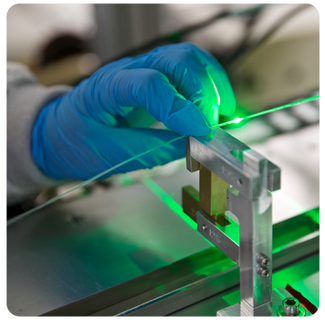
DUPONT™



# 2026 Sustainability Report

**Shaping what comes next**

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# Letter from our Chief Executive Officer

**To our stakeholders,**

2025 was a year of bold and distinctive transformation at DuPont. We successfully separated our electronics business, Qnity Electronics, Inc., and made significant progress as we enter a new chapter as a more focused and agile company with a strong foundation for sustained organic growth.

Today, we're delivering innovation where it matters most — working side-by-side with customers across healthcare, water, construction, and industrial applications — delivering solutions that enable cleaner water, safer materials, and stronger, more resilient infrastructure. Guided by integrity and purposeful innovation, we're focused on creating lasting value for the customers and communities we serve.

We have also significantly improved our performance, setting standards of excellence by operating with consistency and accountability. We codified the fundamentals that make us strong — our long-standing innovation excellence, our growing momentum in operational excellence, and the early success of our commercial excellence capabilities — into a business system that strengthens our culture of continuous improvement and growth.

This commitment to continuous improvement also extends to our sustainability performance, which is in full display in this report, vividly detailing the significant accomplishments of our breakthrough innovations and technologies. Throughout 2025, we collaborated with customers to introduce sustainably advantaged products, made substantial progress on reducing our climate impact, and extended our sustainability expectations into our supply chain.

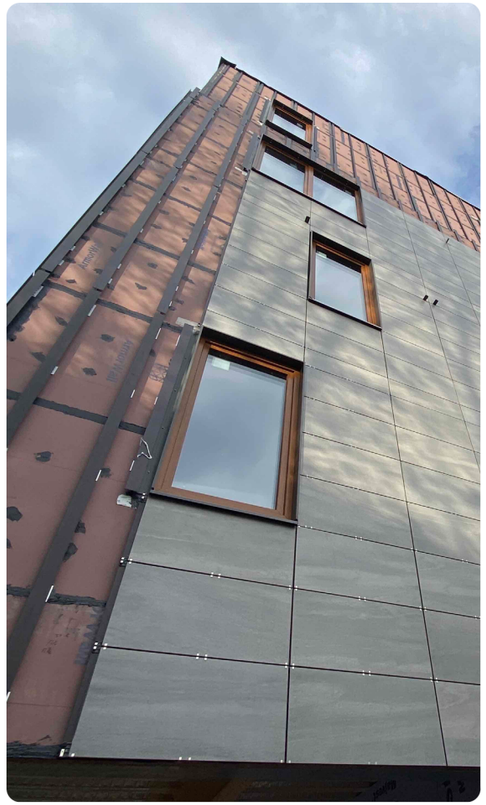
Our progress comes to life through the stories, achievements, and partnerships featured in this report — each one is a testament to the dedication and collaboration of our employees and stakeholders who share our commitment to a more sustainable future.

While we are proud of how far we have come, we know there is more work ahead. In 2026, we will build on our progress, deliver greater value to customers, and accelerate our impact through our newly established 2035 sustainability goals. These goals are tightly woven into our enterprise strategy and grounded in innovation, resilient operations, and a commitment to our people, partners, and communities. With continued focus, accountability, innovation, and a growth-minded spirit of continuous improvement, we will keep advancing toward our goals.

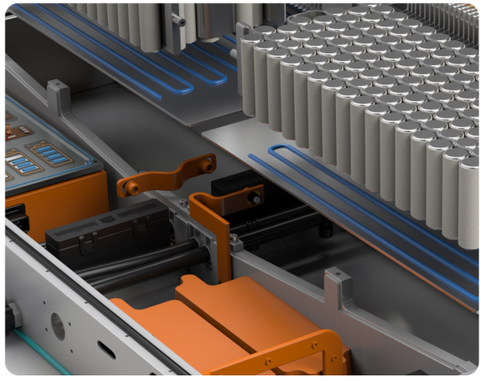
Thank you for your partnership and your confidence in DuPont.
As you read through the stories and accomplishments in this year's Sustainability Report, I hope you are as inspired as I am by the impact we are making — together.

Lori Koch

**Lori Koch**
Chief Executive Officer



# About DuPont



DuPont is entering its next chapter, built on a long history of turning ideas into real-world impact.

As a leading advanced solutions provider, we work side-by-side with customers across healthcare, water, and the industries that build, protect, and power the modern world — delivering solutions that help create safer, cleaner, more reliable and resilient products the world needs.

Guided by integrity, purposeful and sustainable innovation, we're focused on creating lasting value for the customers and communities we serve.

## In this section

DuPont at-a-glance →

2025-at-a-glance →

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2035 sustainability goals →

Awards →

# DuPont at-a-glance

DuPont is a leading provider of advanced solutions that improve everyday life across healthcare, water, construction, and industrial markets. The Company is committed to helping customers advance their technology pipelines and providing solutions that address their unique challenges. From delivering clean water to enabling medical packaging solutions that enhance safety and performance, DuPont's innovations power the essential products and technologies people rely on every day.

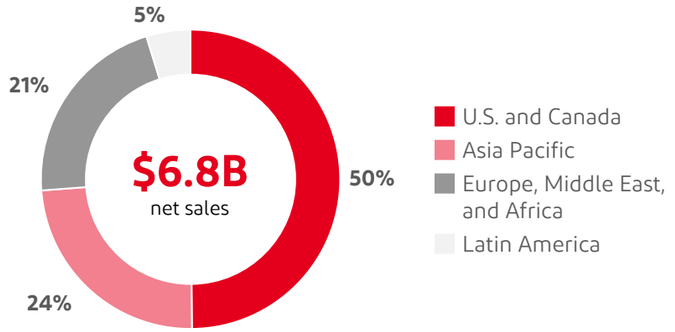
DuPont has two reporting segments:

- **Healthcare & Water Technologies** includes high-performance packaging, parts, and components for medical device and biopharma markets, as well as water filtration and purification technologies primarily for industrial wastewater and energy; municipal drinking water and desalination; and life sciences and specialty markets.
- **Diversified Industrials** includes building technologies, with a broad portfolio serving new-build and repair/remodel applications across non-residential and residential construction markets, and industrial technologies, which includes a portfolio of adhesive, wear and friction, and packaging solutions serving aerospace, automotive and printing and packaging markets.

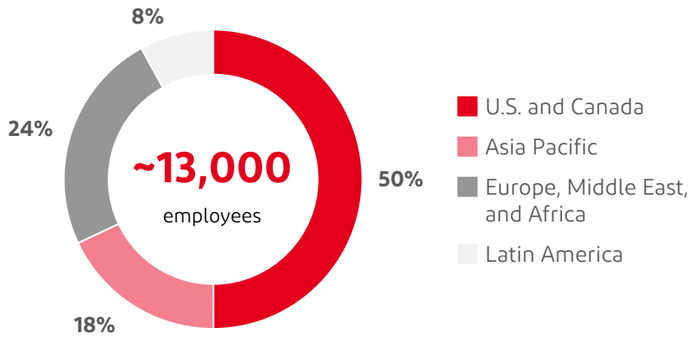
More information about our organization, corporate governance, Board of Directors, operational structure, markets served, and geographical footprint as of December 31, 2025, is available in our 2025 Annual Report on Form 10-K and our 2026 Proxy Statement. These documents were filed with the U.S. Securities and Exchange Commission and are available at investors.dupont.com.

# 2025 at-a-glance

## DuPont sales by region[1]

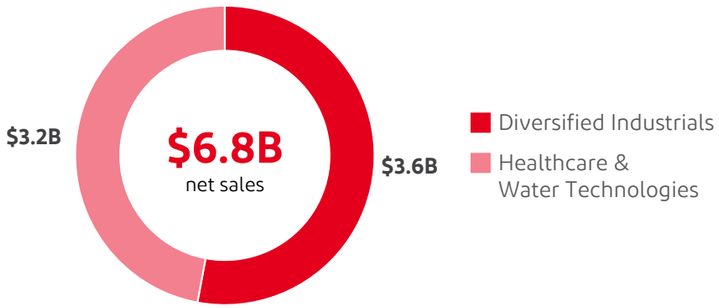



## DuPont employees by region[2]




[2] Approximately, as of December 31, 2025, as reported in the 2025 Annual Report on Form 10-K.

## DuPont sales by reporting segment[1]




[1] Sales on a continuing operations basis as reported in the 2025 Annual Report on Form 10-K.

**~75**
manufacturing sites globally

**$2.4B**
in sales from products launched in the past five years

**~50**
countries with subsidiaries

**19**
R&D and Innovation Centers globally

## Our core values

As DuPont transforms, our values guide our decision making. Our core values define how we lead, how we work, and how we deliver for customers. They are clear, actionable standards that demonstrate our priorities and drive performance across DuPont.

### We put safety and respect first

Safety and well-being are at the heart of every decision we make. We care deeply about our people, partners, and communities.

### We act with integrity and accountability

We do what's right, always. Our actions build trust that strengthens every partnership.

### We solve problems for customers

Our success is shared success. We collaborate with our customers to solve real-world problems, accelerate innovation, and deliver meaningful outcomes.

### We grow and improve every day

Driven by curiosity and accountability, we challenge ourselves and one another to keep learning, innovating, and raising the bar for excellence.

# Sustainability strategy

**At DuPont, sustainability is core to how we innovate, compete, and create value for our customers and the markets we serve.**

2026 will be pivotal year for DuPont, with focused portfolio and operating models tailored to innovation, operational, and commercial excellence. We have an opportunity to assess the ambitions we previously set for 2030, and elevate our commitment to sustainability with a new generation of sustainability goals developed through a rigorous process rooted in a double materiality assessment, benchmarking, and comprehensive engagement across our businesses. These goals, introduced on the next page and detailed in the report, reflect both the strategic reset of new DuPont and the increasing sustainability expectations of the customers and industries that rely on our innovative solutions.

We are designing our 2035 goals to reinforce DuPont's competitive position and deliver greater value to customers who increasingly want to partner with companies that can help them innovate responsibly, navigate regulatory and market pressures, and meet their own sustainability commitments. By aligning our goals with the areas where sustainability performance most directly influences customer preference and long-term growth, we are ensuring that sustainability continues to strengthen our portfolio, deepen customer trust, and differentiate DuPont in fast-evolving markets.

Alongside continuous improvement in our operations and commitments to safety, people, and communities, a central component of our sustainability strategy is accelerating sustainable innovation. Across DuPont, our teams consider sustainability progress when making decisions that shape our innovation pipeline, portfolio strategy, and investment priorities. Internal discussions emphasize the importance of understanding where our products are sustainably advantaged — and how those advantages translate into growth, margin strength, and stronger customer relationships. In markets where customers increasingly reward partners who deliver both superior performance and measurable sustainability benefits, this connection between sustainability and competitiveness is essential.

As we move through 2026, an important next step will be defining the specific measures, detailed targets, and reporting mechanisms that will bring these 2035 goals to life. The foundational work early in the year has focused on establishing strategic direction and identifying the areas where DuPont can deliver the greatest customer value and competitive differentiation. The year ahead will focus on translating this ambition into clear baselines and performance metrics, ensuring that our goals are both actionable and transparently measurable, and that customers and stakeholders can track our progress with confidence.

**Scott Collick**
Chief Sustainability Officer

**"DuPont's new 2035 sustainability goals position the company and our customers for long-term success. By pairing scientific and technical expertise with operational excellence, we are embedding sustainability into how we innovate and operate, strengthening competitiveness and creating lasting value across the markets we serve."**

# Announcing our 2035 sustainability goals

## Sustainable innovation

### Sustainable solutions →

A significant majority of our products and solutions will deliver direct sustainability advantages to customers; new products will provide health, water, or climate benefits.

### Safe and sustainable by design (SSbD) →

We commit to systematically minimize, eliminate, or avoid substances of concern (SoC) in products where safer alternatives exist, supported by year-over-year reductions in substances of very high concern (SVHC) in our product portfolio and transparent reporting of phase-out progress to stakeholders.

## Resilient operations

### Climate action →

We will achieve science-based target reductions in Scopes 1 and 2, and Scope 3. We will implement renewable electricity and supplier engagement programs to drive progress toward Net-Zero by 2050 and RE100; we will delver a 10% improvement in energy efficiency.

### Circular economy →

We will integrate circular economy principles into our business models and continuously improve the proportion of circular content in products and packaging year over year. Every facility will implement a 4R (reduce, reuse, repurpose, recycle) program to achieve a 10% reduction in total waste intensity.

### Water stewardship →

We will embed responsible stewardship practices at priority sites in line with leading global standards while supporting workplace water, sanitation, and hygiene (WASH) principles in our operations and supply chain.

## People, partners, and communities

### Workplace safety →

We will continuously improve our total recordable incident rate (TRIR) to achieve zero injuries.

### Employee well-being →

We will continue to foster an inclusive workplace where all employees are supporting in their well-being and professional growth.

### Responsible procurement →

We will communicate responsible sourcing expectations aligned with the UN Global Compact to suppliers and implement monitoring programs aligned with industry standards.

### Community impact →

We will support communities through volunteerism and initiatives that promote education, access to basic needs, and a positive environmental impact.

## Strong governance

Strong governance is the foundation of DuPont's sustainability strategy. Our framework ensures that sustainability is fully embedded in each function and business, driving consistent and impactful actions. →

# 2025 awards

**Most Sustainable in the Water Industry**

**R&D 100 Awards**

Tychem® 6000 SFR protective clothing

FilmTec™ Fortilife™ XC160 Membrane

**2025 Enlighten Award Finalist**

BETAFORCE™ Elastic Structural Adhesive

**GOLD**

Tyvek® Trifecta™ A2 breather membrane for buildings

**SILVER**

AmberLite™ P2X110 ion exchange resin

**Business Intelligence Group's 2025 Sustainability Squad Award**

FilmTec™ Fortilife™ membranes

**Southern Sustainability Partnership's 2025 BIG Sustainability Awards**

Tyvek® with Renewable Attribution for healthcare packaging

**Forbes' List of Net-Zero Leaders**

**EcoVadis Silver**

2nd consecutive year

**CDP Climate score: A-**

**CDP Water score: B-**

**CDP Supplier Engagement Assessment score: A**

3rd consecutive year

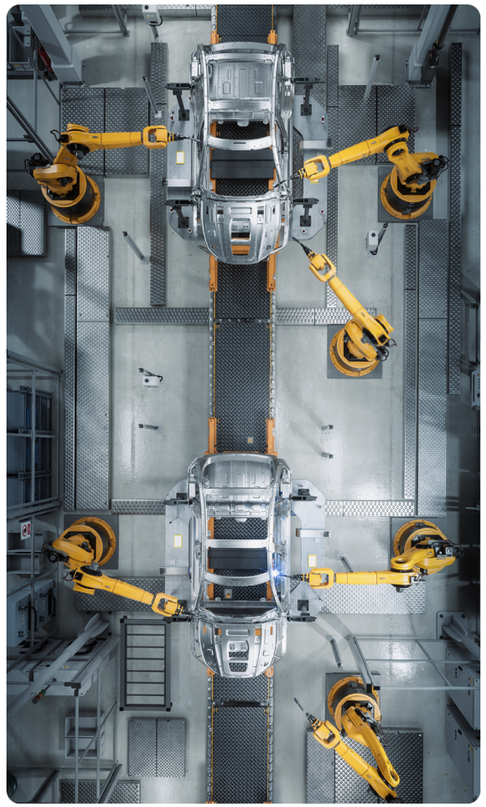
**GOLD**

Outstanding commitment to inclusive sourcing

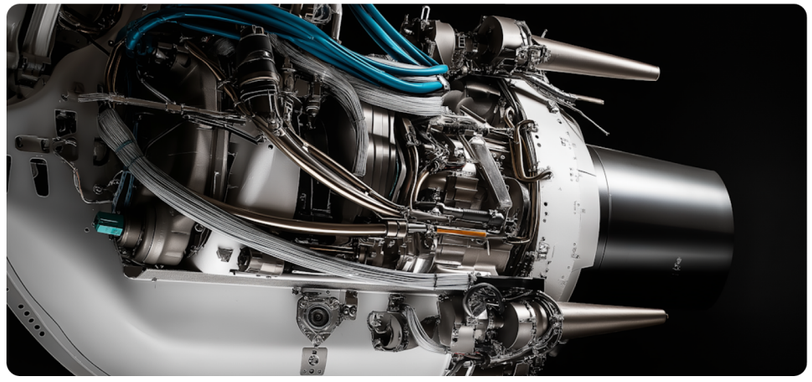
**Perfect scores of 100 on the 2025 Corporate Equality Index and Disability Index**

**2025 Pudong ESG Awards**

Recognized DuPont China and our China Youth Innovation Program



# Sustainable innovation



Across DuPont, teams integrate sustainability considerations into decisions shaping our innovation pipeline, portfolio strategy, and investment priorities.
We focus on where our products deliver clear sustainability advantages — from climate and water to circular and safe and sustainable by design — and how these advantages translate into growth, margin strength, and deeper customer relationships. As customers increasingly reward partners who deliver superior performance and measurable sustainability benefits, this link between sustainability and performance is critical to competitiveness.

## In this section

Sustainable solutions →

Healthcare & Water Technologies →

Diversified Industrials →

Safe and sustainable by design →

Strategic industry collaboration →

2035 GOAL

## Sustainable solutions

**Our advanced solutions transform industries by redefining what's possible.**

A significant majority of our products and solutions will deliver direct sustainability advantages to customers; new products will provide health, water, or climate benefits.

2025 ACCOMPLISHMENTS

**35%**

of our revenue is from products introduced over the past 5 years.

**Launched over 125**

product innovations.

**Greater than 80%**

of our forecasted 2030 revenue for our innovation portfolio is expected to deliver sustainability value for our customers.[1]

[1] Based on an analysis using an updated version of DuPont's portfolio sustainability assessment (PSA) methodology.

# Sustainable solutions

DuPont integrates sustainability into our Innovation Excellence Framework to deliver customer-driven, high-performance solutions that are sustainably advantaged across their full life cycle. We align product development resources to what matters most to our customers and apply portfolio sustainability assessment methodologies and safe and sustainable by design principles to reduce risk, enhance transparency, and create differentiated value across both current and developing products. Together, these practices ensure that sustainability is embedded not only in what we deliver, but in how we design, develop, and govern our innovation portfolio.

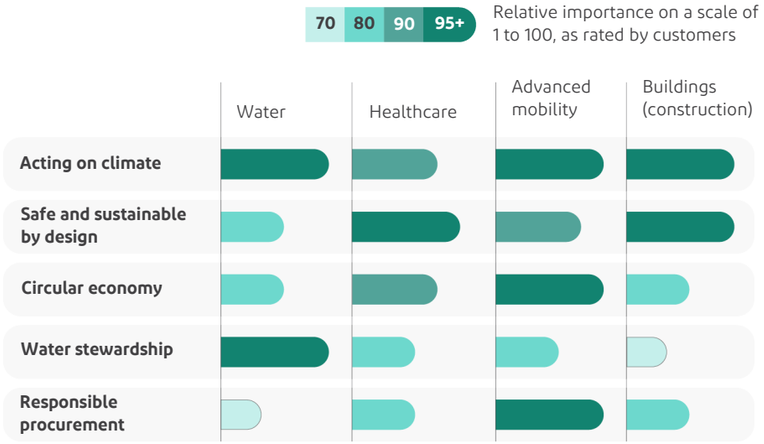
**Marty DeGroot**
Chief Technology Officer

**"Innovation Excellence is how we turn DuPont's unmatched scientific knowledge into a real competitive edge. By combining the uniqueness of our expertise and data with greater speed, agility, and collaboration, we're able to solve our customers' toughest problems faster and deliver sustainable solutions that truly differentiate us in the market."**

## Strategic insight from our customers

Our commitment to sustainable innovation is underpinned by close collaboration and ongoing dialogue with strategic customers to understand their evolving sustainability priorities, and translate those insights into differentiated innovation choices.

The diversity of our global businesses requires differential investment choices to meet customer expectations across the market and the need for tailored sustainable innovation growth strategies. Insights from our collaborations in 2024 and 2025 reinforced the value our customers and stakeholders place on climate action and safe and sustainable by design strategies.

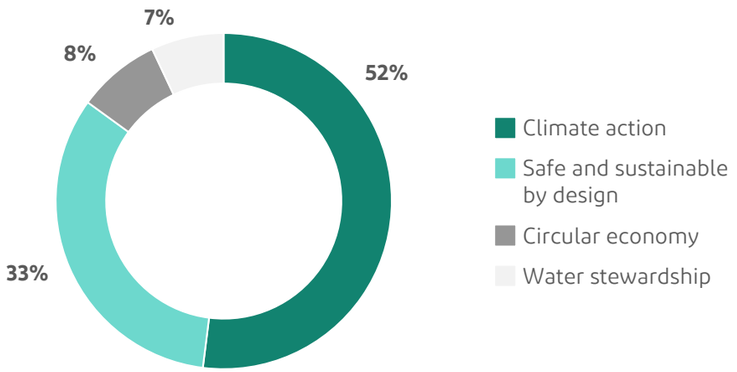


# Refining our market and business growth strategies

Active engagement with customers and partners across the value chain enables us to leverage strategic insights and refine our business-level sustainable innovation growth strategies. Technology teams within each business evaluate innovations against key sustainability drivers aligned with the four impact categories of DuPont's portfolio sustainability assessment (PSA) methodology: climate action, circular economy, safe and sustainable by design, and water stewardship.

The portfolio-level scoring based on our PSA methodology demonstrates that our innovation portfolio is strongly aligned with the sustainability priorities of our strategic customers and is sustainably advantaged compared to competitors. 82% of the expected 2030 risk-adjusted revenue from DuPont's innovation portfolio is rated as sustainably advantaged — classified as "differentiated" or "highly differentiated" — in at least one sustainability impact category.

## Sustainably advantaged innovation portfolio alignment to sustainability impact category (based on expected 2030 revenue)



### BETASEAL™ — Advancing sustainable aftermarket auto glass solutions

Automotive glass installers face growing pressure to reduce waste, improve efficiency, and support more sustainable repair practices as vehicle complexity increases. BETASEAL™ ACE addresses these needs with a primerless-to-glass urethane adhesive system that eliminates the glass priming step, which reduces material use, packaging waste, and process steps. Its consistent performance and 30-minute drive away time minimize rework and vehicle downtime, improving workshop efficiency.

**Learn more** at www.dupont.com

## 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.
- Enable phase-out of a SoC or advance sustainability improvements for an existing products.
- Investigate and build knowledge for safer and more sustainable alternatives.
- Engage raw material suppliers or 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.

# Healthcare & Water Technologies

## Tyvek® with Renewable Attribution is shaping the future of healthcare packaging

Made with bio-circular feedstock certified by ISCC PLUS,[1] Tyvek® with Renewable Attribution is a healthcare packaging innovation that offers the trusted performance of Tyvek® while supporting a circular economy and providing a reduced carbon footprint. Global medical device manufacturers, Cook Medical and Olympus Corporation, both announced commitments to use Tyvek® with Renewable Attribution in their respective packaging solutions.

[1] This is achieved through the mass balance approach in accordance with International Sustainability and Carbon Certification (ISCC) PLUS.

Learn more

## Advancing sustainable industrial water reuse

DuPont FilmTec™ Fortilife™ XC160UHP RO elements enable more sustainable industrial wastewater reuse by treating high-salinity streams that would otherwise require energy-intensive thermal evaporation. The innovation lowers overall energy consumption, greenhouse gas emissions, and freshwater withdrawals in zero-liquid-discharge and minimal-liquid-discharge applications. It received an R&D 100 Award, Edison Award, and WateReuse Transformational Innovation Award for its contributions to more resilient and circular industrial water systems.

Learn more

## Introducing Tyvek® APX™ — heralding a new era in worker safety

Tyvek® APX™ represents the most advanced Tyvek® material to date, combining protection and durability with significantly enhanced breathability to improve comfort in protective garments. Developed and validated in collaboration with scientific experts, its performance was assessed using rigorous methods focused on breathability and worker well-being. By allowing heat and moisture to dissipate, Tyvek® APX™ helps reduce the risk of overheating and heat stress, particularly in physically demanding environments.

Learn more

## Increasing wastewater treatment with MBR technology

DuPont's MemCor® membrane bioreactor (MBR) systems enable more sustainable municipal wastewater treatment by increasing capacity, improving effluent quality, and reducing energy use in compact footprints. Deployed in communities from Florida and Minnesota to New Zealand and Sweden, MBR technology helps utilities meet stricter regulations, support growth, and reduce environmental impact while strengthening long-term water resilience.

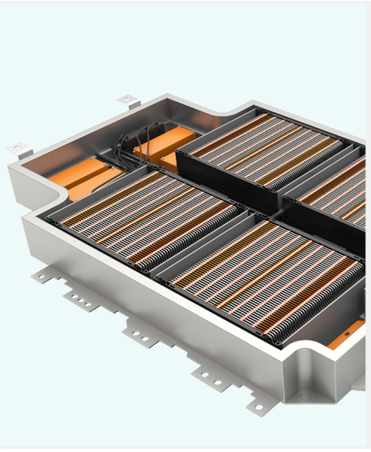
Learn more

# Diversified Industrials

## Supporting long-lasting, sustainable exterior wall systems with ArmorDry™

As part of the ArmorWall™ System, DuPont has introduced the ArmorDry™ Exterior Drainage Mat to enhance moisture management and durability with lath-based claddings. By creating a ventilated airspace that improves drying and reduces moisture-related damage, the solution supports longer-lasting, higher-performing building envelopes that contribute to more resilient, sustainable structures.

Learn more



## BETAFORCE™ elastic structural adhesives technology

BETAFORCE™ elastic structural adhesives are a novel solution enabling the sustainable assembly of electric vehicle (EV) battery packs, made possible through a custom formulation that is compatible in a variety of dispensing environments with more than one hour of working time and cures at room temperature. The solution also contains 30% renewable raw materials by weight and demonstrates excellent bonding strength to aluminum laminated film without the need for primers or pretreatments.

Learn more

## Expanding the Corian® Solid Surface portfolio with fresh colors that support a circular future

We continue to innovate Corian® Solid Surface and expanded our recycled content portfolio with eight new colors containing 6-14% certified recycled materials. By integrating post-industrial content in our portfolio, we empower designers to create inspiring, responsible spaces that support a circular future.

Learn more

## Redesigning adhesive application for textile printing

Newly launched Artistri® Jettable Adhesive technology advances textile printing through a fully digital, powder-free approach that applies color and adhesive in a single step. By redesigning how materials are delivered at the point of application, this innovation is intended to simplify processing and support more responsible material use, demonstrating how application and chemistry innovation can contribute to sustainability while maintaining high-quality performance.

Learn more

2035 GOAL

## Safe and sustainable by design (SSbD)

**We integrate SSbD principles into every product we produce.**

We commit to systematically minimize, eliminate, or avoid SoC in products where safer alternatives exist, supported by year-over-year reductions in SVHC in our product portfolio and transparent reporting of phase-out progress to stakeholders.

2025 ACCOMPLISHMENTS

**29**

SVHC eliminated from our product portfolio since the initiation of our targeted Chemical Management Policy in 2021.

**>50%**

of new products launched in 2025 incorporated SSbD principles.

# Safe and sustainable by design

At DuPont, we integrate safe and sustainable by design (SSbD) principles into our product development processes to deliver quantifiable value to our customers while also reducing impacts to human health and the environment. We value transparency through the value chain as we know it drives trust with our customers and results in a more competitive, more sustainable portfolio of the future.

Since launching our SSbD goal and Substances of Concern (SoC) Chemical Management Policy in 2021, we have made meaningful progress in avoiding, minimizing, and eliminating the use of SoC across our portfolio, as reflected in our published performance metrics and prior sustainability reports. Our SoC Chemical Management Policy defines how we assess and mitigate SoC risk and supports year-over-year progress. Progress against SSbD objectives is reviewed annually by senior leadership with results informing portfolio decisions, product roadmaps and R&D project prioritization. Identified risks trigger defined mitigation or phase-out actions, which are tracked through DuPont's product stewardship governance processes.

Our SSbD approach applies green and sustainable chemistry principles to minimize hazards and improve sustainability at the design stage rather than managing them downstream. This includes intentional material selection while simultaneously evaluating impacts on energy, water, and material-use efficiency. When designing or re-designing products, we utilize the European Union's substances of very high concern (EU SVHC) list and an internal DuPont SoC list. If these hazardous substances are present at concentrations of 0.01% in the final product, we seek to avoid or replace them where safer and more sustainable alternatives exist.

Through intentional phase-out plans, we eliminated three SVHC from our current product portfolio in 2025.

We will continue to enhance transparency by publishing annual performance indicators as part of our SoC Chemical Management Policy and by increasing detail in product disclosures. Our SoC Chemical Management Policy includes waste management practices beyond regulatory requirements related to the disposal of waste containing SoC. Additionally, we strengthened our SSbD goal to reflect a more actionable, execution-focused commitment. Together, these practices ensure that sustainability is embedded not only in what we deliver, but in how we design, develop, and govern our innovation portfolio.

### THIXON™ and MEGUM™ MIBK-free specialty adhesives

As automotive manufacturers seek more sustainable solutions that reduce environmental impact without sacrificing performance, safe material chemistries are essential. THIXON™ and MEGUM™ methyl isobutyl ketone (MIBK)-free primers and bonding agents support these priorities by improving material handling safety while delivering the same proven performance in harsh automotive environments. They retain resistance to heat, oil, water, solvents, and corrosion — helping customers meet demanding application requirements.

**Learn more** at www.dupont.com

### Launched multiple MOLYKOTE® products without intentionally added PFAS

As part of our ongoing commitment to safe and sustainable by design, we reformulated two of our most trusted food grade synthetic greases, MOLYKOTE® G-4500 FMS Multi-Purpose Synthetic Grease and G-4501 FMS, to be free of intentionally added PFAS.

We also developed our MOLYKOTE® G-5133M Wide Temperature Range Grease without intentionally added PFAS and specially engineered it for extreme low- to high-temperature dynamic applications. This allows it to be used under various operating conditions by the automotive, industrial, and energy industries. Compatible with most elastomers, polymers, and select metal/metal applications, MOLYKOTE® G-5133M Wide Temperature Range Grease provides improved oxidative stability and shear stability and can potentially extend equipment life.

**Learn more** at www.dupont.com

# Product Stewardship

Through our Product Stewardship and Regulatory (PS&R) Management System and disciplined stewardship reviews, we assess product risks across the life cycle and strengthen transparency through compliance, labeling, and disclosure practices. Built on principles aligned with Responsible Care® Product Safety Code and the International Council of Chemical Association's Responsible Care principles, each business applies the PS&R Management System to assess and manage potential risks and identify opportunities for continuous improvement. This rigor helps ensure that the products we commercialize are safe and sustainable.

## 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, technology, and regulatory subject matter experts apply the PS&R protocols to assess and address the health, safety, and environmental impacts of new, modified, and existing products and processes. For existing products that have not undergone modification, detailed PS Reviews are conducted on a defined cadence.

Reviews are tailored to specific uses and potential application areas and evaluate risks associations with transportation and customer use. Risk assessments include the evaluation of chemical, physical, and biological properties; toxicology data; environmental fate; and the impacts of worker, customer, and broader environmental exposure.

Broad in scope, PS Reviews focus on the full product life cycle — from design and manufacture to customer use, safe handling, and disposal. Based on the outcomes of these reviews, we determine whether to continue developing, modify, or discontinue a product, application, service, or process. When potential negative impacts are identified, the product or process is redesigned or withdrawn.

## Product transparency and labeling

Safe handling and use of products are 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 enhance product transparency through improved documentation and public disclosure, including through publishing sustainability and transparency declarations, reporting on metrics for SoC, certifying our products, and disclosing compositional information for the products in our portfolio.

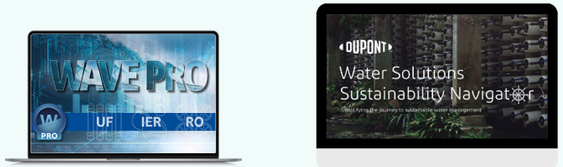
### Updated EPD highlights lower carbon footprint for Tyvek® building wrap products

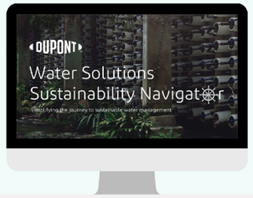
DuPont has released an updated Environmental Product Declaration (EPD) for its Tyvek® building wrap products in North America, providing customers with embodied carbon data needed to measure the carbon associated with their buildings. The EPD shows a roughly 7% reduction in embodied carbon enabled by the use of renewable energy certificates.

**Learn more** at www.dupont.com

# Strategic industry collaboration

We work across the value chain through strategic collaborations and industry programs to accelerate the adoption of sustainable solutions and drive measurable progress at scale. Our Healthcare & Water Technologies businesses provide strong examples of partnerships that advance industry knowledge, support thought-leadership on complex challenges, and enable the adoption of innovative solutions that address shared sustainability priorities.




## Digital innovations supporting energy-efficient, circular water management

DuPont helps its customers advance sustainable water and wastewater management through digital tools that enable improved water treatment design and operations. Tools such as WAVE PRO, Ultrafiltration (UF) Operations Advisor, and the Sustainability Navigator support data-driven decision-making, helping customers optimize energy and water use, reduce chemical consumption, and extend asset lifetimes.

**Learn more** at www.dupont.com

## Second Annual Tyvek® Sustainable Healthcare Packaging Awards

DuPont established the Tyvek® Sustainable Healthcare Packaging Awards to recognize high-impact, data-driven sustainability solutions across the healthcare packaging value chain that help advance circularity, reduce Scope 3 emissions, and reinforce trust in safe, high-performance packaging enabled by Tyvek®.

Tyvek Sustainable Healthcare Packaging Awards 2025 WINNER
Tyvek

B BRAUN

### Sustainability in-use

B. Braun Medical Inc. (B. Braun) redesigned its regional anesthesia and procedure tray packaging to significantly reduce plastic and paper use. By pairing Amcor's Sureform Ultra forming film with Tyvek® 1059B rollstock, the new sterile barrier system eliminates 64 metric tons of plastic and 4,400 pounds of paper annually. The change also lowers $CO_2e$ emissions by 198 metric tons each year and makes packaging easier for hospitals to recycle — advancing B. Braun's global commitment to reduce greenhouse gas emissions by 50% by 2030.

amcor

### Operational efficiencies

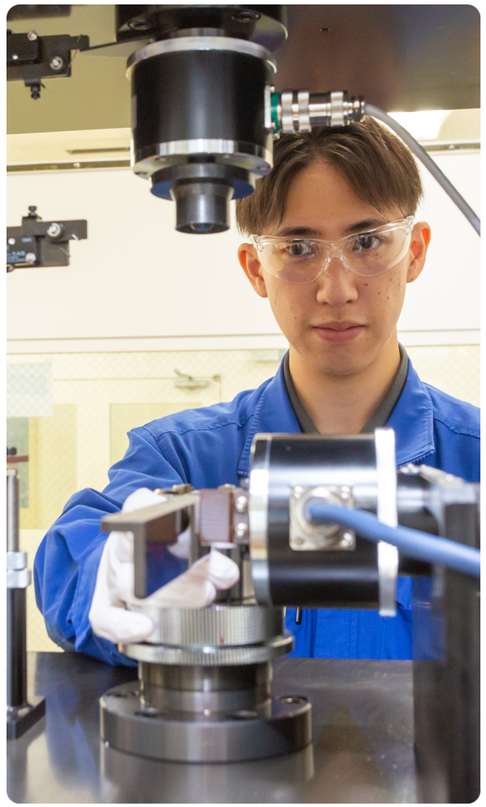
Amcor created ACT2100™, a next-generation Tyvek® heat seal coating that delivers 25% stronger seals and 50% greater breathability than comparable products. These advances enable faster, more reliable sterilization cycles and improve packaging integrity under demanding conditions. With consistent application and fiber-free peels, ACT2100™ enhances user experience, reduces manufacturing risks, and ensures supply chain reliability across multiple global sites.

evercare

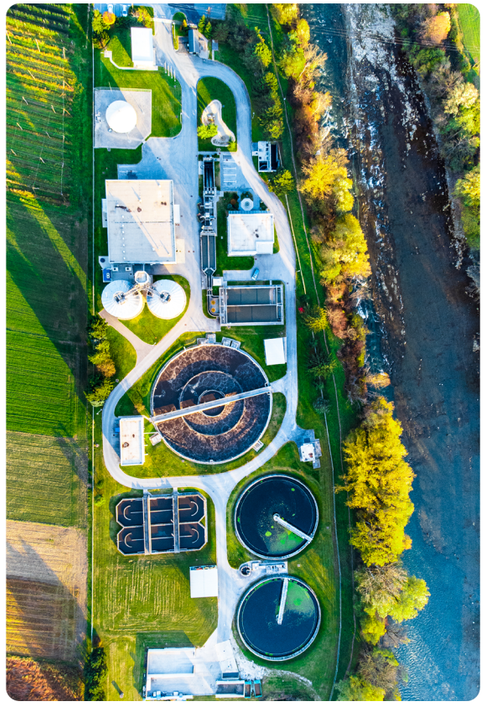
### Packaging (re)design

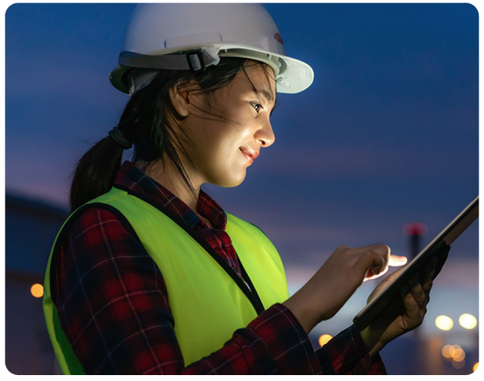
Evercare® developed the Endurance R50 film, a medical-grade packaging solution that incorporates 50% post-consumer recycled content while maintaining the performance and safety of virgin materials. When combined with Tyvek® lidding, the film provides superior thermoforming, sealing, and sterilization resistance. This innovation helps reduce reliance on fossil-fuel-based plastics, lowers carbon emissions, and supports the healthcare industry's move toward circularity.

**Learn more** at www.dupont.com



# Resilient operations





Resilient operations reflects DuPont's commitment to strengthening the reliability, efficiency, and sustainability of our global operations while reducing environmental impact. Guided by our 2035 sustainability goals, we are taking action on climate, advancing circularity, and strengthening waste and water stewardship to operate more efficiently today and bolster our long-term resilience. By embedding these priorities across our sites and supply chain, we aim to protect critical resources, reduce risk, and support long-term value creation for our business and stakeholders.

## In this section

Climate action →

Circularity and waste →

Water stewardship →

2035 GOAL

## Climate action

**Our climate action today creates a stronger tomorrow.**

We will achieve science-based target reductions in Scopes 1 and 2, and Scope 3. We will implement renewable electricity and supplier engagement programs to drive progress toward Net-Zero by 2050 and RE100; we will deliver a 10% improvement in energy efficiency.

2025 ACCOMPLISHMENTS

**76%**

reduction of Scopes 1 and 2 emissions from the 2019 baseline, outperforming the expectations of the Paris Agreement.

**49%**

of electric power to our operations is from renewable sources through purchases of renewable electricity, including from purchased renewable energy certificates (RECs).

**66%**

reduction of Scope 3 emissions from purchased goods and services and end-of-life of sold products from the 2020 baseline.

**28%**

of raw material emissions are calculated from suppliers' product carbon footprint submissions.

# Climate action

Since 2019, DuPont has implemented a targeted climate strategy to reduce Scopes 1, 2, and 3 greenhouse gas (GHG) emissions and increase avoided emissions across our value chain.[1] We are proud of the progress achieved to date and have committed to setting long-term, science-based targets to reach Net-Zero by 2050.

By focusing on actions aligned with our customers' demands, in 2025, we continued to exceed both of our near-term emissions reduction targets, which were validated by the Science Based Targets initiative (SBTi). Between 2019 and 2025, we eliminated three-quarters of our Scopes 1 and 2 emissions. We recognize that reducing the remaining Scopes 1 and 2 emissions will be more challenging.

In 2026, we will focus on setting new near-term 2035 emissions reduction targets, and validating our Net-Zero by 2050 commitment with SBTi. Assessing each business' operations and developing unique roadmaps for achieving net-zero will inform our corporate goals for emissions reductions.

[1] When comparing Scopes 1, 2, and 3 data from previous years, it is important to recognize that our corporate enterprise-wide footprint has reduced significantly since 2019. We have, therefore, re-baselined our emissions and emissions reductions to reflect the current footprint. This re-baselining work has been validated by WSP, our limited assurance provider, to ensure that we are working with accurate data based on the current footprint.

**DuPont was recognized as a Net-Zero Leader by Forbes Magazine. Out of 15,000 companies considered by Forbes, DuPont was ranked 53rd on the top 200 list.**

### Identifying, assessing, and managing our climate risks

In response to stakeholder expectations for increased transparency, we provide a detailed disclosure of our climate risk management process aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (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 2025.

In 2025, we completed a unique climate scenario analysis for each line of business, expanding upon the initial pilot of one business in 2024. We conducted the analysis using two scenarios from the International Energy Agency, the Net Zero Emissions by 2050 (NZE) Scenario and a modified Stated Policies Scenario (STEPS) that considered 2025 policy changes. Both scenarios were mapped across five different value chains, then mapped across relevant lines of business. Based on this analysis, each line of business has two scenarios to support their unique climate transition plan.

# Scopes 1 and 2

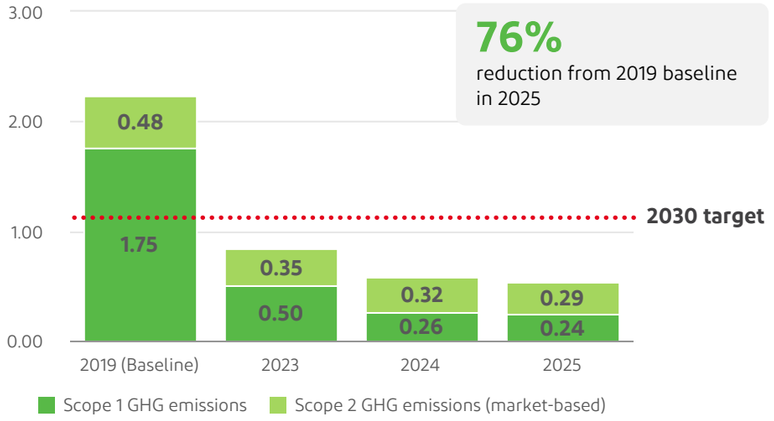
## Scopes 1 and 2 emissions results

In 2025, DuPont's actions to reduce our Scopes 1 and 2 emissions included increasing renewable electricity use and establishing our first carbon-neutral manufacturing plant. We have reduced our combined Scopes 1 and 2 emissions by 76% since our 2019 base year and by 8% from the prior year. We are now focusing our efforts on establishing and meeting new science-based 2035 targets.

### DuPont's first carbon neutral site — Neu-Isenburg, Germany

Cyrel® Neu-Isenburg operations achieved carbon-neutral status, powered by on-site solar and externally sourced renewable energy. The transition away from fossil fuels reflects measurable progress toward lower-impact manufacturing as DuPont's first carbon-neutral manufacturing site.

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




**76%**
reduction from 2019 baseline in 2025

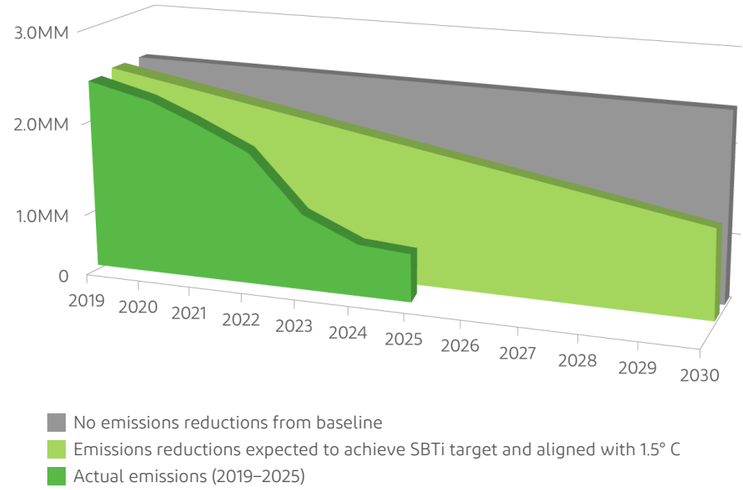
### Cumulative impact of Scopes 1 and 2 emissions reductions

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

Our SBTi-validated 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 that expectation.

Our early and aggressive climate action has allowed us to achieve cumulative Scopes 1 and 2 GHG emissions reductions 2.3 times greater than our near-term SBTi-validated 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.

## Impact of early climate action ($MTCO_2e$)




**14.5MM $MTCO_2e$**

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

**2.3 times**

greater than expected reductions in Scopes 1 and 2 emissions compared to the 1.5° C pathway set by our SBTi-validated 2030 target to align with the Paris Accord (based on actual 2019–2025 data and projected 2026–2030 emissions)

# Energy efficiency

At DuPont, we view reducing energy use as an opportunity to create value through decreased costs and carbon emissions. In 2026, we will develop plans to meet our 2035 target to improve energy efficiency by 10% and the metrics to begin reporting progress.

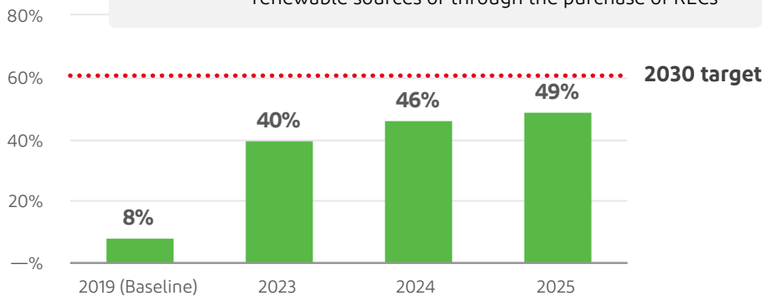
# Transition to renewable electricity sources

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 2025, 49% of our electricity was procured from renewable sources or through the purchase of RECs.

In 2026, we will update our 2030 renewable energy target for 2035 to continue on our path to meet our RE100 and Net-Zero commitments.

## Renewable electricity use (% of total electricity use)

**49%** of electricity to our operations was procured from renewable sources or through the purchase of RECs




## These products are manufactured globally with 100% renewable electricity through purchasing RECs:[1],[2]

DuPont Tyvek | DuPont Cyrel | DuPont Tedlar | DuPont Artistri | DuPont Liveo | PPC Industries — A DuPont Business

[1] Includes commitments for 2026 operations.

[2] RECs are applied to 100% of DuPont's Scope 2 GHG electricity emissions for these products.

## These products are manufactured in North America with 100% renewable electricity using RECs:

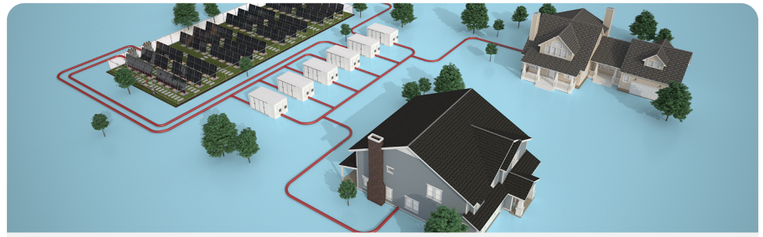
DuPont ArmorWall | Corian® Design | FROTH-PAK™ | GREAT STUFF | DuPont Styrofoam™ Brand | DuPont Thermax™

## 100% of DuPont operated European Union sites source their grid electricity from renewable sources through the purchase of RECs.

### Cyrel® FAST Solutions — GreenCircle CERTIFIED for energy savings

Our Cyrel® FAST thermal platemaking workflow has achieved independent GreenCircle certification recognizing 20% reduced energy consumption versus solvent-based processes. This certification reinforces the role Cyrel® plays in supporting more energy-efficient printing operations while also delivering consistent, high-quality flexographic results.

**Learn more** at www.dupont.com



### Automotive adhesives expertise, energy impact

Storing renewable energy from sources such as wind and solar is essential to building a resilient, reliable power grid. Battery Energy Storage Systems (BESS) play a critical role in strengthening existing grids by enabling localized, on-demand energy. For decades, DuPont has been a market-leading supplier of advanced automotive adhesive technologies where safety, durability, and performance are non-negotiable. That same expertise translates directly to BESS. Leveraging proven automotive adhesive know-how, DuPont is achieving early success with leading BESS manufacturers and key component suppliers.

**Learn more** at www.dupont.com

# Scope 3

## Reducing GHG emissions along our value chains

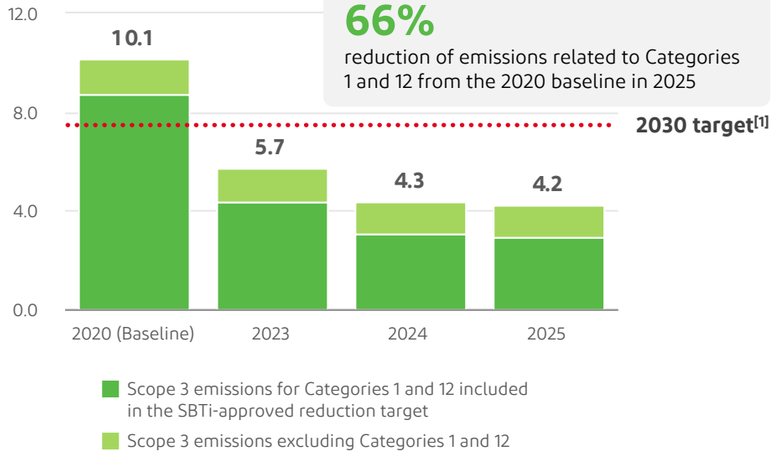
Reducing our Scope 3 emissions delivers considerable business benefits while creating value for our customers through our commitment to support their emissions reduction targets. In 2025, our total Scope 3 GHG emissions were 4.2 million metric tons of carbon dioxide equivalent ($MTCO_2e$), which represents approximately 90% 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 2025, we reduced our Scope 3 emissions from purchased goods and services and end-of-life of sold products from the 2020 baseline by 66%.

### Accuracy of measurements

Greater data precision is critical to clearly identify decarbonization opportunities and to measure the impact of our interventions. We are improving our carbon accounting by transitioning both from spend-based to volume-based emission factors and from industry average to supplier specific data, in line with guidance from the GHG Protocol Scope 3 Standard. We now calculate 28% of the emissions associated with our raw materials using suppliers' product carbon footprint submissions. To further improve data quality, we are also working to increase coverage of our inventory and automation of data collection.

## Scope 3 emissions (millions of $MTCO_2e$)




**66%**
reduction of emissions related to Categories 1 and 12 from the 2020 baseline in 2025

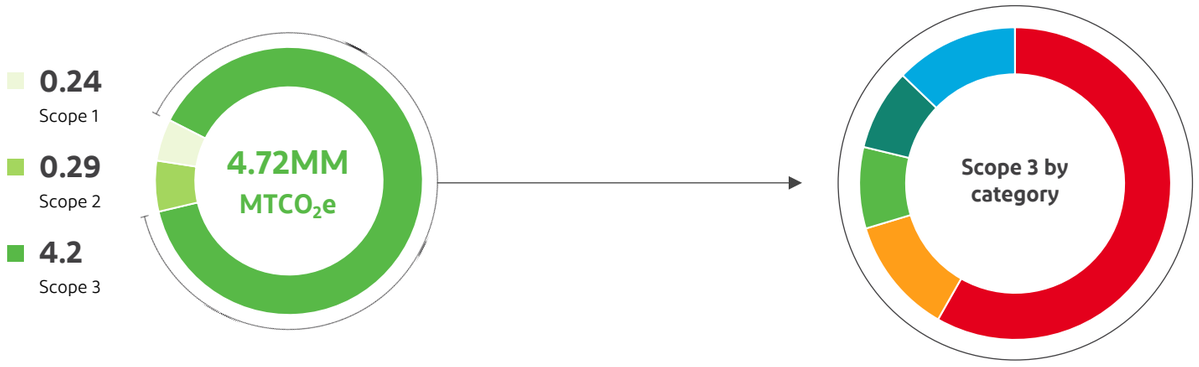
[1] The SBTi-validated 2030 target for Scope 3 emissions reductions was focused solely on reducing emissions from purchased goods and services (Category 1) and end-of-life of sold products (Category 12).

### Tyvek® — Setting the new standard for sustainable protective garments

Tyvek® 500 Xpert BioCircle™ is a new single use coverall made of fabric attributed to 100% bio-circular feedstock, offering health and safety professionals a more environmentally responsible option with no loss of performance or protection. An independent and peer-reviewed cradle-to-gate LCA of the new garment, alongside DuPont's own modelling, shows that Tyvek® 500 Xpert BioCircle™ achieves a minimum 58% reduction in climate change impacts.

**Learn more** at www.dupont.com

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



2035 GOAL

## Circular economy

**Our growth is built on innovating more by using less.**

We will integrate circular economy principles into our business models and continuously improve the proportion of circular content in products and packaging year over year. Every facility will implement a 4R (reduce, reuse, repurpose, recycle) program to achieve a 10% reduction in total waste intensity.

2025 ACCOMPLISHMENTS

**78%**

of our sites had 4R programs in place in 2025.

**0**

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

# Circularity and waste

Our customers continue to prioritize and request circular advantages across our offerings — from product design and manufacturing operations to distribution throughout the value chain. They expect innovation in our business models that embeds circular economy principles, improves material efficiency, and supports waste reduction targets.

With a wide-angle approach to circularity, we are able to incorporate circular economy principles at different stages of the product life cycle, from design to end-of-life, focusing on reducing material losses through more efficient product design, improved manufacturing yields, and reuse and recovery at end-of-use.

Since each stage of the product life cycle requires different types and levels of investment, DuPont is positioned to deliver differentiated solutions while collaborating with others to address industry challenges. Circular economy strategies will vary across our global businesses, reflecting the specific needs of their targeted value chains.

In 2026, we plan to assess our portfolio, operations, and distribution channels to define metrics and targets for circular content and waste intensity reduction. This will require the integration of data collection systems, enabling reporting across procurement, operations, packaging, distribution, and product end-of-life opportunities.

## Our approach to circular economy

### Design for circularity

- Enhance circular content in our products and packaging.
- Collaborate with our customers on circular design opportunities.

### Source circular materials

- Scale circular opportunities for critical raw materials with key partners.
- Prioritize low-carbon, recycled, bio-attributed, and bio-based raw materials.

### Recover and reprocess materials at end-of-use

- Collaborate with key partners to establish fully circular value chains.
- Promote take back, reverse logistics, and reprocessing capabilities for products and packaging.

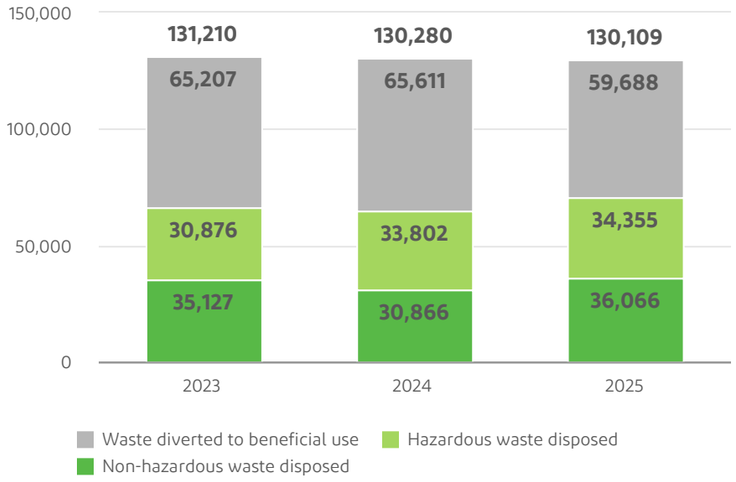
### Optimize our manufacturing processes

- Maximize yield and minimize waste through efficient process design.
- Reduce waste by applying 4R principles.

# Removing waste from our operations

DuPont monitors hazardous and non-hazardous waste across its operations. To strengthen performance tracking and governance, we are developing a waste intensity metric to normalize waste generation against business activity and enable consistent, comparable measurement. Defining and implementing this metric is a core focus for 2026 and will provide the foundation for tracking progress toward DuPont's 2035 waste-reduction ambition, supporting targeted actions aligned with our circular economy principles.

## 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.

### Tedlar® — operational success story at New York manufacturing location

Scrap content from manufacturing is now being reintroduced into the process of developing Tedlar® rolls. On-site implementation of flake recycling is above 10%, more than doubling the use of recycled materials in two years since the program began. The site continues to drive improvements in measurable waste reduction, diverting waste from landfill and demonstrating how operations excellence can deliver tangible circularity benefits while maintaining same quality and performance.

### Tyvek® — from paper to digital for measurable impact

The DuPont Personal Protection team in Asia Pacific is digitizing Instructions for Use (IFUs) on Tyvek® and Tychem® garments. Replacing printed manuals with QR code–enabled access is reducing paper consumption and packaging waste while enabling a more efficient, scalable approach to product stewardship. Embedding Digital IFU access directly on garment neck labels also enhances safety, ensuring end users can easily find the latest instructions anytime whether that is on the garment or online.

### Intermediate bulk container reconditioning program in Europe

Throughout 2025, DuPont, with the help of its partners, has reconditioned thousands of intermediate bulk containers (IBCs) in Europe, marking a 170% increase over 2024. This progress demonstrates DuPont's continued effort to implement circular practices and decrease waste throughout the value chain. With last year's progress, about 20% of all IBCs used by DuPont have been reconditioned.

2035 GOAL

## Water stewardship

**Being a good steward means using water responsibly and efficiently.**

We will embed responsible stewardship practices at priority sites in line with leading global standards while supporting workplace water, sanitation, and hygiene (WASH) principles in our operations and supply chain.

2025 ACCOMPLISHMENTS

**7**

of 13 identified priority sites have started implementing responsible water stewardship practices as of the end of 2025.

**3**

sites have fully implemented responsible water stewardship strategies as of the end of 2025.

## B- score from CDP Water

placing DuPont above the global average of CDP respondents and reflecting management-level practices to identify, assess, and address water-related risks.

# Water stewardship

We believe that water stewardship is critical to our operations and the health of the watersheds in which we operate. We endeavor to responsibly manage water use across our sites and within local watersheds. 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).

**David Koch**
Chief Operations Officer

**"The DuPont Business System puts us on a journey of continuous improvement. By embedding everyday problem-solving and clear management standards across our organization, we reduce waste, champion water stewardship, strengthen safety and reliability, and create lasting value for our customers. This is how we build a sustainable advantage — and our path to win."**

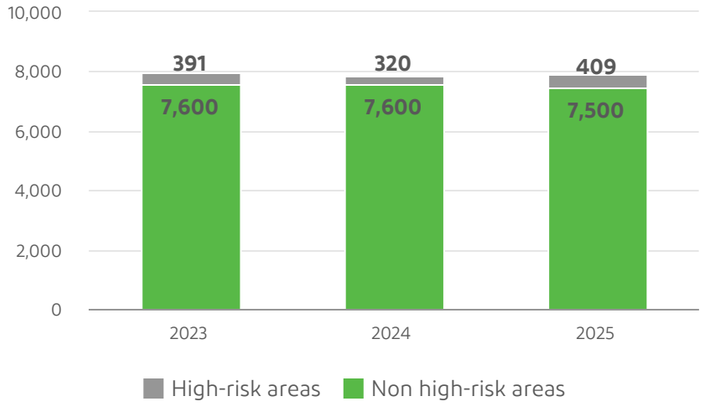
DuPont employs a broad, diverse framework to manage our own water risks and collaborate with others to promote long-term water security outside of our fence lines. We incorporate practices from the Alliance for Water Stewardship International Water Stewardship Standard (AWS Standard) and WASH4Work. In 2025, we signed and committed to the WASH4Work pledge.

During 2025, we continued to implement responsible water stewardship principles across all of our priority sites. Due to our new footprint, we've reassessed our set of priority sites. Of our approximately 75 manufacturing sites worldwide we've identified 13 priority sites that either operate in high-risk watersheds or are among those with the highest water use.

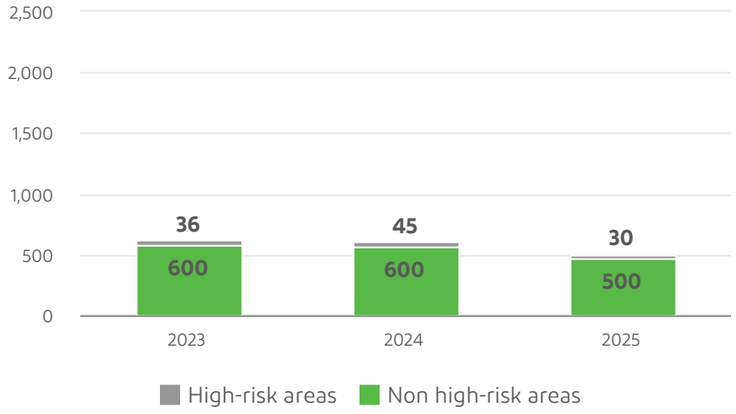
At each priority site, water governance is managed at the site level through integration of water stewardship processes with DuPont's ISO 14001-certified global environmental management system. Site water stewardship teams, consisting of the plant manager, Environmental, Health and Safety (EH&S) leaders and specialists, and other subject matter experts, oversee implementation and strategy related to water management. These teams review and update policies, objectives, and targets and monitor progress against site priorities. The plant manager retains accountability for compliance with all applicable water-related laws and regulations.

# Withdrawal and consumption

## Water withdrawal (millions of gallons)




## Water consumption (millions of gallons)[1]



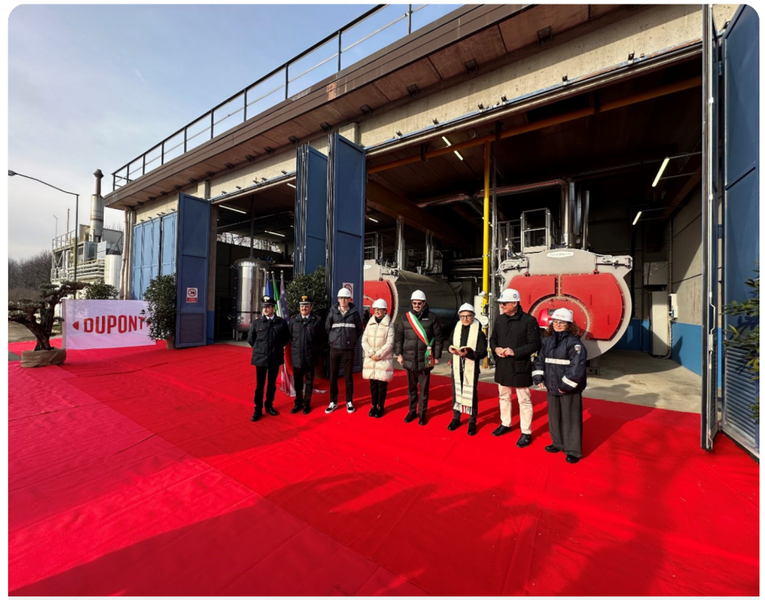

[1] Water consumption includes water used as an ingredient in products or lost to evaporation or waste streams.

## Sites in high-risk watersheds were responsible for only 5% of DuPont's total water withdrawal and 6% of our total consumption.[2]

[2] Analysis of our plant site locations shows six sites operating in high-risk watersheds.

### Multibase™ in France adds water treatment capabilities

In early 2025, Multibase™ in Saint-Laurent-du-Pont, France announced a significant milestone in its commitment to environmental sustainability — the construction of a water treatment facility. The facility was inaugurated in December 2025 and is now fully operational. This new site treats industrial water, improving water treatment capabilities which are a crucial part of our strategy to minimize our environmental footprint and promote sustainable practices within our operations.




### Continuous improvement at Fombio, Italy manufacturing site

Over several years, our Fombio, Italy site advanced its AWS implementation by strengthening water governance and improving operational water efficiency. Key actions during this time include annually refining the site's water balance, replacing demineralized and industrial water pipelines as part of a multi-year project, installing new flowmeters to improve reliability, and optimizing product washing steps to reduce water use. The site also evaluated condensate recovery as part of a new boiler project.

These initiatives reduced water-related operational risks, increased visibility into water costs, and embedded AWS principles into the site's management system, providing a replicable model for proactive water stewardship and continuous improvement.

# People, partners, and communities

DuPont commits to fostering safe, inclusive environments that support well-being and help our people, partners, and communities thrive. We focus on responsible procurement, respect for human rights, and meaningful engagement across our value chain to build trust, manage risk, and strengthen resilience where we operate. By investing in our workforce, partnering responsibly with suppliers, and supporting communities, we aim to create shared value that endures over the long term.

## In this section

Health and safety in the workplace →
Opportunity, inclusivity, and well-being →
Human rights and labor →
Responsible procurement →
Community impact →

2035 GOAL

## Workplace safety

**We look out for one another, ensuring everyone returns home safe.**

We will continuously improve our total recordable incident rate (TRIR) to achieve zero injuries.

2025 ACCOMPLISHMENTS

## Safest year on record — for the third consecutive year

based on TRIR decreasing year over year.

## 88%

of DuPont sites had zero recordable injuries or illnesses during 2025.

# Health and safety in the workplace

Every day, our employees experience our Environmental, Health, and Safety (EH&S) culture regardless of whether they are in operations, on the road, in a lab, or office. We leverage our EH&S Management System's framework of standards, policies, and processes to guide our actions and keep our employees, providers, distributors, and end-users safe. Our commitment to world-class EH&S practices and sustainable operations is embedded in our company culture, core values, and stakeholder engagements.

Our corporate 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 51 manufacturing sites are certified to environmental management systems, including ISO 14001.

### Enhancing worker safety through occupational health education

In 2025, DuPont advanced worker safety in China through an Occupational Health Education program led by the Tyvek® Garments business and the School of Public Health at Shanghai University of Traditional Chinese Medicine in an ongoing university–industry collaboration. DuPont EH&S experts and the DuPont China Application Center strengthened students' skills in risk identification, protection decision-making, and safe work practices through classroom learning, laboratory visits, and hands-on personal protective equipment (PPE) training. Graduates have since joined the Centers for Disease Control and other public health institutions, applying occupational hygiene expertise to improve long-term safety outcomes and contribute to a more resilient public health system.

# EH&S incident reporting and performance

Our EH&S Event Classification, Investigation, and Reporting Standard requires employees to report all EH&S events, including near misses and any associated symptoms, injuries, illnesses, or environmental impacts. The Standard supports continuous improvement in the protection of people, the environment, and operations through consistent reporting, investigation, and corrective action. Due to significant changes in DuPont's operating portfolio, EH&S performance data were re-baselined to align with the current scope of operations. Under this updated baseline, the 2025 TRIR was 0.24, and we continue to focus on strengthening EH&S performance across all operations.

| Employee and contractor health and safety performance[1] | 2023 | 2024 | 2025 |
|---|---|---|---|
| Days away from work cases (DAWC)[2] | 19 | 19 | 8 |
| DAWC rate | 0.09 | 0.10 | 0.04 |
| Total recordable cases (TRC)[3] | 79 | 57 | 44 |
| Total recordable incident rate[4] | 0.37 | 0.30 | 0.24 |
| Fatalities | 0 | 0 | 0 |

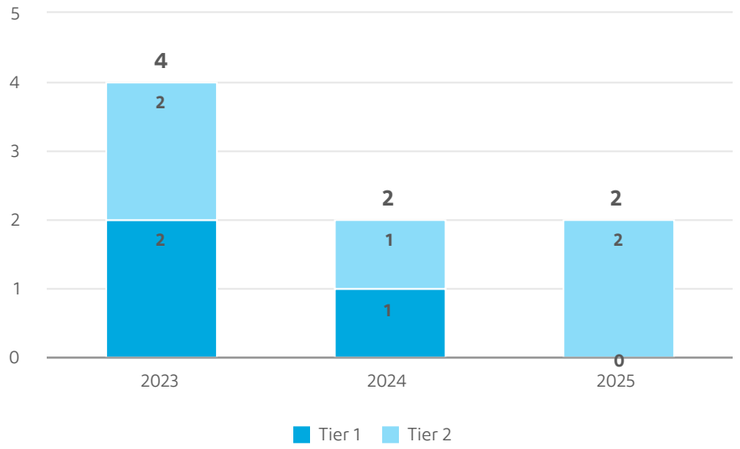
[1] For additional details and complete disclosure, please see GRI 403-9 Work-related injuries.

[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.

## Process safety events[5]




| Process safety event rate | 2023 | 2024 | 2025 |
|---|---|---|---|
| Tier 1 rate | 0.009 | 0.005 | 0.000 |
| Tier 2 rate | 0.009 | 0.005 | 0.011 |

In 2025, DuPont's total Tier 1 and Tier 2 events remained at two, the same as 2024, demonstrating outstanding process safety performance. The two Tier 1 and Tier 2 events in 2025 involved loss of primary containment with low severity factors. There were zero fire and zero explosion events in 2025.

[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.

2035 GOAL

## Employee well-being

**The creativity of our employees fuels our innovation.**

We will continue to foster an inclusive workplace where all employees are supported in their well-being and professional growth.

2025 ACCOMPLISHMENTS

**86%**
of employees see how their work contributes to customer success.

**87%**
of employees report they are treated with respect and dignity.

**82%**
of employees report they feel part of a team.

**93%**
of mentees have made at least one behavioral change as a result of mentoring discussions.

# Opportunity, inclusivity, and well-being

## Engaging employees to shape their work experience

Strong employee engagement is driven by both employees and their leaders working together to create meaningful work experiences. When employees are empowered to share what matters to them and leaders act on those insights, their engagement strengthens connection to our purpose, supports strategy execution, and enables high performance. DuPont equips people leaders to partner with employees on development, growth, and performance, ensuring personalized engagement.

In 2025, 72% of employees responded to our annual engagement survey, and 82% of respondents indicated they plan to stay at DuPont for the next 12 months — key indicators of engagement and retention. These engagement insights help us understand how employees experience their work, connect to our purpose and values, and see their future within the Company.

Employees are empowered to shape their work experience in multiple ways. Aggregated engagement survey feedback is reviewed and actioned locally, allowing leaders to address what matters most in their work groups. In parallel, managers partner with employees through ongoing conversations to understand individual motivations, clarify goals, and support growth through the Performance Partnership process.

DuPont supports continuous development through structured goal-setting, learning, and regular check-ins. All employees participate in the annual "3+1" objective-setting process, combining business goals with a self-defined development goal aligned to role-based skills or longer-term growth. We further support skill development through enterprise digital learning resources, which was accessed by 71% of professional employees in 2025.

## Offering equal opportunity and fair pay

DuPont encourages and supports equal opportunity and fair pay across the organization by leveraging best practices in hiring, rewards, development, and advancement. Our global job leveling framework provides managers with a consistent global approach for setting pay levels based on objective factors, including job responsibilities, required skills, education, experience, and external market data. In addition, we engage external advisors to periodically review unadjusted median pay differences across job classifications and compensation bands. This review is conducted across our global workforce, taking into account relevant factors such as role, level, and geography, using recognized analytical methodologies in compliance with applicable local legal requirements.

# 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 development discussions and support their individual needs ensures each employee feels equally valued. Our Winning Our Way (WOW) peer recognition platform provides a mechanism for teams to celebrate one another's achievements and express gratitude. Per our annual engagement survey results, teamwork and inclusion are perennial strengths.

Outside of our immediate work groups, Employee Resource Groups (ERGs) are a primary conduit for cultivating connection and belonging across DuPont. These employee network groups are open to all employees, and provide opportunities for employees to build cross-function relationships, share experiences, and support one another's professional development.

# Supporting holistic well-being

We continued to progress in our endeavor to become one of the world's most inclusive companies. 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.

# 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.

By providing employees with opportunities to contribute to the development and production of meaningful sustainable and innovative solutions, we foster a sense of purpose and enhance employee satisfaction and retention, as demonstrated by our low 2025 voluntary attrition rate of 4.3%.

Outside of daily work assignments, 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 volunteering 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.

**Chris Raia**
Chief Human Resources Officer

**"At DuPont, fostering inclusivity is how we support the wellbeing of our people and grow every day. When our colleagues feel respected, seen and valued, they're better able to collaborate, grow and deliver their best work. That sense of belonging fuels engagement, resilience, and a culture where everyone achieves together."**

### Tyvek® Garden — investing in employee well-being through nature

Following the demolition of a building at the Richmond, Virginia plant, DuPont employees transformed the lot into a sustainable green space designed to support both environmental stewardship and employee well-being. Tyvek® Garden features over 700 native plants and trees surrounding a courtyard, seating made with recycled Tyvek®, permeable hardscape, and solar lighting. Beyond the benefits to native wildlife and pollinators, the project created unique opportunities for teamwork, hands-on learning, and environmental engagement. The space also provides 24/7 access to fresh air and nature for site employees.

# Human rights and labor

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. It references the Ten Principles of the United Nations Global Compact Initiative, UNGP, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. 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 our Child and Forced Labor Position Statement.

## DuPont's Human Rights Committee

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 changing 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.

### Progress

In 2025, DuPont made progress in advancing human rights by defining a risk-based process for human rights due diligence in our supply chain and conducting human rights audits. As part of this initiative, we piloted our new approach to human rights audits at one of our sites, ensuring the methodology was both effective and practical. We plan to apply this approach to our suppliers in 2026, conducting a risk evaluation of our entire supplier base and deploying the established framework for human rights audits to our highest risk suppliers.

2035 GOAL

## Responsible procurement

**We source responsibly, advancing human rights across our value chain.**

We will communicate responsible sourcing expectations aligned with the UN Global Compact to suppliers and implement monitoring programs aligned with industry standards.

2025 ACCOMPLISHMENTS

### CDP A list

for Supplier Engagement for the third consecutive year.

### EcoVadis Silver Medal

88th percentile with an overall score of 73/100.

# Responsible procurement

Responsible procurement is an integral part of DuPont's sustainability strategy and reflects growing expectations from customers, suppliers, and stakeholders across our value chain. Customer and supplier input helped inform our 2035 sustainability goals, and the inclusion of Responsible procurement reflects its increasing importance of topics relating to responsible sourcing activities, human rights, and transparency. In 2026, we will establish metrics, baselines, and processes that will inform an implementation roadmap, with further updates to be shared in future reports.

Through 2025, we continued to view our suppliers as integral partners in advancing our existing responsible and sustainable business practices. 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. We align our approach with ISO 20400 Sustainable Procurement, ensure that suppliers' employees work under decent conditions, and purchase products or services that are responsibly produced.

## Supplier Code of Conduct

The DuPont Supplier Code of Conduct sets expectations and requirements for suppliers doing business with us on matters of the environment, labor, human rights, and impacts on society. 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 laws and regulations, and align with business and industry initiatives.

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 ensure our suppliers adhere to our policies and all applicable laws and regulations.

## Supplier due diligence, selection, 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, business value, geopolitical risks, ethics and compliance history, and security practices when deemed necessary.

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.

We are committed to deepening our collaboration with suppliers in order to strengthen our Scope 3 data collection initiative. Reducing DuPont's carbon footprint requires strong partnerships with both our customers and suppliers to lower emissions throughout the entire value chain. Through the initiative, we aim to gather data from our strategic suppliers on the carbon footprint of the materials and services they provide to DuPont and better understand their sustainability practices.

## Conflict minerals

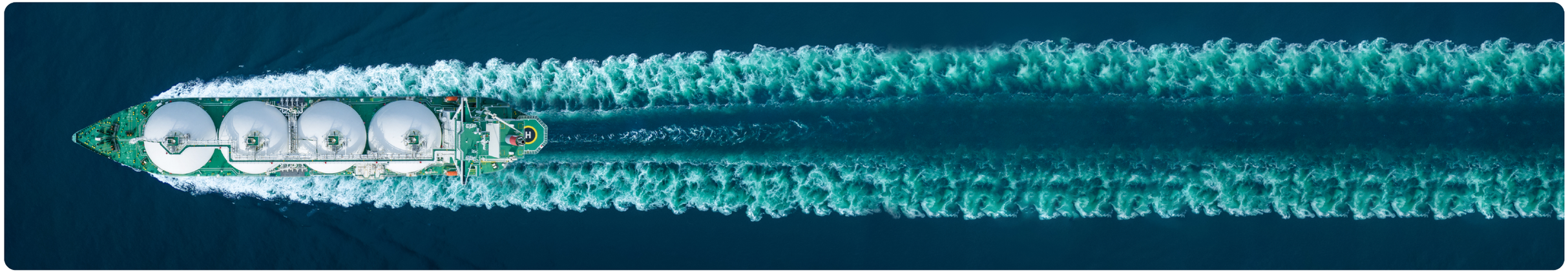
We are committed to the responsible sourcing of minerals worldwide. We support the observance of the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas, which promotes respect for human rights 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 (see annual Conflict Minerals Report). DuPont builds upon this framework with reference to the publically available Responsible Minerals Initiative (RMI) guidelines, 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.

### 2025 Impact Sourcing Top Global Champions Award

This year, DuPont was recognized in the Gold Category for our outstanding commitment to inclusive sourcing. This honor celebrates our sustained efforts to integrate small and medium enterprises into our global supply chain, aligning spend, practices, and partnerships with a strategy that promotes economic opportunity and supplier engagement.

**Learn more** at www.weconnectinternational.org



2035 GOAL

## Community impact

**Being a good neighbor means supporting the communities we call home.**

We will support communities through volunteerism and initiatives that promote education, access to basic needs, and a positive environmental impact.

2025 ACCOMPLISHMENTS

**$3.32MM**
invested in targeted communities.

**>3,800 hours**
volunteered by employees at DuPont-sponsored events.

**$650,000**
in-kind donations.

**137**
DuPont-sponsored events at 21 sites plus individual employee volunteerism across the Company.

# Community impact

As we reflect on the impact we created in 2025, our commitment to building thriving communities where we operate and do business remains unchanged. In 2026, we are moving towards volunteerism as a measure of progress and have tailored our community impact focus areas to better reflect employee enthusiasm and interests. In 2027, we aim to set a measurable target for volunteer engagement, as our 2026 projects will inform company-wide aspirations for this target.

Early in 2026, we launched a new volunteerism toolkit for employees. This toolkit provides event coordinators with a "how to" guide for planning and hosting community events.

To facilitate and track volunteering, DuPont will continue to utilize the online platform MyGiving Hub to promote volunteer events and record volunteer time. We are excited to see how our employees unite our impact strategy, their own passions, and the unique needs of their communities as they embrace volunteerism.

DuPont's Clear into the Future (CITF) program began in 2007 as a standalone initiative to drive positive environmental impact in DuPont communities. In 2026, DuPont will incorporate environmental stewardship via the CITF program into our impact strategy and annual donations cycle. CITF will stand alongside our other impact pillars: providing basics to thrive and preparing students for future college and career success via education, with a focus on science, technology, engineering, and mathematics (STEM).

DuPont's donations and volunteer programs will continue to focus on external projects at non-governmental organizations, nonprofits, and educational institutions that make an impact in the communities where we live, operate, and do business. Donations in our communities remain an important part of our impact strategy, alongside our longstanding support for United Way, and our signature business collaborations, which include Childfund International, Habitat for Humanity, Team Rubicon, and water.org.

### Strategic collaborations

DuPont continues to deliver outsized impact via our signature business relationships. Donations of cash and products to nonprofits enable us to leverage our innovations for good at a global scale.

Habitat for Humanity®
www.habitat.org

UNITED WAY
www.unitedway.org

TEAM RUBICON
teamrubiconusa.org

water.org®
water.org/about-us

ChildFund® International
www.childfund.org

# Education

Empower the next-generation workforce to be college and career ready with a focus on STEM.

### Youth innovation program — five years, and going strong

DuPont's partnership with the Shanghai YiYou Youth Service Center entered its fifth year in 2025. Four programs, including co-op internships, campus talks at universities, and events like Youth Innovators Discovery Day and the China Youth Innovation Contest engaged employees and students. The Youth Innovation Contest brought together 392 students from 69 universities across China, U.K., Singapore, and Korea.

### Luxembourg Science Festival

DuPont participated in the Luxembourg Science Festival's school days programming during November 22–25, 2025. More than 150 school children aged between 11 and 15 years old were introduced to the science behind Tyvek®. During the weekend before the school days, kids and their parents were also invited to participate in small workshops explaining the benefits of Tyvek® materials.

# Basics to thrive

Ensure that people have access to critical basic needs.

### Building food security in Michigan

DuPont locations in Midland, Michigan partnered with Midland County Educational Service Agency, Open Door Soup Kitchen, The Bridge Food Center, and United Way of Midland County to host ten volunteer opportunities centered on building food security in 2025. Through the events, 53 volunteers contributed 151 hours to increase access to food for vulnerable families.

### Food Bank of Delaware

Employees at sites in Wilmington and Newark, Delaware engaged in volunteerism, contributing 217 hours at nine DuPont-sponsored events in 2025.

**"As part of DuPont's sustainability goals, we empower our communities with the essentials to thrive. DuPont has been a long-time sponsor of the Food Bank of Delaware, both financially and with expert resources, to support their LOGIC career education program."**

**Tucker Norton**
Vice President and General Manager, DuPont Printing & Films and Board Chair for Food Bank of Delaware

# Environmental stewardship

Engage employees in volunteer opportunities focused on biodiversity, circular economy, climate, and water stewardship.

### Reforestation day in Mexico

DuPont Mexico employees, friends, and family attended a reforestation day in the Tenango del Aire community hosted by Centro de Información y Comunicación Ambiental de Norte América, A.C. (CICEANA), recipient of a Clear Into the Future grant. Volunteers attended a demonstration and talk on the reforestation process and then participated in planting 200 native plants of different species alongside members of the local community.

### Annual Ohio & Erie Canalway clean-up

DuPont continued to support Clear Into the Future grantee the Ohio & Erie Canalway Coalition with promoting improved water quality and enhancing the environmental health of the Ohio & Erie Canal through community volunteer clean-ups. We have donated over $70,000 in support of these cleanups since 2018.

# Strong governance

Strong governance is the foundation of DuPont's sustainability strategy. We have implemented clear processes and defined responsibilities for managing sustainability. We commit to reporting our progress against goals. Our robust governance framework ensures that sustainability is fully embedded in our businesses and functions, driving consistent and impactful action.

We have active leadership teams, such as the Sustainability Leadership Council, that drive alignment and ensure we integrate our sustainability initiatives into our overall business strategy.

## In this section

Sustainability governance →

Ethical culture →

SDG alignment →

Reporting approach →

# Sustainability governance

The Board of Directors provides oversight of DuPont's strategic direction, including the integration of sustainability-related risks and opportunities into the Company's overall strategy. As part of DuPont's commitment to act with integrity and accountability, the Board follows sound governance practices, described in more detail in our 2026 Proxy Statement.

Sustainability oversight is embedded across the enterprise, with clear accountability from the Board through senior leadership. Our Chief Sustainability Officer provides centralized leadership to align our sustainability strategy with business objectives and stakeholder expectations, working closely with executive leadership and governance bodies to drive performance and transparency.

This governance framework enables effective decision-making, supports execution of our sustainability strategy, and helps ensure DuPont remains responsive to evolving stakeholder expectations while building capabilities for long-term value creation.

## 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.

### Nomination and Governance Committee

- Oversees the Company's sustainability strategy, goals, and actions.
- Oversees and reviews Sustainability Report and ESG disclosures.
- Monitors evolving risks and opportunities.
- Reviews Board composition.
- Ensures the Board has the right mix of skills and experience to effectively oversee sustainability issues.

### People and Compensation Committee

- Oversees human capital management.
- Reviews the use of sustainability-related goals in compensation programs.

### Audit Committee

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

## Executive Team

**Strategic Leadership Team (SLT)** led by CEO

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.

Our Chief Sustainability Officer reports regularly to the SLT on sustainability performance.

## Sustainability Leadership Council

**Cross-functional leadership team** chaired by the Chief Sustainability Officer

The Council is focused on delivering our 2035 sustainability goals. They ensure sustainability is aligned with our company purpose and deeply embedded in our strategies and actions. Dedicated leaders for each 2035 sustainability goal coordinate with business, functional, and regional leads to drive progress and results.

# Risk management

DuPont deploys an overall risk management process to identify, monitor, manage, and communicate our most significant risks and opportunities. As part of the overall risk management process, the Chief Ethics and Compliance Officer oversees the periodic refresh of the matters managed as key 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 identified risk is overseen by one or more members of the SLT, which is responsible for the ongoing monitoring and mitigation of key risks. In addition, the SLT member(s) is responsible for managing the risk in the context of the execution of DuPont's strategic plan. Key enterprise-level risk areas include anti-corruption/fraud/integrity, artificial intelligence, cybersecurity, financial, geopolitical, human capital management, innovation, intellectual property/trade secrets, mergers and acquisitions activity, operational resiliency, climate risk, and regulatory developments, including sustainability matters.

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

# Cybersecurity and data privacy

DuPont's cybersecurity risk management program is aligned with the National Institute of Standards and Technology (NIST) and International Organization for Standardization (ISO) frameworks. We regularly assess the evolving threat landscape and apply a layered cybersecurity approach focused on prevention, detection, and recovery. Our program is supported by enterprise policies and controls and is integrated into DuPont's broader risk management processes. We also engage third parties to assess our cybersecurity risk management practices against these frameworks.

Cybersecurity training is conducted annually and is a core component of protecting DuPont's data and assets. The training provides employees and contractors with foundational guidance to recognize and respond to cybersecurity threats, including phishing, malware, data protection, secure passwords, cloud and mobile security, and the responsible use of generative artificial intelligence (AI).

DuPont's cybersecurity program is led by the Chief Information Security Officer and supported by dedicated information technology security professionals. Data privacy oversight is led by the Chief Privacy Officer, with execution driven by DuPont's Global Privacy team, which includes regional leaders and cross-functional representation. The Chief Information Security Officer and Chief Privacy Officer provide regular updates to senior leadership and the Chief Compliance Officer, and the Board of Directors oversees information security and privacy risk areas.

# Third-party risk management program focuses on business ethics

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.

Implemented in 2024, DuPont's third-party risk management (TPRM) program includes an assessment of new third parties prior to onboarding, focusing primarily on business ethics and integrity-related risks. In 2025, DuPont completed a a risk assessment review of third parties that existed prior to TPRM program implementation. Since inception, the TPRM program has successfully onboarded and reviewed over 12,000 third parties.

# Ethical culture

All DuPont employees are expected to understand and comply with the DuPont Code of Conduct (the Code), which also applies to our Board of Directors and all subsidiaries, affiliated companies, and joint ventures. Employees and entities can access the Code through our Code of Conduct webpage. In 2025, we introduced the "Smart Code," a streamlined version of the Code available in multiple languages that includes direct access to reporting and inquiry channels, including links to the Ethics Hotline.

As our primary global policy, the Code sets expectations across areas, including anti-corruption, conflicts of interest, government relations, environmental protection and sustainability, product stewardship, human and labor rights, inclusivity, and ethics reporting. It requires employees to conduct business with integrity, comply with applicable laws, and avoid actions driven by personal advantage.

New employees receive training on our core values and the Code as part of their onboarding process. All employees also complete an annual business ethics certification.

## Hotline management and internal investigations

DuPont uses a third-party vendor to operate our Ethics Hotline for employees and any interested party globally. Ethics and Compliance reviews hotline complaints, assigns them for investigation and resolution, and maintains documentation for each case.

We aim to resolve investigations promptly and thoroughly, with consistency and fairness for all parties. In 2025, the average number of days an ethics investigation remained open was 25 days.

In our 2025 annual employee survey, 82% of responding employees feel they can report matters without fear of retaliation. In addition, 75% of employees completed a voluntary ethics survey as part of the certification campaign, affirming their ability to raise concerns without fear of retaliation.

## Resources for employees raising concerns

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. DuPont provides multiple resources to help employees address difficult ethics and compliance issues, including:

- 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.

## Addressing misconduct through corrective action

To ensure prompt and consistent enforcement of the Code, DuPont investigates reported misconduct, such as potential violations of laws, regulations, or company policies. Individuals are held accountable and may be disciplined up to and including termination and possible civil or criminal action. Intentionally false accusations are also considered misconduct.

Every substantiated violation requires an Ethics Committee to determine and monitor appropriate disciplinary actions and remedial or corrective measures. To ensure consistency and fairness, line management consults with a cross-functional Ethics Committee when determining disciplinary actions. Each substantiated ethics and compliance matter is reported to the appropriate business president, functional leader, General Counsel, and CEO.

In 2025, 49 ethics complaints were made, and 24% of allegations were substantiated. None of the substantiated ethics matters met our highest-level violation definition.

# Sustainable Development Goal alignment

The actions we're taking to advance our sustainability strategy and achieve our 2035 sustainability goals are aligned with the ambition of the United Nation's Sustainable Development Goals (UN SDGs). The UN SDGs are at the heart of the UN's 2030 Agenda for Sustainable Development, which calls for countries to take urgent action to solve global sustainability challenges. This report serves as DuPont's annual Communication on Progress on DuPont's commitment to the UN Global Compact.

## Sustainable innovation

We aim to develop products and solutions that deliver direct sustainability advantages to customers that provide health, water, or climate benefits. We also commit to systematically minimizing, eliminating, or avoiding substances of concern in our products where safer alternatives exist.

## Resilient operations

Our 2035 goals will commit DuPont to achieving science-based GHG emissions reductions in our operations and supply chain. We will integrate circular economy principles, improving the proportion of circular content in our products and packaging and reducing our waste intensity. We will build on the positive impacts our products and solutions have on water by being good stewards of water resources in our operations.

## People, partners, and communities

We are committed to fostering a safe and inclusive workplace that supports employee well-being and ensures everyone has fair access to opportunities, and we expect our supply chain partners to do the same. Through volunteering and philanthropy, we promote education, well-being, and positive environmental impact in our communities.

# Reporting approach

This document, published May 4, 2026, is DuPont's seventh annual sustainability report and describes DuPont's activities for calendar 2025, unless otherwise noted. We published our prior sustainability report on July 22, 2025. For purposes of this report, references to "us," "our," "the Company," or "DuPont" refer to DuPont de Nemours, Inc. and its consolidated subsidiaries.

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 webpage. In addition to the full report, links to additional resources, and downloads of sustainability disclosures, including our EcoVadis Scorecard, CDP Climate and Water submission, and past reports are available on DuPont's Sustainability resources & downloads webpage.

DuPont has reported with reference to the Global Reporting Initiative (GRI) Standards for the period January 1, 2025 to December 31, 2025. This report also adheres to the Sustainability Accounting Standard Board (SASB) Resource Transformation–Chemicals (RT-CH) Standard. This is our fifth 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:

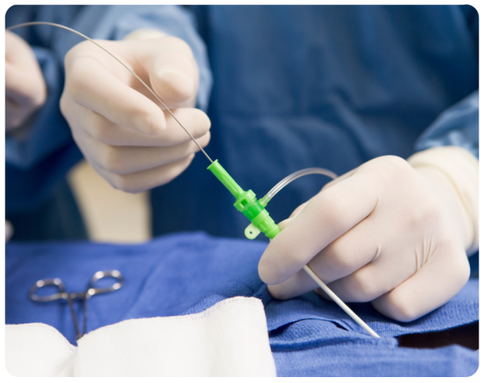
- GHG inventory (Scopes 1 and 2, and Scope 3, Category 3);
- Energy use;
- Renewable energy use;
- Water use;
- Environmental, Health, and Safety performance metrics; and
- Employee demographic metrics.

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

## Reporting scope

Unless otherwise noted, information in this report reflects the separation of our electronics business, Qnity, and the divestiture of our aramids business. See Appendix GRI 2: General Disclosures for additional information regarding the scope of this report.

# Appendices



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# 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, 2025, through December 31, 2025, 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.

DuPont is a leading provider of advanced solutions that improve everyday life across healthcare, water, construction, and industrial markets. The Company is committed to helping customers advance their technology pipelines and provide solutions that address their unique challenges. From delivering clean water to enabling medical packaging solutions that enhance safety and performance, DuPont's innovations power the essential products and technologies people rely on every day.

The Company has locations and subsidiaries in about 50 countries and approximately 75 manufacturing sites. Significant manufacturing operations are in the United States, Australia, Belgium, Brazil, Canada, China, Costa Rica, France, Germany, India, Ireland, Italy, Japan, Luxembourg, Malaysia, Mexico, Saudi Arabia, and Singapore.

Additional information about the ownership and legal form of the Company is found within The Proxy Statement for DuPont's 2026 Annual Meeting of Stockholders (2026 Proxy Statement) filed with the U.S. Securities and Exchange Commission (SEC) on April 10, 2026 and in the DuPont at-a-glance section starting on page 5 of the DuPont 2026 Sustainability Report.

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

Unless otherwise noted, information in this report reflects the separation of our electronics business, Qnity, and the divestiture of our aramids business. The scope of the DuPont 2026 Sustainability Report includes facilities owned and operated by DuPont de Nemours, Inc. and our consolidated subsidiaries during calendar year 2025. 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 | Annual employee engagement survey | Turnover | Training hours | Environmental data | Health and safety data |
|---|---|---|---|---|---|---|---|---|
| **Divestitures** | | | | | | | | |
| Delrin | Nov-23 | ✗ | ✗ | ✗ | ✗ | ✗ | ✗ | ✗ |
| Qnity | Nov-25 | ✗ | ✗ | ✗ | ✓ | ✗ | ✗ | ✗ |
| Aramids | Apr-26 | ✗ | ✗ | ✗ | ✓ | ✗ | ✗ | ✗ |
| **Acquisitions** | | | | | | | | |
| Spectrum Plastics Group | Aug-23 | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ |
| Donatelle Plastics | Jul-24 | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ |
| Sinochem | Nov-25 | ✓ | ✓ | ✗ | ✓ | ✓ | ✗ | ✗ |

## 2-3 Reporting period, frequency, and contact point

DuPont annually publishes disclosures with reference to the GRI Standards. These disclosures were published on May 4, 2026, and cover the period of January 1, 2025 through December 31, 2025. This period aligns with our financial reporting in our 2025 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission on February 17, 2026.

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 supplier-specific 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 2025 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 Chief Sustainability Officer (CSO) and includes dedicated leaders for each of our 2035 sustainability goals, representatives from each of our businesses, functional and regional leaders, and our enterprise sustainability staff.

The assurance statement is presented on pages A58 – A65 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

Effective in the fourth quarter of 2025 following the separation of the electronics business, DuPont realigned its management and reporting structure. This realignment resulted in a change in reportable segments which changed how the Company reports its financial results, creating two new reportable segments: Healthcare & Water Technologies and Diversified Industrials.

- Healthcare & Water Technologies includes high-performance packaging, parts, and components for the medical device and biopharma markets, as well as water filtration and purification technologies primarily for industrial wastewater & energy, municipal drinking water & desalination, and life sciences & specialty markets.
- Diversified Industrials includes building technologies, with a broad portfolio serving new-build and repair/remodel applications across non-residential and residential construction markets, and industrial technologies, which includes a portfolio of adhesive, wear and friction, and packaging solutions serving the aerospace, automotive, printing, and packaging markets.

**Percent of $6.8B 2025 net sales**

| Healthcare & Water Technologies | | Diversified Industrials | |
|---|---|---|---|
| **Healthcare Technologies** | **Water Technologies** | **Building Technologies** | **Industrial Technologies** |
| **26%** | **22%** | **24%** | **29%** |

**Summary of key markets served**

| Healthcare Technologies | Water Technologies | Building Technologies | Industrial Technologies |
|---|---|---|---|
| • Specialized materials and advanced manufacturing capabilities for high-growth therapies.<br>• Long-standing customer relationships resulting from deep focus on criticality of performance.<br>• Application innovation enabling new product design solutions for the medical device, healthcare packaging, protective garments, and biopharma end-use markets. | • Pure-play water filtration and separation provider with strong exposure to secular growth drivers in key end-use markets including industrial utility and wastewater, micro-electronics, municipal drinking and wastewater, and food and beverage.<br>• Differentiated product performance and application expertise to win initial product build.<br>• High number of existing global filtration installations drive recurring replacement revenue. | • Leading portfolio serving both new-build and repair/remodel applications across residential and non-residential markets.<br>• Tailored local solutions to meet customer needs.<br>• Market leadership in developing sustainable building practices. | • Leading portfolio of adhesive, wear, and friction solutions that improve performance, safety, and reliability.<br>• Innovative solutions developed through collaboration with automotive original equipment manufacturers (OEMs) and suppliers.<br>• End-to-end design and application development expertise that serves the printing and films industries. |

Additional details on DuPont's business segments, including product technologies and key raw materials, can be found in our 2025 Annual Report on Form 10-K.

## 2-7 Employees

Data represents our employee demographics as of December 31 of each year. The total number of DuPont employees reported decreased from approximately 24,000 in 2024 to approximately 13,000 in 2025 following the change in scope of the organization through divestitures and acquisitions. There is no other material fluctuation in the number of employees during the reporting period.

| Gender breakdown of the number of global, permanent employees[1],[2] | 2023 | 2024 | 2025 |
|---|---|---|---|
| Female | 32% | 32% | 30% |
| Male | 68% | 68% | 70% |

| Employee demographics: global permanent employees, by region by gender[1],[2] | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| | Female | Male | Female | Male | Female | Male |
| U.S. & Canada | 26% | 74% | 26% | 74% | 27% | 73% |
| Latin America | 50% | 50% | 47% | 53% | 53% | 47% |
| EMEA | 27% | 72% | 28% | 72% | 27% | 73% |
| Asia Pacific | 40% | 60% | 40% | 60% | 37% | 62% |

[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 2026 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 2026 Proxy Statement, starting on page 20.

## 2-11 Chair of the highest governance body

The chair of DuPont's highest governance body is identified in the 2026 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 2026 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. As reflected in the Sustainability governance structure graphic, each Board Committee has formal sustainability-related oversight responsibilities. In November 2025, the Board dissolved the Environmental, Health, Safety & Sustainability Committee (the "EHS&S Committee"). Upon dissolution of the EHS&S Committee, the Board re-allocated its former responsibilities among the Board and remaining Committees. In particular, the Nomination and Governance Committee assumed the former EHS&S Committee's topics pertaining to corporate responsibility, including overseeing the Company's sustainability strategy, goals, and actions, as well as overseeing health, safety, and environmental performance and compliance. The chairs of each standing Board Committee have discussed sustainability-related risks impacting the Company's strategy to align on Board risk oversight in this area.

The former EHS&S Committee held five meetings during 2025.

## 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.

### Nomination and Governance Committee

- Oversees the Company's sustainability strategy, goals, and actions.
- Oversees and reviews Sustainability Report and ESG disclosures.
- Monitors evolving risks and opportunities.
- Reviews Board composition.
- Ensures the Board has the right mix of skills and experience to effectively oversee sustainability issues.

### People and Compensation Committee

- Oversees human capital management.
- Reviews the use of sustainability-related goals in compensation programs.

### Audit Committee

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

## Executive Team

**Strategic Leadership Team (SLT)** led by CEO

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.

Our Chief Sustainability Officer reports regularly to the SLT on sustainability performance.

## Sustainability Leadership Council

**Cross-functional leadership team** chaired by the Chief Sustainability Officer

The Council is focused on delivering our 2035 sustainability goals. They ensure sustainability is aligned with our company purpose and deeply embedded in our strategies and actions. Dedicated leaders for each 2035 sustainability goal coordinate with business, functional, and regional leads to drive progress and results.

Senior leadership responsibility for our sustainability strategy ultimately resides with our Chief Sustainability Officer (CSO), who reports directly to our Chief Technology Officer (CTO). The CSO focuses on the alignment between sustainability, company objectives and meeting our customers' and other stakeholders' expectations. They regularly report to the Strategic Leadership Team (SLT). Members of the SLT 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 2026 Proxy Statement in the description of the responsibilities of the Nomination and Governance Committee on page 12.

### 2-15 Conflicts of interest

Processes to ensure conflicts of interest are prevented and mitigated are described in the 2026 Proxy Statement in the Code of Conduct and Related Person Transactions sections starting on page 18.

### 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 2026 Proxy Statement in the Communications with the Board and Directors section on page 14.

The SLT, led by the CEO, 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 page 38 of the DuPont 2026 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 2026 Proxy Statement in the Director Nominee Skills Matrix on page 16. Additional details are in the Director Nominees section on pages 22 – 27.

### 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 2026 Proxy Statement in the Annual Performance Evaluation Process section on page 17.

### 2-19 Remuneration policies

A detailed description of DuPont's remuneration policies and the elements used for determining remuneration can be found in the 2026 Proxy Statement in the Compensation Discussion and Analysis section starting on page 36.

### 2-20 Process to determine remuneration

DuPont's remuneration process and annual evaluation can be found in the 2026 Proxy Statement in The Compensation Process section starting on page 52.

### 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 2026 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 3 of the DuPont 2026 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.

Our Supplier Code of Conduct details our expectations and requirements for suppliers doing business with us on matters of the environment, labor, human rights, and impacts on society. It 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 principles from International Council of Chemical Care. Additionally, our Occupational Health and Safety Policy reflects the latest industry standards, reinforcing our commitment to a safe and compliant work environment.

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. Our Supplier Code of Conduct shares DuPont's expectations for our supply chain in response to emerging regulations and aligns with industry initiatives that are important to our customers. It also includes a comprehensive Privacy Policy, plastic waste recovery requirements aligned with Operation Clean Sweep, guidelines for Emergency Preparedness, and cybersecurity requirements aligned with DuPont's stringent Data Security Requirements, ensuring robust protection measures.

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 is available on our Supplier Portal for further clarification.

Our Human Rights Position Statement and Child and Forced Labor Position Statement incorporate comprehensive language regarding protecting the rights of Indigenous people and other vulnerable groups. The contract language in our Master Service Agreements also includes 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, and Safety (EH&S) are each addressed through this mechanism.

## 2-26 Mechanisms for seeking advice and raising concerns

DuPont has established a corporate Ethics 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 2025, 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 2025, the average number of days an ethics investigation remained open was 25 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 2025, DuPont received 49 ethics complaints and 24% 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 2025, 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 legal proceedings is found in our 2025 Annual Report on Form 10-K 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:

| | | |
|---|---|---|
| Association for the Advancement of Medical Instrumentation® (AAMI) | European Association of Automotive Suppliers (CLEPA) | MedTech Europe |
| Adhesive and Sealants Council | EDANA, The Voice of NONWOVENS | National Coil Coaters Association (NCCA) |
| Alliance to Save Energy | Energy and Environmental Building Alliance (EEBA) | National Lubricating Grease Institute (NLGI) |
| American Association of Composite Manufacturers (ACMA) | European Chemical Industry Council (CEFIC) | Plastics Europe |
| American Chamber of Commerce to the European Union (AmCham) | European Safety Federation | Silicones Europe |
| American Membrane Technology Association | German Association for Lubricants (VSI) | Society of Tribologists and Lubrication Engineers (STLE) |
| Association of the European Adhesive & Sealant Industry (FEICA) | German Chemical Industry Association (VCI) | Society of Polymer Engineers Foundation (SPE) |
| Batteries European Partnership Association (BEPA) | Green Cabin Alliance | Sterile Barrier Association (SBA) |
| Center for Chemical Process Safety (CCPS) | Healthcare Plastics Recycling Council (HPRC) | The Conference Board |
| CEO Water Mandate | Institute of Packaging Professionals (IoPP) | UN Global Compact |
| China Medical Device Packaging Committee (CMPC) | International Aerospace Environmental Group (IAEG) | Water Europe |
| China National Pharmaceutical Packaging Association (CNPPA) | International Desalination and Reuse Association | Water Resilience Coalition (WRC) |
| Climate Group (RE100) | International Sustainability & Carbon Certification (ISCC) | Woman's Business Enterprise National Council (WBENC) |

## 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 2025, we continued to advance learning through our customer and value chain engagements. These customer insights establish a direct link between our innovation programs 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 11 – 12 of the DuPont 2026 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 2025, investor discussions focused on climate execution (Net Zero, Scope 3, transition planning and scenarios), heightened scrutiny of substances of concern risk management, EU-aligned disclosure readiness, and responsible procurement and human rights due diligence. 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.

**Suppliers**

Through 2025, we continued to view our suppliers as integral partners in advancing our existing responsible and sustainable business practices. 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. 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 33 – 34 of the DuPont 2026 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 acting with integrity and accountability. 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 relationships 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 a few hundred other NGOs, leveraging our unique capabilities to make an impact in our communities and beyond. In 2025, via financial donations, in-kind product donations, and employee volunteer events, we supported 137 events globally through a variety of local and global initiatives.

Additional discussion of engagement with communities is on pages 35 – 36 of the DuPont 2026 Sustainability Report.

At DuPont, we recognize that addressing environmental challenges requires comprehensive and collaborative solutions. Our commitments to these principles are deeply embedded in our core values which prioritize safety, health, respect, integrity and accountability. DuPont values the principles of the 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 pages 35 – 36 of this report for additional details on our community engagement activities.

**Nature and biodiversity**

DuPont recognizes nature and biodiversity as a silent stakeholder—one that cannot engage directly but is materially affected by our operations and value chain. We seek to represent the interests of this stakeholder through science-based environmental management practices, regulatory compliance, risk and impact assessments, and engagement with experts, communities, and nonprofit organizations. This approach helps ensure that the health of ecosystems, biodiversity, and natural resources is considered in decision-making across our business.

DuPont's commitment to nature and biodiversity is embodied in Environmental, Health, Safety, and Security (EHS&S) Commitment, which includes protecting natural resources by driving toward zero waste and emissions. Our EHS&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 Water stewardship, Climate action, and Sustainable solutions.

In addition, we are working across our global manufacturing sites to positively impact nature and biodiversity through locally relevant actions. Our employee-led Clear into the Future® (CITF) competitive grant and volunteerism program supports nonprofits and educational institutions advancing climate change adaptation and mitigation, water stewardship, circular economy solutions, and biodiversity protection. The localized nature of CITF projects often results in positive environmental impacts in close proximity to our sites, reinforcing our commitment to protecting and restoring nature where we operate.

## 2-30 Collective bargaining agreements

About 25% of our global workforce is covered by collective bargaining agreements, including Spectrum employees.

# GRI 3: Material Topics 2021

## 3-1 Process to determine material topics

The Corporate Sustainability team is charged with managing the process to determine material topics for inclusion in sustainability reports and monitoring stakeholder expectations for disclosure through direct customer engagement, feedback from our employees, indicators in investor-focused ratings, and direct engagement with investors.

In 2025, DuPont conducted an update to the preliminary double materiality assessment (DMA) that was conducted in 2024. The purpose of the update was:

- to separate the evaluation of material impacts, risks, and opportunities (IROs) between DuPont and the separated Qnity Electronics, Inc;
- to inform the establishment of DuPont's 2035 sustainability goals; and
- to produce a list of material topics reviewed and approved for disclosure in the DuPont 2026 Sustainability Report.

The materiality assessment refresh referenced 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 IROs.

DuPont engaged external consultants to facilitate the refresh of the DMA. The process consisted of several steps:

1. Current state assessment, where the register of IROs was confirmed and the scoring methodologies were updated separately for DuPont and Qnity Electronics, Inc.
2. Stakeholder engagement, where subject matter experts were engaged to validate the complete list of IROs.
3. Scoring workshops, where subject matter experts scored each IRO against the scoring matrix.
4. Results, where the IRO scoring results were consolidated into a report of identified material topics.

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 was updated to reflect the results of the DMA refresh described in disclosure 3-1 above.

| Material topics[1] | GRI topic standards |
|---|---|
| • Climate change | • GRI 305: Emissions 2016<br>• Additional detail in TCFD disclosure |
| • Energy | • GRI 302: Energy 2016 |
| • Circular economy | • GRI 301: Materials 2016 |
| • Water | • GRI 303: Water and Effluents 2018 |
| • Emissions[2] | • GRI 305: Emissions 2016 |
| • Waste | • GRI 306: Waste 2020 |
| • Chemical stewardship | • GRI 416: Customer Health and Safety 2016 |
| • Customer health & safety[3] | • GRI 416: Customer Health and Safety 2016 |
| • Employee well-being[4] | • GRI 401: Employment 2016<br>• GRI 404: Training and Education 2016<br>• GRI 405: Diversity and Equal Opportunity 2016 |
| • Occupational health & safety | • GRI 403: Occupational Health and Safety 2018 |
| • Community impact[5] | • GRI 413: Local Communities 2016 |
| • Corporate culture[6] | • GRI 2: General Disclosures<br>• GRI 205 Anti-corruption 2016<br>• GRI 408: Child Labor 2016<br>• GRI 409: Forced or Compulsory Labor 2016 |
| • Responsible procurement | • GRI 308: Supplier Environmental Assessment 2016<br>• GRI 408: Child Labor 2016<br>• GRI 409: Forced or Compulsory Labor 2016<br>• GRI 414: Supplier Social Assessment 2016 |
| • Cybersecurity[7] | • None |

[1] One prior topic was removed from the list. Sustainable innovation was determined to be an action taken to manage several of the topics rather than a topic itself. For example, innovation to address customer requirements for low-carbon products is an element of the management approach for the Climate change topic.

[2] Emissions to air, other than GHG emissions, was determined in the DMA refresh to be material. Adding Emissions as a topic does not change the reported GRI standard disclosures, as DuPont reported in prior years on GRI 305: Emissions 2016, which is aligned with the Emissions topic.

[3] Customer health & safety is listed as a separate topic from Chemical Stewardship to align with the methodology and organization of impacts, risks, and opportunities assessed in the DMA refresh. Listing this topic separately does not change the reported GRI standard disclosures, as DuPont reported in prior years on GRI 416: Customer Health and Safety 2016 in alignment with the prior material topic of Chemical stewardship.

[4] Employee well-being replaces the prior topics listed separately as Diversity, equity, and inclusion; Employment; and Training and education. Grouping these under the new topic name does not change the reported GRI standard disclosures.

[5] Community impact was added to the list of material topics following the DMA refresh which identified material impacts, risks, or opportunities related to DuPont's interactions with local communities. With the addition of this topic, DuPont adds disclosure to GRI 413: Local Communities 2016.

[6] Corporate culture was added to the list of material topics following the DMA refresh to account for material impacts, risks, or opportunities related to corporate culture and governance. With the addition of this topic, DuPont adds disclosures to GRI 205 Anti-corruption 2016, GRI 408: Child Labor 2016, and GRI 409: Forces or Compulsory
Labor 2016.

[7] Cybersecurity was added to the list of material topics following the DMA refresh to account for material impacts, risks, or opportunities related to cybersecurity.

# GRI 205: Anti-corruption 2016

## 3-3 Management of material topic

Our company is committed to maintaining the highest standards of integrity and ethical conduct in all business operations. We recognize that corruption poses significant risks to our reputation, legal compliance, and stakeholder trust. As such, we have established a comprehensive anti-corruption management approach designed to prevent, detect, and respond to corruption and bribery across our global operations.

**Policy and Governance:**
We have implemented a formal Anti-corruption Policy, which is reviewed and approved by our Board of Directors. This policy applies to all employees, officers, directors, and third-party business partners. The policy prohibits all forms of bribery and corruption, including facilitation payments, and outlines clear procedures for reporting suspected violations.

**Risk Assessment:**
We conduct regular risk assessments to identify and evaluate corruption risks in our business activities, including interactions with government officials, third-party vendors, and joint venture partners. These assessments inform our controls and monitoring activities.

**Training and Awareness:**
Mandatory anti-corruption training is provided annually to all employees. Training covers legal requirements, company policies, and practical guidance for identifying and reporting suspicious activities. Relevant third-parties affirm compliance with our DuPont Supplier Code of Conduct and Anti-Corruption Policy.

**Monitoring and Controls:**
We maintain robust internal controls, including due diligence procedures for third-party engagements, financial transaction reviews, and whistleblower mechanisms. Our internal audit function periodically reviews compliance with anti-corruption policies and reports findings to senior management.

**Reporting and Remediation:**
Employees and stakeholders are encouraged to report any concerns or suspected violations through confidential channels. All reports are investigated promptly, and corrective actions are taken as necessary. Disciplinary measures are enforced for breaches of policy.

**Continuous Improvement:**
We regularly review and update our anti-corruption management approach to reflect evolving regulatory requirements, industry best practices, and feedback from stakeholders.

Through these measures, we aim to foster a culture of transparency and accountability, ensuring that our business is conducted ethically and in compliance with all applicable anti-corruption laws and regulations.

## 205-1 Operations assessed for risks related to corruption

Omission: Information unavailable/incomplete. This topic was newly identified as material for disclosure as part of a materiality assessment conducted in 2025. As a result, the required disclosure is not yet available. The organization is actively working to develop the necessary processes and data collection to address this topic.

### 205-2 Communication and training about anti-corruption policies and procedures

DuPont communicates its anti-corruption policies and procedures primarily through the DuPont Code of Conduct, which applies to all employees globally. In December 2025, DuPont launched a web-based Smart Code of Conduct designed to improve accessibility and usability. The Smart Code features a streamlined and simplified format, availability in multiple languages, and direct access to reporting and inquiry channels, including links to the Ethics Hotline.

All new employees receive training on the Code of Conduct as part of their onboarding process. In addition, employees in roles with elevated exposure to bribery and corruption risks are required to complete targeted anti-corruption and anti-bribery training on a recurring basis. This training addresses applicable legal requirements, DuPont policies, and practical guidance on identifying and reporting potential violations. Supplemental guidance and training resources are also available to employees through DuPont's internal ethics and compliance platforms.

DuPont also communicates its expectations regarding ethical conduct and anti-corruption to suppliers and other third parties through the Supplier Code of Conduct, which outlines standards related to integrity, compliance, and responsible business practices.

### 205-3 Confirmed incidents of corruption and actions taken

Omission: Information unavailable/incomplete. This topic was newly identified as material for disclosure as part of a materiality assessment conducted in 2025. As a result, the required disclosure is not yet available. The organization is actively working to develop the necessary processes and data collection to address this topic.

## GRI 301: Materials 2016

### 3-3 Management of material topic

DuPont's latest materiality assessment update identified circular economy as a material topic. In particular, risks associated with incoming materials and waste were identified as material. As part of setting new 2035 sustainability goals, we have identified a goal to improve the proportion of circular content in our products and packaging. In 2026, we will identify the metrics to measure progress and increase our transparency, including the quantitative disclosures in this standard.

Additional detail about our approach to circularity and our 2035 circular economy goal is on page 23 of the 2026 DuPont Sustainability Report.

Omission: Data unavailable for disclosures 301-1, 301-2, and 301-3.

# 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 Climate action section on pages 20 – 21 of the DuPont 2026 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. In 2025, we executed 41 energy efficiency projects which are projected to reduce annual energy consumption by 11,000 megawatt-hours (MWh) and Scopes 1 and 2 GHG emissions by 4,000 metric tons of carbon dioxide equivalent ($MTCO_2e$). 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 2025, 49% 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).

| Energy use by type[1],[2] | Unit | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| Fuels | MWh | 1,047,000 | 831,000 | 768,000 | -7% |
| Renewable fuels | % | <1% | <1% | <1% | — |
| Electricity | MWh | 844,000 | 847,000 | 791,000 | -7% |
| Renewable electricity (excluding RECs) | % | 0.06% | 0.15% | 0.25% | 67% |
| Renewable electricity (including RECs) | % | 40% | 46% | 49% | 7% |
| Steam | MWh | 737,000 | 630,000 | 614,000 | -3% |
| Heat transfer fluid | MWh | 0 | 0 | 0 | — |
| Chilled water | MWh | 23 | 22 | 18 | -19% |

[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.

| Fuels | 2023 | | 2024 | | 2025 | | % change from prior year |
|---|---|---|---|---|---|---|---|
| | MMBTU | MWh | MMBTU | MWh | MMBTU | MWh | |
| **Non-renewable fuels** | | | | | | | |
| Kerosene-type jet fuel | 12,700 | 3,700 | 11,200 | 3,300 | 23,200 | 6,800 | 106% |
| Diesel fuel | 22,600 | 6,600 | 11,700 | 3,400 | 5,900 | 1,700 | -50% |
| Distillate fuel oil (#1, #2) | 12,100 | 3,500 | 10,700 | 3,100 | 11,200 | 3,300 | 5% |
| Gasoline/petrol | 22,000 | 6,400 | 22,900 | 6,700 | 28,200 | 8,300 | 23% |
| Hydrogen | 0 | 0 | 0 | 0 | 0 | 0 | — |
| Kerosene | 0 | 0 | 0 | 0 | 0 | 0 | — |
| Liquefied petroleum gas (LPG) | 1,900 | 500 | 1,800 | 500 | 1,700 | 500 | -5% |
| Natural gas | 3,418,800 | 1,002,000 | 2,699,000 | 791,100 | 2,487,200 | 727,400 | -8% |
| Propane | 14,200 | 4,200 | 12,100 | 3,500 | 9,600 | 2,800 | -20% |
| Refinery fuel gas (RFG) | 0 | 0 | 0 | 0 | 0 | 0 | — |
| Residual fuel (#4, #5, #6) | 68,300 | 20,000 | 64,800 | 19,000 | 59,800 | 17,500 | -8% |
| Waste gas | 0 | 0 | 0 | 0 | 0 | 0 | — |
| Waste liquid | 0 | 0 | 0 | 0 | 0 | 0 | — |
| Waste solid | 0 | 0 | 0 | 0 | 0 | 0 | — |
| *Total non-renewable fuels* | *3,572,500* | *1,047,000* | *2,834,100* | *830,600* | *2,618,000* | *768,300* | *-8%* |
| **Renewable fuels** | | | | | | | |
| Biodiesel | 1 | 0.16 | 3 | 1 | 1 | 0.30 | -68% |
| Biogas from wastewater treatment | 0 | 0 | 0 | 0 | 0 | 0 | — |
| Ethanol | 2 | 1 | 1 | 0.43 | 167 | 49 | 11,300% |
| *Total renewable fuels* | *2* | *1* | *5* | *1* | *168* | *49* | *3,500%* |
| **Total fuels (non-renewable + renewable)** | 3,572,500 | 1,047,000 | 2,834,100 | 830,700 | 2,618,200 | 768,400 | -8% |

## 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 megawatt-hours (MWh) of energy use by type is reported in disclosure GRI 302-1.

| | Unit | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| **Numerator** | | | | | |
| Total energy | MWh | 2,628,000 | 2,308,000 | 2,170,000 | |
| **Denominator** | | | | | |
| Production volume[1] | MT | 613,000 | 624,000 | 600,000 | |
| Revenue | Million USD | $6,614 | $6,719 | $6,849 | |
| **Intensities** | | | | | |
| Energy intensity, production basis | MWh/MT | 4.29 | 3.70 | 3.62 | -2% |
| Energy intensity, revenue basis | MWh/Million USD | 397 | 343 | 317 | -8% |

[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 2025, we executed a portfolio of 41 projects expected to reduce annual energy consumption by 11,000 MWh and reduce Scopes 1 and 2 GHG emissions by 4,000 $MTCO_2e$. 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 reduce energy consumption, replacement of obsolete equipment with more efficient machines, and steam consumption optimization. Calculations of energy 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 energy savings is the sum of the energy savings of the individual projects.

## 302-5 Reduction 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 Water stewardship section starting on page 25 of the DuPont 2026 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 2025, we consumed 6% 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 2025 collaborations are described on pages 25 – 26 of the DuPont 2026 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, 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 13 sites that either operate in high-risk watersheds or are among those with the highest water use in DuPont.

As a result of our responsible water stewardship practices, 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 responsible 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 responsible 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.

**Goals and targets**

Our 2035 water stewardship goal is to embed responsible stewardship practices at priority sites in line with leading global standards while supporting workplace water, sanitation, and hygiene (WASH) principles in our operations and supply chain.

- Of our approximately 75 manufacturing sites worldwide, there are 13 sites that either operate in high-risk watersheds or are among those with the highest water use. Of these 13 targeted sites, seven have initiated with three having fully implemented their responsible water strategies, positioning us to meet our goal of full implementation across all targeted sites by 2035.
- In 2026, we will develop capability to measure progress toward our 2035 goal supporting workplace water, sanitation, and hygiene (WASH) principles in our operations and supply chain.

## 303-3 Water withdrawal

DuPont sites report water withdrawal data 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 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 responsible 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 use of water. Of our approximately 75 manufacturing sites worldwide, we've identified 13 as sites operating in high-risk watersheds or as sites with the highest water use. Water withdrawal from the six sites operating in high-risk areas is just 5% of DuPont's total water withdrawals.

| | Unit | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| **Total water withdrawal, from all sources** | **Mil Gal** | **7,900** | **7,900** | **7,900** | **—** |
| Withdrawal at sites identified as high water-related risk | Mil Gal | 391 | 320 | 409 | 28% |
| | % | 5% | 4% | 5% | |

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

## 303-4 Water discharge

DuPont sites report water discharge data 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 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 responsible 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 use of water. Of our approximately 75 manufacturing sites worldwide, we've identified 13 sites operating in high-risk watersheds or sites with the highest water use. Water discharge from six sites operating in high-risk areas is just 5% of DuPont's total water discharge.

| | Unit | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| **Total water discharge, from all sources** | **Mil Gal** | **7,400** | **7,400** | **7,600** | **2%** |
| Discharge from sites identified as high water-related risk | Mil Gal | 355 | 294 | 379 | 29% |
| | % | 5% | 4% | 5% | |

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

## 303-5 Water consumption

DuPont sites report water consumption data 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 responsible 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 use of water. Of our approximately 75 manufacturing sites worldwide, we've identified 13 as sites operating in high-risk watersheds or as sites with the highest water use. Water consumption at the six sites operating in high-risk areas is just 6% of DuPont's total water consumption.

| | Unit | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| **Total water consumption** | **Mil Gal** | **600** | **600** | **500** | **-18%** |
| Consumption at sites identified as high water-related risk | Mil Gal | 36 | 45 | 30 | -33% |
| | % | 6% | 7% | 6% | |

# 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 A50 – A57 of the Appendices. Our management approach prioritizes the identification of climate-related impacts, 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 climate-related impacts, risks, and opportunities. Management and Board oversight of our climate strategy is embedded in our sustainability governance processes. Progress toward meeting our climate targets, 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 Sustainability Officer (CSO) and Chief Operations and Engineering Officer, together, are responsible for performance on our climate targets 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. The focus varies based on the value chain and includes life cycle assessments (LCA), product carbon footprint (PCF) assessments, and avoided emissions.

Understanding our customers' climate priorities is a key input to our strategy. In 2025, customers and value chain partners continued to emphasize the importance of climate action, and their insights establish a direct link between our innovation programs and their sustainability priorities. Customer findings provide clarity for DuPont businesses and functions, increase the commercialization success of sustainable products, and enable our customers' success in achieving their sustainability objectives.

We have achieved our ambitious 2030 climate goals, which responded to the rising expectations of our customers and stakeholders to accelerate climate action, and in 2026, we are developing new near-term 2035 targets to reflect the scope of DuPont's current operating portfolio.

Our targets:

- Net-zero by 2050 (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 2025:

- 76% reduction of Scopes 1 and 2 emissions from the 2019 baseline, successfully achieving a three-quarters reduction in company emissions in just six years and outperforming the expectations of the 1.5° C pathway set by our SBTi-validated target in alignment with the Paris Agreement
- 66% 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
- 49% of our electricity was procured from renewable sources through virtual power purchase agreements (VPPAs), on-site solar generation, or through the purchase of renewable energy certificates (RECs); we are on track to reach our 2030 goal of 60%

## 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 measurable 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 2025) and the U.K. Department for Environment, Food, and Rural Affairs (Defra) GHG Conversion Factors (2025). 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 operations 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) | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| Direct energy emissions | 173,000 | 143,000 | 149,000 | 140,000 | -6% |
| Process-related GHG emissions | 1,550,000 | 329,000 | 85,000 | 71,000 | -16% |
| Emissions due to mobile fuels | 4,400 | 2,500 | 2,400 | 3,500 | 45% |
| Total direct GHG emissions (Scope 1) | 1,753,000 | 498,000 | 258,000 | 239,000 | -7% |
| Biogenic emissions | 8 | < 1 | < 1 | 11 | — |

## 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 measurable 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. 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 operations 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) | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| Scope 2 GHG emissions, location-based | 470,000 | 418,000 | 388,000 | 377,000 | -3% |
| Scope 2 GHG emissions, market-based | 479,000 | 347,000 | 316,000 | 289,000 | -9% |

## 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 $NF_3$. DuPont began calculating Scope 3 emissions in 2020. 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 PCF data from key raw material suppliers through our Together for the Planet campaign in line with guidance from the GHG Protocol Scope 3 Standard which promotes moving from industry average to supplier specific data. In 2025, supplier outreach requests for PCFs was integrated into the businesses LCA competencies. This data integration allowed us to significantly increase the share of raw material emissions computed from supplier PCFs to 28%.

| Scope 3 GHG emissions in units of $MTCO_2e$ | 2020 (Base year) | 2023 | 2024 | 2025 | % of total | % change from prior year | % change from base year |
|---|---|---|---|---|---|---|---|
| Category 1: Purchased goods and services | 2,742,000 | 2,569,000 | 2,411,000 | 2,444,000 | 58% | 1% | |
| Category 2: Capital goods | 44,000 | 31,000 | 31,000 | 32,000 | <1% | 3% | |
| Category 3: Fuel and energy related activities | 255,000 | 253,000 | 251,000 | 254,000 | 6% | 1% | |
| Category 4: Upstream transportation & distribution | 406,000 | 403,000 | 356,000 | 353,000 | 8% | -1% | |
| Category 5: Waste | 33,000 | 33,000 | 35,000 | 29,000 | <1% | -19% | |
| Category 6: Business travel | 1,000 | 6,000 | 7,000 | 6,000 | <1% | -11% | |
| Category 7: Employee commuting | 28,000 | 20,000 | 19,000 | 18,000 | <1% | -2% | |
| Category 8: Upstream leased assets | 1,000 | 0 | 0 | 0 | <1% | -17% | |
| Category 9: Downstream transportation & distribution | 406,000 | 403,000 | 356,000 | 353,000 | 8% | -1% | |
| Category 10: Processing of sold products | 145,000 | 134,000 | 135,000 | 132,000 | 3% | -2% | |
| Category 11: Use of sold products | 70,000 | 33,000 | 19,000 | 29,000 | <1% | 51% | |
| Category 12: End-of-life of sold products | 5,955,000 | 1,792,000 | 679,000 | 509,000 | 12% | -25% | |
| Category 13: Downstream leased assets | Not significant | | | | | | |
| Category 14: Franchises | Not applicable | | | | | | |
| Category 15: Investments | 40,000 | 41,000 | 38,000 | 38,000 | <1% | — | |
| **Total** | **10,126,000** | **5,719,000** | **4,337,000** | **4,197,000** | **100%** | **-3%** | |
| **Category 1 + Category 12[1]** | **8,697,000** | **4,361,000** | **3,090,000** | **2,953,000** | | **-4%** | **-66%** |

[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 | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| **Numerator** | | | | | |
| Total Scopes 1 and 2 (market-based) emissions | $MTCO_2e$ | 845,000 | 575,000 | 528,000 | |
| **Denominator** | | | | | |
| Production volume[1] | MT | 613,000 | 624,000 | 600,000 | |
| Revenue | Million USD | $6,614 | $6,719 | $6,849 | |
| **Intensities** | | | | | |
| GHG intensity, production basis | $MTCO_2e$/MT | 1.38 | 0.92 | 0.88 | -4% |
| GHG intensity, revenue basis | $MTCO_2e$/ Million USD | 128 | 86 | 77 | -10% |

[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 2025, we executed a portfolio of 41 projects expected to achieve an annual reduction of 4,000 $MTCO_2e$ of Scopes 1 and 2 emissions, along with a 11,000 MWh decrease in energy consumption.

These projects reduced the consumption of several types of energy, including steam, electricity, and fuels. Examples of these projects include production schedule optimization to reduce energy consumption, replacement of obsolete equipment with more efficient machines, and steam consumption optimization. Calculations of energy 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 Scopes 1 and 2 emissions reduction is the sum of the emissions reductions calculated based on energy 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) | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|
| Nitrogen oxides ($NO_X$) | 86 | 88 | 84 | -4% |
| Sulfur oxides ($SO_X$) | 1.2 | 1.2 | 1.3 | 7% |
| Volatile organic compounds (VOCs) | 344 | 333 | 359 | 8% |
| Particulate matter (PM, total) | 11 | 11 | 12 | 5% |

# 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 EH&S Management System, which is integral to our Operational Excellence (OpEx) framework. Our EH&S Management System is designed to ensure a consistent and effective approach to waste management across all global operations. Our comprehensive approach incorporates internationally recognized standards such as ISO 14001, the American Chemistry Council's Responsible Care Management System (RCMS) and the International Council of Chemical Care principles. By the end of 2025, 51 of our sites had attained ISO 14001 certification.

DuPont integrates waste management into its EH&S framework to ensure implementation of local 4R (reduce, reuse, repurpose, and recycle) waste management programs. As part of 4R implementation, 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 to establish a consistent foundation for performance tracking and gain insights on DuPont's waste intensity. Each site establishes waste reduction goals, which are incorporated in the EH&S Management System to guide initiatives and measure success. By 2035, DuPont aims to fully implement its 4R waste management strategy across all manufacturing sites, providing the operational and data foundation required to support waste intensity measurement and long-term waste-reduction goals. As of the end of 2025, 78% 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.

To ensure our waste management practices are effective, we engage in routine evaluations of our EH&S strategy and disclosure of progress. All sites report waste data through our corporate environmental data system and aggregated results are reported annually in our 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 healthcare, water, construction, and industrial markets. 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 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 circular economy, which is described on page 23 of the DuPont 2026 Sustainability Report. Our circular economy approach guides how we address waste, material use efficiency, and design challenges across our innovation programs and global businesses. It also defines how we incorporate circular economy principles at 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 programs depending on their targeted innovation and sustainability challenges.

## 306-2 Management of significant waste-related impacts

Management processes for waste are incorporated in DuPont's EHS&S Commitment, OpEx framework, and EH&S Management System reflecting our core values and acting with accountability. 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 global EH&S Management System is certified by ISO 14001 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 put safety and employee well-being first, 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 corporate environmental reporting system. 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. As an element of our 2035 Circular Economy sustainability goal, we aim to have our 4R (reduce, reuse, repurpose, and recycle) waste management and reduction programs implemented at all our manufacturing sites and achieve a 10% reduction in total waste intensity. In 2025, 78% of our sites had 4R programs in place.

DuPont is a member of Operation Clean Sweep® (OCS) a voluntary program jointly administered by the ACC and the Plastics Industry Association to prevent plastic loss to marine and freshwater environments. OCS requirements are fully integrated into our EH&S Management System. We provided training on the OCS 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 2025, we had zero unrecovered plastic release incidents greater than 0.5 kg or 0.5 L.

| Category[1] | 2023 | 2024 | 2025 |
|---|---|---|---|
| Number of unrecovered plastic releases | 0 | 0 | 0 |
| Amount of unrecovered plastic 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 corporate environmental reporting system.

| Waste generated[1] | Unit | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| Hazardous waste generated | MT | 49,100 | 53,600 | 53,900 | <1% |
| Non-hazardous waste generated | MT | 82,100 | 76,700 | 76,200 | <1% |
| **Total waste generated** | **MT** | **131,200** | **130,300** | **130,100** | **<1%** |

[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 | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| | | On-site/Off-site/Total | On-site/Off-site/Total | On-site/Off-site/Total | |
| Reuse – hazardous | MT | 0 / 400 / 400 | 0 / 300 / 300 | 0 /0 / 0 | |
| Reuse – non-hazardous | MT | 0 / 1,300 / 1,300 | 0 / 900 / 900 | 0 / 200 / 200 | |
| Recycling/reclamation/recovery – hazardous | MT | 0 / 17,900 / 17,900 | 0 / 19,500 / 19,500 | 0 / 19,500 / 19,500 | |
| Recycling/reclamation/recovery – non-hazardous | MT | 11,200 / 34,400 / 45,600 | 12,500 / 32,300 / 44,900 | 11,900 / 28,100 / 40,000 | |
| **Total beneficial use of waste** | **MT** | **65,200** | **65,600** | **59,700** | **-9%** |

## 306-5 Waste directed to disposal

| Hazardous waste directed to disposal | Unit | 2023 | 2024 | 2025 | % change from prior year |
|---|---|---|---|---|---|
| | | On-site/Off-site/Total | On-site/Off-site/Total | On-site/Off-site/Total | |
| Incinerated – with energy recovery | MT | 200 / 3,600 / 3,800 | 200 / 4,400 / 4,600 | 200 / 4,200 / 4,300 | |
| Incinerated – without energy recovery | MT | 0 / 5,000 / 5,000 | 0 / 5,000 / 5,000 | 0 / 4,600 / 4,600 | |
| Landfilled | MT | 0 / 11,300 / 11,300 | 0 / 9,300 / 9,300 | 0 / 9,500 / 9,500 | |
| Other disposal | MT | 0 / 10,700 / 10,700 | 0 / 14,900 / 14,900 | 0 / 15,900 / 15,900 | |
| **Total hazardous waste disposed** | **MT** | **30,900** | **33,800** | **34,400** | **2%** |

| Non-hazardous waste directed to disposal | | | | | |
|---|---|---|---|---|---|
| Incinerated – with energy recovery | MT | 1,200 / 6,000 / 7,100 | 800 / 5,100 / 5,900 | 800 / 5,400 / 6,100 | |
| Incinerated – without energy recovery | MT | 0 / 1,600 / 1,600 | 0 / 1,600 / 1,600 | 0 / 1,700 / 1,700 | |
| Landfilled | MT | 0 / 20,700 / 20,700 | 0 / 18,200 / 18,200 | 0 / 22,000 / 22,000 | |
| Other disposal | MT | 0 / 5,700 / 5,700 | 0 / 5,100 / 5,100 | 0 / 6,200 / 6,200 | |
| **Total non-hazardous waste disposed** | **MT** | **35,100** | **30,900** | **36,100** | **17%** |

# GRI 308: Supplier Environmental Assessment 2016

## 3-3 Management of material topic

Reference the Responsible procurement narrative on pages 33 – 34 of the DuPont 2026 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. 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 Co-operation and Development Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas, 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 with reference to the publically available Responsible Minerals Initiative (RMI) guidelines, 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. DuPont's annual Conflict Minerals Report can be found on our Position statements webpage.

[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 Opportunity, inclusivity, and well-being section on pages 30 – 31 of the DuPont 2026 Sustainability Report.

## 401-1 New employee hires and turnover

In 2025, DuPont's annual voluntary attrition rate was 4.3%.

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 Health and safety in the workplace section on pages 28 – 29 of the DuPont 2026 Sustainability Report.

Our approach to occupational health and safety is integrated into our Environmental, Health, Safety, and Sustainability (EHS&S) Commitment, our Operational Excellence (OpEx) framework, and our EH&S Management System, reflecting our core value to put safety and respect first. 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 OpEx framework helps us put safety and employee well-being first, 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 assure the integrity of our sustainability data. By the end of 2025, 51 of our sites had attained ISO 14001 certification.

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.

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 conducts 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.

We classify EHS&S events using a corporate EH&S Event Classification, Investigation, and Reporting Standard. Classifications are made using "LIFE event" terminology 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. LIFE events are EH&S events that have an outcome or potential that results in life-changing or life-altering consequences. 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.

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 company connect 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 24 sites worldwide where HS staff provide occupational care and render first aid. 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 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 not 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 audits to confirm compliance with the site, business, corporate standards, and regulations.

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

A safe work environment is inherently built on strong communication. Internally, to ensure the dissemination of essential health and safety information, we utilize a range of communications platforms, including intranet sites, email, websites, digital signage, posters, computer-based trainings, and regional team meetings. Our DuPont EH&S Management System Policy mandates that each site conduct 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 ideas from workers on how to improve facility safety and general site EH&S procedure and permit effectiveness.

In addition to these internal communications, each site also manages external communications for significant health and safety events or emergencies within the region and with local communities. We generally engage with the public by participating in or hosting advisory panels to inform communities of EH&S updates, or by providing informational posts on local websites or social media.

Annually, we commit to informing our workforce about the results of our EH&S Management System audits, as well as inform them of any decisions or actions related to possible Management System updates, emphasizing our unwavering commitment to health and safety excellence. Additionally, all sites have documented EH&S management review meetings at least monthly.

This comprehensive approach not only reinforces our internal procedures but also fosters trust and transparency with the workforce and the communities we serve, reflecting our dedication to health, safety, and environmental stewardship.

## 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. An EH&S Learning and Development Council and Steering 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 OpEx 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 2025, 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® programs. 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 PS&R Management System.**
DuPont's Product Stewardship and Regulatory (PS&R) Management System is at the core of our commitment to product safety and risk management. Aligned with frameworks of the American Chemistry Council Responsible Care® Product Safety Code and International Council of Chemical Associations Responsible Care 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.

DuPont's PS&R Management System is central to our product safety and risk management efforts, and guides product and application development across all businesses. Aligned with frameworks of the publicly available American Chemistry Council Responsible Care® Product Safety Code and the International Council of Chemical Associations' Responsible Care principles, each business applies the PS&R Management System to assess and manage potential risks and identify opportunities for continuous improvement. This rigor helps ensure that the products we commercialize are safe and sustainable. The system is reviewed annually to drive continuous improvement.

Product Stewardship Reviews are a key component, covering all new and existing products, applications, and services. These reviews assess health, safety, and environmental impacts throughout the product life cycle — from design and manufacturing to customer use, handling, transportation, and disposal. Risk assessments include toxicology, environmental fate, and exposure for both humans and the environment.

Our PS&R Management System is further outlined on page 16 of the DuPont 2026 Sustainability Report.

## 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 | 2023 | | | 2024 | | | 2025[1] | | | % change from prior year |
|---|---|---|---|---|---|---|---|---|---|---|
| | Employees | Contractors | Employees + Contractors | Employees | Contractors | Employees + Contractors | Employees | Contractors | Employees + Contractors | Employees + Contractors |
| DAWC cases[2] | 15 | 4 | 19 | 19 | 0 | 19 | 7 | 1 | 8 | -58% |
| DAWC rate[3] | 0.09 | 0.10 | 0.09 | 0.12 | 0.00 | 0.10 | 0.05 | 0.03 | 0.04 | -56% |
| TRC[4] | 68 | 11 | 79 | 44 | 13 | 57 | 38 | 6 | 44 | -23% |
| TRIR[5] | 0.39 | 0.27 | 0.37 | 0.29 | 0.37 | 0.30 | 0.26 | 0.17 | 0.24 | -25% |
| Fatalities | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Exposure hours | 34,567,000 | 8,154,000 | 42,721,000 | 30,562,000 | 7,064,000 | 37,626,000 | 29,142,000 | 7,093,000 | 36,235,000 | |

[1] 2025 data includes Spectrum Plastics Group, and Donatelle Plastics, consistent with disclosure GRI 2-2 Entities included in the organization's sustainability reporting.
[2] A 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] 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 A34.

### 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

DuPont manages training and education through an enterprise-wide approach designed to build workforce capabilities, support career development, and strengthen long-term business performance. Training and education are critical to employee engagement, retention, leadership development, and readiness to support innovation and transformation. DuPont's approach is anchored in its My Career Journey framework, which encourages employees to actively plan and progress their careers in partnership with their managers. Employees are supported in identifying career aspirations, required skills and experiences, and development actions, which are documented and tracked through DuPont's talent management systems. Learning and development are guided by a development model, emphasizing on-the-job experiences, exposure through coaching, mentoring, and feedback, and formal education. DuPont provides access to a range of learning resources, including digital learning platforms, leadership and functional development programs, mentoring opportunities, and technical and professional education. Leadership development offerings support employees at different career stages and help strengthen the Company's leadership pipeline.

Performance and development discussions are a core component of DuPont's training and education approach. Regular check-ins between employees and managers support feedback, development planning, and career progression. Tools such as the My Why framework foster purposeful conversations around opportunity, experience, and purpose, supporting employee engagement and alignment.

Human Resources and Talent Management teams oversee the design and governance of training and education programs, in collaboration with business leaders. The Company monitors participation, feedback, and engagement to assess effectiveness and continuously improve its training and education practices in alignment with evolving business needs.

### 404-1 Average hours of training per year per employee

In 2025, DuPont employees completed an average of 24 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, 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 degree 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.

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 2025, 80% of employees participating in our annual employee engagement survey 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

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 to put safety and respect first 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 opportunity is described further in the Opportunity, inclusivity, and well-being section starting on page 30 of the DuPont 2026 Sustainability Report.

## 405-1 Diversity of governance bodies and employees

Diversity of nominees for DuPont's Board of Directors as presented on page 16 of in the 2026 Proxy Statement.

**% of Board members by gender**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| Female | 33% | 33% | 27% |
| Male | 67% | 67% | 73% |

**% of Board members by age group**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| Under 30 | 0% | 0% | 0% |
| 30 – 50 | 0% | 0% | 0% |
| Over 50 | 100% | 100% | 100% |

**% of Board members by race/ethnicity/underrepresented groups[1]**

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| African American or Black | 8% | 8% | 9% |
| Asian | 8% | 8% | 9% |
| White | 83% | 83% | 82% |
| LGBTQ+ | 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 in GRI 2-2 on page A2 for details on the inclusion of recent acquisitions and divestitures in these values.

| % of employees per employee category by gender[1] | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| | Female | Male | Female | Male | Female | Male |
| Non-exempt | 23% | 77% | 23% | 77% | 14% | 85% |
| Individual contributor | 44% | 55% | 44% | 55% | 43% | 57% |
| Supervisor | 33% | 67% | 33% | 67% | 35% | 65% |
| Manager | 29% | 71% | 30% | 70% | 34% | 66% |
| Senior leader | 28% | 72% | 28% | 72% | 35% | 65% |

[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] | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|
| | Female | Male | Female | Male | Female | Male |
| Under 30 | 37% | 63% | 37% | 63% | 35% | 63% |
| 30 – 50 | 33% | 67% | 33% | 67% | 30% | 70% |
| Over 50 | 26% | 73% | 28% | 72% | 28% | 72% |

[1] Total for all age groups for each year may not be 100% because of rounding of individual values.

| 2025 % 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% | 20% | 4% | <1% | 2% | 2% | 67% |
| Individual contributor (U.S. population) | <1% | 5% | 8% | 6% | <1% | 2% | 1% | 78% |
| Supervisor (U.S. population) | <1% | 11% | 6% | 5% | <1% | 2% | 1% | 76% |
| Manager (U.S. population) | <1% | 11% | 6% | 6% | <1% | 2% | <1% | 75% |
| Senior leader (Global population)[2] | <1% | 9% | 3% | 2% | <1% | 2% | 2% | 83% |

[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, experience, and external market data. We also work with external advisors to periodically review unadjusted median pay differences across job classifications and compensation bands. This review is conducted across our global workforce, taking into account relevant factors such as role, level, and geography, using recognized analytical methodologies and in compliance with applicable local legal requirements.

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 408: Child Labor 2016

## 3-3 Management of material topic

**Own operations**

DuPont is committed to the protection and advancement of human rights wherever we operate. We commit to conduct our business in an ethical and responsible manner that supports and respects the protection of human rights. We work to identify and do business with partners who aspire to conduct their business in a similar manner. Compliance with this commitment and applicable laws is the responsibility of every employee and contractor acting on our behalf and a condition of their employment or contract.

DuPont communicates its expectations to employees and other stakeholders through our Human Rights Position Statement, Child and Forced Labor Position Statement, and DuPont Code of Conduct, which applies to all employees worldwide. In December 2025, DuPont launched a web-based Smart Code of Conduct designed to improve accessibility and usability. The Smart Code features a streamlined and simplified format, availability in multiple languages, and direct access to reporting and inquiry channels, including links to the Ethics Hotline.

All new employees receive training on the Code of Conduct as part of their onboarding process. The Code includes reference to our Human Rights Position Statement and no tolerance of child labor, forced labor, and human trafficking.

**Suppliers**

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. It references the Ten Principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. 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.

As part of our Third-Party Risk Management (TPRM) risk-based process, the Business Ethics and Integrity onboarding assessment includes review of the suppliers' policies and practices to prevent human rights violations, child labor, and forced labor. In 2025, our TPRM framework required 1% of suppliers to complete additional due diligence that included verifying they met human rights and labor standards.

Additional detail about Supplier due diligence, selection, and engagement is found on pages 33 – 34 of the DuPont 2026 Sustainability Report.

Omission: Information unavailable/incomplete. This topic was newly identified as material for disclosure as part of a materiality assessment conducted in 2025. As a result, the required disclosure of operations and suppliers considered to have significant risk for incidents of child labor is not yet available. The organization is actively working to develop the necessary processes and data collection to address this topic.

# GRI 409: Forced or Compulsory Labor 2016

## 3-3 Management of material topic

**Own operations**

DuPont is committed to the protection and advancement of human rights wherever we operate. We commit to conduct our business in an ethical and responsible manner that supports and respects the protection of human rights. We work to identify and do business with partners who aspire to conduct their business in a similar manner. Compliance with this commitment and applicable laws is the responsibility of every employee and contractor acting on our behalf and a condition of their employment or contract.

DuPont communicates its expectations to employees and other stakeholders through our Human Rights Position Statement, Child and Forced Labor Position Statement, and DuPont Code of Conduct, which applies to all employees worldwide. In December 2025, DuPont launched a web-based Smart Code of Conduct designed to improve accessibility and usability. The Smart Code features a streamlined and simplified format, availability in multiple languages, and direct access to reporting and inquiry channels, including links to the Ethics Hotline.

All new employees receive training on the Code of Conduct as part of their onboarding process. The Code includes reference to our Human Rights Position Statement and no tolerance of child labor, forced labor, and human trafficking.

**Suppliers**

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. It references the Ten Principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. 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.

As part of our Third-Party Risk Management (TPRM) risk-based process, the Business Ethics and Integrity onboarding assessment includes review of the suppliers' policies and practices to prevent human rights violations, child labor, and forced labor. In 2025, our TPRM framework required 1% of suppliers to complete additional due diligence that included verifying they met human rights and labor standards.

Additional detail about Supplier due diligence, selection, and engagement is found on pages 33 – 34 of the DuPont 2026 Sustainability Report.

Omission: Information unavailable/incomplete. This topic was newly identified as material for disclosure as part of a materiality assessment conducted in 2025. As a result, the required disclosure of operations and suppliers considered to have significant risk for incidents of forced labor is not yet available. The organization is actively working to develop the necessary processes and data collection to address this topic.

## GRI 413: Local Communities 2016

### 3-3 Management of material topic

Discussion of management processes for local communities is described in the Community impact section on pages 35 – 36 of the DuPont 2026 Sustainability Report.

### 413-1 Operations with local community engagement, impact assessments, and developmental programs

Omission: Information unavailable/incomplete. This topic was newly identified as material for disclosure as part of a materiality assessment conducted in 2025. As a result, the disclosure of operations with local community engagement, impact assessments, and developmental programs is not yet available. The organization is actively working to develop the necessary processes and data collection to address this topic.

### 413-2 Operations with significant actual and potential negative impacts on local communities

Omission: Information unavailable/incomplete. This topic was newly identified as material for disclosure as part of a materiality assessment conducted in 2025. As a result, the disclosure of operations with significant actual and potential negative impacts on local communities is not yet available. The organization is actively working to develop the necessary processes and data collection to address this topic.

# 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 section on pages 35 – 36 of the DuPont 2026 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. 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

Our Product Safety and Transparency 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 aligned to the American Chemistry Council Responsible Care® Product Safety Code and International Council of Chemical Associations' Responsible Care 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. When potential negative impacts are identified, the product or process is redesigned or withdrawn.

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 Safe and sustainable by design section starting on page 15 of the DuPont 2026 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. 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 2025.

## 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

In 2025, we identified zero non-compliance incidents associated with product health, safety, or transparency regulations. The single incident in 2023 was 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 incident of non-compliance.

| Number of non-compliance incidents identified | 2023 | 2024 | 2025 |
|---|---|---|---|
| | 1 | 0 | 0 |

# 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. A25.

**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**

Climate action, p. 19 – 22 of the DuPont 2026 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. A27.

### 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. A18 – A19.

### 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. A22.

GRI 303-5 Water consumption, p. A23.

**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. A11.

**RT-CH-140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks**

Water stewardship, p. 25 – 26 of the DuPont 2026 Sustainability Report.

## Hazardous Waste Management

**RT-CH-150a.1 (1) Amount of hazardous waste generated, (2) percentage recycled**

GRI 306-3 Waste generated, p. A29.

GRI 306-4 Waste diverted from disposal, p. 30.

## Community Relations

**RT-CH-210a.1 Discussion of engagement processes to manage risks and opportunities associated with community interests**

Community impact, p. 35 – 36 of the DuPont 2026 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. A38.

GRI 403-10 Work-related ill health, p. A39.

**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. A33 – A38.

## 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 16 of the DuPont 2026 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**

Safe and sustainable by design, p. 15 – 16 of the DuPont 2026 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 2-23 Policy commitments, p. A9.

GRI 2-24 Embedding policy commitments, p. A9.

GRI 2-29 Approach to stakeholder engagement, p. A12 – A13.

### 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. 29 of the DuPont 2026 Sustainability Report.

**RT-CH-540a.2 Number of transport incidents**

In 2025, DuPont had zero transportation incidents.

## Activity Metrics

**RT-CH-000.A Production by reportable segment**

GRI 302-3 Energy intensity, p. A20. 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 DuPont's strategic direction, including the integration of sustainability factors such as environmental, social, and governance (ESG) risks and opportunities into the Company's strategy. Each of DuPont's Board Committees has formal oversight of specific sustainability-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 in 2025 and as needed at meetings of the full Board.

The Board Committee structure was updated at the end of 2025. Climate-related risks and opportunities are part of the responsibility of the Nomination and Governance Committee of the Board as of November 2025. These responsibilities previously resided with the former EHS&S Committee.

The responsibilities of the Nomination and Governance Committee in its role of assisting the Board of Directors to fulfill its oversight responsibilities include:

- Overseeing the Company's sustainability strategy, goals, and actions;
- Overseeing and reviewing the Company's Sustainability Report and ESG disclosures.;
- Monitoring evolving risks and opportunities;
- Reviewing Board composition; and
- Ensuring the Board has the right mix of skills and experience to effectively oversee sustainability issues.

The Nomination and Governance Committee of the Board of Directors receives reports from the Chief Sustainability Officer (CSO) 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 our CSO, who reports directly to our Chief Technology Officer (CTO). The CSO focuses on the alignment between sustainability and company objectives and meeting our customers' and other stakeholders' expectations. They regularly report to the Strategic Leadership Team (SLT). Members of the SLT 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

The SLC oversees the implementation of our sustainability and climate strategies. It is chaired by the CSO, and members include dedicated leaders for each of our 2035 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. 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 Climate action 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 CSO 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 completed a detailed climate-related risk and opportunity assessment in 2025, covering the scope of DuPont prior to the separation of Qnity. The description of the risks disclosed in this section have not yet been updated for the new scope of the company. We expect to assess climate-related risks and opportunities for the scope of new DuPont and provide an updated disclosure in our CDP Climate disclosure in late 2026.

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 2025 CDP Response; 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 and operational 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, man-made disasters, 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. For example, our suppliers with operations in the U.S. Gulf Coast region are exposed to acute physical risks.

An example of the impact of a severe weather event is Hurricane Ida in August 2021, which impacted our then-owned 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 2025 CDP Climate submission; demand for product offerings that are less carbon-intensive or that 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 2025, 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 programs 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. These expectations vary across markets and geographies. Several examples of market opportunities specific to DuPont's business are:

1. 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.
2. Our water customers are demanding solutions that minimize their energy consumption and emissions in use.
3. Healthcare packaging customers want product options with lower carbon footprints and are increasingly prioritizing materials made with bio-circular feedstocks.
4. In the automotive market, there is a clear trend toward lower-carbon emission technology, including hybrids, plug-in hybrid electric vehicles (PHEVs), and battery electric vehicles (BEVs), and away from traditional internal combustion engines and drivetrains.

## 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 2025, 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 portfolio 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 reduce climate impact:**
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 and plan to update our commitment for 2035. In 2022, we invested in our first long-term Virtual Power Purchase Agreement (VPPA), which, in 2025, delivered the equivalent of 135 megawatts of new wind power capacity to the North American electrical grid, which is approximately 549,000 megawatt hours of renewable electricity annually.

We have achieved ambitious 2030 climate goals that respond to the rising expectations of our customers and stakeholders to accelerate climate action and are developing new 2035 commitments to reflect the scope of DuPont's current operating portfolio.

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 2025:

- 76% reduction of Scopes 1 and 2 emissions from the 2019 baseline, successfully achieving a three-quarters reduction in company emissions in just six years and outperforming the expectations of the 1.5° C pathway set by SBTi in alignment with the Paris Accord
- 66% 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
- 49% of our electricity was procured from renewable sources through VPPA, on-site solar generation, or through the purchase of renewable energy certificates (RECs), on track to reach our 2030 goal of 60%

## Resilience of the Company's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario

DuPont builds climate resilience by understanding customer expectations and building climate transition plans supported by scenario analysis, and we assess physical risk to our sites and supply chains.

To meet customer expectations, DuPont is preparing for the transition to a lower-carbon economy through an integrated climate action and sustainable innovation strategy, as detailed in the Sustainable solutions section on pages 11 – 14, and 21 and the Climate action section on pages 19 – 22 of the DuPont 2026 Sustainability Report.

In 2025, we expanded our climate scenario analysis to include all of our businesses. Each 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.

DuPont uses scenario analysis to assess how various climate trajectories may impact its business, considering both physical and transition risks. Physical risks are assessed under higher-warming pathways SSP3-7.0 and SSP1-RCP2.6. These were applied to our sites and supply chains. Transition risks were examined under two book-ending decarbonization pathways IEA NZE and STEPS. These were assessed separately for each line of business and value chain. In 2026, we will use these insights to update our transition plans.

Each DuPont business maintains a climate transition plan, describing its strategic approaches and alignment with emerging market drivers. Each business strategy is 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 2025 Annual Report on Form 10-K, "the Company seeks to have many sources of supply for key raw materials in order to avoid significant dependence on any one or a few suppliers. In addition, and where the supply 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

DuPont identifies and assesses climate-related physical and transition risks through a structured, enterprise-wide process integrated into its overall risk management framework. Beginning in 2021, the Company conducted climate risk screening workshops to identify, assess, and prioritize climate-related risks and opportunities across direct operations and the upstream and downstream value chain. Business and functional teams evaluated risks based on likelihood, magnitude, and scope of impact, using calibrated thresholds aligned to potential impacts on operating costs, earnings, raw material costs, and supply chain disruptions. External climate consultants supported this work to enhance DuPont's understanding of climate risk exposure and inform scenario analysis and resilience planning.

DuPont has expanded climate scenario analysis across its businesses, generating insights to support strategic actions and resilience over the medium to long term. Details of the selected scenarios are in the section above. These efforts are informed by customer engagement, which directly links DuPont's innovation portfolio to customer sustainability priorities, with climate change consistently identified as a top focus area. Customer insights help shape each business's climate transition planning by considering commitments, investments, and net-zero ambitions.

DuPont's understanding of climate-related impacts, risks, and opportunities is further informed by a structured double materiality assessment aligned with the European Union's European Sustainability Reporting Standards (ESRS), as well as evolving expectations from investors, sustainability ratings, and regulatory developments. The Company monitors changes in disclosure frameworks and regulations, such as the European Union's Corporate Sustainability Reporting Directive (CSRD) and U.S. state-level requirements, to anticipate increased transparency and action related to climate risk management.

## 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 is set by an enterprise-level climate strategist and is a core element of our overall sustainability strategy. Implementation of the Climate action goals, including the development of transition plans to meet our climate targets, scenario analysis, and the engagement of our business units on their contribution, is led by our climate strategist. DuPont's CSO 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.

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, was performed by the Board of Directors' Environment, Health, Safety and Sustainability (EHS&S) Committee in 2025, and will be transferred to the Nomination and Governance Committee in 2026. In addition to identifying and assessing sustainability-related risk areas, DuPont also includes sustainability topics as elements of other risk areas such as geopolitical, 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 weather events. Climate and sustainability regulatory developments are two specific risk areas monitored, with key indicators identified to manage them and assigned risk leaders and risk owners for accountability. For details about our risk management process refer to page 39 of the DuPont 2026 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

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 LCA and 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.
- Customer survey - indicating
  - product information LCA and PSA
  - cost of carbon

- Physical risk metrics (indicating the likelihood of various climate-related impacts occurring at sites - for example wildfire, flooding, or severe storms)

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) | 2023 | 2024 | 2025 |
|---|---|---|---|
| | 40% | 46% | 49% |

| Scopes 1 and 2 emissions ($MTCO_2e$) | 2019 (Base year) | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Scope 1 | 1,753,000 | 498,000 | 258,000 | 239,000 |
| Scope 2 (market-based) | 479,000 | 347,000 | 316,000 | 289,000 |
| Scope 2 (location-based) | 470,000 | 418,000 | 388,000 | 377,000 |
| Scope 1 + Scope 2 (market-based) | 2,231,000 | 845,000 | 575,000 | 528,000 |

| Scope 3 ($MTCO_2e$) | 2020 (Base year) | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Cat. 1 Purchased goods and services | 2,742,000 | 2,569,000 | 2,411,000 | 2,444,000 |
| Cat. 2 Capital Goods | 44,000 | 31,000 | 31,000 | 32,000 |
| Cat. 3 Fuel and energy related activities | 255,000 | 253,000 | 251,000 | 254,000 |
| Cat. 4 Upstream transport & distribution | 406,000 | 403,000 | 356,000 | 353,000 |
| Cat. 5 Waste | 33,000 | 33,000 | 35,000 | 29,000 |
| Cat. 6 Business travel | 1,000 | 6,000 | 7,000 | 6,000 |
| Cat. 7 Employee commute | 28,000 | 20,000 | 19,000 | 18,000 |
| Cat. 8 Upstream leased assets | 1,000 | 0 | 0 | 0 |
| Cat. 9 Downstream transportation & distribution | 406,000 | 403,000 | 356,000 | 353,000 |
| Cat. 10 Processing of sold products | 145,000 | 134,000 | 135,000 | 132,000 |
| Cat. 11 Use of sold products | 70,000 | 33,000 | 19,000 | 29,000 |
| Cat. 12 End-of-life treatment of sold products | 5,955,000 | 1,792,000 | 679,000 | 509,000 |
| Cat. 13 Downstream leased assets | Not significant | | | |
| Cat. 14 Franchises | Not applicable | | | |
| Cat. 15 Investments | 40,000 | 41,000 | 38,000 | 38,000 |
| Total | 10,126,000 | 5,719,000 | 4,337,000 | 4,197,000 |
| Category 1 + 12 for goal | 8,697,000 | 4,361,000 | 3,090,000 | 2,953,000 |

## Targets used by the Company to manage climate-related risks and opportunities and performance against targets

We have achieved ambitious 2030 climate goals that respond to the rising expectations of our customers and stakeholders to accelerate climate action and in 2026 are developing new 2035 commitments to reflect the scope of DuPont's current operating portfolio.

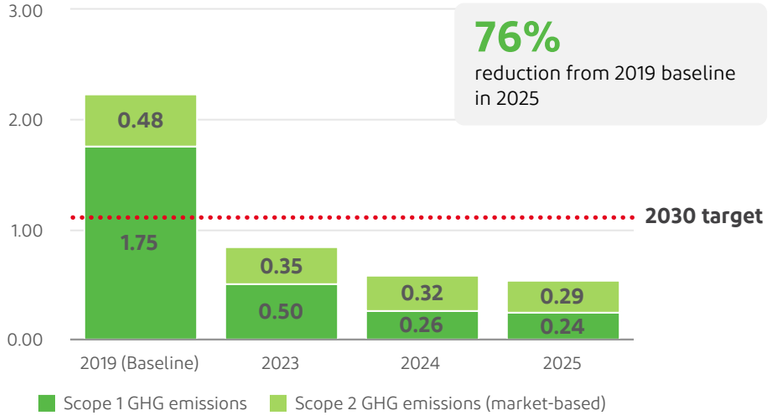
Our targets:

- 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)

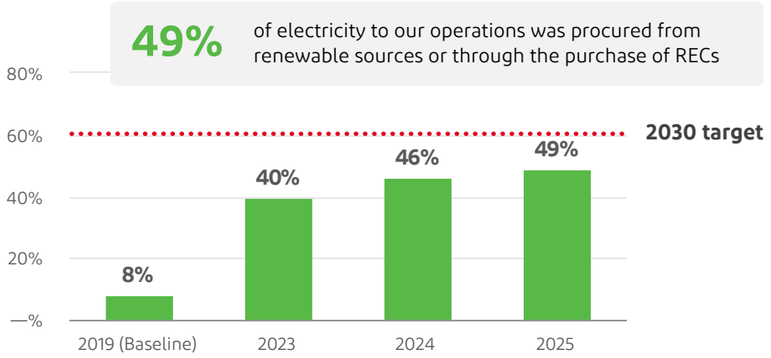
Our performance in 2025:

- 76% reduction of Scopes 1 and 2 emissions from the 2019 baseline, successfully achieving a three-quarters reduction in company emissions in just six years and outperforming the expectations of the 1.5° C pathway set by SBTi in alignment with the Paris Accord
- 66% 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
- 49% of our electricity was procured from renewable sources through VPPA, onsite solar generation or through the purchase of renewable energy certificates (RECs), on track to reach our 2030 goal of 60%

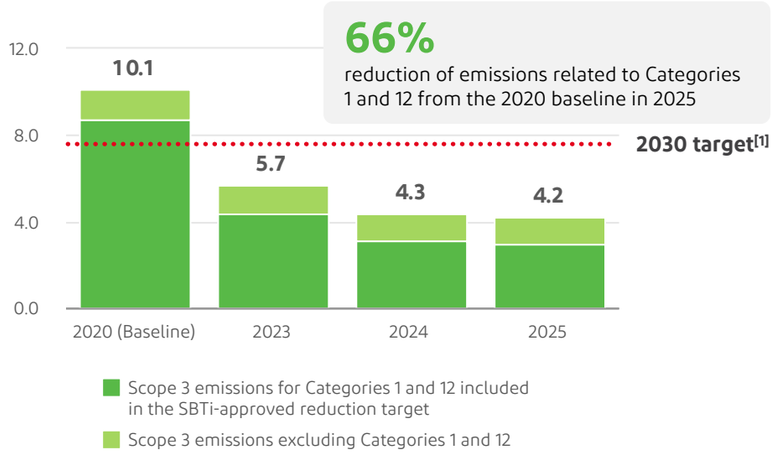
### Scopes 1 and 2 GHG emissions (millions of $MTCO_2e$)




### Renewable electricity use (% of total electricity use)




### Scope 3 emissions (millions of $MTCO_2e$)




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

# Assurance statement

April 30, 2026

Ms. Jennifer Princing
Sustainability Disclosures and Reporting Manager
1501 Larkin Center Drive
200 Larkin Building
Midland, MI 48642

**2025 Greenhouse Gas Inventory, 2025 Energy Use, 2025 Renewable Energy Use, 2025 Water Use, 2025 Environmental Health & Safety Performance Metrics and 2025 Employee Demographic Metrics Limited Verification Statement**

## PURPOSE OF THE STATEMENT

WSP has conducted an independent third-party review of the 2025 calendar year (CY) greenhouse gas (GHG) inventory, energy use, renewable energy (RE) use, water use, environmental health & safety (EHS) annual performance metrics, and the employee demographic metrics of DuPont with the intention of providing limited assurance of its accuracy and completeness. In addition, WSP reviewed base year adjustments to confirm structural changes triggered by divestitures were handled correctly. 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 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 water use, the scope of this review includes water withdrawals and water consumption. For the environmental health & safety 2025 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 employee demographic data, 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 USA
One Penn Plaza
New York, NY 10119

Tel.: +1 212 465-5096

wsp.com

WSP provided separate "Review Findings" reports to DuPont, which list 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.

**TABLE 1: ASSURANCE SCOPE**

| ASSURANCE PARAMETER | SPECIFICATION |
|---|---|
| GHG Calculation and Reporting Protocol | ▪ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)<br>▪ The Greenhouse Gas Protocol: Scope 2 Guidance<br>▪ WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard |
| Corporate EH&S Standard | ▪ SHE Standard S35G: Managing Occupational Injuries and Illnesses<br>▪ 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, 2025, to December 31, 2025 |
| **GREENHOUSE GAS EMISSIONS METRICS** | |
| Scope 1[1] | 239,359 metric tons $CO_2e$ (all Scope 1 sources) |
| Scope 2 Location-based[1] | 377,166 metric tons CO2e (all Scope 2 sources) |
| Scope 2 Market-based[1] | 288,832 metric tons $CO_2e$ (all Scope 2 sources) |
| Scope 3 Category 3 FERA | 253,639 metric tons $CO_2e$ |

| | |
|---|---|
| Supporting Documents Reviewed | ▪ DuPont GHG IMP - DuPont - Rev 13_January 2026<br>▪ 2025 Emission Calcs – Non-Reporting Sites<br>▪ 2025 Fleet and Jet GHG Calculations<br>▪ 2025 Emissions Factor Report for S1 and S2 sources (Greenstone)<br>▪ 2024 & 2025 Electricity Activity Data (Greenstone)<br>▪ 2024 & 2025 GHG & Energy Location-based Emissions (Greenstone)<br>▪ 2024 & 2025 Market-based Emissions Report (Greenstone)<br>▪ 2024 & 2025 Scope 1 Activity and Emissions Report (Greenstone)<br>▪ Custom Emissions and Activity Report – Midland Operations (Greenstone)<br>▪ 2025 Data Audit Bespoke Fields S1 S2 LB (Greenstone)<br>▪ 2025 Data Audit Bespoke Fiels S1 S2 MB (Greenstone)<br>▪ DuPont 2025 REC Purchasing Plan (including available REC attestations)<br>▪ 2025 FERA Emission Factors<br>▪ 2025 FERA indirect, indirect transmission, and transmission emissions<br>▪ 2020, 2022 – 2024 FERA Summary (base year data)<br>▪ Scope 3 2024 CDP – Lookup Table with Reasonableness Check<br>▪ 2019 Baseline Activity and Emissions files (review of historical application of divestiture)<br>▪ Interviews with energy data management staff<br>▪ Interviews with selected site personnel (Chauny, Yerkes, Fombio)<br>▪ Energy purchasing invoices for selected sites<br>▪ 2019 Scope 1 & 2 Data (Base year data) |
| Date Review Complete | April 23, 2026 |
| **ENERGY CONSUMPTION METRICS** | |
| Total Energy Consumption | 2,170,179,398 kWh |
| Total Chilled Water Consumption | 17,605 kwh |
| Total Non-Renewable Steam Consumption | 613,543,604 kWh |
| Total Fuel Consumption | 768,370,275 kWh |
| **RENEWABLE ENERGY CONSUMPTION METRICS** | |
| Purchased Renewable Electricity[2] | 387,365,474 kWh |
| On-site Renewable Electricity[3] | 1,971,154 kWh |

| | | |
|---|---|---|
| Renewable Electricity Percentage | 49 % | *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.<br>X % = (Purchased RE + On-site RE)/Total Purchased Electricity Use |
| Renewable Biofuels | 1.0 MMBTU Biodiesel<br>167.0 MMBTU Ethanol from mobile fuels | Values were converted to MMBTU |
| Purchased Steam from Renewable Sources | 0 kWh | |
| Supporting Documents Reviewed | ▪ DuPont GHG IMP - DuPont - Rev 13_January 2026<br>▪ 2025 Emission Calcs – Non-Reporting Sites<br>▪ 2025 Fleet and Jet GHG Calculations<br>▪ 2025 Emissions Factor Report (Greenstone)<br>▪ 2024 & 2025 Electricity Activity Data (Greenstone)<br>▪ 2024 & 2025 GHG & Energy Location-based Emissions (Greenstone)<br>▪ 2024 & 2025 Market-based Emissions Report (Greenstone)<br>▪ 2024 & 2025 Scope 1 Activity and Emissions Report (Greenstone)<br>▪ Custom Emissions and Activity Report – Midland Operations (Greenstone)<br>▪ 2025 Data Audit Bespoke Fields S1 S2 LB<br>▪ 2025 Data Audit Bespoke Fiels S1 S2 MB<br>▪ DuPont 2025 REC Purchasing Plan (including available REC attestations)<br>▪ DuPont Electricity EF Source List<br>▪ 2025 FERA Emission Factors<br>▪ 2025 FERA indirect, indirect transmission, and transmission emissions<br>▪ 2020, 2022 – 2024 FERA Summary<br>▪ Scope 3 2024 CDP – Lookup Table with Reasonableness Check<br>▪ 2019 Baseline Activity and Emissions files (review of historical application of divestiture)<br>▪ Interviews with energy data management staff<br>▪ Interviews with selected site personnel (Chauny, Fombio)<br>▪ Energy purchasing invoices for selected sites | |
| Date Review Complete | April 23, 2026 | |

| WATER METRICS | |
|---|---|
| Water Withdrawals | 7,892 MM gallons |
| Water Consumption | 504 MM gallons |
| Supporting Documents Reviewed | ▪ 2019 Water_2-19-26_ (No Qnity or Arrow), 2024 & 2025 Water_2-20-2026 (No Qnity or Arrow), including:<br>▪ Water Withdrawal by Facility, by Source/Supplier<br>▪ Water Use/Consumption<br>▪ Water Discharge (sewer)<br>▪ Water invoice documentation for selected sites<br>▪ Interviews with water data management staff<br>▪ Interviews with selected personnel (Fombio, Chauny, Yerkes) |
| Date Review Complete | April 23, 2026 |
| **ENVIRONMENTAL HEALTH AND SAFETY PERFORMANCE METRICS** | |
| Employee TRIR | 0.26 |
| Employee DAWC Rate | 0.05 |
| Contractor TRIR | 0.17 |
| Contractor DAWC Rate | 0.03 |
| Total (Employee + Contractor) TRIR | 0.24 |
| Total (Employee + Contractor) DAWC Rate | 0.04 |
| Supporting Documents Reviewed | ▪ Sample Weekly EHS Performance Reports<br>▪ DuPont EHS Performance Report Dashboard<br>▪ Injury Illness Data File- 2024YE & 2025YE<br>▪ Procedure to Publish Weekly and Monthly EHS Performance Dashboard Report - 2026<br>▪ Corporate Standard for Managing Occupational Injuries and Illnesses<br>▪ Sample Injury Classification Reports for select sites<br>▪ Sample Incident Investigation Reports for select sites<br>▪ Interviews with Corporate EH&S Management Staff |
| Date Review Complete | April 28, 2026 |

| EMPLOYEE DEMOGRAPHIC METRICS | |
|---|---|
| All Employee, Full Time Regular/Senior Executives/Board - %Male/Female | Global Workforce – 30% Female, 70% Male, 0% Undisclosed<br>Senior Leaders – 35% Female, 65% Male, 0% Undisclosed<br>Board of Directors – 27% Female, 73% Male |
| All U.S. Employee/Board - %White/Minority | U.S. Workforce – 27% Minority, 73% White<br>Board of Directors – 18% Minority, 82% White |
| Supporting Documents Reviewed | ▪ Employee demographic data annual report<br>▪ Annual Meeting and Proxy Statement 2026<br>▪ Interview with data management personnel<br>▪ Previous employee demographic data findings and documentation<br>▪ U.S. Department of Labor OFCCP Guidance FAQs for Federal Contractors |
| Data Review Complete | April 23, 2026 |

*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 employee demographic metrics: The employee demographic 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 three remote site visits with Chauny, France on February 11, 2026; Yerkes, New York on February 18, 2026; and Fombio, Italy on February 24, 2026, 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 2025 data between January and April 2026. This Assurance Statement is issued to specifically assure the 2025 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 2025 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 2025 GHG inventory, renewable energy use, water use, EHS performance metrics, and employee demographic 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 2025 GHG inventory of DuPont, its renewable energy data, water use data, EHS performance metrics, nor its employee demographic 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

Anna Stephens

Matt Aberant
Independent Reviewer

Matthew C. Aberant

# 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 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 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. They 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 (the "SEC").

See DuPont’s most recent annual report on Form 10-K and subsequent current and periodic reports filed with the SEC for further description of risks and uncertainties that could impact the expectations or estimates implied by the Company’s forward-looking statements. 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 in Disclosures, past years’ reports; and CDP submission and EcoVadis scorecard.

Financial, legal, and governance information, including our 2026 Proxy Statement and other reports filed with the SEC, 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.

Visit us at www.dupont.com

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