliver products and applications that address complex challenges, accelerate adoption, and meet cost and performance requirements — all while delivering relevant sustainability benefits. This includes efforts to decarbonize operations, eliminate substances of concern, and enhance circularity across the value chain.

For example, the World Business Council for Sustainable Development (WBCSD) recently published a vivid avoided-emissions use case examining how DuPont's FilmTec™ reverse osmosis (RO) membranes and the DuPont Water Solutions Sustainability Navigator are helping customers lower carbon emissions and reduce costs. The digital Water Solutions Sustainability Navigator tool helps users compare how different potential water treatment scenarios impact sustainability indicators, including carbon emissions, chemicals used, wastewater produced, solid waste generated, and footprint needed — with all calculations and indicators validated by a third-party verification performed by LRQA, a global assurance provider.

Q: What accomplishment stands out the most in 2024?

A: It's hard to single out one achievement, as this report highlights the incredible impact of our innovations and the dedication of our people during a transformative period for the Company.

That said, I'm especially proud of our continued leadership in safety and our success in rapid decarbonization to exceed initial climate targets. What stands out most is the global engagement of our teams — driving transformation, achieving growth, and embedding sustainability into everyday decisions for meaningful impact.

Q: What is the next chapter in DuPont's sustainability journey?

A: We're focused on accelerating momentum as we transition to the planned two independent, public companies, each with portfolios uniquely positioned to deliver both business and sustainability value — two objectives that are inherently linked.

We're committed to fostering an engaged, inclusive culture grounded in purpose, opportunity, and shared experience. Now more than ever, the world needs science- and engineering-based solutions to tackle its greatest challenges. We're ready for the next step and welcome the partnership that comes from our employees, customers, investors, and other stakeholders. Count on us.

Awards

Innovate for good

Received three 2024 R&D 100 Awards for advancements in science and innovation. The awards, sponsored by R&D World Magazine, recognize the 100 most innovative technologies of the previous year.

Awarded 1st place in the 2024 Altair Enlighten Award's Sustainable Product Category for our BETAMATE™ broad bake structural adhesive.

Honored with a 2025 Gold Edison Award™ in the Critical Safety Materials Advancement category for our Kevlar® EXO™, and a second Gold Edison Award™ in High Performance Engineering Materials category for Tyvek® Trifecta™ A2 building wrap.

Received a 2025 Bronze Edison Award™ in the Semiconductor Innovations for AI & HPC category for Ikonic™ 9000 polishing pads.

Awarded 2024 Sustainability Award from the Business Intelligence Group in the "Sustainable Product of the Year" category for our AmberLite™ P2X110 ion exchange resin for green hydrogen production.

Received the 2025 New Product Introduction (NPI) Award in the Laminates category from *Circuits Assembly* magazine for our Pyralux® ML laminate series.

Protect people and the planet

Received a 2025 Ecovadis Silver Medal Sustainability Rating, reflecting continued momentum on sustainability. Our score placed us in the 91st percentile and among the top 15% of all companies evaluated globally.

Received CDP Climate score of A- for the second consecutive year.

Recognized as one of the 2024 American Chemical Society (ACS) Heroes of Chemistry for our Styrofoam™ Brand XPS Insulation, which delivers a 94% reduction in embodied carbon while still providing the same operational carbon savings through stable, long-term insulation value across a wide range of temperatures.

Received the "2024 Sustainable Technology of the Year" award at the Global Sustainability & ESG Awards for our FilmTec™ Nanofiltration membrane portfolio.

Recognized as a finalist for the 2024 World Sustainability Award for Carbon Reduction for demonstrating action and fast progress in operational GHG emissions reductions and impact across the wider value chain.

Named "Best Implementer of UN SDG 6: Water for All" by the International Desalination and Reuse Association.

Empower people to thrive

Received the American Chemistry Council (ACC) 2024 Sustainability Leadership Award in the Social Responsibility and Community Engagement category for our Clear into the Future® grant program.

Earned the Great Place To Work Certification™ in the U.S. and South Korea based on the results of the Trust Index™ survey, which assesses employee satisfaction.

Received Top Employer Award in China for the third consecutive year.

Received a perfect score on the Human Rights Campaign Foundation's 2024 - 2025 Corporate Equality Index, and recognized as a recipient of the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion.

Named a finalist for the U.S. Chamber of Commerce Foundation Citizens Award for our STEM partnership with Discovery Education and the Delaware Department of Education.

Won in four categories for DuPont Procurement at the Institute for Supply Management (ISM) Supply Chain Trailblazer Awards, being recognized for Sustainability Commitment, Diversity Champion, Transformation, and Category Management Excellence.

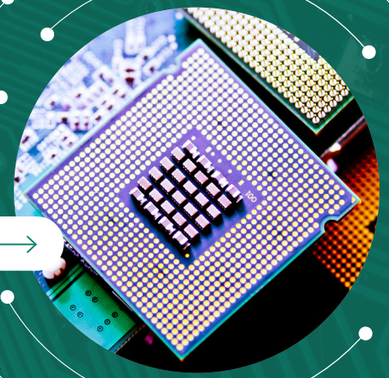
Innovate
for good

At DuPont, we believe the greatest positive impact we have on the world is through our innovations. We believe scientific advancement is critical to addressing the world's most pressing challenges. Our innovation strategy and 2030 Sustainability Goals focus on the powerful intersections — and synergies — between advancements in technology and sustainability, application development and human progress, value for our customers and stakeholders, and value to society.

Delivering sustainable innovation for our customers →

Water and healthcare →

Advanced mobility and construction →



Advanced computing and connectivity →

Delivering sustainable innovation for our customers

Accomplishments in 2024

Greater than 75%

of our innovation portfolio is expected to **deliver sustainability value for our customers** based on an analysis using an updated version of DuPont's portfolio sustainability assessment (PSA) methodology.

8

R&D 100 and Edison Awards **won for products delivering positive performance and sustainability benefits for customers and society.**

More than 5,000

customer sustainability inquiries responded to by business teams **supported by the newly formed Customer Sustainability Disclosure Committee.**

More than 30

new product offerings launched that **delivered sustainability and performance advantages** for customers across our global businesses, in areas such as advanced computing, vehicle electrification, medical devices, building materials, water purification, sustainable construction, and printing and publishing.

ACS 2024 Heroes of Chemistry recipient for our Styrofoam™ Brand XPS Insulation, which delivers a 94% reduction in embodied carbon while still providing the same operational carbon savings through stable, long-term insulation value across a wide range of temperatures.

Received the **2024 Best Partner Award for Innovation from Samsung Electronics,** along with three other supplier awards from industry-leading customers for achievements in innovation to enable advanced node technology development.

Collaborate: Strategic insight from our customers

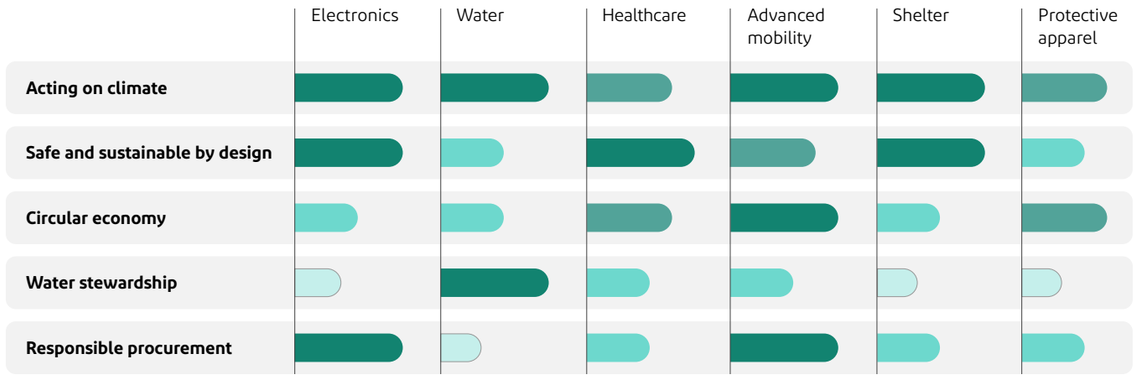
Customer engagement

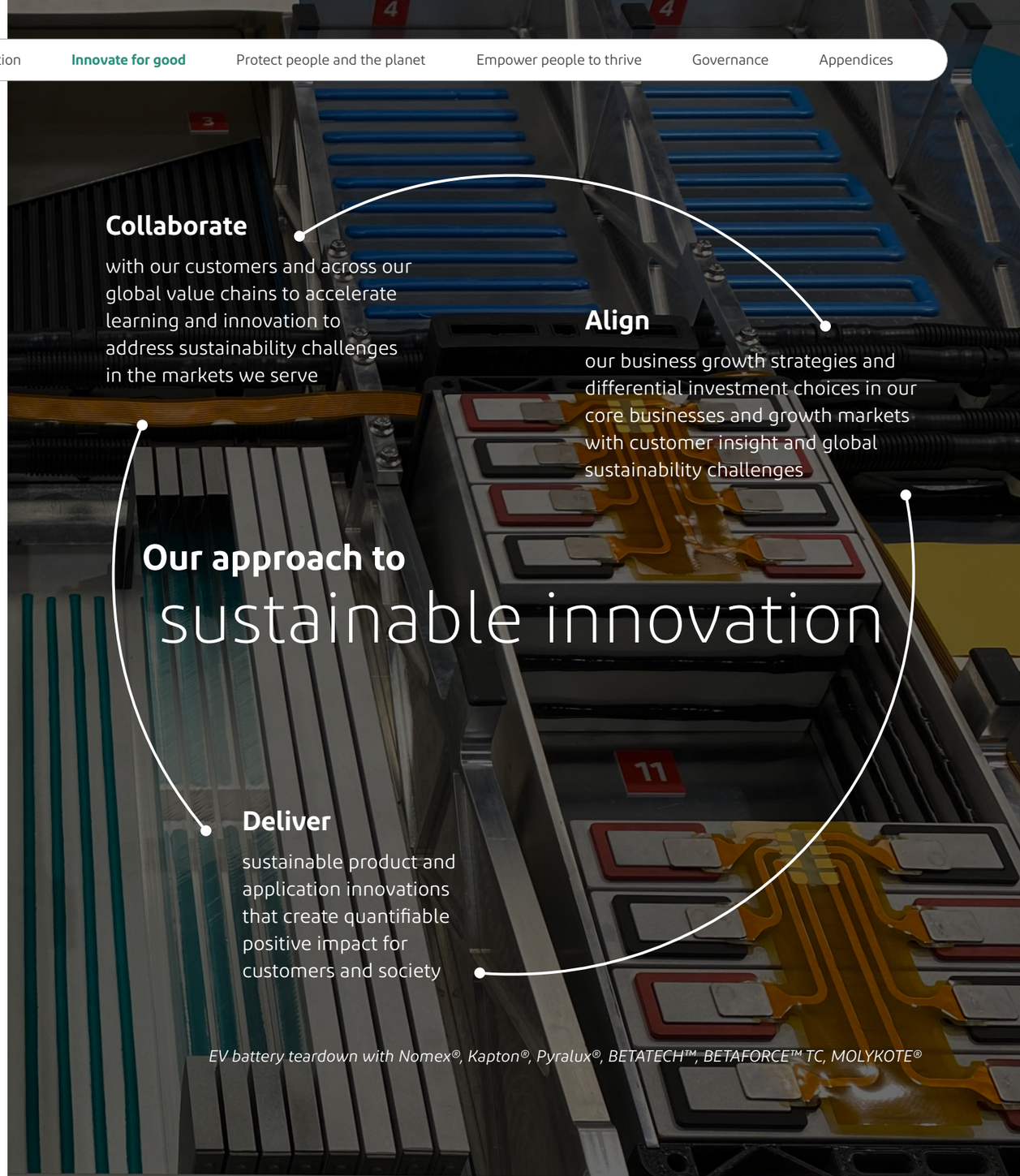
In 2024, we continued to build on our strong engagement with customers and value chain partners, recognizing the significant business value of meeting their expectations, while also acknowledging the potential risks associated with inaction. Our integrated approach to stakeholders leverages direct engagement with strategic customers, collaboration on sustainable innovation challenges, and analysis from key industrial sectors and growth markets. The diversity of our global businesses, as shown in the accompanying graphic, highlights the differential investment choices needed to meet customer expectations for each market, as well as the need for tailored sustainable innovation growth strategies.

The results of our collaborative learning in 2024 reinforced the value our customers and stakeholders place on climate action and safe and sustainable design strategies. It is clear that individual companies cannot act alone in addressing these challenges. Our commitment to sustainable innovation is driven by close collaboration with our value chain, leveraging the strengths of our suppliers to effectively meet our customers' needs. Together, we can reduce greenhouse gas (GHG) emissions and the use of substances of concern, advance circular, low-carbon materials strategies, and improve water stewardship and human rights due diligence.

Sustainability topic importance by market

70 80 90 95+ Relative importance on a scale of 1 to 100, as rated by customers





EV battery teardown with Nomex®, Kapton®, Pyralux®, BETATECH™, BETAFORCE™ TC, MOLYKOTE®

Customer Sustainability Disclosure Committee

In 2024, DuPont formed a Customer Sustainability Disclosure Committee to support our business teams that responded to more than 5,000 customer inquiries. Our ability to respond with consistent, high-quality, and timely answers is a key factor that adds value for our customers. Customers rely on our disclosures for a wide range of sustainability issues to meet the objectives of their sustainability programs, and verify that DuPont is meeting expectations as a sustainable partner. The Committee supports this work by documenting processes and data, making standard responses available, and convening a regular meeting to share best practices across businesses. The team launched an internal artificial intelligence (AI) tool that makes sustainability information more accessible to customer-facing teams across DuPont.

Align: Our business' sustainable innovation growth strategies

In 2024, we leveraged strategic customer insights to refine our market and business-level sustainable innovation growth strategies. Each business focuses on key sustainability drivers that align with the four categories of DuPont's PSA methodology: Acting on climate, Enabling a circular economy, Innovating safe and sustainable by design, and Leading water stewardship.

The portfolio-level scoring results based on our PSA methodology demonstrate that our innovation portfolio is both strongly aligned with the sustainability priorities of our strategic customers and sustainably advantaged compared to competitors. Greater than 75% of DuPont's innovation portfolio is sustainably advantaged (rated as "differentiated" or "highly differentiated") in at least one sustainability impact category.

By improving our strategic customer engagement and insight generation and working with our global business teams, we've been able to build differentiated strategies that address the highest-priority sustainability challenges faced by our customers.

PSA impact categories

Climate action

- Reduce product carbon footprint.
- Manufacture using renewable energy.
- Enable carbon reduction for customers.
- Enable use phase efficiency or other climate solutions.

Circular economy

- Manufacture using recycled or bio-based materials.
- Reduce or repurpose operational waste.
- Enable waste reduction or efficiency for customers.
- Design for circularity.

Safe and sustainable by design

- Avoid or minimize the use of substances of concern (SoC) in the design of new products.
- Execute SoC phase-out and sustainability improvement plans for existing products.
- Investigate safe and more sustainable alternatives.
- Engage raw material suppliers and improve manufacturing processes to further avoid or minimize SoC.

Water stewardship

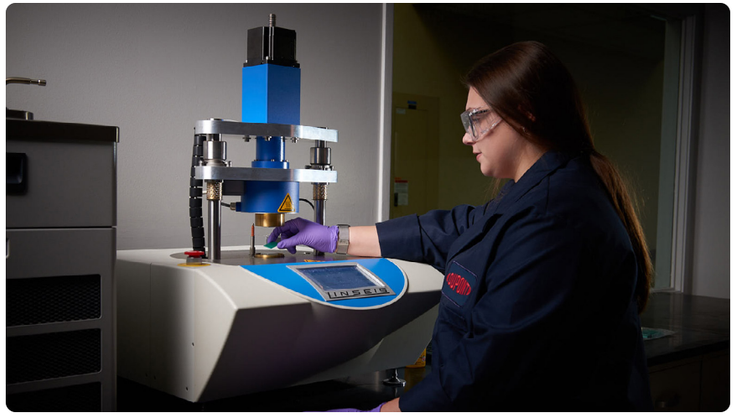
- Reduce product water footprint.
- Improve water use efficiency in own operations.
- Enable water efficiency improvements for customers.
- Enable improved water outcomes for the world, including expansion of access to clean water.

>75%

of DuPont's innovation portfolio is sustainably advantaged with a strong focus on climate and safe and sustainable by design product launches

Deliver: Sustainable innovation solutions

Collaboration with customers and intentional alignment of our business growth strategies with customers' current and emerging needs have allowed us to successfully deliver sustainable innovation solutions. We've focused on growth through innovation and have invested in research and development (R&D) in key growth markets. Our strategic investments benefit all reporting segments. Read about our sustainable innovation solutions developed in 2024 and key market areas over the next few pages.



2024 Lavoisier and Pedersen Awardees

Each year, we honor DuPont innovators whose work and commitment have had significant results for our businesses, our customers, and the world.

Lavoisier: The Lavoisier Medal for Lifetime Technical Achievement recognizes scientists and engineers who have demonstrated a career of creative technical contributions with significant business impact. Named in honor of the 18th century French chemist, Antoine Laurent Lavoisier, this award is the pinnacle recognition for DuPont innovators.

Brad Taylor, Ph.D.

Technical Laureate, Cyrel®
Flexographic Solutions

Across a 30-year industrial career, Brad has been instrumental in technical transformations that led the flexographic printing industry. He led the development of the first Cyrel® Digital Imager and accompanying Cyrel® digital plates. As of the end of 2024, more than 90% of the Cyrel® portfolio benefited from Brad's innovations.

Pedersen: The Pedersen Medal celebrates technical knowledge, skill, and commitment in areas that have resulted in important new innovations for DuPont customers. The award is named in honor of Charles J. Pedersen, whose distinguished 40+ year research career at DuPont led to his receipt of the 1987 Nobel Prize in Chemistry. His discovery of a novel class of chemical compounds called macrocyclic polyethers provided the foundation for nanotechnology.

Yi Guo, Ph.D.

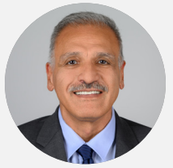
Principal Scientist, Advanced
Cleans & Slurry Technologies

As the lead developer in multiple slurry families for chemical mechanical planarization (CMP), Yi's expertise in particle technology, colloidal science, interfacial chemistry, and application development have produced breakthrough innovations in semiconductor manufacturing.

Martin Heijnen, Ph.D.

R&D Leader, PES Ultrafiltration

Martin's advancements in ultrafiltration membranes for water filtration have led to the development of Multibore™ UF products and solvent recovery systems with reduced emissions, capacity increases, and safer processing.

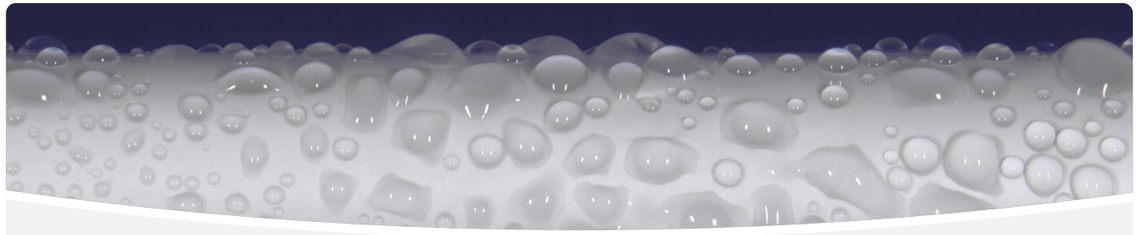


Mansour Mirdamadi

Technical Laureate, Auto Adhesives and Fluids

Mansour has successfully combined his expertise in material science, applied engineering mechanics, and virtual modeling to create novel solutions for automotive customers. By applying advanced engineering methodologies, he has determined effective and efficient DuPont adhesive technologies suitable for vehicle body substrates and electric vehicle battery assemblies.

Lavoisier and Pedersen Awards, Hagley Museum and Library, Wilmington, DE



Water purification and solutions

DuPont Water Solutions innovates advanced membrane and ion exchange resin technology solutions to address water, energy, and wellness challenges. Our broad portfolio tackles even the hardest-to-treat water and process challenges with fit-for-purpose solutions to meet our customers' unique challenges.

Water and wastewater — From helping treat or allow for the reuse of more wastewater to increasing access to safe water in communities worldwide, our technologies can help enable water security for domestic, industrial, and agricultural uses.

- Coming online this year, Membrane Aerated Biofilm Reactors (MABRs) will sustainably remove nutrients from wastewater at treatment plants in New Zealand. Additionally, FilmTec™ nanofiltration elements are being used in one of the world's largest drinking water plants to remove organic compounds, providing high-quality drinking water to the residents of Jiaxing City, China.

Cleaner energy — Water and energy are interconnected — expertise in purification and separation technologies is needed to support the evolving needs of new energy sources. Tailored product launches over the past two years include:

- FilmTec™ LiNE-XD elements helping to purify lithium from brines to supply the growing needs for lithium-based energy storage; AmberLite™ P2X110 mixed bed ion exchange resins purifying electrolyzer water to produce green hydrogen; and AmberLite™ EV2X resins purifying glycol water coolants for batteries in electric vehicles.

Wellness — With a focus on wellness and health, our Water Solutions business brings our expertise to the healthcare, pharmaceutical, and food and beverage industries. In 2024, FilmTec™ Hypershell™ NF245XD nanofiltration elements were launched to help convert dairy processing waste into nutritional products, reducing food loss.

Healthcare solutions and Healthcare packaging

Our innovations in healthcare are enhancing pharmaceutical production, improving medical device performance, enabling transdermal drug delivery, and protecting both equipment and people through Tyvek® garments and Tyvek® healthcare packaging.

- Garments — Tyvek® ES new biological hazard protection series launched for emergency medical service teams, offering an optimal balance of protection and comfort with a new set of protections from biological hazards.
- Healthcare packaging — Launched Tyvek® with Renewable Attribution, which enables more sustainable healthcare packaging by using certified bio-circular feedstock via a mass balance approach to significantly reduce the packaging's carbon footprint.
- Wearable devices — Liveo™ is collaborating with STMicroelectronics to develop a real-time portable heartbeat monitor, advancing flexible patch design without losing electrical signal conductivity for accuracy.
- Biopharma processing — Liveo™ Pharma TPE Ultra-Low Temp Tubing provides the toughness, flexibility, pressure, and chemical resistance required by the biopharma processing industry for manufacturing at temperatures down to -80° C.
- Advanced prototyping — At our Rapid Prototyping and Engineering (RPE) Center, precision manufacturing with proprietary capabilities in additive manufacturing, extrusion, and molding enables Spectrum Plastics Group to quickly prototype custom medical components and seamlessly transition to high-volume manufacturing for medical device customers.
- Deepening healthcare offerings — Spectrum and Donatelle bring advanced innovative capabilities — injection molding, liquid silicone rubber processing, precision machining, assembly and tool building — aligned with key therapeutic areas including electrophysiology, drug delivery, diagnostics, neurostimulation, and orthopedic extremities.

Advanced mobility

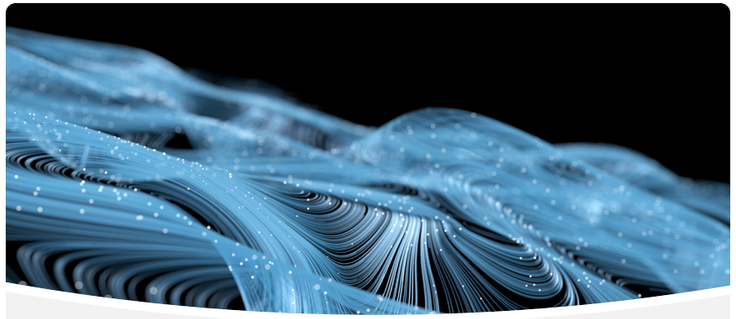
DuPont develops materials that support the reliable operation of electric vehicles and the electrification of air, rail, and other advanced modes of transportation. Our products enable and improve the performance of many systems, including electrified powertrains, cabin comfort components, alternative fuel sources, and structural integrity of the vehicle.

- Next-generation Kapton® polyimide films are optimized based on decades of experience to protect sensitive electronic systems from demanding environments, including innovation in non-PFAS materials for electric vehicle and aerospace wire insulation.
- Rapid scale up of Microfill™ EVF-III acid copper via-filling technology for reliability in high-density interconnect (HDI) printed circuit boards for automotive applications.
- Launched Laird™ Tflex™ CR350S, an ultra-soft thermal solution for high vibration applications. Its ultra-soft composition meets vertical shock and vibration requirements, reducing stress on the chip.
- Activegrid® ink and Activegrid® film technologies are helping to revolutionize the automotive and consumer electronics industry with new solutions for transparent heaters, smart surfaces, Light Detection and Ranging (LiDAR), in-mold electronics, and transparent electromagnetic interference shielding applications.
- BETAMATE™ broad bake structural adhesive reduces energy use and greenhouse gas emissions during EV vehicle body manufacturing.
- BETAFORCE™ elastic structural adhesives for EV battery pack designs are formulated with 30% weight bio-based materials and a room-temperature curing system, which simplifies assembly processes, eliminating the need for high-temperature curing.
- MOLYKOTE® HP-300 grease is proven to meet strict hydrogen purity standards under ISO14687:2019. This grease's performance in extreme conditions supports the safe and reliable hydrogen storage and transportation needed for hydrogen to be used as a next-generation fuel.

Sustainable and productive construction

Advancing sustainability in the built environment requires innovative construction solutions that help drive the whole life carbon of buildings to net-zero, enhance material circularity, and promote the utilization of safer chemistries.

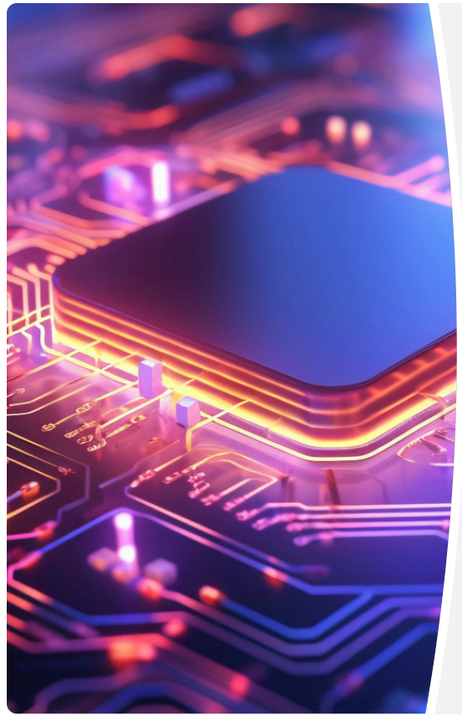
- Great Stuff™ Wide Spray, a one-component foam sealant that expands up to one inch, delivers a durable, weather-resistant seal that covers larger gaps and hard-to-reach spaces. Designed for ease of use, our innovative formula eliminates complex setup, mixing, coveralls, and respirators — saving users time and money.
- Tyvek® Protec™ PSU Peel and Stick Underlayment is suitable for full coverage roofing applications, like eaves and valleys. This new solution offers a slip-resistant walking surface and a wide range of installation temperatures.



Advanced connectivity and communications

DuPont develops and manufactures products with exceptional quality and reliability under two powerhouse portfolios — advanced interconnects and thermal management — to address the complex performance demands of next generation chip packaging, printed circuit board (PCB) reliability, and communications within and between electronic systems.

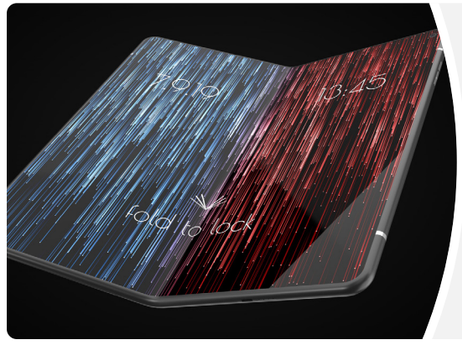
- Pyralux® ML is a new series of double-sided, metal-clad laminates for both flexible and rigid-flex PCBs. These laminates are designed for optimized thermal management in high-reliability applications such as aerospace, defense, and AI-related networking.
- Launched Laird™ BMI-S-608 shield frame, a one-part shielding solution that eliminates the need for traditional shield covers, reducing the weight and footprint of thermal management for enhanced design freedom on PCBs and improved sustainability.
- New Laird™ Tpcm™ 7000 thermal phase change material is designed to enhance the cooling of the most rigorous thermal challenges in advanced computing and AI, with industry-leading thermal resistance, long-term reliability, and a non-silicone formulation.



Advanced computing and artificial intelligence

The newest generations of process technology are used to produce chips that are increasingly smaller, denser, and lower in power consumption. Advanced node chips are at the heart of the most advanced computing applications, including artificial intelligence (AI), machine learning, 5G, and autonomous vehicles.

- New polishing pads for chemical mechanical planarization (CMP) with breakthrough performance for advanced nodes, including the launch of the new Optivision™ Max and Ikonic™ 9000 series pads.
- New product launches to support extreme ultraviolet (EUV) lithography, including AR™ underlayer materials, EON™ photoresists, and EUV mask cleans.
- New EtchSolv™ high-selectivity etchants to address stringent integration and patterning requirements, enabling precise material selectivity and etch control for the creation of high-aspect-ratio features and scalable 3D architectures.
- New Circuposit™ SAP8000 electroless copper is a metallization technology designed for AI server CPU or GPU chip applications. It meets the demands for low-roughness dielectrics essential for fine-line and high-frequency designs.
- Kalrez® low-permeation seals, specially designed as custom parts, are built for demanding conditions in semiconductor manufacturing processes, including high-temperature and high-vacuum uses.



Consumer electronics

Innovation across electronics such as tablets, smartphones, wearable technology, and IoT devices is driving demand for smart surface technology and digital displays that are higher quality, brighter, more flexible, and adaptable.

- Launched new red and blue host materials for advanced OLED displays that feature enhanced brightness, lower energy consumption, and longer lifetime for mobile phone and IT applications.

Protect

people and the planet

Protecting people and the planet is a core pillar of DuPont's sustainability strategy. Through our Environmental, Health, Safety, and Security Commitment, we commit to protecting the health and safety of our employees, our communities, and the environment. To uphold our commitment, we have established a culture of ownership and accountability that drives continuous improvement; strategic partnerships to enhance our capabilities; strong environmental, health, and safety (EH&S) processes; and modern data systems to improve our ability to measure and report our progress.

In 2024, we proudly announced our commitment to achieve net-zero carbon emissions by 2050. We've continued to evolve our climate strategy and have reduced our Scopes 1 and 2 greenhouse gas (GHG) emissions by 66% since 2019.

Leading water stewardship →

Acting on climate →

Enabling a circular economy →

Innovating safe and sustainable by design →

Delivering world-class environmental, health, and safety performance →

DuPont Asturias, Spain

Acting on climate

Accomplishments in 2024

55% reduction of total Scopes 1, 2, and 3 emissions from the respective baselines.

66%

reduction of Scopes 1 and 2 emissions from the 2019 baseline, **exceeding our 2030 goal for the second consecutive year** and outperforming the expectations of the Paris Agreement.

60%

reduction of Scope 3 emissions from purchased goods and services and end-of-life of sold products from the 2020 baseline, **continuing to surpass our 2030 goal of 25% reduction.**

61%

of electric power to our operations is from renewable sources **by increasing our purchases of renewable electricity** (including from purchased renewable energy certificates (RECs), surpassing our 2030 goal.

Committed to net-zero by 2050,

meeting increasing customer and value chain expectations for net-zero commitments.

41

DuPont manufacturing sites operate using 100% renewable electricity (including from RECs).

A- CDP Climate score

for the second consecutive year.

Developed strategic five-year climate transition plans to reduce carbon emissions in line with industry expectations and to support the shift to a low-carbon economy, mitigate climate risks, and create business value.

Named as a **finalist for the 2024 World Sustainability Awards' Carbon Reduction Award,** demonstrating action and accelerated emissions reductions in our operations and impacts across our value chain.

Achieving our ambition and planning for the future

In 2023, we announced bold 2030 climate goals that address increasing expectations from our customers and other stakeholders, and in 2024, we announced our commitment to achieve net-zero by 2050. We continue to accelerate our climate actions and incorporate the essential elements of a successful climate strategy.

The targets we established in 2023 were validated by the Science Based Targets initiative (SBTi) and meet their near-term target criteria. The targets include:

- Reduce our Scopes 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030 from a 2019 baseline, updating the prior 30% reduction goal we achieved in 2022.
- Reduce Scope 3 emissions from purchased goods and services (Category 1) and end-of-life of sold products (Category 12) by 25% by 2030 from a 2020 baseline.

We're pleased to report in 2024 that by focusing on actions aligned with our climate strategy, we reduced emissions across all Scopes by 55% from the respective Scopes 1 and 2 and Scope 3 baselines.

We surpassed both of our SBTi-validated targets and our near-term goal to source 60% of electricity for our operations from renewable sources or through the purchase of RECs by 2030.

55%

reduction of total Scopes 1, 2, and 3 emissions from the respective baselines

In 2024, we submitted a letter to SBTi indicating our intent to set long-term science-based GHG emissions reduction targets and establish an end-to-end value chain target to achieve net-zero GHG emissions by 2050.

Business transition plans

At DuPont, we continue to define the plans that enable our businesses to meet our future goals. In 2024, we made significant progress in developing and implementing climate transition plans across our businesses. Each business developed a detailed transition plan describing specific decarbonization actions to take in the next five years and the strategic levers and choices needed to achieve net-zero emissions by 2050. The plans are specific to the customers, value chains, and strategies of each business and are aligned with industry expectations.

EV battery cells with BETAFORCE™ TC ribbon-to-cell thermal bonding

Significant climate action milestones

2019 and 2020

Established climate goals:

- Reduce Scopes 1 and 2 GHG emissions by 30% by 2030
- Source 60% of electricity from renewable energy by 2030
- Deliver carbon neutral operations by 2050

Began the phased launch of a new, low-global warming potential (GWP) Styrofoam™ Brand XPS Insulation

Awarded an A- CDP Climate Score

2021

Completed Scope 3 inventory

Included first Task Force on Climate-related Financial Disclosures (TCFD) disclosure in annual sustainability report

Styrofoam™ XPS Brand Insulation product lines featured lower GWP options

Joined RE100 and committed to 100% renewable electricity by 2050

2022

Achieved a 36% reduction of Scopes 1 and 2 emissions, exceeding 30% reduction target

Set new target to reduce Scopes 1 and 2 emissions by 50% by 2030

Set first Scope 3 reduction target

SBTi validated DuPont's new goals, confirming alignment with 1.5° C ambition

Sourced 54% of electricity from renewable energy, and our first Virtual Power Purchase Agreement (VPPA) came online

Exited the use of coal in our operations for thermal energy

2023

Achieved a 58% reduction of Scopes 1 and 2 emissions from the 2019 baseline, exceeding 50% reduction goal

Achieved a 46% reduction of Scope 3, Categories 1 and 12 emissions from the 2020 baseline

Sourced 57% of power for our operations from renewable electricity, including the purchase of RECs

Awarded an A- CDP Climate score

Launched Together for the Planet supplier engagement program and engaged 40% of suppliers by spend

2024

Achieved a 66% reduction of Scopes 1 and 2 emissions from the 2019 baseline

Achieved a 60% reduction of Scope 3, Categories 1 and 12 emissions from the 2020 baseline

Committed to be net-zero by 2050, with initial climate transition plans completed by each business

Awarded an A- CDP Climate score for the second consecutive year

Named as a finalist for the 2024 World Sustainability Awards' Carbon Reduction Award

DuPont Zhangjiagang, Jiangsu, China

Partnerships to meet the climate challenge

- The World Business Council for Sustainable Development and World Resources Institute provide opportunities for thought leadership in climate-related working groups and to learn from our peers.
- RE100 is an organization of hundreds of the world's leading businesses committed to sourcing 100% of their energy needs throughout their global operations from renewable electricity by 2050. DuPont joined in 2021.
- The Alliance to Save Energy is a coalition of business, government, environmental, and consumer leaders in the U.S. advocating to advance federal energy efficiency policy.
- The Semiconductor Climate Consortium is an outgrowth of the SEMI Sustainability Initiative and is the first global, ecosystem-wide effort to advance the semiconductor industry's response to the challenge of climate change. The Consortium collaborates on tools to assist in reporting and evaluating GHG emissions. DuPont joined as a founding member in 2022.
- Apple's Supplier Clean Energy Program is a commitment to use 100% renewable electricity, including certificates, in the manufacture of all products for Apple. DuPont has participated since 2022.

Reducing GHG emissions in our operations and value chains

Implementation of low-carbon industrial processes

Since announcing reduction targets in 2019, we've realized significant emissions reductions in manufacturing through process change and optimization.

We converted our building envelope insulation and air-sealing products to low-GWP blowing agent solutions. This included completing conversions of our global Froth-Pak™ Spray Foam and North American Styrofoam™ Brand XPS Insulation products. DuPont was recognized as one of the 2024 American Chemical Society Heroes of Chemistry awardees for our work to reduce our products' embodied carbon. We were also selected as a Finalist for the 2024 World Sustainability Awards' Carbon Reduction Award.

An important success factor for reducing emissions while driving site-level ownership and engagement is our Bold Energy Plan. We continued to reduce emissions through this program, which leverages a global, cross-business team of Site Energy Champions to improve energy efficiency and reduce GHG emissions in our facilities. In 2024, we identified a portfolio of 40 projects expected to achieve a reduction of 7,000 metric tons of carbon dioxide equivalent ($MTCO_2e$) in Scopes 1 and 2 emissions, along with a decrease in energy consumption of 13,000 megawatt-hours (MWh). Process optimization was the leading area of improvement in 2024.

Case Study

Groundwater cooling solutions in Sasakami, Japan

Our manufacturing site in Sasakami, Japan, is prone to high temperatures in the summer months. As a new solution for temperature management, we introduced groundwater cooling. Our groundwater cooling systems leverage the cooling capabilities of the location's abundant groundwater, which remains at a consistent temperature of 12–20° C year-round.

Compared to traditional air conditioning, the groundwater cooling system uses 90% less electricity and reduces GHG emissions by 52 MT/year. This system has significantly improved the work environment during the hot summer months, while also serving as a dehumidifier for the factory.

Case Study

Use of biomethane in manufacturing

In 2019, the QingPu site in Shanghai, China, implemented a project to capture biomethane released from our on-site wastewater treatment plant and utilize this gas to offset natural gas use in the site's thermal oxidizer. This process reduced ongoing natural gas use in the thermal oxidizer by roughly 20%.

Case Study

Taiwan site won two awards at the 2024 Taiwan Continuous Improvement Awards

The DuPont Asia CMP Manufacturing and Technology Center team in Jhunan, Taiwan, represented DuPont at the 2024 Taiwan Continuous Improvement Awards (TCIA) and earned two awards for our sustainability efforts. The TCIA is a prestigious event in Taiwan. It involves a rigorous six-month validation process; many companies compete for the awards.

One of the awards recognized the team's GHG reduction action plan. Initially, the team systematically identified areas for improvement, such as waste disposal, transportation, and facility energy efficiency. Then the team translated those ideas into an action plan that included recycling and remanufacturing solid recovered fuel and polyurethane tracks from waste.

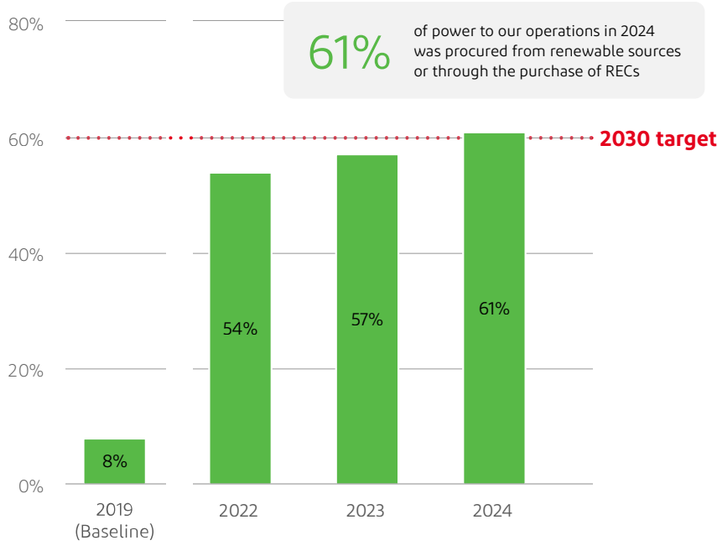
Transition to renewable electricity sources

At DuPont, we view renewable electricity as an opportunity to create value for our customers and as an important element for meeting our emissions reduction goals. We align our renewable electricity strategy with specific businesses and products to decarbonize value chains. In 2024, 61% of our electricity was procured from renewable sources or through the purchase of renewable energy certificates (RECs). We have exceeded our target to source 60% of electricity for our operations from renewable energy by 2030.

More than 90%

of the electricity used at our Interconnect Solutions manufacturing sites comes from renewable sources, including REC purchases

Renewable electricity use (% of total electricity use)



100%

of grid electricity used to produce these products was from renewable sources through the purchase of RECs:

Global operations:

DUPONT Tyvek | DUPONT Nomex | DUPONT Kevlar | DUPONT Cyrel

North American operations:

DUPONT Styrofoam Brand | DUPONT Thermax | FROTH-PAK

DUPONT ArmorWall | GREAT STUFF | CORIAN DESIGN

Transition to low-carbon steam generation

The transition of steam generation from hydrocarbon fuels to zero-carbon fuels remains a major challenge in reducing GHG emissions and transitioning to a low-carbon economy. The solutions vary based on technology readiness, supporting infrastructure, economic viability, and government policy.

At DuPont, we believe the transition will occur in a series of actions over many decades. We completed the first actions by ending the use of coal in steam generation across our operations in 2022. As of the end of 2024, we have reduced our GHG emissions from coal-based steam generation by 92% from a 2019 baseline, with the remaining emissions coming from steam supplied by third-party utilities. We now primarily use natural gas to fuel our boilers. Additionally, converting from natural gas to lower carbon fuels is being assessed based on value creation and cost savings.

Scopes 1 and 2 emissions results

Our combined Scopes 1 and 2 emissions in 2024 were 66% lower than our 2019 baseline. We also reduced emissions by 18% from the prior year. We've achieved a two-thirds reduction in Scopes 1 and 2 GHG emissions in just five years, and we are now focusing our efforts on addressing the remaining one-third.

Cumulative impact of Scopes 1 and 2 emissions reductions

Impact on climate change is measured as cumulative emissions over many years. Similarly, reductions have a cumulative benefit over many years.

Our SBTi-approved targets set the expectation for minimum annual reductions to meet the near-term target criteria and show progress aligned with the Paris Accord's 1.5° C ambition. DuPont's accelerated Scopes 1 and 2 decarbonization has resulted in fewer cumulative emissions than projected by the 1.5° C pathway set by our SBTi-approved 2030 target to align with the Paris Accord.

DuPont's early and aggressive climate action has allowed us to achieve cumulative Scopes 1 and 2 GHG emissions reductions 1.9 times greater than our near-term SBTi-approved target's 1.5° C pathway from 2019 to 2030. By exceeding our 2030 climate goal early, we are on a clear path toward decarbonization in our operations and value chains.

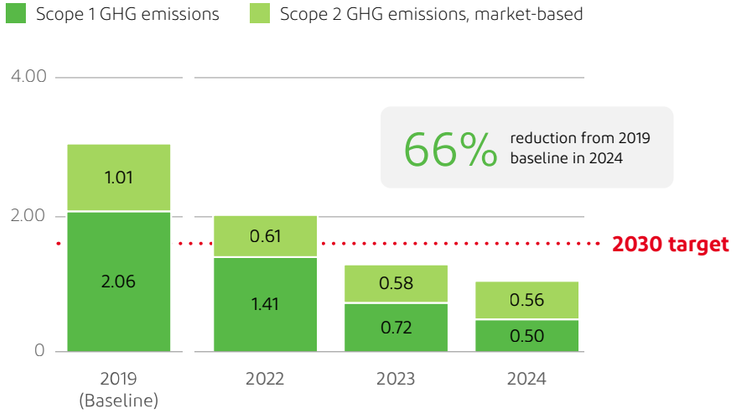
17.6MM $MTCO_2e$

projected to be eliminated by 2030 as a result of best-in-class Scopes 1 and 2 emissions reductions

1.9 times

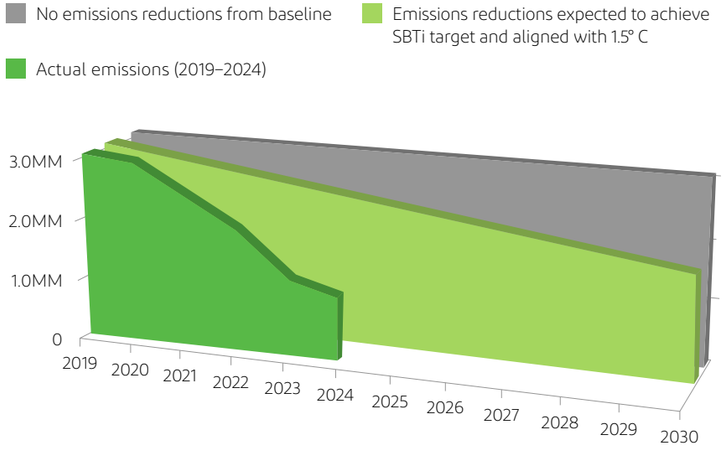
greater than expected reductions in Scopes 1 and 2 emissions compared to the 1.5° C pathway set by our SBTi-approved 2030 target to align with the Paris Accord (based on actual 2019–2024 data and projected 2025–2030 emissions)

Scopes 1 and 2 GHG emissions (millions of $MTCO_2e$)



Impact of early climate action ($MTCO_2e$)

Scopes 1 and 2 GHG emissions

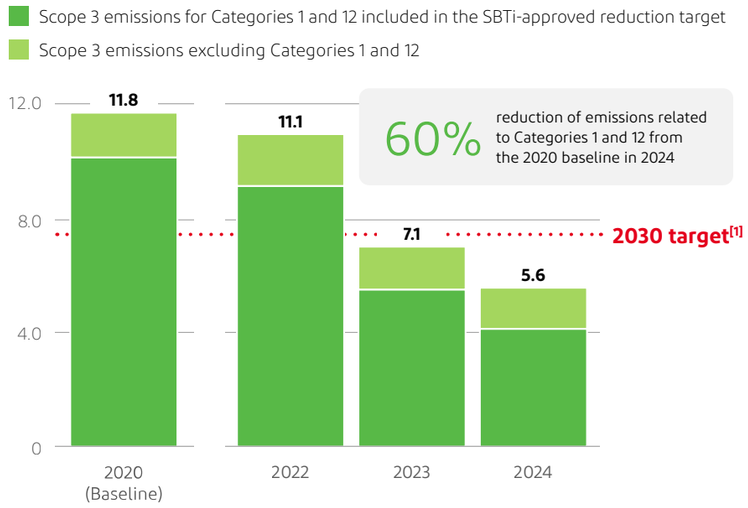


Reducing GHG emissions along our value chains

DuPont partners with suppliers and customers to reduce GHG emissions along our value chains. Reducing our Scope 3 emissions delivers considerable business benefits while creating value for our customers through our commitment to support their emissions reduction targets. In 2024, our total Scope 3 GHG emissions were 5.6 million $MTCO_2e$, which represents approximately 85% of DuPont's total emissions across all three scopes. Our most significant categories of Scope 3 emissions are Category 1: Purchased goods and services and Category 12: End-of-life treatment of sold products.

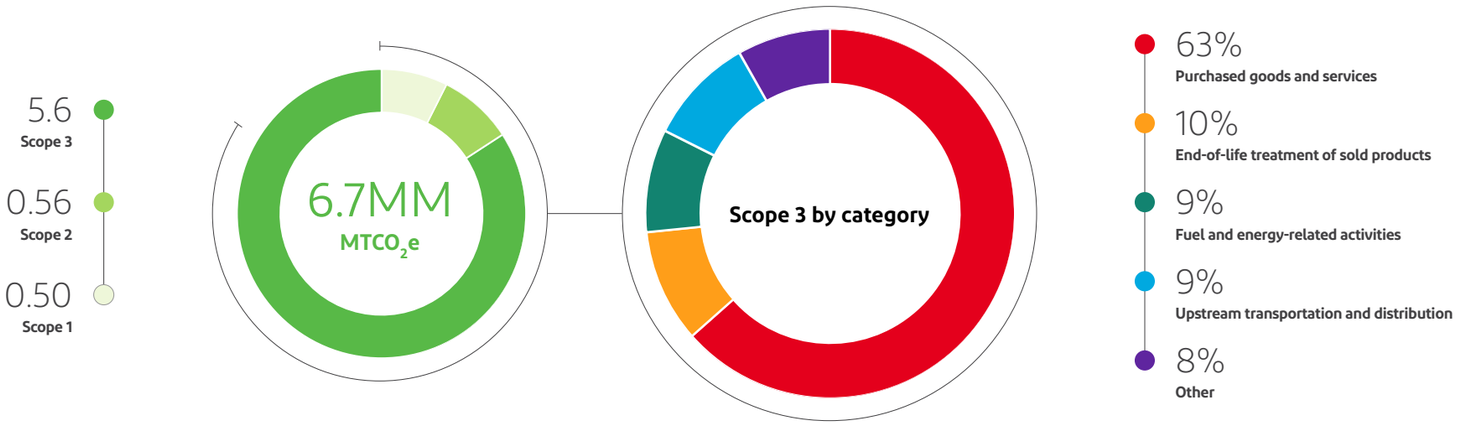
In 2024, we reduced our Scope 3 emissions from purchased goods and services and end-of-life of sold products from the 2020 baseline by 60%, continuing to surpass our 2030 SBTi-approved goal of 25% reduction. This year, we put significant effort into improving the accuracy of our calculation methods for Category 1. We collected data for purchased raw materials by engaging suppliers through our Together for the Planet supplier engagement program.

Scope 3 emissions (millions of $MTCO_2e$)



[1] The SBTi-approved 2030 target for Scope 3 emissions reductions is focused solely on reducing emissions from purchased goods and services (Category 1) and end-of-life of sold products (Category 12).

Total GHG emissions and Scope 3 by category (millions of $MTCO_2e$)



Identifying, assessing, and managing our climate risks

We're continuing on a journey to identify, assess, manage, and disclose our climate-related physical and transition risks, in addition to our opportunities.

Climate risk management is integrated with our enterprise risk management process. Responding to stakeholder expectations for increased transparency, we provide detailed disclosure of our climate risk management process aligned with the recommendations of the TCFD in the Appendices of this report, as well as through our response to the annual CDP Climate survey, on which we received a score of A- in 2024.

In 2024, we piloted scenario analysis within one of our business lines. This initiative was part of our broader efforts to enhance climate transition planning and align with industry expectations. The results of the scenario analysis were a valuable input to the business line's strategy discussions, helping the business understand potential climate-related risks and opportunities that could impact it in the future. The results may also be used to inform decision-making and improve the business line's resilience to climate impacts. DuPont plans to expand the use of scenario analysis across the enterprise in 2025.

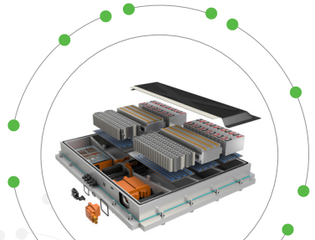
Innovating solutions to enable decarbonization

Climate benefits are a sustainability driver for each of our businesses. We engage and innovate with our customers and value chains to develop products with low embodied carbon that help customers meet their climate targets. By prioritizing decarbonization, we not only reduce our own climate impact and improve resilience but also empower our customers to meet their climate goals.

We advance our innovations for decarbonization in several key markets, including building materials, advanced mobility, and water treatment. Some examples of our innovation for decarbonization include:

A case study published by the World Business Council for Sustainable Development showcases DuPont's commitment to avoided emissions through our innovation in water treatment membranes. FilmTec™ BW30 PRO-400 reverse osmosis elements help global customers reduce their energy consumption and emissions.

Our Spruance manufacturing site (Richmond, VA) partnered with a gas supplier in a new business arrangement to reduce carbon emissions through a carbon capture process and captured over 14,000 $MTCO_2e$ in 2024.



Our BETAFORCE™ elastic and structural adhesive technology, which enables sustainable manufacturing of next-generation electric vehicles, won a 2024 R&D 100 Award in the Mechanical/Materials category. The technology was also recognized for its sustainability benefits, including formulation with 30% weight bio-based materials and a room-temperature curing system, which simplifies assembly processes by eliminating the need for high-temperature curing.

Tyvek® with Renewable Attribution, which is used for healthcare packaging, offers a significantly reduced carbon footprint. This reduction is enabled by the partial replacement of fossil fuel feedstock with certified bio-circular feedstock during the production of raw materials used in Tyvek® manufacturing. This is achieved through the mass balance approach in accordance with the International Sustainability and Carbon Certification (ISCC) PLUS. These products support a circular economy while also reducing emissions.

Great Stuff™ Wide Spray, a one-component foam sealant, contributes to home energy efficiency. A tightly sealed home can reduce heating and cooling costs by 30%. This foam expands up to one inch, delivering a durable, weather-resistant seal that covers larger gaps and hard-to-reach spaces. Designed for ease of use, our innovative formula eliminates complex setup, mixing, coveralls, and respirators — saving users time and money.

Printing & Packaging — Cyrel® Lightning LFH flexographic printing plates are optimized for UV LED exposure and thermal Cyrel® FAST printing technology, which has a 48% lower GWP impact compared to digital solvent processing.

DuPont Water Solutions Technical Seminar, Tarragona, Spain

Leading water stewardship

Accomplishments in 2024

FilmTec™ Nanofiltration (NF) membrane portfolio received the **2024 Sustainable Technology of the Year Award** at the Global Sustainability & ESG Awards hosted by Sustainability LIVE.

Named **"Best Implementer of UN SDG 6: Water for All"** by the International Desalination and Reuse Association.

AmberLite™ P2X110 ion exchange resin received a **Sustainability Product of the Year Award by Business Intelligence Group and a 2025 Silver Edison Award™** for its technology to produce green hydrogen from water.

9

of 15 targeted sites have begun implementing the Alliance for Water Stewardship International Water Stewardship Standard **and 3 have fully completed implementation.**

>13MM

people have improved drinking water access or quality since 2019 due to critical water treatment expansions or upgrades using DuPont technology.

5MM

people are expected to **receive water and/or sanitation access between 2023 and 2029** through a collective impact investment in WaterEquity's Global Access Fund IV with Starbucks, Ecolab, Gap, Reckitt, and the U.S. International Development Finance Corporation.

Delivering innovative water technology solutions for our customers

DuPont's water technologies are helping to purify more than 50 million gallons of water every minute in 112 countries across the world.

DuPont offers a broad technology portfolio of membranes, resins, and complete systems to address a variety of water and wastewater challenges faced by municipalities, industrial water users, and the energy sector. DuPont leads in water purification, conservation, and reuse technologies, leveraging our deep understanding of customer challenges to drive engagement and collaborative innovation. By focusing on sustainable solutions, we effectively address our customers' critical water issues while enhancing our business value and gaining valuable insights. The available range of technologies enables a tailored "treat-for-purpose" approach to water management, which helps address the growing demand for freshwater by unlocking unconventional sources, such as wastewater, while minimizing the impact on energy consumption and waste generation.

The variety of awards and recognition from third parties across our product lines validates the impact of our innovative solutions.

Examples of how our team is delivering innovative water technology solutions for our customers include:

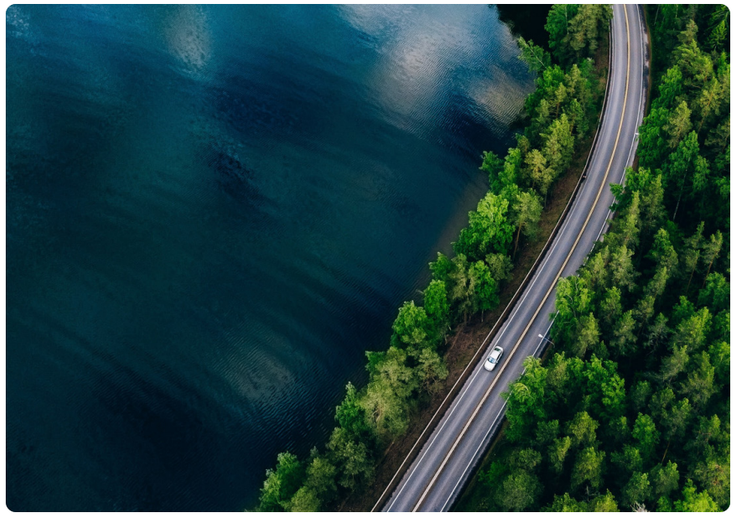
- FilmTec™ Hypershell™ NF245XD nanofiltration elements help reduce the volume of water consumed during dairy processing and offer increased efficiency for dairy processors, including 20% longer service time and up to 10% greater productivity.
- AmberLite™ EV2X resin is designed to remove impurities created during the operation of e-mobility applications and extend the lifetime of an electric vehicle's glycol coolant and ion exchange filter.
- AmberLite™ P2X110 ion exchange resin supports the production of hydrogen from water. This newly available ion exchange resin is designed for the unique water chemistry of electrolyzer loops.
- By combining IntegraTec™ ultrafiltration modules with FilmTec™ Fortilife™ CR100 reverse osmosis elements, we are helping industrial water users practice minimal liquid discharge. For example, with this combination, Kohinoor Textile Mills Limited in Pakistan achieved 85% water recovery, reduced energy consumption, and lowered operating costs.

IntegraTec™ hollow fiber ultrafiltration membranes

Water stewardship in our operations and local watersheds

We believe that water stewardship is critical. We endeavor to responsibly manage water at our sites and within the watersheds in which we operate for three key reasons:

- We understand that responsible water management helps protect our local watersheds and ecosystems to create water resilience in a changing environment.
- Water stewardship minimizes business risk and enhances our ability to maintain the reliability of our operations.
- Our customers and stakeholders increasingly expect strong water stewardship practices.



Aligning our strategy to the Alliance for Water Stewardship International Water Stewardship Standard (AWS Standard), signing and committing to the WASH4Work pledge, and engaging with groups like AWS and the Water Resilience Coalition provide a framework to manage our own water risks and collaborate with others to promote long-term water security outside of our fence lines.

Across DuPont, we use water for several purposes: to cool process equipment, as a solvent, as a production ingredient, and for sanitary uses. Most of the water used in our operations is returned to local watersheds following appropriate treatment (either on-site or through publicly owned treatment works). In 2024, we consumed 11% of the water we withdrew. Water consumption includes water used as an ingredient in products or lost to evaporation or waste streams.

In 2024, we continued to implement holistic water stewardship strategies at high-consumption sites or at sites in high-risk watersheds. Of our approximately 110 manufacturing sites worldwide, we've identified a group of 15 sites that either operate in high-risk watersheds or are among those with the highest water consumption.

9

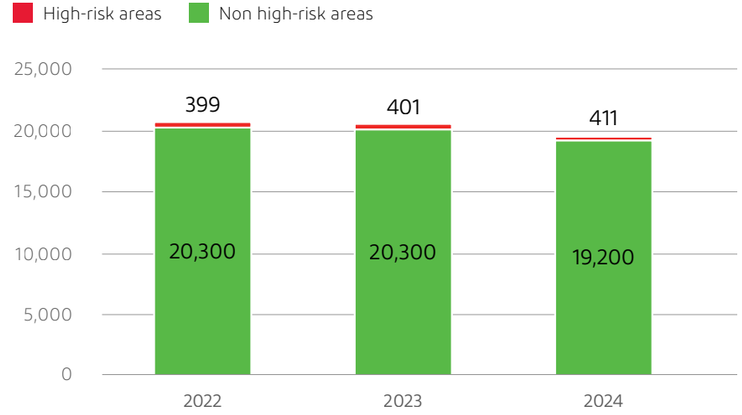
of 15 targeted sites have started implementing a holistic water strategy

3

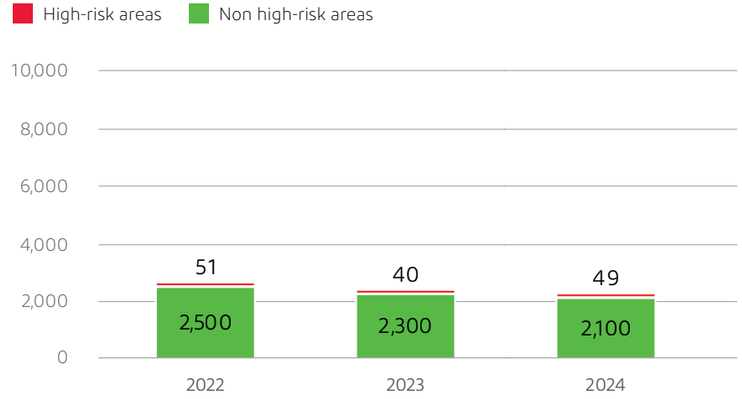
sites have fully implemented holistic water strategies

In 2024, the sites operating in high-risk watersheds were responsible for only 2% of DuPont's total water withdrawal and 2% of our total consumption.

Water withdrawal (millions of gallons)



Water consumption (millions of gallons)



Case Study

Holistic water strategies at DuPont manufacturing sites in Taihu Lake, China

Taihu Lake, located within the Yangtze River catchment in China, is designated as an at-risk watershed due to high susceptibility to flooding and elevated risks to the water supply and water quality for the surrounding communities. The three DuPont sites located in the region have completed Stage 3 assessments for holistic water strategies in the AWS Standard. All three sites identified various best practices to implement and tailored projects to their unique operational needs.

In just three years, each site achieved major reductions in water consumption, with reductions ranging from 45% to 58% compared to the 2021 baseline. The sites also completed 11 separate implementation projects focused on process optimization, the 4R principles (reduce, reuse, repurpose, and recycle), and WASH (water, sanitation, and hygiene) enhancements.

Case Study

Wastewater reduced through improved equipment cleaning processes in Cheonan, Korea

Two years ago, approximately 0.30 kilograms (kg) of wastewater was generated while producing 1 kg of product during semiconductor materials manufacturing at our Cheonan, Korea, site — primarily from equipment cleaning processes. Recognizing an opportunity to improve, the operations team took action to reduce water usage and improve waste management. By refining cleaning methods and adopting more effective cleaning chemicals, the team successfully reduced the amount of water required to clean equipment. They also improved disposal efficiency by separating hazardous and non-hazardous waste streams. As a result, wastewater generation dropped to 0.22 kg/1 kg of product produced in 2024 — a 37% reduction.

These changes led to a total volume reduction of approximately 233,000 gallons of wastewater in 2024, and approximately 290,000 gallons since the project started. This achievement reflects the Cheonan team's commitment to operational efficiency and environmental responsibility, driving more holistic water stewardship.

Enabling a water-optimized world through advocacy, knowledge sharing, and collaboration toward water access

Advocacy

We advocate for the sustainable management of water resources for domestic, industrial, and agricultural applications. Our water advocacy efforts focus on a treat-for-purpose approach that promotes the adoption of water reuse solutions to balance quantity and quality.

Continued support for the City Water Index

Developed by Economist Impact and supported by DuPont Water Solutions, the City Water Index examines the water optimization potential for an array of cities. Leveraging the data collected through the City Water Index, DuPont supported new insights into city water resilience in the European Union (EU) and shared how industrial water users can contribute to city water resilience.

CEO Water Mandate and Water Resilience Coalition

As a signatory of the CEO Water Mandate and member of the Water Resilience Coalition, we commit to continuous improvement in six core areas of water stewardship: direct operations, supply chain and watershed management, collective action, public policy, community engagement, and transparency.

Promoting water resilience at EU Green Week

DuPont participated in EU Green Week, with our Chief Technology and Sustainability Officer participating in a panel discussion on the importance of water resilience in Europe. During the panel, she shared how DuPont is developing innovative water treatment technologies to unlock alternative sources of water and help create a sustainable water future across Europe.

Knowledge sharing

We help advance the global water sector's water treatment knowledge through our Water Academy webinar trainings and a variety of digital tools.

Increase access to knowledge with Minerva AI chatbot

DuPont developed Minerva, a generative AI chatbot, to make knowledge and technical information about our water solutions technologies more accessible to our customers and members of the global water sector. Minerva instantly finds and synthesizes an answer to the user's query, while offering embedded source references for deeper study. Customers can also engage with Minerva in a wide range of languages, increasing access to DuPont's knowledge.

Introducing the Water Solutions Sustainability Navigator

In 2024, we officially launched the Water Solutions Sustainability Navigator, a tool that enables customers to compare how different water treatment scenarios impact sustainability indicators, including carbon emissions, chemicals used, wastewater produced, solid waste generated, and land needed. The calculations for each indicator metric were verified by an independent third party to be in conformance with the respective environmental ISO standard.

WAVE PRO for ultrafiltration modeling

DuPont launched WAVE PRO, a powerful online modeling tool for a variety of ultrafiltration (UF) water treatment applications — including drinking water, industrial utility water, wastewater, and seawater desalination. The tool's robust calculation engine allows users to run complex designs with high accuracy, helping water treatment planners design systems that maximize productivity and streamline operations.

Collaboration toward water access

We aim to increase water access through impactful investments of time, technology, and resources.

Investing in water access through WaterEquity and Water.org

DuPont invested in WaterEquity's Global Access Fund IV, which focuses on increasing access to water, sanitation, and hygiene for 5 million people in emerging markets. DuPont also helped 10,000 people access safe water and sanitation through our partnership with and philanthropic gift to Water.org.

Driving climate-resilient water access for more than 35,000 people in Africa

Since the start of a multi-year collaboration with ChildFund International and Help for the Massai, DuPont has provided system design, skills-based volunteerism, technology donations, and funding in order to provide access to safe water in rural communities in Tanzania and Kenya.

Flow of Life Celebration

In Shenzhen, China, DuPont collaborated with DeepDive and the NPI Foundation to celebrate World Water Day 2024 and educate the community on the value of protecting natural water resources. Engaging almost 400,000 members of the community, the week-long event included a water photography competition, presentations in schools, salon lectures for adults, rowing competitions on the local river, and a community water carnival.

DuPont Cyrel® receives Outstanding Performance Award from Esko

Enabling a circular economy

Accomplishments in 2024

~1,100

employees trained through participation in our virtual circular economy learning seminars focused on the four elements of our circularity approach.

Established the Tyvek® Sustainable Healthcare Packaging Awards to recognize companies in the healthcare industry focused on sustainable packaging made with Tyvek® and **drive sustainability throughout the packaging life cycle.**

Proactively addressed evolving regulatory requirements and managed risks associated with packaging and extended producer responsibility (EPR) with a global **Packaging/EPR task force.**

Cyrel® launched its innovative EASY FAST EFM photopolymer plates, which are optimized to deliver **excellent print results on a wide variety of paper substrates, including recycled paper.**

Launched **Tyvek® with Renewable Attribution,** which uses certified bio-circular feedstock via the mass balance approach to significantly reduce healthcare packaging's carbon footprint.

Liveo™ named a **top finalist for the Circular Transition Award** at the Reuters Events Global Sustainability Awards 2024.

Attained **International Sustainability and Carbon Certification (ISCC) PLUS** at the Tyvek® manufacturing facilities in Richmond, Virginia and Luxembourg.

Enabling a circular culture

In 2024, we continued to invest in a circular economy learning culture across our organization to support increasing demands from our businesses, customers, and regulatory agencies.

40

employees participated in a compressed ideation contest for circularity initiatives in our Industrial Solutions business. Several of the submissions have progressed to business development assessments, and sustainability capabilities were built across our organization.

~1,100

employees attended virtual interactive circular economy learning seminars throughout the year. Presented by DuPont practitioners, topics included:

- **circular product case studies;**
- **life cycle assessment (LCA) for circular product marketing claims;**
- **mass balance accounting and certifications; and**
- **recycling partnerships.**

Optimize our manufacturing processes

DuPont integrates waste management into its Environmental, Health, and Safety (EH&S) Management System to ensure implementation of the 4R (reduce, reuse, repurpose, and recycle) waste management program. Since 2022, DuPont has aimed to have 4R waste management and reduction programs implemented at all our sites by 2030. We're proud to announce that by the end of 2024, 96% of our sites had 4R programs in place. To achieve this, our teams partnered with our businesses and customers to identify opportunities to develop and deliver technical solutions that simultaneously reduce waste to landfill and realize financial or societal benefits.

96%

of our sites had 4R programs in place in 2024

Vespel® parts and shapes

Case Study

Tyvek® Sustainable Healthcare Packaging Awards

In 2024, DuPont launched the Tyvek® Sustainable Healthcare Packaging Awards, encouraging thought leadership and collaboration across the value chain. Winners in our inaugural year include:

Packaging (re)design

PAXXUS designed the StreamTwo® pouch to address the demand for a recycle-ready solution in the medical device market. One side of the pouch is made from uncoated Tyvek®, chosen for its durability, breathability, and recyclability. The Tyvek® is paired with a coextruded HDPE film and PAXXUS' Allegro® T sealant, creating an all-HDPE pouch structure that is recycle-ready for the #2 HDPE stream.

Operational efficiencies

Shawpak developed an innovative rotary thermoformer designed to accept multiple tool and pack sizes, and form both rigid and flexible blisters. This cutting-edge technology allows Tyvek® to be easily paired with rigid or flexible materials — facilitating single-piece flow for assembly and packaging of medical devices in a clean room environment.

Sustainability in-use

Utilizing cutting-edge UV laser technology and 2FS™ Tyvek® material, Flexform generates high-speed permanent packing marks including text, graphics, barcodes, and variable information without the use of combustible materials. Their process allows for more efficiency, less waste, and environmental responsibility, as ink and ribbon printing can render packaging unfit for recyclability.

Source circular raw materials

Recognizing the importance of collaboration throughout the value chain to achieve circularity objectives, we have focused on activating our value chain through industry-specific forums. Some of these specialized industry associations include:

The ISCC Association (ISCC e.V.) is the legally registered body responsible for the governance and strategic development of ISCC. The Association promotes the sustainable production of biomass, circular, and bio-based materials and renewables.

As a founding member of the Healthcare Plastics Recycling Council (HPRC), DuPont has played a leading role in advancing circularity by continuing to lead pilots in multiple regions to explore healthcare packaging recycling. In 2024, the Tyvek® Healthcare Packaging team was represented at the National Test Centre Circular Plastics in the Netherlands for a pilot study of new ways to sort and recycle uncontaminated healthcare packaging waste.

Design circular products

DuPont is designing for circular products by integrating circular economy principles into its business models, conducting life cycle assessments, and developing innovative solutions.

Case Study

Setting a new standard for sustainable airplane cabins with Kevlar® honeycomb

The new Diehl Aviation ECO Sidewall meets the stringent mechanical, weight, and fire requirements of the aviation industry through the use of innovative materials and intelligent, load-optimized design. Instead of glass fibers, the ECO Sidewall uses 9% basaltic bio-based prepregs and a Kevlar® honeycomb core, significantly reducing the carbon footprint of production. Additionally, the application of innovative manufacturing processes cuts prepreg waste by 33%.

Case Study

Cyrel® EASY FAST EFM plate enables printing on more paper substrates

In 2024, Cyrel® launched its innovative EASY FAST EFM photopolymer plates, which are optimized to deliver excellent print results on a wide variety of paper substrates, including recycled paper. With the transition to more sustainable packaging sources, including paper and cardboard, Cyrel® EFM plate offerings continue to enable the industry transition to a more sustainable future. The product's impact was recognized with the prestigious Indian Flexible Packaging and Folding Carton Manufacturers Association (IFCA) Star Award 2024 in the "Innovations Leading to Sustainability" category.

Recover and reprocess materials at end-of-use (to enable circular value chains)

At DuPont, we're collaborating with strategic customers to recapture valuable materials at end-of-use.

Case Study

Liveo™ named finalist for Circular Transition Award

Liveo™ was named among the top finalists for the Circular Transition Award at Reuters Events Global Sustainability Awards 2024. The business was recognized for its Liveo™ recycling program in partnership with ECOUSA. The recycling program is anticipated to progressively reduce the landfilling and incineration of waste from our Healthcare manufacturing plant in Hemlock, Michigan, by more than 90%. Since April 2022, our project has diverted over 2.3 million pounds of scrap silicones from landfills.

Case Study

Recycling race numbers and bibs made with Tyvek®

J.P. Morgan Singapore launched a Racing Bibs Recycling Program during their Corporate Challenge event in Singapore to reinforce their commitment to sustainability. This initiative encourages runners to return their Tyvek® bibs to designated collection bins, supported by a recycling facilitator, which enables the transformation of these bibs into new materials such as Wood Plastic Composite (WPC) flooring and fencing.

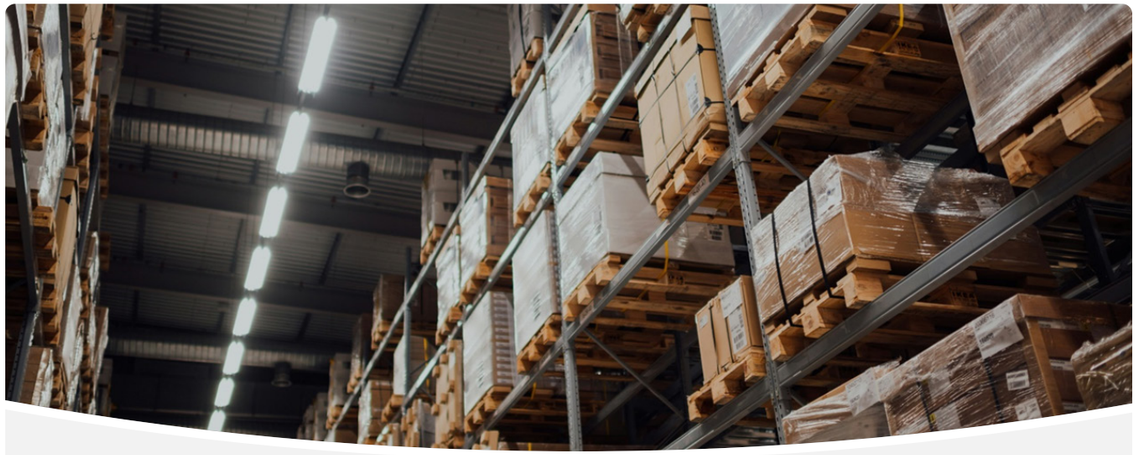
Mitigating the risks associated with packaging

Case Study

Changing packaging materials for semiconductor polishing pads

At our site in Cheonan, Korea, a project team was created to investigate alternative packaging materials for DuPont polishing pads used by customers for chemical mechanical planarization (CMP) in semiconductor fabrication. The team conducted an LCA to evaluate the potential benefits of replacing the existing disposable polyethylene materials used in CMP pad packaging with alternatives that are primarily paper- and cardboard-based. Based on the LCA study, the team switched to cardboard covers and paper inner linings.

This transition has led to a reduction of 4.8 $MTCO_2e$ of emissions annually. The new packaging benefits customers, demonstrating better product protection during shipping due to minimized movement of the product in transit. In addition, it improves workplace safety due to simplified work processes in packing and unpacking the CMP pads.



Case Study

6.5 million pounds of packaging diverted from landfill through recycling program in Cyrel® Solutions business

In 2024, the Cyrel® business, in collaboration with our pallet provider The Nelson Company, diverted 6.5 million pounds of packaging from landfills through recycling, repair and reuse, and selective disposal alternatives.

Since 2008, DuPont has partnered with The Nelson Company to manage the collection of our corrugated boxes, wooden pallets, and other packaging materials across North America and Canada. Their expertise, combined with the support of our DuPont Packaging Procurement team and our main corrugated packaging supplier, International Paper, has enabled us to effectively sort and inspect recyclable packaging materials and repair reusable packaging materials, further facilitating a circular economy. In addition to packaging, The Nelson Company also ensures that various materials used in our Cyrel® plates are recycled, repurposed, or reused where possible, or are utilized to produce energy through thermal conversion.

Automotive Center of Excellence, Auburn Hills, MI

Innovating safe and sustainable by design

Accomplishments in 2024

20

innovative products commercialized that avoided or eliminated the use of substances of concern (SoC).

- Launched UV™ 26GNF photoresist, our first commercial photoresist which **substitutes traditional fluorine-containing photoacid generators with a non-fluorine alternative,** designed to replace per- and polyfluoroalkyl substances (PFAS) in semiconductor manufacturing.
- MOLYKOTE® P-3700 anti-seize paste was recognized by the **European Chemical Industry Council (Cefic) as an environmentally friendly lubricant** because of its safe and sustainable by design (SSbD) profile.
- Received the 2024 CLEPA (European Association of Automotive Suppliers) **Top Innovator Award in the Green Product category for our BETATECH™ thermal interface material** that is diisocyanate-free.

14

substances of very high concern (SVHC) **eliminated from our product portfolio** through the successful implementation of SoC phase-out plans.

41

R&D projects funded to phase out SoC in targeted products and applications, and 84 SoC assessments resulted in recommendations to eliminate, minimize, or replace SoC within products and applications.

Increased transparency through a **strengthened SoC Chemical Management Policy** and by publishing our progress on SoC performance indicators.

Empowering our ISSbD culture

Achieving our ambition starts with empowering a culture that innovates with a keen focus on product safety and sustainability in the design phase during new product development. Since launching our Innovating safe and sustainable by design (ISSbD) goal in 2021, we've made significant progress by utilizing our SoC Chemical Management Policy to assess and mitigate SoC risk.

In 2024, we took steps to increase transparency by publishing our progress on SoC performance indicators and by increasing the level of detail in product disclosures. We also began taking a critical look at waste management practices to go beyond regulation as it relates to disposal of wastes containing SoC. Increasing our transparency provides substantial business value by building trust and credibility with customers and stakeholders, enabling informed decision-making, and ultimately driving long-term competitive advantage.

Across our innovation portfolio, our strategy includes:

- Investing in research for alternatives to support targeted SoC phase-out plans;
- Avoiding or minimizing the use of substances of very high concern (SVHC), including persistent, bio-accumulative, and endocrine-disrupting substances as intentional ingredients or as impurities, where safe and more sustainable alternatives exist;
- Using newly developed ISSbD tools aligned with the sustainability expectations of our customers to design new products while also anticipating potential impacts from future regulation; and
- Proactively evaluating our entire product portfolio against an SoC list of more than 8,000 substances, including carcinogens; mutagens; reproductive toxicants; substances classified as or considered potential endocrine disruptors impacting human health and the environment; substances that meet the EU criteria for persistent, mobile, toxic, and bio-accumulative (PBT/PMT, vPvB, vPvM) substances; substances with single target organ toxicity (single and repeated exposure); and chronic aquatic toxicants that may be present as intentionally added ingredients or impurities at concentrations equal to or greater than 0.01% in our products.

Our approach to innovating safe and sustainable by design

Empower the culture

- Avoid or minimize use of SoC in the design of new products
- Engage with suppliers to advance the safety and sustainability of procured inputs
- Integrate cross-functional expertise to discover and verify sustainable alternatives

Utilize policy and governance

- Identify and mitigate sustainability risks early in new product development
- Execute SoC phase-out and sustainability improvement plans for existing products
- Utilize transparency to drive trust and recognition of societal benefits

Innovate for sustainable competitive advantage

- Leverage portfolio sustainability assessment to drive continuous product improvement
- Design products with safe and sustainable attributes to support our customers' sustainability goals
- Develop products that help support the safety and critical functioning of society using these principals

Organic light-emitting diode (OLED) displays

Automotive Center of Excellence, Auburn Hills, MI

Utilizing policy and governance

At DuPont, we utilize our strong legacy practices in Process Safety Management (PSM), as well as our Product Stewardship and Regulatory (PS&R) Management System, to ensure that the products we commercialize are safe and sustainable. Some actions that best demonstrate our commitment include:

- Assigning a designated corporate SoC leader;
- Assessing the use of SoC in each raw material through periodic and new product risk reviews, reviewing 100% of our product portfolio over a span of three years;
- Assessing our portfolio for the presence of intentionally added ingredients or impurities that are persistent and bio-accumulative and identifying phase-out plans;
- Conducting annual reviews with corporate leadership focused specifically on SoC;
- Including SoC phase-out plans in our research and development (R&D) investment reviews; and
- Incorporating customer preferences, future regulatory landscape considerations, and public perception in our risk assessments and investment decisions.

Built on the framework of the American Chemistry Council Responsible Care® Product Safety Code and the International Council of Chemical Associations' Responsible Care principles, every business applies our commitment to safety and sustainability to assess and manage potential risks and identify continuous improvement opportunities. Our PS&R Management System is reviewed annually to ensure continuous performance improvement throughout the organization.

Product Stewardship Reviews

Central to the PS&R Management System are Product Stewardship (PS) Reviews. As part of our PS Reviews, a cross-functional team of business, science/technology, and regulatory subject matter experts use the PS&R Management System protocols to assess and address the impact of any new, or modified, products or processes.

All new and existing products, applications, and services undergo detailed PS Reviews assessing:

- Health, safety, and environmental impacts;
- Transportation risks;
- Risks during customer use based on the chemical, physical, and biological impacts of substances;
- Food supply and land use impacts when bio-based materials are used;
- Toxicology data, environmental fate, and the impacts of worker and customer exposure; and
- The availability of safe and more sustainable alternatives.

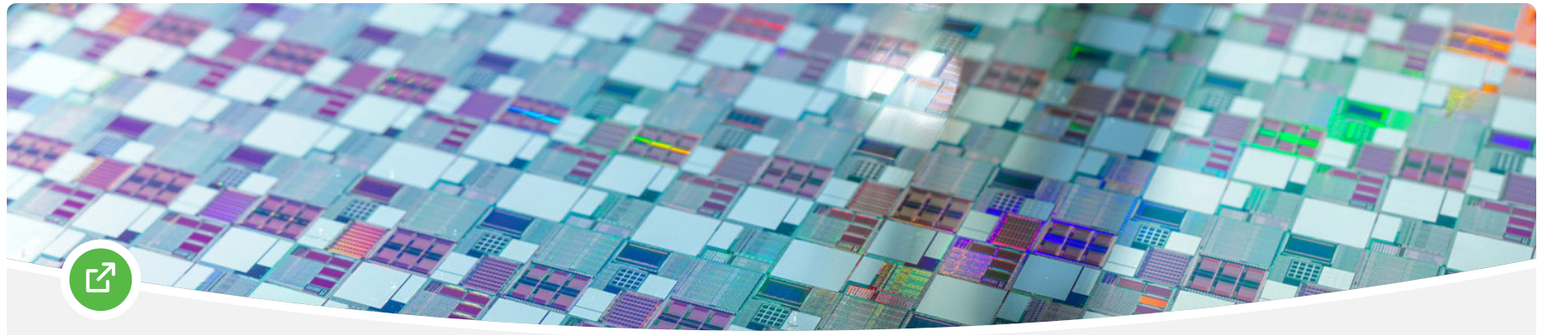
PS Reviews focus on the full product life cycle, from product design to customer use to disposal. Based on the results of a PS Review, we decide whether to continue developing or modifying a product, application, service, or process. If the findings from a PS Review identify a negative impact, the product or process is either redesigned or discontinued.

Product transparency and labeling

Safe handling and use of products is foundational to product safety. DuPont's PS&R Management System ensures compliance with global and local safety data sheet (SDS) and labeling information requirements. We continue to increase product transparency through enhanced documentation and public disclosure, including through publishing sustainability and transparency declarations, reporting on SoC metrics, achieving product certifications, and disclosing compositional information for the products in our portfolio.

People Highlight

Lisa Massaro-Kustuch received the 2024 Distinguished Leadership Award from the Center for the Polyurethanes Industry (CPI) for her influential role in discussions with the California Department of Toxic Substances Control (DTSC) concerning the Safer Consumer Products regulation for spray foam. Since 2020, she has chaired CPI's Blowing Agents Workgroup and played a vital role in developing a Code of Practice for Low-Pressure Two-Component Spray Polyurethane Foam Products, which was adopted by Canadian authorities in 2020.



Case Study

Semiconductor manufacturing — high-performance photoresist with non-fluorinated photoacid generator

Lithography is a key process in semiconductor fabrication where intricate patterns are transferred onto the semiconductor wafer. DuPont is empowering customers to begin substituting per- and polyfluoroalkyl substances (PFAS) in the lithography process with SSbD innovations that continue to meet and exceed the high-performance requirements of semiconductor fabricators.

One of the first steps in this journey was the development of a novel class of non-fluorinated photoacid generators (PAGs). Combining our extensive chemistry expertise with powerful computational modeling and digital tools, we recently launched UV™ 26GNF photoresist, our first commercial photoresist that substitutes traditional fluorine-containing PAGs with a non-fluorine alternative.

The substitution of non-fluorinated lithographic materials is a journey that will require time, investment, and innovation to sustainably meet the technology challenges of next-generation semiconductors. Collaboration with customers, suppliers, consortia, and regulators is important to ensure an understanding of the importance of non-fluorinated lithographic materials, pursue derogation for essential use, and implement a long-term substitution strategy through innovation.

Other SSbD innovations for semiconductor fabrication include:

- Ikonic™ 3681 polishing pads for chemical mechanical planarization (CMP), which have a low-chlorine formulation and demonstrate better throughput and yield;
- PlasmaSolv™ APEC2100 post-etch residue remover successfully substitutes a hydroxylamine material to offer effective cleaning performance and improve process safety in semiconductor fabrication; and
- New PCMPSolv™ post-CMP cleaners for advanced nodes eliminate the use of aggressive raw materials and are produced in higher concentrations, while also optimizing the manufacturing processes in support of our circular economy goal.

Case Study

Early Career Board program highlights the importance of cross-functional collaboration for circular improvements

Our Early Career Board (ECB) program exemplifies our aim to advance our sustainable by design culture at DuPont. Every year, a global collection of cross-functional, early career professionals pursue projects under the mentorship of business and technical leadership. These six-month projects help early career professionals develop business skills while focusing on driving value creation for our customers. One of our ECB groups developed a bio-based materials playbook and training content to assist in selecting safe and sustainable bio-based inputs. The playbook offers the latest information on sources, costs, and quality, aiding in the selection, testing, sourcing, and marketing of these materials. This ECB project has also helped ingrain the need for the selection of safe and sustainable raw materials early in the commercialization framework.

Case Study

MOLYKOTE® P-3700 anti-seize paste

The MOLYKOTE® business is continuously innovating and developing products with SSbD profiles to help solve complex technical design and lubrication challenges. Our MOLYKOTE® P-3700 anti-seize paste is recognized by the European Chemical Industry Council (Cefic) as an environmentally-friendly lubricant paste for bolted joints because of its SSbD profile with no intentional calcium, lead, nickel, sulfur, chlorine, or fluorine.

Gas and steam turbines require routine maintenance to maintain reliable power generation. Anti-seize pastes, or lubricants, help to reduce friction and prevent corrosion, especially in high-temperature applications where materials are prone to wear. Existing anti-seize pastes support the formation of hexavalent chromium when used on alloys containing chromium at temperatures above 500° C. With MOLYKOTE® P-3700 anti-seize paste, a significant reduction in hexavalent chromium formation was achieved on these chromium-based alloys.

Case Study

BETATECH™ thermal interface material

Our BETATECH™ thermal interface material (TIM) won the 2024 Top Innovator Award in the Green Product category from the European Association of Automotive Suppliers (CLEPA) for its diisocyanate-free, safer-by-design, thermal management solution for electric vehicle battery systems.

In electric vehicles (EVs), higher-energy-density batteries create thermal management challenges in safety and efficiency, requiring effective thermal management. BETATECH™ TIM is a novel solution that helps control heat in EV batteries by helping maintain optimal temperatures during both charging and operation. The material demonstrates high thermal conductivity that facilitates superior thermal management, extending battery lifetime and vehicle range while decreasing the chance of thermal runaway.

CLEPA is the voice of the European automotive supply industry, linking the sector to policy makers. It represents over 3,000 companies supplying state-of-the-art components and innovative technology for safe, smart, and sustainable mobility.

Open public presentation for military and police officers, DuPont offices in Brazil

Delivering world-class environmental, health, and safety performance

Accomplishments in 2024

Achieved our safest year on record,

surpassing our previous record in 2023, based on the Total Recordable Incident Rate.

33%

reduction in total Tier 1 and Tier 2 process safety events from 2023.

Achieved **0 unrecovered plastic releases of 0.5 kg or greater to the environment.** Through our Operation Clean Sweep® Blue commitment, we are dedicated to preventing plastic loss from our operations and logistics partners.

Dongguan, China site received the E.I. du Pont Safety Excellence Medal for its unwavering commitment to safety culture and performance, recognizing **more than 22 years of being Tier 1 and Tier 2 incident-free** from fire, electrical, and process safety incidents (since 2003).

84%

of our manufacturing sites worked with zero recordable injuries or illnesses during 2024, and 26 sites qualified for the American Chemistry Council (ACC) Site Safety Awards.

Tyvek® 400 SFR awarded New Product of the Year in the Protective Apparel Category by Occupational Health & Safety Magazine.

Hazard identification and risk assessment

Our corporate Environmental, Health, and Safety (EH&S) Management System mandates that all DuPont sites conduct risk assessments with the goal of encouraging proactive hazard identification and mitigation. We document the risk identification and assessment results and use them to guide the development of EH&S objectives, plans, and risk control measures. A total of 78 of our manufacturing sites are certified to environmental management systems, including ISO 14001 and RC14001.

To encourage our employees to diligently identify and address risks, we launched our LIFE Saving Behaviors program in October 2021. Predicated on the phrase "we will get home," our LIFE Saving Behaviors program engages and educates our employees on safety behaviors that allow us to go home to our loved ones every day. The ten LIFE Saving Behaviors supplement and build on our existing High-Risk Activities and Serious Injury and Fatality Programs.

In 2024, we completed the launch of all ten LIFE Saving Behavior campaigns. These campaigns have helped enhance safety awareness and educate our sites and newly acquired facilities on LIFE Saving Behaviors. As a result of this proactive approach and continuous engagement, in 2024, we surpassed 2023 as our safest year on record, reflecting a safety culture that prioritizes risk identification and mitigation. Our LIFE Saving Behaviors program not only protects our workforce but also fosters an environment where safety is a shared responsibility, leading to a significant reduction in incidents and injuries. Our commitment to our LIFE Saving Behaviors program improves productivity, reduces costs, ensures compliance, and cultivates a positive culture, ultimately driving significant business value.

84%

of DuPont sites worked with zero recordable injuries or illnesses during 2024

26

sites qualified for the American Chemistry Council (ACC) Site Safety Awards

Elements of our EH&S strategy

Promoting operational excellence

- Achieve safety performance that exceeds industry benchmark and continually drive to zero injuries, incidents, waste, and emissions
- Sustain certification of global manufacturing sites to ISO 14001 and Responsible Care Management Systems™

Enhancing EH&S performance

- Achieve Top Quartile EH&S performance through global standardization
- Manage change effectively by implementing fit-for-purpose tools designed to meet current and future challenges

Nurturing a safe and engaged workforce

- Focus on reducing risks related to injuries, illnesses, incidents, and environmental impacts
- Ensure employees feel valued, safe, and encouraged to engage in open dialog and active listening

FilmTec™ reverse osmosis filtration element

EH&S incident reporting and performance

Our EH&S Event Classification, Investigation, and Reporting Standard requires employees to report EH&S incidents and any associated symptoms, injuries, or illnesses, including near misses.

Employee and contractor health and safety performance[1]	2022	2023	2024
Days Away from Work Cases (DAWC)[2]	7	8	10
DAWC rate	0.02	0.02	0.03
Total Recordable Cases (TRC)[3]	57	50	42
Total Recordable Incident Rate (TRIR)[4]	0.17	0.16	0.14
Fatalities	0	0	0

[1] For additional details and complete disclosure, please see GRI 403-9 Work-related injuries.

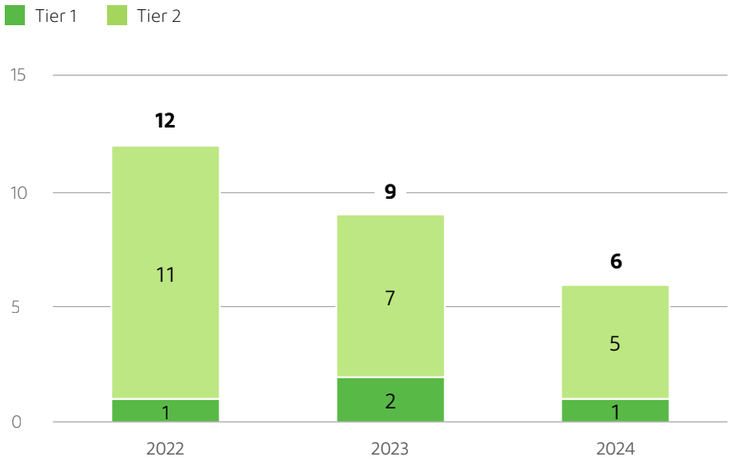
[2] DAWC are work-related cases where an employee is unable to work due to a work-related injury or illness.

[3] TRC includes DAWC, Restricted workday cases, and Medical treatment cases.

[4] TRIR = (Number of recordable cases X 200,000/Number of exposure hours) in a given time period.

Our Dongguan, China site received the E.I. du Pont Safety Excellence Medal for its unwavering commitment to safety culture and performance, recognizing more than 22 years of being Tier 1 and Tier 2 incident-free from fire, electrical, and process safety incidents (since 2003).

Process safety events[5]



Process safety event rate	2022	2023	2024
Tier 1 rate	0.003	0.006	0.003
Tier 2 rate	0.033	0.022	0.017

In 2024, DuPont demonstrated outstanding performance by achieving a 33% reduction from 2023 in total Tier 1 and Tier 2 events. All six of the Tier 1 and Tier 2 events in 2024 involved loss of primary containment with low severity factors. There were zero fire and zero explosion events in 2024.

[5] Tier 1 and Tier 2 process safety events are classified according to American Petroleum Institute Recommended Practice 754. Both Tier 1 and Tier 2 events begin with an unplanned or uncontrolled release of any material from a process, with Tier 1 events resulting in either larger quantity or greater consequence than Tier 2 events.

Case Study

Launched SafeSPEC™ mobile app in more than nine languages

In 2024, the Tyvek® Garments business launched a new global version of its SafeSPEC™ app. SafeSPEC™ is an online Personal Protective Equipment (PPE) selector tool designed to help safety managers and end users quickly identify appropriate protective clothing through a user-friendly interface.

The app utilizes customizable hazard parameters to recommend chemical protective apparel suited for various environments, from cleanrooms to petrochemical plants, and streamlines the selection process on job sites. SafeSPEC™ features a comprehensive database of thousands of chemical threats, supports scenario testing and informed decision making, saves searches for future reference, and facilitates the sharing of recommendations as PDFs. In 2024, the Garments business also launched a SafeSPEC™ WeChat mini-program version to reach users in China via the most popular and preferred platform.

Progress

Waste

By 2030, we aim to have our 4R (reduce, reuse, repurpose, and recycle) waste management and reduction programs implemented at all our manufacturing sites. For each site, we defined minimum expectations for a 4R program, including the requirement for a site-level waste reduction goal.

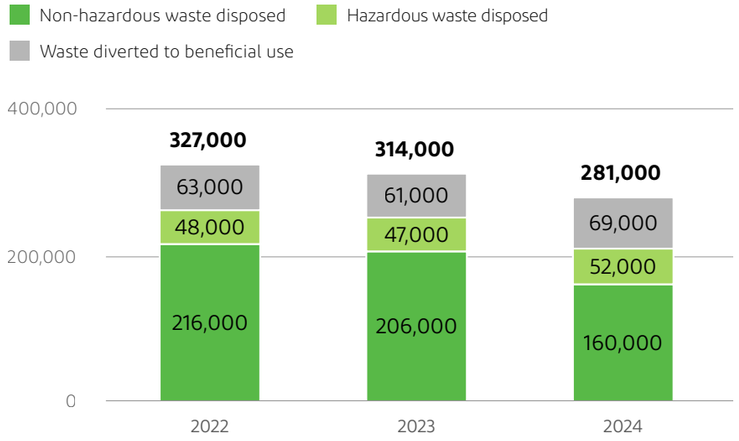
96%

of our sites had 4R programs in place in 2024

IT Devices Donated

For the second year in a row, our IT Cares Second Life Hardware Program achieved its goal of donating 100% of reusable IT devices. In 2024, 2,972 devices were donated to 74 nonprofit organizations in 17 countries.

Total waste (metric tons)[1],[2],[3]



[1] Beneficial use of waste totals include both hazardous and non-hazardous volumes.

[2] Beneficial use of waste includes waste reused, recycled, reclaimed, and recovered.

[3] Additional details on waste volumes and categories are included in GRI 306-4 and 306-5.

Other emissions

As required by our EH&S Management System, all DuPont sites have processes and procedures in place to prevent, monitor, and mitigate the impact of environmental releases. These processes and procedures cover releases to air, water, or land and ensure the accurate and timely reporting of incidents to the appropriate authorities to meet legal requirements and the expectations of stakeholders. In 2024, our emissions of nitrogen oxides were 547 metric tons (MT). Emissions of sulfur oxides were 2 MT. Emissions of volatile organic compounds were 585 MT. Emissions of ozone-depleting substances, as defined by the Montreal Protocol, totaled to 1.3 MT of CFC-11e. Emissions of particulate matter were 14 MT.

0

Operation Clean Sweep® | blue

unrecovered plastic releases of 0.5 kg or greater to the environment. Through our Operation Clean Sweep® Blue commitment, we are dedicated to preventing plastic loss to the environment from our operations and logistics partners.

Community resilience and engagement

At DuPont, we recognize that addressing environmental challenges requires comprehensive and collaborative solutions. Our commitment to these principles is deeply embedded in our core values, which prioritize safety, health, and the preservation of our planet. DuPont values the principles of fair treatment and meaningful engagement in the development and implementation of environmental laws, regulations, and policies. To support these principles, we routinely engage with stakeholders to support our businesses and the communities we serve. The identification and prioritization of stakeholder concerns serves as the foundation for our engagement initiatives. Our cross-functional team meets quarterly to assess risks and opportunities, monitor relevant developments, and evaluate our policies and procedures to ensure alignment with our core values.

At our DuPont sites, we leverage a wide range of proactive and reactive engagement methods to foster dialogue with stakeholders, including Community Advisory Panels (CAPs), proactive outreach initiatives, and employee volunteer events. These efforts create a platform for discussing community concerns and priorities and promoting collaboration and mutual understanding. Additionally, DuPont sites organize volunteer events that inspire employees to dedicate their time and skills to local initiatives, cultivating a strong culture of service and community involvement. See our Building thriving communities section for additional details on our community engagement activities.

Nature and biodiversity

DuPont's commitment to nature and biodiversity is embodied in our core value of Protecting the planet and our Environmental, Health, Safety, and Security Commitment, which includes protecting natural resources by driving toward zero waste and emissions. Our EH&S Management System contains numerous procedures designed to protect the environment and minimize potential ecosystem impacts.

The elements of our sustainability strategy most connected to our impact on nature and biodiversity are Leading water stewardship, Acting on climate, and Delivering sustainable innovation for our customers. In addition, we are working across our global manufacturing sites to positively impact nature and biodiversity with more local efforts.

Our employee-led Clear into the Future® (CITF) program awarded grants to nonprofits for 17 projects in seven countries in 2024. The CITF competitive grant and volunteerism program is held annually, with awards going to nonprofits and educational institutions. These grants support projects that impact one or more of the following: climate change adaptation and mitigation, water stewardship, circular economy, and/or biodiversity protection. The unique nature of CITF often results in grantee programs creating positive impacts in close proximity to our sites.

In 2024, CITF won ACC's Sustainability Leadership Award in the Social Responsibility and Community Engagement category.

Case Study

Clear into the Future® supports River Hero Homes

Since 2021, DuPont's CITF program has sponsored the James River Association's River Hero Homes program, which promotes conservation and water stewardship to protect local waterways. River Hero Homes educates Richmond, Virginia, residents about stormwater runoff and empowers them to implement river-friendly conservation practices, including using rain barrels, properly disposing of pet waste, using native plants in landscaping, and reducing the use of chemical fertilizers. The program educates community members through workshops and webinars, and provides resources like rain barrels and native plants. We believe community participation in sustainability is an indispensable tool in safeguarding the health of the James River ecosystem for generations to come.

By actively supporting River Hero Homes and its 1,825 household members, we demonstrate our commitment to environmental sustainability and community resilience near our Spruance manufacturing site. Through initiatives like this and other CITF grants, DuPont fosters a culture of sustainability in our communities, ensuring a brighter future for both people and the environment.

Case Study

Tyvek® 400 SFR awarded New Product of the Year in Protective Apparel by Occupational Health & Safety Magazine

Tyvek® 400 SFR is a lightweight secondary flame-resistant garment designed to be worn over top of primary flame-resistant (FR) protective clothing. Compared to traditional disposable secondary flame-resistant garments that have been available for years, Tyvek® 400 SFR is a differentiated multi-hazard garment solution, offering superior particle barrier protection and improved durability in a lighter-weight fabric.

Empower
people to thrive

We encourage our world-class talent across all businesses and functions to use their passion and experience to help communities across the globe thrive. Our company purpose and core values drive behaviors that support our sustainability strategy, position us for long-term growth, encourage engagement with our communities, and help make us an employer of choice.

At the core of our mission is a steadfast commitment to empower individuals to reach their full potential, both within our organization and in the communities where we operate. We firmly believe that by fostering a supportive and inclusive workplace, we enable our workforce to thrive professionally and personally. This empowerment is essential — it enhances job satisfaction, boosts productivity, and cultivates a culture of innovation.

Our employees best serve our customers, investors, and communities when they feel a strong sense of well-being and fulfillment, which we offer through challenging development opportunities, an equitable and inclusive environment, and meaningful work that can positively impact the world.

Our people: Cultivating well-being and inclusivity →

Our communities: Building thriving communities →

Celebrating "Great Place to Work" certification, Seoul, Korea

Our people: Cultivating well-being and inclusivity

Accomplishments in 2024

95%

of mentees and **92%** of mentors indicated that our **company-wide mentoring program is a good investment of time. 93%** of mentees made at least one behavior change as a result of mentoring discussions.

9 years

of being named a Best Place to Work for Disability Inclusion; earned a score of 100% on Disability:IN and AAPD's Disability Equality Index in the U.S.

89%

of employees indicated that they do work that matters, and in 2024, we achieved our highest ever participation rate in our annual IMPACT employee survey.

Achieved the Great Place To Work Certification™ in the U.S. and South Korea, and recognized as a Top Employer in China for the third consecutive year, validating the effectiveness of our well-being and fulfillment programs.

80% of employees reported positively on our engagement index, representing a strong connection to our mission and company culture and overall satisfaction. The score remains stable even with our intended separation, reflecting the enduring strengths of our culture regardless of circumstance.

Founding member of the SEMI Foundation's Semiconductor Professionals for Respect, Inclusion, Diversity, and Equity (PRIDE) initiative.

Launched Winning Our Way, a new global employee recognition program.

The value of a career at DuPont

Through our "My Why" framework, we inspire each employee to embrace their unique journey and unlock their full potential. To enable our people to thrive both personally and professionally, we provide personalized growth opportunities, foster positive relationships, and help individuals find meaning in their work and make impactful contributions to their communities.

We understand that personal and professional well-being are interconnected. Our "My Why" framework empowers people leaders to provide employees with tailored professional development and career growth opportunities to enhance overall fulfillment and increase employees' motivation, productivity, and engagement. Strong employee engagement leads to employees being more invested in our shared purpose to empower the world with the essential innovations to thrive and enhances the execution of our strategic vision, efficient management of our operations, development of innovative products, and implementation of our core values.

Opportunity

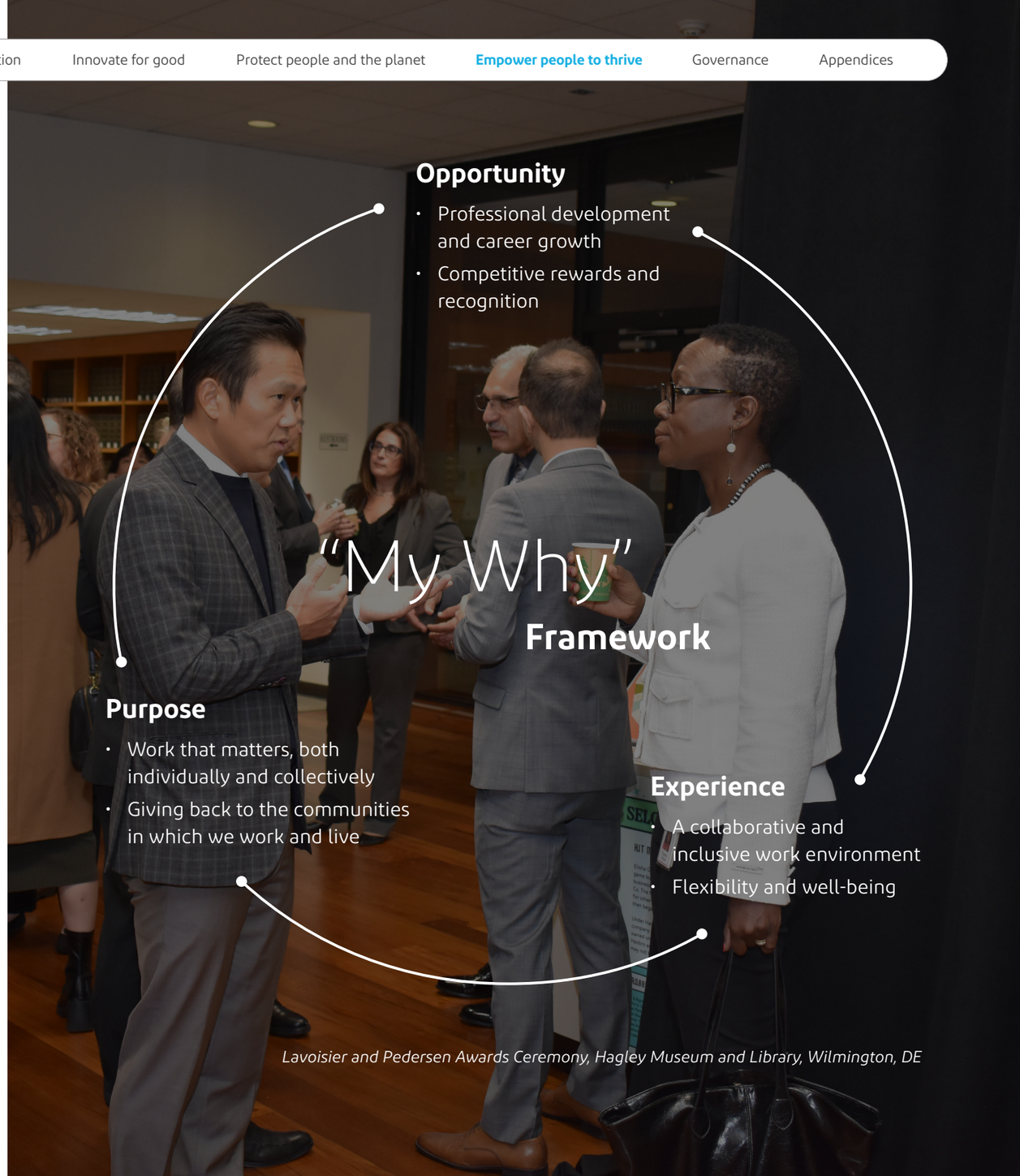
Empowering employees to grow

We've nurtured a strong culture of autonomy and internal mobility to empower our employees to build the career they want at DuPont.

Through the DuPont Career Pathways site, we encourage employees at all levels to explore new opportunities, networks, and career paths. As of December 2024, we have documented the real-life career paths of over 100 current DuPont employees to support career exploration and networking.

We take a personalized approach to career development. We engage our employees in ongoing dialogue regarding performance and provide them with career planning resources and tools, including an internal portal to explore job opportunities tailored to their interests and skills and a full suite of educational and training resources. We help our employees advance their professional development and careers through a customized blend of experience, exposure, and education.

DuPont has established several mentoring programs to foster personal and professional growth among employees. These programs connect employees in one-on-one mentoring relationships that span most of the calendar year. The initiative aims to expand networks, provide coaching, and cultivate future leaders. Participants can enroll as mentors, mentees, or both. DuPont's mentoring program is effectively developing employees, with 95% of mentees and 92% of mentors indicating that our company-wide mentoring program is a valuable investment of time. Additionally, 93% of mentees have made at least one behavioral change as a result of mentoring discussions.



Lavoisier and Pedersen Awards Ceremony, Hagley Museum and Library, Wilmington, DE

Developing multidimensional leaders

At DuPont, we recognize that our organization's culture is influenced by the strength and resilience of our leadership. We emphasize the importance of a balanced approach to leadership through our Head, Hands, and Heart leadership framework. Multidimensional leaders set strategies, connect people to a deep sense of purpose, direct work, build teams, drive accountability, and inspire others through care, respect, and appreciation. Our bespoke leadership programs and tools use this framework to help leaders embark on a reflective journey, challenge their perspectives, and put concepts into action.

Leaders at all levels can participate in 360 feedback assessments and receive personalized insights about how to develop into a more balanced leader. Our professional-level employees also have opportunities to be matched with mentors across the organization, and our in-house leadership programs feature small-group breakouts designed to build cross-organizational relationships while applying learning.

In addition to nurturing internal connections among our developing leaders, we support professional growth through strategic partnerships with external organizations including the American Institute of Chemical Engineers (AIChE), the American Chemical Society (ACS), the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE), and the Society of Women Engineers (SWE). These partnerships offer our employees invaluable opportunities for professional development, allowing them to participate in workshops to share their expertise and introduce fresh perspectives that enhance our strategies and initiatives.

Our investment in developing multidimensional leaders and providing opportunities to learn from peers internally and externally helps ensure we remain relevant, dynamic, and responsive to future challenges.

Case Study

Founding Member of the SEMI Foundation's Semiconductor PRIDE initiative

A career at DuPont offers many avenues for professional development, including through engagement in our external partnerships. DuPont is a Founding Member of the SEMI Foundation's Semiconductor Professionals for Respect, Inclusion, Diversity, and Equity (PRIDE) initiative and encourages team members to participate in this pioneering working group dedicated to advancing LGBTQ+ inclusion in the semiconductor sector. Our team members' involvement in the PRIDE initiative provides an opportunity for them to enhance their leadership skills. It also exemplifies our core value of Respect for people and demonstrates DuPont's commitment to fostering an inclusive work environment while actively working to attract and retain a diverse workforce in the semiconductor industry. We believe in providing equitable opportunities for career placement and advancement, ensuring that every employee has access to the resources and support they need for their professional success.

Case Study

2024 DuPont x Micron Women in Tech Summit

In 2024, DuPont and Micron co-hosted a Women in Tech Summit at the DuPont Asia CMP Manufacturing and Technology Center in Jhunan, Taiwan. The event attracted over 300 women and allies in tech to engage on the theme of "Unleashing the Power of Allyship." The summit provided an important platform for promoting a diverse and inclusive workplace environment in the technology industry and featured keynote speakers from DuPont, Micron, and the Semiconductor Industry Association.

Offering equal opportunity and fair pay

DuPont enables best practices in hiring, rewards, development, and advancement to encourage and support equal opportunity and fair pay across the organization. Each year, we review our global raw pay gap — the difference between the median pay of various employee groups — which highlights where we can focus to ensure equal opportunity. In addition, DuPont's global job leveling framework provides managers with a consistent global approach to set pay levels according to objective factors, including job responsibilities, required skills, education, experience, and external market data. We also work with external advisors using leading industry standards to evaluate pay fairness across our global population.

DuPont values employees' contributions to our success, and recognition is a key element of our Total Rewards strategy. In 2024, we launched Winning Our Way (WOW), a new global employee recognition program, which enables our employees to easily recognize teammates who go above and beyond for our business and celebrate personal milestones. Everyone benefits from acknowledgement and hearing the words "thank you," and WOW makes it easy to show gratitude.

Experience

Engaging employees to shape their work experience

We leverage employee feedback to continuously strengthen the employee experience. In 2024, 81% of employees responded to our annual engagement survey, with 80% reporting positively on our engagement index. This index evaluates not only how employees feel about their work, but also how they connect with our mission, company culture, and their future with the organization. Each year, we assess attitudes across key dimensions like safety, teamwork, customer orientation, connection to the future, and operational excellence, enabling managers at every level to understand and respond to the needs of their teams. Since employee expectations are not one-size-fits-all across the globe or job family, our flexible approach empowers local sites to choose what engagement initiatives will be most impactful for their people.

Our commitment to ethics, safety, respect, and sustainability is reflected in the survey results as an organizational strength year-over-year. This annual process of employee listening and localized action planning reinforces our dedication to cultivating a supportive, inclusive, and engaging work environment. By actively involving our employees in shaping our culture and direction, we deepen their connection to DuPont's mission and to one another.

Case Study

DuPont hosts a STEM Innovation Fair at HBCU Week

One prominent example of our commitment to impactful community engagement is our work with the HBCU Week Foundation, a nonprofit dedicated to promoting the value of higher education at Historically Black Colleges and Universities (HBCUs) and connecting students with educational resources and opportunities. As part of our ongoing commitment to STEM education, DuPont helped sponsor HBCU Week's programming and successfully hosted the STEM Innovation Fair for the third consecutive year. This event was an integral part of HBCU Week's career fair and provided students with hands-on opportunities to explore the innovations emerging from the DuPont Global Innovation Center and across the Company. During the event, DuPont volunteers engaged with students, highlighting the importance and excitement of pursuing careers in STEM fields, thereby inspiring the next generation of innovators and leaders.

Fostering inclusion through connection

An inclusive culture is one where all employees feel valued, respected, and empowered to contribute their unique perspectives, fostering a culture of collaboration and innovation. Equipping managers with tools to engage their employees in "My Why" discussions and support their individual needs ensures each employee feels equally valued on the team. Our WOW peer recognition platform provides a mechanism for teams to celebrate one another's achievements and express gratitude. Per our annual survey results, teamwork and inclusion are perennial strengths.

85%

of employees report they feel part of a team

81%

of employees report DuPont has an inclusive environment

Outside of our immediate work groups, Employee Resource Groups (ERGs) are a primary conduit for cultivating connection and belonging across DuPont. These groups are our best source of mentors, coaches, and role models for employees seeking connection. ERGs play a crucial role in enhancing workplace culture by providing employees with opportunities to share their experiences and facilitate initiatives that build relationships and drive growth.

Our Employee Resource Groups

In 2024, our ERGs collaborated to host a summit titled "Driving Inclusion and Innovation through Diversity: Perspectives, Practices, and Performance." This engaging two-day virtual event covered a variety of relevant topics, including the role of artificial intelligence (AI) in advancing equity, innovative recruitment practices for attracting diverse talent, and the significance of emotional intelligence in fostering inclusive environments. Attendees gained valuable insights from employees dedicated to enhancing workplace culture and heard from two distinguished external keynote speakers who addressed the importance of inclusive leadership and strategies for overcoming unconscious bias through effective connection, communication, and collaboration. The summit served as a platform for sharing best practices and reinforcing our commitment to making our workplace inclusive for all.

26%

of the respondents to our annual employee survey are actively involved in at least one ERG. Employee participation in ERGs increased 13% year-over-year.

DECN DUPONT EARLY CAREER NETWORK

DUPONT PWDA

DUPONT BLACK EMPLOYEE NETWORK

DUPONT LATIN NETWORK

DUPONT pride!

DUPONT ASIAN GROUP

DWN ATTRACT • RETAIN • ADVANCE

DVN DuPont VETERANS NETWORK

Supporting holistic well-being

We continued to progress in our endeavor to become one of the world's most inclusive companies by anchoring in our long-standing core value of Respect for people. DuPont's Total Rewards guiding principles are focused on understanding and meeting the needs of all our employees and their families. By prioritizing employee well-being, DuPont ensures that respect is woven into our everyday practices. Our wellness programs are regularly evaluated to ensure our employees can access a broad range of inclusive health and benefit programs.

Continuing programs initiated in 2023, we prioritized expanding our family building benefits and mental health resources. We increased the family building covered benefit by 50% and expanded services to provide more pathways to parenthood regardless of background. Employees can now receive assistance for infertility, surrogacy, or adoption services through Carrot, a leading fertility care platform.

Purpose

Creating meaningful impact through our work and in our communities

Our employees are purpose-driven and want to work on projects and initiatives that create meaningful impact on the world and actively give back to their community through volunteerism.

We aim to help our employees find fulfillment through our shared purpose of empowering the world with the essential innovations to thrive. We provide employees with opportunities to contribute to the development and production of meaningful sustainable solutions and innovative technologies, including innovations to ensure safe drinking water, materials for solar panels and renewable energy technologies, personal protective equipment, and sustainable packaging materials designed to minimize plastic waste. We believe a connection to a shared purpose unlocks creativity and energy and fosters a sense of belonging and organizational commitment. Additionally, this connection enhances employee satisfaction and retention, as demonstrated by our low 2024 voluntary attrition rate of 4.7%.

We also seek to cultivate a purpose-driven culture by encouraging our employees to engage with their communities. We believe volunteerism enhances our culture by contributing to employee well-being and fulfillment, fostering shared experiences and team-building, and allowing our employees to give back, build skills, and impact their communities. In addition to traditional volunteering, we place a heavy emphasis on skills-based volunteering — i.e., using professional skills to assist nonprofit organizations, such as advising leadership in the areas of governance, finance, marketing, and operations. Board service is also an example of skills-based volunteering. DuPont employees across the globe serve on a variety of nonprofit boards, including those of local United Way organizations, Habitat for Humanity affiliates, food banks, and more.

89%

of employees indicate that they do work that matters for our customers, peers, and shareholders

Family Open Day celebrating the 10th Anniversary of the DuPont Shanghai Innovation Center

People Highlight

Lifetime Achievement: Nicole Blankenbeckler

Nicole L. Blankenbeckler, Technology Director for our Aramids business, received the Lifetime Achievement Award for her leadership at DuPont and within her community. Nicole demonstrates a commitment to addressing community needs through her work, as exemplified by her leadership of an initiative to increase the production of Tyvek® protective garments during the pandemic. Nicole also sponsors the DuPont Spruance Women's Network, engaging with the Society of Women Engineers, and founding the "Girls in Science" program, which encourages young girls to pursue STEM careers. She actively mentors underrepresented groups and fosters open dialogues to ensure everyone feels welcome and respected. By driving initiatives that nurture our internal and external talent pipeline, Nicole positively impacts both DuPont and the wider community. Nicole's commitment to providing sustainable and inclusive solutions, along with her embodiment of DuPont's core value of Respect for people, has driven lasting change at DuPont and in the broader community.

DuPont Paris employees participate in the Inter-company Solidarity Race organized by Special Olympics

Our communities: Building thriving communities

Accomplishments in 2024

$4,300,000

invested in targeted communities through $3,560,000 cash and $742,000 in-kind donations.

>3,800 hours

volunteered by employees during 166 DuPont-sponsored events at 24 sites, in addition to individual employee volunteerism across the Company.

Habitat for Humanity partnership

donated over $600,000 worth of products and $200,000 in cash during 2024, **benefiting 51 Habitat for Humanity affiliates.**

United Way across our communities

supported 21 local chapters in five countries.

Dimensions of impact:

Environment: DuPont's employee-led Clear into the Future® program received the American Chemistry Council (ACC) 2024 Sustainability Leadership Award in the Social Responsibility and Community Engagement category. **In 2024, employees awarded grants to 17 projects in seven countries.**

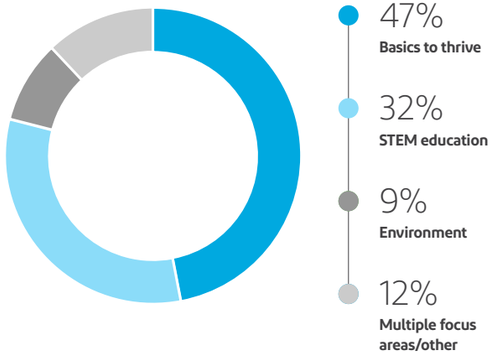
STEM Education: Our partnership with Discovery Education and the Delaware Department of Education was **named as one of three finalists for the U.S. Chamber of Commerce Foundation Citizens Award.**

16,850 Tyvek® personal protective garments were donated to organizations around the world who provide disaster relief as part of our Tyvek® Forward Together efforts.

2024 by the numbers

In 2024, we continued to make progress creating meaningful differences in the lives of people in the communities where we operate and around the world. In 2024, via charitable donations and volunteer events, we supported 772 projects globally across 403 organizations. Of these projects, 60% were in the U.S., and those outside the U.S. reached 28 countries.

2024 community impact by focus area[1]



[1] Data based on unique donations and unique volunteer events sponsored by DuPont.

DuPont employees host science camps in remote regions of Hualien and Taitung, Taiwan

Empower communities with the basics to thrive

- Deliver access to basic needs
- Drive impact where we operate
- Catalyze hands-on volunteerism

Leverage our innovations for good

- Apply our innovation, technology, and collaboration expertise to help solve community challenges globally

Our approach to building thriving communities

Enable the next generation workforce through STEM education

- Leverage scalable solutions to reach more students
- Prioritize under-represented populations
- Catalyze skills-based volunteerism in classrooms

DuPont India's Mumbai team plants mango and jackfruit trees with United Way Mumbai

Outsized impact at scale

We believe a collaborative approach, both internally and externally, is required for effective and scalable community impact. In 2024, we accelerated impact and employee engagement by strengthening signature partnerships with critical community partners across our businesses.

STEM education — For the third year, DuPont Taiwan continued its partnership with the Common Wealth Education Foundation's Hope Reading program. Together, we held two STEM camps in the remote areas of Hualien and Taitung, Taiwan. DuPont volunteers hosted students from eight schools for two days of fun and engaging learning.

Clean drinking water — Partnering with ChildFund International, we provided funding, water filtration product donations, and technical know-how for the construction for two water treatment facilities in Kenya. DuPont also entered its fourth year of support for Water.org's direct and collective partnerships that prioritize safe water and sanitation solutions globally.

Disaster recovery — We donated Tyvek® and Tychem® personal protective equipment (PPE) for disaster recovery efforts in the U.S., Brazil, and Spain. In the U.S., we supported the veteran-led humanitarian organization Team Rubicon via its Ready Reserve Fund, which helps families live safely in their homes and communities before, during, and after disasters. In 2024, Team Rubicon served 832 communities across 97 deployments.

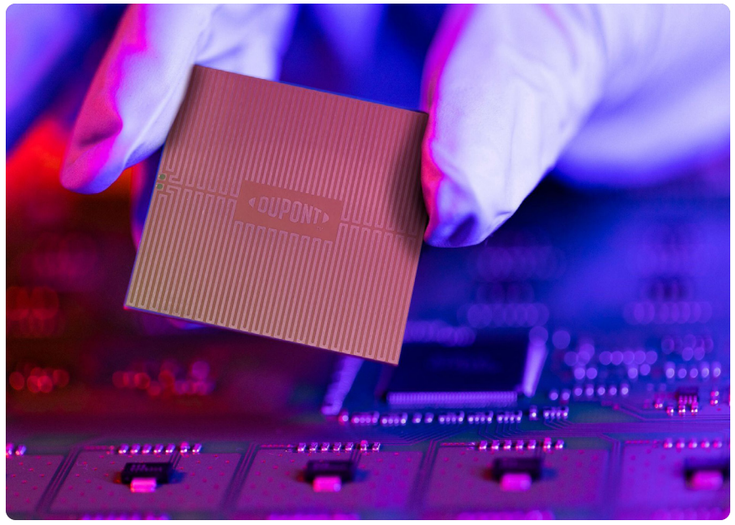
Environmental stewardship — Employees in Europe, the Middle East, and Africa (EMEA) demonstrated their commitment to environmental stewardship by hosting various volunteer and educational events. On World Environment Day, EMEA employees hosted a workshop on recycling and sustainability at the Geneva site, and on World Water Day, the DuPont Water Solutions team in Tarragona, Spain, volunteered with Clear into the Future® grant recipient Associació per a la Conservació dels Ecosistemes Naturals.

Habitat for Humanity — DuPont continued its partnership with Habitat for Humanity, providing both monetary and in-kind donations to 51 Habitat affiliates across the U.S., Canada, Mexico, South Korea, and Singapore. Employees volunteered with 29 affiliates globally to help build or repair 25 homes.

Supplier diversity

For over 50 years, DuPont has focused on working with a variety of suppliers. In 2024, we increased our spend with diverse suppliers in the U.S. to 9% of our total U.S. expenditures[1] and began expanding this initiative globally. We strive to engage small and diverse businesses as suppliers and support their growth into competitive entities. Our collaboration with these businesses helps them understand the DuPont business model and our procurement strategy.

Our suppliers include businesses that are minority-owned, woman-owned, veteran-owned, disability-owned, and LGBTQ+-owned, among others. We engage our top suppliers to promote a diverse supply base, and we reinforce this expectation in the DuPont Supplier Code of Conduct. This code invites our suppliers to foster diversity within their own supply chains.



Partnering with small and diverse suppliers is vital for our competitive edge and aligns with our sustainability strategy. These suppliers bring agility, flexibility, and innovation, providing quality services at competitive rates that contribute positively to the bottom line. Not only does this initiative benefit our business, it also supports the communities where we operate and reflects our core value of Respect for people. This aligns with the expectations of our customers and their customers.

[1] U.S. expenditures and spend with diverse suppliers do not include Spectrum.

Supplier diversity impact

DuPont spend in 2024

$358MM **in direct purchases from small and diverse businesses**

Impact

>2,650 **number of jobs supported by these purchases**

$212MM **wages earned by the employees of these companies as a result of providing goods and services to DuPont**

Supplier Highlight

Safety Supplies International

Safety Supplies International (SSI) is certified by Disability:IN™ as a Disability-Owned Business Enterprise®. SSI has provided DuPont's Water Solutions business with PPE for over 30 years. Our relationship with SSI began with the purchase of a single PPE item, and since then, has grown to now include hundreds of items. These items reliably protect DuPont employees across the globe during daily manufacturing operations. We encourage SSI to engage in continuous improvement initiatives, such as their successful implementation of ISO 9001:2015, which bolstered our confidence in their quality management system. By working hand in hand with SSI, we have been able to navigate the challenging supply chain environment and procure safety supplies to keep our production running. We look forward to continuing our partnership and collaboration as we work together to meet the many challenges ahead.

David Boyd, Owner of SSI

Governance

Strong governance is the foundation of DuPont's sustainability strategy. We have management processes and defined responsibilities for sustainability topics and commit to reporting on progress. Our robust governance framework ensures that sustainability is fully embedded in functions and each of our businesses, driving consistent and impactful actions.

We rely on multiple leadership teams, such as the Sustainability Leadership Council, to drive alignment and ensure that our sustainability initiatives are integrated into our overall business strategy.

By maintaining strong governance, DuPont can effectively manage sustainability risks and opportunities, fostering long-term resilience and value creation for our stakeholders.

Sustainability governance →

Reporting approach →

Accomplishments in 2024

100%

of employees completed our **Ethics Compliance Training and Certification,** which included additional emphasis on cybersecurity.

87%

of employees responding to our annual employee survey report that they **feel they can talk freely to their manager about legal or ethical concerns.**

CDP named DuPont to its 2024 Supplier Engagement Assessment A list, **recognizing our strong engagement with our supply chain on climate issues.**

DuPont Procurement won in four categories at the Institute for Supply Management (ISM) Supply Chain Trailblazer Awards, recognized for Sustainability Commitment, Diversity Champion, Transformation, and Category Management Excellence.

Prepared for EU CSRD by **initiating an ESRS-aligned double materiality assessment** and establishing our readiness team.[1]

Established a Human Rights Committee that **developed a roadmap for a human rights management system** in our own operations and supply chain.

World Business Council for Sustainable Development's Reporting Matters 2024 report **recognized the DuPont 2024 Sustainability Report as a best practice example.**

Enhanced due diligence process to assess potential business ethics and integrity risks of third-party business partners prior to onboarding.

Corporate governance

As part of DuPont's commitment to high ethical standards, the Board follows sound governance practices. These practices, summarized below, are described in more detail in our 2025 Proxy Statement.

Board independence and diversity

- 11 of 13 director nominees are independent.
- Independent Board Committees.
- 38% of director nominees are diverse.

Director elections

- Annual Board elections.
- Directors are elected by a majority of votes cast.
- Directors not elected by a majority of votes cast are subject to the Company's resignation policy.

Board practices

- Non-employee directors meet in executive session without management at each regularly scheduled Board meeting.
- Annual Board and Committee self-evaluations.
- Annual director evaluations.
- Board retirement policy.

Stock ownership requirements

- Directors are required to hold Company-granted shares until retirement.
- Executives and directors prohibited from hedging or pledging Company stock.

Stockholder rights

- Stockholder right to call special meetings (with a 15% ownership threshold).
- No super-majority stockholder voting requirements.
- Eligible stockholders are able to nominate directors through proxy access.

[1] EU CSRD refers to the European Union's Corporate Sustainability Reporting Directive, and ESRS refers to the European Sustainability Reporting Standards.

Sustainability governance

The Board of Directors is responsible for overseeing DuPont's strategic direction, including the integration of sustainability-related risks and opportunities into the Company's strategy. As reflected in the Sustainability governance structure graphic, each Board Committee has formal sustainability-related oversight responsibilities. The chairs of each of the four standing Board Committees have discussed sustainability-related risks impacting DuPont's strategy to align on the Committees' sustainability oversight responsibilities.

Senior leadership responsibility for our sustainability strategy ultimately resides with our Chief Technology and Sustainability Officer (CTSO), who reports directly to the CEO. The CTSO focuses on the link between sustainability and innovation in our operating model and chairs the Sustainability Executive Oversight Committee, a subset of DuPont's Senior Leadership Team. Members of the Sustainability Executive Oversight Committee represent Corporate Governance, Finance, Operations, HR, Innovation, and business leadership. These leaders sponsor sustainability initiatives and policies, oversee the work of the Sustainability Leadership Council (SLC), and routinely engage with the DuPont Board of Directors and Board Committees.

Sustainability governance structure

Board of Directors

The Board oversees the Company's strategic direction, including the integration of sustainability-related risks and opportunities into the overall strategy. Oversight of sustainability-related risks and opportunities is managed across the appropriate Board Committees.

Environment, Health, Safety and Sustainability Committee

- Oversight of enterprise sustainability strategy, goals, and actions.
- Oversight and review of Sustainability Report.
- Vet current and emerging sustainability issues.

People and Compensation Committee

- Human capital management oversight.
- Review the use of sustainability-related goals in compensation programs.

Nomination and Governance Committee

- Board composition.
- Ensure the Board has the right mix of skills and experience to effectively oversee sustainability issues.

Audit Committee

- Oversight of controls and procedures related to reporting of sustainability data.

Executive Team

Strategic Leadership Team (SLT) sponsored by CEO and supported by CTSO.

Responsible for company strategy and performance, including integration of sustainability strategy, goals, and investment for long-term value creation. Directly engages with the Board of Directors on sustainability strategy and performance.

Executive Sponsors

Sustainability Executive Oversight Committee chaired by CTSO.

Strategically chosen executives representing Corporate Governance, Finance, Operations, HR, Innovation, and business leadership. These leaders sponsor sustainability strategy, policies, positions, and resourcing and oversee the work of the Sustainability Leadership Council.

Sustainability Leadership Council (SLC)

Cross-functional leadership team, chaired by VP of Sustainability, focused on delivering on our 2030 Sustainability Goals.

The Council ensures sustainability is aligned with our company purpose and deeply embedded in our strategies and actions. Dedicated leaders for each 2030 Sustainability Goal coordinate with business, functional, and regional leads to drive progress and results.

The SLC oversees the implementation of our sustainability strategy. It is chaired by the Vice President of Sustainability, who reports to the CTSO. SLC members include dedicated leaders for each of our 2030 Sustainability Goals, representatives from each of our businesses, functional and regional leaders, and our enterprise sustainability staff. Members coordinate across the Company to drive actions that enable sustainability and business success in their respective areas of expertise. Each DuPont business also has a dedicated Business Sustainability Leader (BSL) responsible for overseeing business and product-level sustainability efforts.

Our sustainability governance structure enables us to address what are becoming increasingly important considerations to meet the expectations of our stakeholders and add value for our customers. Our structure is designed for learning and building critical competencies.

Examples of emerging sustainability topics our teams are addressing:

- Governments worldwide are introducing new sustainability regulations (e.g., the Corporate Sustainability Reporting Directive in the European Union), increasing expectations for disclosure on the sustainability of products, processes, and supply chains;
- There are increasing performance regulations, including extended producer responsibility (EPR) and packaging sustainability requirements;
- There is a rise in digitalization and artificial intelligent (AI) in sustainability management along the value chain, including data transfer through Digital Product Passports (DPPs) and tools to monitor progress and assess trends;
- There is a significant increase in net-zero commitments among our customers and other stakeholders, driving carbon accountability in value chains and increasing reporting on Scope 3 emissions and product carbon footprints;
- Regulators, investors, and customers are demanding that companies conduct value chain due diligence to better understand and address risk, concentrating on risks related to human rights, labor, and inequality, and promoting the need to improve sustainability and environmental attributes across the supply chain; and
- Pressure on companies to expand their disclosures of climate financial risk and opportunity to include transition plans and the results of scenario analysis to test the resilience of climate strategies.

In 2021, to enhance accountability for sustainability across our organization, DuPont added a Sustainability Modifier to our annual employee Short-Term Incentive Program. The Sustainability Modifier has been used to enhance or curtail employee incentive payouts up to +/- 10% with the approval of the People and Compensation Committee of the Board. For 2024, the Committee determined a positive application of the modifier was appropriate considering extraordinary achievement within our Innovate and Protect sustainability pillars.

Enterprise Risk Management

DuPont deploys an enterprise risk management (ERM) methodology to identify, monitor, manage, and communicate our most significant risks and opportunities. As part of the global methodology, the Chief Ethics and Compliance Officer oversees the periodic refresh of the matters managed as enterprise-level risks. This periodic refresh incorporates a number of risk assessments and other internal and external inputs to capture changes that may alter the impact, likelihood, and level of preparedness for each matter.

Each enterprise-level risk is overseen by one or more members of the Senior Leadership Team (SLT), which is responsible for the ongoing monitoring and mitigation of key risks. In addition, the SLT member(s) is responsible for managing the enterprise risk in the context of the execution of DuPont's strategic plan including, but not limited to, mergers and acquisitions (M&A) activity, growth across new markets or geographies, and evolving business models, including the use of third parties. The following matters have been identified as enterprise-level risks for DuPont: anti-corruption/fraud/integrity, chemical stewardship, climate, cybersecurity, financial, geopolitical, human capital management, innovation, and intellectual property/trade secrets.

A key component of our ERM methodology is Board-level oversight of the enterprise-level risks, including how the management of key risks is influenced by the strategic direction of DuPont. Each enterprise-level risk is overseen by an appropriate Committee of the Board of Directors or by the full Board in the case of cybersecurity, geopolitical, and innovation.

Ethics and compliance

All DuPont employees worldwide are expected to understand and comply with the DuPont Code of Conduct. The Code of Conduct also applies to our Board of Directors and all our subsidiaries, affiliated companies, and joint ventures in which we have a majority interest or operating responsibility. To ensure all employees and entities can access the Code of Conduct, we have made it available in multiple languages on our Code of Conduct webpage.

The DuPont Code of Conduct is our foremost global policy and relays our expectations regarding bribery and corruption, conflicts of interest, political contributions, government relations, environmental protection and sustainability, product stewardship, human rights, Respect for people, ethics reporting, and more. The Code of Conduct requires every employee to conduct company business with integrity, in compliance with applicable laws, and in a way that excludes consideration of their own personal advantages.

New employees receive training on our core values and the DuPont Code of Conduct within their first 60 days of employment. The course is a web-based training module covering ethics, anti-corruption, compliance issues, and related topics. Additionally, every employee is required to annually complete a business ethics certification, which contains numerous questions related to ethical conduct and compliance, as well as assertions that the employee has read, understands, and abides by the Code of Conduct and other critical policies.

Our annual employee survey, which was conducted in the fourth quarter of 2024, included three specific questions related to ethics. The survey results showed that 81% of responding employees feel they can report matters without fear of retaliation. DuPont employees believe the Company has a strong commitment to our core value of Highest ethical behavior.

Advanced Cleans & Slurry Technologies celebrates the opening of its new manufacturing facility in Dongguan, China

Hotline management and internal investigations

DuPont has historically utilized a third-party vendor to operate our corporate hotline, which is available to all employees and any interested party globally. The Ethics and Compliance function has visibility into hotline complaints and has the responsibility to assign these matters for appropriate investigation and resolution. All ethics/compliance complaints are investigated and resolved by our Ethics and Compliance Central (ECC) team, while other non-ethics related matters are delegated to other functions such as Human Resources, Security, Information Technology, or Environmental, Health, & Safety (EH&S). ECC maintains all relevant documentation for each hotline case resolution.

We are invested in providing a timely and thorough resolution for any investigation initiated by DuPont. Consistency, fairness, and speedy resolution benefit all parties involved and demonstrate DuPont's commitment to ethics and compliance. In 2024, the average number of days an ethics investigation remained open was 33 days.

Getting assistance and raising concerns

The Company provides resources to assist all employees who encounter ethics and compliance issues that are difficult to resolve. An employee's manager or supervisor is the first and best resource since this person is familiar with the employee's duties. If the manager or supervisor is not available, or if the employee is not comfortable discussing the matter with his or her manager, the following resources are also available:

- Business, function, or site leadership;
- Business/Function Ethics and Compliance Champions;
- Corporate Ethics and Compliance Team;
- Human Resources (for workplace issues and policies); and
- DuPont Ethics and Compliance Hotline — U.S. Number: 844–539–2169.

The Company treats all reports of misconduct and subsequent investigations as confidential. Employees can also request to remain anonymous, and the Company will protect the employee's anonymity when feasible and legal.

Addressing possible misconduct through corrective action

To ensure prompt and consistent enforcement of the Code of Conduct, DuPont will investigate reported instances of misconduct, such as violations of the law, regulations, or company policies and procedures. Where misconduct is identified, responsible individuals will be held accountable and disciplined, as applicable, up to and including employment termination and possible civil or criminal action. Making an intentionally false accusation of wrongdoing is considered misconduct.

Every substantiated violation requires an Ethics Committee to decide upon and monitor appropriate disciplinary actions and remedial and corrective measures. To ensure consistency and fairness, line management consults with an Ethics Committee made up of employees from various functions to determine disciplinary actions.

Our ECC team promptly reports every instance of substantiated ethics and compliance matters to the business president, functional leader, General Counsel, and Chief Executive Officer. In 2024, none of the substantiated ethics matters met our highest-level violation definition.

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ethics complaints were made in 2024, and 26% of the allegations were substantiated. Every substantiated violation required an Ethics Committee to decide upon and monitor appropriate disciplinary actions and remedial and corrective measures.

Cybersecurity and data privacy

DuPont's cybersecurity risk management program leverages the National Institute of Standards and Technology (NIST) and International Organization for Standardization (ISO) frameworks. We regularly assess the threat landscape and take a holistic view of cybersecurity risks, with a layered cybersecurity strategy based on prevention, detection, and recovery. DuPont has other policies and procedures which directly or indirectly relate to cybersecurity, including those related to remote access monitoring, encryption standards, antivirus protection, multifactor authentication, confidential information, and the use of the internet, social media, email, and wireless devices. We have implemented processes for assessing, identifying, and managing material risks from cybersecurity threats, which are integrated into our overall risk management systems and processes. We also engage third parties in connection with the assessment of our cybersecurity risk management processes against the NIST and ISO frameworks.

DuPont deploys annual cybersecurity training for employees and considers this a critical step in safeguarding our data and assets. The training provides employees and contractors with a baseline understanding of cybersecurity fundamentals to prevent security breaches and safely identify potential threats. The course includes guidance on how to strengthen our defensive stance against the increasing number of sophisticated cyberattacks worldwide, as well as interactive modules covering various areas, including insider attacks, phishing and email attacks, preventing malware attacks, data protection, data handling, passwords, cloud and internet security, and cybersecurity fundamentals for mobile devices.

DuPont has dedicated information technology security professionals who form the DuPont Cybersecurity team, which is led by our Chief Information Security Officer. Our Chief Privacy Officer is responsible for the development and oversight of our data privacy program. DuPont's Global Privacy team consults, trains, and drives the execution of our privacy standards. The Global Privacy team includes regional privacy program leaders and staff representing Human Resources, Legal, Finance, Procurement, Marketing/Sales for the businesses, and Information Technology. The Chief Privacy Officer and Chief Information Security Officer provide regular updates to senior leadership and the Chief Compliance Officer. Our Board of Directors reviews the information security and privacy risk areas associated with privacy and cybersecurity.

Human rights

DuPont is committed to protecting and advancing human rights wherever we operate. We've based our Human Rights Position Statement and Child and Forced Labor Position Statement on our core values and relevant applicable laws and regulations. We're committed to respecting the United Nations Guiding Principles on Business and Human Rights (UNGP) and endorse the Ten Principles of the United Nations Global Compact.

Integrating Human Rights Principles into our Code of Conduct

The DuPont Code of Conduct outlines our global policy and commitments to external initiatives in the areas of human rights, non-discrimination, Respect for people, and freedom of association. Compliance with these policies and applicable laws is every employee's responsibility, and we work to identify and do business with partners who aspire to conduct their business in a similar manner. The DuPont Supplier Code of Conduct sets expectations for our suppliers in relation to our core values, including our expectations regarding human rights, child labor, modern slavery, and forced labor. Additionally, we incorporate language in our contracts with suppliers and other business partners that bans the use of child or forced labor and requires our partners to respect human rights and have fair labor conditions. Specifically, we expect our suppliers to:

- Adhere to our Human Rights Position Statement and our Child and Forced Labor Position Statement;
- Not employ any person to perform services, provide a product, or manufacture or supply material for DuPont who is under 15 years of age, or 18 years of age in the case of hazardous services;
- Use only workers that are present voluntarily to produce a product, provide services, or manufacture or supply materials; and
- Not knowingly use slave, human trafficked, or forced labor as it is defined in DuPont's Child and Forced Labor Position Statement.

DuPont's Human Rights Committee

In 2024, DuPont established a Human Rights Committee and partnered with a consultant to lead the development and implementation of a comprehensive human rights management system within our operations and supply chain. This system empowers DuPont to proactively prevent, mitigate, and address both potential and actual human rights impacts throughout our value chain. Aligned with global frameworks, such as the UNGP, it will also facilitate compliance with upcoming regulations.

The human rights management system consists of six key components — Governance and Policies, Assess and Prioritize, Implement Actions, Grievance and Remediation, System and Process Integration, and Monitor, Reflect, and Disclose — each dedicated to reinforcing our commitment to human rights. With the expertise of our consultant, DuPont has crafted a human rights playbook that acts as a comprehensive guide for establishing and enhancing our human rights management systems. This playbook provides vital steps for leadership and functional teams, outlines strategies for adapting to long-term regulatory and market demands, presents critical regulatory checklists, and includes a detailed Human Rights Roadmap to define specific initiatives and proposes timelines for effective implementation.

DuPont's commitment to developing a comprehensive human rights management system significantly enhances the value we provide to our stakeholders, including customers, suppliers, and the broader community. This proactive approach underscores our responsibility and leadership in promoting ethical practices, building trust, and making a positive contribution to society.

Case Study

DuPont sites leverage RBA Code of Conduct for success

In March 2024, DuPont's Laird™ Technologies Tianjin, China, site achieved Silver status in the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) during an independent, third-party assessment conducted by an RBA-approved audit firm. Additionally, in 2024, the Laird Vietnam site participated in an RBA audit through the VAP and, in early 2025, achieved the prestigious RBA VAP Gold level recognition. This achievement was made possible by strong internal collaboration and a partnership with a major U.S. medical device customer. As a result, we secured a 100% share of business for the customer's Malaysia site.

DuPont's VAP audit report recognitions not only demonstrate our commitment to responsible business practices, but also add significant value to our operations and business and strengthen our customer relationships.

Responsible procurement

DuPont's suppliers play a crucial role in our success as a leading multi-industrial company. Responsible or sustainable procurement involves making purchasing decisions that fulfill the organization's needs for goods and services in a manner that benefits both the organization and society while minimizing environmental impact. This approach ensures that suppliers' employees work under decent conditions, the purchased products or services are sustainable, and socioeconomic issues like inequality and poverty are addressed (ISO 20400 Sustainable Procurement).

The DuPont Supplier Code of Conduct sets expectations for suppliers doing business with us. As outlined in the code, our suppliers must ensure that their activities are aligned with our sustainability and responsible procurement efforts. We periodically review the Supplier Code of Conduct to clarify expectations, respond to emerging regulations, and align with industry initiatives, such as the Responsible Business Alliance (RBA) and Drive Sustainability.

The Supplier Code of Conduct is organized according to our core values and references the Ten Principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization, the Declaration on Fundamental Principles and Rights at Work, and the global chemical industry's Responsible Care® program. It details expectations and requirements on matters of the environment, labor, human rights, and impacts on society. We include the Supplier Code of Conduct in our Terms and Conditions for all supplier purchase orders. This is in addition to existing contract language and other mechanisms in place to make sure our suppliers adhere to our Human Rights Policy and all applicable laws and regulations.

Supplier selection, due diligence, and engagement

We select suppliers based on category and commodity strategies using a robust six-step strategic sourcing process and a five-step stakeholder approval process. The amount of spend, a key criterion to business and function, influences the category and supplier priority level, along with considerations of supply continuity and the outcome of risk assessments. Suppliers of raw materials, packaging, or contract manufacturing services (direct suppliers) are also subject to our product/service qualification process, which is performed by the Product Stewardship and Regulatory Team in each of DuPont's businesses.

Once selected and onboarded, we evaluate our suppliers based on parameters including, but not limited to, contract value, geopolitical risks, ethics and compliance history, and security practices when deemed necessary. Suppliers that meet a certain risk threshold based on these and other parameters are determined to be "critical" suppliers.

We evaluate new critical suppliers on matters of product quality management, security, business ethics and transparency, climate change and water security practices, human rights due diligence, and operational excellence. Based on their criticality to the business/function, some strategic suppliers are eligible for one of our two types of supplier management programs:

- Our Supplier Performance Management programs provide oversight of raw material and packaging supplier performance by business, plant, and region and are managed by the DuPont businesses. Performance scorecards and corrective action reports are typical outputs of these programs.

- Our Supplier Relationship Management programs provide oversight of strategic suppliers in categories including corporate services (consulting, marketing, fleet management, travel, etc.), maintenance, repair, and operations (controls, construction services, etc.), and logistics (road transportation, warehousing, etc.). Strategic supplier relationships and performance are managed by the corporate procurement function. Typical outputs of these programs are balanced scorecards, relationship health scorecards, and corrective action reports.

We expanded our supplier engagement campaign, Together for the Planet, to enhance our Scope 3 practices, extending beyond just raw material suppliers. Reducing DuPont's carbon footprint requires strong partnerships with both our customers and suppliers to lower emissions throughout the entire supply chain. The program aimed to gather supplier-specific data on the carbon footprint of the materials and services provided to DuPont and to better understand our strategic suppliers' sustainability practices.

For the past three years, our Logistics team has engaged our freight providers to bring awareness to the importance of measuring carbon footprint in the supply chain. Gathering emissions data from our freight partners provides better insight into our impact and potential areas to improve. Some of the initiatives implemented by our service providers focus on load optimization, fuel efficiency, energy savings, and route optimization. These initiatives not only generate economic benefits but also reduce our emissions.

Conflict minerals

We are committed to the responsible sourcing of minerals worldwide. We support the observance of the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chain of Minerals, which promotes respect for human rights by seeking practical solutions to curb the violence associated with trade in Conflict Minerals.[1] DuPont's long-established Conflict Minerals compliance program requires and maintains appropriate procedures to evaluate and select suppliers consistent with our core values, Human Rights Policy, and Supplier Code of Conduct. DuPont builds upon this framework as a member of the Responsible Minerals Initiative (RMI), one of the most utilized and respected resources for companies addressing responsible mineral sourcing in their supply chains. We expect our suppliers to procure, directly or indirectly, from smelters and refiners certified through RMI's Responsible Minerals Assurance Process.

Third-party risk management program

For DuPont's purposes, a third party is defined as an entity that has a business arrangement with DuPont, by contract or otherwise, to provide products or services, resell or distribute products, or act as an agent. These third parties may include suppliers, vendors, contract manufacturers, business partners and affiliates, brokers, distributors, resellers, agents, joint venture partners, and/or professional service providers. Third-party risk areas include cybersecurity, bribery and corruption, fraud, business ethics, antitrust, sanctioned parties, labor and human rights, privacy, environmental, and trade compliance.

In 2024, DuPont formally implemented our enhanced third-party risk management program (TPRM) program, which includes an assessment of new third parties prior to onboarding, focusing primarily on business ethics and integrity-related risks. Additionally, the TPRM program is in the process of ensuring existing high-risk third parties go through a similar review. The TPRM program has successfully onboarded over 5,000 new third parties through this newly implemented process and expects to complete its review of existing third parties in Q3 2025.

The Experimental Station, Wilmington, DE

[1] Presently, Conflict Minerals include columbite-tantalite (cotan), cassiterite gold, and wolframite, or their derivatives, including tin, tantalum, tungsten, and gold.

Sustainable Development Goal alignment

At DuPont, the actions we take to advance our sustainability strategy and meet our 2030 Sustainability Goals are aligned with the 17 UN Sustainable Development Goals (SDGs).

Innovate

Delivering sustainable innovation for our customers

Our innovations provide solutions to challenges that address each of the 17 SDGs.

Empower

Our people: Cultivating well-being and inclusivity

We strive to foster an inclusive culture where our people feel fulfilled, valued, and connected to one another and our shared purpose through meaningful work and volunteerism.

Our communities: Building thriving communities

We seek to scale and maximize our impact to advance a more sustainable, equitable, and prosperous world.

Protect

Acting on climate

We're doing our part by setting science-based targets aligned with the 1.5° C limit established by the Paris Accord, supporting the expansion of renewable energy capacity, and enabling low-carbon applications.

Leading water stewardship

Our products enable access to clean, plentiful water and improve the energy and resource efficiency of water treatment processes.

Enabling a circular economy

Our circular innovations are connected to improvements in climate, water, and material consumption.

Innovating safe and sustainable by design

We aspire to consistently protect human health and avoid negative impacts on the environment.

Delivering world-class environmental, health, and safety performance

We commit to zero injuries and aim to achieve zero waste and emissions and deliver products that contribute to a more sustainable future.

Senior leadership visit to DuPont Shanghai Innovation Center and R&D labs

Reporting approach

This document, published July 22, 2025, is the sixth annual sustainability report of DuPont de Nemours, Inc. It describes DuPont activities from January 1, 2024 through December 31, 2024, unless otherwise noted. We published our prior sustainability report on April 29, 2024. For the purposes of this report, references to "us," "our," "the Company," or "DuPont" refer to the entity DuPont de Nemours, Inc.

We commit to annually reporting our sustainability performance. The annual publication of our sustainability report is an important element of our sustainability strategy and tool for engaging a wide range of stakeholders.

The report is published and available for download on DuPont's Sustainability resources and downloads webpage. In addition to the full report, the sustainability report online experience provides a summary of the report content, and links to additional resources and downloads of sustainability disclosures, including our EcoVadis Scorecard, CDP (formerly the Carbon Disclosure Project) submission, and past reports, among other resources.

DuPont has reported with reference to the Global Reporting Initiative (GRI) Standards for the period January 1, 2024, to December 31, 2024. This report also adheres to the Sustainability Accounting Standard Board (SASB) Resource Transformation–Chemicals (RT-CH) Standard. This is our fourth year aligning our sustainability report content with the reporting recommendations outlined by the Task Force on Climate-related Financial Disclosures (TCFD). DuPont de Nemours, Inc. is a signatory to the United Nations Global Compact and adheres to its Ten Principles. This report serves as our communication of progress.

Assurance of data

DuPont has obtained limited external assurance of select data in the report from WSP, an independent third party. The following data has been assured at a limited level:

- GHG inventory (Scopes 1 and 2, and Scope 3, Category 3);
- Energy use;
- Renewable energy use;
- Water use;
- Environmental, Health, and Safety performance metrics; and
- Employee demographic metrics.

WSP's assurance statement is presented in the Appendices of this report and is available as a download on DuPont's Sustainability resources and downloads webpage.

Reporting scope

The scope of this report includes facilities owned and operated by DuPont de Nemours, Inc. and our consolidated subsidiaries during calendar year 2024, unless otherwise noted. The table below reflects recent changes in our portfolio and their treatment for inclusion in this report.

✓ included in report scope ✕ not included in report scope

Business	Date of transaction	Business description and relevant financials	Employee demographics data	Turnover and training data	Environmental data	Health and safety data
Divestitures						
Biomaterials	May-22	✕	✕	✕	✕	✕
Mobility and Materials Businesses	Nov-22	✕	✕	✕	✕	✕
Delrin	Nov-23	✕	✕	✕	✕	✕
Acquisitions						
Laird Performance Materials	Jul-21	✓	✓	✓	✓	✓
ArmorWall	Oct-21	✓	✓	✓	✓	✓
Spectrum Plastics Group	Aug-23	✓	✕	✕	✓	✕
Donatelle Plastics	Jul-24	✕	✕	✕	✕	✕
C3Nano	Aug-24	✕	✕	✕	✕	✕

Shawn Hunter from DuPont and Ron Jones from Green Builder Media discuss residential energy efficiency, durability, and decarbonization

Appendices


ACS Awards
Heroes of Chemistry
American Chemical Society
DUPONT

Appendices contents

GRI content index

Statement of use: DuPont has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 1, 2024, through December 31, 2024, with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

The organization and its reporting practices

2-1 Organizational details

DuPont de Nemours, Inc. (DuPont) is a publicly traded premier multi-industrial company based in Wilmington, Delaware, U.S.A.

The Company has approximately 110 manufacturing sites and operations in more than 50 countries, with significant operations in the United States, Belgium, China, Czech Republic, France, Germany, Japan, Korea, Luxembourg, Mexico, Spain, and the United Kingdom.

Additional information about the ownership and legal form of the Company is found within The Proxy Statement for DuPont's 2025 Annual Meeting of Stockholders (2025 Proxy Statement) filed with the U.S. Securities and Exchange Commission (SEC) on April 3, 2025, and in the Our company and purpose section starting on page 5 of the DuPont 2025 Sustainability Report.

2-2 Entities included in the organization's sustainability reporting

The scope of the DuPont 2025 Sustainability Report includes facilities owned and operated by DuPont de Nemours, Inc. and our consolidated subsidiaries during calendar year 2024, unless otherwise noted in the report. The table below reflects recent changes in our portfolio and their treatment for inclusion in the report.

Consistent with best practices, our internal standards, and applicable reporting framework guidance, such as the Greenhouse Gas (GHG) Protocol and GRI Standards, we include acquisitions' environmental data in our reporting following the first full year of operation, or as soon as possible. We also include safety data within one year of obtaining new acquisitions.

✓ included in report scope ✖ not included in report scope

Business	Date of transaction	Business description and relevant financials	Employee demographics data	Turnover and training data	Environmental data	Health and safety data
Divestitures						
Biomaterials	May-22	✖	✖	✖	✖	✖
Mobility and Materials Businesses	Nov-22	✖	✖	✖	✖	✖
Delrin	Nov-23	✖	✖	✖	✖	✖
Acquisitions						
Laird Performance Materials	Jul-21	✓	✓	✓	✓	✓
ArmorWall	Oct-21	✓	✓	✓	✓	✓
Spectrum Plastics Group	Aug-23	✓	✖	✖	✓	✖
Donatelle Plastics	Jul-24	✖	✖	✖	✖	✖
C3Nano	Aug-24	✖	✖	✖	✖	✖

2-3 Reporting period, frequency, and contact point

DuPont annually publishes disclosures with reference to the GRI Standards. These disclosures cover the period January 1, 2024, through December 31, 2024, and were published on July 22, 2025. This period aligns with our financial reporting in our 2024 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission on February 14, 2025 and our recast of 2024 results on Form 8-K filed on May 2, 2025.

Questions about these disclosures may be directed by email to sustainability@dupont.com.

2-4 Restatements of information

Quantitative data for prior years has generally been recalculated to account for the acquisitions and divestitures described in the table in GRI 2-2 above. Quantitative data is also updated where improvements have been made in calculation methodologies, such as applying updated grid emission factors in the GHG accounting metrics. Exceptions are noted. For example, the employee gender disclosures in GRI 2-7 include the note that values for prior reporting periods are not restated for changes in the scope of the organization through divestitures and acquisitions.

2-5 External assurance

DuPont has obtained limited external assurance of select data in the report from WSP, an independent third party. The following data has been assured at a limited level:

- GHG inventory (Scopes 1 and 2, and Scope 3, Category 3);
- Energy use;
- Renewable energy use;
- Water use;
- Environmental, Health, and Safety performance metrics; and
- Employee demographic metrics.

We selected these topics for limited assurance because they are priority topics for our stakeholders and are where our results are under the most scrutiny. The scope of our limited assurance engagement for the 2024 reporting year remains the same as the prior year. We annually review our assurance approach, considering factors including stakeholder expectations and emerging regulatory requirements. Our external assurance approach to the annual sustainability report is confirmed by our Sustainability Leadership Council (SLC), which is chaired by our Vice President of Sustainability and includes representatives from each of our businesses, functional and regional leaders, and our enterprise sustainability staff, as described on pages 63 – 64 of the DuPont 2025 Sustainability Report.

The assurance statement is presented on pages A68 – A75 of the Appendices and is available as a download on our Sustainability resources & downloads webpage.

Activities and workers

2-6 Activities, value chain, and other business relationships

In May 2024, DuPont announced a plan to separate its Electronics business into an independent publicly traded company. In January 2025, DuPont announced it is targeting November 1, 2025, to complete the intended separation of its Electronics business by way of a spin-off transaction, thereby creating a new independent, publicly traded electronics company. Effective in the first quarter of 2025, in light of the intended Electronics separation, DuPont realigned its management and reporting structure as follows:

IndustrialsCo – A leading solutions provider for healthcare, water, and a broad range of industrial segments, powered by high-performance engineered products, leading-edge application development, and top-tier manufacturing. It includes the businesses within the former Water & Protection segment, the healthcare and non-electronics businesses, including Vespel® parts and shapes, which was previously in Industrial Solutions and Auto Adhesives & Fluids, and the MULTIBASE™ and Tedlar® businesses, which were previously in Corporate & Other.

ElectronicsCo – A leading global provider of differentiated electronics materials, including key consumables used in semiconductor chip manufacturing, as well as advanced electronic materials enabling reliable signal integrity, power management, and thermal management. It includes the Semiconductor Technologies and Interconnect Solutions businesses, as well as the electronics-related product lines previously within Industrial Solutions, including Kalrez®.

Strategic growth area details

Once the intended separation of the Electronics business is complete, two distinct companies will emerge. Both will be industry-leading, global companies with compelling growth opportunities.

Percent of $12.4B 2024 net sales

ElectronicsCo		IndustrialsCo	
Semiconductor Technologies	**Interconnect Solutions**	**Healthcare & Water Technologies**	**Diversified Industrials**
20%	**15%**	**24%**	**41%**

Summary of key markets served

Semiconductor Technologies	Interconnect Solutions	Healthcare & Water Technologies	Diversified Industrials
• CMP technologies • Advanced cleans & slurry technologies • Lithographic materials • Specialty sealing solutions • Advanced display materials	• Advanced packaging • Advanced circuit materials • EMI[1] / thermal management (Laird) • Advanced flex technologies	• Patient safety • Personalized, minimally invasive healthcare • Water scarcity • Clean water challenges	• Clean energy transitions • Future of mobility • Sustainable and productive construction • Advanced protective materials

[1] EMI = Electromagnetic Interference.

Additional details on DuPont's business segments, including product technologies and key raw materials, can be found in our 2024 Annual Report on Form 10-K and our recast of 2024 results on Form 8-K filed on May 2, 2025.

2-7 Employees

Data represents our employee demographics as of December 31 of each year. There were no material fluctuations in the number of employees during the reporting period.

Gender breakdown of the number of global, permanent employees[1],[2]	2022	2023	2024
Female	31%	32%	32%
Male	69%	68%	68%

Employee demographics: global permanent employees, by region by gender[1],[2]	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
U.S. & Canada	25%	75%	26%	74%	26%	74%
Latin America	51%	49%	50%	50%	47%	53%
EMEA	26%	73%	27%	72%	28%	72%
Asia Pacific	40%	60%	40%	60%	40%	60%

[1] Values for prior reporting periods are not restated for change in scope of the organization through divestitures and acquisitions.

[2] In instances where the total is not 100%, it is because gender was not disclosed. We respect that gender is not binary; however, as a federal contractor, our data aligns with U.S. government reporting requirements and uses the gender categories of male and female. Employees who have not disclosed are not included.

Omission: Information unavailable. DuPont does not disaggregate employee data by full-time and part-time employees.

2-8 Workers who are not employees

Omission: Information unavailable. Data is managed locally and not aggregated for disclosure.

Governance

2-9 Governance structure and composition

DuPont's governance structure and Board committees are described in the 2025 Proxy Statement, starting on page 9.

2-10 Nomination and selection of the highest governance body

The process to nominate and select the highest governance body and its committees is described in the 2025 Proxy Statement, starting on page 21.

2-11 Chair of the highest governance body

The chair of DuPont's highest governance body is identified in the 2025 Proxy Statement in the Board Leadership Structure section on page 10.

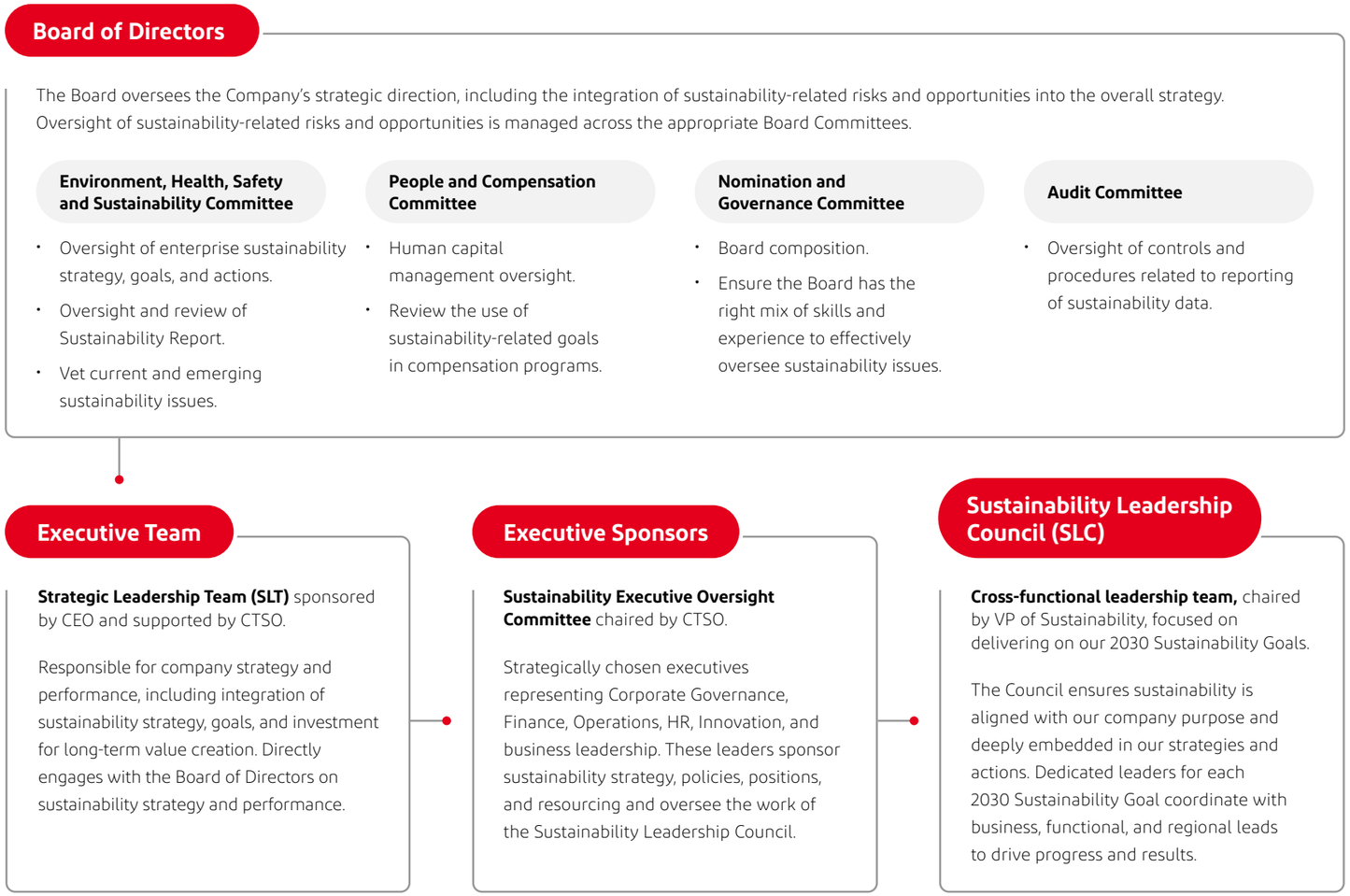
2-12 Role of the highest governance body in overseeing the management of impacts

The role of the highest governance body is described in the 2025 Proxy Statement in the Board Leadership Structure section, starting on page 10.

2-13 Delegation of responsibility for managing impacts

The Board of Directors is responsible for overseeing the Company's strategic direction, including the integration of sustainability-related risks and opportunities into the Company's strategy. Certain sustainability-related oversight responsibilities are aligned with the most appropriate Committee as reflected in the table below. In addition, the chairs of each of the four standing Board Committees meet on an ad hoc basis to discuss sustainability-related risks impacting the Company's strategy and to gain alignment on Board risk oversight in this area.

The Environment, Health, Safety & Sustainability Committee held five meetings during 2024.



Senior leadership responsibility for our sustainability strategy ultimately resides with our Chief Technology and Sustainability Officer (CTSO), who reports directly to the CEO. The CTSO focuses on the link between sustainability and innovation in our operating model and chairs the Sustainability Executive Oversight Committee, a subset of DuPont's Senior Leadership Team. Members of the Sustainability Executive Oversight Committee represent Corporate Governance, Finance, Operations, Human Resources, Innovation, and business leadership. These leaders sponsor sustainability initiatives and policies, oversee the work of the Sustainability Leadership Council (SLC), and routinely engage with the DuPont Board of Directors and Board Committees.

2-14 Role of the highest governance body in sustainability reporting

The responsibilities and role of the highest governance body in sustainability reporting are described in the 2025 Proxy Statement in the Sustainability Oversight section on page 14.

2-15 Conflicts of interest

Processes to ensure conflicts of interest are prevented and mitigated are described in the 2025 Proxy Statement in the Code of Conduct and Related Person Transactions sections starting on page 19.

2-16 Communication of critical concerns

A detailed review of how critical concerns are communicated directly to the highest governance body by stockholders and other parties can be found in the 2025 Proxy Statement in the Communications with the Board and Directors section on page 15.

The Sustainability Executive Oversight Committee, chaired by the CTSO, is responsible for communicating critical concerns identified by management to the Board of Directors and Board Committees during routine engagements. More information on Sustainability governance is on pages 63 – 64 of the DuPont 2025 Sustainability Report.

Omission: Confidentiality constraints. DuPont does not publicly disclose the quantity or nature of critical concerns communicated to the Board.

2-17 Collective knowledge of the highest governance body

The collective knowledge and key qualifications for the highest governance body are described in the 2025 Proxy Statement in the Director Nominee Skills Matrix on page 17. Additional details are in the Director Nominees section on pages 23 – 29.

2-18 Evaluation of the performance of the highest governance body

A comprehensive description of the performance evaluation of the highest governance body can be found in the 2025 Proxy Statement in the Annual Performance Evaluation Process section on page 18.

2-19 Remuneration policies

A detailed description of DuPont's remuneration policies and the elements used for determining remuneration can be found in the 2025 Proxy Statement in the Compensation Discussion and Analysis section starting on page 38.

2-20 Process to determine remuneration

DuPont's remuneration process and annual evaluation can be found in the 2025 Proxy Statement in The Compensation Process section starting on page 54.

2-21 Annual total compensation ratio

The annual compensation ratio of the organization's highest paid individual to the median annual total compensation for all employees is described in the 2025 Proxy Statement in the CEO Pay Ratio section on page 70.

2-22 Statement on sustainable development strategy

Refer to the Letter from our Chief Executive Officer, Lori D. Koch, on page 4 of the DuPont 2025 Sustainability Report.

2-23 Policy commitments

Position statements represent DuPont's informed views and opinions on industry-related issues. They cover a range of topics that reinforce our commitment to sustainable growth and are important to stakeholders.

A complete listing of our positions statements is available at www.dupont.com/position-statements.

2-24 Embedding policy commitments

The DuPont Code of Conduct is our foremost global policy and relays our expectations regarding bribery and corruption, conflicts of interest, political contributions, government relations, environmental protection and sustainability, product stewardship, human rights, Respect for people, ethics reporting, and more. The Code of Conduct requires every employee to conduct company business with integrity, in compliance with applicable laws, and in a way that excludes consideration of their own personal advantages.

New employees receive training on our core values and the DuPont Code of Conduct within their first 60 days of employment. The course is a web-based training module covering ethics, anti-corruption, compliance issues, and related topics. Additionally, every employee is required to annually complete a business ethics certification, which contains numerous questions related to ethical conduct and compliance, as well as assertions that the employee has read, understands, and abides by the Code of Conduct and other critical policies. During the 2024 ethics training campaign, we also had an optional employee survey designed to measure the state of ethical culture at DuPont.

Our Supplier Code of Conduct sets expectations for suppliers doing business with us. As outlined in our Supplier Code of Conduct, we are taking steps to ensure that activities of our suppliers are aligned with our sustainability efforts. In 2024, we updated the text of the Supplier Code of Conduct to further clarify our expectations for our supply chain in response to emerging regulations and to align with industry initiatives that are important to our customers, such as the Responsible Business Alliance (RBA) and Drive Sustainability. The updated Supplier Code of Conduct features several significant enhancements. For example, we added a comprehensive Privacy Policy in the Governance section, integrated requirements for Operation Clean Sweep, introduced new guidelines for Emergency Preparedness, and refined the Cybersecurity section to align with DuPont's stringent Data Security Requirements, ensuring robust protection measures. Additionally, the Occupational Health and Safety Policy was meticulously revised to reflect the latest industry standards, reinforcing our commitment to a safe and compliant work environment.

Our Supplier Code of Conduct is organized according to our core values and references the Ten Principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization, the Declaration on Fundamental Principles and Rights at Work, and the global chemical industry's Responsible Care® program. It details our expectations and requirements on matters of the environment, labor, human rights, and impacts on society. We include the Supplier Code of Conduct in our Terms and Conditions for all supplier purchase orders. This is in addition to existing contract language and other mechanisms in place to make sure our suppliers adhere to our Human Rights Policy and all applicable laws and regulations. A Supplier Code of Conduct training video developed in 2024 is available on our Supplier Portal for further clarification.

In 2023, we updated both our Human Rights Position Statement and Child and Forced Labor Position Statement to incorporate more comprehensive language protecting the rights of Indigenous people and other vulnerable groups. We also updated the contract language in our Master Service Agreements to incorporate human rights-specific indemnity clauses. Human rights training content has been developed for broad corporate use as well.

2-25 Processes to remediate negative impacts

Reference GRI disclosure 2-26, which includes a description of how reports of misconduct are addressed. Allegations related to Ethics and Compliance, Human Resources (HR), Security, Information Technology (IT), and Environmental, Health, & Safety (EH&S) are each addressed through this mechanism.

2-26 Mechanisms for seeking advice and raising concerns

DuPont has established a corporate hotline that is globally available to all employees and any interested party to raise concerns about the Company's business conduct. The hotline is operated by an external third party. The Compliance function has visibility into hotline complaints and has the responsibility to assign these matters for appropriate investigation and resolution. All ethics/compliance allegations are investigated and resolved by our Ethics and Compliance Central (ECC) team, while other non-ethics related matters are delegated to other functions such as HR, Security, IT, or EH&S. ECC maintains all relevant documentation for each hotline case resolution.

In 2024, none of the substantiated ethics matters qualified for our highest-level violation definition. Reported ethics allegations are classified into the following categories: accounting and financial irregularities; conflict of interest; improper use of DuPont assets; misstatement of official company records; bribery/extortion/inappropriate gratuity; fraud; insider trading; release of confidential information; theft/embezzlement; concealment of non-compliance with company policy, procedure, or standard; improper behavior by third-party; knowing non-compliance with applicable laws or regulations; and retaliation.

We are invested in providing a timely and thorough resolution for any investigation initiated by the Company. Consistency, fairness, and speedy resolution benefit all parties involved and demonstrate the Company's commitment to ethics and compliance. In 2024, the average number of days an ethics investigation remained open was 33 days.

The Company provides resources to assist all employees who encounter ethics and compliance issues that are difficult to resolve. An employee's manager or supervisor is the first and best resource since this person is familiar with the employee's duties. If the manager or supervisor is not available, or if the employee is not comfortable discussing the matter with his or her manager, the following resources are also available:

- Business, function, or site leadership;
- Business/Function Ethics & Compliance Champions;
- Corporate Ethics and Compliance Team;
- Human Resources (for workplace issues and policies); and
- DuPont Ethics and Compliance Hotline — U.S. Number: 844-539-2169.

The Company treats all reports of misconduct and subsequent investigations as confidential. Identification, investigative process, and reputation are protected. Management and investigators share information only with employees who need to address the question or concern. Alternatively, employees can also request to remain anonymous, and the Company will protect the employee's anonymity when feasible and legal.

To ensure prompt and consistent enforcement of the Code of Conduct, the Company will investigate reported instances of misconduct, such as violations of the law, regulations, or company policies and procedures. Where misconduct is identified, responsible individuals will be held accountable and disciplined, as applicable, up to and including employment termination and possible civil or criminal action. Making an intentionally false accusation of wrongdoing is considered misconduct.

To ensure alignment, transparency, fairness, and consistency, all ethics and compliance investigations are resolved by ad hoc, cross-functional Ethics Committees. These committees generally include an ECC investigator, HR, and any relevant business contacts involved in the matter. Decisions are made by consensus, and implementation of remedial and corrective actions are duly monitored.

Additionally, management works with ECC to perform a root cause/corrective action analysis based on the "Seven Plus Requirements for an Effective Compliance and Ethics Program" within 45 days after the Ethics Committee's decision on the relevant actual violation of misconduct, when necessary.

Our ECC team promptly reports every instance of substantiated ethics and compliance matters to the business president, functional leader, General Counsel, and Chief Executive Officer (CEO).

In 2024, DuPont received 132 ethics complaints and 26% of allegations were substantiated. Every substantiated violation required an Ethics Committee to decide upon and monitor appropriate disciplinary actions and remedial and corrective measures.

We must maintain an environment where concerns and potential problems are brought forward. DuPont has a zero-tolerance policy against retaliation. Anyone who, in good faith, raises a concern, reports suspected misconduct, or provides information related to an inquiry of suspected misconduct should be protected. The Company will investigate any instances of possible retaliation and discipline employees who have retaliated against someone who has reported possible misconduct.

2-27 Compliance with laws and regulations

In 2024, we had no significant instances of non-compliance with laws and regulations. We determine significant instances of non-compliance with laws and regulations by assessing and evaluating the severity of the impact resulting from the instances.

A discussion of environmental legal proceedings is found in our 2024 Annual Report on Form 10-K on page 30 under the heading Item 3. Legal Proceedings.

2-28 Membership associations

DuPont has a significant role (holds a position in the governance body, participates in projects or committees, or provides substantive funding beyond routine membership dues) in the following membership organizations:

Adhesive and Sealants Council	European Safety Federation	PlasticsEurope Germany
Alliance to Save Energy	European Sealing Association (ESA)	Printing United Alliance – Specialty Graphic Imaging Association
American Chamber of Commerce to the European Union (AmCham)	Federchimica (Italian Chemical Industry Association)	Responsible Business Association (RBA)
American Chemistry Council (ACC)	German Association for Gas and Water (DVGW)	Semiconductor Climate Consortium (SEMI SCC)
American Membrane Technology Association	German Association for Lubricants (VSI)	Silicones Europe
Association of the European Adhesive & Sealant Industry (FEICA)	German Chemical Industry Association (VCI)	Society of Tribologists and Lubrication Engineers (STLE)
Assolombarda	German Electro and Digital Industry Association (ZVEI)	Sterile Barrier Association (SBA)
Batteries European Partnership Association (BEPA)	International Aerospace Working Group (IAEG)	Water Europe
CEO Water Mandate	International Desalination and Reuse Association	Water Resilience Coalition
Climate Group (RE100)	MedTech Europe	Water.org
EDANA the leading nonwovens association	National Lubricating Grease Institute (NLGI)	World Business Council for Sustainable Development (WBCSD)
Energy and Environmental Building Alliance (EEBA)	National Safety Council	World Resources Institute (WRI) Corporate Consulting Group (CCG)
European Chemical Industry Council (CEFIC)	Plastics Europe	
European Process Safety Centre (EPSC)	Plastics Europe Fluoropolymers Group	

Stakeholder engagement

2-29 Approach to stakeholder engagement

Direct engagement with our stakeholders is a key element of implementing DuPont's sustainability strategy. Consistent, transparent communication is essential to ensure that our valued customers, investors, suppliers, community leaders, and other stakeholders receive accurate, credible information and understand the ways we consider their priorities in our sustainability strategy. We partner with our customers, suppliers, and others to deliver solutions that add value and address global sustainability challenges.

We publish position statements to provide stakeholders with information on our position on key issues such as Climate Change, Human Rights, Product Safety, Transparency, and more. Additionally, our annual sustainability report and our submissions to CDP's Climate and Water questionnaires, EcoVadis, and other sustainability assessments serve as communication paths with our stakeholders.

Customers

Open dialogue with our customers facilitates a better understanding of their evolving needs, priorities, and the ways we can collaborate for the greatest possible benefit. We have a disciplined approach to engagement with our customers to gather insights and align our work to add value. In 2024, we continued to advance learning through our customer and value chain engagements. These customer insights establish a direct link between our innovation platforms and the sustainability priorities of our customers. The customer insights provide clarity for DuPont businesses and functions, increase the commercialization success of sustainable products, and enable our customers' success in achieving their sustainability objectives. Climate change is the number one sustainability topic for DuPont's customers and value chains. Additionally, we integrate our customer engagement program with our portfolio sustainability assessment (PSA) methodology, enabling our innovation teams to identify and address important and valuable customer sustainability challenges. Lastly, we maintain a multi-functional process to manage requests from customers for sustainability information that improves responsiveness and enables us to incorporate the requests as inputs to understanding our customer's sustainability priorities.

Additional discussion of engagement with customers is on pages 14 – 15 of the DuPont 2025 Sustainability Report.

Investors

We communicate directly with investors through email, phone, conferences, and in-person meetings. Investor priorities and engagement focus on key sustainability-related interests and transparency. In 2024, investor analysts were most engaged in our approach to climate, integration of sustainability factors in governance (Board-level engagement, compensation), and Diversity, Equity, and Inclusion (DE&I) initiatives. Primary mechanisms for sharing sustainability-related information are the annual sustainability report, the annual proxy statement, and periodic highlights in investor and quarterly earnings presentations. All of these are available on the Investor section of our website. Sustainability-related press releases are also available at www.dupont.com. We respond to targeted disclosure requests from investor-focused rating and ranking agencies such as CDP, MSCI, Sustainalytics, and others.

Employees

Our sustainability strategy depends on the commitment of our employees across the organization to apply sustainability in the work they do every day. We use several methods to inform, inspire, and seek input from our employees on sustainability topics. We routinely share information on our strategy, goals, performance, and advancement of company purpose through dedicated sustainability pages and internal news feeds on our intranet. Global town halls have featured presentations of sustainability strategy and progress and give employees the opportunity to ask questions of leadership. We support local sustainability networks for employees to take on projects that advance our goals and their local interests, and nurture a culture focused on sustainable value creation. We've invested in a sustainability-focused news feed open to all employees that shares news from DuPont customers, peers, and thought leaders.

Additional discussion of engagement with employees is on page 54 of the DuPont 2025 Sustainability Report.

Suppliers

Our suppliers are interested in sustainability-oriented business opportunities and want to understand and respond to our sustainable procurement initiatives. We continue to expand our global strategic supplier engagement program to advance progress on climate, supplier diversity, DE&I, and other sustainability priorities. In 2024, we updated the text of the Supplier Code of Conduct to further clarify our expectations for our supply chain in response to emerging regulations and in alignment with industry initiatives that are important to our customers, such as the Responsible Business Alliance (RBA) and Drive Sustainability. Our close collaboration and communication with our supplier base helps us build new capabilities for the future that enable us to meet customer and industry sustainability priorities.

Additional discussion of engagement with suppliers is on pages 60 and 68 – 69 of the DuPont 2025 Sustainability Report.

Governments

We engage government stakeholders globally through meetings with elected U.S., E.U., national, state, provincial, and local officials and by participating in forums with high-level government representatives, consistent with our core value of Highest ethical behavior where we conduct ourselves in accordance with the highest ethical standards, and in compliance with all applicable laws, always striving to be a respected corporate citizen worldwide.

Communities

We seek collaborative partnerships that create shared value for the communities in which we operate, live, and work. We support and collaborate with non-governmental organizations (NGOs), including Habitat for Humanity International, Water.org, and hundreds of other NGOs, leveraging our unique capabilities to make an impact in our communities and beyond. In 2024, via financial donations, in-kind product donations, and employee volunteer events, we supported 772 charitable projects globally through a variety of local and global initiatives. Also in 2024, DuPont completed assessments at 21 U.S. sites to determine a roadmap of local actions and a management process for developing community action and engagement plans. As of the end of 2023, over 5.7 million lives had been impacted since January 2020 through community projects.

Additional discussion of engagement with communities is on pages 57 – 59 of the DuPont 2025 Sustainability Report.

2-30 Collective bargaining agreements

About 20% of our North and Latin American workforce is covered by collective bargaining agreements.

GRI 3: Material Topics 2021

3-1 Process to determine material topics

DuPont identified the topics for inclusion in our sustainability report through two processes:

- Referencing the results of our multi-stakeholder materiality assessment, which was conducted in 2021 to determine “near-term strategic ESG” topics for our businesses; and
- On-going monitoring of the expectations of our stakeholders for transparency.

To determine near-term strategic environmental, social, and governance (ESG) topics, in 2021, we completed a coordinated, multi-stakeholder materiality assessment to renew our strategic sustainability priorities and provide insight into the changing landscape of ESG risk. The results of the assessment were updated risk assessments for material ESG issues, enabling further integration of ESG topics within our enterprise risk management (ERM) process. The first phase of the materiality assessment concluded with an executive leadership review of key ESG risk integration within our ERM process.

In the second phase of the 2021 materiality assessment, we focused engagement on our top global customers to gain insight into the sustainable innovations that matter most to their relationship with DuPont and their long-term business success. In our customer engagement exercise, we confirmed the sustainability priorities of our strategic customers.

To determine additional topics for inclusion in the DuPont 2025 Sustainability Report, our Corporate Sustainability team monitors stakeholder expectations for disclosure through direct customer engagement, feedback from our employees, indicators in investor-focused ratings, and direct engagement with investors. Examples of topics that emerged from these engagements include environmental justice and biodiversity.

In 2024, DuPont conducted a preliminary double materiality assessment (DMA) in preparation for potential future reporting obligations under the Corporate Sustainability Reporting Directive (CSRD). Our determination of material topics was aligned with the materiality assessment process described in the European Sustainability Reporting Standards (ESRS). This comprehensive approach considered both impact materiality, which evaluates the Company's effects on the environment and society, and financial materiality, which assesses how sustainability issues might impact the Company’s financial performance. The DMA involved structured internal stakeholder engagements, analysis of internal documentation, benchmarking against industry practices, and a structured scoring methodology for assessing the materiality of potential impacts, risks, and opportunities. The result is a list of material topics aligned with ESRS standards and additional entity-specific topics not currently covered by the ESRS standard disclosures. The preliminary DMA was completed prior to the CSRD omnibus proposal and we are continuing to monitor progress on the adoption of elements of the proposal. We will continue to refine our DMA and corresponding disclosures to align with the expected reporting requirements of the CSRD and the scope of the Company following the intended separation of ElectronicsCo.

The use of the term “materiality” and the topic disclosures included in this report refers to definitions of materiality specific to sustainability reporting frameworks, including GRI and ESRS. The determination of materiality or disclosure in this context should not be read as implying materiality in the context of the U.S. federal securities laws or any other regulatory framework. The approach to materiality for sustainability disclosures is broader than that considered for compliance with regulated reporting requirements from the U.S. Securities and Exchange Commission (SEC).

3-2 List of material topics

The list of material topics presented has not changed from the prior reporting period.

Material topics	GRI topic standards	Identified as a near-term strategic ESG issue	Disclosure expected by stakeholders
Sustainable Innovation	None	●	●
Climate Change	GRI 305: Emissions 2016 GRI 201: Economic Performance 2016	●	●
Circular Economy	GRI 301: Materials 2016	●	●
Chemical Stewardship	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016	●	●
Diversity, Equity, and Inclusion	GRI 401: Employment 2016 GRI 405: Diversity and Equal Opportunity 2016	●	●
Responsible Procurement	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	●	●
Energy	GRI 302: Energy 2016		●
Water	GRI 303: Water and Effluents 2018		●
Waste	GRI 306: Waste 2020		●
Employment	GRI 401: Employment 2016		●
Occupational Health and Safety	GRI 403: Occupational Health and Safety 2016		●
Training and Education	GRI 404: Training and Education 2016		●

GRI 201: Economic Performance 2016

3-3 Management of material topic

Disclosed in detail in our 2024 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission (SEC).

201-2 Financial implications and other risks and opportunities due to climate change

Reference our TCFD disclosure index on pages A58 – A67.

201-3 Defined benefit plan obligations and other retirement plans

Disclosed in our 2024 Annual Report on Form 10-K under the heading Pension and Other Post-Employment Plans on page 48.

GRI 204: Procurement Practices 2016

3-3 Management of material topic

Management processes for responsible procurement are described in the Responsible procurement narrative on pages 68 – 69 and in the Supplier diversity narrative on page 60 of the DuPont 2025 Sustainability Report.

204-1 Proportion of spending on local suppliers

Omission: Information unavailable. Our reporting and metrics are relative to diverse suppliers, defined as small businesses, minority-owned, woman-owned, veteran-owned, disability-owned, and LGBTQ+-owned businesses.

Refer to discussion of DuPont's engagement with diverse suppliers on page 60 of the DuPont 2025 Sustainability Report.

We continue to build an inclusive community of suppliers who meet our high standards and qualifications to partner with DuPont. It is the policy of DuPont that our businesses include and support high-performing small and diverse suppliers in their supply chains as a component of our global commitment to diversity and inclusion. Ensuring our supplier base reflects our customers, employees, and the communities where we live and work is a key business strategy. This policy is enabled by our Global Procurement team and implemented by our businesses.

GRI 302: Energy 2016

3-3 Management of material topic

Management processes for energy are incorporated in DuPont's Environmental, Health, Safety, and Security Commitment, Operational Excellence (OpEx) framework, and Environmental, Health, and Safety (EH&S) Management System. Our energy management processes are also described in the Acting on climate section on pages 24 and 26 of the DuPont 2025 Sustainability Report.

Our approach to energy management focuses on optimizing energy use, pursuing energy efficiency initiatives, transitioning to renewable energy sources, and minimizing the greenhouse gas (GHG) emissions associated with energy consumption. We actively pursue opportunities to improve energy efficiency across all operations. This includes implementing energy-efficient technologies, optimizing processes, and engaging employees in energy conservation practices through our Bold Energy Plan. Since launching our Scopes 1 and 2 emissions reduction targets in 2019, we have implemented low-carbon technologies and optimized processes to drive significant emissions reductions. Our ongoing Bold Energy Plan leverages a network of Site Energy Champions to identify and execute energy efficiency projects, with 40 initiatives projected to contribute to a reduction of 7,000 metric tons of carbon dioxide equivalent ($MTCO_2e$) of emissions in 2024. At DuPont, we view renewable electricity as an opportunity to create value for our customers and as an important element for meeting our emissions reduction goals. We align our renewable electricity strategy with specific businesses and products to decarbonize their value chains. In 2024, 61% of our electricity was procured from renewable sources or through the purchase of renewable energy certificates (RECs).

DuPont actively participates in partnerships and initiatives that promote a collective response to the climate challenge. We are involved with the RE100 initiative, which advocates for sourcing 100% renewable electricity by 2050, and the Alliance to Save Energy, which works to advance federal energy efficiency policy.

302-1 Energy consumption within the organization

Energy consumption data is collected from the fuel providers/utilities and then reported by DuPont sites using a specialized corporate sustainability reporting software application. Conversion factors are sourced from the U.S. Environmental Protection Agency (EPA) and U.K. Department for Environment, Food, and Rural Affairs (Defra).

Fuels	2022		2023		2024		% change from prior year
	MMBTU	MWh	MMBTU	MWh	MMBTU	MWh	
Non-renewable fuels							
Kerosene-type jet fuel	18,000	5,000	20,000	6,000	17,000	5,000	-12%
Diesel fuel	27,000	8,000	23,000	7,000	21,000	6,000	-10%
Distillate fuel oil (#1, #2)	58,000	17,000	13,000	4,000	12,000	3,000	-8%
Electric	0	0	0	0	0	0	—%
Gasoline/petrol	34,000	10,000	36,000	11,000	38,000	11,000	3%
Hydrogen	0	0	0	0	0	0	—%
Kerosene	50,000	15,000	49,000	14,000	46,000	14,000	-5%
Liquefied petroleum gas (LPG)	2,000	1,000	2,000	1,000	2,000	1,000	-4%
Natural gas	6,626,000	1,942,000	6,076,000	1,781,000	6,135,000	1,798,000	<1%
Propane	15,000	4,000	14,000	4,000	12,000	3,000	-19%
Refinery fuel gas (RFG)	0	0	0	0	0	0	—%
Residual fuel (#4, #5, #6)	65,000	19,000	68,000	20,000	65,000	19,000	-5%
Waste gas	0	0	0	0	0	0	—%
Waste liquid	87,000	25,000	19,000	6,000	0	0	-100%
Waste solid	0	0	0	0	0	0	—%
Total non-renewable fuels	6,983,000	2,046,000	6,320,000	1,852,000	6,347,000	1,860,000	<1%
Renewable fuels							
Biodiesel	6	2	4	1	9	3	200%
Biogas from wastewater treatment	0	0	0	0	0	0	—%
Ethanol	66	19	3	1	2	1	—%
Total renewable fuels	72	21	7	2	11	4	100%
Total fuels (non-renewable + renewable)	6,983,000	2,046,000	6,320,000	1,852,000	6,347,000	1,860,000	<1%

Energy use by type[1],[2]	Unit	2022	2023	2024	% change from prior year
Fuels	MWh	2,046,000	1,852,000	1,860,000	<1%
Renewable fuels	%	<1%	<1%	<1%	—%
Electricity	MWh	1,700,000	1,663,000	1,675,000	1%
Renewable electricity (excluding RECs)	%	<1%	<1%	<1%	—%
Renewable electricity (including RECs)[3]	%	54%	57%	61%	7%
Steam	MWh	1,495,000	1,527,000	1,488,000	-3%
Heat transfer fluid	MWh	0	0	0	—%
Chilled water	MWh	38	36	34	-6%

[1] Purchased energy figures are net of energy sold to non-DuPont tenants and adjacent non-DuPont sites or buildings.

[2] Where a renewable % is not listed (steam, heat transfer fluid, and chilled water), DuPont's use of that fuel type is 100% non-renewable.

[3] DuPont has a target to source 60% of power to operations from renewable sources, including RECs, by 2030.

302-2 Energy consumption outside of the organization

Omission: Information unavailable. While we do not estimate energy consumption outside of the organization, we do use our Scope 3 GHG emissions as a proxy for energy consumption. We will continue to evaluate drivers and our ability to measure and report in the future.

302-3 Energy intensity

Energy intensity is reported based on both production volume and revenue.

The energy intensity ratio includes all types of energy consumed within the organization, including fuel, electricity, heating, cooling, and steam. The MWh of energy use by type is reported in disclosure GRI 302-1.

	Unit	2022	2023	2024	% change from prior year
Numerator					
Total energy	MWh	5,240,000	5,042,000	5,023,000	
Denominator					
Production volume[1]	MT	921,000	852,000	878,000	
Revenue	Million USD	$13,017	$12,068	$12,386	
Intensities					
Energy intensity, production basis	MWh/MT	5.69	5.92	5.72	-3%
Energy intensity, revenue basis	MWh/Million USD	403	418	406	-3%

[1] The production volume parameter measures overall weight from manufacturing facilities of both final products and intermediate products that may be transferred to another manufacturing site for final processing.

302-4 Reduction of energy consumption

In 2024, we identified a portfolio of 40 projects expected to achieve a reduction of 7,000 $MTCO_2e$ of Scopes 1 and 2 emissions, along with a 13,000 MWh decrease in energy consumption.

The projects reduced the consumption of several types of energy, including steam, electricity, and fuels. Some examples of these types of projects include production schedule optimization to optimize energy consumption, replacement of obsolete equipment with more efficient machines, and steam consumption optimization. Calculations of savings vary depending on project type and may be direct measurements of energy consumption or estimated comparisons of energy use before and after project implementation. The reported total annual savings is the sum of the savings of the individual projects.

302-5 Reductions in energy requirements of products and services

Omission: Not applicable. An insignificant number of DuPont's sold products have energy requirements in use, so this metric is not reported.

GRI 303: Water and Effluents 2018

3-3 Management of material topic

Management processes for water are described in the Leading water stewardship section starting on page 30 of the DuPont 2025 Sustainability Report.

303-1 Interactions with water as a shared resource

How we interact with water

DuPont's water stewardship strategy addresses how we manage the use of water within our sites and watersheds; support sustainable water stewardship through the products we innovate and deliver to our customers; and use our expertise to collaborate, advocate, and share knowledge to improve the use of water globally.

In our own operations, we use water for several purposes, including to cool process equipment, as a solvent, as a production ingredient, and for sanitary purposes. Most of the water used in our operations is returned to local watersheds following appropriate treatment (either on-site or through publicly owned treatment works). In 2024, we consumed 11% of the water we withdrew. Water consumption includes water used as an ingredient in products or lost to evaporation or waste streams.

We indirectly impact the water interactions of our customers through our portfolio of products that enable the purification, conservation, and reuse of water in the hardest-to-treat applications. Our products solve complex water sustainability challenges, from bringing fresh and clean drinking water to millions of homes to minimizing the environmental impact of industrial water treatment and reuse.

We seek to make a positive impact on water and shape a more resilient water future through our collaborative approach across companies, sectors, and borders. Examples of the impacts of our 2024 collaborations are described on page 34 of the DuPont 2025 Sustainability Report.

Water governance is effectively established at the site level for each targeted area through the integration of water stewardship processes with the DuPont ISO 14001-certified global environmental management system. The site water stewardship teams consist of the plant manager, Environmental, Health, and Safety (EH&S) leaders and specialists, and other subject matter experts. Site teams are structured to assess implementation and strategic processes, offering updates on policies, objectives, and targets. The plant manager is accountable for compliance with water-related laws and regulations.

Our approach to identifying impacts

We've assessed our manufacturing sites using the World Resources Institute (WRI) Aqueduct Water Risk Atlas and World Wide Fund for Nature (WWF) Water Risk Filter tool to model water risk factors. The assessment reviewed several risk factors, including baseline water stress level, water quality, and drought and/or flood risk, among others. Our strategy includes the direction to revisit this modeling regularly as needed. We've identified a group of 15 sites that either operate in high-risk watersheds or are among those with the highest water consumption in DuPont.

As a result of our holistic water strategy, targeted sites have effectively recognized shared water challenges, such as possible interruptions in water supply and issues related to water quality. To effectively address shared water challenges within site catchments, targeted sites have adopted best practices for water management designed to enhance performance, monitoring, and overall water stewardship management. Collaboration with both internal and external stakeholders has facilitated the identification of focus areas for effectively addressing shared water challenges.

A description of how water impacts are addressed

DuPont is addressing water impact in our own operations and taking action to promote long-term water security. We've committed to implementing a holistic water stewardship strategy aligned with the Alliance for Water Stewardship International Water Stewardship Standard (AWS Standard). Each site progresses through three stages to fully implement our holistic water stewardship strategy:

- Stage 1: Establish governance for the strategy implementation at the site and draft water stewardship goals and plan;
- Stage 2: Conduct technical studies of water use at the site, including water balances. Understand water catchment and local issues and align site strategy; and
- Stage 3: Evaluate the performance of stewardship plan, implement best practices, and engage catchment stakeholders. Communicate and disclose performance.

The three-year implementation process at each site is followed by ongoing governance of the water stewardship plan.

Process for setting goals and targets

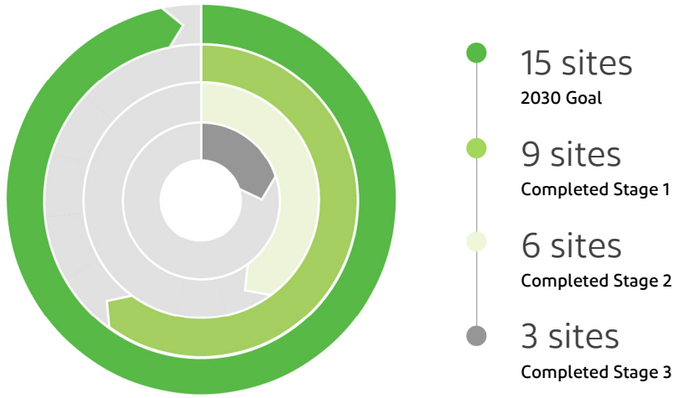
We have established the following goals related to water stewardship:

- Implement holistic water stewardship strategies at sites in high-risk watersheds and at high-consumption sites by 2030. We selected sites in scope for the goal based on our assessment of site water risk and impact using the WRI Aqueduct Water Risk Atlas and WWF's Water Risk Filter tool to model the water risk factors described above. Of our approximately 110 manufacturing sites worldwide, there are 15 sites that either operate in high-risk watersheds or are among those with the highest water consumption.
- Enable millions of people to access clean water through leadership in advancing water technology and enacting strategic partnerships. As of the end of 2024, we estimate that more than 13 million people have improved drinking water access and quality since 2019 through the implementation of critical water treatment expansions and upgrades, an increase of 5 million people since the prior year.

Progress against goals and targets

Of the 15 targeted DuPont sites, three have fully implemented holistic water strategies, and an additional six have initiated implementation, positioning us to meet our goal of full implementation across all targeted sites by 2030.

Water stewardship progress



15 sites
2030 Goal

9 sites
Completed Stage 1

6 sites
Completed Stage 2

3 sites
Completed Stage 3

303-3 Water withdrawal

Water withdrawal data is reported by DuPont sites using a specialized corporate sustainability reporting software application. The data sources vary by site and can include direct measurements from flow meters, data provided by utility providers, or estimates.

The reported withdrawal from sites identified as high water-related risk is from sites that have been assessed for risk and included in the scope of our goal to implement holistic water stewardship strategies at sites in high-risk watersheds and at high-consumption sites by 2030. We've assessed our global water footprint and modeled water risk factors for all DuPont sites globally using the WRI Aqueduct Water Risk Atlas and WWF's Water Risk Filter tool. Our water risk assessment reviewed several risk factors, including baseline water stress level, water quality, and drought and/or flood risk, among others. Our strategy directs us to revisit this modeling regularly as needed. We also identified sites with the highest consumption of water. Of our approximately 110 manufacturing sites worldwide, we've identified 15 as sites operating in high-risk watersheds or sites with the highest consumption. Water withdrawal from sites operating in high-risk areas is just 2% of DuPont's total water withdrawals.

	Unit	2022	2023	2024	% change from prior year
Total water withdrawal, from all sources	**Mil Gal**	**20,700**	**20,700**	**19,600**	**-5%**
Withdrawal at sites identified as high water-related risk	Mil Gal	399	401	411	2%
	%	2%	2%	2%	

Omission: Information unavailable. Breakdown of water withdrawal by source is reported internally but not aggregated for external disclosure.

303-4 Water discharge

Water discharge data is reported by DuPont sites using a specialized corporate sustainability reporting software application. The data sources vary by site and can include direct measurements from flow meters, data provided by utility providers, or estimates.

The reported discharge from sites identified as high water-related risk is from sites that have been assessed for risk and included in the scope of our goal to implement holistic water stewardship strategies at sites in high-risk watersheds and at high-consumption sites by 2030. We've assessed our global water footprint and modeled water risk factors for all DuPont sites globally using the WRI Aqueduct Water Risk Atlas and WWF's Water Filter Risk tool. Our water risk assessment reviewed several risk factors, including baseline water stress level, water quality, and drought and/or flood risk, among others. Our strategy directs us to revisit this modeling regularly as needed. We also identified sites with the highest consumption of water. Of our approximately 110 manufacturing sites worldwide, we've identified 15 sites operating in high-risk watersheds or sites with the highest consumption. Water discharge from sites operating in high-risk areas is just 2% of DuPont's total water discharge.

	Unit	2022	2023	2024	% change from prior year
Total water discharge, from all sources	**Mil Gal**	**18,900**	**19,500**	**20,000**	**3%**
Discharge from sites identified as high water-related risk	Mil Gal	348	361	362	<1%
	%	2%	2%	2%	

Omission: Information unavailable. Breakdown of water discharge by source is reported internally but not aggregated for external disclosure.

303-5 Water consumption

Water consumption data is reported by DuPont sites using a specialized corporate sustainability reporting software application. Water consumption is typically calculated using the difference between water withdrawal and water discharge.

The reported consumption by sites identified as high water-related risk is from sites that have been assessed for risk and included in the scope of our goal to implement holistic water stewardship strategies at sites in high-risk watersheds and at high-consumption sites by 2030. We've assessed our global water footprint and modeled water risk factors for all DuPont sites globally using the WRI Aqueduct Water Risk Atlas and WWF's Water Filter Risk tool. Our water risk assessment reviewed several risk factors, including baseline water stress level, water quality, and drought and/or flood risk, among others. Our strategy directs us to revisit this modeling regularly as needed. We also identified sites with the highest consumption of water. Of our approximately 110 manufacturing sites worldwide, we've identified 15 as sites operating in high-risk watersheds or sites with the highest consumption. Water consumption at sites operating in high-risk areas is just 2% of DuPont's total water consumption.

	Unit	2022	2023	2024	% change from prior year
Total water consumption	**Mil Gal**	**2,600**	**2,300**	**2,200**	**-6%**
Consumption at sites identified as high water-related risk	Mil Gal	51	40	49	23%
	%	2%	2%	2%	

GRI 305: Emissions 2016

3-3 Management of material topic

Management processes for emissions and climate change are included in our Task Force on Climate-related Financial Disclosures (TCFD) disclosure index on pages A58 – A67 of the Appendices. Our management approach prioritizes the identification of climate-related risks and opportunities, significantly improving our strategic capacity to understand and mitigate our climate impact.

Since setting our first 2030 climate goal in 2019, we have achieved rapid reductions in emissions. Our comprehensive strategy for climate action addresses our impact, risks, and opportunities. Management and Board oversight of our climate strategy is embedded in our sustainability governance processes. Progress toward meeting our Acting on climate goal, including the development of roadmaps to meet targets and the engagement of our business units, is led by an enterprise-level climate strategist. DuPont's Chief Technology and Sustainability Officer (CTSO) and Chief Operations and Engineering Officer together are responsible for performance on our climate goals and report jointly to the CEO and Board on progress. At DuPont, our individual businesses continue to refine their climate transition plans, leading to significant advancements in their strategic approaches and a stronger alignment with emerging market drivers. Each business strategy focuses on developing comprehensive roadmaps that address expected value chain needs. The focus varies based on the value chain and includes Life Cycle Assessments (LCAs)/Product Carbon Footprint (PCF) assessments and avoided emissions.

Understanding our customers' climate priorities is a key input to our strategy. In 2024, we continued to advance learning through our customer and value chain engagements. These customer insights establish a direct link between our innovation platforms and the sustainability priorities of our customers. The customer insights provide clarity for DuPont businesses and functions, increase the commercialization success of sustainable products, and enable our customers' success in achieving their sustainability objectives. Climate change is highlighted as a top sustainability priority for DuPont's customers and value chains.

In 2024, we submitted a letter to the Science Based Targets initiative (SBTi) indicating our intent to set long-term science-based greenhouse gas (GHG) emissions reduction targets and establish an end-to-end value chain target to achieve net-zero GHG emissions by 2050.

Progress towards climate goals:
In 2024, we made significant progress against our 2030 GHG emissions reduction goals:

- **Scopes 1 and 2 emissions:** We set goals to reduce our GHG emissions by 50% (from a 2019 baseline) by 2030 and achieve net-zero emissions by 2050. **By the end of 2024, we successfully achieved a 66% reduction in our Scopes 1 and 2 emissions, surpassing our 2030 target.**
- **Scope 3 emissions:** We set a goal to reduce our Scope 3 emissions from purchased goods and services and end-of-life of sold products by 25% by 2030 from a 2020 baseline. **As of the end of 2024, we achieved a 60% reduction, exceeding our 2030 goal.**
- **Renewable energy commitment:** To fulfill our RE100 commitment, we set a goal to source 60% of our operational power from renewable sources by 2030. **By the end of 2024, we met this target, sourcing 61% of our operational power from renewables.**

305-1 Direct (Scope 1) GHG emissions

Direct emissions are calculated according to the GHG Protocol Corporate Accounting and Reporting Standard, using the operational control approach. The following GHGs are included in the calculations: CO_2, CH_4, N_2O, and HFCs, including CH_4 and N_2O emissions from biogenic sources that are combusted. There are no emissions from PFCs, NF_3, or SF_6 in the inventory. CO_2 emissions from biogenic emissions are reported separately. While we report our total gross Scope 1 emissions, we set our goals excluding emissions from the production of energy for third parties, such as non-DuPont tenants or adjacent facilities. The emission factors are sourced from the U.S. Environmental Protection Agency's (EPA) GHG Emissions Factor Hub (Year 2024) and the U.K. Department for Environment, Food, and Rural Affairs (Defra) GHG Conversion Factors (2024). Global Warming Potential (GWP) rates are from the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5) based on a 100-year timeframe. The 2019 base year is the first year of DuPont operating following the separation of DowDuPont. The base year and subsequent years' data have been recalculated according to the recommendations of the GHG Protocol as the scale of the Company has changed through acquisitions and divestitures. DuPont's Scope 1 GHG emissions have been assured by WSP, an independent third party. See the Assurance statement for engagement details and findings.

Direct (Scope 1) GHG emissions in units of $MTCO_2e$	2019 (Base year)	2022	2023	2024	% change from prior year
Direct energy emissions	397,000	362,000	328,000	330,000	<1%
Process-related GHG emissions	1,545,000	949,000	324,000	86,000	-73%
Emissions due to mobile fuels	9,000	6,000	6,000	5,000	-4%
Total direct GHG emissions (Scope 1)	2,058,000	1,408,000	719,000	496,000	-31%
Biogenic emissions	222	5	< 1	< 1	—%

305-2 Energy indirect (Scope 2) GHG emissions

Scope 2 emissions are calculated according to the GHG Protocol Corporate Accounting and Reporting Standard, using the operational control approach. The following GHGs are included in the calculations: CO_2, CH_4, N_2O, and HFCs, including any CH_4 and N_2O emissions from biogenic sources that are combusted. There are no emissions from NF_3, SF_6, and PFCs in the inventory. While we report both location-based and market-based values according to the GHG Protocol, our GHG emissions reduction goal is based on the market-based value. Biogenic emissions are reported separately. The emission factors are sourced from the U.S. EPA, U.K. Defra, and the International Energy Agency (IEA). GWP rates are from the IPCC's Fifth Assessment Report (AR5) based on a 100-year timeframe. The 2019 base year is the first year of DuPont operating following the separation of DowDuPont. The base year and subsequent years' data have been recalculated according to the recommendations of the GHG Protocol, as the scale of the Company has changed through acquisitions and divestitures. WSP, an independent third party, has assured DuPont's Scope 2 GHG emissions. See the Assurance statement for engagement details and findings.

Energy indirect (Scope 2) GHG emissions in units of $MTCO_2e$	2019 (Base year)	2022	2023	2024	% change from prior year
Scope 2 GHG emissions, location-based	1,011,000	877,000	860,000	833,000	-3%
Scope 2 GHG emissions, market-based	1,013,000	609,000	576,000	561,000	-3%

305-3 Other indirect (Scope 3) GHG emissions

Scope 3 emissions are calculated with reference to the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, as well as the World Business Council for Sustainable Development (WBCSD) Guidance for Accounting and Reporting Corporate GHG Emissions in the Chemical Sector Value Chain. The following GHGs are included in the calculations: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3. The 2020 base year was the first full year of DuPont operating and being able to calculate Scope 3 emissions following the separation of DowDuPont. The base year and subsequent years' data have been recalculated according to the recommendations of the GHG Protocol, as the scale of the Company has changed through acquisitions and divestitures.

We continue to improve our estimates of upstream and downstream Scope 3 GHG emissions and expand our disclosures. In 2024, we made substantial improvements in our methodology for estimating several of the Scope 3 categories. We use data from a variety of sources, including economic factors, average LCA data, and primary data. In 2024, we obtained Product Carbon Footprint (PCF) data from key raw material suppliers through our Together for the Planet campaign. The supplier-specific data improved the accuracy of our upstream Scope 3 calculations.

Scope 3 GHG emissions in units of $MTCO_2e$	2020 (Base year)	2022	2023	2024	% of total	% change from prior year	% change from base year
Category 1: Purchased goods and services	4,247,000	4,888,000	3,749,000	3,574,000	63%	-5%	
Category 2: Capital goods	80,000	63,000	59,000	61,000	1%	4%	
Category 3: Fuel and energy related activities	508,000	524,000	508,000	508,000	9%	—%	
Category 4: Upstream transportation & distribution	629,000	850,000	588,000	530,000	9%	-10%	
Category 5: Waste	61,000	72,000	69,000	70,000	1%	2%	
Category 6: Business travel	1,000	10,000	10,000	12,000	<1%	20%	
Category 7: Employee commuting	19,000	21,000	21,000	24,000	<1%	13%	
Category 8: Upstream leased assets	2,000	1,000	1,000	1,000	<1%	14%	
Category 9: Downstream transportation & distribution	15,000	25,000	24,000	20,000	<1%	-19%	
Category 10: Processing of sold products	222,000	232,000	216,000	223,000	4%	3%	
Category 11: Use of sold products	70,000	51,000	33,000	19,000	<1%	-42%	
Category 12: End-of-life of sold products	5,957,000	4,287,000	1,794,000	558,000	10%	-69%	
Category 13: Downstream leased assets	Not applicable						
Category 14: Franchises	Not applicable						
Category 15: Investments	37,000	35,000	31,000	32,000	<1%	3%	
Total	**11,848,000**	**11,060,000**	**7,102,000**	**5,631,000**	**100%**	**-21%**	
Category 1 + Category 12[1]	**10,204,000**	**9,175,000**	**5,543,000**	**4,132,000**		**-25%**	**-60%**

[1] We set an SBTi-approved target to reduce Scope 3 Categories 1 and 12 GHG emissions by 25% by 2030 from the 2020 base year. These two categories were selected as the scope for target setting because they represent our two largest categories of emissions and are where we have the greatest ability to make reductions.

305-4 GHG emissions intensity

GHG intensity is reported based on both production volume and revenue.

The energy intensity ratio includes Scope 1 and Scope 2 (market-based) emissions as reported in GRI 305-1 and 305-2.

	Unit	2022	2023	2024	% change from prior year
Numerator					
Total Scopes 1 and 2 (market-based) emissions	$MTCO_2e$	2,017,000	1,294,000	1,056,000	
Denominator					
Production volume[1]	MT	921,000	852,000	878,000	
Revenue	Million USD	$13,017	$12,068	$12,386	
Intensities					
GHG intensity, production basis	$MTCO_2e/MT$	2.19	1.52	1.20	-21%
GHG intensity, revenue basis	$MTCO_2e$/ Million USD	155	107	85	-20%

[1] The production volume parameter measures overall weight from manufacturing facilities of both final products and intermediate products that may be transferred to another manufacturing site for final processing.

305-5 Reduction of GHG emissions

In 2024, we identified a portfolio of 40 projects expected to achieve a reduction of 7,000 $MTCO_2e$ of Scopes 1 and 2 emissions, along with a 13,000 MWh decrease in energy consumption.

The projects reduced the consumption several types of energy including steam, electricity, and fuels. Some examples of these types of projects include production schedule optimization to optimize energy consumption, replacement of obsolete equipment with more efficient machines, and steam consumption optimization. Calculations of savings vary depending on project type and may be direct measurements of energy consumption or estimated comparisons of energy use before and after project implementation. The reported total annual savings is the sum of the savings of the individual projects.

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Emissions are calculated using methodologies prescribed by regulatory agencies and air permit specifications. Inputs to the calculations include site-specific data from direct process measurement and/or emission factors sourced from data published by the U.S. EPA (AP-42: Compilation of Air Emissions Factors from Stationary Sources), where site-specific data is not available or limited. In cases where direct measurements and/or published emission factors are unavailable, site emissions are estimated using process knowledge.

Air emissions (MT)	2022	2023	2024	% change from prior year
Nitrogen oxides (NO_X)	565	526	547	4%
Sulfur oxides (SO_X)	7.0	3.0	2.3	-24%
Volatile organic compounds (VOCs)	997	762	585	-23%
Particulate matter (PM, total)	14.0	14.0	13.5	-4%

GRI 306: Waste 2020

3-3 Management of material topic

Management processes for waste are a component of DuPont's Environmental, Health, Safety, and Security (EHS&S) Commitment. This commitment is governed by our Environmental, Health, and Safety (EH&S) Management System, which is integral to our Operational Excellence (OpEx) framework. Our comprehensive approach incorporates internationally recognized standards such as ISO 14001 and the American Chemistry Council's Responsible Care Management System (RCMS).

DuPont integrates waste management into its EH&S framework to ensure implementation of the 4R (reduce, reuse, repurpose, and recycle) waste management program. DuPont's 4R program ensures that all sites reporting data through our corporate sustainability software adopt a structured waste management approach focused on reducing, reusing, repurposing, and recycling waste. Each site conducts a baseline waste assessment to identify the types and quantities of waste generated, including details like waste description, characterization, volume, and disposal methods. Sites in the 4R program establish waste reduction goals within their EH&S Management System to guide initiatives and measure success. Additionally, each site completes an annual verification of their 4R practices through program attestation, confirming compliance and encouraging continuous improvement. By 2030, DuPont aims to fully implement its 4R waste management strategy across all manufacturing sites. As of the end of 2024, 96% of our sites had 4R programs in place, with each site defining minimum expectations for its waste management efforts and establishing site-specific waste reduction goals.

Our EH&S Management System is designed to ensure a consistent and effective approach to waste management across all global operations. In 2024, we made significant progress in advancing ISO 14001 certification. By the end of 2024, 78 of our sites had attained ISO 14001 certification. We also demonstrated successful conformance with RCMS, highlighting the effectiveness of our EH&S Management System.

Continuous stakeholder engagement — including engagement with employees, regulatory bodies, and industry organizations — plays a pivotal role in refining our waste management processes. We actively participate in external bodies such as the American Chemistry Council (ACC).

To ensure our waste management practices are effective, we engage in routine evaluations of our EH&S strategy. Progress is reported in detail in the Delivering world-class environmental, health, and safety performance section starting on page 45 of the DuPont 2025 Sustainability Report.

306-1 Waste generation and significant waste-related impacts

As a multi-industrial company, DuPont manufactures a variety of specialized products across our ElectronicsCo and IndustrialsCo segments. Our industrial product manufacturing processes are the primary source of waste generation. The volume of waste generated by DuPont is impacted by production, quality, and product specifications. Materials that are categorized as waste include unconsumed or expired raw materials, packaging, spent cleaning materials, and other miscellaneous materials. DuPont's Waste Management Facility Selection Standard defines our practices related to the handling and disposal of waste and prescribes the requirements for the level of audit needed to authorize external waste management facilities. DuPont's EH&S Management System provides the methods to support waste reduction. As of the end of 2024, a total of 96% of DuPont sites have implemented 4R waste management programs. We are prioritizing establishing 4R programs at sites based on waste volume, hazard, and reclamation value.

DuPont products that are used and subsequently disposed of are categorized as downstream waste. Our organization has introduced initiatives aimed at recovering materials that have reached their end-of-life stage and preventing them from entering waste streams. Recapturing valuable materials at end-of-use is one of the four elements of DuPont's approach to Enabling a circular economy, which is described on page 36 of the DuPont 2025 Sustainability Report. Our circular economy approach guides how we address waste, material use efficiency, and design challenges across our innovation platforms and global businesses. It also defines how we incorporate circular economy principles at four different points in the product life cycle, as each stage of the life cycle requires different types and levels of investment and presents both unique and complementary challenges. Circular economy strategies will differ for each of our global businesses and innovation platforms depending on their targeted innovation and sustainability challenges. For example, Tyvek® personal protective equipment (PPE) is made using a single material — high-density polyethylene (HDPE) — making it easier to recycle than other multi-material fabrics. Companies are able to work directly with plastic recyclers and ship used PPE garments directly to them in large batches.

306-2 Management of significant waste-related impacts

Management processes for waste are incorporated in DuPont's Environmental, Health, Safety, and Security (EHS&S) Commitment, Operational Excellence (OpEx) framework, and EH&S Management System reflecting our core value of Protecting the planet. We implement our EHS&S Commitment through our EH&S Management System, which is a set of environment, health, and safety standards that apply to all employees and contractors globally. Our EH&S Management System is certified by ISO 14001 and the Responsible Care Management System at the corporate level. All of our manufacturing sites initiate site-level OpEx implementation plans focused on driving value based on business needs. Our OpEx framework helps us protect people and the planet by making our sites safer and more efficient through standardized tools, best-in-class technologies, and robust practices that stabilize workflows, reduce errors, and minimize waste.

We collect data on waste generation and disposal in our operations via a specialized corporate sustainability reporting software application. The data is aggregated at the corporate level for disclosure and is visible at the site level to inform decision-making about investments in waste reduction initiatives. By 2030, we aim to have our 4R (reduce, reuse, repurpose, and recycle) waste management and reduction programs implemented at all our manufacturing sites. For each site, we defined minimum expectations for a 4R program, including the requirement for a site-level waste reduction goal. In 2024, 96% of our sites had 4R programs in place.

DuPont is a member of Operation Clean Sweep® (OCS) Blue, a voluntary program jointly administered by the ACC and the Plastics Industry Association to prevent plastic loss to marine and freshwater environments. OCS Blue requirements are fully integrated into our EH&S Management System to ensure accountability and the sharing of best practices with our peers in the ACC and the Plastics Industry Association. We provided training on the OCS Blue program to our global employees that handle plastic resin materials. As part of the training, employees pledged to avoid the loss of plastic to the environment. As a member company, DuPont annually reports the amount of any unrecovered plastic releases greater than 0.5 kilogram (kg) or 0.5 liter (L) per incident.

In 2024, we had 0 unrecovered plastic release incidents greater than 0.5 kg or 0.5 L.

Category[1]	2022	2023	2024
Number of unrecovered releases	0	0	0
Amount of unrecovered material (kg)	0	0	0

[1] Values for prior reporting periods are as reported and not restated for changes as a result of acquisitions and divestitures.

306-3 Waste generated

Waste data is reported by DuPont sites using a specialized corporate sustainability reporting software application.

Waste generated[1]	Unit	2022	2023	2024	% change from prior year
Hazardous waste generated	MT	66,000	66,000	74,000	13%
Non-hazardous waste generated	MT	261,000	248,000	207,000	-17%
Total waste generated	MT	**327,000**	**314,000**	**281,000**	**-10%**

[1] Effluent is excluded from total weight of waste generated unless required by state or federal requirements.

306-4 Waste diverted from disposal

Waste diverted from disposal for beneficial use	Unit	2022	2023	2024	% change from prior year
		On-site/Off-site/Total	On-site/Off-site/Total	On-site/Off-site/Total	
Reuse – hazardous	MT	0 / 1,000 / 1,000	0 / 1,000 / 1,000	0 /1,000 / 1,000	-1%
Reuse – non-hazardous	MT	0 / 1,000 / 1,000	0 / 1,000 / 1,000	0 / 1,000 / 1,000	-24%
Recycling/reclamation/recovery – hazardous	MT	0 / 17,000 / 17,000	0 / 18,000 / 18,000	0 / 22,000 / 22,000	19%
Recycling/reclamation/recovery – non-hazardous	MT	14,000 / 30,000 / 44,000	11,000 / 29,000 / 40,000	13,000 / 33,000 / 46,000	13%
Total beneficial use of waste	MT	**63,000**	**61,000**	**69,000**	**14%**

306-5 Waste directed to disposal

Hazardous waste directed to disposal	Unit	2022	2023	2024	% change from prior year
		On-site/Off-site/Total	On-site/Off-site/Total	On-site/Off-site/Total	
Incinerated – with energy recovery	MT	3,000 / 11,000 / 14,000	1,000 / 9,000 / 10,000	0 / 8,000 / 8,000	-16%
Incinerated – without energy recovery	MT	0 / 9,000 / 9,000	0 / 9,000 / 9,000	0 / 13,000 / 13,000	34%
Landfilled	MT	0 / 11,000 / 11,000	0 / 12,000 / 12,000	0 / 10,000 / 10,000	-18%
Other disposal	MT	0 / 15,000 / 15,000	0 / 16,000 / 16,000	0 / 21,000 / 21,000	36%
Total hazardous waste disposed	MT	**48,000**	**47,000**	**52,000**	**11%**
Non-hazardous waste directed to disposal					
Incinerated – with energy recovery	MT	3,000 / 9,000 / 12,000	4,000 / 9,000 / 13,000	3,000 / 8,000 / 11,000	-13%
Incinerated – without energy recovery	MT	0 / 4,000 / 4,000	0 / 4,000 / 4,000	0 / 5,000 / 5,000	17%
Landfilled	MT	0 / 36,000 / 36,000	0 / 40,000 / 40,000	0 / 26,000 / 26,000	-34%
Other disposal	MT	147,000 / 17,000 / 163,000	143,000 / 7,000 / 149,000	105,000 / 13,000 / 118,000	-21%
Total non-hazardous waste disposed	MT	**216,000**	**206,000**	**160,000**	**-22%**

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topic

Reference the Responsible procurement narrative on pages 68 – 69 of the DuPont 2025 Sustainability Report.

308-1 New suppliers that were screened using environmental criteria

We select suppliers based on category and commodity strategies using a robust six-step strategic sourcing process and a five-step stakeholder approval process. The amount of spend, a key criterion to business and function, influences the category and supplier priority level, along with considerations of supply continuity and the outcome of risk assessments. Suppliers of raw materials, packaging, or contract manufacturing services (direct suppliers) are also subject to our product/service qualification process, which is performed by the Product Stewardship and Regulatory team in each of our businesses.

Once selected and onboarded, we evaluate our suppliers based on parameters including, but not limited to, contract value, geopolitical risks, ethics and compliance history, and security practices when deemed necessary. Suppliers that meet a certain risk threshold based on these and other parameters are determined to be “critical” suppliers. We evaluate new critical suppliers on matters of product quality management, security, business ethics and transparency, climate change and water security practices, human rights due diligence, and operational excellence.

The strategic sourcing process and stakeholder approval processes apply to the selection of all new suppliers; however, we do not aggregate the number of those suppliers that are determined to be “critical” and subject to screening on additional topics, including climate change and water security.

308-2 Negative environmental impacts in the supply chain and actions taken

DuPont has several methods of assessing environmental impacts in our supply chain but does not quantitatively aggregate the results for disclosure.

We are committed to the responsible sourcing of minerals worldwide. We support the observance of the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chain of Minerals, which promotes respect for human rights by seeking practical solutions to curb the violence associated with trade in conflict minerals.[1] DuPont’s long-established Conflict Minerals compliance program requires and maintains appropriate procedures to evaluate and select suppliers consistent with our core values, Human Rights Policy, and Supplier Code of Conduct. DuPont builds upon this framework as a member of the Responsible Minerals Initiative (RMI), one of the most utilized and respected resources for companies addressing responsible mineral sourcing in their supply chains. We expect our suppliers to procure, directly or indirectly, from smelters and refiners certified through RMI’s Responsible Minerals Assurance Process.

[1] Presently, Conflict Minerals include columbite-tantalite (cotan), cassiterite gold, and wolframite, or their derivatives, including tin, tantalum, tungsten, and gold. Moreover, in addition to 3TG, DuPont’s due diligence procedures include other critical emerging minerals, such as cobalt and mica. We continue to monitor global regulatory developments for these and other minerals and will update our requirements accordingly.

GRI 401: Employment 2016

3-3 Management of material topic

Our approach to employment is described in the Our people: Cultivating well-being and inclusivity section starting on page 51 of the DuPont 2025 Sustainability Report.

401-1 New employee hires and turnover

In 2024, DuPont's annual voluntary attrition rate was 4.7%.

Omission: Information unavailable. We do not aggregate breakdowns by age or gender or hiring numbers and rates for external disclosure. We will continue to evaluate our capability to report this information.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

DuPont offers a comprehensive range of inclusive employee benefits on a global scale, tailored to local market practices and social security plans. Our goal is to provide a work-life balance that promotes overall wellness and financial security for our employees and their families. Depending on the location, both full-time and part-time employees generally enjoy a range of benefits, including:

- Retirement savings plans;
- Health care plans — often including mental health, family building, prescription drugs, dental, and vision;
- Life and disability insurance;
- Accident insurance;
- Wellness programs;
- Personal development tools; and
- Paid vacation, holidays, sick time, and leave programs (including global standards for parental leave).

GRI 403: Occupational Health and Safety 2018

3-3 Management of material topic

Management processes for occupational health and safety are described in the Delivering world-class environmental, health, and safety performance section on pages 45 – 47 of the DuPont 2025 Sustainability Report.

Our approach to occupational health and safety is integrated into our Environmental, Health, Safety, and Sustainability Commitment, our Operational Excellence (OpEx) framework, and our Environmental, Health, and Safety (EH&S) Management System, reflecting our core value of Safety and health. We are committed to protecting the health and safety of our employees, contractors, customers, and the people in the communities where we operate. We leverage our EH&S Management System, which provides a framework of standards, policies, and processes to guide our actions to meet our EHS&S goals. Our commitment to world-class EH&S practices and sustainable operations is embedded in our company culture, core values, and stakeholder engagement. Our employees recognize that employing robust EH&S practices helps protect our employees, communities, and the planet. Our OpEx framework helps us protect people and the planet by making our sites safer and more efficient through standardized tools, best-in-class technologies, and robust practices that stabilize workflows and reduce errors.

DuPont uses EH&S Management System audits to maintain compliance with legal requirements and standards; confirm that our system effectively protects people, the environment, and our facilities; and identify continual improvement opportunities. To ensure a thorough review is completed, site workers and management actively participate in these audits. We use first-, second-, and third-party audits to assess our internal and external communications and review documents, conduct interviews, and analyze processes to confirm our EH&S Management System is effective and complies with DuPont's Code of Conduct and EH&S Standards.

We schedule audits on a rotating basis using our EH&S Risk model. Following our corporate policy, each site is required to conduct periodic first-party audits in which the site assesses its key EHS&S practices. Our corporate EH&S organization leads the second-party audit process for sites in alignment with business resources. We also subject each site or business to formal third-party audits. The third-party audits, conducted by outside independent parties, review the accuracy of the data from the first- and second-party audits, certify that our EH&S Management System operates in conformance with ISO 14001 and the Responsible Care Management System (RCMS), and assure the integrity of our sustainability data. In 2024, we conducted third-party site audits to assess our EH&S Management System's continued conformance to the RCMS, RC 14001, and ISO 14001 systems.

DuPont is committed to the proactive management of emergency response to safeguard the environment and the health and safety of our employees and surrounding communities. Our Emergency Response Program encompasses comprehensive assessment, planning, and preparedness activities that adhere to global standards.

All DuPont facilities worldwide implement standardized procedures for the emergency containment of hazardous materials, medical response, first aid, treatment, and case management. We prioritize the health and safety of individuals and are committed to minimizing any potential environmental impact during crises.

Our crisis management framework includes dedicated teams trained to respond effectively at various organizational levels — site, business, country, and corporate. This structured approach ensures rapid and effective action during emergencies, reinforcing our commitment to our core values.

In line with our principles, we prioritize human health, safety, and environmental respect in our emergency response actions. We systematically identify and manage highly hazardous materials and activate specialized medical emergency response plans as necessary. Through these efforts, we aim to enhance the resilience of our operations, engage with stakeholders, and promote transparency in our emergency preparedness initiatives.

403-1 Occupational health and safety management system

DuPont has established an EH&S Management System to maintain compliance with legal requirements and stakeholder expectations. The EH&S Management System is certified at the corporate level to ISO 14001 and RCMS.

Our EH&S Management System applies to all employees and contractors globally.

403-2 Hazard identification, risk assessment, and incident investigation

Our EH&S Event Classification, Investigation, and Reporting Standard requires employees to report EH&S incidents and any associated symptoms, injuries, or illnesses, including near misses. We train our employees and orient our contractors on the importance of EH&S incident reporting and instruct them to report incidents through our EH&S management database.

Our incident investigation procedures begin after an incident is reported and the area is deemed safe. We assemble investigation teams based on the nature of the incident. The investigation team documents the facts of the incident and uses Root Cause Failure Analysis (RCFA) and the Apollo Reality Charting methodology to conduct root cause analysis. At the completion of the investigation, the team issues recommendations for corrective and/or preventative actions in an incident report. DuPont shares the key learnings from incident reports across the Company to raise awareness and prevent future incidents. We track the completion of corrective and/or preventative actions through our integrated EH&S management database, which also facilitates incident trend analysis.

In addition to the incident investigation, there may be other actions that require the attention of our EH&S and Health Services (HS) team, including ongoing medical treatment, case management support, and return-to-work guidance. Reporting and recording occupational injuries and illnesses to governmental agencies and/or compensation programs is also conducted as required by local law and DuPont standards.

In April 2022, we introduced the terminology “LIFE event” to our current corporate EH&S Event Classification, Investigation, and Reporting Standard. LIFE events are EH&S events that have an outcome or potential outcome that results in life-changing or life-altering consequences, which is consistent with the international standard “ASTM E2920 Standard Guide for Recording Occupational Injuries and Illnesses” Section 6.1.1 section for Level One Severity injuries/illnesses. The designation is based on injury severity and applies to both actual and potential injury severity. “LIFE” personalizes our Serious Injury and Fatality (SIF) terminology and ties to our LIFE Saving Behaviors.

We classify process safety events according to American Petroleum Institute (API) Recommended Practice 754. Process safety event classification is based on the amount of hazardous material released, the direct cost impacts (i.e., the cost to repair any damage from a fire or explosion), and other severity factors such as injuries or off-site impacts. By applying standard practices and tools, conducting monthly metrics tracking and follow-up, and leveraging support where appropriate, manufacturing sites improve their management of equipment critical to process safety.

Internally, our EH&S Team Procedures require Corporate and EH&S teams to review reported events on a weekly basis and the Total Recordable Incident Rate (TRIR) and Days Away from Work Case (DAWC) rate by business and for the entire company monthly. The monthly TRIR and DAWC reports are shared with DuPont senior leaders, including business presidents and the entire C-suite. Quarterly reports summarizing performance are reviewed with the Board of Directors and are shared with all employees during quarterly global town hall meetings.

403-3 Occupational health services

Protecting worker health

DuPont Health Services (HS) staff and/or on-site workers’ compensation coordinators facilitate access to medical care for occupational injuries or illnesses at all sites. HS coordinates critical incident support and provides training for emergency medical response at many sites, especially at sites with a higher risk of being affected by natural disasters. We have on-site medical clinics at 26 sites worldwide where HS staff provide occupational care, render first aid, and provide referrals for non-occupational illness and injury. Additionally, HS staff offers remote support for sites without an on-site clinic.

HS also engages with employees on health and safety topics on a regular basis. Regional and site HS teams use a variety of communication media to share information with DuPont employees about health, workplace safety, and mental and emotional well-being. HS maintains an intranet site to communicate services and creates new, digestible, and relevant content that is posted to the HS home page at least monthly. HS also regularly communicates with employees about benefits and health topics via email, bulletin boards, and large display screens at sites.

Each year, HS coordinates health risk assessments to determine leading health concerns for our employee population, including occupational hygiene assessments, medical screenings, biological monitoring, ergonomics programs, and hazard communication. Based on the known occupational risks and regulatory compliance, HS executes an annual Medical Surveillance Exam. Many of our sites have an annual flu vaccine program and other services, such as programs to address diminished capacity and fatigue management.

DuPont HS also provides travel medical screenings and consultations for employees needing to travel internationally. HS reviews potential infectious diseases affecting the travel destination, such as COVID-19, yellow fever, malaria, etc., as well as other travel-related health risks. HS addresses any identified gaps in health requirements, including vaccinations, health status, and disease exposure, through appropriate referrals for vaccinations and other services. HS works with a third party to provide medical assistance, referral, and care coordination for DuPont employees who may require medical care while actively engaged in business travel.

Exposure assessment and management

To protect the health of our workforce, we maintain workplace exposures at a safe level. Each of our sites has an occupational hygiene (OH), sometimes known as "industrial hygiene," resource who is knowledgeable about the exposure assessment process and is trained to the level appropriate for the complexity of the work at the site. This individual executes and oversees the strategy for qualitative exposure assessments, which includes establishing similar exposure groups, documenting assessment reports, conducting quantitative sampling as appropriate, and managing the OH program management database. The OH resources identify the tasks performed by exposure groups and develop exposure profiles for each group, updating the profile when:

- Changes occur in processes, facilities, or tasks;
- Exposure controls are modified, including changes in engineering controls or personal protective equipment;
- An agent hazard profile is updated;
- Changes in an agent's acceptable exposure limit (the internal DuPont Occupational Exposure Limit), a published Occupational Exposure Limit (OEL), or the applicable regulatory OEL; or
- Quantitative data (e.g., personal monitoring results) have been collected.

DuPont reviews exposure assessments periodically and updates them as appropriate to verify that no subtle changes have occurred between reviews that would change the conclusion of the assessment. When updating exposure assessments, OH resources consider new hazard information to determine if the previously acceptable exposure is still acceptable. If the exposure is no longer acceptable, temporary controls are instituted until permanent controls can be implemented to minimize the potential for exposure. The OH resource also oversees quantitative sampling when the qualitative assessment indicates that the OEL may be exceeded or when required by regulations or other exposure assessment considerations. Reasons for exposure monitoring include the following:

- Protecting worker health;
- Measuring the extent of exposure to determine if controls need to be improved to reduce concentrations below OELs;
- Confirming that exposures continually remain under OELs;
- Measuring the extent of exposure to determine if installed controls have reduced the concentration below OELs;
- Complying with regulations that stipulate monitoring and documenting employee exposures for legal purposes;
- Investigating complaints or worker symptoms; and
- Developing and maintaining a database of employee exposures for documentation and epidemiological studies.

Each year, a sampling plan is developed, and progress against it is tracked. OH resources report the results of exposure assessments, monitor data for line management, and track the data to identify trends that may apply to other work groups, sites, or businesses. Workers in similar exposure groups being monitored are notified of results in a way that meets local regulatory requirements.

Site safety plans are required to have an OH review, which includes an approval procedure for the purchase of chemicals that are new to the site to recognize and control any new hazards. New chemical usage proposals (e.g., existing chemicals being used in a larger volume, in a different application, or a new plant area) are also reviewed and approved by OH resources so that hazards are recognized and controlled. We require contractors to notify DuPont before hazardous materials (e.g., radiation sources and chemicals) are brought on-site or when performing any activity that may generate hazards that have not been identified in the work-permitting process. Changes in suppliers, types, or models of personal protective equipment used to protect against health hazards (e.g., respirators, breathing air, or chemical protective clothing) must also be reviewed and approved by site OH resources. We use the Cority Industrial Hygiene management system at all our sites to facilitate timely data analysis and maintenance of OH records. We develop real-time dashboard indicators to quickly assess the status of work activities and other information in the database. Occupational exposure assessments are reviewed in first-party and second-party EH&S audits to confirm compliance with the site, business, and corporate standards and regulations.

403-4 Worker participation, consultation, and communication on occupational health and safety

A safe work environment is built on strong communication. Internally, our communication platforms for worker health and safety information include intranet sites, email, websites, digital signage, posters, computer-based trainings, and team meetings. Our DuPont EH&S Management System Policy requires each site to lead EH&S meetings at least once per quarter; however, many of our sites hold monthly meetings to provide EH&S training and updates. Employee attendance at the site-led meetings is mandatory and is tracked at the local level. Sites use these meetings, as well as other systems such as our site safety suggestion programs, to collect suggestions from workers on how to improve facility safety and site EH&S procedure effectiveness.

Each site also manages external communications for significant health and safety incidents or emergencies with local communities. To inform communities of EH&S updates, our sites generally participate in or host advisory panels or post on a website or social media depending on the site's needs.

Annually, we communicate the results of our EH&S Management System audits to our workers and inform them of any decisions or actions related to possible Management System updates. Additionally, all sites have documented EH&S management review meetings at least monthly.

403-5 Worker training on occupational health and safety

Our EH&S Management System addresses EH&S training requirements, which are key to ensuring our employees understand and comply with our safety standards. We provide all employees with annual training on corporate and business policies, standards, and safe work practices for the occupational hazards to which they may be exposed. Furthermore, employees must have all certifications and licensing required by applicable government regulations (e.g., asbestos, lead, emergency response, hazardous waste, and radiation).

We require each of our employees and contractors to complete EH&S training and comply with applicable DuPont EH&S guidelines, policies, and standards. DuPont utilizes the expertise of external training providers and the Company's own functional experts to offer a wide range of courses on occupational health and safety topics. Training is delivered through interactive webinars, self-paced virtual courses, and face-to-face classes. As required by our corporate standards and applicable regulations, we conduct and document both initial training for new hires and recurring EH&S trainings. In 2023, to enhance our EH&S training process, we introduced a new EH&S Learning and Development Council and Steering Team. The team is responsible for:

- Creating a training matrix that consolidates requirements for all EH&S standards;
- Enhancing our internal website for improved visibility of required training by job role;
- Implementing an interactive dashboard to track updates to training modules;
- Streamlining the EH&S onboarding module for all employees; and
- Implementing EH&S training for the Operational Excellence framework.

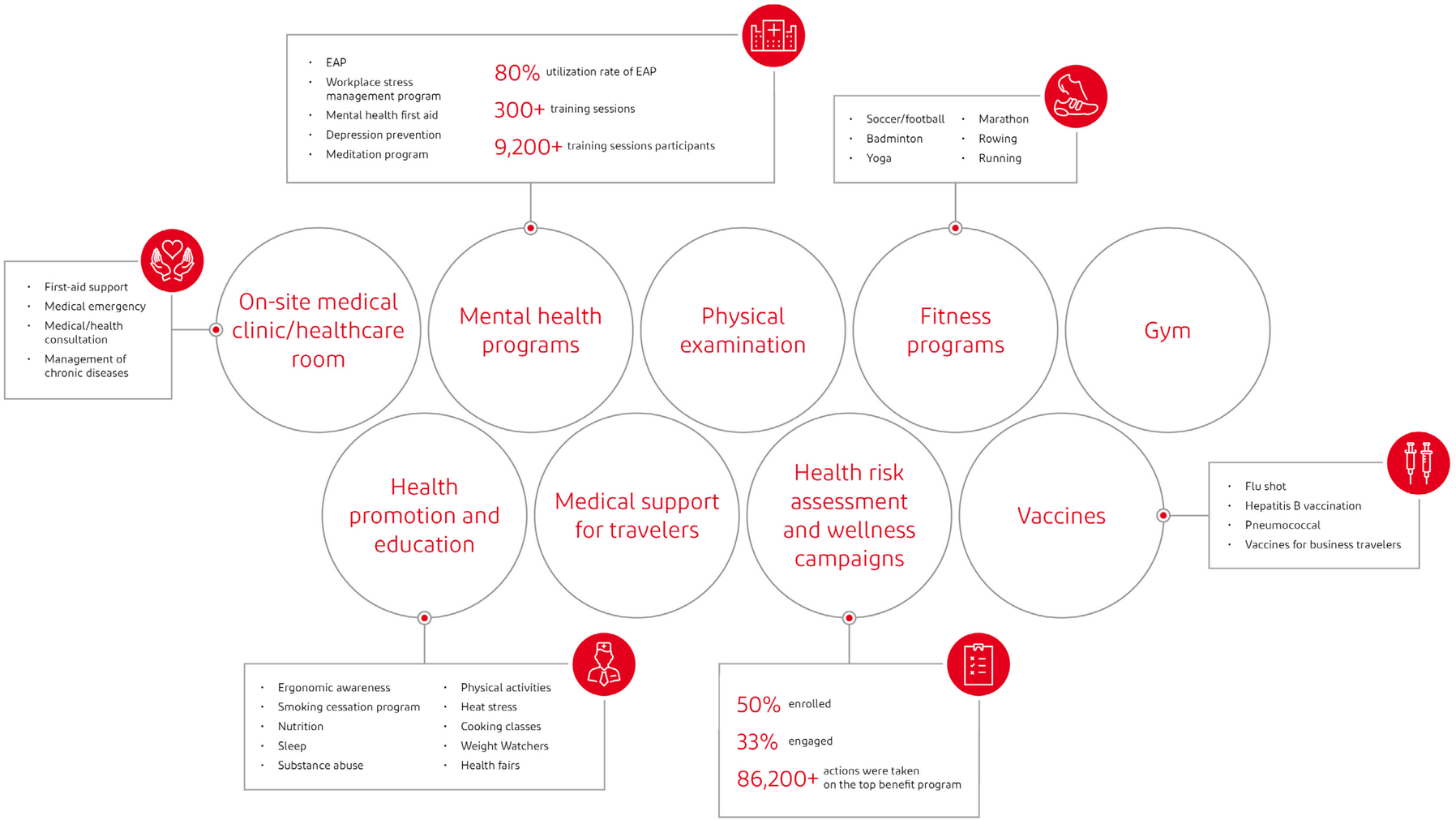
403-6 Promotion of worker health

As employees' needs and usage patterns of health services change, DuPont recognizes the importance of providing competitive health and medical benefits as part of a comprehensive compensation package. Our employee health insurance covers a wide range of medical services, including emergency care, prescription medications, dental health, and maternity healthcare.

In addition to health insurance, DuPont offers an Employee Assistance Program (EAP) to support employees and their families when coping with work and life challenges. Our wellness platform, Personify Health, encourages healthy lifestyles by engaging employees in personal and rewarding ways throughout their health and well-being journeys.

We promote healthy living and positive thinking through diverse health promotion activities designed to enhance employee health awareness, promote good lifestyle behaviors, increase mental energy, and better respond to workplace, social, and family challenges and needs.

In 2024, we offered a variety of mental well-being workshops and seminars on critical topics such as family and relationships, parenting, elder adult care, personal development, resilience, communication skills, management support, and behavioral health and wellness. We also promoted multiple wellness campaigns and health tips to educate employees on nutrition, sleep, smoking cessation, substance abuse, ergonomics, and physical activity.



403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

The prevention and mitigation of occupational health and safety impacts directly linked by business relationships are addressed in two areas:

Our suppliers — managed primarily through the DuPont Supplier Code of Conduct.

The DuPont Supplier Code of Conduct sets expectations for suppliers doing business with us. The Code is organized according to our core values and references the Ten Principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, the Declaration on Fundamental Principles and Rights at Work, and the global chemical industry's Responsible Care® program. It details expectations and requirements on matters of the environment, labor, human rights, and impacts on society. We include the Supplier Code of Conduct in our Terms and Conditions for all supplier purchase orders. This is in addition to existing contract language and other mechanisms in place to make sure our suppliers adhere to our Human Rights Policy and all applicable laws and regulations.

Our customers and others in the value chain who handle our products — managed primarily through our Product Stewardship and Regulatory (PS&R) Management System.

DuPont's PS&R Management System is at the core of our commitment to product safety and risk management. Built on the framework of the American Chemistry Council Responsible Care® Product Safety Code and International Council of Chemical Associations principles, this system plays a critical role in our product and application development processes. Every DuPont business uses the PS&R Management System to assess and manage potential risks and identify improvement opportunities. The adequacy and effectiveness of the PS&R Management System is reviewed annually with the goal of improving performance throughout the organization. Central to the PS&R Management System are Product Stewardship (PS) Reviews. All new and existing products, applications, and services undergo Product Stewardship Reviews, which include detailed health, safety, and environmental impact assessments. PS Reviews evaluate risks during transportation and during customer use based on a detailed assessment of the chemical, physical, and biological impacts of substances. Risk assessment includes evaluation of toxicology data, environmental fate, and worker and customer exposure, as well as non-human and environmental impacts. Broadly inclusive, PS Reviews focus on the full product life cycle from product design and manufacture to customer use, safe handling, and disposal.

403-8 Workers covered by an occupational health and safety management system

100% of DuPont employees at the Company and its subsidiaries globally are covered by our EH&S Management System Policy, which provides the framework for global EH&S governance and guides the implementation of our Environmental, Health, Safety, and Security Commitment.

403-9 Work-related injuries

Safety performance	2022			2023			2024[1]			% change from prior year
	Employees	Contractors	Employees + Contractors	Employees	Contractors	Employees + Contractors	Employees	Contractors	Employees + Contractors	Employees + Contractors
DAWC cases[2]	6	1	7	6	2	8	9	1	10	25%
DAWC rate[3]	0.02	0.01	0.02	0.02	0.03	0.02	0.04	0.02	0.03	33%
TRC[4]	42	15	57	38	12	50	29	13	42	-16%
TRIR[5]	0.16	0.22	0.17	0.15	0.18	0.16	0.12	0.22	0.14	-12%
Fatalities	0	0	0	0	0	0	0	0	0	
Exposure hours	52,930,000	13,765,000	66,695,000	51,303,000	13,010,000	64,314,000	48,641,000	11,766,000	60,407,000	

[1] 2024 data does not include Spectrum Plastics Group, Donatelle Plastics, and C3Nano, consistent with disclosure GRI 2-2 Entities included in the organization's sustainability reporting.

[2] A Days Away from Work Case (DAWC) is a work-related case where an employee is unable to work due to a work-related injury or illness.

[3] Please note that the percentage change in the DAWC rate from the previous year is calculated using the full figures. The DAWC rate values displayed are rounded to two decimal places for reporting purposes.

[4] Total Recordable Cases (TRC) includes Days Away from Work Cases, Restricted Workday Cases, and Medical Treatment Cases.

[5] Total Recordable Incident Rate (TRIR) = (Number of Recordable Cases X 200,000/Number of Exposure Hours) in a given time period.

The top three types of injury reported are line of fire events; slips, trips, and falls; and ergonomic over-exertion.

Work-related hazards and the processes for identifying hazards and risk assessment are described in GRI 403-2 on page A40.

403-10 Work-related ill health

Reference disclosure 403-9 above. We do not separate reporting of work-related injuries from ill health. Both are included in the data in the table above.

Omission: Information unavailable. DuPont does not disaggregate injury and illness data.

GRI 404: Training and Education 2016

3-3 Management of material topic

Our management approach for training of employees is described in the Our people: Cultivating well-being and inclusivity section starting on page 51 of the DuPont 2025 Sustainability Report.

404-1 Average hours of training per year per employee

In 2024, DuPont employees completed an average of 23 hours of compliance and job-specific training. This does not include additional voluntary, skills-based, and personal development training that is self-directed or led by our Employee Resource Groups (ERGs) and functional learning teams that provide professional and career development programming throughout the year.

Omission: Information unavailable. We do not collect training data by gender or employee category.

404-2 Programs for upgrading employee skills and transition assistance programs

We equip employees with guidance and templates to drive their development and careers through a custom blend of experience, exposure, and education. DuPont partners with some of the leading learning organizations in the world to provide continuous and on-demand professional and functional learning content for our global workforce. Employees also participate in ongoing development through mentorship, career development workshops, in-house leadership development programs, and skill-specific learning cohorts. As an opportunity to learn through feedback from others, we offer 360 assessments for individual contributors and leaders. We also offer tuition assistance to assist employees through the completion of an undergraduate or postgraduate degree program that builds competencies for their current role or desired future opportunities. As learning needs emerge, we curate custom programs for targeted talent pools in the organization. For instance, in 2024 we offered a two-day Summit for 100 leaders in the Asia Pacific region to increase their connection as a community of peers and to build capability in targeted skill areas such as global mindset and stakeholder management.

Internal mobility and the opportunity to continuously reinvent ourselves are significant reasons many employees choose to stay at DuPont. We utilize a Global Job Leveling Framework to organize jobs, help determine equitable pay, and enable career development across the Company. The job levels defined by the framework offer a logical and meaningful progression to allow our employees to grow their skills and experience. Updated pay ranges and incentive targets ensure that we remain competitive in the market.

To encourage all employees at all levels to explore new opportunities, networks, and career paths, DuPont offers a Career Pathways site that enables our employees to:

- Learn about roles within and outside their job family to see which ones might interest them, complement their strengths, and offer them a chance to try something new;
- Browse the actual career paths of employees to see how they shaped their careers through a series of experiences and skill development; and
- Use professional development tools, including a template to define their personal brand and a discussion guide to help them network with employees who have experience in their areas of interest.

In the case of termination of employment, DuPont offers former employees transition benefits that include financial, medical and dental, placement services, and retirement savings plan webinar availability.

404-3 Percentage of employees receiving regular performance and career development reviews

Through the Performance Partnership process, managers provide clarity, direction, and support to their employees so that all team members can succeed as individuals while contributing to our strategic goals. In 2024, 79% of employees reported having discussed career goals and aspirations with their manager, consistent with the prior year.

In our Performance Partnership process, we have replaced performance ratings with a focus on continuous communication and two-way feedback. Regular manager/employee conversations can focus on a specific topic (such as personal or professional development, goals, projects, or tasks), or they can be a check-in on the employee's overall progress, plans, and needs. Having an ongoing performance and development dialogue throughout the year nurtures an environment of transparency and trust, allowing for sharing constructive feedback, recognizing and celebrating achievements, identifying necessary support, and effectively planning the next steps for growth.

Omission: Information unavailable. We do not measure completion of career reviews by gender or employee category.

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topic

Our 2030 People goal includes becoming one of the world's most inclusive companies where employees report high levels of well-being and fulfillment. This goal is interconnected as we recognize that fostering employee well-being and fulfillment enhances the retention and attraction of our global talent pool.

For a company like ours that is centered around innovation, cultivating a workforce with varied perspectives, backgrounds, and experiences is key to fueling creative thinking required to adapt and grow in a rapidly changing business environment. We recognize that investing in the health and well-being of our employees is critical for engaging and retaining that diversified workforce to propel the long-term success of our business. Our management processes are designed to ensure equitable treatment and opportunities for all and this has resulted in positive engagement scores on our employee survey and high retention rates relative to industry peers.

Because our global workforce is comprised of individuals from diverse backgrounds, each with unique needs, growth aspirations, and expectations, we train managers at all levels to cultivate supportive relationships with each individual employee through a purposeful and continuous dialogue regarding expectations and values relative to their work experience. When managers understand these expectations, they can better adjust work conditions to optimize employee well-being and fulfillment at an individual level.

This commitment to understanding individual needs and fostering open communication ensures that every employee receives equitable treatment and equal opportunities for advancement, regardless of their background. As we acknowledge these differences, it becomes imperative to provide tailored support that respects and values each person's perspective. DuPont's long-standing commitment to our core value of Respect for people includes every employee, contractor, customer, and associate of the Company being able to work to their full potential in an environment where they feel free to bring their full selves and skills to work each day. We continue to refresh and evolve our programs, policies, required training, and benefits to reinforce our commitment to respect, maximize employee well-being, and meet the evolving expectations of our employees, customers, and other partners.

Our approach to employee experience and equal opportunity is described further in the Our people: Cultivating well-being and inclusivity section starting on page 51 of the DuPont 2025 Sustainability Report.

405-1 Diversity of governance bodies and employees

Diversity of nominees for DuPont's Board of Directors as presented on pages 17 – 18 of in the 2025 Proxy Statement.

% of Board members by gender	2022	2023	2024
Female	33%	33%	33%
Male	67%	67%	67%

% of Board members by age group	2022	2023	2024
Under 30	0%	0%	0%
30 – 50	0%	0%	0%
Over 50	100%	100%	100%

% of Board members by race/ethnicity/underrepresented groups[1]	2022	2023	2024
African American or Black	8%	8%	8%
Asian	8%	8%	8%
White	83%	83%	83%
LGBTQ+	8%	8%	8%

[1] Column totals are >100% because individual board members may be counted in multiple race/ethnicity/underrepresented groups.

Diversity of DuPont's employees is reported on December 31 of each year. Values for prior reporting periods are not restated for change in scope of the organization through divestitures and acquisitions. Refer to the Reporting scope table on page 72 of the DuPont 2025 Sustainability Report for details on the inclusion of recent acquisitions and divestitures in these values.

% of employees per employee category by gender[1]	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Non-exempt	23%	76%	23%	77%	23%	77%
Individual contributor	44%	56%	44%	55%	44%	55%
Supervisor	32%	68%	33%	67%	33%	67%
Manager	27%	72%	29%	71%	30%	70%
Senior leader	27%	73%	28%	72%	28%	72%

[1] In instances where the total is not 100%, it is because gender was not disclosed. We respect that gender is not binary; however, as a federal contractor, our data aligns with U.S. government reporting requirements and uses the gender categories of male and female. Employees who have not disclosed are not included.

% of employees per age group by gender[1]	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Under 30	37%	63%	37%	63%	37%	63%
30 – 50	33%	67%	33%	67%	33%	67%
Over 50	26%	73%	28%	72%	27%	73%

[1] Total for all age groups for each year may not be 100% because of rounding of individual values.

2024 % of employees per employee category by race and ethnicity[1]	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Not disclosed	Two or more races	White
Non-exempt (U.S. population)	1%	4%	27%	6%	<1%	1%	2%	61%
Individual contributor (U.S. population)	<1%	8%	11%	6%	<1%	1%	3%	71%
Supervisor (U.S. population)	<1%	15%	6%	5%	<1%	1%	2%	72%
Manager (U.S. population)	<1%	14%	5%	6%	<1%	1%	1%	74%
Senior leader (Global population)[2]	1%	18%	8%	4%	<1%	1%	1%	68%

[1] Total for all categories for each year may not be 100% because of rounding of individual values.

[2] Senior leader category reflects the global population of top company leadership.

405-2 Ratio of basic salary and remuneration of women to men

DuPont enables best practices in hiring, rewards, development, and advancement to encourage and support equal opportunity and fair pay across the organization. Each year, we review our global raw pay gap — the difference between the median pay of various employee groups — which highlights where we can focus to ensure equal opportunity. In addition, DuPont's global job leveling framework provides managers with a consistent global approach to set pay levels according to objective factors, including job responsibilities; required skills, education, and experience; and external market data. We also work with external advisors using leading industry standards to evaluate pay fairness across our global population.

Omission: Information unavailable. Our disclosure is a raw pay gap for our global employee population. We do not calculate breakdowns by employee category or locations.

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topic

Discussion of management processes for Supplier Social Assessment is described in the Responsible procurement narrative on pages 68 – 69 of the DuPont 2025 Sustainability Report.

414-1 New suppliers that were screened using social criteria

DuPont selects suppliers based on category and commodity strategies using a robust six-step strategic sourcing process and a five-step stakeholder approval process. The amount of spend, a key criterion to business and function, influences the category and supplier priority level, along with considerations of supply continuity and the outcome of risk assessments. Suppliers of raw materials, packaging, or contract manufacturing services (direct suppliers) are also subject to our product/service qualification process, which is performed by DuPont's Product Stewardship and Regulatory Team in each of our businesses.

Once selected and onboarded, we evaluate our suppliers based on parameters including, but not limited to, contract value, geopolitical risks, ethics and compliance history, and security practices. Suppliers that meet a certain risk threshold based on these and other parameters are determined to be "critical" suppliers. We evaluate new critical suppliers on matters of product quality management, security, business ethics and transparency, climate change and water security practices, human rights due diligence, and operational excellence.

Omission: Confidentiality constraints. We do not disclose the percentage of suppliers determined to be "critical" and subject to evaluations on topics including human rights due diligence.

GRI 416: Customer Health and Safety 2016

3-3 Management of material topic

Management processes for customer health and safety are described in the Innovating safe and sustainable by design section starting on page 40 of the DuPont 2025 Sustainability Report.

Our product stewardship commitment ensures that the products we bring to the market are safe for use across their life cycle and contribute to a sustainable environment. Our rigorous and comprehensive Product Stewardship and Regulatory (PS&R) Management System is at the core of our management process and commitment to product safety and risk management. Built on the framework of the American Chemistry Council Responsible Care® Product Safety Code and International Council of Chemical Associations principles, this system plays a critical role in our product and application development processes. DuPont uses the PS&R Management System to assess and manage potential risks and identify improvement opportunities. The adequacy and effectiveness of the PS&R Management System is reviewed annually to ensure continuous performance improvement throughout the organization.

Central to the PS&R Management System are Product Stewardship (PS) Reviews. As part of our PS Reviews, a cross-functional team of business, science/technology, and regulatory subject matter experts use the protocols established in our PS&R Management System to assess and address the impact of any new, or modified, product or process. All new and existing products, applications, and services undergo PS Reviews, which include detailed health, safety, and environmental impact assessments. Detailed PS Reviews are then conducted on a set cadence for products that have not undergone any modifications. Reviews are tailored to encompass product use and potential application areas. PS Reviews evaluate risks during transportation and during customer use based on a detailed assessment of the chemical, physical, and biological impacts of substances. Risk assessment includes evaluation of toxicology data, environmental fate, and worker and customer exposure, as well as non-human and environmental impacts. Broadly inclusive, PS Reviews focus on the full product life cycle from product design and manufacture to customer use, safe

handling, and disposal. As a result, we decide whether to continue developing or modifying a product, application, service, or process. If the findings from a PS Review identify a negative impact, the affected product or process is either redesigned or discontinued.

Our responsibility is to ensure our products are safe and sustainable by design. As a principle, we seek to avoid, eliminate, or minimize substances of concern (SoC) where safer or more sustainable alternatives exist. We critically evaluate our operations, value chains, and raw materials to ensure continued improvement in the safety, sustainability, and societal benefits of our products. We detail our strategies for managing substances of concern and substances of very high concern in the Innovating safe and sustainable by design section starting on page 40 of the DuPont 2025 Sustainability Report.

Our focus is on building transparent relationships with our suppliers and customers and integrating safe and sustainable by design principles to deliver value, support transparency, and drive competitiveness. We employ science-based methods to assess and mitigate risks early in product design, adapting to new scientific findings. Our Kingston Technology Center applies Green Chemistry principles to reduce hazardous substances and minimize waste. We evaluate risk vs. societal benefit throughout our products' life cycles, from raw materials to disposal.

To manage SoC, we maintain a SoC list, conduct assessments, and implement mitigation plans. Customer engagement surveys reveal that customers prioritize safe, sustainable chemistry, guiding our alignment of products with their expectations. We collaborate with suppliers to ensure transparency regarding SoC and explore opportunities for reduction.

We also incorporate SoC considerations into our design for circularity and drive continuous improvement through a portfolio sustainability assessment to inform new product designs and phase-out strategies for existing products. Lastly, we utilize multigenerational product plans to reduce or eliminate SoC, including per- and polyfluoroalkyl substances (PFAS).

416-1 Assessment of the health and safety impacts of product and service categories

100% of DuPont product categories are subject to our PS&R Management System, which requires all new and existing products, applications, and services to undergo PS Reviews that include detailed health, safety, and environmental impact assessments. We conduct PS Reviews to assess and manage risk prior to commercialization and conduct additional reviews at a frequency commensurate with overall product risk. Businesses are also required to conduct PS Reviews when significant product changes occur, such as new product use or application areas, manufacturing asset changes, regulatory changes, or other new product information. Additionally, during these PS Reviews, there is a focused risk assessment specifically designed to evaluate risks of Substances of Concern (SoC) used, present as intentionally added ingredients, and present as impurities in our products. In addition to assessing human health and environmental risks related to the regulatory landscape, we also assess risks related to product deselection and consider potential safe and more sustainable alternatives for SoCs. Our global commitment to PS&R principles drives timely and extensive reviews, with prompt and diligent follow-up to any findings. Training for all PS&R personnel globally and mandatory adherence to PS&R Management System standards ensures detailed stewardship assessments of new products, markets, or applications prior to commercialization, modifications to products or processes prior to implementation, and periodic reviews of all product lines.

More than 1,100 PS Reviews were completed during calendar year 2024.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

In 2024, we identified and resolved two non-compliance incidents associated with product health, safety, or transparency regulations. Both incidents were identified as part of proactive DuPont Product Stewardship Review actions. These reviews uncovered the non-compliance status of two products associated with acquired businesses. No fines, penalties, or warnings were issued, and DuPont took immediate action to resolve the incidents of non-compliance.

GRI 417: Marketing and Labeling 2016

3-3 Management of material topic

Requirements for product marketing and labeling are described in DuPont's Product Stewardship and Regulatory (PS&R) Management System. Those requirements are described in GRI 417-1 below.

417-1 Requirements for product and service information and labeling

DuPont's PS&R Management System ensures compliance with global and local Safety Data Sheet (SDS) and labeling information requirements. SDS and label compliance management are critical components of product safety. 100% of DuPont products that are not articles have an SDS that provides essential information on content, including chemical and physical characteristics and toxicology, as well as safe handling, use, and disposal information, including spill and emergency response measures with appropriate contact numbers. We regularly review, update, and audit DuPont SDSs and product labels to confirm compliance with relevant global and local regulatory requirements.

100% of DuPont products are reviewed for SDS and label compliance, with SDSs generated in applicable languages for customer use. SDSs are updated and re-issued given any change to the product or related SDS information, as well as any relevant regulatory change. Furthermore, all SDSs are reviewed at a set frequency to ensure up-to-date SDSs are in use.

SASB content index

Sustainability Disclosure Topics and Accounting Metrics

Greenhouse Gas Emissions

RT-CH-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations

GRI 305-1 Direct (Scope 1) GHG emissions, p. A28.

RT-CH-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets

Acting on climate, p. 21 – 29 of the DuPont 2025 Sustainability Report.

Air Quality

RT-CH-120a.1 Air emissions of the following pollutants: (1) NO_X (excluding N_2O), (2) SO_X, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)

GRI 305-7 Nitrogen oxides (NO_X), sulfur oxides (SO_X), and other significant air emissions, p. A32.

Energy Management

RT-CH-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy

GRI 302-1 Energy consumption within the organization, p. A20 – A21.

Water Management

RT-CH-140a.1 (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress

GRI 303-3 Water withdrawal, p. A25.

GRI 303-5 Water consumption, p. A27.

RT-CH-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations

GRI 2-27 Compliance with laws and regulations, p. A13.

RT-CH-140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks

Water stewardship in our operations and local watersheds, p. 32 of the DuPont 2025 Sustainability Report.

Hazardous Waste Management

RT-CH-150a.1 (1) Amount of hazardous waste generated, (2) percentage recycled

GRI 306-3 Waste generated, p. A35.

GRI 306-4 Waste diverted from disposal, p. A35.

Community Relations

RT-CH-210a.1 Discussion of engagement processes to manage risks and opportunities associated with community interests

Our communities: Building thriving communities, p. 57 – 60 of the DuPont 2025 Sustainability Report.

Workforce Health & Safety

RT-CH-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees

GRI 403-9 Work-related injuries, p. A46.

GRI 403-10 Work-related ill health, p. A46.

RT-CH-320a.2 Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks

GRI 403 Occupational Health and Safety 2018, disclosures 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, and 403-8, p. A39 – A46.

Product Design for Use-Phase Efficiency

RT-CH-410a.1 Revenue from products designed for use-phase resource efficiency

Not disclosed. Metric omitted due to lack of available aggregate revenue figure.

Safety & Environmental Stewardship of Chemicals

RT-CH-410b.1 (1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment

Not disclosed.

100% of DuPont products have undergone Product Stewardship Reviews as required by our Product Stewardship and Regulatory Management System described on page 42 of the DuPont 2025 Sustainability Report.

RT-CH-410b.2 Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact

Innovating safe and sustainable by design, p. 40 – 44 of the DuPont 2025 Sustainability Report.

Genetically Modified Organisms

RT-CH-410c.1 Percentage of products by revenue that contain genetically modified organisms (GMOs)

Not disclosed. Metric omitted due to lack of applicability.

Management of the Legal & Regulatory Environment

RT-CH-530a.1 Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry

GRI 2-29 Approach to stakeholder engagement, p. A14 – A15.

GRI 2-23 Policy commitments, p. A11.

GRI 2-24 Embedding policy commitment, p. A11 – A12.

Operational Safety, Emergency Preparedness, & Response

RT-CH-540a.1 Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)

Environmental, Health, and Safety (EH&S) incident reporting and performance, p. 47 of the DuPont 2025 Sustainability Report.

RT-CH-540a.2 Number of transport incidents

In 2024, DuPont had zero transportation incidents.

Activity Metrics

RT-CH-000.A Production by reportable segment

GRI 302-3 Energy intensity, p. A22. Production is reported at a corporate aggregate level and measures overall production from manufacturing facilities of both final products and intermediate products that may be transferred to another manufacturing site for final processing. We do not report production by segment.

TCFD disclosure index

Governance — disclose the Company's governance around climate-related risks and opportunities

Board oversight of climate-related risks and opportunities

The Board of Directors is responsible for overseeing the Company's strategic direction, including the integration of sustainability factors such as environmental, social, and governance risks and opportunities into the Company's strategy. Each of DuPont's four Board Committees has formal oversight of specific environmental, social, and governance-related risks and opportunities. Discussion of sustainability topics and factors occurred at each of the five scheduled Environment, Health, Safety and Sustainability (EHS&S) Committee meetings and as needed at meetings of the full Board.

Climate-related risks and opportunities are part of the responsibility of the EHS&S Committee of the Board.

The responsibilities of the EHS&S Committee in its role of assisting the Board of Directors in fulfilling its oversight responsibilities include:

- Assessing the effectiveness of and advising the Board on the Company's EHS&S policies and programs and matters impacting the Company's public reputation and the Company's core value of Safety and health.
- Overseeing environment, health, and safety performance and regulatory compliance, including the Company's safety programs, processes for risk identification and mitigation, and the processes and systems used to ensure compliance.
- Overseeing and advising the Board on the Company's sustainability strategy, including the Company's sustainability goals and actions, public policy management, advocacy priorities, community impact contributions, climate action, corporate reputation management, and other emerging issues.
- Reviewing the Company's Sustainability Report, sustainability policy positions, strategy regarding political engagement, and corporate social responsibility initiatives.

The EHS&S Committee of the Board of Directors receives reports from the Chief Technology and Sustainability Officer and/or the Chief Operations and Engineering Officer on climate-related matters bi-annually, or on a more frequent basis as necessary.

Management's role in assessing and managing climate-related risks and opportunities

Senior leadership responsibility for our sustainability strategy, including our climate strategy, ultimately resides with the Chief Technology and Sustainability Officer (CTSO), who reports directly to the CEO. The CTSO focuses on the link between sustainability and innovation in our operating model and chairs the Sustainability Executive Oversight Committee, a subset of DuPont's Senior Leadership Team. Members of the Sustainability Executive Oversight Committee represent Corporate Governance, Finance, Operations, Human Resources, Innovation, and business leadership. The Sustainability Executive Oversight Committee reviews and approves sustainability initiatives and policies and oversees the work of the Sustainability Leadership Council (SLC). The CTSO reports directly to the CEO and, together with DuPont's Chief Operations and Engineering Officer, routinely engages with the DuPont Board of Directors and its EHS&S Committee on sustainability matters.

The SLC oversees the implementation of our sustainability and climate strategies. The SLC is chaired by the Vice President of Sustainability, who reports to the CTSO. SLC members include a dedicated leader for each of our 2030 Sustainability Goals, representatives from each of our businesses, functional and regional leaders, and our enterprise sustainability staff. The goal leaders coordinate across the Company to drive actions that enable sustainability and business success in their respective areas of expertise. Members of the council are selected to ensure sustainability is deeply embedded in our business strategy and tightly aligned with our company purpose and actions. Each DuPont business also has a dedicated Business Sustainability Leader (BSL) responsible for overseeing business and product-level sustainability efforts. The SLC includes an enterprise-level climate strategist who leads the implementation of our climate strategy to drive progress toward our Acting on climate 2030 goals, including the development of roadmaps to meet our climate targets, the engagement of our global businesses on emissions reductions in our operations, and the implementation of market-focused climate strategies. DuPont's CTSO and Chief Operations and Engineering Officer together are responsible for performance against our climate goals and communicate with the CEO and the Board of Directors on climate-related matters.

Strategy — disclose the actual and potential impacts of climate-related risks and opportunities on the Company's businesses, strategy, and financial planning where such information is material

Climate-related risks and opportunities the Company has identified over the short, medium, and long term

We define short term as 0 – 5 years, medium term as 5 – 10 years, and long term as 10 – 30 years.

Acute physical risk — frequency and severity of extreme weather events expected in the medium term

The extreme weather-related physical risks to DuPont sites and supply chains (for example, suppliers located along or shipping passing through the U.S. Gulf Coast) are described in our 2024 Annual Report on Form 10-K: "Climate change increases the frequency and severity of potential supply chain and operational disruptions from weather events and natural disasters. The chronic physical impacts associated with climate change, for example, increased temperatures, changes in weather patterns and rising sea levels, could significantly increase costs and expenses and create additional supply chain and operational disruption risks... Supply chain disruptions, plant and/or power outages, labor shortages and/or strikes, geopolitical activity, weather events and natural disasters, including hurricanes or flooding that impact coastal regions, and global health risks or pandemics could seriously harm the Company's operations as well as the operations of the Company's customers and suppliers."

Physical risks could manifest as any of several types of severe weather events including hurricanes, floods, and others. Our operations exposed to acute physical risks include our operations in the U.S. Gulf Coast region, for example, at our operations site at Pontchartrain, Louisiana.

An example of the impact of a severe weather event is Hurricane Ida in August 2021, which impacted our operations site at Pontchartrain, Louisiana. This event resulted in a facility shutdown. The total impact on the Company was approximately $4,000,000 from costs to repair storm-damaged equipment, utilities, and property, as well as costs associated with approximately three weeks of lost production.

Product opportunities — access to new and emerging markets and development of low-emission goods and services

Market opportunities driven by climate change are described in DuPont's 2024 Annual Report on Form 10-K: "Demand for product offerings that are less carbon-intensive or customers determine support their respective sustainability goals... is expected to continue to increase, driven by end-user and customer demand, investor preference, and government legislative and market- and product-specific actions in response to risks created by climate change."

As a premier multi-industrial company with a diverse portfolio of products and downstream markets, DuPont is well positioned to realize the opportunity in the development and expansion of low-emission products in several ways. In 2024, we continued to leverage strategic customer insights to refine our market and business-level sustainable innovation growth strategies across our global value chains. These engagements establish a direct link between our innovation platforms and the sustainability priorities of our customers, and climate change is highlighted as a top sustainability priority.

We work directly with our customers to meet their expectations for low-carbon products and to deliver sustainable innovation. Several examples of market opportunities specific to DuPont's business are:

1) In the automotive market, there is a clear trend toward lower-carbon emission technology (including hybrid, PHEV, and BEV), and away from traditional internal combustion engines and drivetrains.

2) In the building solutions market, the trend strongly favors product solutions that reduce both embodied (i.e., a material's carbon footprint) and operational carbon emissions.

3) The trend in display technologies and consumer electronics favors technologies such as energy-efficient displays and devices that last longer and consume less energy during use by consumers.

Impact of climate-related risks and opportunities on the Company's businesses, strategy, and financial planning

Our understanding of climate change as a risk and opportunity influences our business decisions and strategies in several ways, including through:

How we innovate:
In 2024, we continued to engage with our customers and value chains to learn about their needs and climate goals. The customer insights gained through our engagements establish a direct link between our innovation platforms and the sustainability priorities of our customers. They also provide clarity for DuPont businesses and functions, increase the commercialization success of sustainable products, and enable our customers' success in achieving their sustainability objectives. Climate change is the number one sustainability topic for DuPont's customers and value chains.

Our actions to protect the planet:
Each DuPont business has refined a climate transition plan supporting their markets and value chains. Each business makes decisions aligned with their strategy, such as purchasing renewable energy certificates (RECs) and making renewable electricity claims to support their customers and value chains. We joined RE100, with a near-term commitment to source 60% of electricity from renewable sources by 2030. In 2022, we invested in our first long-term Virtual Power Purchase Agreement (VPPA), which, in 2023, delivered the equivalent of 135 megawatts of new wind power capacity to the North American electrical grid, which is approximately 546,000 megawatt hours of renewable electricity annually.

In 2024, we introduced a bold new commitment to achieve net-zero carbon emissions by 2050, meeting increasing customer and value chain expectations for net-zero commitments.

We have ambitious climate goals that respond to the rising expectations of our customers and stakeholders to accelerate climate action.

Our targets:

- Net-zero by 2050 (committed with SBTi)
- Reduce our Scopes 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030 from a 2019 baseline (validated by SBTi)
- Reduce our Scope 3 emissions from purchased goods and services and end-of-life of sold products by 25% by 2030 from a 2020 baseline (validated by SBTi)
- Source 60% of power to our operations from renewable sources by 2030 (RE100 commitment)

Our performance in 2024:

- 66% reduction of Scopes 1 and 2 emissions from the 2019 baseline, successfully achieving a two-thirds reduction in company emissions in just five years and outperforming the expectations of the 1.5° C pathway set by SBTi in alignment with the Paris Accord
- 60% reduction of Scope 3 emissions from purchased goods and services and end-of-life of sold products from the 2020 baseline, continuing to surpass our 2030 goal of 25% reduction
- 61% of our electricity was procured from renewable sources or through the purchase of renewable energy certificates (RECs), exceeding our near-term goal

Resilience of the Company's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario

DuPont approaches climate resilience through integrating of climate risks and opportunities in our business strategy and enterprise risk management. Beginning in 2021, DuPont conducted a series of climate screening workshops to review and prioritize climate-related physical and transition risks, as well as corresponding opportunities. The Company's climate risk screening and initial assessment showed the strategic importance of climate-focused innovation, disaster preparedness, and a multi-pronged approach to the supply of key raw materials.

From an innovation perspective, DuPont is preparing for the transition to a lower-carbon economy through an integrated climate action and sustainable innovation strategy, as detailed in the Delivering sustainable innovation for our customers section on pages 13 – 19 and the Acting on climate section on pages 21 – 29 of the DuPont 2025 Sustainability Report.

In 2024, we conducted climate scenario workshops using net-zero 2050 and the Stated Policies Scenario (STEPS) within DuPont's Performance Building Solutions business. The business successfully identified valuable insights and outlined strategic actions aimed at bolstering resilience against the impacts of climate change. These insights take into account market expectations and associated risks for the period of 2025 to 2035.

In 2024, each DuPont business effectively refined climate transition plans, leading to significant advancements in their strategic approaches and a stronger alignment with emerging market drivers. Each business strategy focused on developing comprehensive roadmaps that address expected value chain needs. The focus varies based on value chain and includes: life cycle assessment (LCA)/product carbon footprint (PCF) analysis and avoided emissions calculations.

In terms of supply chain resilience, generally, as described in our 2024 Annual Report on Form 10-K, the Company seeks to have many sources of supply for key raw materials to avoid significant dependence on any one supplier or a few suppliers. In addition, and where the supplier market for key raw materials is concentrated, DuPont takes additional steps to manage its exposure to supply chain risk and price fluctuations through, among other things, negotiated long-term contracts, some of which include minimum purchase obligations. However, there can be no assurance that such mitigation efforts will prevent future difficulty in obtaining sufficient and timely delivery of certain raw materials.

Risk management — disclose how the Company identifies, assesses, and manages climate-related risks

Processes for identifying and assessing climate-related risks

In 2021, DuPont conducted a series of climate screening workshops to review and prioritize climate-related physical and transition risks, as well as corresponding opportunities. To develop a deeper understanding of the unique impacts that climate change could have for DuPont, potentially relevant climate risks were identified and assessed via a climate risk screening process based on the risk's likelihood, significance, and scope of impact across the business, including to direct operations, upstream, and downstream. Business and functional teams with responsibilities across DuPont's value chain rated the impact and vulnerability of each risk as low, medium, or high. The low,

medium, and high thresholds were calibrated based on potential impacts on operating costs, earnings, increases in costs of raw materials, and supply chain disruptions. Leadership used these inputs to prioritize the identified risks and integrated them into our corporate enterprise risk management system. The climate screening and risk assessment work was supported by external climate consultants to help the Company better understand its risk exposure, create a roadmap for scenario analysis and resiliency planning, develop strategies for leveraging opportunities, and meet our reporting and disclosure commitments.

In 2024, we conducted climate scenario workshops using net-zero 2050 and the Stated Policies Scenario (STEPS) within DuPont's Performance Building Solutions business, where the business has successfully identified valuable insights and outlined strategic actions aimed at bolstering resilience against the impacts of climate change. These insights take into account market expectations and associated risks for the period of 2025 to 2035.

In 2024, we continued to leverage strategic customer insights to refine our market and business-level sustainable innovation growth strategies across our global value chains. These engagements establish a direct link between our innovation platforms and the sustainability priorities of our customers, and climate change is highlighted as a top sustainability priority.

The engagements address short, medium, and long-term (current – 30 years) through questions about quantitative commitments or product claims that our customers make, investments customers are making, and whether the customer is making carbon neutral or net-zero commitments by 2050. Many of the customer responses reference 2030 commitments. This process of customer engagement is established as an annual process managed by members of our business strategic planning, marketing, and sales teams. This informed each business climate transition plan.

Assessment of physical climate risks is primarily analysis led by our climate strategist that indicates our greatest likelihood of impact is from our supply chains that are impacted by the chemical industry located on the U.S. Gulf Coast. There is also the potential for impact at our sites, but the risk is lower for any single event due to our globally distributed footprint and not being concentrated in higher-risk locations like the U.S. Gulf Coast.

Other inputs to our understanding of climate risks include the evolving criteria in ratings and direct engagements with investors. We monitor sustainability assessments such as CDP, EcoVadis, and others for changes that indicate increased focus on transparency and action related to climate risks. For example, in 2022, CDP expanded their requested disclosures on the details of renewable energy purchases, aligned with RE100 reporting requirements. This was an indicator of additional transparency expectations related to the actions we're taking to manage our climate risk. Our sustainability and investor relations teams collaborate to monitor climate topics in direct engagements with investors. In 2024, those topics included climate targets and our climate action plan among others. Our understanding of these changing criteria primarily covers the short term. For example, we are monitoring progress on regulations from the European Union's Corporate Sustainability Reporting Directive (EU CSRD) and California regulations. The EU CSRD and California's regulations may impact DuPont by mandating enhanced transparency in sustainability reporting.

Processes for managing climate-related risks

At DuPont, we continue to drive the integration and management of strategic climate risks and opportunities at the appropriate levels across business and functional teams where they can be most effectively addressed and acted upon.

Our climate strategy, as part of our sustainability strategy, is set by our Chief Technology and Sustainability Officer (CTSO) and reviewed regularly for progress. Implementation of the Acting on climate goals, including the development of roadmaps to meet our climate targets and the engagement of our business units on their contribution, is led by an enterprise-level climate strategist. DuPont's CTSO and Chief Operations and Engineering Officer together are responsible for performance against our climate goals and communicate with the CEO and the Board of Directors on climate-related matters.

In 2024, we continued to leverage strategic customer insights to refine our market and business-level sustainable innovation growth strategies across our global value chains. These engagements establish a direct link between both the business strategies and the innovation platforms to the sustainability priorities of our customers. Climate change is highlighted as a top sustainability priority by our customers.

Our established process to engage our customers is used to understand their evolution in sustainability priorities. Learnings from these engagements are inputs to management actions, including investing in renewable energy, for example through RECs, increasing investment in climate-related innovation for specific markets and applications, setting new climate reduction targets, engaging our suppliers on their climate action plans, and others.

DuPont manages our risk associated with the physical impacts of climate change through our Business Continuity plans as part of our Enterprise Risk Process, including emergency preparedness.

As part of our emergency preparedness corporate requirements, each site is required to have an emergency response plan (ERP). The plan details the prevention, mitigation, response, and recovery activities the site shall do prior, during, and after any unplanned event. The plan also dictates the need to have a Site Emergency Management team to coordinate the activities detailed in the ERP. If needed, a business crisis team will be dispatched to help provide additional resources to the site, assist employees with recovery, or implement actions to minimize supply chain disruption. The business crisis plan can be escalated to a corporate crisis plan, bringing additional resources to meet the needs of the site(s) and employees.

How processes for identifying, assessing, and managing climate-related risks are integrated into the Company's overall risk management

The Board and its Committees are responsible for overseeing DuPont's overall risk management process and executive management is responsible for executing the risk management strategy. Specifically, the full Board has responsibility for overseeing the strategic planning process and reviewing and monitoring management's execution of the corporate and business plans. The Board is also responsible for overseeing risks associated with operational resiliency, cybersecurity, artificial intelligence, geopolitical matters, innovation and mergers and acquisitions. Each Committee is responsible for oversight of specific risk areas relevant to their respective charters.

Oversight of sustainability-related risks, including climate, is performed by the Board of Directors' Environment, Health, Safety and Sustainability (EHS&S) Committee. In addition to identifying and assessing sustainability-related risk areas, DuPont also includes sustainability topics as elements of other risk areas such as geo-political, operational resilience, human capital management, anti-corruption, fraud, and integrity. Sustainability serves as a lens through which we view corporate risks, drivers, and mitigation for each risk topic to ensure consideration is given to components of the sustainability landscape. For example, operational resilience can be impacted by many factors, including increased frequency and severity of severe weather events. Climate and chemical stewardship are the two specific sustainability-related risk areas monitored, with key indicators identified to manage them and assigned risk leaders and risk owners for accountability. For details about our management of these two topics, refer to the Acting on climate section on pages 21 – 29 and the Innovating safe and sustainable by design section on pages 40 – 44 of the DuPont 2025 Sustainability Report.

Metrics and targets — disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

Metrics used by the Company to assess climate-related risks and opportunities in line with its strategy and risk management process

To achieve our Acting on climate goals of 50% absolute reduction of Scopes 1 and 2 greenhouse gas (GHG) emissions by 2030, procurement of 60% renewable electricity by 2030, and net-zero carbon emissions by 2050, we're implementing an integrated strategy to address all sources of GHG emissions, including efforts to create low-carbon industrial processes, source low-carbon and renewable electricity, and reduce our overall energy use. Because of the complex nature and broad implications of climate change, DuPont currently uses — and is further developing — metrics to help us understand our exposure to physical and transition climate-related risks and opportunities. In 2021, DuPont implemented a Sustainability Modifier to the annual employee Short-Term Incentive Program (STIP) to enhance accountability for sustainability across our organization. DuPont's Environment, Health, Safety and Sustainability Committee believes that linking incentive compensation to our sustainability journey demonstrates our strong commitment to advancing our goals. Each year, DuPont establishes enterprise-wide goals aligned with our three sustainability pillars — Innovate, Protect, and Empower. Extraordinary progress in a target focus area could result in an increase of up to 10% in incentive payouts, while limited progress in these areas could result in a decrease of up to 10% in incentive payouts. The Committee will not apply a modifier if expected progress is achieved. The 2024 Sustainability Modifier focused on delivering against specific goals within each pillar. Based on a holistic review of 2024 performance, the Committee determined a positive application of the modifier was appropriate considering extraordinary achievement within our Innovate and Protect sustainability pillars.

Our physical risk metrics focus on operations and supply chain disruptions. This is managed through our enterprise risk management (ERM) and emergency response plan (ERP) processes and metrics.

Transition risk metrics include our energy consumption, as well as our GHG emissions for Scopes 1, 2, and 3, customer survey metrics, cost of carbon model estimates, and our portfolio sustainability assessment (PSA) methodology, which is a framework to assess innovation opportunities and quantify the impacts of our innovation and product portfolios into four categories, including Climate action. DuPont focuses on product-level GHG accounting through life cycle assessments (LCA) and product carbon footprint (PCF) analysis. Reducing GHG emissions in our products creates value for our customers. We report GHG emissions reductions in our enterprise-level GHG Inventory.

- DuPont monitors the external price of carbon and uses carbon pricing systems to assess and manage climate-related risks and opportunities, enabling us to evaluate the financial implications of carbon emissions on our operations. Emission trading schemes create a financial incentive for minimizing emissions and pursuing sustainable alternatives. The price of carbon allowances under these schemes serves as a key factor in encouraging reductions where it is most cost-effective. As the implementation of carbon pricing mechanisms increases, with varying levels of pricing across different countries and economies, DuPont anticipates adapting to these changes. Carbon pricing frameworks also inform our operational and strategic decision-making, leading to investments in emission reduction initiatives and partnerships focused on sourcing low-carbon raw materials, thus preparing for the anticipated impacts of rising carbon costs on energy sources and raw materials.
- DuPont utilizes robust GHG accounting practices to effectively measure and manage GHG emissions, which are essential for understanding our environmental impact. We incorporate credible GHG accounting, LCAs, and PCF analysis to create value. We employ comprehensive GHG accounting methodologies aligned with GHG Protocol to accurately inventory emissions across all our operations. By utilizing standardized protocols, we ensure transparency and reliability in our reporting. Effective GHG accounting at both the product and enterprise level, allows us to identify key emission sources, set reduction targets, and comply with regulatory requirements, ultimately aiding in value creation, risk management, and strategic planning.
- We leverage LCAs to evaluate the environmental impacts of our products throughout their entire life cycle — from raw material extraction to production, use, and disposal. This holistic approach enables us to identify opportunities to reduce GHG emissions. The insights gained from LCAs guide product innovation and help DuPont develop products that meet consumer demands. By assessing the carbon footprint of our products, we can quantify the GHG emissions associated with each product throughout its life cycle. This information is valuable to customers who are increasingly seeking to reduce their environmental impact. Additionally, understanding the carbon footprints of our products helps us enhance our product offerings by designing low-carbon alternatives, thereby creating competitive advantages in sustainability-conscious markets.

The integration of GHG accounting, LCAs, and PCF analyses drives business value and enhances DuPont's sustainability initiatives. Reducing PCF, improving efficiency, and providing sustainable products play an important role in supporting evolving customer expectations, complying with regulations, and lowering operational costs. These actions also enhance our brand reputation and open new market opportunities, ultimately driving long-term financial performance.

% renewable electricity (including RECs)	2022	2023	2024
	54%	57%	61%

Scopes 1 and 2 emissions ($MTCO_2e$)	2019 (Base year)	2022	2023	2024
Scope 1	2,058,000	1,408,000	719,000	496,000
Scope 2 (market-based)	1,013,000	609,000	576,000	561,000
Scope 2 (location-based)	1,011,000	877,000	860,000	833,000
Scope 1 + Scope 2 (market-based)	3,071,000	2,017,000	1,294,000	1,056,000

Scope 3 ($MTCO_2e$)	2020 (Base year)	2022	2023	2024
Cat. 1 Purchased goods and services	4,247,000	4,888,000	3,749,000	3,574,000
Cat. 2 Capital Goods	80,000	63,000	59,000	61,000
Cat. 3 Fuel and energy related activities	508,000	524,000	508,000	508,000
Cat. 4 Upstream transport & distribution	629,000	850,000	588,000	530,000
Cat. 5 Waste	61,000	72,000	69,000	70,000
Cat. 6 Business travel	1,000	10,000	10,000	12,000
Cat. 7 Employee commute	19,000	21,000	21,000	24,000
Cat. 8 Upstream leased assets	2,000	1,000	1,000	1,000
Cat. 9 Downstream transportation & distribution	15,000	25,000	24,000	20,000
Cat. 10 Processing of sold products	222,000	232,000	216,000	223,000
Cat. 11 Use of sold products	70,000	51,000	33,000	19,000
Cat. 12 End-of-life treatment of sold products	5,957,000	4,287,000	1,794,000	558,000
Cat. 13 Downstream leased assets	Not applicable			
Cat. 14 Franchises	Not applicable			
Cat. 15 Investments	37,000	35,000	31,000	32,000
Total	11,848,000	11,060,000	7,102,000	5,631,000
Category 1 + 12 for goal	10,204,000	9,175,000	5,543,000	4,132,000

Targets used by the Company to manage climate-related risks and opportunities and performance against targets

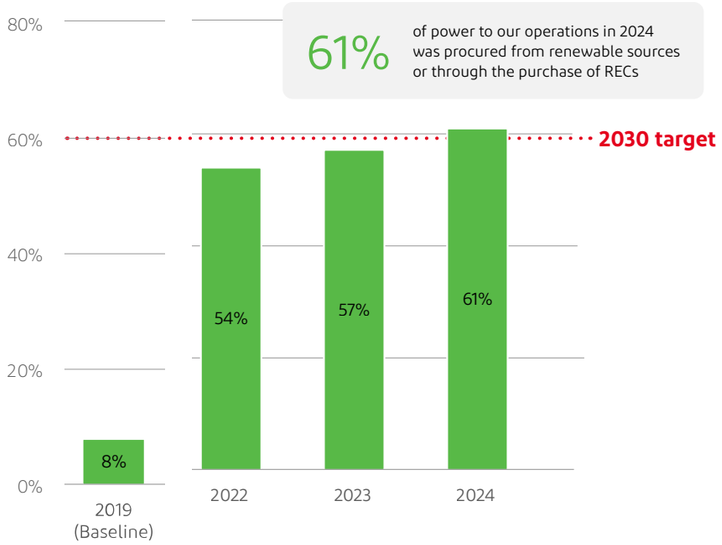
Our targets:

- Net-zero by 2050 target (committed with SBTi)
- Reduce our Scopes 1 and 2 GHG emissions by 50% by 2030 from the 2019 base year (validated by SBTi)
- Reduce our Scope 3 emissions from purchased goods and services and end-of-life of sold products by 25% by 2030 from the 2020 base year (validated by SBTi)
- Source 60% of power to our operations from renewable sources by 2030 (RE100 commitment)

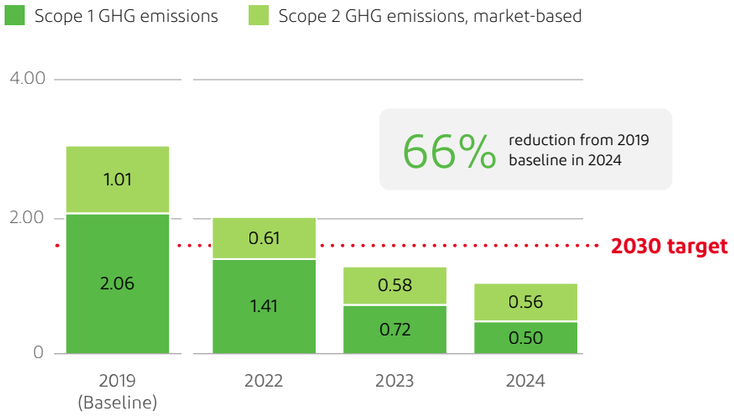
Our performance in 2024:

- 66% reduction of Scopes 1 and 2 emissions from the 2019 baseline, successfully achieving a two-thirds reduction in company emissions in just five years and outperforming the expectations of the 1.5° C pathway set by SBTi in alignment with the Paris Accord
- 60% reduction of Scope 3 emissions from purchased goods and services and end-of-life of sold products from the 2020 baseline, continuing to surpass our 2030 goal of 25% reduction
- 61% of our electricity was procured from renewable sources or through the purchase of renewable energy certificates (RECs), exceeding our near-term goal

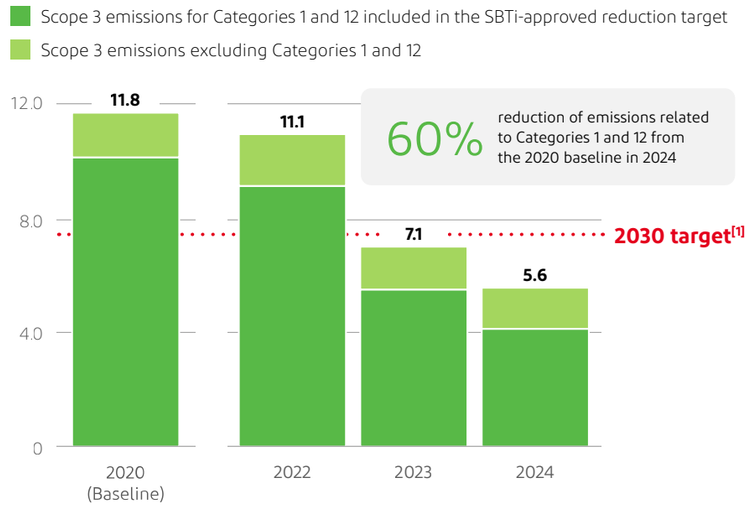
Renewable electricity use (% of total electricity use)



Scopes 1 and 2 GHG emissions (millions of $MTCO_2e$)



Scope 3 emissions (millions of $MTCO_2e$)



[1] The SBTi-approved 2030 target for Scope 3 emissions reductions is focused solely on reducing emissions from purchased goods and services (Category 1) and end-of-life of sold products (Category 12).

July 11, 2025

Ms. Jennifer Princing
Sustainability Disclosures and Reporting Manager
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2024 Greenhouse Gas Inventory, 2024 Energy Use, 2024 Renewable Energy Use, 2024 Water Use, 2024 Environmental Health & Safety Performance Metrics and 2024 Diversity Equity & Inclusion Limited Verification Statement

PURPOSE OF THE STATEMENT

WSP has conducted an independent third-party review of the 2024 calendar year (CY) greenhouse gas (GHG) inventory, energy use, renewable energy (RE) use, water use, the environmental health & safety (EHS) annual performance metrics, and the diversity, equity & inclusion (DEI) metrics of DuPont with the intention of providing limited assurance of its accuracy and completeness. For the GHG inventory, the scope of the review includes all Scope 1 and Scope 2 emission sources and Scope 3 Category 3 fuel and energy-related activities (FERA). For non-renewable energy, the scope of the review includes total energy consumption, total chilled water, total non-renewable steam consumption, and total fuel consumption. For the renewable energy, the scope of the review includes purchased renewable energy, on-site renewable electricity generation, renewable biofuels, and purchased steam generated from renewable sources. For the water use, the scope of this review includes water withdrawals and water consumption. For the environmental health & safety 2024 performance metrics, the scope of the review covered the Total Recordable Incident Rate (TRIR) and the Days Away from Work Case (DAWC) rate for DuPont employees, contractors, and combined contractor and employee rates. The review applies to all owned and leased facilities under DuPont's operational control. For diversity, equity & inclusion, the scope of the review includes percentages of male and female employees for all full-time regular employees, senior executives and board; and percentages of ethnicity groups for all U.S. employees and board.

WSP provided separate "Review Findings" reports to DuPont, which lists in detail the specific review tasks completed and areas which were flagged for clarification or improvement. DuPont has addressed all requests for clarification and has completed all necessary corrective actions. The details of the scope of this assurance review can be found in Table 1.

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TABLE 1: ASSURANCE SCOPE

ASSURANCE PARAMETER	SPECIFICATION
GHG Calculation and Reporting Protocol	▪ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) ▪ The Greenhouse Gas Protocol: Scope 2 Guidance ▪ WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard
Corporate EH&S Standard	▪ SHE Standard S35G: Managing Occupational Injuries and Illnesses ▪ EHS Management System Policy S1Z
Verification Standard	ISO 14064-3: Greenhouse gases – Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions
Level of Assurance	Limited
Organizational Boundary	Operational control
Geography	Global operations
Review Period	January 1, 2024 to December 31, 2024
GREENHOUSE GAS EMISSIONS METRICS	
Scope 1[1]	495,754 metric tons CO_2e (all Scope 1 sources)
Scope 2 Location-based[1]	832,835 metric tons CO2e (all Scope 2 sources)
Scope 2 Market-based[1]	560,694 metric tons CO_2e (all Scope 2 sources)
Scope 3 Category 3 FERA	507,603 metric tons CO_2e

Supporting Documents Reviewed	▪ CY23 Inventory Management Plan (not updated) ▪ 2024 Emission Calcs – Non-Reporting Sites ▪ 2024 Emissions Factor Report_Combined ▪ Activity Data Report 2023 – 2024 ▪ Emissions Report 2023 – 2024 ▪ Fuel_DuPont (uploaded) ▪ Emissions Factor Report_Heat_Grid ▪ 2024 Data Audit Bespoke Fields S1 S2 LB ▪ 2024 Data Audit Bespoke Fiels S1 S2 MB ▪ DuPont 2024 REC Purchase by Site and PL2 (including available REC attestations) ▪ DuPont Electricity EF Source List ▪ DuPont Gap Analysis_Emissions Analysis_2023 ▪ DuPont Electricity Usage 2024 ▪ CY24 Scope 1 and 2 Emission Factor Update Workbook ▪ Scope 3 2024 CDP Lookup Table - SBU Breakdown Workbook ▪ Scope 3 Elec 2024 eGRID ▪ Interviews with energy data management staff ▪ Interviews with select site personnel (Marlborough, Mechelen) ▪ Energy purchasing invoices for selected sites
Date Review Complete	June 25, 2025
ENERGY CONSUMPTION METRICS	
Total Energy Consumption	5,023,053,010 kWh
Total Chilled Water Consumption	33,613 kWh
Total Heat Transfer Fluid Consumption	0 kWh
Total Non-Renewable Steam Consumption	1,488,111,138 kWh
Total Fuel Consumption	1,860,289,217 kWh
RENEWABLE ENERGY CONSUMPTION METRICS	
Purchased Renewable Electricity[2]	1,019,507,012 kWh
On-site Renewable Electricity[3]	1,296,629 kWh

Renewable Electricity Percentage	61 %	*Note that this figure includes purchased renewable energy (RE) and renewable energy generated via on-site through solar photovoltaics and a biomass-fueled generator. Non-renewable on-site generation, typically small sources such as emergency generators, is not tracked nor included in this calculation. X % = (Purchased RE + On-site RE)/Total Purchased Electricity Use
Renewable Biofuels	8.5 MMBTU Biodiesel 2.3 MMBTU Ethanol from mobile fuels	Values were converted to MMBTU
Purchased Steam from Renewable Sources	0 kWh	
Supporting Documents Reviewed	▪ CY23 Inventory Management Plan (not updated) ▪ 2024 Emission Calcs – Non-Reporting Sites ▪ 2024 Emissions Factor Report_Combined ▪ Activity Data Report 2023 – 2024 ▪ Emissions Report 2023 – 2024 ▪ Fuel_DuPont ▪ Emissions Factor Report_Heat_Grid ▪ 2024 Data Audit Bespoke Fields S1 S2 LB ▪ 2024 Data Audit Bespoke Fiels S1 S2 MB ▪ DuPont 2024 REC Purchase by Site and PL2 (including available REC attestations) ▪ DuPont Electricity EF Source List ▪ DuPont Electricity Usage 2024 ▪ CY24 Scope 1 and 2 Emission Factor Update Workbook ▪ Energy invoice documentation for selected sites ▪ Interviews with energy procurement staff ▪ Interviews with select site personnel	
Date Review Complete	June 25, 2025	

WATER METRICS	
Water Withdrawals	74,275.60 Megaliters
Water Consumption	8,255.03 Megaliters
Supporting Documents Reviewed	▪ CY23 Water Data Workbook Water Data 2023-2024_WSP Submittal_5-30-25 , including: ▪ Water Withdrawal by Facility, by Source/Supplier ▪ Water Use/Consumption ▪ Water Discharge (sewer) ▪ Water invoice documentation for selected sites ▪ Interviews with water data management staff ▪ Interviews with select site personnel
Date Review Complete	June 25, 2025
ENVIRONMENTAL HEALTH AND SAFETY PERFORMANCE METRICS	
Employee TRIR	0.12
Employee DAWC Rate	0.04
Contractor TRIR	0.22
Contractor DAWC Rate	0.02
Total (Employee + Contractor) TRIR	0.14
Total (Employee + Contractor) DAWC Rate	0.03
Supporting Documents Reviewed	▪ Sample Weekly EHS Performance Reports ▪ DuPont EHS Performance Report Dashboard -DECEMBER ▪ Injury_Illness Data File-2023 YE, 2024 YE ▪ Corporate Standard for Managing Occupational Injuries and Illnesses ▪ Sample Injury Classification Reports for select sites ▪ Sample Incident Investigation Reports for select sites ▪ Interviews with Corporate EH&S Management Staff
Date Review Complete	June 25, 2025
DIVERSITY, EQUITY AND INCLUSION METRICS[4]	
All Employee, Full Time Regular/Senior Executives/Board - %Male/Female	Global Workforce – 31.95% Female, 67.89% Male, 0.16% Undisclosed Senior Leaders – 28.30% Female, 71.70% Male Board of Directors – 33.33% Female, 66.67% Male

All U.S. Employee/Board - %White/Minority	U.S. Workforce – 34% Minority, 66% White Board of Directors – 17% Minority, 83% White
Supporting Documents Reviewed	▪ DuPont Current Employee Audit Report ▪ Interview with data management personnel ▪ SustainabilityReport - FLAT - 2024.xlsx ▪ Previous DEI findings and documentation ▪ U.S. Department of Labor OFCCP Guidance FAQs for Federal Contractors
Data Review Complete	June 25, 2025

1 Scope 1 and Scope 2 location- and market-based emissions include emissions from DuPont facilities directly reporting emissions parameters as well as estimated emissions for facilities with employee headcounts below 100 during the reporting year which do not directly report emissions parameters at the Corporate level. Scope 1 also includes emissions from mobile fuels.

2 Purchased renewable electricity includes both contractually purchased renewable energy and renewable energy certificates (RECs) purchased.

3 On-site renewable electricity includes renewable electricity generated on-site at DuPont facilities.

4 Note on DEI metrics: The DEI data is self-identified and self-reported by employees. Therefore, WSP has only verified the accuracy of DuPont's summary metrics of self-reported data and not the accuracy of what individual employees reported, and therefore WSP is not responsible for any errors or omissions in connection with the self-reported data. For example, WSP is not attempting to define or review existing DuPont gender or race definitions nor confirm if employees' reported data matches any pre-set definition for gender or race. WSP has simply assured that DuPont has accurately collected the self-reported data, aggregated and summarized it appropriately.

VERIFICATION PROCESS AND DOCUMENT REVIEW

WSP is issuing this limited assurance following the scope of verification activities which included two remote site visits with Mechelen, Belgium on April 8, 2025 and Marlborough, Massachusetts on April 15, 2025, a desktop review of activity data and calculations, and follow-up conversations with management personnel. DuPont has provided all data and requested supporting documentation which includes the following types of materials:

- Energy and fuel activity data collection tools
- Tool implementation emission review data
- GHG Inventory Management Plan (IMP)
- GHG inventory calculation protocols and tools
- Selected energy invoices, renewable energy certificates and data tracking systems
- Water activity data calculation tools
- EHS Annual Performance Report
- EHS Incident Reports and Standards
- DuPont Current Employee Detail Report

DATASET UPDATES

DuPont has provided the above supporting documentation for 2024 between February and July 2025. This Assurance Statement is issued to specifically assure the 2024 metrics as stated in Table 1 above. Should corrections or revisions be made—either at the Corporate level or by site teams—within DuPont's data collection system after this time, the updated metric(s) for applicable parameters (such as water, GHG and energy) require a separate limited assurance review for issuance of a Revised 2024 Assurance Statement. Similarly, all Assurance Statements issued by WSP are intended to assure calendar year data specifically provided by DuPont at the time of the original assurance process. When data from previous years has been modified, the Assurance Statements made by WSP for that associated year will no longer apply. WSP does not express a conclusion or any form of assurance on modified calendar year information unless specifically stated within said revised assurance statement.

ASSURANCE FINDING

Based on these review processes and procedures, WSP has not identified any evidence that the 2024 GHG inventory, renewable energy use, water use, EHS performance metrics, and DEI metrics of DuPont are not materially correct, are not a fair representation of the corresponding data and information or have not been prepared in accordance with the Greenhouse Gas Protocol, DuPont EHS S1Z and S35G Standards.

PROFESSIONAL CONDUCT

WSP has conducted this limited assurance review in its capacity as an impartial third party, consistent with guidance on impartiality from ISO 14065 International Standard, *Greenhouse gases — Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition*. ISO 14065 specifies the principles and requirements employed by WSP to act in an impartial manner. Specifically, 1) WSP has not contributed to the compilation of the 2024 GHG inventory of DuPont, its renewable energy data, water use data, EHS performance metrics, nor its diversity, equity & inclusion metrics; and 2) members of the WSP Assurance Team are not working with DuPont in any capacity that would conflict with WSP's ability to be an impartial third party.

Sincerely,

Anna Stephens
Lead Verifier

Matt Aberant
Independent Reviewer

Forward-looking statements

Cautionary Statement about Forward-looking Statements

This communication contains "forward-looking statements" within the meaning of the federal securities laws, including Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. In this context, forward-looking statements often address expected future business and financial performance and financial condition, and often contain words such as "expect," "anticipate," "intend," "plan," "believe," "seek," "see," "will," "would," "target," “stabilization,” “confident,” “preliminary,” “initial,” ”drive,” “innovate” and similar expressions and variations or negatives of these words.

Forward-looking statements address matters that are, to varying degrees, uncertain and subject to risks, uncertainties, and assumptions, many of which that are beyond DuPont's control, that could cause actual results to differ materially from those expressed in any forward-looking statements. Forward-looking statements are not representations or warranties or guarantees of future results. All statements, other than statements of historical fact, are forward-looking statements, including statements regarding outlook, expectations and guidance, including with respect to the potential impact of tariffs and discussion of trade sensitivity and macroeconomic uncertainties. Forward-looking statements address matters that are, to varying degrees, uncertain and subject to risks, uncertainties, and assumptions, many of which that are beyond DuPont’s control, that could cause actual results to differ materially from those expressed in any forward-looking statements.

Forward-looking statements include statements which relate to the purpose, ambitions, commitments, targets, plans, objectives, and results of DuPont’s sustainability strategy, including its activities related to substances of concern. Forward-looking statements include statements related to the standards and measurement of progress against the Company’s sustainability goals, including metrics, data and other information, which are based on estimates and assumptions believed to be reasonable at the time. The actual conduct of the Company’s activities and results thereof, including the development, implementation, achievement or continuation of any goal, program, policy or initiative discussed or expected in connection with DuPont’s sustainability strategy may differ materially from the statements made herein. The use of the word “material” for the purposes of statements regarding our sustainability strategy and goals should not be read as equating to any use of the word in the Company’s other disclosures or filings with the U.S. Securities and Exchange Commission.

On January 15, 2025, DuPont announced it is targeting November 1, 2025, for the completion of the intended separation of the Electronics business (the “Intended Electronics Separation”). The Intended Electronics Separation will not require a shareholder vote and is subject to satisfaction of customary conditions, including final approval by DuPont's Board of Directors, receipt of tax opinion from counsel, the completion and effectiveness of the Form 10 registration statement filed with the U.S. Securities and Exchange Commission, applicable regulatory approvals and satisfactory completion of financing.

Effective in the first quarter of 2025, in light of the Intended Electronics Separation, the Company realigned its management and reporting structure. This realignment resulted in a change in reportable segments in the first quarter of 2025 which changed the manner in which the Company reports financial results by segment, (the "2025 Segment Realignment"). As a result, commencing with the first quarter of 2025, the businesses to be separated as part of the Intended Electronics Separation are reported separately from the other businesses of DuPont. The Consolidated Financial Statements have been recast for all periods presented to reflect the new two segment reporting structure.

See DuPont’s most recent annual report and subsequent current and periodic reports filed with the U.S. Securities and Exchange Commission for further description of risk factors that could impact the expectations or estimates implied by the Company’s forward-looking statements, including (i) the ability to effect the Intended Electronics Separation, and meet expectations regarding the timing, completion, accounting and tax treatments, and benefits related to the Intended Electronics Separation and other portfolio changes; (ii) risks and costs related to indemnification of legacy liabilities; (iii) risks and uncertainties related to operational and supply chain impacts or disruptions, including ability to

offset increased costs, obtain raw materials, and meet customer needs, and (iv) other risks to DuPont's business and operations. Unlisted factors may also present significant additional obstacles to the realization of forward-looking statements. Consequences of material differences in results as compared with those anticipated in the forward-looking statements could include, among other things, business or supply chain disruption, operational problems, financial loss, legal liability to third parties, loss of key customers, reputational harm and similar risks, any of which could have a material adverse effect on DuPont's consolidated financial condition, results of operations, credit rating or liquidity. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. DuPont assumes no obligation to publicly provide revisions or updates to any forward-looking statements whether as a result of new information, future developments or otherwise, should circumstances change, except as otherwise required by securities and other applicable laws.

Additional information

Additional sustainability disclosures are available on our Sustainability resources & downloads webpage, including:

- GRI, SASB, and TCFD indices as separate downloads;
- Past years' reports; and
- CDP submission and EcoVadis scorecard.

Financial, legal, and governance information, including our 2025 Proxy Statement and financial filings, is available on our DuPont Investors website: www.investors.dupont.com.

Our corporate position statements on many of the topics included in this report are available at www.dupont.com/position-statements.

We welcome engagement on the topics described in the report. Please email sustainability@dupont.com.

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Engage with us at

If you have comments/questions, email us at sustainability@dupont.com.