Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
PENSION AND RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 09/01/1904

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

EIDP, INC.

1000 N. WEST STREET
SUITE 900
WILMINGTON, DE 19801-1055

2b Employer Identification Number (EIN)
51-0014090

2c Plan Sponsor's telephone number
302-485-3492

2d Business code (see instructions)
325900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2026	MARK DURKOVIC
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

BENEFIT PLANS ADMINISTRATIVE COMMITTEE

1000 N. WEST STREET
SUITE 900
WILMINGTON, DE 19801-1055

3b Administrator's EIN: 35-1781118

3c Administrator's telephone number: 302-485-3492

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	66338
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	2204
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	2065
b	Retired or separated participants receiving benefits	**6b**	47119
c	Other retired or separated participants entitled to future benefits	**6c**	10255
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	59439
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	5610
f	Total. Add lines **6d** and **6e**.	**6f**	65049
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
PENSION AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
EIDP, INC.

D Employer Identification Number (EIN)
51-0014090

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	10419231997
b Actuarial value	**2b**	10661797840

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	52319	10687329749	10687329749
b For terminated vested participants	11815	933030005	933030005
c For active participants	2204	232018703	237676753
d Total	66338	11852378457	11858036507

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	61254813
c Target normal cost	**6c**	61254813

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

09/14/2026
Date

DOUGLAS A. ROSS
Type or print name of actuary

26-07311
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-771-0701
Telephone number (including area code)

MSC# 17741
P.O. BOX 6718
SOMERSET, NJ 08875

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	1682969214
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	240854966
9	Amount remaining (line 7 minus line 8)	0	1442114248
10	Interest on line 9 using prior year's actual return of 2.28 %	0	32880205
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.04 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	316000000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1158994453

Part III Funding Percentages

14	Funding target attainment percentage	14	80.13 %
15	Adjusted funding target attainment percentage	15	80.13 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	86.12 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
06/26/2026	1060800000	0			
07/15/2026	399200000	0			
			Totals ► 18(b)	1460000000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	1350845473

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	61254813
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	2355233120	250445824
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	311700637

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	240854968	240854968

36 Additional cash requirement (line 34 minus line 35)	**36**	70845669
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	1350845473

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	1279999804
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
PENSION AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
EIDP, INC.

D Employer Identification Number (EIN)
51-0014090

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 50	NONE	3118057	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

CORTEVA AGRISCIENCE LLC

974 CENTRE ROAD
CHESTNUT RUN PLAZA, 735/4330-4
WILMINGTON, DE 19805

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	EMPLOYER	826675	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

AON CONSULTING INC

36-2235791

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 13 17 50	NONE	682595	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AON INVESTMENTS USA INC

98-1090818

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 13 17 50	NONE	543711	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

BUCK GLOBAL LLC

13-3954297

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 50	NONE	343993	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

STATE STREET RETIREE SERVICES

04-2456637

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 50	NONE	325552	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PRICEWATERHOUSECOOPER LLP

13-4008324

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 49 50	NONE	225080	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

BALLARD SPAHR LLP

23-0382195

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	152107	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

STREET BANK AND TRUST COMPANY

04-1867445

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 19 21 28 50 51	NONE	79888	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STATE STREET GLOBAL ADVISORS TRUST

81-4017137

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	75000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

ASSOCIATES INTERNATIONAL

51-0120338

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
38 49 50	NONE	50335	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

ERNST AND YOUNG

34-6565596

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	9455	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
PENSION AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
EIDP, INC.

D Employer Identification Number (EIN)
51-0014090

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: DUPONT PENSION TRUST

b Name of sponsor of entity listed in (a): EIDP, INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
51-6012443-001	M	9968284997

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
PENSION AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
EIDP, INC.

D Employer Identification Number (EIN)
51-0014090

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	1460000000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	10419231997	9968284997
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	10419231997	11428284997
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	10419231997	11428284997

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	1460000000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1460000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		785958371
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		2245958371
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1175958718	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	-33069	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		1175925649
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	5239131	
(3) Recordkeeping fees	2i(3)	9455	
(4) IQPA audit fees	2i(4)	225080	
(5) Investment advisory and investment management fees	2i(5)	75000	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	53207	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	55377849	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		60979722
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1236905371
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1009053000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: PRICEWATERHOUSECOOPERS **(2)** EIN: 13-4008324

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 582293.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
PENSION AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
EIDP, INC.

D Employer Identification Number (EIN)
51-0014090

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 | 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-3581074

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | 3 | 388

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ Yes ☐ No ☒ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a	Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b	Enter the amount contributed by the employer to the plan for this plan year	6b	
c	Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ Yes ☐ No ☐ N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ Yes ☐ No ☒ N/A

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ Increase ☐ Decrease ☒ Both ☐ No

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ Yes ☐ No

11 a Does the ESOP hold any preferred stock? ..... ☐ Yes ☐ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ Yes ☐ No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ Yes ☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 12.5 % Private Equity: 13.1 % Investment-Grade Debt and Interest Rate Hedging Assets: 52.3 %
High-Yield Debt: 3.7 % Real Assets: 8.2 % Cash or Cash Equivalents: 7.2 % Other: 3.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Pension and Retirement Plan

Financial Statements as of and for the
Years Ended December 31, 2025 and 2024,
and Report of Independent Auditors

PENSION AND RETIREMENT PLAN

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Note: Schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

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Report of Independent Auditors

To the Administrator of Pension and Retirement Plan

Opinion

We have audited the accompanying financial statements of Pension and Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, including the related notes (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

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Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.



Philadelphia, Pennsylvania
October 13, 2026

PENSION AND RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2025 AND 2024
(dollars in thousands)

	2025	2024
Investment in DuPont Pension Trust	$ 9,968,285	$ 10,419,232
Contributions receivable	1,460,000	—
Net assets available for benefits	$ 11,428,285	$ 10,419,232

See Notes to the Financial Statements.

PENSION AND RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

	2025	2024
Additions (reductions) to net assets attributed to:		
Net investment income (loss) allocated from the DuPont Pension Trust	$ 785,959	$ 242,523
Contributions	1,460,000	—
Refund on prior annuity purchase	33	3,948
Total additions (reductions)	2,245,992	246,471
Deductions from net assets attributed to:		
Benefits paid	1,175,959	1,175,894
Administrative expenses	60,980	59,935
Total deductions	1,236,939	1,235,829
Net increase (decrease)	$ 1,009,053	$ (989,358)
Net assets available for benefits:		
Beginning of year	10,419,232	11,408,590
End of year	$ 11,428,285	$ 10,419,232

See Notes to the Financial Statements.

NOTE 1 - DESCRIPTION OF PLAN

The following description of the Pension and Retirement Plan (the "Plan") is provided for general purposes only. Participants should refer to the Plan document and Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory defined benefit plan which covers eligible employees of Corteva Agriscience, LLC (the "Company" or "Corteva"), and its affiliated companies Pioneer Hi-Bred International, Inc. ("Pioneer"), PHI Financial Services, Inc., and Corteva Agriscience Puerto Rico, Inc. (the "Vylor companies"). Effective October 1, 2026, Corteva, Inc., the parent company to Corteva Agriscience, LLC, completed its previously announced separation into two independent, publicly traded companies through the separation ("Separation") of Corteva's seed operating segment into an independent, publicly traded company, Vylor Inc. ("Vylor"). As of the Separation, the Vylor companies ceased to be participating employers in the Plan. The Employee Matters Agreement executed between Corteva, Inc. and Vylor assigned all assets and liabilities related to the Plan to Corteva, Inc. Participants who were employed by ChemFirst Inc. ("ChemFirst"), Danisco A/S ("Danisco"), Sentinel Transportation Company LLC ("Sentinel"), and Solae, LLC ("Solae") and have a vested benefit are also covered by the Plan. ChemFirst, Danisco, Pioneer, Sentinel and Solae each have a different benefit section (Title) in the Plan and their employees are covered by these separate pension benefit provisions.

EIDP, Inc. (formerly known as E. I. du Pont de Nemours and Company) ("DuPont" or "EIDP") is the Plan Sponsor.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

In November 2016, DuPont announced that the Plan would freeze the pay and service amounts used to calculate pension benefits for active employees who participate in the Plan on November 30, 2018 (the "Effective Date"). As of the Effective Date, active employees in the Plan no longer accrue additional benefits for future benefit service and eligible compensation received.

Effective as of July 15, 2025, the Plan was amended and restated to incorporate all prior amendments.

Administration

The Plan Administrator is the Benefit Plans Administrative Committee (the "Benefits Committee"), which is appointed by the Company. The Benefits Committee may adopt, subject to the approval of the Company, such rules as it may deem necessary for the proper administration of the Plan.

The assets of the Plan are held in the DuPont Pension Trust ("Master Trust"), of which 100 percent is owned by the Plan as of December 31, 2025 and 2024. The Board of Directors of the Company, or its delegate, appoints a trustee to hold the assets of the Master Trust in a trust. The trustee of the Master Trust is State Street Bank and Trust Company ("State Street" or the "trustee").

The management of the assets of the Master Trust are overseen by the Pension Investment Committee (the "Investment Committee"), which is appointed by the Chief Executive Officer of Corteva, Inc. The assets of the Plan invested in the Master Trust are managed by DuPont Capital Management Corporation ("DCMC"), a registered investment advisor and wholly-owned subsidiary of Corteva, Inc. DCMC also determines the Master Trust's valuation policies. See Note 5 for additional information.

Plan Benefits

Participating employees become vested in the Plan after the completion of five years of service (three years for Danisco employees) or the attainment of normal retirement age. Normal retirement age for ChemFirst, DuPont, and Pioneer participants is the latter of age 65 or the age at which five years of service are completed. For all other sections of the Plan, the normal retirement age is 65. Participants are eligible to receive vested benefits upon termination of employment, retirement, death or total disability and the benefits may be paid immediately if age and service requirements are met. Benefits are determined using a formula which takes into account service and final average earnings and are paid as a monthly annuity over the remaining lifetime of the participant. ChemFirst, Danisco, and Sentinel employees may elect to receive the benefits as a lump sum payment. Effective January 1, 2024, a former employee with a vested pension benefit having a total present value less than or equal to $7,000 is cashed out of the Plan, representing an increase from the $5,000 limit previously in place. Required minimum

distributions will begin no later than April of the calendar year following the latter of the year in which the participant attains the required minimum distribution age or the year following retirement or termination of employment. As a result of the Consolidated Appropriations Act of 2023, which includes the Setting Every Community Up Retirement Enhancement ("SECURE") 2.0 Act, the required minimum distribution age is 70 ½ for anyone born before July 1, 1949, age 72 for anyone born on or between July 1, 1949, and December 31, 1950, age 73 for anyone born on or between January 1, 1951, and December 31, 1959, and age 75 for anyone born on or after January 1, 1960.

Effective May 1, 2025, the Plan was amended to affirm the intended interpretation of the Plan that an employee is not eligible for optional retirement, as defined by the Plan, if the employee does not suffer an actual loss of employment and loss of income. Furthermore, effective August 4, 2025, the Plan was amended to offer an early distribution window to certain terminated vested Solae participants for a limited period of time ended October 6, 2025.

Participants judged eligible, as a result of pending litigation, for optional retirement (the "Optional Retirement Class") were afforded the opportunity to modify prior benefit elections made. Additionally, in December 2025, a conditional Plan amendment was executed which afforded eligible participants the opportunity to elect early retirement benefits in response to pending litigation impacting the Plan (the "Early Retirement Class"). Optional Retirement Class members, as well as members of the Early Retirement Class who received benefit payments based on the conditional amendment, will be required to reimburse the Plan for any benefit overpayments if the existing judgments in the referenced litigation are reversed in whole or in part. Supplemental payments related to these amendments commenced in 2026.

Death and Disability Benefits
If an active employee dies with a vested benefit, death benefits are payable to the surviving spouse or other eligible beneficiary. Effective January 1, 2015, for participants who become totally disabled, no specific disability benefit is offered. For a disability which occurred prior to January 1, 2015, disability benefits are payable in accordance with the plan provisions for their specific section of the Plan (ChemFirst, Danisco, DuPont, Pioneer, Sentinel or Solae).

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting
The accompanying financial statements of the Plan have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles in the United States of America ("GAAP").

Use of Estimates
The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein at the date of the financial statements. Actual results could differ from those estimates.

Risks and Uncertainties
The assets of the Plan are held in the Master Trust. The Master Trust invests in various investment securities. Investment securities, in general, are exposed to various risks such as interest rate risk, credit risk, and overall market volatility. Market risks include global events which could impact the value of investment securities, such as a pandemic, international conflict or significant changes in trade, tax or other policies. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

Investment Valuation and Income Recognition
Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value of the Plan's interest in the Master

Trust is based on the beginning of the year value of the Plan's interest in the Master Trust plus actual contributions and allocated investment income and gains or losses, including the change in the value of investments, less actual distributions, and actual and allocated administrative expenses. Net investment income or loss from the Master Trust is allocated proportionately on a monthly basis based on the Plan's interest in the Master Trust. See Note 5 for additional information.

Payment of Benefits
Benefit payments to participants are recorded upon distribution.

Plan Expenses
In general, independent auditor and actuarial consultant fees, premiums to the Pension Benefit Guaranty Corporation, and other expenses of administering the Plan are paid from the assets of the Plan. Expenses, such as trustee fees and expenses related to investment of Plan assets, are included in the net investment income allocated from the Master Trust.

NOTE 3 - ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Accumulated plan benefits for active employees are based on their estimated average pensionable compensation during the three years (five years for ChemFirst, Danisco, Pioneer, and Solae employees) ending on the Effective Date. As of December 31, 2025 and 2024, benefits payable under all circumstances - retirement, death, disability and termination of employment - are included in the actuarial present value of accumulated plan benefits, to the extent they are deemed attributable to employee service and pay rendered to the Effective Date.

The actuarial present value of accumulated plan benefits is the amount that results from applying actuarial assumptions to adjust accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected dates of payment.

The actuarial present value of accumulated plan benefits as of December 31, 2025 and 2024 are presented below:

	2025	2024
Vested benefits:		
Participants currently receiving benefits	$ 9,779,610	$ 10,021,763
Other participants and deferred vested	1,083,344	1,243,049
	10,862,954	11,264,812
Nonvested benefits	5,466	5,738
Total actuarial present value of accumulated plan benefits	$ 10,868,420	$ 11,270,550

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

The following table presents the changes in the actuarial present value of accumulated plan benefits for the years ended December 31, 2025 and 2024:

	2025	2024
Actuarial present value of accumulated plan benefits at beginning of year	$ 11,270,550	$ 13,258,354
Increase (decrease) during the year attributable to:		
Increase for interest due to the decrease in discount period	641,468	570,459
Changes in actuarial assumptions	5,002	(1,426,600)
Other actuarial losses	81,170	44,231
Benefits paid	(1,175,959)	(1,175,894)
Plan changes	46,189	—
Net increase (decrease)	(402,130)	(1,987,804)
Actuarial present value of accumulated plan benefits at end of year	$ 10,868,420	$ 11,270,550

The significant assumptions used in the valuations at December 31, 2025 and 2024 were:

- Interest rate: 6.0 percent at December 31, 2025, and December 31, 2024, based upon the long-term expectation of asset return in the supporting trust.
- Life expectancy of participants: For measuring the 2025 and 2024 present value of accumulated plan benefits, the Plan adopted the amounts-weighted aggregate healthy Pri-2012 mortality tables for healthy participants, disabled Pri-2012 mortality table for disabled participants and Pri-2012 contingent survivors mortality table for current and future survivors. These rates were projected generationally from 2012 using Aon's November 2025 U.S. Endemic version of MP-2021 improvement scale for 2025 and Aon's November 2024 U.S. Endemic version of MP-2021 improvement scale for 2024.
- Retirement age at December 31, 2025, and December 31, 2024: age 50-69 at 7-40%; age 70 at 100%.
- Actuarial cost method: The unit credit cost method.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Change in Actuarial Assumptions

Summary and impact of assumptions changes for the December 31, 2025 valuation
The mortality improvement scale was updated to use Aon's November 2025 U.S. Endemic version of MP-2021 improvement scales, which reflects near-term and long-term adjustments for the novel coronavirus disease ("COVID-19"). As a result, the present value of the accumulated plan benefits as of December 31, 2025, increased by $5,002. There was no other change to demographic assumptions.

Summary and impact of assumptions changes for the December 31, 2024 valuation
The increase in the discount rate from 4.5 percent to 6.0 percent reduced the present value of accumulated plan benefits as of December 31, 2024, by $1,429,780. The mortality improvement scale was updated to use Aon's November 2024 U.S. Endemic version of MP-2021 improvement scales, which reflects near-term and long-term adjustments for the novel coronavirus disease ("COVID-19"). As a result, the present value of the accumulated plan benefits as of December 31, 2024, increased by $3,180. There was no other change to demographic assumptions.

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

NOTE 4 - FUNDING POLICY

The Company's contributions must be at least adequate to meet minimum funding requirements under U.S. laws and regulations. Company contributions exceeding minimum funding requirements may be made at Company discretion. However, the Company will not make contributions that are in excess of the Internal Revenue Service ("IRS") maximum tax deductible limit. The actuarial assumptions and procedures utilized are reviewed regularly by the Plan's actuaries to provide assurance that there will be adequate funds for the payment of benefits under the Plan.

In April 2026, the Corteva, Inc. Board of Directors approved a discretionary contribution to the Plan of approximately $1,500,000 to be made on or before July 31, 2026. An initial contribution of $1,060,800 was made in June 2026, and a supplemental contribution of $399,200 was made in July 2026. The cumulative $1,460,000 in contributions were made to the Plan for the 2025 plan year. No contributions were made for the 2024 plan year. The Plan met the minimum funding requirements of ERISA for the years ended December 31, 2025 and 2024.

NOTE 5 - DUPONT PENSION TRUST

The following presents the fair value of Master Trust net assets as of December 31, 2025 and 2024:

	2025	2024
Assets		
Investments, at fair value		
Foreign currency	$ 1,572	$ 4,179
Common stock	1,226,988	1,382,294
Preferred stock	5,790	5,158
Debt - corporate issued	3,727,001	3,539,180
Debt - asset-backed	440,380	590,195
Debt - government issued	1,392,301	1,505,667
Hedge funds	6,722	11,562
Money market and short-term investment funds	870,915	972,855
Real estate funds	828,579	963,657
Private corporate equity and debt investments	1,594,859	1,676,864
Total investments at fair value	10,095,107	10,651,611
Cash	2,323	9,357
Receivables for securities sold	80	56
Accrued income receivable	78,826	78,624
Total assets	10,176,336	10,739,648
Liabilities		
Payables for securities purchased	181,230	283,640
Accrued expenses and accounts payable	21,665	30,240
Variation margin payable on futures contracts	5,156	6,536
Total liabilities	208,051	320,416
Master Trust net assets	$ 9,968,285	$ 10,419,232

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

At December 31, 2025 and 2024, the Plan's undivided interest in the net assets of the Master Trust was 100 percent and, therefore, the dollar amount of the Plan's interest in each general type of investment, as well as the dollar amount of the Plan's interest in other assets and liabilities of the Master Trust is equivalent to the total Master Trust balances stated above.

The following presents the changes in Master Trust net assets for the years ended December 31, 2025 and 2024:

	2025	2024
Master Trust net assets, at beginning of year	$ 10,419,232	$ 11,408,590
Change in net appreciation (depreciation) in fair value of investments	486,138	(68,667)
Interest	303,683	319,736
Dividends	22,923	23,569
Other income	2,439	8,850
Investment expenses	(29,191)	(37,017)
Increase (decrease) before asset transfers	785,992	246,471
Asset transfers in (out)	(1,236,939)	(1,235,829)
Net increase (decrease) in Master Trust assets	(450,947)	(989,358)
Master Trust net assets, at end of year	$ 9,968,285	$ 10,419,232

Plan Allocation of Master Trust
The assets, income from investments and net appreciation (depreciation) of the Master Trust are allocated monthly among the participating plans based on cumulative actual contributions and payments under each plan as of each month-end.

Master Trust Practices and Policies
Investments of the Master Trust in common stocks, including exchange-traded funds, and options are valued at the closing exchange price reported in the active market in which the security is traded. Investments in U.S. government and corporate obligations and foreign bonds are valued at the evaluated bid price reported in the active market in which the security is traded. Investments in foreign bonds, equities and currencies are translated into U.S. dollars at end-of-period exchange rates. Money market and short-term investment funds are valued at net asset value. Futures contracts are valued at their quoted daily settlement prices. Forward foreign exchange contracts are valued upon closing exchange rates from each respective foreign market. Most investments in hedge funds, real estate funds, and private corporate equity and debt investments are valued based on net asset value as a practical expedient to estimate fair value. See Note 6 for additional information. Certain investments in hedge funds, real estate and private corporate equity and debt are valued based on inputs as discussed in Note 6 - Fair Value Measurements, to the Financial Statements, for 2025 and 2024, respectively.

The change in net appreciation (depreciation) as recorded in the statement of changes in Master Trust net assets consists of both realized gains and losses and the change in unrealized appreciation and depreciation on investments bought and sold as well as held during the year.

Dividends are recorded on the ex-dividend date and interest income is accrued as earned. All security transactions are recorded on a trade-date basis.

The Master Trust pledged cash and U.S. Treasury securities as collateral related to futures and certain asset-backed debt securities valued at $47,744 and $64,372, at December 31, 2025 and 2024, respectively.

There were no asset transfers into the Master Trust, aside from refunds on prior annuity purchases of $33 and $3,948 during 2025 and 2024, respectively.

Pension benefit payments are based on actual benefit payments to plan participants and are recorded as asset transfers out of the Master Trust. Asset transfers out were $1,236,939 and $1,235,829 during 2025 and 2024, respectively, consisting of: (i) $1,175,959 and $1,175,894 related to benefit payments of plans invested in the Master Trust during 2025 and 2024, respectively; and (ii) $60,980 and $59,935 relating to direct administrative expenses of plans invested in the Master Trust during 2025 and 2024, respectively.

Derivatives Policy
The Master Trust enters into contractual arrangements (derivatives) in carrying out its investment strategy, principally to: (i) hedge a portion of the Master Trust's portfolio to limit or minimize exposure to certain risks; (ii) gain an exposure to a market more rapidly or less expensively than could be accomplished through the use of the cash markets; and (iii) increase investment returns by reducing the cost of structuring the portfolio or by capturing value disparities between financial instruments.

The Master Trust may utilize derivative investment instruments such as:

- Equity futures;
- Interest rate futures;
- Options on futures;
- Over-the-counter (“OTC”) options; and
- Forward exchange contracts.

Select major financial institutions are used in derivatives transactions.

When engaging in OTC and forward exchange contracts, there is exposure to credit loss in the event of nonperformance by the counterparties to these transactions. The Master Trust manages this exposure through credit approvals, limits, monitoring procedures, and to the extent possible, by restricting the period over which unpaid balances are allowed to accumulate. The Master Trust does not anticipate nonperformance by counterparties to these contracts, and no material loss would be expected from any such nonperformance. Procedures are in place to regularly monitor and report market and counterparty credit risks associated with these instruments.

The following is a summary of the significant accounting policies associated with the Master Trust's use of derivatives:

Futures - The Master Trust invests in futures contracts for the express purposes of managing portfolio duration, hedging interest rates, facilitating trading, simulating a fully invested position in the underlying bonds or indices while maintaining a cash balance for liquidity, or adding value when these instruments are favorably priced. The primary risks associated with the use of futures contracts are imperfect correlation between changes in market values of investments held by the Master Trust and the prices of futures contracts, and the possibility of an illiquid market.

The Master Trust may purchase and sell financial futures contracts, which are commitments to purchase or sell a financial instrument at a future date for a specified price. Upon entering into a contract, the Master Trust deposits and maintains initial margin collateral as may be required by the exchange on which the transaction is effected. During the period the futures contracts are open, changes in the value of the contract are recognized on a periodic basis to reflect the market value of the contract at the end of each day's trading. The Master Trust periodically receives from or pays to the broker an amount of cash equal to the fluctuation in the value of the contract as required by the exchange. Such receipts or payments are known as “variation margin” and are included in realized gains or losses. Variation margin is recorded as an asset or liability in the statement of Master Trust net assets and as net appreciation (depreciation) in the statement of changes in Master Trust net assets. Financial futures contracts are utilized by the Master Trust as an alternative to direct investment in the underlying securities as the purchase or sale of futures contracts involves less cash outlay. Futures may also be used for hedging purposes. In engaging in futures transactions, the Master Trust is subject to a number of risks. Successful hedging transactions depend on the ability to predict timing of, and future direction of, price movements. If the prediction is incorrect, the Master Trust may realize a loss. There is also a risk that the price of the futures contract may not correlate with the price of the underlying portfolio security or index. In addition, there is a possibility that there may not be a secondary market for the contracts, or that the counterparty to a contract may default on its obligation to perform. Counterparty risk is mitigated by periodic variation margins and the fact that the Master Trust enters into futures contracts only through exchanges.

Forward Exchange Contracts - Forward exchange contracts are marked-to-market based upon forward exchange rates and the difference between contract value and market value is recorded as an asset or liability in the statement of Master Trust net assets. The change in value of these forward exchange contracts is included as unrealized gains or losses in the statement of changes in Master Trust net assets. When the forward exchange contract is closed or effectively settled, the Master Trust transfers the unrealized appreciation (depreciation) to a realized gain or loss equal to the change between the value of the forward exchange contract when it was opened and the value at the time it was closed or offset.

Foreign Exchange Spot and Forward Contracts
Forward exchange contracts may be utilized to hedge all or a portion of the currency exposure that results from the Master Trust's holdings of equity and fixed income securities denominated in foreign currencies. The Master Trust did not hedge any foreign currency exposure in 2025 or 2024.

Interest Rate Futures
In carrying out its interest rate futures investment strategy, the Master Trust uses long futures contracts, short futures contracts, and options on securities and futures. Long-term futures contracts are exchange traded instruments used to provide liquidity, to obtain a desired portfolio structure, and to capture relative value differences. Short-term futures contracts are exchange traded instruments used to provide direct exposure to movements in short-term interest rates.

Short interest rate futures contracts are utilized for a variety of purposes, including (i) executing tactical asset overlay strategies and (ii) hedging against selected risks in certain segments of the fixed income portfolio.

A summary of interest rate futures as of December 31, 2025 and 2024, is presented below. The fair value presented in this table includes cumulative appreciation (depreciation) of interest rate futures contracts, but only the current day's variation margin receivable/payable is reported in the statement of Master Trust net assets:

	Long Contracts									
	2025					2024				
	Number of Contracts	Expiration Date	Notional Value	Fair Value	Cumulative Appreciation (Depreciation)	Number of Contracts	Expiration Date	Notional Value	Fair Value	Cumulative Appreciation (Depreciation)
U.S. Treasury Futures	11,655	3/20/2026-3/31/2026	$1,370,267	$1,351,501	$ (18,766)	13,692	3/20/2025 - 3/31/2025	$1,632,312	$1,582,077	$ (50,235)
Total Long Interest Rate Futures	11,655		$1,370,267	$1,351,501	$ (18,766)	13,692		$1,632,312	$1,582,077	$ (50,235)

	Short Contracts									
	2025					2024				
	Number of Contracts	Expiration Date	Notional Value	Fair Value	Cumulative Appreciation (Depreciation)	Number of Contracts	Expiration Date	Notional Value	Fair Value	Cumulative Appreciation (Depreciation)
U.S. Treasury Futures	1,907	3/20/2026-3/31/2026	$(238,909)	$(236,708)	$ 2,201	2,661	3/20/2025 - 3/31/2025	$(365,886)	$(361,525)	$ 4,361
Total Short Interest Rate Futures	1,907		$(238,909)	$(236,708)	$ 2,201	2,661		$(365,886)	$(361,525)	$ 4,361

Fair Value of Derivative Instruments
The effect of realized and unrealized gains (losses) on the statement of changes in Master Trust net assets from derivative instruments for the year ended December 31, 2025 is as follows:

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

	Foreign Exchange Contracts	Equity Contracts	Interest Rate Contracts	Total
Realized net gain (loss)				
Futures contracts	—	—	18,665	18,665
	$ —	$ —	$ 18,665	$ 18,665
Change in net appreciation (depreciation)	$ —	$ —	$ 18,665	$ 18,665

The effect of realized and unrealized gains (losses) on the statement of changes in Master Trust net assets from derivative instruments for the year ended December 31, 2024 is as follows:

	Foreign Exchange Contracts	Equity Contracts	Interest Rate Contracts	Total
Realized net gain (loss)				
Forward exchange contracts	$ (324)	$ —	$ —	$ (324)
Futures contracts	65	5,403	(183,724)	(178,256)
	$ (259)	$ 5,403	$ (183,724)	$ (178,580)
Change in unrealized appreciation (depreciation)				
Forward exchange contracts	$ 1,501	$ —	$ —	$ 1,501
	$ 1,501	$ —	$ —	$ 1,501
Change in net appreciation (depreciation)	$ 1,242	$ 5,403	$ (183,724)	$ (177,079)

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

NOTE 6 - FAIR VALUE MEASUREMENTS

Accounting Standards Codification ("ASC") 820, *Fair Value Measurements and Disclosures*, provides a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value as follows: Level 1, which refers to securities valued using unadjusted quoted prices from active markets for identical assets; Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available; and Level 3, which refers to securities valued based on significant unobservable inputs. Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

Fair value calculations may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Master Trust believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets and liabilities at fair value as of December 31, 2025:

	Investments at Fair Value as of December 31, 2025			
	Level 1	**Level 2**	**Level 3**	**Total**
Master Trust investment assets:				
Foreign currency	$ 1,572	$ —	$ —	$ 1,572
Common stock	1,225,827	844	317	1,226,988
Preferred stock	5,635	107	48	5,790
Debt - corporate issued	—	3,726,992	9	3,727,001
Debt - asset-backed	—	440,058	322	440,380
Debt - government issued	—	1,392,301	—	1,392,301
Hedge funds	—	—	3,232	3,232
Money market and short-term investment funds	870,915	—	—	870,915
Real estate funds	18,911	—	4,628	23,539
Private corporate equity and debt investments	—	—	5,104	5,104
Subtotal	2,122,860	5,560,302	13,660	7,696,822
Investment assets measured at net asset value[1]:				
Hedge funds	—	—	—	3,490
Real estate funds	—	—	—	805,040
Private corporate equity and debt investments	—	—	—	1,589,755
Total investment assets measured at net asset value	—	—	—	2,398,285
Total Master Trust investment assets	2,122,860	5,560,302	13,660	10,095,107
Other financial instruments:				
Futures contracts	(16,565)	—	—	(16,565)
Total other financial instruments	(16,565)	—	—	(16,565)
Total Master Trust investments	$ 2,106,295	$ 5,560,302	$ 13,660	$ 10,078,542

1. Certain investments reported at fair value using the net asset value practical expedient have been excluded from the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the total Master Trust investments at fair value.

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets and liabilities at fair value as of December 31, 2024:

	Investments at Fair Value as of December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Master Trust investment assets:				
Foreign currency	$ 4,179	$ —	$ —	$ 4,179
Common stock	1,378,121	944	3,229	1,382,294
Preferred stock	4,783	88	287	5,158
Debt - corporate issued	—	3,539,171	9	3,539,180
Debt - asset-backed	—	590,195	—	590,195
Debt - government issued	—	1,505,667	—	1,505,667
Hedge funds	—	—	3,134	3,134
Money market and short term investment funds	972,855	—	—	972,855
Real estate funds	29,030	—	4,955	33,985
Private corporate equity and debt investments	—	—	3,052	3,052
Subtotal	2,388,968	5,636,065	14,666	8,039,699
Investment assets measured at net asset value[1]:				
Hedge funds	—	—	—	8,428
Real estate funds	—	—	—	929,672
Private corporate equity and debt investments	—	—	—	1,673,812
Total investment assets measured at net asset value	—	—	—	2,611,912
Total Master Trust investment assets	2,388,968	5,636,065	14,666	10,651,611
Other financial instruments:				
Futures contracts	(45,874)	—	—	(45,874)
Total other financial instruments	(45,874)	—	—	(45,874)
Total Master Trust investments	$ 2,343,094	$ 5,636,065	$ 14,666	$10,605,737

1. Certain investments reported at fair value using the net asset value practical expedient have been excluded from the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the total Master Trust investments at fair value.

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

The following table sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the years ended December 31, 2025 and 2024:

	Level 3 Assets for the Years Ended December 31, 2025 and 2024					
	Equity Securities	Fixed Income Securities	Real Estate Funds	Private Corporate Equity and Debt Investments	Hedge Funds	Total
Balance at December 31, 2023	$ 3,343	$ 2,409	$ 9,013	$ 5,066	$ 3,042	$ 22,873
Realized gains (losses)	2,937	(13,743)	—	—	—	(10,806)
Unrealized gains (losses) related to instruments still held at the reporting date	1,006	13,561	(4,058)	(1,975)	92	8,626
Sales	(3,809)	(1,657)	—	—	—	(5,466)
Transfers in or out of Level 3, net	39	(561)	—	(39)	—	(561)
Balance at December 31, 2024	$ 3,516	$ 9	$ 4,955	$ 3,052	$ 3,134	$ 14,666
Realized gains (losses)	(2,106)	(1)	—	(88)	—	(2,195)
Unrealized gains (losses) related to instruments still held at the reporting date	1,651	219	(327)	2,140	98	3,781
Purchases	1,298	—	—	—	—	1,298
Sales	(3,994)	(414)	—	—	—	(4,408)
Transfers in or out of Level 3, net	—	518	—	—	—	518
Balance at December 31, 2025	$ 365	$ 331	$ 4,628	$ 5,104	$ 3,232	$ 13,660

Gains and losses (realized and unrealized) included in changes in net assets for the period above are reported in net appreciation (depreciation) in fair value of investments in the statement of changes in Master Trust net assets.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

The fair value of the real estate funds is estimated based on costs, the direct capitalization method or the discounted cash flow method. The direct capitalization method involves dividing the net operating income by a market capitalization rate. The discounted cash flow method involves estimating the investment fund values based on net operating income less periodic capital expenditures and reversion value at the conclusion of the holding period.

For other investments, management estimates the values of the investments using current and projected financial conditions, debt obligations, applicable financial ratios, liquidity and related financial ratios, projected operating results, current offers to purchase the investment, market valuations of comparable companies and company specific developments including exit strategies and realization opportunities. Refer to the below table for further information on the valuation methods and inputs used.

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

The following table sets forth a summary of valuation assumptions used in the fair value measurement of the Master Trust's Level 3 assets for the year ended December 31, 2025:

Investment	Fair Value at December 31, 2025	Valuation Methodology	Unobservable Input	Range
Equity Securities:				
U.S. Equity Securities	$ 48	Market Comparable Companies, Discounted for Marketability	Median Next Twelve Months Revenue Multiple, Discount for Marketability	0.70x; 42%
Non-U.S. Equity Securities	317	Asset Valuation	Discount for Marketability	50 %
Fixed Income Securities:				
Debt - Corporate Issued	9	Asset Valuation		
Debt - Asset-Backed	322	Asset Valuation		
Real Estate Funds	4,628	Discounted Cash Flow	Discount Rates	9.00% - 10.50%
			Exit Capital Rates	7.00% - 9.00%
Hedge Funds	3,232	Asset Valuation	NAV plus Subsequent Reported Returns	
Private Corporate Equity and Debt Investments:				
Co-Investments:				
Venture Capital:				
Units/Common Stock	5,104	Market Comparable Companies, Discounted for Marketability	Median Revenue Multiple, Discount for Marketability	2.0x; 35%
Total Master Trust Level 3 Fair Value	$ 13,660			

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

The following table sets forth a summary of valuation assumptions used in the fair value measurement of the Master Trust's Level 3 assets for the year ended December 31, 2024:

Investment	Fair Value at December 31, 2024	Valuation Methodology	Unobservable Input	Range
Equity Securities:				
U.S. Equity Securities	$ 3,168	Market Comparable Companies; Asset Valuation	Median Comparable Multiplier; Enterprise Value (EV)/Sales; EV/ Book Value	7.00x - 8.69x; 2.74x; 3.00x; 50% discount
Non-U.S. Equity Securities	348	Asset Valuation	Discount Rate	50 %
Fixed Income Securities:				
Debt - Corporate Issued	9	Asset Valuation		
Real Estate Funds	4,955	Discounted Cash Flow	Discount Rates	9.00% - 10.50%
			Exit Capital Rates	7.00% - 9.00%
Hedge Funds	3,134	Asset Valuation	NAV plus Subsequent Reported Returns	
Private Corporate Equity and Debt Investments:				
Co-Investments:				
Venture Capital:				
Units/Common Stock	3,052	Market Comparable Companies	Median Revenue Multiple	1.63x; 50% discount
Total Master Trust Level 3 Fair Value	$ 14,666			

The table below summarizes the fair value measurements of the investments in certain entities that calculate net asset value as a practical expedient per share as of December 31, 2025:

Category of Investment	Fair Value at December 31, 2025	Unfunded Commitments	Remaining Life	Redemption Terms, if Currently Eligible	Redemption Restrictions and Terms	Redemption Restrictions and Terms in Place at Year End
Hedge Funds	$ 3,490	Not applicable	Not applicable	Not applicable	100% of funds have a lock up or gate	100% of funds have a lock up or gate
Real Estate Funds	805,040	85,792	Avg 15 years per investment	Not applicable	Not applicable	Not applicable
Private Corporate Equity and Debt Investments	1,589,755	307,399	Avg 15 years per investment	Not applicable	Not applicable	Not applicable
Total investments that calculate net asset value as a practical expedient per share	$ 2,398,285	$ 393,191				

NOTES TO THE FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024
(dollars in thousands)

The table below summarizes the fair value measurements of the investments in certain entities that calculate net asset value as a practical expedient per share as of December 31, 2024:

Category of Investment	Fair Value at December 31, 2024	Unfunded Commitments	Remaining Life	Redemption Terms, if Currently Eligible	Redemption Restrictions and Terms	Redemption Restrictions and Terms in Place at Year End
Hedge Funds	$ 8,428	Not applicable	Not applicable	65 days quarterly	100% of funds have a lock up or gate	100% of funds have a lock up or gate
Real Estate Funds	929,672	93,869	Avg 15 years per investment	Not applicable	Not applicable	Not applicable
Private Corporate Equity and Debt Investments	1,673,812	368,648	Avg 15 years per investment	Not applicable	Not applicable	Not applicable
Total investments that calculate net asset value as a practical expedient per share	$ 2,611,912	$ 462,517				

NOTE 7 - RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The assets of the Plan invested in the Master Trust are managed by DCMC under the terms of an investment management agreement between DCMC and the Plan Sponsor. Under this agreement, expenses associated with DCMC's investment management activities can be recovered by the Plan Sponsor from the Master Trust. These expenses were $27,725 and $35,973 for the years ended December 31, 2025 and 2024, respectively. At December 31, 2025 and 2024, the Master Trust's unpaid administrative expenses to DCMC amounted to $14,237 and $20,183, respectively.

At December 31, 2024, the Master Trust held 2,311,058 shares of Corteva common stock, with a market value of $131,638. In November 2024 and February 2025, the Master Trust sold 1,949,165 shares and 2,311,058 shares, respectively, of Corteva common stock to Corteva, Inc. for $125,000 and $145,355, respectively, as part of the Pension Investment Committee's periodic portfolio rebalancing process. At December 31, 2025, the Master Trust held no shares of Corteva common stock.

The Master Trust invests in the State Street Institutional U.S. Government Money Market Fund at December 31, 2025 and December 31, 2024.

These transactions qualify as party-in-interest transactions permitted under the provisions of ERISA.

NOTE 8 - COMMITMENTS

At December 31, 2025, the Master Trust, through investments in private corporate equity investments, debt investments and real estate funds, is committed to make potential additional investments under capital calls approximating a maximum $393,191. The issuance of capital calls depends upon the managers of the private investments identifying further investments which they consider desirable for purchase. Additionally, the Master Trust is committed to the payment through capital calls of management fees to the advisers of certain private investments.

In the normal course of business, the Master Trust enters into contracts with service providers that contain general indemnification clauses. The Master Trust's maximum exposure under the arrangements is unknown as this would involve future claims that may be made against the Master Trust that have not yet occurred. However, based on experience, the Master Trust expects the risk of loss to be remote.

NOTE 9 - TAX STATUS

The IRS has determined and informed the Plan Administrator by the letter dated September 26, 2016, that the Plan is qualified under the applicable sections of the Internal Revenue Code ("IRC"). The determination letter covers the Plan and amendments through December 15, 2015. The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is designed and is currently being operated in accordance with the applicable requirements of the IRC. Therefore, no provision has been made for federal income taxes in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes the Plan is no longer subject to initiation of any new tax examinations for years prior to 2019.

NOTE 10 - PLAN TERMINATION

Although it has not expressed any intention to do so, the Company reserves the right to terminate the Plan. In the event the Plan is terminated, the net assets of the Plan shall be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Benefits attributable to employee contributions, taking into account those paid out before termination.

2. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

3. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) up to the applicable limitations.

4. All other vested benefits (that is, vested benefits not insured by the PBGC).

5. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the PBGC.

NOTE 11 - SUBSEQUENT EVENTS

The Plan's management has evaluated events and transactions for potential recognition or disclosure in the financial statements through October 13, 2026, the date the financial statements were available to be issued. Management has determined that there are no additional material events or transactions that would require recognition or disclosure in the Plan's financial statements through this date.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Corteva
Pension and Retirement Plan
Active Employees

EIN: 51-0014090 PN: 001

Number of Participants and Average Annual Benefit at Age 65

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34				10	5					
35-39			5	91 $3,038	146 $5,154	2				
40-44			1	91 $3,914	223 $6,625	68 $11,257	5			
45-49			2	66 $4,485	157 $8,764	113 $16,993	45 $20,228	3		
50-54			2	42 $5,270	133 $9,145	89 $15,303	78 $26,392	30 $26,777	5	
55-59			2	37 $4,614	110 $7,547	66 $18,220	54 $28,108	57 $37,160	41 $32,879	3
60-64			3	22 $3,967	67 $7,253	48 $17,168	60 $25,179	46 $34,781	38 $42,928	36 $35,562
65-69				9	17	12	10	12	14	16
70+					4	1		3	2	2

N-2204

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization.
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Decrement Timing	Middle of year decrements, with 100% retirement occurring at beginning of year.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2023 Plan Year	6.66% The applicable third segment rate limitation is 5.74%.
2024 Plan Year	6.79% The applicable third segment rate limitation is 5.59%.
2025 Plan Year	7.11% The applicable third segment rate limitation is 5.50%.
Trust Expenses Included in Target Normal Cost	Based on prior year administrative expenses and expected PBGC premiums. $61,254,813 for 2025.
Actuarial Method	Standard unit credit cost method.
Valuation Date	January 1, 2025

Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the 401(a)(17) compensation limit of $350,000.
Mortality Rates	
Healthy	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii).
Disabled	Disability mortality tables described in Revenue Ruling 96-7 applied to eligible participants based on criteria required in the statute. In absence of data to indicate SSDI eligibility, participants were assumed to be ineligible. It is assumed that no future disableds will meet the eligibility criteria in Revenue Ruling 96-7.
Disability Rates (Titles I, IV, VII)	0.15% for ages 30 to 64.
Non-Company Paid Surviving Spouse Benefit	It is assumed that 70% of males and 70% of females have an eligible spouse, and that males are two years older than their spouses.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Title I (Parent, Caribe)

Optional Payment Form Election Percentage	For future retirees with a company paid survivor benefit: • 55% elect a Single Life Annuity. • 35% elect a 50% Joint & Survivor Annuity. • 10% elect a 75% Joint & Survivor Annuity For future retirees without a company paid survivor benefit: • 65% elect a Single Life Annuity. • 20% elect a 50% Joint & Survivor Annuity. • 15% elect a 75% Joint & Survivor Annuity
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	Age 62 for future terminated vested participants. Age 58 for Section IV eligible terminated vested participants. Age 64 for Section V eligible terminated vested participants.
Withdrawal Rates	See Table 2.
Post-Retirement Percentage with Survivor for Company Paid Surviving Spouse Benefit	See Table 3. For current retirees, the percentage is based on age at decrement date.

Table 1

Retirement Rates

	Years of Service							
Age	**0 – 20**	**21**	**22**	**23**	**24**	**25**	**26**	**27+**
50	7%	7%	7%	7%	7%	7%	7%	7%
51	7%	7%	7%	7%	7%	7%	7%	7%
52	7%	7%	7%	7%	7%	7%	7%	7%
53	7%	7%	7%	7%	7%	7%	7%	7%
54	7%	7%	7%	7%	7%	7%	7%	7%
55	9%	9%	9%	9%	9%	9%	9%	9%
56	9%	9%	9%	9%	9%	9%	9%	9%
57	9%	9%	9%	9%	9%	9%	9%	9%
58	9%	9%	9%	9%	9%	9%	9%	15%
59	9%	9%	9%	9%	9%	9%	15%	15%
60	13%	13%	13%	13%	13%	21%	21%	21%
61	13%	13%	13%	13%	21%	21%	21%	21%
62	13%	13%	13%	21%	21%	21%	21%	21%
63	13%	13%	21%	21%	21%	21%	21%	21%
64	13%	21%	21%	21%	21%	21%	21%	21%
65	30%	30%	30%	30%	30%	30%	30%	30%
66	30%	30%	30%	30%	30%	30%	30%	30%
67	30%	30%	30%	30%	30%	30%	30%	30%
68	30%	30%	30%	30%	30%	30%	30%	30%
69	30%	30%	30%	30%	30%	30%	30%	30%
70	100%	100%	100%	100%	100%	100%	100%	100%

Table 2

Withdrawal Rates

Age	Rate
< 51	6.00%
51	6.60%
52	7.20%
53	7.80%
54	8.40%
55+	9.00%

Table 3

Post-Retirement Percentage with Survivor — Company Paid Surviving Spouse Benefit

Age	Male	Female	Age	Male	Female
50	70.00%	70.00%	75	65.00%	30.00%
51	70.00%	68.33%	76	63.50%	28.00%
52	70.00%	66.67%	77	62.00%	26.00%
53	70.00%	65.00%	78	60.50%	24.00%
54	70.00%	63.33%	79	59.00%	22.00%
55	70.00%	61.67%	80	57.50%	20.00%
56	70.00%	60.00%	81	56.00%	18.00%
57	70.00%	58.33%	82	54.50%	16.00%
58	70.00%	56.67%	83	53.00%	14.00%
59	70.00%	55.00%	84	51.50%	12.00%
60	70.00%	53.33%	85	50.00%	10.00%
61	70.00%	51.67%	86	47.50%	9.50%
62	70.00%	50.00%	87	45.00%	9.00%
63	70.00%	48.33%	88	42.50%	8.50%
64	70.00%	46.67%	89	40.00%	8.00%
65	70.00%	45.00%	90	37.50%	7.50%
66	69.50%	43.50%	91	35.00%	7.00%
67	69.00%	42.00%	92	32.50%	6.50%
68	68.50%	40.50%	93	30.00%	6.00%
69	68.00%	39.00%	94	27.50%	5.50%
70	67.50%	37.50%	95+	25.00%	5.00%
71	67.00%	36.00%			
72	66.50%	34.50%			
73	66.00%	33.00%			
74	65.50%	31.50%			

Title III (Sentinel)

Optional Payment Form Election Percentage	For future retirees from inactive status: • 95% elect a lump sum. • 5% elect a Single Life Annuity.
Lump Sum Conversion Interest Rate	Same as funding interest rates.
Lump Sum Conversion Mortality	Applicable 417(e) table.
Retirement Age	
Terminated Vested Participants	Age 61.

Title IV (Pioneer)

Optional Payment Form Election Percentage	40% elect a Single Life Annuity.
	20% elect a 50% Joint & Survivor Annuity.
	7% elect a 75% Joint & Survivor Annuity.
	33% elect a 100% Joint & Survivor Annuity.
Retirement Age	
Active Participants	See Table 4.
Terminated Vested Participants	Age 62.
Withdrawal Rates	See Table 5.

Table 4

Retirement Rates

Age	Rate
55 – 58	8%
59 – 60	13%
61	17%
62 – 64	25%
65 – 69	40%
70+	100%

Table 5

Withdrawal Rates

Age	Rate
< 25	12.0%
25 – 29	10.0%
30 – 34	9.0%
35 – 69	6.5%
70+	0.0%

Title V (ChemFirst)

Optional Payment Form Election Percentage	For benefits earned under the Title V formula: • 10% elect a 10 Year Certain & Life Annuity. • 20% elect a Single Life Annuity. • 25% elect a 75% Joint & Survivor Annuity. • 45% elect a lump sum. For benefits earned under the Title I formula: • 65% elect a Single Life Annuity. • 20% elect a 50% Joint & Survivor Annuity. • 15% elect a 75% Joint & Survivor Annuity.
Lump Sum Conversion Interest Rate	Same as funding interest rates.
Lump Sum Conversion Mortality	Applicable 417(e) table.
Retirement Age	
Terminated Vested Participants	Age 63.
Withdrawal Rates	NA.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Title VI (Danisco)

Optional Payment Form Election Percentage	80% elect a lump sum. 10% elect a Single Life Annuity. 10% elect a 50% Joint & Survivor Annuity.
Annuity Conversion Interest Rate	4.00%
Annuity Conversion Mortality	Applicable 417(e) table.
Retirement Age	
Terminated Vested Participants	70% elect a benefit immediately. 30% elect to defer to age 54.
Withdrawal Rates	NA.

Title VII (Solae)

Optional Payment Form Election Percentage	45% elect a Single Life Annuity. 25% elect a 50% Joint & Survivor Annuity. 25% elect a 100% Joint & Survivor Annuity. 5% elect a 5 Year Certain & Life Annuity.
Retirement Age	
Terminated Vested Participants	Age 62.
Withdrawal Rates	NA.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
PENSION AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
EIDP, Inc.

D Employer Identification Number (EIN)
51-0014090

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	10,419,231,997
b Actuarial value	**2b**	10,661,797,840

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	52,319	10,687,329,749	10,687,329,749
b For terminated vested participants	11,815	933,030,005	933,030,005
c For active participants	2,204	232,018,703	237,676,753
d Total	66,338	11,852,378,457	11,858,036,507

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	61,254,813
c Target normal cost	**6c**	61,254,813

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Douglas A. Ross DAR
Signature of actuary

09/14/2026
Date

DOUGLAS A. ROSS
Type or print name of actuary

2607311
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-771-0701
Telephone number (including area code)

MSC# 17741
P.O. BOX 6718
SOMERSET NJ 08875
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	1,682,969,214
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	240,854,966
9	Amount remaining (line 7 minus line 8)	0	1,442,114,248
10	Interest on line 9 using prior year's actual return of 2.28 %	0	32,880,205
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.04 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	316,000,000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1,158,994,453

Part III Funding Percentages

14	Funding target attainment percentage	14	80.13 %
15	Adjusted funding target attainment percentage	15	80.13 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	86.12 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
06/26/2026	1,060,800,000	0			
07/15/2026	399,200,000	0			
			Totals ► 18(b)	1,460,000,000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	1,350,845,473

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	61,254,813
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	2,355,233,120	250,445,824
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	311,700,637

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	240,854,968	240,854,968

36 Additional cash requirement (line 34 minus line 35)	**36**	70,845,669
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	1,350,845,473

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	1,279,999,804
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount	Days to Discount to 1/1/2025 at 5.33%	Interest Adjusted Contribution
June 26, 2026	$ 1,060,800,000	541	$ 982,215,984
July 15, 2026	$ 399,200,000	560	$ 368,629,489
Total Contribution	$ 1,460,000,000		$ 1,350,845,473

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age. This calculation has been shown separately for each Title within the Plan. These separate ages are then averaged to derive the amount shown on line 22.

The weighted average retirement age for the total plan is **age 61**.

P&RP Title I[1]

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
50.5	7.000%	1.0000	3.54
51.5	7.000%	0.9300	3.35
52.5	7.000%	0.8649	3.18
53.5	7.000%	0.8044	3.01
54.5	7.000%	0.7481	2.85
55.5	9.000%	0.6957	3.47
56.5	9.000%	0.6331	3.22
57.5	9.000%	0.5761	2.98
58.5	15.000%	0.5243	4.60
59.5	15.000%	0.4456	3.98
60.5	21.000%	0.3788	4.81
61.5	21.000%	0.2992	3.86
62.5	21.000%	0.2364	3.10
63.5	21.000%	0.1867	2.49
64.5	21.000%	0.1475	2.00
65.5	30.000%	0.1165	2.29
66.5	30.000%	0.0816	1.63
67.5	30.000%	0.0571	1.16
68.5	30.000%	0.0400	0.82
69.5	30.000%	0.0280	0.58
70	100.000%	0.0196	1.37
		Weighted Average	58.29

[1] Title I uses retirement rates that vary by age and service. For the weighted average retirement age, the retirement rates applicable for those with 27+ years of service are used.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

P&RP Title IV

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	8.000%	1.0000	4.44
56.5	8.000%	0.9200	4.16
57.5	8.000%	0.8464	3.89
58.5	8.000%	0.7787	3.64
59.5	13.000%	0.7164	5.54
60.5	13.000%	0.6233	4.90
61.5	17.000%	0.5422	5.67
62.5	25.000%	0.4501	7.03
63.5	25.000%	0.3375	5.36
64.5	25.000%	0.2532	4.08
65.5	40.000%	0.1899	4.97
66.5	40.000%	0.1139	3.03
67.5	40.000%	0.0684	1.85
68.5	40.000%	0.0410	1.12
69.5	40.000%	0.0246	0.68
70	100.000%	0.0148	1.03
		Weighted Average	61.39

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA.
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization.
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Decrement Timing	Middle of year decrements, with 100% retirement occurring at beginning of year.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2023 Plan Year	6.66% The applicable third segment rate limitation is 5.74%.
2024 Plan Year	6.79% The applicable third segment rate limitation is 5.59%.
2025 Plan Year	7.11% The applicable third segment rate limitation is 5.50%.
Trust Expenses Included in Target Normal Cost	Based on prior year administrative expenses and expected PBGC premiums. $61,254,813 for 2025.
Actuarial Method	Standard unit credit cost method.
Valuation Date	January 1, 2025

Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the 401(a)(17) compensation limit of $350,000.
Mortality Rates	
Healthy	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii).
Disabled	Disability mortality tables described in Revenue Ruling 96-7 applied to eligible participants based on criteria required in the statute. In absence of data to indicate SSDI eligibility, participants were assumed to be ineligible. It is assumed that no future disableds will meet the eligibility criteria in Revenue Ruling 96-7.
Disability Rates (Titles I, IV, VII)	0.15% for ages 30 to 64.
Non-Company Paid Surviving Spouse Benefit	It is assumed that 70% of males and 70% of females have an eligible spouse, and that males are two years older than their spouses.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Title I (Parent, Caribe)

Optional Payment Form Election Percentage	For future retirees with a company paid survivor benefit: • 55% elect a Single Life Annuity. • 35% elect a 50% Joint & Survivor Annuity. • 10% elect a 75% Joint & Survivor Annuity For future retirees without a company paid survivor benefit: • 65% elect a Single Life Annuity. • 20% elect a 50% Joint & Survivor Annuity. • 15% elect a 75% Joint & Survivor Annuity
Retirement Age	
Active Participants	See Table 1.
Terminated Vested Participants	Age 62 for future terminated vested participants. Age 58 for Section IV eligible terminated vested participants. Age 64 for Section V eligible terminated vested participants.
Withdrawal Rates	See Table 2.
Post-Retirement Percentage with Survivor for Company Paid Surviving Spouse Benefit	See Table 3. For current retirees, the percentage is based on age at decrement date.

Table 1

Retirement Rates

	Years of Service							
Age	**0 – 20**	**21**	**22**	**23**	**24**	**25**	**26**	**27+**
50	7%	7%	7%	7%	7%	7%	7%	7%
51	7%	7%	7%	7%	7%	7%	7%	7%
52	7%	7%	7%	7%	7%	7%	7%	7%
53	7%	7%	7%	7%	7%	7%	7%	7%
54	7%	7%	7%	7%	7%	7%	7%	7%
55	9%	9%	9%	9%	9%	9%	9%	9%
56	9%	9%	9%	9%	9%	9%	9%	9%
57	9%	9%	9%	9%	9%	9%	9%	9%
58	9%	9%	9%	9%	9%	9%	9%	15%
59	9%	9%	9%	9%	9%	9%	15%	15%
60	13%	13%	13%	13%	13%	21%	21%	21%
61	13%	13%	13%	13%	21%	21%	21%	21%
62	13%	13%	13%	21%	21%	21%	21%	21%
63	13%	13%	21%	21%	21%	21%	21%	21%
64	13%	21%	21%	21%	21%	21%	21%	21%
65	30%	30%	30%	30%	30%	30%	30%	30%
66	30%	30%	30%	30%	30%	30%	30%	30%
67	30%	30%	30%	30%	30%	30%	30%	30%
68	30%	30%	30%	30%	30%	30%	30%	30%
69	30%	30%	30%	30%	30%	30%	30%	30%
70	100%	100%	100%	100%	100%	100%	100%	100%

Table 2

Withdrawal Rates

Age	Rate
< 51	6.00%
51	6.60%
52	7.20%
53	7.80%
54	8.40%
55+	9.00%

Table 3

Post-Retirement Percentage with Survivor — Company Paid Surviving Spouse Benefit

Age	Male	Female	Age	Male	Female
50	70.00%	70.00%	75	65.00%	30.00%
51	70.00%	68.33%	76	63.50%	28.00%
52	70.00%	66.67%	77	62.00%	26.00%
53	70.00%	65.00%	78	60.50%	24.00%
54	70.00%	63.33%	79	59.00%	22.00%
55	70.00%	61.67%	80	57.50%	20.00%
56	70.00%	60.00%	81	56.00%	18.00%
57	70.00%	58.33%	82	54.50%	16.00%
58	70.00%	56.67%	83	53.00%	14.00%
59	70.00%	55.00%	84	51.50%	12.00%
60	70.00%	53.33%	85	50.00%	10.00%
61	70.00%	51.67%	86	47.50%	9.50%
62	70.00%	50.00%	87	45.00%	9.00%
63	70.00%	48.33%	88	42.50%	8.50%
64	70.00%	46.67%	89	40.00%	8.00%
65	70.00%	45.00%	90	37.50%	7.50%
66	69.50%	43.50%	91	35.00%	7.00%
67	69.00%	42.00%	92	32.50%	6.50%
68	68.50%	40.50%	93	30.00%	6.00%
69	68.00%	39.00%	94	27.50%	5.50%
70	67.50%	37.50%	95+	25.00%	5.00%
71	67.00%	36.00%			
72	66.50%	34.50%			
73	66.00%	33.00%			
74	65.50%	31.50%			

Title III (Sentinel)

Optional Payment Form Election Percentage	For future retirees from inactive status: • 95% elect a lump sum. • 5% elect a Single Life Annuity.
Lump Sum Conversion Interest Rate	Same as funding interest rates.
Lump Sum Conversion Mortality	Applicable 417(e) table.
Retirement Age	
Terminated Vested Participants	Age 61.

Title IV (Pioneer)

Optional Payment Form Election Percentage	40% elect a Single Life Annuity.
	20% elect a 50% Joint & Survivor Annuity.
	7% elect a 75% Joint & Survivor Annuity.
	33% elect a 100% Joint & Survivor Annuity.
Retirement Age	
Active Participants	See Table 4.
Terminated Vested Participants	Age 62.
Withdrawal Rates	See Table 5.

Table 4

Retirement Rates

Age	Rate
55 – 58	8%
59 – 60	13%
61	17%
62 – 64	25%
65 – 69	40%
70+	100%

Table 5

Withdrawal Rates

Age	Rate
< 25	12.0%
25 – 29	10.0%
30 – 34	9.0%
35 – 69	6.5%
70+	0.0%

Title V (ChemFirst)

Optional Payment Form Election Percentage	For benefits earned under the Title V formula: • 10% elect a 10 Year Certain & Life Annuity. • 20% elect a Single Life Annuity. • 25% elect a 75% Joint & Survivor Annuity. • 45% elect a lump sum. For benefits earned under the Title I formula: • 65% elect a Single Life Annuity. • 20% elect a 50% Joint & Survivor Annuity. • 15% elect a 75% Joint & Survivor Annuity.
Lump Sum Conversion Interest Rate	Same as funding interest rates.
Lump Sum Conversion Mortality	Applicable 417(e) table.
Retirement Age	
Terminated Vested Participants	Age 63.
Withdrawal Rates	NA.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
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Title VI (Danisco)

Optional Payment Form Election Percentage	80% elect a lump sum. 10% elect a Single Life Annuity. 10% elect a 50% Joint & Survivor Annuity.
Annuity Conversion Interest Rate	4.00%
Annuity Conversion Mortality	Applicable 417(e) table.
Retirement Age	
Terminated Vested Participants	70% elect a benefit immediately. 30% elect to defer to age 54.
Withdrawal Rates	NA.

Title VII (Solae)

Optional Payment Form Election Percentage	45% elect a Single Life Annuity. 25% elect a 50% Joint & Survivor Annuity. 25% elect a 100% Joint & Survivor Annuity. 5% elect a 5 Year Certain & Life Annuity.
Retirement Age	
Terminated Vested Participants	Age 62.
Withdrawal Rates	NA.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
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Schedule SB, Part V — Summary of Plan Provisions

Title I (Parent, Caribe)

Effective Date	Originally adopted on September 1, 1904. Last restated on December 16, 2015.
Eligibility	Employees hired by the Company on or before December 31, 2006. Effective January 1, 2007, the Plan is closed to new entrants. Rehires after this date will not earn additional benefits.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.

Normal Retirement (Section IV)

Eligibility	Age 65 with at least 15 years of service.
Benefit	The greatest of (1), (2), and (3): (1) The sum of (a) and (b): (a) 1.2% of Average Monthly Pay multiplied by years of service through December 31, 2007. (b) 0.4% of Average Monthly Pay multiplied by years of service after December 31, 2007. (2) The sum of (a) and (b): (a) 1.5% of Average Monthly Pay multiplied by years of service through December 31, 2007, minus 50% of the Primary Social Security Benefit multiplied by the ratio of service through December 31, 2007 over total service. (b) 0.5% of Average Monthly Pay multiplied by years of service since December 31, 2007, minus 16.67% of the Primary Social Security Benefit multiplied by the ratio of service after December 31, 2007 over total service. (3) $9 per month multiplied by years of service through December 31, 2007, plus 10% of Average Monthly Pay at December 31, 2007.

	The amount determined under (1) or (2) above may not be greater than an amount which, when added to the participant's Primary Social Security Benefit, will equal 100% of Average Monthly Pay.
Early Retirement (Section IV)	
Eligibility	Age 50 with at least 15 years of service.
Benefit	Section IV Normal Retirement benefit reduced by 5/12 of 1% for each month that a participant's "age plus service" points are less than 85. Service used for this calculation cannot be less than 20 years and cannot be greater than 27 years. Normal Retirement benefit cannot be reduced by more than 50%.
Incapability Retirement (Section IV)	
Eligibility	Employee has 15 years of service and becomes permanently incapable of performing the duties of his position with the degree of efficiency required by the Company. Incapability Retirement will not be available to participants whose incapability commences on or after January 1, 2015.
Primary Benefit	Determined in same manner as Section IV Normal Retirement benefit.
Supplemental Benefit	Monthly benefit equal to the greater of (1) and (2): (1) 50% of Primary Social Security Benefit. (2) $90 per month. The supplement is payable until the earliest date on which the participant becomes eligible for an old-age benefit or receives a disability benefit under the Federal Social Security Act.
Optional Retirement (Section IV)	
Eligibility	Age 50 with at least 15 years of service and participant's employment would otherwise be involuntarily terminated for reasons other than discharge for dishonesty, insubordination, or other misconduct.

	Age 45 with at least 25 years of service, with 25 years of service adjusted downward by two months for each one month of age past 45, and participant's employment would be involuntarily terminated due to lack of work. Some exceptions apply in the case of certain corporate transactions (i.e., sale of Company, formation of joint venture, transfer to subsidiary).
Benefit	Section IV Normal Retirement benefit reduced by 5/12 of 1% for each month by which the month of the participant's retirement precedes the earliest month in which, with continued employment, they would have become eligible for an unreduced pension under Normal or Early Retirement. This benefit is not explicitly included in the valuation due to the subjective and unpredictable nature of the eligibility provisions related to individual employment circumstances.
Deferred Pension (Section V)	
Eligibility	Five years of service and terminated for reasons other than retirement.
Benefit	The greatest of (1), (2), and (3): (1) The sum of (a) and (b): (a) 1.2% of Average Monthly Pay multiplied by years of service through December 31, 2007. (b) 0.4% of Average Monthly Pay multiplied by years of service after December 31, 2007. (2) The sum of (a) and (b): (a) 1.5% of Average Monthly Pay multiplied by years of service through December 31, 2007, minus 50% of the Primary Social Security Benefit multiplied by the ratio of service through December 31, 2007 over total service. (b) 0.5% of Average Monthly Pay multiplied by years of service since December 31, 2007, minus 16.67% of the Primary Social Security Benefit multiplied by the ratio of service after December 31, 2007 over total service.

(3) $9 per month multiplied by years of service through December 31, 2007, plus 0.67% times Average Monthly Pay at December 31, 2007 times years of service at December 31, 2007, where service is less than 15 years.

The amount determined under (1) or (2) above may not be greater than an amount which, when added to the Participant's Primary Social Security Benefit, will equal 100% of Average Monthly Pay.

Deferred Pension (Section VI)

Benefit

Benefits are unreduced at age 65 and over. Benefits are reduced by 5/12 of 1% for each month by which the month of the participant's retirement precedes the earliest month in which, with continued employment, they would have become eligible for an unreduced pension.

- Employees with less than 10 years of service are not eligible for any benefit until age 65.
- Employees with 10 – 14 years of service are eligible for reduced benefits at age 60 and unreduced benefits at age 65.
- Employees with 15 – 29 years of service are eligible for reduced benefits at age 50 and unreduced benefits at age 65.
- Employees with 30+ years of service are eligible for reduced benefits at age 50 and unreduced benefits at age 60.

Company-Paid Survivor Benefit

Eligibility

The surviving spouse of any active, retired, or transferred employee with at least 15 years of service upon death.

Benefit

The monthly benefit is equal to the greater of (1) and (2):

(1) 0.5% of the deceased employee's Average Monthly Pay at December 31, 2007 multiplied by years of service through December 31, 2007.

(2) $4 per month multiplied by years of service through December 31, 2007, plus 4% of Average Monthly Pay at December 31, 2007.

Benefit is reduced for Early Retirement and Optional Retirement, and spouse age differences (if spouse is at least five years younger).

Other Spousal Coverage	
Eligibility	The surviving spouse of an active employee with at least five but less than 15 years of service upon death.
Benefit	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable as a reduced 50% Joint and Survivor annuity basis beginning on or after the participant's early retirement eligibility. All other survivor benefits are equal to the minimum required under ERISA.
Normal Form of Payment	
Single Employee	Life Annuity.
Married Employee	Actuarially reduced Joint and 50% Survivor Annuity.
Optional Forms of Payment	Income-leveling option for Section IV retirements before age 62. Survivor component of the Joint and Survivor options may be increased by a percentage through an adjustment to the benefit payable to the employee. For certain retirees, additional increments of 10% are available through similar adjustments. A Joint and 75% Survivor Annuity is also available. No election of additional 10% increments or 75% survivor benefits are assumed in the valuation.

Definitions

Average Monthly Play	The greater of (1) and (2): (1) The highest average monthly Pay for 36 consecutive calendar months. (2) The highest average Pay per month based on total Pay over calendar years and fraction of total Pay for calendar years if necessary, to obtain in aggregate, three full years of Pay. The highest paid years should be selected for calculation.
Company	E.I. du Pont de Nemours and Company and/or any wholly owned subsidiary or part thereof which adopts this Plan.
Pay	Total compensation received by a participant. However, Pay excludes transfer allowances, severance, certain stock compensation and other special payments.
Primary Social Security Benefit	Age 62 (if younger than 62) or immediate monthly amount as determined under the Social Security Act in effect on January 1 of the year an employee retires or terminates employment based on actual earnings on which the Company has paid taxes under the Federal Insurance Contributions Act.
Service	Length in years and fractions of a year of an employee's period of employment. For deferred benefit eligibility conditions, an employee accrues service for computation periods where they work at least 1,000 hours. Employee will not incur breaks in service if they work more than 500 hours in a computation period. Employee will be awarded with up to 501 hours of service in a computation period to avoid a break in service.

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Title III (Sentinel)

Effective Date	January 1, 1996 Last restated on December 16, 2015.
Eligibility	Regular, full-time employees hired on or before December 31, 2003. The plan was closed on January 1, 2004. Rehires and transfers after this date are not eligible for additional benefits.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.
Normal Retirement	
Eligibility	Age 65.
Benefit	The maximum of (1), (2), and (3): (1) 1.6% of Three-Year Average Compensation multiplied by years of Creditable Service, less 1.5% of the Primary Social Security Benefit multiplied by years of Creditable Service (with offset not to exceed 50% of the Primary Social Security Benefit). (2) For members participating in the former Conoco Plan prior to January 1, 1971, 1% of 10-Year Average Compensation (up to $3,000) plus 1.5% of 10-Year Average Compensation (over $3,000), multiplied by years of Creditable Service. (3) A minimum benefit of $144 per year multiplied by years of Creditable Service.
Early Retirement	
Eligibility	Age 50 and 10 years of Service.
Benefit	Normal retirement benefit under formula (1) is reduced according to Schedule I. Normal retirement benefit under formulas (2) and (3) are generally reduced according to Schedule I with the exception that benefits attributed to years of Creditable Service prior to January 1, 1971 are reduced according to Schedule II. • Schedule I: 4% per year from age 60 for the first three years and 5% per year thereafter. • Schedule II: 3% per year from age 62.

Incapacity Retirement	
Eligibility	Age 40 with 10 years of Service and is eligible to receive disability benefits under the Federal Social Security Act or meets all the disability requirements determined by the Employee Benefits Board. Incapacity Retirement will not be available to participants whose incapacity commences on or after January 1, 2015.
Benefit	Normal retirement benefit without reduction for early commencement and based on the participant's average compensation and Creditable Service as of his disability.
Separation Retirement	
Eligibility	Five years of Service.
Benefit	Normal retirement benefit reduced for early commencement based on plan's definition of actuarial equivalence.
Preretirement Death Benefit	
Eligibility	Married active or inactive participants with five years of Service.
Benefit	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable as a joint and 50% survivor annuity basis beginning on or after the participant's early retirement eligibility. If the participant was active with at least 15 years of service upon death, the surviving spouse benefit commences immediately payable as reduced joint and 50% survivor annuity.
Form of Benefit Payment	
Normal	Single life annuity, but for married participants, unless elected otherwise, there is an automatic joint and 50% survivor option on an actuarially equivalent basis.
Optional	Joint and 50%, 75% or 100% survivor annuity, single life annuity or lump sum.

Return of Employee Contributions	
Preretirement Death	Payable after the death of a spouse or beneficiary in receipt of or entitled to be in receipt of a Preretirement Surviving Spouse Annuity. Person nominated by written designation is entitled to the amount of the deceased member's accumulated contributions less the amount paid to the spouse or beneficiary, if any.
Postretirement Death	Payable after the death of a retired participant. Spouse, beneficiary, or estate is entitled to the amount of the deceased member's accumulated contributions less the amount paid to the deceased member, if any.
Termination from Active Service	Payable to member upon ceasing to be an employee for reasons other than death or retirement.
Definitions	
Compensation	Prior to January 1, 1975, compensation includes regular compensation and excludes bonuses, commissions, overtime, or special pay. Effective January 1, 1975, compensation includes regular compensation, overtime, shift differential, other forms of "Premium Pay" and excludes all other types of compensation including bonuses, commissions, awards, and bonus payments. Effective January 1, 1981, compensation also includes annual rewards under certain incentive and variable compensation plans.
Creditable Service	The sum of Membership Service, Prior Service, and Transfer Service. Membership Service includes service rendered by a member on or after January 1, 1996 after a year of participating in the Plan. Prior Service includes service of a member recognized by Conoco, Inc. under Title II of the Pension and Retirement Plan. Transfer Service includes service for certain affiliated corporations based on the date of transfer.

Primary Social Security Benefit	The annual allowance as determined under the Social Security Act as of the later of Social Security Retirement Age and retirement date, assuming no future earnings.
Service	Elapsed time for which an employee is compensated by the Company for performance of duties.
Ten-Year Average Compensation	Average annual Compensation of a member during the 120 consecutive calendar months of his creditable service in which his compensation is highest.
Three-Year Average Compensation	Average annual Compensation of a member during the 36 consecutive calendar months of his creditable service in which his compensation is highest.

Title IV (Pioneer)

Effective Date

Originally adopted on June 30, 1953.

Last restated on December 16, 2015.

Eligibility

Employees of Pioneer or another participating company, after reaching age 21 and completing a Year of Service.

The plan was closed on January 1, 2012. Rehires and transfers after this date are not eligible for additional benefits.

Benefit Sunset Date

Benefit service and pensionable pay were frozen effective November 30, 2018.

Normal Retirement

Eligibility

Age 65 and five years of service.

Benefit

The benefit is the greatest of (1), (2), and (3), but not less than (4):

(1) Benefit differs by year of retirement.

(a) For retirement prior to January 1, 2012:

(i) 1.10% of Final Average Earnings up to Integration Level for the year of retirement multiplied by Credited Service up to 35 years; plus

(ii) 1.47% of Final Average Earnings in excess of Integration Level for the year of retirement (if any) multiplied by Credited Service up to 35 years; plus

(iii) 1% of Final Average Earnings multiplied by Credited Service in excess of 35 years (if any).

(b) For retirement after January 1, 2012:

(i) 1.10% of Final Average Earnings up to Integration Level for the year of retirement multiplied by Credited Service up to 35 years, and multiplied by Credited Service as of December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(ii) 1.47% of Final Average Earnings in excess of Integration Level for the year of retirement (if any) multiplied by Credited Service up to 35, and multiplied by Credited Service as of December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(iii) 1% of Final Average Earnings multiplied by Credited Service in excess of 35 years (if any), and multiplied by Credited Service as of December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(iv) 0.55% of Final Average Earnings up to Integration Level for the year of retirement multiplied by Credited Service up to 35 years, and multiplied by Credited Service after December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(v) 0.735% of Final Average Earnings in excess of Integration Level for the year of retirement (if any) multiplied by Credited Service up to 35, and multiplied by Credited Service after December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(vi) 0.5% of Final Average Earnings multiplied by Credited Service in excess of 35 years (if any) and multiplied by Credited Service after December 31, 2011 and divided by Credited Service as of Normal Retirement.

(c) Cannot be less than a participant's retirement benefit on December 31, 2011.

(2) The Participant's accrued benefit as of December 31, 2004, which was calculated under formula (1) above with the exception that 1.50% applied to subsection (b) instead of 1.47%.

(3) The Participant's accrued benefit as of December 31, 1988 based on the plan's benefit formula in effect at the time.

(4) $84 per month multiplied by Credited Service.

Additional provisions exist for OBRA '93 participants.

Early Retirement

Eligibility

Age 55 and five Years of Service.

Benefit

The benefit is the greatest of (1), (2), and (3), but not less than (4):

(1) Benefit is calculated as in Normal Retirement Section (1). However, Credited Service under this benefit, unless otherwise specified, is calculated as if the Participant continues employment until Normal Retirement. The amount in the preceding is then multiplied by the ratio of Credited Service at Early Retirement and Credited Service that the Participant would have earned if they continued employment to Normal Retirement.

(2) Benefit is calculated as in Normal Retirement Section (2). However, Credited Service under this benefit, unless otherwise specified, is calculated as if the Participant continues employment until Normal Retirement.

(3) Benefit is calculated as in Normal Retirement Section (3). However, Credited Service under this benefit, unless otherwise specified, is calculated as if the Participant continues employment until Normal Retirement. The amount in the preceding is then multiplied by the ratio of Credited Service at December 31, 1988 and Credited Service that the Participant would have earned if they continued employment to Normal Retirement.

(4) See Normal Retirement Section (4).

For participants with less than 30 Years of Service at Early Retirement, benefits are reduced 1/180 for each of the first 60 months prior to Normal Retirement age and reduced 1/360 for each of the next 60 months that precede Normal Retirement age.

	For participants with 30 or more Years of Service at Early Retirement, benefits are reduced by 1/400 for each month that Early Retirement precedes Normal Retirement. Special provisions apply for OBRA '93 participants. Special reduction factors apply in the event of retirements induced by reductions in force.
Deferred Vested Pension	
Eligibility	Within 10 years of Normal Retirement Date.
Benefit	Same as Early Retirement benefit. Special provisions apply for OBRA '93 participants.
Disability Retirement	
Eligibility	Participant receiving worker's compensation benefits or benefits under Pioneer's Long-Term Disability Plan. Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Benefit	Normal Retirement benefit calculated as if the Participant continues employment while in receipt of disability related payments. Disability Retirement commences at the cessation of workers' compensation payments related to the Participant's disability.
Active Preretirement Survivor Annuity — Retirement Eligible Deaths	
Eligibility	The spouse of any active Participant who is eligible for retirement.
Benefit	The benefit to the spouse equals 50% of the Participant's Early Retirement benefit at the time of death. The benefit is actuarially reduced if the spouse is more than 10 years younger than the deceased Participant. Benefits commence immediately.
Active Preretirement Survivor Annuity — Retirement Ineligible Deaths	
Eligibility	The spouse of any active Participant who is not yet eligible for retirement but has at least five Years of Service.

Benefit	The benefit to the spouse equals 50% of the Participant's Early Retirement benefit, as if they had terminated on the date of death and commenced benefits on the deceased Participant's earliest eligible retirement age. The benefit is actuarially reduced if the spouse is more than 10 years younger than the deceased Participant.
Deferred Vested Survivor Benefit	
Eligibility	The spouse of any terminated Participant with at least five Years of Service.
Benefit	The benefit to the spouse equals 50% of the Participant's Early Retirement benefit, as if they had elected to commence benefits at their earliest eligible retirement age.
Survivor Benefit Pre-1985	
Eligibility	The surviving spouse of any active or terminated Participant who was a Participant as of December 31, 1984 and completed either 15 Years of Service and attained age 50 or completed five Years of Service and attained age 55.
Benefit	The benefit to the spouse equals 40% of the deceased participant's projected accrued monthly benefit if they had worked until Normal Retirement at his rate of Earnings at death. This benefit cannot be less than the Deferred Vested Survivor Benefit described in the preceding section. The benefit is actuarially reduced if the spouse is more than 10 years younger than the deceased Participant. Benefits commence on the deceased Participant's earliest eligible retirement age.
Normal Form of Payment	
Single Participant	Life Annuity.
Married Participant	50% Qualified Joint and Survivor Annuity.
Optional Forms of Payment	75% and 100% Qualified Joint and Survivor Annuity. 10 and 15-Year Certain and Continuous Annuity. Social Security Adjustment Option. Lump Sum (for present values less than $7,500).
Definitions	
Credited Service	Credited Service refers to number of years used to calculate accrued benefits. Specific provisions apply for past service at affiliated companies.

Earnings	Earnings are total compensation received by a participant. Earnings exclude extraordinary and nonrecurring items but include bonuses, incentives, or other similar payments.
Final Average Earnings	Final Average Earnings refers to the annualized 60 highest consecutive months out of the last 120 months of earnings prior to termination of employment.
Integration Level	Integration Level was $16,800 for the January 1, 1989 plan year. After the January 1, 1989 plan year, Integration Level is the lesser of the prior year's Integration Level increased by 6% and that prescribed by law and regulation.
OBRA '93 Participant	OBRA '93 Participant refers to any Participant whose Earnings in any Plan Year prior to 1994 exceeded $150,000.
Participant	Employee of a participating company who meets the Plan's eligibility requirements and is due a benefit from the Plan. Employees meet the Plan's eligibility requirements on the first day of the month after attainment of age 21 and completion of one Year of Service.
Year of Service	Year of Service refers to any Plan Year during which an employee at a participating company in the Plan is credited with at least 1,000 Hours of Service.

Title V (ChemFirst)

Effective Date	Originally adopted on January 1, 1970. Last restated on December 16, 2015.
Eligibility	Regular employees are eligible to enter the Plan after completing six months of service. Leased employees are not eligible to participate. The Plan was closed to new entrants and rehires as of January 1, 2008.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.
Normal Retirement	
Eligibility	Age 65 and five years of service.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3): (1) Monthly accrued benefit for years of service prior to July 1, 1993. (2) Monthly accrued benefit equal to the sum of (a) and (b), then multiplied by (c): (a) 1.4% of Final Average Monthly Compensation up to $600; plus (b) 1.8% of Final Average Monthly Compensation in excess of $600; (c) Years of service from July 1, 1993 to December 31, 2008. (3) Monthly benefit calculated based on the benefit formula under Title I based on years of service accrued after January 1, 2009. Benefits earned under (1) and (2) are payable in accordance with Title V provisions. Benefits earned under (3) are payable in accordance with Title I provisions.

Early Retirement	
Eligibility	Age 55 and 10 years of service.
Benefit	Benefits accrued through December 31, 2008: Normal retirement benefit reduced by 6-2/3% for the first five years and 3-1/3% for the following five years preceding his normal retirement date for benefits accrued under formulas (1) and (2) above. Participants who terminate employment after January 1, 2009 with at least 15 years of service may commence as early as age 50. Reductions below age 55 are determined based on the plan's definition of actuarial equivalence. Benefits accrued starting January 1, 2009: Normal retirement benefit reduced in accordance with benefit provisions under Title I.
Special Provisions	Different eligibility provisions apply to certain participants employed by Callidus Technologies, Inc. and participants terminated as part of a sale of assets or reductions in force.
Disability Retirement	
Eligibility	Totally and permanently disabled due to sickness or injury and becomes eligible for disability benefits under the Social Security Act or benefits payable under the Employer's long-term disability program. Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Benefit	Normal retirement benefit calculated as if the participant continued employment from his date of disability to his normal retirement date based on rate of compensation prior to such disability and payable as of the participant's normal retirement date.
Deferred Vested Pension	
Eligibility	Five years of service.
Benefit	Accrued benefit payable at normal retirement date or at early retirement date with reduction for early commencement.

Preretirement Death Benefit	
Eligibility	The spouse of any active participant.
Benefit	10-year certain and life annuity that is actuarially equivalent to the deceased participant's Normal Retirement benefit. Benefits commence immediately after the Participant's death.
Deferred Vested Survivor Benefit	
Eligibility	The spouse of any deferred vested participant.
Benefit	10-year certain and life annuity that is actuarially equivalent to the deceased participant's Normal Retirement benefit. Benefits commence immediately after the Participant's death.
Forms of Payment	
Normal	Single life annuity with 10-year certain period for single employees and 50% joint and survivor annuity on an actuarially equivalent basis for married employees.
Optional	Life annuity, 50%-, 66-2/3%- and 75%-joint and survivor annuity, and full lump sum (except for disability retirements).
Definitions	
Compensation	Compensation means the total compensation (before reduction by a pay reduction agreement pursuant to Code Section 125, 132(f)(4), 401(k), or 457) which an active Participant receives from the Employer, including overtime pay. Compensation excludes expense allowances, commissions, bonus payments, shift differential and relief pay. Starting January 1, 2011, Compensation excludes severance and termination pay or any other form of compensation or bonus paid in connection with termination of employment, and any other additions to or deductions from regular compensation.
Final Average Monthly Compensation	Highest average monthly rate of Compensation for five successive plan years.
Year of Benefit Service	Period of service with the employer or an adopting employer computed in completed years and days.
Year of Service	Period of service with the employer or an adopting employer computed in completed years and days.

Title VI (Danisco)

Effective Date

January 1, 1998

Last restated on December 16, 2015.

Eligibility

Plan participation is closed to hires and rehires on or after January 1, 2012.

Benefit Sunset Date

Benefit service and pensionable pay were frozen effective November 30, 2018.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly benefit equal to the greater of (1) and (2), converted to a single life annuity using the Annuity Conversion Rate:

(1) The Participant's pension benefit at the end of the prior plan year increased by 5%

(2) The Participant's Average Annual Earnings at the end of the Plan Year multiplied by the sum of Compensation Percentages accumulated through the end of the plan year, based on the table below. Effective January 1, 2013, the prospective benefit accrual rate was reduced to 40% of the original schedule:

Years and Full Months of Both "Age Plus Service" Points	Compensation Percentages for Benefits Earned through 12/31/2012	Compensation Percentages for Benefits Earned on or after 01/01/2013
< 40	5.00%	2.00%
40 – 49	6.00%	2.40%
50 – 59	7.00%	2.80%
60 – 120	8.00%	3.20%

Early Retirement

Eligibility

Three years of Vesting Service.

Benefit

Actuarial Equivalent of the Normal Retirement Benefit as determined in the Normal Retirement section above, based on service to the date of termination payable immediately.

Disability Retirement

Eligibility	Upon total and permanent disablement Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Benefit	Actuarial Equivalent of the Normal Retirement Benefit as determined in the Normal Retirement section above, based on service to the date of disablement payable immediately.

Preretirement Death Benefit

Eligibility	The spouse of any active participant.
Benefit	The benefit, payable to the beneficiary for life, is that benefit which would have been payable had the Participant retired on his date of death and elected a joint and 50% survivor annuity.

Postretirement Death Benefit

Eligibility	The spouse of any retired participant who opted for a contingent payment form.
Benefit	If death occurs after the commencement of pension payments, the remaining portion of the Participant's interest will be distributed according to the form selected prior to the Participant's death.

Forms of Payment

Normal	Single life annuity.
Optional	50%- and 75%-joint and survivor annuity and full lump sum.

Definitions

Compensation	Compensation means the total compensation under Code Section 3401(a) (before reduction pursuant to Code Section 125, 132(f)(4), 401(k), 402(h), 403(b), 414(h)(2) or 457(b)) which an active Participant receives from the Employer. Compensation excludes expense allowances, fringe benefits, moving expenses, deferred compensation and welfare benefits or special miscellaneous individual bonuses. Compensation includes post-severance compensation for up to 2 ½ months which includes: (1) payments that would have been paid to the Employee for regular compensation for services during or outside regular working hours. (2) payments for accrued bona fide sick, vacation, or other leave.
Final Average Monthly Compensation	Highest average monthly rate of Compensation for five successive plan years of the last ten years.
Annuity Conversion Rate	Annualized interest rate on 30-year Treasury securities as specified by the Commissioner of the Internal Revenue Service.
Year of Benefit Service	A Year of Benefit Service is granted to Employees who earn at least 2,280 Hours of Service in a given Plan Year. Pro-rated Years of Benefit Service are granted to Employees who worked fewer than 2,280 Hours in a given Plan Year. Employees who work at least 1 Hour in a given calendar month are given a minimum of 190 Hours for that calendar month.
Year of Service	A Year of Service is granted to Employees who earn at least 1,000 Hours of Service in a given Plan Year.

Title VII (Solae)

Background	The Solae Pension Plan (Plan) was formerly known as the Protein Technologies International Retirement Plan. The Protein Technologies International Retirement Plan was adopted effective December 3, 1997, upon the acquisition of Protein Technologies International (PTI) by DuPont from Ralston Purina. Employees of PTI who had service in the Ralston Purina Plan were credited with service under the Protein Technologies International Retirement Plan. Protein Technologies International later became known as DuPont Protein Technologies. Effective with the conversion of DuPont Protein Technologies to Solae, LLC on April 1, 2003, the plan was amended and renamed the Solae Pension Plan. Bunge became a member of Solae, LLC and designated former employees of Central Soya (which was owned by Bunge) became participants in the plan on April 1, 2003. For the former employees of Central Soya, service will be credited in accordance with the terms of the plan.
Eligibility	The Solae Pension Plan is available to all full-time and part-time employees hired before January 1, 2013. Temporary employees and leased employees are not eligible. Each employee shall become a participant of the plan after one year of service with the company. The plan was closed on January 1, 2013. Rehires and transfers after this date are not eligible for additional benefits.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.
Credited Service	An employee's entire period of service (in years and completed months) including service recognized under the Ralston Purina Retirement Plan on December 3, 1997, or the Central Soya Retirement Plan on April 1, 2003. It does not include service recognized under the Central Soya Pension Plan for Hourly Employees as of April 1, 2003.
Credited Service for Vesting	The same as credited service but also includes service recognized under the Central Soya Pension Plan for Hourly Employees as of April 1, 2003.

Pension Earnings	Annual pension earnings include regular pay, overtime pay, vacation pay, and specific types of Solae annual incentive pay Items designated as a "special bonus" or designated long-term incentive compensation (or the former PTI President's Incentive company component) are not included.
Final Average Earnings	The average of the five highest consecutive years of a member's annual pension earnings during the last 10 years of employment.
Social Security Taxable Wage Base (SSWB)	The maximum amount of wages subject to Social Securitytax (OASDI).
Covered Compensation	The average of SSWB in effect in each of the last 35 years prior to Social Security retirement age.
Normal Retirement Age	Age 65.

Retirement (Age 65) Benefit New Formula

Equal the sum of (1) plus (2):

(1) 1% of final average earnings times years and completed months of credited service through December 31, 2013, plus 1/2% of final average earnings in excess of covered compensation times years and completed months of credited service through December 31, 2013; plus

(2) 1/3% of final average earnings times years and completed months of credited service after December 31, 2013, plus 1/6% of final average earnings in excess of covered compensation times years and completed months of credited service after December 31, 2013.

For participants of the plan who were employees of the former DuPont Protein Technologies and classified as "administrative, sales or clerical" as of April 1, 2003, all service credited before April 1, 2003, continues to count toward credited service and credited service for vesting under the Solae Pension Plan. Participants in this category will receive a retirement benefit equal to the greater of the retirement benefit under the new formula above or the old administrative formula described as follows:

Retirement (Age 65) Benefit — Old Administrative Formula

(1) Final Average Pay Benefit

The amount of benefit is the sum of (a) and (b), but not less than (c):

(a) 1.5% of final average pay multiplied by service through December 31, 2013 (maximum 40 years) less 50% of the estimated Social Security benefit multiplied by actual service through December 31, 2013 divided by the greater of 30 or service at 65.

(b) 0.5% of final average pay multiplied by service after December 31, 2013 (maximum 40 years) less 16.67% of the estimated Social Security benefit multiplied by service after December 31, 2013 divided by the greater of 30 or service at 65.

(c) 1.25% of final average pay not in excess of $15,000 multiplied by service through December 31, 2013 (maximum 40 years), plus 5/12% of final average pay not in excess of $15,000 multiplied by service (maximum 40 years) after December 31, 2013.

To the extent any participant exceeds the 40-year service limitation, the service will be capped as required in the post-2013 accrual formulas.

(2) Grandfathered Minimum Benefit

1972 Prior Plan — Members on December 31, 1972 will receive minimum of 1972 prior plan formula accrued to termination assuming continuation of 1972 earnings.

For participants of the plan who were employees of the former DuPont Protein Technologies and classified as “production” as of May 31, 2003, all service credited before May 31, 2003, continues to count toward credited service and credited service for vesting under the Solae Pension Plan. Participants in this category will receive a retirement benefit equal to the greater of the retirement benefit under the new formula above or the accrued benefit as of May 31, 2003 under the old production formula described as follows:

Accrued Normal Retirement as of May 31, 2003 (payable at age 65) — Production Employees

The amount of benefit is equal to the sum of (1), (2), and (3):

(1) The 1972 accrued benefit.

(2) The greater of (a) or (b):

(a) 1% of final five-year average earnings from January 1, 1984 through December 31,1988 multiplied by credited service through December 31,1988; or

(b) 1.25% of annual earnings for each plan year of credited service subsequent to December 31, 1973 through December 31, 1988.

(3) 1.25% of annual earnings for each plan year of credited service subsequent to December 31, 1988 through May 31, 2003

For participants who participated in the Central Soya Retirement Plan immediately before becoming a participant in the Solae Pension Plan on April 1, 2003, service credited under the Central Soya Retirement Plan as of April 1, 2003, counts toward credited service and credited service for vesting under the Solae Pension Plan. The Solae Pension Plan retirement benefit will be reduced the life equivalent of the age 65 accrued benefit payable under the Central Soya Retirement Plan.

For participants who participated in the Central Soya Pension Plan for Hourly Employees immediately before becoming a participant in the Solae Pension Plan on April 1, 2003, service credited under the Central Soya Pension Plan for Hourly Employees counts toward credited service for vesting under the Solae Pension Plan. The Solae Pension Plan retirement benefit will be based only on service in the Solae Pension Plan on or after April 1, 2003.

Early Retirement Benefits

Eligibility	A participant is eligible for early retirement upon attainment of age 55 and two years of credited service for vesting.
Benefit	The early retirement benefit is the accrued benefit unreduced at age 62, reduced by 5/12% per month between commencement and age 62.

Postponed Retirement Benefit	The postponed retirement benefit is the same as the normal retirement benefit with continued accruals beyond normal retirement date.
Termination of Employment Benefits	The participant's accrued benefit is fully vested upon the earliest of: (1) five years of credited service for vesting, (2) attainment of age 55 with at least two years of credited service for vesting, and (3) attainment of age 65. Benefits commencing after age 55 and before age 65 are reduced by 5/12% per month between commencement and age 65.
Normal Form of Benefit	Life annuity; if married, 50% joint and survivor annuity that is the actuarial equivalent to the life annuity.
Disability Benefits	
Eligibility	Total and permanent disability is determined by a company appointed physician. Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Amount of Benefit	The disability benefit gives continued accruals assuming continuation of current earnings to the earlier of recovery and normal retirement date. The Social Security benefit is determined at the date of disability.
Death Benefits	
Death Prior to Termination	(1) If married for at least one year at the time of death and participant dies before age 55 with at least 10 years of credited service for vesting. **Amount of Benefit** Spouse will receive the greater of 40% of the accrued benefit or $300 per year. (2) If married for at least one year at the time of death and participant dies on or after age 55 with at least two years of credited service for vesting. **Amount of Benefit** Spouse will receive the greater of 50% of the accrued benefit or $300 per year.

	(3) If married for at least one year at the time of death and participant dies before age 55 with less than 10 years of credited service for vesting. **Amount of Benefit** Spouse will receive a surviving spouse's death benefit equal to 50% of the amount the participant would have received had the participant terminated employment on date of death, survived to age 55, retired on that date and elected to receive benefits in the form of a 50% joint and survivor option.
Death After Termination	
Eligibility	Participant married for at least one year at the time of death and participant dies after termination with a vested right prior to receiving benefits before age 55.
Amount of Benefit	Spouse will receive a surviving spouse's death benefit equal to 50% of the amount the participant would have received had the participant elected to retire at age 55 (or, if later, to retire on the first day of the month following participant's date of death) and elected to receive benefits in the form of a 50% joint and survivor option. This surviving spouse's death benefit will begin on the first day of the month following the date the participant attained age 55 (or, if later, on the first day of the month following participant's death) and will continue until spouse’s death.
Employee Contributions	No employee contributions have been required in this plan.

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Plan Changes Since January 1, 2020

The following plan changes have been adopted since January 1, 2020:

- A retiree annuity purchase was executed in September 2021, which included participants under Title I, III, and IV with a monthly annuity of $400 or less and no contingent survivor benefits. The annuity payments were taken over by an insurer in December 2021 or January 2022 depending on the payment timing of each respective title. No future benefits are due to these participants from the Pension & Retirement Plan effective with this annuity purchase.
- An annuity purchase was executed in August 2022, which included certain participants under Title I, III, and IV. The annuity payments were taken over by an insurer in December 2022 or January 2023 depending on the payment timing of each respective title. No future benefits are due to these participants from the Pension & Retirement Plan effective with this annuity purchase.
- A retiree annuity purchase was executed in October 2023, which included certain participants under Title I, III, and IV. The annuity payments were taken over by an insurer in December 2023 or January 2024 depending on the payment timing of each respective title. No future benefits are due to these participants from the Pension & Retirement Plan effective with this annuity purchase
- During 2024, a limited lump sum window was offered to certain participants who had a vested accrued benefit under Title I.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year. On November 15, 2021, Corteva made an election to:

- First apply the alternative interest rates for minimum funding for the 2021 plan year, and
- First apply the 15-year amortization period for the 2021 plan year.

As a result, this Schedule SB reflects stabilized 2025 minimum funding interest rates under ARPA.

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Schedule SB, line 24 — Change in Actuarial Assumptions

The ERISA funding valuation reflects the following assumption changes:

- A change in the interest rate assumption from segment rates with a four-month lookback as of September 2023 to segment rates with a four-month lookback as of September 2024, each adjusted as needed to fall within the 25-year interest rate stabilization corridor under ARPA.
- A change in the applicable expected rate of return on assets from 5.59% for the 2024 plan year to 5.50% for the 2025 plan year.

These changes were made to better reflect the anticipated plan experience. All assumption changes to non-prescribed assumptions did not reduce the funding shortfall by an amount requiring approval of the Commissioner.

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Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Corteva
Pension and Retirement Plan
Active Employees

EIN: 51-0014090 PN: 001

Number of Participants and Average Annual Benefit at Age 65

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34				10	5					
35-39			5	91 $3,038	146 $5,154	2				
40-44			1	91 $3,914	223 $6,625	68 $11,257	5			
45-49			2	66 $4,485	157 $8,764	113 $16,993	45 $20,228	3		
50-54			2	42 $5,270	133 $9,145	89 $15,303	78 $26,392	30 $26,777	5	
55-59			2	37 $4,614	110 $7,547	66 $18,220	54 $28,108	57 $37,160	41 $32,879	3
60-64			3	22 $3,967	67 $7,253	48 $17,168	60 $25,179	46 $34,781	38 $42,928	36 $35,562
65-69				9	17	12	10	12	14	16
70+					4	1		3	2	2

N-2204

Schedule SB Attachment (Form 5500) — 2025 Plan Year
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Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	1,741,667	50,850,672	1,141,710,743	1,194,303,082
2026	4,405,908	31,498,804	1,099,887,236	1,135,791,948
2027	6,829,078	36,868,553	1,057,532,784	1,101,230,415
2028	8,926,909	39,446,074	1,014,873,476	1,063,246,459
2029	10,597,837	42,864,810	971,766,531	1,025,229,178
2030	12,057,800	46,460,356	928,153,738	986,671,894
2031	13,282,566	48,836,357	884,294,297	946,413,220
2032	14,333,378	52,020,215	840,504,961	906,858,554
2033	15,288,184	55,363,853	796,508,505	867,160,542
2034	16,136,800	59,495,778	752,447,818	828,080,396
2035	16,878,064	63,669,711	708,462,064	789,009,839
2036	17,582,781	66,600,573	664,716,204	748,899,558
2037	18,230,914	69,812,005	621,376,631	709,419,550
2038	18,769,841	71,670,889	578,606,613	669,047,343
2039	19,284,934	73,538,418	536,574,825	629,398,177
2040	19,643,679	73,989,814	495,438,556	589,072,049
2041	19,967,945	74,599,077	455,356,100	549,923,122
2042	20,252,522	74,910,211	416,469,912	511,632,645
2043	20,393,415	74,490,943	378,925,918	473,810,276
2044	20,467,087	73,884,623	342,855,938	437,207,648
2045	20,430,180	72,844,145	308,386,893	401,661,218
2046	20,249,419	71,655,364	275,639,962	367,544,745
2047	20,040,759	70,139,151	244,726,991	334,906,901
2048	19,728,324	68,291,795	215,746,696	303,766,815
2049	19,327,245	66,209,442	188,783,281	274,319,968
2050	18,804,988	63,897,091	163,902,217	246,604,296
2051	18,199,333	61,328,363	141,144,575	220,672,271
2052	17,497,167	58,594,653	120,524,663	196,616,483
2053	16,745,923	55,723,621	102,026,616	174,496,160
2054	15,951,124	52,743,044	85,604,234	154,298,402
2055	15,125,109	49,667,421	71,180,464	135,972,994
2056	14,275,772	46,522,387	58,651,677	119,449,836
2057	13,413,253	43,331,932	47,892,765	104,637,950
2058	12,545,727	40,122,751	38,761,215	91,429,693
2059	11,681,376	36,923,312	31,103,373	79,708,061

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	10,827,364	33,762,994	24,758,992	69,349,350
2061	9,990,472	30,671,122	19,567,197	60,228,791
2062	9,176,375	27,675,932	15,370,439	52,222,746
2063	8,389,856	24,803,324	12,018,727	45,211,907
2064	7,634,883	22,075,989	9,373,261	39,084,133
2065	6,914,603	19,512,344	7,308,639	33,735,586
2066	6,231,375	17,126,186	5,714,169	29,071,730
2067	5,586,918	14,926,595	4,494,375	25,007,888
2068	4,982,307	12,917,917	3,568,577	21,468,801
2069	4,418,075	11,100,402	2,869,955	18,388,432
2070	3,894,334	9,470,439	2,344,209	15,708,982
2071	3,410,884	8,021,300	1,948,062	13,380,246
2072	2,967,231	6,743,905	1,647,688	11,358,824
2073	2,562,626	5,627,263	1,417,209	9,607,098
2074	2,196,075	4,659,240	1,237,219	8,092,534

Schedule SB Attachment (Form 5500) — 2025 Plan Year
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Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 1,653,408,462	January 1, 2021	11	$ 191,667,860
Shortfall	$ (1,019,511,293)	January 1, 2022	12	$ (110,907,480)
Shortfall	$ 948,553,630	January 1, 2023	13	$ 97,488,214
Shortfall	$ 32,329,682	January 1, 2024	14	$ 3,157,099
Shortfall	$ 740,452,639	January 1, 2025	15	$ 69,040,131

Under the American Rescue Plan Act of 2021 (ARPA), the shortfall relief eliminates the existing shortfall amortization bases and changes the amortization period. By default, this relief would have applied starting with the 2022 plan year. On November 15, 2021, Corteva made an election to first apply the 15-year amortization period for the 2021 plan year.

As a result, this Schedule SB reflects the ARPA shortfall relief effective with the 2021 plan year.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
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Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount	Days to Discount to 1/1/2025 at 5.33%	Interest Adjusted Contribution
June 26, 2026	$ 1,060,800,000	541	$ 982,215,984
July 15, 2026	$ 399,200,000	560	$ 368,629,489
Total Contribution	$ 1,460,000,000		$ 1,350,845,473

Schedule SB Attachment (Form 5500) — 2025 Plan Year
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Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age. This calculation has been shown separately for each Title within the Plan. These separate ages are then averaged to derive the amount shown on line 22.

The weighted average retirement age for the total plan is **age 61**.

P&RP Title I[1]

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
50.5	7.000%	1.0000	3.54
51.5	7.000%	0.9300	3.35
52.5	7.000%	0.8649	3.18
53.5	7.000%	0.8044	3.01
54.5	7.000%	0.7481	2.85
55.5	9.000%	0.6957	3.47
56.5	9.000%	0.6331	3.22
57.5	9.000%	0.5761	2.98
58.5	15.000%	0.5243	4.60
59.5	15.000%	0.4456	3.98
60.5	21.000%	0.3788	4.81
61.5	21.000%	0.2992	3.86
62.5	21.000%	0.2364	3.10
63.5	21.000%	0.1867	2.49
64.5	21.000%	0.1475	2.00
65.5	30.000%	0.1165	2.29
66.5	30.000%	0.0816	1.63
67.5	30.000%	0.0571	1.16
68.5	30.000%	0.0400	0.82
69.5	30.000%	0.0280	0.58
70	100.000%	0.0196	1.37
		Weighted Average	58.29

[1] Title I uses retirement rates that vary by age and service. For the weighted average retirement age, the retirement rates applicable for those with 27+ years of service are used.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
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P&RP Title IV

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	8.000%	1.0000	4.44
56.5	8.000%	0.9200	4.16
57.5	8.000%	0.8464	3.89
58.5	8.000%	0.7787	3.64
59.5	13.000%	0.7164	5.54
60.5	13.000%	0.6233	4.90
61.5	17.000%	0.5422	5.67
62.5	25.000%	0.4501	7.03
63.5	25.000%	0.3375	5.36
64.5	25.000%	0.2532	4.08
65.5	40.000%	0.1899	4.97
66.5	40.000%	0.1139	3.03
67.5	40.000%	0.0684	1.85
68.5	40.000%	0.0410	1.12
69.5	40.000%	0.0246	0.68
70	100.000%	0.0148	1.03
		Weighted Average	61.39

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
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Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	1,741,667	50,850,672	1,141,710,743	1,194,303,082
2026	4,405,908	31,498,804	1,099,887,236	1,135,791,948
2027	6,829,078	36,868,553	1,057,532,784	1,101,230,415
2028	8,926,909	39,446,074	1,014,873,476	1,063,246,459
2029	10,597,837	42,864,810	971,766,531	1,025,229,178
2030	12,057,800	46,460,356	928,153,738	986,671,894
2031	13,282,566	48,836,357	884,294,297	946,413,220
2032	14,333,378	52,020,215	840,504,961	906,858,554
2033	15,288,184	55,363,853	796,508,505	867,160,542
2034	16,136,800	59,495,778	752,447,818	828,080,396
2035	16,878,064	63,669,711	708,462,064	789,009,839
2036	17,582,781	66,600,573	664,716,204	748,899,558
2037	18,230,914	69,812,005	621,376,631	709,419,550
2038	18,769,841	71,670,889	578,606,613	669,047,343
2039	19,284,934	73,538,418	536,574,825	629,398,177
2040	19,643,679	73,989,814	495,438,556	589,072,049
2041	19,967,945	74,599,077	455,356,100	549,923,122
2042	20,252,522	74,910,211	416,469,912	511,632,645
2043	20,393,415	74,490,943	378,925,918	473,810,276
2044	20,467,087	73,884,623	342,855,938	437,207,648
2045	20,430,180	72,844,145	308,386,893	401,661,218
2046	20,249,419	71,655,364	275,639,962	367,544,745
2047	20,040,759	70,139,151	244,726,991	334,906,901
2048	19,728,324	68,291,795	215,746,696	303,766,815
2049	19,327,245	66,209,442	188,783,281	274,319,968
2050	18,804,988	63,897,091	163,902,217	246,604,296
2051	18,199,333	61,328,363	141,144,575	220,672,271
2052	17,497,167	58,594,653	120,524,663	196,616,483
2053	16,745,923	55,723,621	102,026,616	174,496,160
2054	15,951,124	52,743,044	85,604,234	154,298,402
2055	15,125,109	49,667,421	71,180,464	135,972,994
2056	14,275,772	46,522,387	58,651,677	119,449,836
2057	13,413,253	43,331,932	47,892,765	104,637,950
2058	12,545,727	40,122,751	38,761,215	91,429,693
2059	11,681,376	36,923,312	31,103,373	79,708,061

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	10,827,364	33,762,994	24,758,992	69,349,350
2061	9,990,472	30,671,122	19,567,197	60,228,791
2062	9,176,375	27,675,932	15,370,439	52,222,746
2063	8,389,856	24,803,324	12,018,727	45,211,907
2064	7,634,883	22,075,989	9,373,261	39,084,133
2065	6,914,603	19,512,344	7,308,639	33,735,586
2066	6,231,375	17,126,186	5,714,169	29,071,730
2067	5,586,918	14,926,595	4,494,375	25,007,888
2068	4,982,307	12,917,917	3,568,577	21,468,801
2069	4,418,075	11,100,402	2,869,955	18,388,432
2070	3,894,334	9,470,439	2,344,209	15,708,982
2071	3,410,884	8,021,300	1,948,062	13,380,246
2072	2,967,231	6,743,905	1,647,688	11,358,824
2073	2,562,626	5,627,263	1,417,209	9,607,098
2074	2,196,075	4,659,240	1,237,219	8,092,534

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
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Schedule SB, Part V — Summary of Plan Provisions

Title I (Parent, Caribe)

Effective Date	Originally adopted on September 1, 1904. Last restated on December 16, 2015.
Eligibility	Employees hired by the Company on or before December 31, 2006. Effective January 1, 2007, the Plan is closed to new entrants. Rehires after this date will not earn additional benefits.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.

Normal Retirement (Section IV)

Eligibility	Age 65 with at least 15 years of service.
Benefit	The greatest of (1), (2), and (3): (1) The sum of (a) and (b): (a) 1.2% of Average Monthly Pay multiplied by years of service through December 31, 2007. (b) 0.4% of Average Monthly Pay multiplied by years of service after December 31, 2007. (2) The sum of (a) and (b): (a) 1.5% of Average Monthly Pay multiplied by years of service through December 31, 2007, minus 50% of the Primary Social Security Benefit multiplied by the ratio of service through December 31, 2007 over total service. (b) 0.5% of Average Monthly Pay multiplied by years of service since December 31, 2007, minus 16.67% of the Primary Social Security Benefit multiplied by the ratio of service after December 31, 2007 over total service. (3) $9 per month multiplied by years of service through December 31, 2007, plus 10% of Average Monthly Pay at December 31, 2007.

	The amount determined under (1) or (2) above may not be greater than an amount which, when added to the participant's Primary Social Security Benefit, will equal 100% of Average Monthly Pay.
Early Retirement (Section IV)	
Eligibility	Age 50 with at least 15 years of service.
Benefit	Section IV Normal Retirement benefit reduced by 5/12 of 1% for each month that a participant's "age plus service" points are less than 85. Service used for this calculation cannot be less than 20 years and cannot be greater than 27 years. Normal Retirement benefit cannot be reduced by more than 50%.
Incapability Retirement (Section IV)	
Eligibility	Employee has 15 years of service and becomes permanently incapable of performing the duties of his position with the degree of efficiency required by the Company. Incapability Retirement will not be available to participants whose incapability commences on or after January 1, 2015.
Primary Benefit	Determined in same manner as Section IV Normal Retirement benefit.
Supplemental Benefit	Monthly benefit equal to the greater of (1) and (2): (1) 50% of Primary Social Security Benefit. (2) $90 per month. The supplement is payable until the earliest date on which the participant becomes eligible for an old-age benefit or receives a disability benefit under the Federal Social Security Act.
Optional Retirement (Section IV)	
Eligibility	Age 50 with at least 15 years of service and participant's employment would otherwise be involuntarily terminated for reasons other than discharge for dishonesty, insubordination, or other misconduct.

	Age 45 with at least 25 years of service, with 25 years of service adjusted downward by two months for each one month of age past 45, and participant's employment would be involuntarily terminated due to lack of work. Some exceptions apply in the case of certain corporate transactions (i.e., sale of Company, formation of joint venture, transfer to subsidiary).
Benefit	Section IV Normal Retirement benefit reduced by 5/12 of 1% for each month by which the month of the participant's retirement precedes the earliest month in which, with continued employment, they would have become eligible for an unreduced pension under Normal or Early Retirement. This benefit is not explicitly included in the valuation due to the subjective and unpredictable nature of the eligibility provisions related to individual employment circumstances.
Deferred Pension (Section V)	
Eligibility	Five years of service and terminated for reasons other than retirement.
Benefit	The greatest of (1), (2), and (3): (1) The sum of (a) and (b): (a) 1.2% of Average Monthly Pay multiplied by years of service through December 31, 2007. (b) 0.4% of Average Monthly Pay multiplied by years of service after December 31, 2007. (2) The sum of (a) and (b): (a) 1.5% of Average Monthly Pay multiplied by years of service through December 31, 2007, minus 50% of the Primary Social Security Benefit multiplied by the ratio of service through December 31, 2007 over total service. (b) 0.5% of Average Monthly Pay multiplied by years of service since December 31, 2007, minus 16.67% of the Primary Social Security Benefit multiplied by the ratio of service after December 31, 2007 over total service.

(3) $9 per month multiplied by years of service through December 31, 2007, plus 0.67% times Average Monthly Pay at December 31, 2007 times years of service at December 31, 2007, where service is less than 15 years.

The amount determined under (1) or (2) above may not be greater than an amount which, when added to the Participant's Primary Social Security Benefit, will equal 100% of Average Monthly Pay.

Deferred Pension (Section VI)

Benefit

Benefits are unreduced at age 65 and over. Benefits are reduced by 5/12 of 1% for each month by which the month of the participant's retirement precedes the earliest month in which, with continued employment, they would have become eligible for an unreduced pension.

- Employees with less than 10 years of service are not eligible for any benefit until age 65.
- Employees with 10 – 14 years of service are eligible for reduced benefits at age 60 and unreduced benefits at age 65.
- Employees with 15 – 29 years of service are eligible for reduced benefits at age 50 and unreduced benefits at age 65.
- Employees with 30+ years of service are eligible for reduced benefits at age 50 and unreduced benefits at age 60.

Company-Paid Survivor Benefit

Eligibility

The surviving spouse of any active, retired, or transferred employee with at least 15 years of service upon death.

Benefit

The monthly benefit is equal to the greater of (1) and (2):

(1) 0.5% of the deceased employee's Average Monthly Pay at December 31, 2007 multiplied by years of service through December 31, 2007.

(2) $4 per month multiplied by years of service through December 31, 2007, plus 4% of Average Monthly Pay at December 31, 2007.

Benefit is reduced for Early Retirement and Optional Retirement, and spouse age differences (if spouse is at least five years younger).

Other Spousal Coverage	
Eligibility	The surviving spouse of an active employee with at least five but less than 15 years of service upon death.
Benefit	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable as a reduced 50% Joint and Survivor annuity basis beginning on or after the participant's early retirement eligibility. All other survivor benefits are equal to the minimum required under ERISA.
Normal Form of Payment	
Single Employee	Life Annuity.
Married Employee	Actuarially reduced Joint and 50% Survivor Annuity.
Optional Forms of Payment	Income-leveling option for Section IV retirements before age 62. Survivor component of the Joint and Survivor options may be increased by a percentage through an adjustment to the benefit payable to the employee. For certain retirees, additional increments of 10% are available through similar adjustments. A Joint and 75% Survivor Annuity is also available. No election of additional 10% increments or 75% survivor benefits are assumed in the valuation.

Definitions

Average Monthly Play	The greater of (1) and (2): (1) The highest average monthly Pay for 36 consecutive calendar months. (2) The highest average Pay per month based on total Pay over calendar years and fraction of total Pay for calendar years if necessary, to obtain in aggregate, three full years of Pay. The highest paid years should be selected for calculation.
Company	E.I. du Pont de Nemours and Company and/or any wholly owned subsidiary or part thereof which adopts this Plan.
Pay	Total compensation received by a participant. However, Pay excludes transfer allowances, severance, certain stock compensation and other special payments.
Primary Social Security Benefit	Age 62 (if younger than 62) or immediate monthly amount as determined under the Social Security Act in effect on January 1 of the year an employee retires or terminates employment based on actual earnings on which the Company has paid taxes under the Federal Insurance Contributions Act.
Service	Length in years and fractions of a year of an employee's period of employment. For deferred benefit eligibility conditions, an employee accrues service for computation periods where they work at least 1,000 hours. Employee will not incur breaks in service if they work more than 500 hours in a computation period. Employee will be awarded with up to 501 hours of service in a computation period to avoid a break in service.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
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Title III (Sentinel)

Effective Date	January 1, 1996 Last restated on December 16, 2015.
Eligibility	Regular, full-time employees hired on or before December 31, 2003. The plan was closed on January 1, 2004. Rehires and transfers after this date are not eligible for additional benefits.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.
Normal Retirement	
Eligibility	Age 65.
Benefit	The maximum of (1), (2), and (3): (1) 1.6% of Three-Year Average Compensation multiplied by years of Creditable Service, less 1.5% of the Primary Social Security Benefit multiplied by years of Creditable Service (with offset not to exceed 50% of the Primary Social Security Benefit). (2) For members participating in the former Conoco Plan prior to January 1, 1971, 1% of 10-Year Average Compensation (up to $3,000) plus 1.5% of 10-Year Average Compensation (over $3,000), multiplied by years of Creditable Service. (3) A minimum benefit of $144 per year multiplied by years of Creditable Service.
Early Retirement	
Eligibility	Age 50 and 10 years of Service.
Benefit	Normal retirement benefit under formula (1) is reduced according to Schedule I. Normal retirement benefit under formulas (2) and (3) are generally reduced according to Schedule I with the exception that benefits attributed to years of Creditable Service prior to January 1, 1971 are reduced according to Schedule II. • Schedule I: 4% per year from age 60 for the first three years and 5% per year thereafter. • Schedule II: 3% per year from age 62.

Incapacity Retirement	
Eligibility	Age 40 with 10 years of Service and is eligible to receive disability benefits under the Federal Social Security Act or meets all the disability requirements determined by the Employee Benefits Board. Incapacity Retirement will not be available to participants whose incapacity commences on or after January 1, 2015.
Benefit	Normal retirement benefit without reduction for early commencement and based on the participant's average compensation and Creditable Service as of his disability.
Separation Retirement	
Eligibility	Five years of Service.
Benefit	Normal retirement benefit reduced for early commencement based on plan's definition of actuarial equivalence.
Preretirement Death Benefit	
Eligibility	Married active or inactive participants with five years of Service.
Benefit	The early retirement benefit the spouse would have received had the participant terminated immediately prior to death with benefit payable as a joint and 50% survivor annuity basis beginning on or after the participant's early retirement eligibility. If the participant was active with at least 15 years of service upon death, the surviving spouse benefit commences immediately payable as reduced joint and 50% survivor annuity.
Form of Benefit Payment	
Normal	Single life annuity, but for married participants, unless elected otherwise, there is an automatic joint and 50% survivor option on an actuarially equivalent basis.
Optional	Joint and 50%, 75% or 100% survivor annuity, single life annuity or lump sum.

Return of Employee Contributions	
Preretirement Death	Payable after the death of a spouse or beneficiary in receipt of or entitled to be in receipt of a Preretirement Surviving Spouse Annuity. Person nominated by written designation is entitled to the amount of the deceased member's accumulated contributions less the amount paid to the spouse or beneficiary, if any.
Postretirement Death	Payable after the death of a retired participant. Spouse, beneficiary, or estate is entitled to the amount of the deceased member's accumulated contributions less the amount paid to the deceased member, if any.
Termination from Active Service	Payable to member upon ceasing to be an employee for reasons other than death or retirement.
Definitions	
Compensation	Prior to January 1, 1975, compensation includes regular compensation and excludes bonuses, commissions, overtime, or special pay. Effective January 1, 1975, compensation includes regular compensation, overtime, shift differential, other forms of "Premium Pay" and excludes all other types of compensation including bonuses, commissions, awards, and bonus payments. Effective January 1, 1981, compensation also includes annual rewards under certain incentive and variable compensation plans.
Creditable Service	The sum of Membership Service, Prior Service, and Transfer Service. Membership Service includes service rendered by a member on or after January 1, 1996 after a year of participating in the Plan. Prior Service includes service of a member recognized by Conoco, Inc. under Title II of the Pension and Retirement Plan. Transfer Service includes service for certain affiliated corporations based on the date of transfer.

Primary Social Security Benefit	The annual allowance as determined under the Social Security Act as of the later of Social Security Retirement Age and retirement date, assuming no future earnings.
Service	Elapsed time for which an employee is compensated by the Company for performance of duties.
Ten-Year Average Compensation	Average annual Compensation of a member during the 120 consecutive calendar months of his creditable service in which his compensation is highest.
Three-Year Average Compensation	Average annual Compensation of a member during the 36 consecutive calendar months of his creditable service in which his compensation is highest.

Title IV (Pioneer)

Effective Date

Originally adopted on June 30, 1953.

Last restated on December 16, 2015.

Eligibility

Employees of Pioneer or another participating company, after reaching age 21 and completing a Year of Service.

The plan was closed on January 1, 2012. Rehires and transfers after this date are not eligible for additional benefits.

Benefit Sunset Date

Benefit service and pensionable pay were frozen effective November 30, 2018.

Normal Retirement

Eligibility

Age 65 and five years of service.

Benefit

The benefit is the greatest of (1), (2), and (3), but not less than (4):

(1) Benefit differs by year of retirement.

(a) For retirement prior to January 1, 2012:

(i) 1.10% of Final Average Earnings up to Integration Level for the year of retirement multiplied by Credited Service up to 35 years; plus

(ii) 1.47% of Final Average Earnings in excess of Integration Level for the year of retirement (if any) multiplied by Credited Service up to 35 years; plus

(iii) 1% of Final Average Earnings multiplied by Credited Service in excess of 35 years (if any).

(b) For retirement after January 1, 2012:

(i) 1.10% of Final Average Earnings up to Integration Level for the year of retirement multiplied by Credited Service up to 35 years, and multiplied by Credited Service as of December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(ii) 1.47% of Final Average Earnings in excess of Integration Level for the year of retirement (if any) multiplied by Credited Service up to 35, and multiplied by Credited Service as of December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(iii) 1% of Final Average Earnings multiplied by Credited Service in excess of 35 years (if any), and multiplied by Credited Service as of December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(iv) 0.55% of Final Average Earnings up to Integration Level for the year of retirement multiplied by Credited Service up to 35 years, and multiplied by Credited Service after December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(v) 0.735% of Final Average Earnings in excess of Integration Level for the year of retirement (if any) multiplied by Credited Service up to 35, and multiplied by Credited Service after December 31, 2011 and divided by Credited Service as of Normal Retirement; plus

(vi) 0.5% of Final Average Earnings multiplied by Credited Service in excess of 35 years (if any) and multiplied by Credited Service after December 31, 2011 and divided by Credited Service as of Normal Retirement.

(c) Cannot be less than a participant's retirement benefit on December 31, 2011.

(2) The Participant's accrued benefit as of December 31, 2004, which was calculated under formula (1) above with the exception that 1.50% applied to subsection (b) instead of 1.47%.

(3) The Participant's accrued benefit as of December 31, 1988 based on the plan's benefit formula in effect at the time.

(4) $84 per month multiplied by Credited Service.

Additional provisions exist for OBRA '93 participants.

Early Retirement

Eligibility

Age 55 and five Years of Service.

Benefit

The benefit is the greatest of (1), (2), and (3), but not less than (4):

(1) Benefit is calculated as in Normal Retirement Section (1). However, Credited Service under this benefit, unless otherwise specified, is calculated as if the Participant continues employment until Normal Retirement. The amount in the preceding is then multiplied by the ratio of Credited Service at Early Retirement and Credited Service that the Participant would have earned if they continued employment to Normal Retirement.

(2) Benefit is calculated as in Normal Retirement Section (2). However, Credited Service under this benefit, unless otherwise specified, is calculated as if the Participant continues employment until Normal Retirement.

(3) Benefit is calculated as in Normal Retirement Section (3). However, Credited Service under this benefit, unless otherwise specified, is calculated as if the Participant continues employment until Normal Retirement. The amount in the preceding is then multiplied by the ratio of Credited Service at December 31, 1988 and Credited Service that the Participant would have earned if they continued employment to Normal Retirement.

(4) See Normal Retirement Section (4).

For participants with less than 30 Years of Service at Early Retirement, benefits are reduced 1/180 for each of the first 60 months prior to Normal Retirement age and reduced 1/360 for each of the next 60 months that precede Normal Retirement age.

	For participants with 30 or more Years of Service at Early Retirement, benefits are reduced by 1/400 for each month that Early Retirement precedes Normal Retirement. Special provisions apply for OBRA '93 participants. Special reduction factors apply in the event of retirements induced by reductions in force.
Deferred Vested Pension	
Eligibility	Within 10 years of Normal Retirement Date.
Benefit	Same as Early Retirement benefit. Special provisions apply for OBRA '93 participants.
Disability Retirement	
Eligibility	Participant receiving worker's compensation benefits or benefits under Pioneer's Long-Term Disability Plan. Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Benefit	Normal Retirement benefit calculated as if the Participant continues employment while in receipt of disability related payments. Disability Retirement commences at the cessation of workers' compensation payments related to the Participant's disability.
Active Preretirement Survivor Annuity — Retirement Eligible Deaths	
Eligibility	The spouse of any active Participant who is eligible for retirement.
Benefit	The benefit to the spouse equals 50% of the Participant's Early Retirement benefit at the time of death. The benefit is actuarially reduced if the spouse is more than 10 years younger than the deceased Participant. Benefits commence immediately.
Active Preretirement Survivor Annuity — Retirement Ineligible Deaths	
Eligibility	The spouse of any active Participant who is not yet eligible for retirement but has at least five Years of Service.

Benefit	The benefit to the spouse equals 50% of the Participant's Early Retirement benefit, as if they had terminated on the date of death and commenced benefits on the deceased Participant's earliest eligible retirement age. The benefit is actuarially reduced if the spouse is more than 10 years younger than the deceased Participant.
Deferred Vested Survivor Benefit	
Eligibility	The spouse of any terminated Participant with at least five Years of Service.
Benefit	The benefit to the spouse equals 50% of the Participant's Early Retirement benefit, as if they had elected to commence benefits at their earliest eligible retirement age.
Survivor Benefit Pre-1985	
Eligibility	The surviving spouse of any active or terminated Participant who was a Participant as of December 31, 1984 and completed either 15 Years of Service and attained age 50 or completed five Years of Service and attained age 55.
Benefit	The benefit to the spouse equals 40% of the deceased participant's projected accrued monthly benefit if they had worked until Normal Retirement at his rate of Earnings at death. This benefit cannot be less than the Deferred Vested Survivor Benefit described in the preceding section. The benefit is actuarially reduced if the spouse is more than 10 years younger than the deceased Participant. Benefits commence on the deceased Participant's earliest eligible retirement age.
Normal Form of Payment	
Single Participant	Life Annuity.
Married Participant	50% Qualified Joint and Survivor Annuity.
Optional Forms of Payment	75% and 100% Qualified Joint and Survivor Annuity. 10 and 15-Year Certain and Continuous Annuity. Social Security Adjustment Option. Lump Sum (for present values less than $7,500).
Definitions	
Credited Service	Credited Service refers to number of years used to calculate accrued benefits. Specific provisions apply for past service at affiliated companies.

Earnings	Earnings are total compensation received by a participant. Earnings exclude extraordinary and nonrecurring items but include bonuses, incentives, or other similar payments.
Final Average Earnings	Final Average Earnings refers to the annualized 60 highest consecutive months out of the last 120 months of earnings prior to termination of employment.
Integration Level	Integration Level was $16,800 for the January 1, 1989 plan year. After the January 1, 1989 plan year, Integration Level is the lesser of the prior year's Integration Level increased by 6% and that prescribed by law and regulation.
OBRA '93 Participant	OBRA '93 Participant refers to any Participant whose Earnings in any Plan Year prior to 1994 exceeded $150,000.
Participant	Employee of a participating company who meets the Plan's eligibility requirements and is due a benefit from the Plan. Employees meet the Plan's eligibility requirements on the first day of the month after attainment of age 21 and completion of one Year of Service.
Year of Service	Year of Service refers to any Plan Year during which an employee at a participating company in the Plan is credited with at least 1,000 Hours of Service.

Title V (ChemFirst)

Effective Date	Originally adopted on January 1, 1970. Last restated on December 16, 2015.
Eligibility	Regular employees are eligible to enter the Plan after completing six months of service. Leased employees are not eligible to participate. The Plan was closed to new entrants and rehires as of January 1, 2008.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.
Normal Retirement	
Eligibility	Age 65 and five years of service.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3): (1) Monthly accrued benefit for years of service prior to July 1, 1993. (2) Monthly accrued benefit equal to the sum of (a) and (b), then multiplied by (c): (a) 1.4% of Final Average Monthly Compensation up to $600; plus (b) 1.8% of Final Average Monthly Compensation in excess of $600; (c) Years of service from July 1, 1993 to December 31, 2008. (3) Monthly benefit calculated based on the benefit formula under Title I based on years of service accrued after January 1, 2009. Benefits earned under (1) and (2) are payable in accordance with Title V provisions. Benefits earned under (3) are payable in accordance with Title I provisions.

Early Retirement	
Eligibility	Age 55 and 10 years of service.
Benefit	Benefits accrued through December 31, 2008: Normal retirement benefit reduced by 6-2/3% for the first five years and 3-1/3% for the following five years preceding his normal retirement date for benefits accrued under formulas (1) and (2) above. Participants who terminate employment after January 1, 2009 with at least 15 years of service may commence as early as age 50. Reductions below age 55 are determined based on the plan's definition of actuarial equivalence. Benefits accrued starting January 1, 2009: Normal retirement benefit reduced in accordance with benefit provisions under Title I.
Special Provisions	Different eligibility provisions apply to certain participants employed by Callidus Technologies, Inc. and participants terminated as part of a sale of assets or reductions in force.
Disability Retirement	
Eligibility	Totally and permanently disabled due to sickness or injury and becomes eligible for disability benefits under the Social Security Act or benefits payable under the Employer's long-term disability program. Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Benefit	Normal retirement benefit calculated as if the participant continued employment from his date of disability to his normal retirement date based on rate of compensation prior to such disability and payable as of the participant's normal retirement date.
Deferred Vested Pension	
Eligibility	Five years of service.
Benefit	Accrued benefit payable at normal retirement date or at early retirement date with reduction for early commencement.

Preretirement Death Benefit	
Eligibility	The spouse of any active participant.
Benefit	10-year certain and life annuity that is actuarially equivalent to the deceased participant's Normal Retirement benefit. Benefits commence immediately after the Participant's death.
Deferred Vested Survivor Benefit	
Eligibility	The spouse of any deferred vested participant.
Benefit	10-year certain and life annuity that is actuarially equivalent to the deceased participant's Normal Retirement benefit. Benefits commence immediately after the Participant's death.
Forms of Payment	
Normal	Single life annuity with 10-year certain period for single employees and 50% joint and survivor annuity on an actuarially equivalent basis for married employees.
Optional	Life annuity, 50%-, 66-2/3%- and 75%-joint and survivor annuity, and full lump sum (except for disability retirements).
Definitions	
Compensation	Compensation means the total compensation (before reduction by a pay reduction agreement pursuant to Code Section 125, 132(f)(4), 401(k), or 457) which an active Participant receives from the Employer, including overtime pay. Compensation excludes expense allowances, commissions, bonus payments, shift differential and relief pay. Starting January 1, 2011, Compensation excludes severance and termination pay or any other form of compensation or bonus paid in connection with termination of employment, and any other additions to or deductions from regular compensation.
Final Average Monthly Compensation	Highest average monthly rate of Compensation for five successive plan years.
Year of Benefit Service	Period of service with the employer or an adopting employer computed in completed years and days.
Year of Service	Period of service with the employer or an adopting employer computed in completed years and days.

Title VI (Danisco)

Effective Date

January 1, 1998

Last restated on December 16, 2015.

Eligibility

Plan participation is closed to hires and rehires on or after January 1, 2012.

Benefit Sunset Date

Benefit service and pensionable pay were frozen effective November 30, 2018.

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly benefit equal to the greater of (1) and (2), converted to a single life annuity using the Annuity Conversion Rate:

(1) The Participant's pension benefit at the end of the prior plan year increased by 5%

(2) The Participant's Average Annual Earnings at the end of the Plan Year multiplied by the sum of Compensation Percentages accumulated through the end of the plan year, based on the table below. Effective January 1, 2013, the prospective benefit accrual rate was reduced to 40% of the original schedule:

Years and Full Months of Both "Age Plus Service" Points	Compensation Percentages for Benefits Earned through 12/31/2012	Compensation Percentages for Benefits Earned on or after 01/01/2013
< 40	5.00%	2.00%
40 – 49	6.00%	2.40%
50 – 59	7.00%	2.80%
60 – 120	8.00%	3.20%

Early Retirement

Eligibility

Three years of Vesting Service.

Benefit

Actuarial Equivalent of the Normal Retirement Benefit as determined in the Normal Retirement section above, based on service to the date of termination payable immediately.

Disability Retirement

Eligibility	Upon total and permanent disablement Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Benefit	Actuarial Equivalent of the Normal Retirement Benefit as determined in the Normal Retirement section above, based on service to the date of disablement payable immediately.

Preretirement Death Benefit

Eligibility	The spouse of any active participant.
Benefit	The benefit, payable to the beneficiary for life, is that benefit which would have been payable had the Participant retired on his date of death and elected a joint and 50% survivor annuity.

Postretirement Death Benefit

Eligibility	The spouse of any retired participant who opted for a contingent payment form.
Benefit	If death occurs after the commencement of pension payments, the remaining portion of the Participant's interest will be distributed according to the form selected prior to the Participant's death.

Forms of Payment

Normal	Single life annuity.
Optional	50%- and 75%-joint and survivor annuity and full lump sum.

Definitions

Compensation	Compensation means the total compensation under Code Section 3401(a) (before reduction pursuant to Code Section 125, 132(f)(4), 401(k), 402(h), 403(b), 414(h)(2) or 457(b)) which an active Participant receives from the Employer. Compensation excludes expense allowances, fringe benefits, moving expenses, deferred compensation and welfare benefits or special miscellaneous individual bonuses. Compensation includes post-severance compensation for up to 2 ½ months which includes: (1) payments that would have been paid to the Employee for regular compensation for services during or outside regular working hours. (2) payments for accrued bona fide sick, vacation, or other leave.
Final Average Monthly Compensation	Highest average monthly rate of Compensation for five successive plan years of the last ten years.
Annuity Conversion Rate	Annualized interest rate on 30-year Treasury securities as specified by the Commissioner of the Internal Revenue Service.
Year of Benefit Service	A Year of Benefit Service is granted to Employees who earn at least 2,280 Hours of Service in a given Plan Year. Pro-rated Years of Benefit Service are granted to Employees who worked fewer than 2,280 Hours in a given Plan Year. Employees who work at least 1 Hour in a given calendar month are given a minimum of 190 Hours for that calendar month.
Year of Service	A Year of Service is granted to Employees who earn at least 1,000 Hours of Service in a given Plan Year.

Title VII (Solae)

Background	The Solae Pension Plan (Plan) was formerly known as the Protein Technologies International Retirement Plan. The Protein Technologies International Retirement Plan was adopted effective December 3, 1997, upon the acquisition of Protein Technologies International (PTI) by DuPont from Ralston Purina. Employees of PTI who had service in the Ralston Purina Plan were credited with service under the Protein Technologies International Retirement Plan. Protein Technologies International later became known as DuPont Protein Technologies. Effective with the conversion of DuPont Protein Technologies to Solae, LLC on April 1, 2003, the plan was amended and renamed the Solae Pension Plan. Bunge became a member of Solae, LLC and designated former employees of Central Soya (which was owned by Bunge) became participants in the plan on April 1, 2003. For the former employees of Central Soya, service will be credited in accordance with the terms of the plan.
Eligibility	The Solae Pension Plan is available to all full-time and part-time employees hired before January 1, 2013. Temporary employees and leased employees are not eligible. Each employee shall become a participant of the plan after one year of service with the company. The plan was closed on January 1, 2013. Rehires and transfers after this date are not eligible for additional benefits.
Benefit Sunset Date	Benefit service and pensionable pay were frozen effective November 30, 2018.
Credited Service	An employee's entire period of service (in years and completed months) including service recognized under the Ralston Purina Retirement Plan on December 3, 1997, or the Central Soya Retirement Plan on April 1, 2003. It does not include service recognized under the Central Soya Pension Plan for Hourly Employees as of April 1, 2003.
Credited Service for Vesting	The same as credited service but also includes service recognized under the Central Soya Pension Plan for Hourly Employees as of April 1, 2003.

Pension Earnings	Annual pension earnings include regular pay, overtime pay, vacation pay, and specific types of Solae annual incentive pay Items designated as a "special bonus" or designated long-term incentive compensation (or the former PTI President's Incentive company component) are not included.
Final Average Earnings	The average of the five highest consecutive years of a member's annual pension earnings during the last 10 years of employment.
Social Security Taxable Wage Base (SSWB)	The maximum amount of wages subject to Social Securitytax (OASDI).
Covered Compensation	The average of SSWB in effect in each of the last 35 years prior to Social Security retirement age.
Normal Retirement Age	Age 65.

Retirement (Age 65) Benefit New Formula

Equal the sum of (1) plus (2):

(1) 1% of final average earnings times years and completed months of credited service through December 31, 2013, plus 1/2% of final average earnings in excess of covered compensation times years and completed months of credited service through December 31, 2013; plus

(2) 1/3% of final average earnings times years and completed months of credited service after December 31, 2013, plus 1/6% of final average earnings in excess of covered compensation times years and completed months of credited service after December 31, 2013.

For participants of the plan who were employees of the former DuPont Protein Technologies and classified as "administrative, sales or clerical" as of April 1, 2003, all service credited before April 1, 2003, continues to count toward credited service and credited service for vesting under the Solae Pension Plan. Participants in this category will receive a retirement benefit equal to the greater of the retirement benefit under the new formula above or the old administrative formula described as follows:

Retirement (Age 65) Benefit — Old Administrative Formula

(1) Final Average Pay Benefit

The amount of benefit is the sum of (a) and (b), but not less than (c):

(a) 1.5% of final average pay multiplied by service through December 31, 2013 (maximum 40 years) less 50% of the estimated Social Security benefit multiplied by actual service through December 31, 2013 divided by the greater of 30 or service at 65.

(b) 0.5% of final average pay multiplied by service after December 31, 2013 (maximum 40 years) less 16.67% of the estimated Social Security benefit multiplied by service after December 31, 2013 divided by the greater of 30 or service at 65.

(c) 1.25% of final average pay not in excess of $15,000 multiplied by service through December 31, 2013 (maximum 40 years), plus 5/12% of final average pay not in excess of $15,000 multiplied by service (maximum 40 years) after December 31, 2013.

To the extent any participant exceeds the 40-year service limitation, the service will be capped as required in the post-2013 accrual formulas.

(2) Grandfathered Minimum Benefit

1972 Prior Plan — Members on December 31, 1972 will receive minimum of 1972 prior plan formula accrued to termination assuming continuation of 1972 earnings.

For participants of the plan who were employees of the former DuPont Protein Technologies and classified as “production” as of May 31, 2003, all service credited before May 31, 2003, continues to count toward credited service and credited service for vesting under the Solae Pension Plan. Participants in this category will receive a retirement benefit equal to the greater of the retirement benefit under the new formula above or the accrued benefit as of May 31, 2003 under the old production formula described as follows:

Accrued Normal Retirement as of May 31, 2003 (payable at age 65) — Production Employees

The amount of benefit is equal to the sum of (1), (2), and (3):

(1) The 1972 accrued benefit.

(2) The greater of (a) or (b):

(a) 1% of final five-year average earnings from January 1, 1984 through December 31,1988 multiplied by credited service through December 31,1988; or

(b) 1.25% of annual earnings for each plan year of credited service subsequent to December 31, 1973 through December 31, 1988.

(3) 1.25% of annual earnings for each plan year of credited service subsequent to December 31, 1988 through May 31, 2003

For participants who participated in the Central Soya Retirement Plan immediately before becoming a participant in the Solae Pension Plan on April 1, 2003, service credited under the Central Soya Retirement Plan as of April 1, 2003, counts toward credited service and credited service for vesting under the Solae Pension Plan. The Solae Pension Plan retirement benefit will be reduced the life equivalent of the age 65 accrued benefit payable under the Central Soya Retirement Plan.

For participants who participated in the Central Soya Pension Plan for Hourly Employees immediately before becoming a participant in the Solae Pension Plan on April 1, 2003, service credited under the Central Soya Pension Plan for Hourly Employees counts toward credited service for vesting under the Solae Pension Plan. The Solae Pension Plan retirement benefit will be based only on service in the Solae Pension Plan on or after April 1, 2003.

Early Retirement Benefits

Eligibility	A participant is eligible for early retirement upon attainment of age 55 and two years of credited service for vesting.
Benefit	The early retirement benefit is the accrued benefit unreduced at age 62, reduced by 5/12% per month between commencement and age 62.

Postponed Retirement Benefit	The postponed retirement benefit is the same as the normal retirement benefit with continued accruals beyond normal retirement date.
Termination of Employment Benefits	The participant's accrued benefit is fully vested upon the earliest of: (1) five years of credited service for vesting, (2) attainment of age 55 with at least two years of credited service for vesting, and (3) attainment of age 65. Benefits commencing after age 55 and before age 65 are reduced by 5/12% per month between commencement and age 65.
Normal Form of Benefit	Life annuity; if married, 50% joint and survivor annuity that is the actuarial equivalent to the life annuity.
Disability Benefits	
Eligibility	Total and permanent disability is determined by a company appointed physician. Disability Retirement will not be available to participants whose disability commences on or after January 1, 2015.
Amount of Benefit	The disability benefit gives continued accruals assuming continuation of current earnings to the earlier of recovery and normal retirement date. The Social Security benefit is determined at the date of disability.
Death Benefits	
Death Prior to Termination	(1) If married for at least one year at the time of death and participant dies before age 55 with at least 10 years of credited service for vesting. **Amount of Benefit** Spouse will receive the greater of 40% of the accrued benefit or $300 per year. (2) If married for at least one year at the time of death and participant dies on or after age 55 with at least two years of credited service for vesting. **Amount of Benefit** Spouse will receive the greater of 50% of the accrued benefit or $300 per year.

	(3) If married for at least one year at the time of death and participant dies before age 55 with less than 10 years of credited service for vesting. **Amount of Benefit** Spouse will receive a surviving spouse's death benefit equal to 50% of the amount the participant would have received had the participant terminated employment on date of death, survived to age 55, retired on that date and elected to receive benefits in the form of a 50% joint and survivor option.
Death After Termination	
Eligibility	Participant married for at least one year at the time of death and participant dies after termination with a vested right prior to receiving benefits before age 55.
Amount of Benefit	Spouse will receive a surviving spouse's death benefit equal to 50% of the amount the participant would have received had the participant elected to retire at age 55 (or, if later, to retire on the first day of the month following participant's date of death) and elected to receive benefits in the form of a 50% joint and survivor option. This surviving spouse's death benefit will begin on the first day of the month following the date the participant attained age 55 (or, if later, on the first day of the month following participant's death) and will continue until spouse’s death.
Employee Contributions	No employee contributions have been required in this plan.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Plan Changes Since January 1, 2020

The following plan changes have been adopted since January 1, 2020:

- A retiree annuity purchase was executed in September 2021, which included participants under Title I, III, and IV with a monthly annuity of $400 or less and no contingent survivor benefits. The annuity payments were taken over by an insurer in December 2021 or January 2022 depending on the payment timing of each respective title. No future benefits are due to these participants from the Pension & Retirement Plan effective with this annuity purchase.
- An annuity purchase was executed in August 2022, which included certain participants under Title I, III, and IV. The annuity payments were taken over by an insurer in December 2022 or January 2023 depending on the payment timing of each respective title. No future benefits are due to these participants from the Pension & Retirement Plan effective with this annuity purchase.
- A retiree annuity purchase was executed in October 2023, which included certain participants under Title I, III, and IV. The annuity payments were taken over by an insurer in December 2023 or January 2024 depending on the payment timing of each respective title. No future benefits are due to these participants from the Pension & Retirement Plan effective with this annuity purchase
- During 2024, a limited lump sum window was offered to certain participants who had a vested accrued benefit under Title I.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year. On November 15, 2021, Corteva made an election to:

- First apply the alternative interest rates for minimum funding for the 2021 plan year, and
- First apply the 15-year amortization period for the 2021 plan year.

As a result, this Schedule SB reflects stabilized 2025 minimum funding interest rates under ARPA.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 1,653,408,462	January 1, 2021	11	$ 191,667,860
Shortfall	$ (1,019,511,293)	January 1, 2022	12	$ (110,907,480)
Shortfall	$ 948,553,630	January 1, 2023	13	$ 97,488,214
Shortfall	$ 32,329,682	January 1, 2024	14	$ 3,157,099
Shortfall	$ 740,452,639	January 1, 2025	15	$ 69,040,131

Under the American Rescue Plan Act of 2021 (ARPA), the shortfall relief eliminates the existing shortfall amortization bases and changes the amortization period. By default, this relief would have applied starting with the 2022 plan year. On November 15, 2021, Corteva made an election to first apply the 15-year amortization period for the 2021 plan year.

As a result, this Schedule SB reflects the ARPA shortfall relief effective with the 2021 plan year.

Schedule SB Attachment (Form 5500) — 2025 Plan Year
Pension and Retirement Plan
EIN: 51-0014090 PN: 001

Schedule SB, line 24 — Change in Actuarial Assumptions

The ERISA funding valuation reflects the following assumption changes:

- A change in the interest rate assumption from segment rates with a four-month lookback as of September 2023 to segment rates with a four-month lookback as of September 2024, each adjusted as needed to fall within the 25-year interest rate stabilization corridor under ARPA.
- A change in the applicable expected rate of return on assets from 5.59% for the 2024 plan year to 5.50% for the 2025 plan year.

These changes were made to better reflect the anticipated plan experience. All assumption changes to non-prescribed assumptions did not reduce the funding shortfall by an amount requiring approval of the Commissioner.