



Thriving Together

2021 GRI Index

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About this report

GRI 102-50. GRI 102-52. GRI 102-54. GRI 102-55.

Reporting practices

This document, along with the web-based Sustainability Stories Hub, is the second annual report of DuPont de Nemours, Inc. The company's inaugural sustainability report was issued on July 23, 2020.

For the purposes of this report, references to "us," "our," "the Company," or "DuPont" refer to the entity DuPont de Nemours, Inc. There is an online version of this report, found [here](#). This document goes into further detail on various aspects of our 2020 sustainability performance data and management processes compared to the online version of the report. Case studies, stories of progress and other DuPont sustainability highlights can be found in our [Sustainability Stories Hub](#).

We commit to annually report our sustainability performance in accordance with the Global Reporting Initiative (GRI). We've prepared this report, in conjunction with the web-based version of our 2021 Sustainability Report, in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It covers DuPont activities from January 1, 2020 until December 31, 2020, unless otherwise noted. Sections of this report are badged with the applicable GRI disclosure.

This report also adheres to the Sustainability Accounting Standard Board (SASB) Resource Transformation — Chemicals (RT-CH) Standard. Sections of this report are badged with the applicable SASB code. A [GRI and SASB Content Index](#) is available at the end of this report.

DuPont de Nemours, Inc. is a signatory to the United Nations Global Compact (UNGC) and adheres to the ten principles laid out in the UNGC. This report, in conjunction with the web-based version of our 2021 Sustainability Report, serves as our communication of progress.

About our cover

Real science, real solutions. In 2020, the world reckoned with an unforeseen and unprecedented challenge in the COVID-19 global pandemic. DuPont scientists and employees brought to market essential solutions for personal protective equipment and life-saving medical devices that helped to combat this deadly virus.

Reporting scope

GRI 102-45. GRI 102-46. GRI 102-48. GRI 102-50.

The scope of this report includes facilities owned and operated by DuPont de Nemours, Inc., and its consolidated subsidiaries during calendar year 2020. There are no restatements related to last year's publication.

Consistent with best practices and applicable reporting framework guidelines such as the Greenhouse Gas Protocol, where applicable, we generally include acquisitions' environmental data in our reporting boundary for their first full year of operation following their acquisition.

We also include safety data from acquired sites in our corporate totals for the first full year of operation following acquisition. An exception to this is if an acquired site has a recordable incident during the year it is acquired, in which case we include the incident(s) and manhours for the affected site beginning with the month in which the incident(s) occurred.

Financial, legal, and governance information, including our 2020 Annual Report, our recast on Form 8-K (filed with the U.S. Securities Exchange Commission on June 3, 2021) of certain financial information included in our 2020 Annual Report, and 2021 Proxy Statement, is available on our [investor website](#). Prior years' sustainability reports will be available in our [Sustainability Publications archive](#).

About this report (continued)

Reporting process

GRI 102-46.

The content of this report is based on our materiality assessment of sustainability issues and the resulting sustainability strategy and goals, and is developed with consideration of the GRI Reporting Principles. The report content is developed and reviewed by leaders and relevant subject matter experts from each business unit and operational function. Our senior leadership, including our Chief Technology & Sustainability Officer and Chief Executive Officer, review the final report prior to publication. Additionally, our process includes third-party assurance of a portion of our sustainability data. See the External Assurance section below for more information.

The Environment, Health, Safety and Sustainability Committee of the Board of Directors reviews the report prior to publication.

Data measurement techniques and basis of calculations

We have internal data management and analysis systems to ensure consistent and accurate data collection and aggregation from our facilities. For the majority of our environmental and people indicators, we conduct quarterly quality control checks to evaluate the reliability of facility-specific and aggregated data and correct any errors.

We provide more detail about our data tracking and calculation methodologies in the sections throughout this report.

Due to rounding, individual numbers in text, charts and tables may not sum to the totals shown. The unit of currency used in this report is the U.S. dollar.

External assurance

GRI 102-56.

DuPont contracts an independent third party, WSP, to provide a limited level of assurance on our energy, water usage, greenhouse gas emissions, and employee safety information using the ISO 14064-3 standard. The most recent statement of verification, which details the scope, activities and conclusions of their engagement, is included in the Appendix at the end of this report and in our [Sustainability Publications archive](#).

In addition, DuPont has policies and internal practices to enhance and provide assurance regarding the accuracy of the report. For instance, internal and second-party audits are conducted on many of DuPont's key activities including safety, health, environmental performance, financial accounting, and compliance with the DuPont Code of Conduct. Third-party audits are also conducted to review this data as part of our certification and conformance processes for ISO 14001 and Responsible Care®.

Feedback

GRI 102-53.

For copies of our publicly available policies, or for more information regarding our operations, please visit our website at dupont.com. You can find a downloadable version of our GRI Index, as well as our responses to the CDP Climate Change and CDP Water Security questionnaires, in our [Sustainability Publications archive](#).

For questions, comments and suggestions about our report, please email us at sustainability@dupont.com.



Our Organization

Our organization

GRI 102-1. GRI 102-2. GRI 102-3. GRI 102-4. GRI 102-5. GRI 102-6. GRI 102-7. GRI 102-10. GRI 102-41.

DuPont de Nemours, Inc. is a publicly traded specialty products company based in Wilmington, Delaware, U.S.A. Our employees apply diverse science and expertise to help customers advance their best ideas and deliver essential innovations in key markets across multiple industries.

In 2020, DuPont had approximately 200 principal locations, including 14 major R&D centers, and 11 innovation centers. We had subsidiaries in about 60 countries worldwide and manufacturing operations in about 40 countries. At year-end 2020, we had approximately 34,000 employees and about 21% of our North and Latin American workforce was covered by collective bargaining agreements.

Net sales in 2020 were approximately \$20.4 billion (B), which includes approximately \$6.1 B in revenue from Nutrition & Biosciences (N&B) and \$666 million in revenue from businesses held in Corporate, including Clean Technologies, Biomaterials and the Solamet®, which were previously aligned to our Non-Core business.

In December 2019, DuPont entered into definitive agreements to divest N&B and combine it with International Flavors & Fragrances Inc. In February 2021, we completed the N&B transaction.

In 2020, our technology served over 15 major industries. Our largest end markets, in order of sales, were Electronics, Automotive, Industrial, Construction, Water, and Personal Protection and Defense.

Detailed information about the scale of our organization, corporate governance and Board of Directors composition, operational structure, markets served, and geographical footprint as of December 31, 2020, is available in our 2020 annual report on Form 10-K filed with the U.S. Securities and Exchange Commission on February 12, 2021 and in our 2021 Proxy Statement, both available at investors.dupont.com.

Our 2020 businesses and segment revenues*

GRI 102-2.

Electronics & Industrial – \$4.7B

We serve the semiconductor, circuit board, display, digital and flexographic printing, healthcare, aerospace, industrial, and transportation industries.

Mobility & Materials – \$4.0B

We deliver solutions to automotive, electronics, industrial, consumer, medical, photovoltaic, and telecom industries. We provide high-performance engineering polymers, resins, adhesives, and specialty pastes and films to enable material systems solutions

Water & Protection – \$5.0B

We develop solutions that protect, shelter, and enhance lives through our high-performance fibers and foams, aramid papers, non-woven structures, water purification technologies, and protective garments, including well-known brands like Kevlar®, Nomex®, Tyvek®, Styrofoam™, Corian®, and Great Stuff™.

* See our recast on Form 8-K, filed with the U.S. Securities Exchange Commission on June 3, 2021, of certain financial information included in our 2020 Annual Report.

Letter from the Executive Chairman and CEO

GRI 102-14.

2020 was a year of unforeseen, unparalleled challenges, yet at the same time we made meaningful progress toward creating a stronger, healthier future. We faced a global pandemic, a growing climate change crisis, and a collective outcry against racial and social injustice.



Guided by an unwavering commitment to our Core Values, our teams remained focused on the safety and well-being of our colleagues, delivering for our customers, supporting our communities, and strengthening the financial health of the company. I'm proud of the results we delivered and how we applied our talent and expertise to fulfill our purpose—to empower the world with the essential innovations to thrive. I'm equally inspired by the caring and welcoming spirit of our employees and how they continue to foster a culture of respect for the Earth and each other.

We entered 2021 as a premier multi-industrial company well-positioned for growth. With the merger of DuPont's Nutrition & Biosciences business with IFF and our pending acquisition of Laird Performance Materials, we've sharpened our portfolio to deliver sustainable innovations that address global needs for clean water, advanced mobility, personal protection, shelter, healthcare and connectivity. The power of science to help solve some of the most complex challenges was evident from the earliest days of COVID-19 and underscores that innovation is the most substantive contribution DuPont can make toward a more sustainable world. It's why we've placed sustainability at the center of how we grow and operate our businesses.

DuPont's 2030 Sustainability Goals, aligned with the United Nations Sustainable Development Goals, are ambitious, holistic, integrated and value-creating.

2020 further brought to light inequities that persist across our society. Systemic racism in the US, an inconsistent response to the pandemic and its impact, as well as unequal consequences of climate change highlight that the opportunities to thrive are not equal, and vulnerable communities are being left behind. That's why as a founding member of The Council for Inclusive Capitalism, I'm personally committed to fostering a global economy that works for everyone. And as a signatory to the UN Global Compact, DuPont commits to continue advancing ethical business practices across our value chain. As racial injustice took center stage last year, we established a Racism & Equity Response Framework to ensure that Diversity, Equity & Inclusion (DE&I) is further embedded into our enterprise-wide strategy to meet the needs of our global communities. At DuPont, we have always been agents of change; our people and innovations have transformed the industries we serve. Today, we have the opportunity and imperative to drive change that brings about true racial equity and justice.

As we look ahead, I'm optimistic about the continued progress we'll achieve as we work side-by-side with our customers, communities and shareholders. While we have a great deal of work ahead of us to create shared value and drive toward our 2030 goals, we have a strong action plan for 2021 which we've linked to our compensation framework, and together we'll accelerate our journey.

I invite you to read on to learn more about our work, our people, our results and the detailed stories captured in this report.

Edward D. Breen
Chairman of the Board & Chief Executive Officer

Our values

GRI 102-16.

DuPont's core values underpin everything we do as a company and guide every decision our employees make during their work. Our four core values reflect the longstanding commitments of our heritage companies, demonstrate our steadfast commitment to our people and the planet, and exemplify the way we operate. These values are timeless and foundational for a sustainability strategy that positions DuPont for long-term growth, strengthens and preserves our connection within local communities, and makes us the company of choice for the best and brightest talent.



Safety and health

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



Respect for people

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



Highest ethical behavior

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



Protecting the planet

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

Our values (continued)

Code of conduct

GRI 102-16. GRI 205-2.

All DuPont employees are expected to understand and comply with the DuPont Code of Conduct. The Code of Conduct also applies to all of our subsidiaries, affiliated companies, and joint ventures in which we have a majority interest or operating responsibility.

The Code of Conduct includes our company policies on matters of business ethics, anti-corruption, and conflicts of interest and requires every employee to conduct the company's business with integrity, in compliance with applicable laws, and in a way that excludes consideration of their own personal advantage.

The Code is available in 24 languages on www.dupont.com. The document explains in detail what we mean by our core value of highest ethical behavior. Employees receive annual training and frequent communications on the Code of Conduct, and we provide training resources via our employee intranet. For example:

- Every year, all DuPont employees worldwide must complete the DuPont Code of Conduct course—a web-based training module covering ethics, anti-corruption, and related topics—and be certified in Business Ethics and Compliance.
- Periodically issued Business Ethics Bulletins and ETHICSConnections highlight positive and negative behaviors and increase our shared understanding of the Code of Conduct and the seriousness of ethical misconduct.
- New employees receive training on our core values and the DuPont Code of Conduct.
- Each DuPont function and business unit has an Ethics & Compliance Champion, who plays a key role in improving and advancing ethics and compliance within their part of the company and helps coordinate ethics and compliance training.

Once a year, members of the DuPont Board of Directors have to complete an added level of compliance, by signing and acknowledging their obligations under the Code of Business Conduct and Ethics for the DuPont Board of Directors.

The DuPont Code of Conduct also outlines our global policy and commitments to external initiatives in the areas of human rights, respect for people, and freedom of association, among others.

Reporting ethics concerns

GRI 102-17.

Employees must report all suspected ethics violations promptly through one of the various channels available to employees and the public. All potential ethical breaches are reviewed by the Global Ethics Investigations (GEI) team, which is part of an independent Ethics & Compliance Central (ECC) function that reports regularly to the DuPont Board of Directors.

The GEI team reviews all allegations and oversees all investigations, coordinating as needed with Corporate Security, HR, Legal, and other parts of functions within the company. The team has been trained in fraud prevention and detection, forensic accounting, law enforcement, and other relevant disciplines. When an incident involves suspected corruption or any other violations of our core values, the GEI team will gather the information needed for a decision on whether to pursue the issue — which could then lead to disciplinary action, a root cause analysis, and related control improvements, if appropriate.

DuPont offers multiple channels to report suspected misconduct. Employees and the general public can report ethics concerns through management, HR, the DuPont Hotline, our online reporting portal or directly to a Compliance Officer or Champion. This website allows a user to create a unique user ID and set up a password to submit a confidential concern to the third-party provider. The concern will be handled following the same process that is in place for hotline calls.

The DuPont Ethics and Compliance Hotline is a multilingual and free phone number that is available to anyone with a DuPont-related ethics concern, 24 hours a day, 7 days a week in more than 25 languages. Lessons learned from investigations are communicated through our Business Ethics Bulletins, ETHICSConnections, and other training avenues, while protecting the privacy of those involved.

DuPont treats all reports of ethical concerns, including direct reports to management, contacts to the Hotline or through our reporting website, as confidential. Management in relevant ethics or security oversight positions share information only with the employee(s) who need to address the question or concern. In some cases, the company is required to share the information with legal authorities. Individuals reporting concerns can also request to remain anonymous, and the company will protect the reporter's anonymity if possible and subject to applicable laws and regulations.

In 2020, DuPont received 98 ethics complaints, resulting in 17 disciplinary actions.

Our values (continued)

Human rights

GRI 102-16. GRI 407-1. GRI 408-1. GRI 409-1. GRI 414-1.

DuPont is committed to protecting and advancing human rights wherever we operate.

We've based our [Human Rights Policy](#) and [Principles on Child and Forced Labor](#) on our core values. We also endorse the ten Principles in the UN Global Compact. The DuPont Code of Conduct outlines our global policy and commitments to external initiatives in the areas of human rights, respect for people, and freedom of association, among others.

Compliance with these policies and applicable laws is every employee's responsibility and we work to identify and do business with partners who aspire to conduct their business in a similar manner. The [DuPont Supplier Code of Conduct](#) sets out expectations for our suppliers in relation to our core values, including human rights. Also, language requiring respect for human rights is included in our contracts with suppliers and other business partners.

Respect for People

GRI 406-MA.

DuPont does not discriminate against any employee or applicant for employment because of age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, or veteran status with respect to any terms or condition of employment, including hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms of compensation and selection for training. Regions and countries may have additional grounds for non-discrimination. The company complies with all applicable laws.

The company does not tolerate harassment of any kind. Harassment can unreasonably interfere with an individual's work performance or create an intimidating or offensive work environment. Harassment can include slurs or derogatory comments, offers of job benefits in exchange for sexual favors, and other forms of offensive behavior. Harassment can include conduct directed at or by a DuPont employee, or an employee of the company's customers or suppliers, or other business associates. Inappropriate use of company computers and communications systems includes engaging in sexual, racial, or other types of harassment and discrimination, and accessing sexually oriented and other inappropriate material. Inappropriate use of company electronic communications resources, regardless of the medium, amounts to serious misconduct, and violators will be disciplined.

Our supply chain

GRI 102-9. GRI 102-10. GRI 308-1. GRI 308-2. GRI 414-1. GRI 414-2.

With our diverse portfolio of businesses, global footprint, and extensive operations, DuPont operates a highly complex, integrated supply chain. While it's difficult to succinctly summarize every aspect of our supply chain, DuPont businesses process constituent materials through manufacturing stages to produce goods for our customers.

DuPont works with approximately 131,000 suppliers from 53 countries worldwide. In 2020, we spent approximately \$12.9 billion with these suppliers, \$563 million of which was spent on energy and feedstock.

All DuPont suppliers are expected to uphold the [DuPont Supplier Code of Conduct](#), which includes the principles of the UNGC and the International Labour Organization (ILO), and details supplier expectations on matters of the environment, labor, human rights, and impacts on society. We include the Supplier Code of Conduct in our Terms and Conditions for all supplier purchase orders. This is in addition to existing contract language and other mechanisms that are in place to make sure our suppliers adhere with our Human Rights Policy, Supplier Code, and with all applicable laws and regulations.

We evaluate all new critical suppliers on matters of product quality management, security, business ethics and transparency, climate change and water security practices, human rights due diligence, and operational excellence. We are currently developing a more robust, risk-based supplier engagement program to help evaluate and minimize supply chain risk across multiple dimensions of sustainability for our existing suppliers.

Our support for supplier diversity

Through our Supplier Diversity Program, we're working to include small and diverse businesses among our sources of supply, and help these businesses develop into competitive suppliers. We work closely with local, small, and diverse suppliers to help them understand the DuPont business model and other elements of our procurement strategy.

Guided by 11 key performance indicators (KPIs), our goals include increasing the total amount of our spending with these suppliers, ensuring that they're included in our competitive bid process, and sponsoring and attending outreach events. We engage our top suppliers to support supplier diversity, and we reinforce this expectation in our Supplier Code of Conduct, which encourages our suppliers to develop a diverse supply base themselves in support of the materials and services they provide to us. In fact, one of our KPIs is measuring "Tier II" spend – what our suppliers spend with diverse suppliers in the performance of their work with DuPont.

Letter from the Chief Technology and Sustainability Officer

GRI 102-14.

In 2020, DuPont faced unprecedented challenges yet displayed tremendous resilience due to the strength, resolve, and creativity of our colleagues and customers. I believe the influence of science—and sustainability—couldn't be more important to solve the world's biggest challenges, and to re-imagine a future for a truly thriving world.



The consequences and suffering of the COVID-19 pandemic have been truly heartbreaking. Yet 2020 also demonstrated the progress we can make when problems are tackled with focus and urgency. The value of science and technology to better understand and address the needs of humanity has never been more evident. Like others around the world, DuPont faced unprecedented challenges yet displayed tremendous resilience due to the strength, resolve, and creativity of our colleagues and customers. In a time like no other in recent history, we remained true to our Core Values and clear-eyed in living our purpose.

The 2030 sustainability goals we established in 2019 provided the necessary roadmap to guide us through a year of crisis and challenges. Drawing inspiration from the United Nations Sustainable Development Goals, we moved beyond our own footprint reductions to advance sustainable innovation; circular economy; climate change; health, safety, and well-being; product safety and transparency; and water stewardship.

The pandemic changed where and how industries do business, evolved the meaning of connectivity; intensified the need for hygiene, clean water and protection; spurred new innovations and business models; and in concert with racial justice efforts in the U.S. prompted overdue conversations on diversity, equity and inclusion around the world. As DuPont confronted the challenges of the pandemic, we sharpened our focus to emerge stronger, more inclusive and more sustainable.

In this report, you will learn how our nine goals establish the blueprint for capturing and creating value. Though our innovations, products, operations, and people, we are poised for growth and passionate about making a positive and meaningful impact on people everywhere.

Innovate n:ow

Each of our three businesses rallied to respond to the global pandemic, working around-the-clock to meet increased demand for ventilators, respirators, medical delivery devices and personal protective equipment. Our #TyvekTogether initiative created new protective materials and new partnerships to meet the needs of millions of essential workers worldwide during the pandemic. To advance circularity in our own operations and along our value chains, we innovated by building our own recycling facility at our Tyvek® production plant to maximize our ability to generate value from what would traditionally be considered waste streams.

Protect n:ow

In 2020, our highest priority was safeguarding the health and wellbeing of our employees. In line with our core value of Health and Safety, we created a detailed playbook and robust safety measures that exceeded national guidelines to protect essential workers at our manufacturing plants. We further embedded sustainability into our operational culture by piloting new management processes and increasing our purchased renewable electricity from five to twenty percent. DuPont scientists also successfully tested a novel Kapton® RS patch heating system to reduce wind turbine icing and production capacity loss, partnering with Penn State Engineering and a wind farm owner to test the heating system in both laboratory and real-world conditions.

Empower n:ow

As we coalesced to have courageous conversations on social inequities in the U.S. and other countries, we launched an updated Diversity, Equity & Inclusion strategy to achieve systemic improvements in gender and racial/ethnic representation across the company centered on respect, equity and understanding. We also modernized our employee development program to increase women and minority representation in skilled and leadership positions and widen development opportunities for all workers.

Letter from the Chief Technology and Sustainability Officer (continued)

Looking back, the pandemic has tested us in all forms, and I'm proud of the way DuPonters around the world have worked together to overcome the challenges and fulfill our commitments. As the world continues to evolve, so does DuPont. I believe the influence of science—and sustainability—couldn't be more important than it is right now to solve the world's biggest challenges, and to re-imagine a future for a truly thriving world.

I encourage you to read this report and navigate through the website to learn more about our work and our results. Our performance is built on collaborations with our many stakeholders, and we truly benefit from being partners in this important journey.

Sincerely,



Alexa Dembek

Chief Technology & Sustainability Officer

Our Sustainability Strategy

Our sustainability strategy

Materiality assessment

GRI 102-15. GRI 102-42. GRI 102-44. GRI 102-46. GRI 102-48. GRI 102-49.

In 2018, we conducted a materiality assessment to determine the strategic sustainability priorities for the specialty products businesses.

We interviewed customers, investors, suppliers, NGOs, and internal stakeholders representing each of our businesses to understand which global megatrends they thought aligned to the DuPont portfolio of diverse solutions. We also asked them questions about how we could positively contribute to industry challenges and create new opportunities for success. After evaluating their feedback to identify themes and commonalities, we cross-referenced that list with the key issues identified in materiality reviews conducted by our heritage companies, as well as topics covered in the UN Sustainable Development Goals (SDGs), the GRI framework, and SASB standards.

To validate these results, we held internal workshops with technology, marketing, product stewardship, and sustainability leaders from each DuPont business, where we captured a rich and diverse set of viewpoints. We then evaluated the likelihood and

magnitude of both long- and short-term risks and opportunities in our operations and value chains. We validated our results with an external sustainability consulting firm, who offered us further guidance on how to turn this information into a well-articulated strategy to help us meet both business objectives and sustainability aspirations.

Our sustainability framework

GRI 102-47.

Analyzing stakeholders' feedback led us to six priority areas: Sustainable Innovation; Circular Economy; Climate Change; Health, Safety and Well-being; Product Safety and Transparency; and Water Stewardship. Several of these priority areas must be addressed through multiple lenses—innovation, operational excellence, and new collaborations with our business partners.

This three-pronged framework supports our company growth strategy, provides common ground for our diverse businesses, and led to the establishment of nine ambitious sustainability goals that address our most critical sustainability areas.



Our sustainability strategy (continued)

DuPont and the SDGs

GRI 102-12.

We are using the United Nation’s Sustainable Development Goals (SDGs) as a guiding set of principles to understand what the world needs action on, now. Active portfolio management is a part of the company’s growth strategy, and 2020 proved that this culture of flexible and adaptive innovation only enhances our resiliency as a company. We re-imagined the post-COVID world to envision which megatrends and disruptive forces could emerge, subside, and shift as the world shifts to a new normal.

Even as our product portfolio evolves, the SDGs and our sustainability goals will continue to be used as orienting frameworks, and signals of global sustainability challenges for our scientists and engineers to work toward solving.

DuPont Sustainability Goals

GRI 102-15.

Our 2030 Sustainability Goals continue to shape our innovation agenda and processes. We designed the goals to be challenging – to provoke technological breakthroughs and new ideas for addressing society’s biggest challenges.

Go [here](#) to learn about the rationales and beliefs that underpin our sustainability goals:

Delivering solutions for global challenges: Align 100% of our innovation portfolio to meaningfully advance the UN SDGs and create value for our customers.



Enabling a circular economy: Integrate circular economy principles into our business models considering lifecycle impacts in the markets we serve.



Innovating safer by design: Design 100% of our products and processes using sustainability criteria including the principles of green chemistry.



Acting on climate: Reduce greenhouse gas GHG emissions 30%, including sourcing 60% of electricity from renewable energy by 2030, and deliver carbon neutral operations by 2050.



Leading water stewardship: Implement holistic water strategies across all facilities, prioritizing manufacturing plants and communities in high-risk watersheds; and enable millions of people access to clean water through leadership in advancing water technology and enacting strategic partnerships.



Delivering world-class health and safety: Further our commitment to zero injuries, occupational illnesses, and incidents.



Accelerating diversity, equity, and inclusion: Become one of the world’s most inclusive companies, with diversity well ahead of industry benchmarks.



Cultivating well-being and fulfillment: Create a workplace where employees report high levels of well-being and fulfillment.



Building thriving communities: Improve over 100 million lives through targeted social impact programs.



Our sustainability strategy (continued)

Sustainability governance

GRI 102-18.

Implementation of our sustainability goals is overseen by our Strategic Sustainability Leadership Council, which is chaired by the Vice President of Corporate Sustainability. Each goal has a dedicated executive sponsor, responsible for collaborating across the company to drive actions that enable sustainability and business success in their respective areas of expertise. The Council brings together leaders from each business, function, and region to ensure sustainability work is deeply embedded into our business strategy and tightly aligned with our company purpose. Each DuPont business also has a dedicated sustainability leader responsible for overseeing business and product-level sustainability efforts.

Ultimate responsibility for sustainability performance sits with the Chief Technology and Sustainability Officer (CTSO). The CTSO role is specifically focused on capitalizing on the intrinsic link between sustainability and innovation in our operating model.

The CTSO also chairs the Sustainability Oversight Committee, a subset of DuPont's Senior Leadership Team. This executive steering committee includes members who were strategically appointed based on their respective areas of leadership—corporate governance and finance, operational excellence, employee experience and development, innovation, and business oversight. The Sustainability Oversight Committee reviews and approves sustainability initiatives and policies and oversees the work of the Strategic Leadership Council. The CTSO reports directly to the CEO, and routinely engages the Environmental, Health, Safety & Sustainability Committee of the Board of Directors on matters of sustainability, product stewardship, and community impact.

The Board of Directors is responsible for overseeing the Company's strategic direction, including the integration of environmental, social and governance (ESG) risks and opportunities into the Company's strategy. In 2021, the Board expanded and aligned certain Board ESG oversight responsibilities with the most appropriate Committee. The Environmental, Health, Safety & Sustainability (EHS&S), People & Compensation, Nomination & Governance and Audit Committee Charters reflect the Committees' respective ESG oversight responsibilities and can be accessed from the Investor section of our website.

EHS&S Committee

- Oversight of enterprise sustainability strategy, goals and actions
- Vet current and emerging ESG issues
- Annual review of Sustainability report

People & Compensation Committee

- Review the use of ESG goals in compensation programs
- Human capital management oversight, including diversity, equity, and inclusion

Nomination & Governance Committee

- Board composition
- Ensure the Board has the right mix of skills and experience to effectively oversee ESG
- Oversight of governance related topics within ESG

Audit Committee

- Oversight of controls and procedures related to reporting of ESG data

Stakeholder engagement

GRI 102-12. GRI 102-13. GRI 102-40. GRI 102-42. GRI 102-43. GRI 102-44.

At DuPont, we regularly engage with civil society organizations around the world, and we're active in multiple sustainability initiatives. Our businesses and leaders have a legacy of sustainability leadership. We are founding membership in the World Business Council for Sustainable Development (WBCSD), an early adopter of the UN Global Compact (UNGC), and have been collaborating for years with industries, national governments, international bodies, and others to advocate for action on climate change.

Through our memberships in industry organizations, we're collaborating to point the specialty products industry in an increasingly sustainable direction.

We are an active member of the [World Business Council for Sustainable Development](#), participating in working groups that advance sustainability priorities around circularity, climate and energy, mobility, water stewardship and more. In the United States, we are actively contributing to the development of the [American Chemistry Council's](#) (ACC) new sustainability metrics, and we helped to create the European Chemical Industry Council (Cefic) Mid-Century Vision, which sets out a path for robust sustainability in the European chemical industry by 2050. DuPont is also a member of the [World Resource Institute Corporate Consultative Group](#), a network of Fortune 500 companies that come together to advance sustainable business practices, mitigate risks, and support sustainable growth.

How we engage

We engage directly with our customers, investors, suppliers, and other stakeholders on our sustainability efforts, to ensure that these stakeholders have accurate, credible information about our company, and to communicate how we're considering their priorities within our own strategy. We engage government stakeholders primarily through meetings with member and jurisdictional committee staff, including the Senate Environment and Public Works Committee and House Energy and Commerce Committee in the U.S.

Examples of issue-specific stakeholder engagement can be found in the following pages, and throughout this GRI Index.

Stakeholder engagement (continued)

Stakeholder group	Feedback priorities	How we address stakeholder needs
Customers	<ul style="list-style-type: none"> Product safety and quality GHG emissions and energy consumption Business ethics controls 	<ul style="list-style-type: none"> We maintain ISO 9001 certifications at approximately 75% of our manufacturing operations currently, and specialized product quality certifications at the rest We work to advance our Acting on Climate goal Maintain our Business Code of Conduct
Investors	<ul style="list-style-type: none"> Transparency in reporting and performance Business-integrated sustainability strategy Engagement on key ESG issues 	<ul style="list-style-type: none"> We issue our annual sustainability report in line with GRI, SASB, and UNGP standards, and respond to targeted disclosure requests from investor-focused rating and ranking agencies such as CDP, MSCI, Sustainalytics, and more We engage investors directly on our sustainability performance via phone calls, emails and in-person meetings as appropriate
Employees	<ul style="list-style-type: none"> Information on company sustainability initiatives Opportunities to advance company and business-level sustainability goals Opportunities to influence sustainability strategy 	<ul style="list-style-type: none"> We issue periodic targeted and company-wide employee communications on developments in our sustainability strategy We maintain company-wide, business and site-specific employee sustainability networks that work to advance various aspects of sustainability in their work We maintain internal and external resources portals for employees to learn more information on our goals, performance and the sustainability concepts that underpin our strategy
NGOs and Communities	<ul style="list-style-type: none"> Collaborative partnerships that create shared value for the community, the NGO, and DuPont Grant funding Volunteer manhours, skilled and general 	<p>In 2020, we:</p> <ul style="list-style-type: none"> We renewed our corporate partnership with Habitat for Humanity International and vetted potential strategic partners for future collaborations We issued 90+ grants to organizations in 20+ countries We launched a grant management system to help track grant applications and outcomes We developed a volunteer management tool to help promote and track DuPont's global volunteer activity
Suppliers	<ul style="list-style-type: none"> Sustainability-oriented business opportunities Sustainability engagement 	<ul style="list-style-type: none"> We are leveraging third-party assessment platform EcoVadis and evolving our internal processes to develop a strategic supplier engagement program that emphasizes ESG risks

Stakeholder engagement (continued)

External initiatives, memberships and associations

GRI 102-12. GRI 102-13.

We partner with organizations around the world, support global sustainability initiatives, and engage regularly with outside stakeholder groups. Examples of externally developed principles and initiatives that we support include:

UN Global Compact: Since 2001, our leadership has committed to aligning our operations and strategies with the ten principles of the UN Global Compact, which include areas like human rights, labor, environment, and anti-corruption. The publication of this GRI report is one way we fulfill this commitment.

Responsible Care® Management System: DuPont leaders were among the first to adopt the American Chemistry Council's Responsible Care Codes of Management Practices. Since the late 1980s, DuPont has led efforts to expand Responsible Care to encompass advances such as security, public reporting of metrics, management systems certification, and sustainability.

At the business unit, regional and corporate level, DuPont participates in a number of organizations and initiatives to advance sustainability efforts related to their innovation and market priorities. For example:

- **Beyond Benign** – provides tools training and support to make green chemistry an integral part of chemistry education
- **Cefic Sustainability Forum** – promotes Sustainability Principles in the European chemical industry and shares sustainability best practices among members
- **EcoVadis** – shares performance on sustainability indicators to stakeholders and allows businesses to monitor their upstream value chain's sustainability performance
- **ePure** – advocates for the development of clean mobility and renewable fuel
- **EU Battery Alliance** – brings together industry and political stakeholders to discuss the future of battery production in Europe
- **International Sustainability & Carbon Certification (ISCC)** – drives the development of sustainability standards through stakeholder engagement, contributing to the sustainable production and use of biomass in global supply chains
- **PlasticsEurope Mass Balance Taskforce** – engages industry partners to develop key criteria when applying so-called mass balance approaches and to ensure a verifiable and certified approach is applied by companies willing to accelerate the use of renewable feedstocks and waste feedstocks along the value chain
- **Smart Water Alliance Network (SWAN)** – brings together businesses and utility representatives to develop water policy recommendations and exchange best practices
- **U.S. Chamber of Commerce Climate Change Task Force** – engages the Chamber to act on climate by focusing on practical, near- and long-term solutions
- **World Business Council for Sustainable Development** – brings together the CEOs of over 200 leading businesses to accelerate the transition to a sustainable world
- **German Chemical Industry Association (VCI)** – represents the interests of chemical and pharmaceutical companies to create an attractive industrial location in Germany, Europe, and worldwide
- **Association of International Chemical Manufacturers (AICM)** – brings together the leading multinational chemical companies in China to help contribute to the sustainable growth of China's chemical industry and the development of a better society
- **Japan Chemical Industry Association (JCIA)** – promotes the healthy development of the chemical industry through the research and study of production, distribution and consumption of chemical industry materials
- **Taiwan Responsible Care Association (TRCA)** – leads the implementation of world-class health, safety, and environmental management systems throughout the chemical industry in Chinese Taipei

We also formally support the following sustainability-related initiatives:

- **Cefic Mid-Century Strategy Vision** – the vision of the Chemical Industry in 2050, providing an invitation to discuss and debate the urgent decisions industry and policy makers are facing on the path to a more sustainable and circular future
- **CEO Action for Diversity & Inclusion™** – a CEO-driven business commitment to advance diversity and inclusion in the workplace
- **Operation Clean Sweep (OCS)** – a voluntary program of PlasticsEurope to eliminate loss of plastic pellets into the aquatic environment

Stakeholder engagement (continued)

Engage us on sustainability topics

GRI 102-11. GRI 102-53. RT-CH-530a.1.

DuPont publishes its Position Statements online, so that stakeholders will know where DuPont stands on key industry-related issues such as [Climate Change](#), [Human Rights](#), [Product Safety and Transparency](#), and more. We are committed to transparency by submitting information about our climate and water performance to CDP, releasing a sustainability report following Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) Standards, and completing numerous stakeholder surveys and questionnaires.

Our Environmental, Health and Safety ([EHS Commitment](#)) outlines our commitment to designing, building, operating, and maintaining our facilities to effectively manage process safety and other hazards and to minimize process and product risks to the environment, our employees and the people of our local and global communities.

Stakeholders who have comments or questions about sustainability at DuPont can email our Corporate Sustainability Team at sustainability@dupont.com.

We also publish information about our positions, policies, and 2030 Sustainability Goals at dupont.com/sustainability, so that any interested parties can easily find the information they need.



Our Innovations

Delivering solutions for global challenges

GRI 102-15. GRI 302-5.

Ask any scientist why they got into science in the first place, and they'll likely say because they were curious about the world around them and wanted to have a role in changing it for the better. For inspiration on creating that change, we look to the UN SDGs to see the collective, global challenges we face that need to be solved now. Then we dig deeper to ask, "What is DuPont able to contribute to the effort?"

Challenge

The UN SDGs lay out a bold vision to ensure a just and sustainable world by 2030. Success will require massive investment and innovation across and between all sectors—and the solutions we create together hold the key.

2030 Goal

Align 100% of our innovation portfolio to meaningfully advance the UN SDGs and create value for our customers.

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Prioritizing SDG challenge areas in early-stage marketing and innovation processes
- Sharpening alignment of the SDGs with market drivers for our innovation platforms
- Enacting partnerships for scalable impact to advance the SDGs

Sustainable innovation at DuPont

GRI 102-2.

Applying our science and innovation to the SDGs and working closely with our customers helps us forecast what the biggest market drivers will be in the years to come and chart a clear path ahead for our businesses. In 2021, we re-aligned some of our businesses, creating innovation platforms that will help us better apply sustainable solutions to address valuable and important societal challenges.

Today our Electronics & Industrial (E&I) and Mobility & Materials (M&M) businesses are working together offer customers solutions to meet their strong and fast-growing demand for polymeric thermal management solutions for this 5G era. Our range of technologies includes products that are essential to advanced semiconductor packaging such as metallization chemistries, dielectrics, and imageable materials. We also provide assembly materials for advanced semiconductor packaging applications, such as bumping, copper pillars and redistribution layer (RDL), passivation, under bump metallization (UBM), thermal interface, and lid seal adhesion.

DuPont Water Solutions provides water filtration and purification technology to industrial operations, seaside businesses, and drought-stricken communities. Our DuPont Performance Building Solutions & Corian® Design businesses provide productive, sustainable and resilient high performance solutions for residential and commercial buildings worldwide.



For more examples of how we deliver solutions for global challenges, please visit our [Sustainability Stories Hub](#).

Delivering solutions for global challenges (continued)

Innovating to solve global challenges



Clean Water

Solutions for global water challenges for purification, conservation, and reuse.

- Water optimization
- High-value separations



Personal Protection

Advanced multi-threat protection with optimal comfort and durability

- Industrial workers
- Front-line responders
- Military personnel



Advanced Mobility

Solutions to enable vehicle electrification

- Thermal management
- Battery assembly
- Connectivity
- Passenger experience



High Performance Computing

Processing power fueled by advanced IC circuits for Ai, Smart Education Healthcare

- Advance deigns
- Small, lightweight and complex circuit boards



High Frequency Connectivity

Device and infrastructure connectivity solutions for fast, reliable transmission of vast quantities of data

- High signal integrity
- High bandwidth

Solving global challenges through innovation

GRI 102-02.

In 2020, the world banded together as we dealt with the global COVID-19 pandemic for most of the year. Once we understood the severity of the issue, our purpose — **to empower the world with the essential innovations to thrive** — became our mandate, and our businesses answered the call. We collaborated with customers and across industries to support development, production, and delivery of the medical supplies and protective equipment necessary to fight the virus and protect our healthcare workers.

In April of 2020, our businesses increased production to support demand for essential healthcare equipment. In some cases, we worked with customers to finalize designs and meet the sharp spike in demand for ventilators, respiratory masks, face shields, and other life-saving items like silicone lubricants for medicine delivery devices. Our businesses worked around the clock to supply unprecedented amounts of Zytel®, Crastin®, and Delrin® materials to create ventilator and respirator hoses and breathing tubes, airflow valves, and other components. Delrin® was also used to create laryngoscopes, intubation devices, nasal spray devices, medical monitoring devices, inhaler valves, and injector pens, all critical in diagnosing and treating the symptoms of COVID-19.

Our Interconnect Solutions business helped fulfill the urgent need for rigid and flexible circuits to use in ventilators, and ramped up production of Pyralux®, Riston®, and metallization materials to support production of printed circuit boards.

Delivering solutions for global challenges (continued)



Ramping up our efforts to meet essential global needs

GRI 102-02.

When the spread of the COVID-19 virus escalated to the level of global pandemic in March of 2020, many healthcare facilities and essential service facilities were left without the protective gear they needed to battle the deadly virus. As a global leader in personal protective equipment (PPE), DuPont Water & Protection played a vital role in ensuring the world had the materials necessary to fight the virus.

In response to the pandemic, we collaborated with our value chain partners to launch a new program, [#TyvekTogether](#), to increase the overall availability of Tyvek® personal protective garments. Thousands of our employees worked day and night to make Tyvek® materials and patterns available to more organizations, working together to protect the healthcare workers who were saving lives and slowing the spread of the virus. The #TyvekTogether program led to an increase in garment production to 15 million garments a month starting in April. By the end of 2020, we had produced over 100 million Tyvek®, Tychem® and ProShield® PPE garments.

DuPont sites also mobilized to manufacture more than 45,000 liters of hand sanitizer to local communities as well as contributions of hundreds of thousands of PPE items, and many other donations.

Integrating sustainability assessment in the product design phase

GRI 416-1.

In line with our 2030 goal, we want to develop a company-wide, integrated portfolio assessment program that builds on each business's respective Life Cycle Assessment (LCA) capabilities. All of our products go through extraction to end-of-useful-life environmental, health and safety assessments as part of our product stewardship review process, and each business is enhancing its LCA capability.

For example, as DuPont Mobility & Materials develops and refines our adhesive products, the team uses an assessment tool that evaluates elements of product sustainability early in the product design and development process. This tool addresses questions such as toxicity, value chain process safety, greenhouse gas emissions, and raw materials choices that would be needed to make the product. The tool also evaluates the potential for the commercialized adhesive to support measures to address global challenges, including the needs of citizens in emerging economies. The aim of the tool is to enable more sustainable choices in product development and design.

In 2020, we increased our in-house LCA expertise so that we could conduct life cycle assessments of technology and processes in our resins and polymers portfolios to improve the sustainability and circular economy focus of the business.

Solving market-specific challenges

In 2020, DuPont Performance Building Solutions (PBS) and Corian® Design released business-specific 2030 Sustainability Goals. These goals are aligned within the framework of DuPont's corporate 2030 Sustainability Goals and seek to contribute to the United Nations Sustainable Development Goals (SDGs).

[Learn more about our PBS Sustainability Goals here.](#)

Innovating safer by design

GRI 102-15. GRI 302-5. RT-CH-410b.2.

Chemical inventions and the materials and technologies derived from them have shaped much of our modern way of life. We are motivated by the desire to innovate new materials and technologies to further enhance the world in which we live.

Challenge

Industrial processes and product design have traditionally focused on efficiency, process safety, and material performance, with less emphasis on aspects such as inherent hazard and potential upstream and downstream product lifecycle impacts. In recent years, chemical regulations and value chain transparency requirements have broadened to be more inclusive of all these considerations.

2030 Goal

Design 100% of our products and processes using sustainability criteria including the principles of green chemistry.

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Developing and implementing an enhanced company chemical management policy including broadened governance for substances of concern
- Expanding the integration of safer design principles into our innovation pipeline of new products as well as into our existing product portfolio
- Collaborating with Beyond Benign and others to promote the adoption of sustainable and green chemistry principles

A more holistic approach

GRI 102-11.

Global regulatory trends, in conjunction with an increase in industry efforts, expand value chain transparency, further driving a holistic assessment of industrial process design and operation.

At DuPont, we remain committed to embracing a broader and more inclusive approach to product and process design that addresses upstream and downstream lifecycle impacts in addition to considering safer design options. We do this by incorporating sustainability criteria across the product lifecycle, by increasing value chain transparency and collaboration, and by integrating the principles of green chemistry into our development activities. This leads to a portfolio in which materials are safer and more sustainable by design.

Safer and more sustainable, by design

GRI 102-11.

As scientists, our commitment is to identify and develop the innovative solutions that will make the world safer and more sustainable. This requires understanding options and making thoughtful choices at every step of the process. It means making sure innovators throughout our company understand the principles of green chemistry, and cultivating a product stewardship mindset in everything we do. It means collaborating across industries to review, to develop, and to champion the science and practices that determine what it means to be safer. Lastly, it means continually reviewing our processes and our portfolio to address areas of concern and remaining aware of emerging developments in relevant fields of study.

Ultimately, we recognize that we may not be able to pursue opportunities that do not align with our commitment to safety and sustainability in our portfolio. That means re-shaping a potential market opportunity or discontinuing or re-formulating product solutions that do not meet our standards.

Innovating safer by design (continued)

DuPont's PFAS commitments

GRI 102-11. GRI 102-15. RT-CH-410b.2.

In 2019, we eliminated the use of long-chain per- and polyfluoroalkyl substances (PFAS) from our products and processes, including recently integrated operations. See our [PFAS commitments](#) for more updates on our progress. These commitments, along with our Safer by Design goal, will help ensure that we consistently live our core values.

Product safety and quality

GRI 416-MA. GRI 417-MA. RT-CH-410b.2.

Our rigorous and comprehensive Product Stewardship and Regulatory (PS&R) Management System (MS) is at the core of our commitment to product safety-related risk management and is a critical part of our new product innovation process. Since 2004, DuPont businesses have followed the Responsible Care® management system, which provides a strong foundation to our product stewardship commitment. Every DuPont business uses the PS&R MS globally to assess and manage potential risks associated with each product and to regularly identify opportunities for improvements throughout the product life cycle.

The PS&R MS requires a strong and ongoing commitment from business leadership. Business and Corporate leadership annually review the adequacy and effectiveness of the PS&R MS and make changes to enhance and improve stewardship performance throughout the organization.

As part of our PS&R MS System, all new and existing products and services have product stewardship reviews that include detailed health, safety, and environmental impact assessments. Product stewardship reviews are conducted and documented to assess and manage risk prior to commercialization and are repeated at a frequency commensurate with overall product risk. The process also requires businesses to conduct product stewardship reviews when significant product changes occur, which may include new product use or application areas, manufacturing asset changes, regulatory changes, or other new product information.

Our global commitment to PS&R principles drives timely and extensive reviews, with prompt and diligent follow-up to any findings. Worldwide training and mandatory adherence to clear PS&R MS standards ensure a detailed stewardship assessment of all new products prior to commercialization. Over 2,000 product stewardship reviews were completed during calendar year 2020. No known incidents of non-compliance associated with product health, safety, or transparency regulations were found.

Consistent with our commitment to the Responsible Care management system, each DuPont business conducts routine internal PS&R MS audits to review performance. External audits of our product stewardship program consist of a sampling of our businesses, U.S. chemical manufacturing sites, and our headquarters every three years to verify that our management systems meet or exceed the ACC's requirements. Our programs were audited by a third party in 2019 and are [in conformance with ACC requirements](#). The next verification year is 2022.

Product and service labeling

GRI 416-1. GRI 417-1. GRI 416-2. GRI 417-2. RT-CH-410b.1.

DuPont's PS&R MS requires compliance with global and local Safety Data Sheet (SDS) and labeling information requirements. SDS and label compliance management are critical components of product safety. Every DuPont product has a globally harmonized SDS that provides essential information on chemical and physical characteristics, toxicology, safe handling, and spill and emergency response measures and contact numbers.

Regularly updated and consistent with current information, SDSs and labels are routinely reviewed and audited as part of DuPont's stewardship processes to ensure compliance will all relevant global and local regulatory and legislative requirements.



Learn more about our PS&R efforts in our [Sustainability Stories Hub](#).

Enabling a circular economy

GRI 102-15.

DuPont is acting now to enable a low carbon and circular economy. For example, we're taking action to discover and commercialize new ways to turn unused materials into useful products or recycling them back into production for a more circular process.

Challenge

In a resource-constrained world that is only 9% circular, we need to move away from linear "take-make-dispose" models. That requires better understanding of the barriers to adopting low-carbon and circular techniques across value chains for every product and industry. It also requires that we come together to develop creative solutions to enable a more circular economy that reduces resource needs and reduces waste in all processes of a product's life cycle.

2030 Goal

Integrate circular economy principles into our business models considering lifecycle impacts in the markets we serve.

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Establishing the right structure, processes, and team culture to expand our capabilities and industry efforts to advance circularity
- Participating in forums promoting the advancement of a circular economy in our value chains
- Delivering customer-driven projects that enable circularity across multiple industries

DuPont and the circular economy

GRI 306-2.

DuPont is using its innovative technology to enable a low-carbon and circular economy.

In 2020, we made strides in our ability to upcycle byproduct from our production of Tyvek®, nylon, and other high-performance synthetic fibers. We opened a new recycling facility at our Tyvek production site in Luxembourg specifically to scale up our ability to advance circularity in our DuPont Safety business, and enacted new innovation-based partnerships with external partners and between our own DuPont businesses. As we improve our ability to innovate for circularity, we're continuing to pursue new beneficial uses of byproduct in our operations, while we improve our ability to avoid the generation of hazardous and non-hazardous waste.

The DuPont Sustainability Leadership Council is working to develop processes, collaborative workstreams and action plans that will allow us to aggregate, quantify and amplify our ability to enable a circular economy.

DuPont Second Life Materials

GRI 102-2. GRI 306-1

The DuPont Second Life Materials (2LM) business was an intrapreneurial start-up created four years ago by our Water & Protection business. 2LM explores how we can create value by becoming a circular economy solutions provider throughout the value chains we serve. It operates as a venture within DuPont, working closely with both internal and external customers to identify opportunities that simultaneously reduce waste to landfill and realize financial benefits.

Through decades of innovation, engineering, and experience, DuPont has developed high strength, flame retardant, and moisture resistant materials made up of fibers that retain their inherent performance properties even through the end of the product lifecycle. These fibers can be recaptured and used in other applications, as proven through 2LM's material science testing, piloting, and product transformations.

Enabling a circular economy (continued)

The 2LM process includes conducting a technical site visit to identify the various forms of byproduct or production scrap an internal or external customer produces, including end-of-life product disposal processes and costs associated with each waste and product stream. 2LM's business development and innovation team then evaluates the material to identify its inherent properties and performance characteristics, ways to deconstruct and transform it, and potential new applications for upcycling and repurposing the material into a new, second life. 2LM's products often bridge into markets other than those they originally served, which helps enable a circular economy that pushes industry boundaries.

The 2LM venture has partnered with other DuPont businesses to divert approximately 2,000 metric tons (4,000,000 pounds) of material from landfill and upcycle it into new markets and applications—championing new ways of working internally and with our customers towards a more circular economy.

Striving for zero waste

GRI 306-1.

Throughout DuPont, we share a common vision of driving towards zero waste. We're working to define what this looks like for each of our unique operations—not only inside the four walls of respective plants, but also across the complete lifecycle of the products we make. By working closely with our customers and our partners, we're already achieving some promising results.

Our waste reduction efforts build on years of continuous improvement driven by the ISO 14001 certification process and by other compliance audits, as well as by our own internal standards. For example, the DuPont Waste Management Facility Selection standard defines our practices in relation to the handling and disposal of process-related waste. A corporate working group manages this standard to ensure that it is in line with all applicable laws for our global sites.

 [Learn more about our efforts to advance a circular economy in our Sustainability Stories Hub.](#)

Helping to prevent plastic pollution

GRI 306-1. GRI 306-2

In 2020, we began our efforts to embed Operation Clean Sweep® priorities into the ISO 14001 environmental management systems of all DuPont Mobility & Materials manufacturing sites. This will help them work toward zero discharge of plastics to marine and freshwater environments by preventing spills; training employees on spill prevention, containment, clean-up, and disposal; and regularly reviewing the program.

In 2021, we began to define and implement a program across all DuPont businesses to collect and report information on spills of plastics to the environment. The program will also evaluate the effectiveness of our policies and actions to reduce the volume of plastic materials spilled.

We are working with many other organizations to develop and adopt methods and frameworks that will be needed for a truly circular economy. For example, as a member of the PlasticsEurope Mass Balance Taskforce, we're part of the effort to accelerate the use of renewable feedstocks in chemical processes, which could significantly increase the use of renewable and circular feedstock.

Teaching our communities about the circular economy

GRI 306-2.

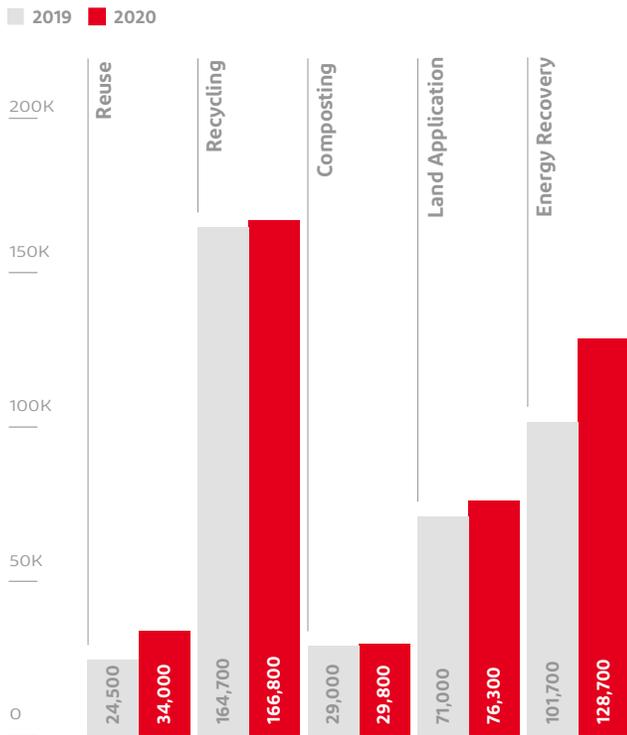
Every year, tons of garbage are burned for disposal without proper sorting and recycling, which wastes resources and causes air pollution that can lead to poor health impacts. In July and September of 2020, our Apollo site in Shenzhen, China, used a DuPont [Clear into the Future](#) grant award to partner with the Guang Ming District Party and local community centers. Our aim was to teach the community about the importance and value of effective sorting to enable the Four Rs—reuse, reduce, repurpose, and recycle—to prevent landfilling or incineration of waste. Almost 300 community residents benefited from the series.

Enabling a circular economy (continued)

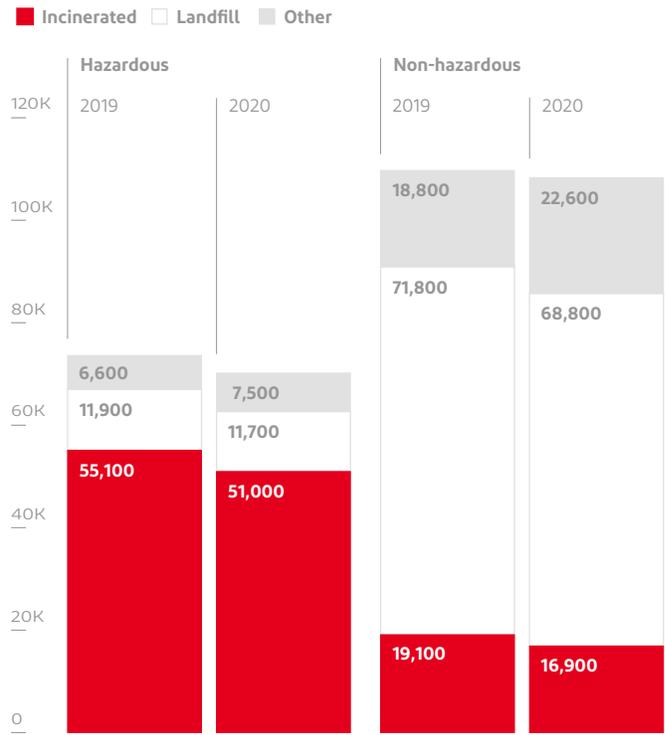
Hazardous and non-hazardous waste data

GRI 306-3. 306-4. 306-5. RT-CH-150a.1.

Beneficial use of waste, in metric tons



Hazardous and non-hazardous waste, in metric tons



Beneficial use of waste, in metric tons

	2019	2020	% change
Reuse	24,500	34,000	39%
Recycling	164,700	166,800	1%
Composting	29,000	29,800	3%
Land Application	71,000	76,300	7%
Energy Recovery	101,700	128,700	27%
Total Beneficial Use of Waste	391,400	436,100	11%

Hazardous and non-hazardous waste, in metric tons

	2019		2020		% change (haz/non-haz)
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	
Incinerated	55,100	19,100	51,000	16,900	(7)%/(12)%
Landfill	11,900	71,800	11,700	68,800	(2)%/(4)%
Other	6,600	18,800	7,500	22,600	14%/20%
Total Waste by Type	73,600	109,700	70,200	108,300	(5)%/(1)%



Our Operations

Acting on climate

GRI 102-15.

We are working to drive down our GHG emissions at a pace that's aligned with current climate science. As a longstanding scientific leader, DuPont has an important role to play in this global effort to develop innovative technology solutions to climate change. We're also actively pursuing opportunities to reduce GHG emissions along the value chains for a wide range of DuPont processes and products.

Challenge

Climate change requires urgent action, bold commitments, and innovation. Finding a way to shorten the lead times for game-changing technologies and turn the long lifetimes of energy infrastructure into a net positive for the climate will require a multi-faceted, collaborative approach.

2030 Goal

Reduce greenhouse gas (GHGs) emissions 30% including sourcing 60% of electricity from renewable energy, and deliver carbon neutral operations by 2050 or sooner.

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Beginning the transition to low-carbon industrial processes for our insulation product lines
- Lowering emissions in our manufacturing plants by improving operational practices and transitioning to low-carbon energy sources
- Procuring 20% renewable electricity and entering into a partnership with Schneider Electric to increase our renewable energy procurement via VPPA partnerships
- Continuously improving our overall energy efficiency by investing in 99 Bold Energy Plan projects

Leading climate outside of our operations

GRI 102-12.

We are using our expertise and our industry presence to develop innovative low-carbon and energy-efficient solutions that help industries de-carbonize, and advocate for market-based approaches to consistent, predictable policies and regulations that foster climate innovation and investment. We're also actively pursuing opportunities to reduce GHG emissions along the value chains of a wide range of our processes and products.

For example, we've joined the [CEO Climate Dialogue](#), a collaboration between large companies and NGOs working together to advance effective climate legislation in the U.S. We're also part of the [Alliance to Save Energy](#) as well as other organizations that advocate for clean mobility and renewable fuel.

Managing our climate impacts

GRI 102-15

Since the announcement of our goals we have been on a journey and have made robust progress on toward our long-term objectives. In 2020, we defined the programs in our plan to reduce our absolute emissions by 30 percent over the next ten years and are on track to deliver the goal. We have focused on several large opportunities, like renewable energy, our Styrofoam® blowing agent conversion project, and the transition from coal to natural gas. These projects will be critical to enabling both business growth and our 2030 goals.

In 2020, we reduced our location-based Scope 2 emissions by 11% compared to 2019.

Acting on climate (continued)

Renewable energy

A critical part of our emissions reduction strategy is to procure our electricity from more renewable sources. In 2020, we expanded our use of renewable electricity sources and credits to 20% of our total electricity. We now operate 27 sites that utilize 100% renewable electricity. Also in 2020, we engaged in a partnership with Schneider Electric to support our long-term renewable energy procurement strategy, including development of virtual power purchase agreements (VPPAs) for electricity sourced from wind and solar energy.

Styrofoam® blowing agent

In 2020, we began the phased launch of a new, reduced global warming potential (GWP) Styrofoam™ Brand Insulation. Beginning in 2021, the Styrofoam™ Brand Insulation family of products will include lower GWP options, advancing DuPont's 2030 Sustainability Goals and complying with adopted and upcoming state and provincial hydrofluorocarbon (HFC) regulations throughout the United States and Canada. This multi-phased project will deliver GHG reductions in support of the Paris Climate Agreement along a timeline that is more aggressive than the Kigali Amendment to the Montreal Protocol.

Read more about this project in our [Sustainability Stories Hub](#).

Converting from coal to natural gas at Spruance

Our Spruance site in Richmond, Virginia is our largest manufacturing location. In partnership with Veolia, we converted the fuel for the on-site co-generation facility from coal to natural gas, in order to produce steam and electricity more efficiently and with fewer GHG emissions. Combusting natural gas produces approximately half as many GHGs as coal combustion, which will reduce DuPont GHG emissions by more than 100,000 MTCO₂e annually. The project was completed near the end of 2019, and in 2020 we started to realize the resource and environmental benefits.

Read more about this project in our [Sustainability Stories Hub](#).

Ozone depleting substances

We are on track to eliminate ozone-depleting substances (ODS) in our refrigeration and air conditioning systems as per the Montreal Protocol and have eliminated all but one approved use of ODS as a processing aid in the manufacturing of our products. Engineering improvements in containment have led to a 99.9% recovery rate of this processing aid and we adhere to all reporting requirements related to the use and emission of this material.

Targeted improvements in our operations

GRI 302-MA. GRI 505-MA.

Reducing our emissions in line with our 2030 goals will require a cultural shift, and a new operational philosophy.

DuPont W&P launched a business-wide Operations Transformation work management process to ensure that each site takes an integrated approach to achieving corporate and business climate goals. Every site will have a Site Sustainability Leader, who will be responsible for creating plans for their site that will aid in decoupling carbon emission from growth while taking into account the site's future needs.

We continued our effort on energy efficiency projects through the Bold Energy Plan, a long-standing DuPont program that improves energy efficiency and reduces GHG emissions at our global facilities. In 2020, we completed 99 energy-saving projects with a savings potential of about 12,650 MTCO₂e annually. DuPont Electronics & Industrial mobilized a network of Site Energy Leaders responsible for identifying opportunities to reduce energy use and cut GHG emissions. They will set site-specific goals, provide training on energy reduction tools, and leverage expertise across the business segment.

DuPont E&I won a 2020 Business Level Energy Efficiency Award from the American Chemistry Council for their new site team energy management structure.

Award-winning energy efficiency

The American Chemistry Council awarded three DuPont sites with Responsible Care® Energy Efficiency Awards for our 2020 projects:

- Acid Control in Washington Works
- Lighting Upgrades at the Experimental Station
- Thermal Insulation and Steam in Parlin

 *For more examples of how we act on climate in our operations and through our innovations, please visit our [Sustainability Stories Hub](#).*

Acting on climate (continued)

Energy and emissions data

GRI 302-1. GRI 302-3. GRI 305-1. GRI 305-2. GRI 305-4. GRI 305-7. RT-CH-110a.1. RT-CH-120a.1. RT-CH-130a.1.

Energy and emissions intensity by production

2019		2020	
Total energy: 14,220,000 MWh	Energy intensity: 4.54 MWh/MT	Total energy: 13,480,000 MWh	Energy intensity: 4.67 MWh/MT
Total emissions: 5,380,000 MTCO ₂ e	Emissions intensity: 1.65 MTCO ₂ e/MT	Total emissions: 5,148,000 MTCO ₂ e	Emissions intensity: 1.78 MTCO ₂ e/MT

Scope 1 and 2 Greenhouse Gas Emissions, MTCO₂e

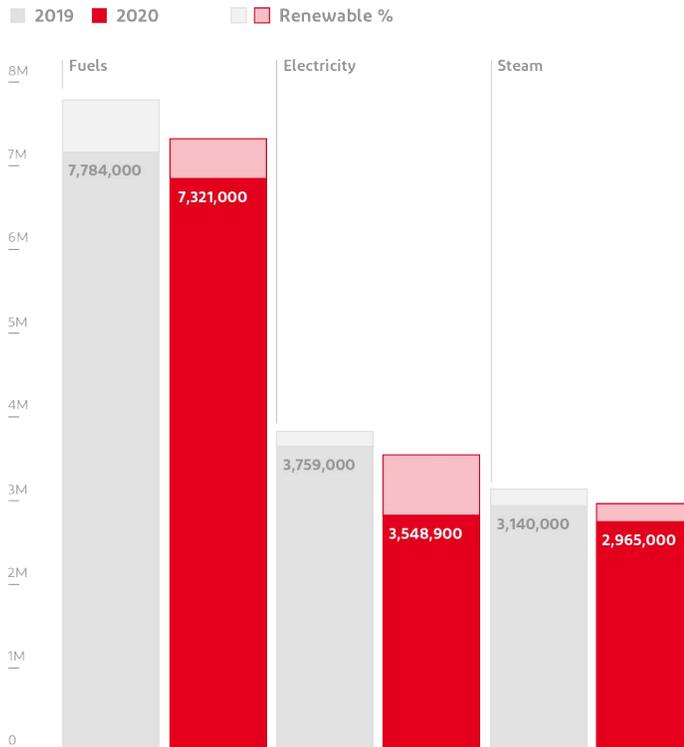
	2019	2020	% change
Scope 1	3,057,000	3,074,000	1%
Scope 2 (Location-based)	2,323,000	2,074,000	(11)%
Total Scope 1 + Scope 2 emissions	5,380,000	5,148,000	(4)%

Energy use by type

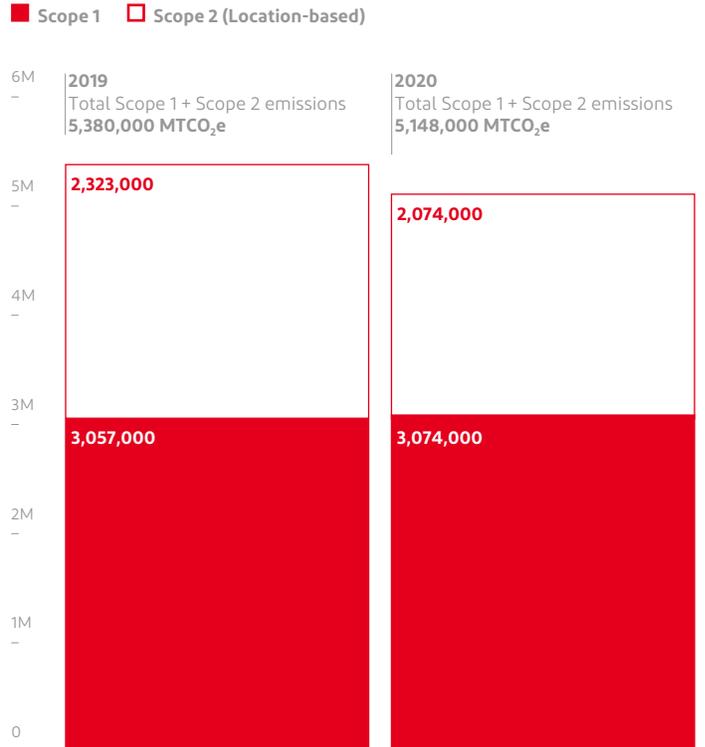
	2019		2020		% change (MWh)
	MWh	Renewable	MWh	Renewable	
Fuels	7,784,000	8.0%	7,321,000	6.5%	(6)%
Electricity	3,757,000	5.0%	3,549,000	20.4%*	(6)%
Heat transfer fluid	7,300		3,325		(54)%
City/district heat	5,900		5,600		(5)%
Steam	3,140,000	6.4%	2,965,000	7.3%	(6)%
Chilled water	3,000		2,300		(23)%

* Includes RECs.

Renewable energy use by type in MWh



Scope 1 and 2 Greenhouse Gas Emissions, in metric tons of carbon dioxide equivalent (MTCO₂e)



Leading water stewardship

GRI 102-15.

Water is essential to life on earth, which gives this simple molecule an outsized role in every aspect of sustainability. Already, **one in three** people in the world lack access to clean drinking water. Over the next three decades, population growth is expected to drive a 50–70% increase in water demand for the municipal and industrial sector, resulting in water stress in many of Earth’s watersheds.

Challenge

Water scarcity is expected to displace 700 million people worldwide by 2030. To manage the water needs of today while securing water for the future, new technologies and new forms of collaboration will be needed.

2030 Goal

Implement holistic water strategies across all facilities, prioritizing manufacturing plants and communities in high-risk watersheds. Enable millions of people access to clean water through leadership in advancing water technology and enacting strategic partnerships.

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Finalizing our water stewardship risk review by cross-referencing risk modeling results with insights from site operations leaders
- Enacting collaborations and partnerships to provide greater access to clean water and promote global water stewardship, like our collaborations with [charity:water](#) and the [Brave Blue World Foundation](#)
- Working with our customers to leverage technology that abates water security issues



Learn more about our efforts to lead water stewardship in our [Sustainability Stories Hub](#).

Holistic water stewardship

GRI 102-12.

We need new and better water technologies to protect the world’s natural processes, to increase the availability of clean water, and ultimately to improve human wellbeing, from equality to economic empowerment and education.

At DuPont, we’re taking action now to be part of the solution—our DuPont Water Solutions business designs water solutions that will help our customers maximize water usage, minimize discharges, and protect water supplies, and we are strategically improving water stewardship at our own manufacturing plants and other sites.

Bringing new water purification technology to market

GRI 102-2.

DuPont Water Solutions provides state-of-the-art membrane science and ion exchange solutions that help make drinking water safer and cleaner for homes and communities; help industries and markets operate more effectively, efficiently, and sustainably; and make water-scarcity challenges more manageable, wherever they arise.

25m

DuPont water technologies process 25 million gallons of water every minute around the world

Leading water stewardship (continued)

Dry-tested reverse osmosis membranes

In 2020, we became the only supplier to offer dry-tested seawater reverse osmosis (SWRO) membranes. Dry elements bring multiple benefits to customers compared to wet-tested elements, including increased shelf life, more flexibility for storage, and improved sustainability due to fewer chemicals and reduced shipping weights. Dry SWRO elements also eliminate the requirement for monitoring and use of preservation solutions that wet membranes need for proper storage, enabling longer storage times, lower labor costs and easier, long-term warehouse planning.

Lighter dry elements reduce greenhouse gas emissions related to shipping, with savings equivalent to 7 million auto miles driven for a typical large-scale desalination plant installation.

Degasification

In 2020, DuPont Water Solutions entered into an exclusive global partnership with Sun Chemical and its parent company, the DIC Corporation, to bring membrane degasification modules to the water purification market. The degasification of liquids is becoming increasingly critical to several essential water treatment processes, including industrial demineralization, oil and gas production, microelectronics manufacturing, pharmaceutical production, and drinking water treatment. The membrane degassing modules necessary for this process—branded Ligasep™—are now part of our leading portfolio of water purification and separation technologies, including ultrafiltration, reverse osmosis and ion exchange resins.

Raising awareness of solutions to the global water crisis

In addition to our advocacy work through the Smart Water Alliance and other industry associations and initiatives, DuPont Water Solutions and other leading global water innovators partnered with the Brave Blue World Foundation to create a powerful new documentary that explores how new technologies and ground-breaking innovations can create a sustainable water future for the entire planet.

 [Watch a trailer for the documentary below.](#)
[The full film is now available to watch on Netflix.](#)

Managing water at our sites

GRI 303-MA. GRI 303-1. GRI 306-MA. RT-CH-140a.2 RT-CH-140a.3. GRI 307-1.

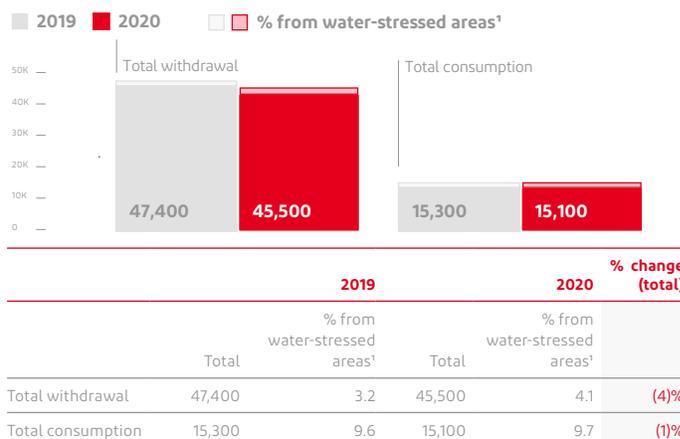
We withdraw and purchase water from various local sources and entities for use in our businesses. Some of that water is treated and returned to a local water body, some is rendered in our manufacturing processes, or used for other purposes such as employee health and hygiene. In 2019 and 2020, we used the WRI Aqueduct Water Risk Modeling Tool and WWF’s Water Risk Tool to model water stress levels and water-related risks for all DuPont sites around the world. We then worked with an external consultant to validate those results with a site-based survey to understand how sites with various levels of risk exposure interact with water.

To help ensure we meet our 2030 Sustainability Goals, we will fold the Alliance for Water Stewardship International Water Stewardship Standard methodology into the ISO 14001 environmental management systems at sites where there are validated significant water risks. The AWS Standard is a framework that helps companies and other major water users to understand their water use and impacts, and to work collaboratively and transparently for environmentally, socially and economically sustainable water management at the scale of a local catchment.

We provide more detail on our interactions with water and our management practices for water in our CDP Water disclosure.

Water use data

Water consumption and withdrawal in million gallons



Using the WRI Aqueduct Model for the chemical sector, we identified DuPont sites in areas with “high” or “extremely high” baseline water stress according to Aqueduct’s methodology. To determine those sites that could affect water availability, quality, or accessibility, we are in the process of combining the Aqueduct results with other criteria, including insights learned from the WWF Water Risk Model, stakeholder engagement, plant water surveys, the nature of business activity at these sites and other parameters.

Delivering world-class health and safety

GRI 102-15. GRI 403-MA.

At DuPont, we re-commit ourselves to our core value of health and safety every single day

Challenge

Maintaining safety and health in workplaces globally requires a vigilant awareness of the shifting factors—social, regulatory and others—that can affect the dynamics, and an ability to apply new ideas and new ways of thinking in response. Manufacturing industries have their own particular risks, which need to be managed effectively.

2030 Goal

Further our commitment to zero injuries, occupational illnesses, and incidents.

2020 Performance

- Total Recordable Incident Rate (TRIR): 0.261 (115 recordable cases)
- Days Away from Work Case (DAWC) rate: 0.052 (23 total days away from work cases)

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Advancing our EHS culture by focusing on leading causes of injuries, changing mindsets and behaviors, and reducing exposure to high risk activities
- Deploying ISO 14001 and Responsible Care® 14001 management systems across global manufacturing plants
- Improving our systems and execution on alarm management, process control, human factors, and effective operating procedures to reduce Tier 1 and 2 incidents

79%

In 2020, approximately 79% of DuPont sites achieved zero injuries and/or illnesses

Our commitment to delivering world-class health and safety is embodied in our company culture, our stakeholder engagement, and in the innovations we produce for the world. Above all else, we're supporting the health and safety of our employees and contractors around the world—and we're listening to our employees to understand how we can further enhance well-being in our workplaces and beyond.

Prioritizing employee health and safety during COVID-19

GRI 403-MA. GRI 403-1. RT-CH-320a.2.

Throughout the COVID-19 global pandemic, DuPont placed the health, safety and wellbeing of its employees, contractors and their families as our highest priority. As a global market leader in personal protective equipment and components for medical and life-saving devices, we employed essential workers in multiple countries during the early stages of the pandemic and quarantine. While it was of critical importance to the global virus-fighting efforts that we kept running our plants and serving our customers, we focused first on protecting our population of DuPont workers.

We activated our global pandemic response team and met regularly to share information and leverage learnings across all our sites. We developed a "Safe Back to the Workplace" playbook to guide sites in implementing controls so that people would be protected from virus transmission while working at our sites. We also developed Heating, Ventilation and Air Conditioning guidance to help sites with evaluating and improving ventilation to minimize the possibility of aerosol transmission of the virus. Non-essential workers were asked to work from home to minimize the possibility of on-site transmission of COVID-19.

Delivering world-class health and safety (continued)

We instituted company-wide travel and meeting restrictions, and sites implemented Pandemic Infectious Disease measures appropriate to their local situations, and expanded IT resources to allow employees to work from home when possible. Our Ergonomics team conducted virtual ergonomic assessments for home workers to ensure that computer-based activities did not contribute to musculoskeletal injuries or illnesses. Our Integrated Health Services (IHS) team was available to provide resources and support for both on-site and remote employees in the event of exposure or virus-like symptoms.

In December 2020, we developed the DuPont Vaccination Workstream Teams to plan for COVID-19 vaccinations for our employees in 2021. We developed the DuPont Vaccine Principles to guide the preparatory work to ensure that the maximum number of employees could receive a vaccine in 2021 to be administered either off-site by local public health agencies or on-site at our facilities where feasible, as permitted by local government.

For all of our work relative to our COVID-19 response, as well as our work to provide essential protective materials to our customers and communities, we received an ACC Responsible Care® Award for Outstanding COVID-19 Response Efforts from the American Chemistry Council.

Read more about how we supported financial and well-being assistance during the quarantine in the Cultivating Well-being and Fulfillment section of this report.

Environmental health and safety management system

GRI 403-MA. GRI 403-1. GRI 403-8. RT-CH-320a.2.

Our Environmental, Health and Safety (EHS) Management System, which covers both employees and contractors, ensures that we continually prioritize our commitment to health and safety.

Our EHS management system conforms with the American Chemistry Council's Responsible Care® Management System and ISO 14001. DuPont manufacturing sites in the U.S. have implemented a management system based on the plan-do-check-act continuous improvement model. The system provides us with processes to identify and evaluate hazards and risks associated with our product development and manufacturing processes, distribution, and other operations. We then establish goals and objectives to address any significant hazards and risks, taking the feedback and concerns of employees, contractors, communities, customers, suppliers, and other stakeholders into consideration.

*In 2020, our EHS Management System covered 100% of the DuPont workforce, which included approximately 34,000 employees and approximately 9,600 contractors.

All DuPont employees are covered by our core values of Safety & Health, Respect for People, Highest Ethical Behavior, and Protect the Planet. These values are described in the DuPont Code of Conduct. Compliance with the DuPont Commitment and applicable safety and health laws is every employee's responsibility. Management in each business is responsible for educating, training, and motivating employees to understand and comply with the DuPont Commitment to EHS and applicable safety and health laws. All workers have the opportunity and are encouraged to participate in health and safety activities at their respective sites. Each employee is also responsible for complying with the DuPont EHS policies, standards, and guidelines.

DuPont uses contractors with demonstrated commitment to EHS. When pre-qualifying a contractor, they are evaluated for indicators of satisfactory EHS performance. The pre-qualification is conducted annually. The following EHS criteria are included:

- Injury/illness performance
- Special skills and training
- Effective EHS management programs
- Regulatory compliance

2,496

Our DuPont Electronics & Industrial site in Cheonan, South Korea, was recognized by the Korea Occupational Safety & Health Agency for 2,496 days of injury-free performance—over eight years without an injury

Delivering world-class health and safety (continued)

Employee health and well-being

GRI 403-3. GRI 403-5. GRI 403-6.

At all sites, Integrated Health Services (IHS) staff and/or onsite workers' compensation coordinators facilitate access to medical care related to occupational injury or illness. Our larger manufacturing and research sites have on-site clinics where IHS staff provide occupational care, render first aid, provide travel vaccinations, and provide referrals for non-occupational illness and injury. Many of our sites have an annual flu vaccine program and other programs, such as diminished capacity and fatigue management. IHS also coordinates annual health risk assessments to determine leading health concerns for our employee population and executes the Medical Surveillance Exams based on occupational risks and regulatory compliance. Priorities are noted by the Environment, Health and Safety (EHS) team. IHS provides training for emergency medical response at many locations, especially those at higher risk of natural disasters, and coordinates critical incident support provided by the Employee Assistance Program.

Integrated Health Services maintains an intranet site to communicate services and creates new Health and Wellness Contacts with short, relevant content that is posted to the home page at least monthly. IHS also regularly communicates with employees about benefits and health topics via email, bulletin boards, and large LCD screens at sites.

Hazard identification and risk assessment

GRI 403-MA. GRI 403-2. GRI 403-4. GRI 403-7.

We identify the top EHS risks to monitor by using professional judgement to assess potential exposures and analyzing documented EHS Events in the corporate data system of record. We also issue a periodic Safety Perception Survey to contractors and employees to assess the safety culture and solicit feedback at our sites. The Safety Perception Survey score determines next steps needed by the site, business, or corporate EHS team to improve the safety culture. The leading causes of recordable occupational injuries and illnesses at DuPont are slips/trips/falls, and "line of fire." We create monthly corporate EHS campaigns to address these risks as well as to further advance our EHS culture.

Potential EHS hazards are identified and risk assessments are performed in a collaborative manner by cross-functional teams. Our corporate EHS Management System Policy mandates risk assessments be conducted at the EHS competency, business, function, and site levels as necessary. This requirement encourages proactive hazard evaluations when they are deemed necessary by our EHS professionals, employees or management. Also, personnel from businesses, functions, and sites are required to develop applicable prevention and mitigation strategies to reduce risks within the operational and business context.

Our policy requires that the output of these identification and risk assessment activities be documented and used for the development of EHS objectives, plans, and appropriate risk control measures. In addition, DuPont requires, as part of each site contract administration process, a permit to work and a contractor job safety analysis (JSA) process (or similar hazard recognition and control process) for contractor-performed jobs and tasks. We also require contractors to notify DuPont before hazardous materials (e.g., radiation sources and chemicals) are brought on site or when performing any activity that may generate hazards that have not been identified in the work-permitting process.

Safety plans are required to have an occupational hygiene (OH) review which includes an approval procedure for purchase of chemicals that are new to the site to recognize and control any new hazards. New chemical usage proposals (e.g. existing chemicals being used in a larger volume, in a different application, or in a new plant area) are also reviewed and approved by OH resources so that hazards are recognized and controlled. Changes in suppliers, types, or models of personal protective equipment used to protect against health hazards (e.g., respirators, breathing air, or chemical protective clothing) must also be reviewed and approved by site OH resources.

Delivering world-class health and safety (continued)

EHS incidents and investigation

GRI 102-8. GRI 403-MA. GRI 403-2. GRI 403-3. GRI 403-4.

DuPont has authored numerous EHS policies governing employee and contractor health and safety. Most important among these corporate documents are our DuPont EHS Management System Policy and our Managing Occupational Injuries and Illnesses Standard. These standards dictate how we investigate, manage, report and resolve employee and contractor occupational illnesses and injuries.

DuPont contractors perform various types of work on behalf of DuPont on and off our sites. On-site work may include construction, repairs, and other duties that mirror those of DuPont employees. Off-site duties may include distribution, transportation, and other work. There is a contractor administrator assigned to each site, and the global contractor administrator network holds monthly safety meetings to identify opportunities for continuous improvement.

Our corporate EHS Management System Policy states that businesses are required to work with appropriate EHS and site personnel to help ensure hazard and risks associated with work activities are properly managed. This policy requires employees to report any work-related hazards and hazardous situations as a condition of employment. To accomplish this, we encourage open and proactive communication between workers and their line management. As the policy states, “working in a safe, healthy, and environmentally responsible manner is a condition of employment.”

Our EHS Event Classification, Investigation and Reporting Policy requires sites, businesses, and functions to have procedures and trained personnel to report, classify, and investigate EHS Events (i.e. near misses and incidents). It also requires all employees to notify their line management of any symptoms, injuries, or illnesses that may be associated with work, so that an appropriate and timely response can be made.

Employees must then:

- seek medical evaluation and treatment for possible work-related injuries, illnesses, or pre-existing conditions that may be aggravated and comply with any medical work restrictions, and
- self-monitor personal fitness to do the job safely, consult with Integrated Health Services (IHS) as appropriate, and communicate to line management any personal conditions that may warrant restrictions.

The EHS Event Classification, Investigation and Reporting Policy describes the requirements when investigating work-related incidents. After the work environment has been “controlled” following an incident, the official investigation process begins. Depending upon the incident specifics and outcomes, the appropriate personnel are brought in to be part of the investigation team. Once the team is created, it documents the facts of the incidents and key factors, then issues recommendations for corrective and/or preventative actions in an incident report. Key learnings from incidents are shared with sites across the company. The action items in an incident report are tracked to completion. For some incidents, the team conducts a “root cause failure analysis.”

Occupational hygiene

GRI 403-MA. GRI 403-2. GRI 403-3. GRI 403-4. GRI 403-5. GRI 403-7.

To protect the health of our workers, workplace exposures are maintained at a safe level. Each site has an Occupational Hygiene (OH) resource who is knowledgeable about the exposure assessment process and is trained to the level appropriate for the complexity of the OH work at the site. This individual is responsible for executing and overseeing the strategy for, qualitative exposure assessments including establishment of similar exposure groups (SEGs), documentation of assessment reports, conducting quantitative sampling as appropriate, and database management.

They develop exposure profiles for each SEG and update them when 1) changes occur in processes, facilities, or tasks; 2) exposure controls are modified, including changes in engineering controls or personal protective equipment; 3) the agent hazard profile is updated; 4) there is a change in an agent’s acceptable exposure limit (the internal DuPont occupational exposure limit), a published Occupational Exposure Limit (OEL), or the applicable regulatory OEL or; 5) quantitative data (e.g., personal monitoring results) have been collected.

Delivering world-class health and safety (continued)

The updated assessment should confirm that, taking the new hazard information into account, the previously acceptable exposure is still acceptable. If the exposure is no longer acceptable, temporary controls will be instituted until permanent controls can be implemented to minimize the potential for exposure. The assessments are reviewed periodically and updated as appropriate to verify that no subtle changes have occurred between reviews that would change the conclusion of the assessment.

The OH resource oversees quantitative sampling when the qualitative assessment indicates that the OEL may be exceeded, or when required by regulations or other exposure assessment considerations. Reasons for exposure monitoring include the following:

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

Each year, a sampling plan is developed and progress against it is tracked. Exposure assessments and monitoring data are reported to line management and tracked in order to identify trends that may be applicable to other work groups, sites or businesses. Workers in the SEG being monitored are notified of results in a way that meets the local regulatory requirements. We use the Cority Industrial Hygiene management system at all our sites to facilitate timely data analysis and maintenance of OH records. The Cority system has also enabled us to develop real-time dashboard indicators to quickly assess the status of work activities and other information in the database.

Occupational exposure assessments are reviewed in first-party and second-party EHS audits to confirm compliance with site, business, and corporate standards and regulations.

Health and safety training and communication

GRI 403-2. GRI 403-4. GRI 403-5.

As required by DuPont EHS standards and applicable local regulations, personnel are notified of the chemical, physical, ergonomic, and biological hazards to which they may be exposed, how to recognize the hazards, and how to protect themselves from exposure. Hazard training, labeling, posting, and safety data sheet (SDS) handling are carried out according to DuPont Hazard Communication Policy and applicable government regulations.

Personnel are trained on the corporate and business policies, standards, and safe work practices for the occupational hazards to which they may be exposed. Both initial and refresher training are conducted and documented as required by applicable regulations and corporate standards. Personnel must have all certifications and licensing as required by applicable government regulations (e.g., asbestos, lead, emergency response, hazardous waste, and radiation).

The primary vehicles of communication internally are SharePoint sites, websites, digital signage, posters, computer-based training and team meetings. Sites also have systems in place to encourage and collect suggestions from workers on how to improve the safety and effectiveness of facilities and procedures. External communication is achieved via participation in advisory panels and through use of the [DuPont.com](https://www.dupont.com) website.

Each business within the company has ongoing training programs that are designed specifically to maximize the performance of its employees in meeting business objectives, including better health and safety outcomes. DuPont taps into the expertise of external training providers and the company's own functional experts to offer a wide range of courses in areas including health and safety.

Our senior leaders and EHS personnel in each business review our company-wide EHS performance on a weekly and monthly basis, via reports that cover all occupational health, safety, and environmental metrics. And we update our employees on our EHS performance at quarterly global town hall meetings.

The DuPont EHS Management System Policy requires EHS meetings be conducted at least once per quarter. Monthly meetings are recommended, and many teams hold these meetings monthly to help reinforce DuPont core values, which include training and updates on EHS topics both inside and outside the workplace.

Delivering world-class health and safety (continued)

Audits and evaluation

GRI 403-MA. GRI 403-2. GRI 403-4. GRI 403-8.

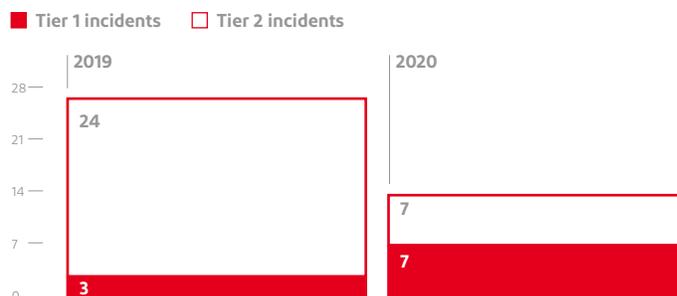
We conduct regular internal first and second-party audits on many of our key activities including safety, health, environmental performance and compliance with the DuPont Code of Conduct. Third-party audits are also conducted to review this data as part of our process to certify that our EHS management systems operate in conformance with ISO 14001 and Responsible Care®.

The management system audit is used to confirm the effectiveness of internal and external communications, and workers actively participate in these audits.

Our corporate EHS organization leads the second-party audit process for sites, and audits are scheduled on a rotating basis according to their relative risk. Each site is required to conduct periodic first-party audits in line with corporate policy. Each site or business is subject to formal third-party EHS management system auditing requirements according to its EHS-related commitments or certifications, such as Responsible Care Management System and ISO 14001. All sites have periodic documented EHS management review meetings, and outputs from the annual review of the EHS management system include any decisions and actions related to possible management system changes. The minutes, reference slides, and identified actions are recorded in the appropriate database system and are communicated to workers.

Process Safety Management

Process safety incidents count



	2019	2020	% change
Process Safety Incidents Count (PSIC)			
Tier 1	3	7	133%
Transportation incidents (Tier 2)	1	0	(100)%
Other Tier 2 incidents	23	7	(69)%
Process Safety Total Incident Rate (PSTIR)	0.079	0.047	(41)%
Process Safety Incident Severity Rate (PSISR) ¹	0.005	0.003	(40)%

¹ Tier 1 Process Safety event rate = (Total Tier 1 incident number / total work hours) x 200,000

Process safety involves using our management systems to identify, understand, and control process hazards to prevent injuries and incidents involving potential releases of hazardous substances or energies at DuPont manufacturing plants. The number and severity of process safety incidents as a calculated incident rate is one of many key performance metrics. Classification of process safety incidents utilizes API Recommended Practice 754, a widely accepted industry standard by the ACC and other associations that includes a focus on Tier 1 and Tier 2 events. The tiering of process safety events is based on the amount of hazardous material released, the direct cost impacts (i.e., cost to repair any damage from a fire or explosion), and other severity factors such as injuries or off-site impacts.

In 2020, DuPont outperformed the median Tier 1 and Tier 2 incident rates for large ACC member companies. We continue to maintain process safety incident performance in the top quartile of all large ACC member companies. Of the total 14 incidents we experienced in 2020, 12 involved a loss of primary containment (LOPC) events with no additional severity factors, and two involved fire incidents. No employee or contractor injuries occurred in 2020 due to these Tier 1 and Tier 2 incidents.

In 2020, we achieved a 48% improvement in Tier 1 and Tier 2 events compared to last year (14 total in 2020 versus 27 total in 2019).

Delivering world-class health and safety (continued)

High risk activities

GRI 403-MA. GRI 403-2. GRI 403-4. RT-CH-540a.2.

Based upon our evaluation of historical injury/illness performance, our EHS teams created a list of “high risk activities” (HRAs).

These activities are associated with tasks that can lead to either a serious injury or fatality (SIF):

- Lethal Energy
 - Working with Potential for Electrical Shock/Arc
 - Working at Elevation or from Heights
 - Using High Pressure Water for Cleaning
 - Performing Hot Work
 - Operating Powered Industrial Trucks (PITs)
 - Working On or Near Suspended Loads
 - Working with Potential for Body Entrapment—Machine, Excavation
 - Driving on Public Highways
- Toxic/Lethal Environments
 - Entering Confined Spaces
 - Performing Line Breaks to Hazardous Processes or Systems
 - Working in Oxygen Deficient Atmospheres
 - Working with Highly Toxic Materials
- During 2020, there were nine injuries associated with the following HRAs.
 - Operating PITs
 - Working from Heights
 - Working with potential for body entrapment
 - Working with potential for electrical shock

The cross-business People Safety Team is always evaluating work-related hazards and injury/illness performance with businesses and functions to discover new ways to prevent additional occupational injuries and illnesses, and see if adjustments to existing injury/illness prevention programs are needed. Corporate EHS emphasizes SIF prevention and adequate preparation for work activities that involve HRAs in order to prevent additional SIFs from occurring in the future.

Delivering world-class health and safety (continued)

Employee and contractor safety data

GRI 403-9. GRI 403-10. RT-CH-320a.1. RT-CH-540a.1.

	2019			2020			% change
	Employees	Contractors	Employees + Contractors	Employees	Contractors	Employees + Contractors	
DAWC Cases	17	5	22	16	7	23	5%
DAWC Rate	0.049	0.035	0.045	0.047	0.070	0.052	16%
TRC	99	52	151	76	39	115	(24)%
TRIR	0.288	0.368	0.311	0.223	0.392	0.261	(16)%
Fatalities	0	0	0	0	1	1	100%

DAWC – Days Away from Work Case is a work-related case where an employee is unable to work due to a work-related injury or illness.

TRC – Total Recordable Cases includes Days Away from Work Cases, Restricted Workday Cases, and Medical Treatment Cases.

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

2020 Exposure hours

- Contractors: 19,878,132
- Employees: 68,150,941

DuPont uses the U.S. OSHA requirements, interpretations and explanations for recordkeeping regardless of where an injury or illness occurs, in order to ensure global uniformity in tracking work-related injuries and illnesses. No workers were excluded from the data.

We had a 23% improvement in our employee total recordable rate and a 4% improvement in our employee days away from work rate when compared to 2019 (see page 45 for health and safety data). There were 23 fewer employees injured in 2020 vs 2019. Our 2020 employee total recordable incident rate was the lowest in our history. In 2020 we performed better than the 2019 ACC top 10% metric for employee total recordable incident rate and days away from work case rate for companies with greater than 600,000 exposure hours. The 2020 ACC data will be released at the end of May 2021.

There were also 13 fewer contractor employees injured when compared to 2019.

31

In 2020, 31 DuPont sites earned Responsible Care Facility Safety Awards from the American Chemistry Council, including 26 Certificates of Excellence for achieving zero fatalities, zero days away from work, and zero job transfer or restriction cases

Delivering world-class health and safety (continued)

Health and safety innovations

GRI 102-2.

Our portfolio includes many products developed to improve health and well-being, and make people safer, on a global scale. We create solutions that protect the world's industrial workers and first responders from harm, and we're developing advances in medical delivery and smart devices that will improve health outcomes for everyone, including some of the world's most vulnerable populations.

Customers use our medical-grade resins and thermoplastics to create wearable medical devices, specialty medical aid devices, and various prosthesis elements. Combining our high-performance materials with our ultra-thin sensors, electronic ink, and 5G solutions could help to advance the field of telehealth and improve the speed and range of sharing medical information.

 [Read more about how we protect workers at DuPont and around the world in our Sustainability Stories Hub.](#)

Protecting our Protectors

100+M

PPE garments to fight COVID-19

Our commitment to workplace health and safety is embodied in our product portfolios as well as our operations. We offer some of the most advanced and trusted materials and products in Personal Protective Equipment (PPE, including our strong yet lightweight and durable Kevlar® and Nomex® fibers and our portfolios of PPE garments. When incorporated into firefighting hoods, DuPont's Nomex® Nano offers lightweight and breathable heat protection while blocking 99% of particulates—offering up to four times the particulate protection of conventional hoods and helping to keep our firefighters safe.

During the COVID-19 pandemic, we collaborated with partners across the value chain to deliver over 100,000,000 Tyvek®, Tychem®, and ProShield® garments to healthcare workers worldwide.



Our People

Accelerating diversity, equity, and inclusion

GRI 102-15.

The growth of the new DuPont will be driven by innovation. Innovation is created through ideas—and the more perspectives we have around the table, the more ideas we can generate. That makes diversity, equity, and inclusion (DE&I) central to our success as a company. Our high-performing culture and support for diverse communities and viewpoints helps us to attract the best talent in the market.

Challenge

To thrive in a complex and diverse world, we need to reflect, support, and nourish diversity—in all its myriad forms. Success depends on how well we build diverse, equitable, and inclusive companies with strong cultures of belonging, where everyone can bring their full, authentic self to work each day.

2030 Goal

Become one of the world's most inclusive companies, with diversity well ahead of industry benchmarks.

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Cultivating DE&I through activities centered around our Employee Resource Groups (ERGs) and DE&I Champions network
- Initiating a robust DE&I metrics dashboard to track progress against our integrated DE&I strategy
- Increasing the frequency of employee engagement around topics of respect and equity, and communicating about DE&I initiatives and progress

A diverse and inclusive DuPont

GRI 405-MA.

Attracting diverse talent is only one of our objectives, because if people don't feel encouraged to bring their whole selves to work and contribute their best each day, they won't stay. Our DE&I strategy is based on three key pillars—representation, understanding, and support—and a belief that we need diversity of people and thought at all levels of our organization.

From senior executives to early career employees, we're working to improve representation across all of our diverse groups. This involves further advancing our internal talent management strategy for historically underrepresented populations and our approaches to external recruiting.

In June 2020, we furthered our commitment to DE&I by appointing a Vice President of DE&I and a global DE&I team to advance DuPont's global DE&I programs and initiatives which will, in turn, help fuel innovation that leads to business success. We also pledged \$10 million over the next 10 years to advance efforts to improve equality and address racial issues.

Improving employee representation

GRI 405-1.

In 2020, our DE&I performance (see data on pages 50-52) outperformed benchmarks. Approximately 23% of our senior leadership is female, compared to the average 15% female representation in senior leadership across the industries in which we operate¹. Approximately 30% of our senior leadership is racially and/or ethnically diverse, compared to the average 17% minority representation in senior leadership², and approximately 7% of DuPont senior leadership is Black/African American, compared to the average of 3.3%³.

1. Vigeo Eiris global benchmark

2. McKinsey study benchmark

3. U.S. Equal Employment Opportunity Commission benchmark

Accelerating diversity, equity and inclusion (continued)

Fostering racial equity and respect

GRI 405-MA.

The summer of 2020 brought to light the shared impacts associated with a lack of representation, understanding, and support for minority communities. As protests erupted around the world in response to racial injustice, we were compelled to accelerate the deployment of our DE&I strategy to meet the needs of our global communities.

The DuPont Corporate Black Employee Network partnered with global corporate leadership to establish our Racism & Equity Response Framework. The framework aims to ensure that DE&I is further embedded into the strategy of our Human Resources function with a focus on learning and development, talent management practices, metrics and analytics, and global community impact. Under this framework, businesses, functions and regional teams cascaded racism and equity learning and sharing sessions, pivoted to diversity-balanced recruiting, and leveraged community relationships to develop and evolve initiatives that target disadvantaged and historically underrepresented communities.

Within our businesses, HR and site leaders created new DE&I programming and expanded upon existing initiatives. Our Water and Protection business created a Respect and Equity Council to accelerate impact and create a more diverse leadership pipeline within their business. DuPont Mobility & Materials rolled out a seven-point plan to assign at least one DE&I Steward per site and ensured that teams with employees who reported low levels of satisfaction with the felt presence of a diverse and inclusive culture were supported in completing at least three DE&I initiatives. Our Electronics & Industrial business organized all its DE&I efforts to support diversity across race, ethnicity, and gender under their CARE framework—Connect, Appreciate, Respect, Empower—a new initiative with the goal of creating a diverse and inclusive work environment in which employees know their safety, well-being and fulfillment are important. These initiatives provide employees with opportunities to connect and contribute in a meaningful way, and inspire them to live up to their full potential.

 [Read more about these programs and see other examples of how our businesses advanced our DE&I goal in our Sustainability Stories Hub.](#)

Inclusive employee communities

GRI 405-MA.

We want to understand the cultural factors that either enable or hinder inclusion in the company. Only when we understand where we are specifically succeeding or failing can we define the appropriate interventions for improvement. We do this using survey data, interviews, focus groups, and feedback from our ERGs. This research will help us establish metrics for tracking progress.

In 2020, every corporate ERG strengthened their organization to better support their own mission, support other ERGs in solidarity, extend their reach, and make an impact in underrepresented communities.

Our Dupont ERGs include:

- Corporate Black Employee Network
- DuPont Asian Group
- Pride Network
- DuPont Latin Network
- DuPont Women's Network
- DuPont Veterans Network
- DuPont Early Career Network.
- Persons with Disabilities and Allies

Pay equity

GRI 405-2.

Ensuring equity in opportunity and pay is critical to DuPont's goal of becoming one of the world's most inclusive companies. We are committed to identifying and promoting best practices in hiring, compensation, promotion and career development to drive diverse representation and pay equity across the organization.

In early 2021, we conducted a review to determine whether there is a raw pay gap for our US population. Our results were better than external benchmarks for both US race/ethnicity and gender.

DuPont is committed to an ongoing review of our pay processes and practices to ensure fairness. We believe people should be paid based on their role, contribution and impact; race and gender should have no bearing. We will provide an update on our progress in the 2022 Sustainability report.

Accelerating diversity, equity and inclusion (continued)

DuPont diversity, equity and inclusion data^{1,2}

GRI 405-1.

Gender, global

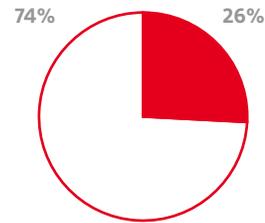
■ Female □ Male



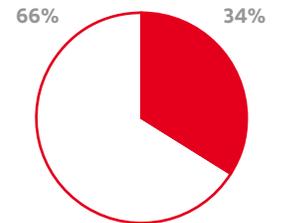
Gender by region

■ Female □ Male

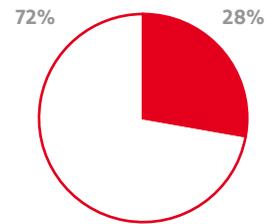
North America



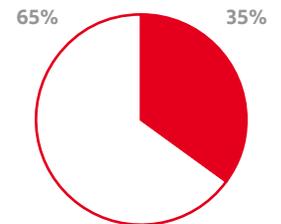
South America



EMEA

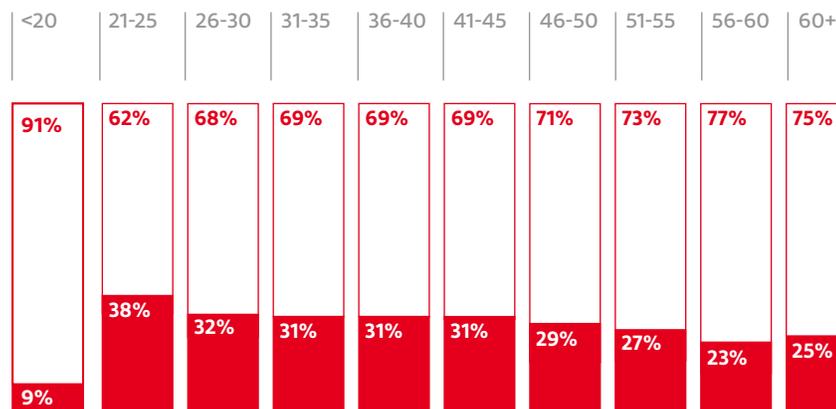


APAC



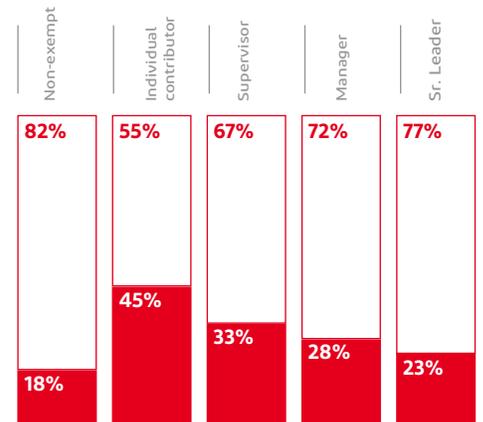
Gender by age groups

■ Female □ Male



Gender by job category

■ Female □ Male



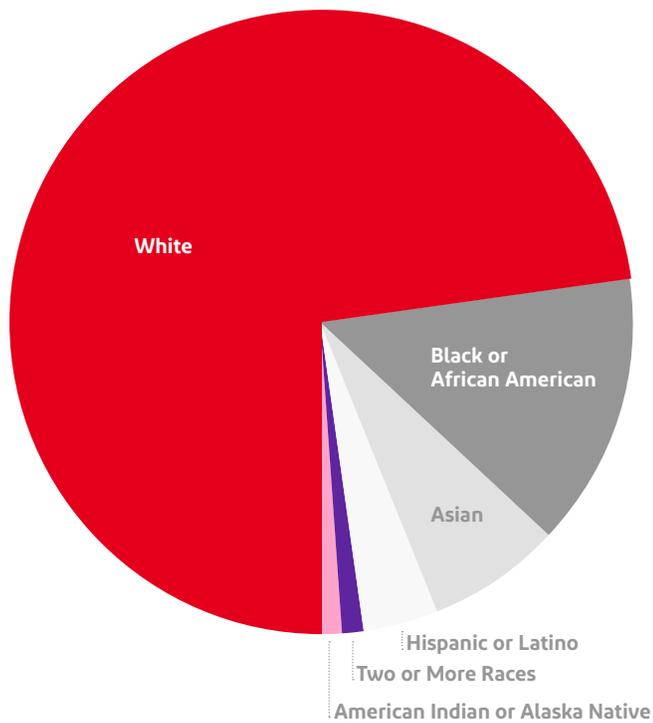
1. As of December 31, 2020. Excludes expatriates, interns, temporary workers and other seasonal workers

2. Excludes gender/diversity data for those employees who chose not to disclose data

Accelerating diversity, equity and inclusion (continued)

DuPont DE&I data (continued)^{1,2} GRI 405-1.

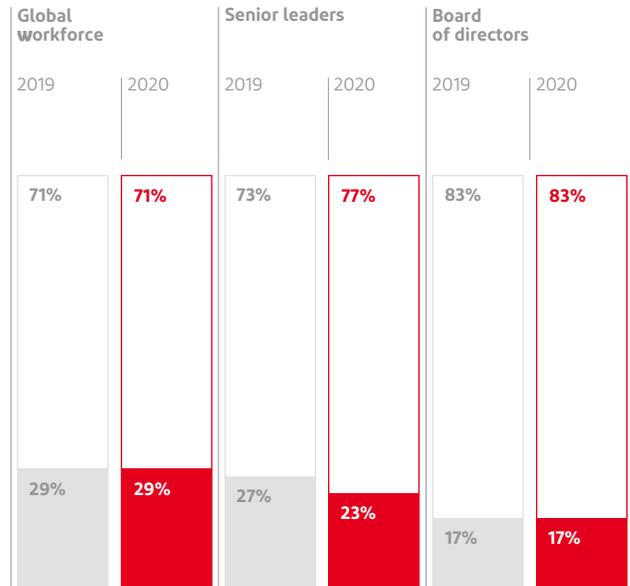
Employee race and ethnicity³



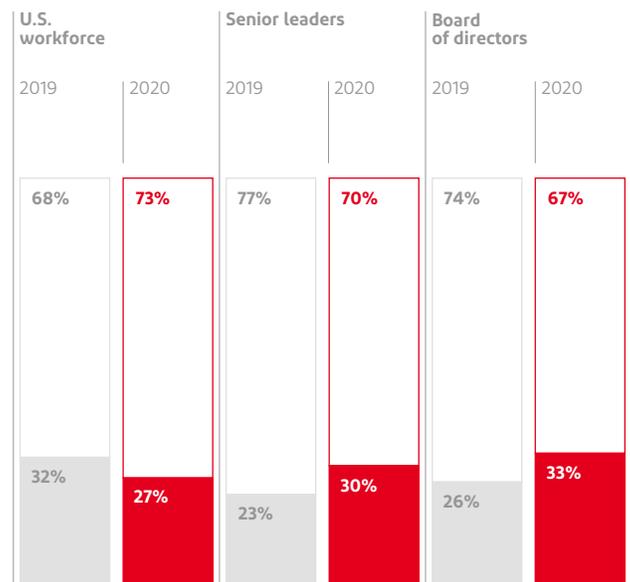
White	73%
Black or African American	14%
Asian	7%
Hispanic or Latino	4%
Two or More Races	1%
American Indian or Alaska Native	1%

1. As of December 31, 2020. Excludes expatriates, interns, temporary workers, and other seasonal workers.
 2. Excludes gender/diversity data for those employees who chose not to disclose data.
 3. Reflects the minority population in our U.S. population only, as defined by the U.S. Equal Employment Opportunity Commission. There were approximately 14,000 employees in our U.S. employee population.

DuPont gender diversity % female by population



DuPont racial and ethnic diversity³ % racially/ethnically diverse by population



Race and ethnicity by job category^{1,2}

■ American Indian or Alaska Native
 ■ Asian
 ■ Black or African American
 ■ Hispanic or Latino
 ■ Native Hawaiian or Other Pacific Islander
 ■ Not disclosed
 ■ Two or More Races
 ■ White



1. As of December 31, 2020. Excludes expatriates, interns, temporary workers and other seasonal workers.
 2. Reflects the minority population in our U.S. population only, as defined by the U.S. Equal Employment Opportunity Commission. There were approximately 14,000 employees in our U.S. employee population

Cultivating well-being and fulfillment

GRI 102-15.

The success of our company depends on our employees, who drive our strategic vision, manage our operations and develop the products we offer the world. Their well-being—which includes physical, mental and intellectual health—is of critical importance.

Challenge

Employees balance the challenges and stresses of their personal and work lives, both good and bad, every day. Creating a work environment that supports the unique needs of our employees is an ongoing journey that requires continuous employee engagement and an integrated approach to cultivating well-being.

2030 Goal

Create a workplace where employees report high levels of well-being and fulfillment

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Promoting employee well-being and supporting them as they coped with the challenges of the pandemic
- Continuing to expand opportunities to enhance the employee experience.

Employee well-being and fulfillment

GRI 403-6.

Every day and at every stage of their careers, DuPont employees have access to programs and services aimed at boosting nutrition, fitness, mental well-being, and much more. In addition to exemplifying our core value of safety and health, there is a strong business case for this work. By investing in our employees' health and resilience we can boost our collective productivity, bring down medical treatment costs, and enable all our employees to achieve their full potential, in life and at work.

Cultivating well-being and fulfillment (continued)

Supporting employees during the pandemic and beyond

GRI 403-6. GRI 403-7.

In 2020, the global COVID-19 pandemic further highlighted the need for dedicated mental health resources for our employees. At all of our global locations, DuPont employees showed great resilience in adapting to the “new normal” of quarantine life. For some employees, it meant working full-time from home while balancing family needs, and for others it meant increased safety measures and restrictions while performing essential work at DuPont facilities. Whatever the personal circumstance, the pandemic called for our workplace to demonstrate unprecedented levels of strength, patience, and mental and emotional flexibility.

We took immediate action to provide support, resources, and reassurance to our employees during this uncertain period. We focused on providing increased flexibility to help employees manage their lives, and reinforced our commitment to regular and open communications to keep employees informed on DuPont’s actions in response to the pandemic. Some of these actions included:

- Providing additional time off to employees who were adjusting to new child and/or elder care challenges;
- Implementing special pay continuation programs to provide financial security for employees who were temporarily unable to work due to government closures;
- Providing paid time off when employees were required to quarantine

Expanding our mental health benefits

GRI 403-6.

We introduced enhanced benefit offerings and programs to help employees manage their physical, mental and financial health. We worked closely with our wellness platform provider, Virgin Pulse, to offer an expanded suite of stress management, mental wellness, and personal development resources as a part of our ongoing program. Throughout April and May in 2020, we offered new webinars, training videos, multi-week wellness programs, and online courses and reading materials to help employees cope with the early days of quarantine. The programs focused on improving mental resilience, increasing physical activity, enhancing financial literacy, and provided information on healthy eating.

Recognizing the ongoing importance of mental health, we made the decision to enhance our global Employee Assistance Program by increasing the number of in-person or virtual visits to support short-term therapy and counseling for our employees and their immediate family members.

Investing in our employees

GRI 404-MA.

Working at DuPont offers the ability to contribute meaningfully, together with challenging experiences and an open environment of mutual respect, as well as development and learning opportunities for all employees.

In 2020, we expanded existing programs and introducing new tools aimed at enhancing the employee experience in meaningful ways. “My Why” was launched as a discussion framework to enable connections and build mutual understanding between employees and their leaders around the value of a career at DuPont. In these discussions, employees use the lenses of Purpose, Opportunity and Impact to unpack the unique value that a career at DuPont brings to them. The “My How” framework helps each colleague to build a roadmap that will help them maximize the career value and goals discussed during the My Why sessions.

We also introduced new, specialized learning programs for employees as they progress in their careers. In 2020, we launched a new leadership program designed for our newer people and process leaders to help these emerging leaders learn about leading and management in our business. The program is primed by our critical leadership capabilities—Strategizing, Executing, Inspiring—and is designed to help people take up leadership positions successfully and productively. Participants complete a 12-week digital learning experience with weekly live learning sessions and small group discussions. The first cohort of LAUNCH in 2020 had more than 1,000 participants across all our businesses and geographic regions.

Additionally in 2020, we improved access to convenient and relevant learning resources for all employees to prioritize continuous learning, personal development, and re-skilling. Our employees can access courses from GetAbstract, LinkedIn Learning and Harvard Mentor Manager that cover a wide range of topics in areas such as Leadership & Management, Sales & Marketing, Finance, Manufacturing, Human Resources, Sustainability, Information Technology, Personal Skills, and Safety & Health.

Global Annual Turnover

GRI 401-1.

The overall voluntary resignation rate in 2020 was 3.2%*

*Formula: Total Terminations 2020/(Average Headcount of Jan- Dec 2020)*100

Cultivating well-being and fulfillment (continued)

Partnering for improved performance

GRI 401-1. GRI 404-3.

In 2020, DuPont each DuPont employee received an average of 14.9 hours of compliance and job-specific training. This does not include all mandatory or voluntary skills-based, leadership and personal development training.

At DuPont, our Performance Partnership is the process for managing, coaching, developing, assessing, and rewarding employee performance. It consists of ongoing formal and informal coaching.

All exempt employees (100%) and some non-exempt employees globally participate in the Performance Partnership process.

Hourly employee participation is based upon the local site practices. The Performance Partnership process is designed to:

- Ensure clear objectives linked to business results
- Build strong alignment between manager and employee
- Integrate competencies into objective setting and development
- Conduct frequent and meaningful performance and development discussions
- Provide support and coaching for business and personal success
- Link rewards to performance

At a minimum, all employees are expected to engage in:

1. An annual Individual Performance Plan objective session where employees create and the manager approves objectives, competencies, and current year development plan;
2. A mid-year review to verify alignment, provide support, and plan a year-end review to confirm progress on overall plan; and
3. A year-end review to confirm progress on overall plan.

 *For more examples of how we are cultivating well-being and fulfillment in our workforce, please visit our [Sustainability Stories Hub](#).*

Building thriving communities

GRI 102-15.

Wherever DuPont operates around the world, we want to enable people and communities to thrive.

Challenge

The UN projects that we'll have nearly 10 billion people in the world by 2050. In a world where everyone deserves the chance to be safe, healthy, nourished, and educated, we must find a way to improve lives at scale in communities around the world.

2030 Goal

Improve over 100 million lives through targeted social impact programs.

As we work towards our 2030 objectives, we focused our efforts in 2020 on:

- Continuing our corporate partnership with Habitat for Humanity International, and pivoted funding to meet local Habitat for Humanity affiliates' needs in responding to COVID-19. In 2020, our Habitat for Humanity partnership yielded 1,774,605 donated items
- Launching a new grants management system to nonprofit partners in the US, which piloted in our headquarters community. The system will help us understand how our community investments are serving constituents and impacting communities
- Developing a new employee volunteer portal to help track and recognize volunteer service and measure outputs against our community impact goals. This portal is being piloted in the US in early 2021 and is expected to launch globally later in the year

Our community impact strategy

GRI 413-MA. RT-CH-210a.1

Wherever DuPont operates around the world, we want to enable people and communities to thrive. In 2020, we began to execute against our revamped Community Impact strategy, which was updated in 2019 to better align with the company's purpose and strategic business goals, while creating impact for DuPont and our local communities.

Executive responsibility for our Global Community Impact Team lies with our Chief Technology and Sustainability Officer to help ensure that we are executing against an integrated strategy that leverages our people, products, and partnerships to support and advance Community Impact initiatives in three key areas of focus that are core to DuPont:

- **Basics to Thrive** – empowering communities by increasing access to critical needs such as clean water, safe shelter, good nutrition, and economic opportunity.
- **STEM Education** – increasing access to STEM education for all, and helping to build a diverse talent pipeline for the future
- **Innovations for Good** – focusing our science and innovations on global issues to help improve people's lives and create scalable impact in communities everywhere. In 2020, this meant a company-wide effort focused on COVID-19 relief in DuPont communities around the globe.

To help drive progress in these strategic areas, we partner with local, national and global organizations to develop programs that can make a meaningful difference in people's lives and achieve measurable outcomes at scale. Beyond funding, we believe the most successful collaborations involve all our assets—people, products, and partnerships—alongside our customers, our suppliers, and community organizations.

Our Global Community Impact Team leads our efforts by helping executives, business leaders and local site teams to engage stakeholders, build long-term relationships, and develop high-impact programs that address critical community issues. In addition, we continuously seek to engage our employees through volunteerism, both skills-based and traditional, to help build thriving communities.

Building thriving communities (continued)

Supporting our local communities during the pandemic

In 2020, DuPont donated over 243,000 pieces of Personal Protective Equipment (PPE), including

- 148,800+ Tyvek® coveralls
- 320,000+ yards of Tyvek® fabric
- 45,000+ liters of hand sanitizer
- 8,400+ N-95 masks
- 900+ surgical masks

Across DuPont, teams from local sites, our businesses, and functions banded together to answer the call to support local communities as they managed COVID-19 impacts. That included rallying to do new things, like producing, packaging, and donating approximately 45,000 liters of hand sanitizer in DuPont communities across Canada, Germany, and the U.S., and leveraging existing partnerships, as we did in Latin America to donate 500 computers to help low-income students attend school remotely.

We also donated our own PPE products to hospitals and other front-line workers in our local communities during the height of the PPE shortage in 2020. In addition to over 148,000 Tyvek® protective coveralls our Water & Protection business donated to frontline and essential workers around the world, our Electronics & Industrial and Mobility & Materials businesses used DuPont's 3D printers and our current inventory of Zytel® 3D1000 nylon filaments to produce and donate 3,540 headband bases and 915 reusable face shields to healthcare workers at hospitals near our Wilmington, Delaware, headquarters. After proving successful manufacturing and distribution, the method was duplicated at other DuPont sites to meet local needs in both Michigan and California.

Intersectionality in our community work

In 2020, we completed a strategic assessment of our impact as it relates to communities of color, in an effort to enhance our ability to target diverse and underserved groups in our communities. This effort strengthened the partnership between DuPont's Global Community Impact and Diversity, Equity and Inclusion (DE&I) groups, and led to the teams collaborating to integrate DE&I goals and targets into our U.S.-based community impact work.

We also leveraged the knowledge, connections and passion in our Corporate Black Employee Network to guide local action plans, resulting in DuPont's participation in the new Delaware Racial Justice Collaborative, sponsorship of HBCU Week, and diverse programming in Wilmington, Delaware, and volunteerism to advance voter outreach in minority communities on Election Day 2020.

We are also exploring scalable, virtual STEM education solutions to uniquely address the needs of under-represented minority communities. These solutions will utilize a cross-functional education strategy that aligns with DuPont's future workforce needs, creating employment pipelines and providing a more diverse landscape for our future hiring practices.

Building thriving communities (continued)

Funding global community initiatives

In 2020, our Global Community Impact team awarded over 90 grants, investing in strategic programs that reached 21 countries. In addition, over 55 percent of this funding was used by partners for emergency COVID-19 support. DuPont's purposeful flexibility in its 2020 grantmaking enabled non-profit partners to adapt programming to respond to the pandemic, such as offering virtual STEM field trips, traveling educational programs, and/or virtual employee volunteer opportunities.

Our 2020 partnership with charity: water helped prevent the spread of COVID-19 in vulnerable countries through the deployment of hand-washing stations, hygiene and sanitation training and community health messaging.

DuPont awarded over 90 grants, impacting communities in 21 countries



Our 2021 plans include expanded investment in regions outside of North America.

Better communities, better planet

Clear into the Future® is an employee-led, long-standing, global grant program created to drive positive environmental impact in our communities. This competitive grant program is held annually with awards going to non-profits and educational institutions. Clear into the Future® supports employee-nominated environmental programs that engage and educate the communities in which DuPonters live and work. Grants also support scientific work that expands the understanding of ecological challenges and opportunities in these communities. All of the supported projects focus on creating impact in one or more of five areas: climate change adaptation and mitigation, water stewardship, circular economy and ecosystem services.

In 2020, Clear into the Future® awarded 26 grants to nonprofits in three countries, delivering environmental and social impact in 28 DuPont communities. Many of these programs offered employee volunteer opportunities, but due to the global pandemic most in-person engagement was placed on hold.

Appendix

GRI Content Index

GRI 102-54. GRI 102-55.

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SASB

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RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	DuPont PS&R	24 , 25
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	DuPont position statements	19
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DuPont 2020 Environmental Data

Energy

GRI 302-1. GRI 302-3. RT-CH-130a.1.

Fuels	2019		2020		% change MMBTU	% change MWH
	MMBTU	MWH	MMBTU	MWH		
Non-Renewable Fuels						
Aviation Gasoline	24,200	7,100	9,600	2,800	(60)%	(61)%
Coal	32,200	9,400	27,600	8,100	(14)%	(14)%
Diesel Fuel	119,000	35,000	133,500	39,000	12%	11%
Distillate Fuel Oil (#1,#2)	348,000	102,000	328,000	96,100	(6)%	(6)%
Electric	580	170	2,900	850	400%	400%
Hydrogen	3	1	2	1	(33)%	(33)%
Kerosene	17,700	5,200	16,400	4,800	(7)%	(8)%
Liquefied Petroleum Gas (LPG)	23,000	6,700	26,000	7,700	13%	13%
Natural Gas	23,570,000	6,908,000	22,540,000	6,607,000	(4)%	(4)%
Petrol/Gasoline	55,000	16,100	43,200	12,700	(21)%	(21)%
Propane	19,500	5,700	18,000	5,200	(8)%	(9)%
Refinery Fuel Gas (RFG)	2,500	700	2,400	700	(3)%	0%
Residual Fuel (#4,#5,#6)	102,000	29,900	77,500	22,700	(24)%	(24)%
Waste Gas	39,900	11,700	55,100	16,200	38%	38%
Waste Liquid	76,000	22,300	78,600	23,000	3%	3%
Waste Solid	0	0	0	0		
Miscellaneous	290	85	200	60	(31)%	(29)%
Total of Non-Renewable Fuels	24,430,000	7,160,000	23,360,000	6,846,000	(4)%	(4)%
Renewable Fuels						
Biodiesel	5	1	14	4	204%	204%
Biogas from Waste Water Treatment	560,000	164,500	500,700	146,700	(11)%	(11)%
Ethanol	170	50	0	0	(100)%	(100)%
Landfill Gas	609,000	178,600	58,900	17,200	(90)%	(90)%
Wood	959,000	281,000	1,063,000	311,500	11%	11%
Total of Biogenic	2,130,000	624,000	1,622,000	475,000	(24)%	(24)%
Total Fuel Use (Renewable + Non-Renewable)	26,560,000	7,784,000	24,982,000	7,321,000	(28)%	(28)%

DuPont 2020 Environmental Data (continued)

Energy and emissions intensity (by production)

	2019	2020	% change
Total energy:	14,220,000 MWh	13,480,000 MWh	(9)%
Energy intensity:	4.54 MWh/MT	4.67 MWh/MT	3%
Total emissions:	5,380,000 MTCO ₂ e	5,148,000 MTCO ₂ e	(4)%
Emissions intensity:	1.65 MTCO ₂ e/MT	1.78 MTCO ₂ e/MT	8%

Energy use by type¹

	2019		2020		% change (MWh)
	MWh	Renewable	MWh	Renewable	
Fuels	7,784,000	8.0%	7,321,000	6.5%	(6)%
Electricity	3,757,000	5.0%	3,549,000	20.4%*	(6)%
Heat transfer fluid	7,300		3,300		(54)%
City/district heat	5,900		5,600		(5)%
Steam	3,140,000	6.4%	2,965,000	7.3%	(6)%
Chilled water	3,000		2,300		(23)%

* Includes RECs.

Emissions

GRI 305-1. GRI 305-2. GRI 305-4. GRI 305-7. RT-CH-110a.1. RT-CH-120a.1.

Scope 1 Emissions, in metric tons of carbon dioxide equivalent (MTCO₂e)

Direct Energy Emissions	Emissions due to Supplying Energy ²	Process-Related GHG Emissions	Emissions due to mobile fuels	Total Direct GHG Emissions (Scope 1)
1,180,000	83,000	1,800,000	10,000	3,074,000

1 Our Scope 1 calculation includes CO₂, CH₄, N₂O, HFCs, and PFCs. In 2019, we emitted no PFCs

2 While we report our total gross Scope 1 and Scope 2 emissions as required under various reporting schemes, we set our goals based on the emissions over which we truly have control. In our goals related emissions calculations and self-reported sustainability communication, we exclude emissions that are due to energy generated for third parties, such as non-DuPont tenants or adjacent facilities

Total Scope 1 & 2 Emissions

5,148,000 MTCO₂e; Biogenic emissions: 223,000 MTCO₂e

	2019	2020	% change
Total Direct GHG Emissions (Scope 1)	3,057,000	3,074,000	1%
Total Indirect GHG Emissions (Scope 2 – Location-based)	2,323,000	2,074,000	(11)%
Total Emissions	5,380,000	5,148,000	(4)%

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

DuPont 2020 Environmental Data (continued)

Other Air Emissions, in metric tons

	2019	2020	% change
NOx	1,600	1,200	(25)%
SOx	370	340	(8)%
Volatile organic compounds (VOCs)	2,700	2,500	(7)%
Air carcinogens	30	40	33%
Particulate matters (PM)	300	290	(3)%

Waste

GRI 306-2. RT-CH-150a.1.

Beneficial Use of Waste, in metric tons

	2019	2020	% change
Reuse	24,500	34,000	39%
Recycling	164,700	166,800	1%
Composting	29,000	29,800	3%
Land Application	71,000	76,300	7%
Energy Recovery	101,700	128,700	27%
Other	500	400	(20)%
Total Beneficial Use of Waste	391,400	436,100	11%

Hazardous and non-hazardous waste, in metric tons

	2019		2020		% change (haz/non-haz)
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	
Incinerated	55,100	19,100	51,000	16,900	(7)%/(12)%
Landfill	11,900	71,800	11,700	68,800	(2)%/(4)%
Other	6,600	18,800	7,500	22,600	14%/20%
Total Waste by Type	73,600	109,700	70,200	108,300	(5)%/(1)%
Total Waste Disposed	183,300		178,500		(3)%
Total Waste Produced (Beneficial Use of Waste + Disposed Waste)	574,700		614,600		7%

Water

GRI 303-3. GRI 303-4. GRI 303-5. RT-CH-140a.1.

Water consumption and withdrawal in million gallons

	2019		2020		% change (total)
	Total	% from water-stressed areas ¹	Total	% from water-stressed areas ¹	
Total withdrawal	47,400	3.2	45,500	4.1	(4)%
Total consumption	15,300	9.6	15,100	9.7	(1)%

¹Using the WRI Aqueduct Model for the chemical sector, we identified DuPont sites in areas with “high” or “extremely high” baseline water stress according to Aqueduct’s methodology. To determine those sites that could affect water availability, quality, or accessibility, we are in the process of combining the Aqueduct results with other criteria, including insights learned from the WWF Water Risk Model, stakeholder engagement, plant water surveys, the nature of business activity at these sites and other parameters.

DuPont 2020 People Data

Employee and Contractor Health & Safety

GRI 403-9. GRI 403-10. RT-CH-320a.1. RT-CH-540a.1.

	2019			2020			% change
	Employees	Contractors	Employees + Contractors	Employees	Contractors	Employees + Contractors	
DAWC Cases	17	5	22	16	7	23	5%
DAWC Rate	0.049	0.035	0.045	0.047	0.070	0.052	16%
TRC	99	52	151	76	39	115	(24)%
TRIR	0.288	0.368	0.311	0.223	0.392	0.261	(16)%
Fatalities	0	0	0	0	1	1	100%

DAWC – Days Away from Work Case is a work-related case where an employee is unable to work due to a work-related injury or illness.

TRC – Total Recordable Cases includes Days Away from Work Cases, Restricted Workday Cases, and Medical Treatment Cases.

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

Exposure hours

	2019	2020
Employees	68,751,261	68,150,941
Contractors	28,286,637	19,878,132

Process safety management

	2019	2020	% change
Process Safety Incidents Count (PSIC)			
Tier 1	3	7	133%
Transportation incidents (Tier 2)	1	0	(100)%
Other Tier 2 incidents	23	7	(69)%
Process Safety Total Incident Rate (PSTIR)	0.079	0.047	(41)%
Process Safety Incident Severity Rate (PSISR) ¹	0.005	0.003	(40)%

¹ Tier 1 Process Safety event rate = (Total Tier 1 incident number / total work hours) x 200,000

DuPont 2020 People Data (continued)

Employee Demographics

GRI 102-8. GRI 401-1. GRI 404-1. GRI 405-1.

Gender Global

Female	29%
Male	71%

Gender by region

	Female	Male
North America	26%	74%
South America	34%	66%
EMEA	28%	72%
APAC	35%	65%

Gender by age groups

	Female	Male
<20	9%	91%
21-25	38%	62%
26-30	32%	68%
31-35	31%	69%
36-40	31%	69%
41-45	31%	69%
46-50	29%	71%
51-55	27%	73%
56-60	23%	77%
60+	25%	75%

Gender by job category

	Female	Male
Non-exempt	18%	82%
Individual contributor	45%	55%
Supervisor	33%	67%
Manager	28%	72%
Senior leader	23%	77%

DuPont gender diversity

% female by population

	2019		2020	
	Female	Male	Female	Male
Global workforce	29%	71%	29%	71%
Senior leaders	27%	73%	23%	77%
Board of directors	17%	83%	17%	83%

DuPont 2020 People Data (continued)

DuPont Racial and ethnic diversity¹

% racially/ethnically diverse by population

	2019		2020	
	Minority	White	Minority	White
U.S. workforce	32%	68%	27%	73%
Senior leaders	23%	77%	30%	70%
Board of directors	26%	74%	33%	67%

Race and ethnicity by job category¹

Job category	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Not disclosed	Two or More Races	White
Non-exempt	100	207	1,504	269	19	6	88	5,273
Individual contributor	8	129	139	69	1	2	23	1,300
Supervisor	13	428	182	156	1	9	23	2,510
Manager	2	158	65	57	1	3	5	1,038
Senior Leader	1	21	9	3	0	1	1	98

Race and ethnicity by age group¹

Age Groups	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Not disclosed	Two or More Races	White
<20	–	–	–	–	–	–	–	3
21-25	1	17	25	21	–	–	8	141
26-30	10	61	100	51	2	3	26	677
31-35	12	134	175	64	2	7	28	1,080
36-40	14	133	194	87	4	3	21	1,066
41-45	15	130	256	74	4	–	24	1,111
46-50	16	135	323	83	4	4	11	1,183
51-55	18	133	328	63	1	1	10	1,678
56-60	24	123	271	62	2	2	6	1,803
60+	14	123	227	493	3	1	6	1,477

1. Reflects the minority population in our U.S. population only, as defined by the U.S. Equal Employment Opportunity Commission. There were approximately 14,000 employees in our U.S. employee population

Product Efficiency Data

Enabling improved product efficiency

RT-CH-410a.1.

Many DuPont products enable improved efficiency and reduced negative impacts for our customers and end users. Some examples of products that enable improved resource efficiency during the use phase are as follows:

Product	Functional benefit	LCA reference title and link
Sorona® Polymer	A portion of the product is bio-based polymer, providing reduced manufacturing impacts relative to Nylon in carpet applications	Life Cycle Assessment Update for Bio-PDOTM and Sorona® Polymer*
Extruded polystyrene (XPS) and polyisocyanurate (PIR) insulation products offered by DuPont Safety & Construction	Thermal insulation is a strategic product for reducing energy consumption and related greenhouse gas (GHG) emissions from the building sector. This study examines from a life cycle perspective the changes in GHG emissions resulting from the use of two rigid thermal insulation products manufactured and installed from 1971 to 2025	Mazor, M. H., Mutton, J. D., Russell, D. A. M., Keoleian, G. A. (2011). Life Cycle Greenhouse Gas Emissions Reduction from Rigid Thermal Insulation Use in Buildings. <i>Journal of Industrial Ecology</i> , 15(2). https://doi.org/10.1111/j.1530-9290.2010.00325.x

* Data available upon request

Note regarding the formation and history of DuPont de Nemours, Inc.

DuPont was formed as DowDuPont Inc. (“DowDuPont”) on December 9, 2015 to effectuate an all-stock merger of equals between The Dow Chemical Company (“TDCC”) and E. I. du Pont de Nemours and Company (“EID”) (the “Merger Transaction”). On August 31, 2017 the Merger Transaction was consummated pursuant to the Agreement and Plan of Merger, dated as of December 11, 2015, as amended, and each of TDCC and EID merged with wholly owned subsidiaries of DowDuPont (“Mergers”) and, as a result became subsidiaries of DowDuPont.

DowDuPont announced its intent to pursue the separation of the combined company’s agriculture business, specialty products business and materials science business through a series of tax-efficient transactions (collectively, the “Intended Business Separations”). DowDuPont formed two wholly owned subsidiaries: Dow Inc., to serve as a holding company for its materials science business, and Corteva, Inc., to serve as a holding company for its agriculture business.

In furtherance of the Intended Business Separations, DowDuPont engaged in a series of internal reorganization and realignment steps (the “Internal Reorganization”) to realign its businesses into three subgroups: agriculture, materials science, and specialty products. As part of the Internal Reorganization, the assets and liabilities aligned with the materials science business were transferred or conveyed to legal entities, including TDCC, that ultimately became subsidiaries of Dow Inc. and the assets and liabilities aligned with the agriculture business were transferred or conveyed to legal entities, including EID, that ultimately became subsidiaries of Corteva, Inc.

On April 1, 2019, DowDuPont completed the separation of its materials science business into a separate and independent public company by way of a distribution of Dow Inc. (“Dow”) through a pro rata dividend in-kind of all of the then-issued and outstanding shares of Dow’s common stock (the “Dow Distribution”). On June 1, 2019, DowDuPont completed the separation of its agriculture business into a separate and public company by way of a distribution of Corteva, Inc. (“Corteva”) through a pro rata dividend in-kind of all of the then-issued and outstanding shares of Corteva’s common stock (the “Corteva Distribution”).

Effective June 1, 2019 DowDuPont changed its name to DuPont de Nemours, Inc. and continues to hold the specialty products business.

External Assurance Statement



June 11, 2021

Ms. Lindsey Craig
EH&S Specialist
DuPont Environmental, Health, and Safety Center of Excellence
974 Centre Road (CRP 708/243)
Wilmington, DE 19805 USA

2020 Greenhouse Gas Inventory, 2020 Renewable Energy Use, 2020 Water Use, and Environmental Health & Safety (EH&S) 2020 Performance Metrics Limited Verification Statement

PURPOSE OF THE STATEMENT

WSP has conducted an independent third-party review of the 2020 calendar year greenhouse gas (GHG) inventory, renewable energy use, water use, and the EH&S annual performance metrics of DuPont with the intention of providing limited assurance of its accuracy and completeness. For the GHG inventory, the scope of the review includes all Scope 1 and Scope 2 emission sources. For the renewable energy, the scope of the review includes purchased on-site renewable electricity, renewable biofuels, and purchased steam generated from renewable sources. For the water use, the scope of this review includes water withdrawals, and water consumption. For the EH&S 2020 performance metrics, the scope of the review covered the Total Recordable Incident Rate (TRIR) and the Days Away From Work Case (DAWC) rate for both DuPont employees, contractors, and combined contractor and employee rates. The review applies to all owned and leased facilities under DuPont's operational control.

WSP provided separate "Review Findings" reports to DuPont, which lists in detail the specific review tasks completed and areas which were flagged for clarification or improvement. DuPont has addressed all requests for clarification and has completed all necessary corrective actions. The details of the scope of this assurance review can be found in Table 1.

TABLE 1: ASSURANCE SCOPE

ASSURANCE PARAMETER	SPECIFICATION
GHG Calculation and Reporting Protocol	<ul style="list-style-type: none"> ▪ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) ▪ The Greenhouse Gas Protocol: Scope 2 Guidance
Corporate EH&S Standard	<ul style="list-style-type: none"> ▪ SHE Standard S35G: Managing Occupational Injuries and illnesses
Verification Standard	ISO 14064-3
Level of Assurance	Limited
Organizational Boundary	Operational control
Geography	Global operations
Review Period	January 1, 2020 to December 31, 2020
GREENHOUSE GAS EMISSIONS	

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External Assurance Statement (continued)



Scope 1	3,073,594.0 metric tons CO ₂ e (all Scope 1 sources)	
Scope 2 Location-based	2,074,040.2 metric tons CO ₂ e (all Scope 2 sources)	
Scope 2 Market-based	1,958,088.8 metric tons CO ₂ e (all Scope 2 sources)	
Supporting Documents Reviewed	<ul style="list-style-type: none"> ▪ CY20 Inventory Management Plan ▪ CY20 GHG Rollup Data Spreadsheet ▪ CY20 Scope 1 and 2 Emission Factor Update Spreadsheet ▪ Interviews with select site personnel ▪ Energy purchasing Invoices for selected sites 	
Date Review Complete	June 11, 2021	
RENEWABLE ENERGY CONSUMPTION		
Purchased Renewable Electricity	<ul style="list-style-type: none"> ▪ 86,745,943 kWh 	
Onsite Renewable Electricity	<ul style="list-style-type: none"> ▪ 4,091,736 kWh 	
Renewable Electricity Percentage	<ul style="list-style-type: none"> ▪ 2.56% 	<p>*Note that this figure includes purchased renewable energy and renewable energy generated onsite through solar PV and a biomass-fueled generator. Non-renewable onsite generation, typically small sources such as emergency generators, is not tracked nor included in this calculation. $2.56\% = (\text{Purchased RE} + \text{Onsite RE}) / \text{Total Purchased Electricity Use}$</p>
Renewable Biofuels	<ul style="list-style-type: none"> ▪ 500,655 MMBTU Biogas from waste water treatment ▪ 58,854 MMBTU Landfill Gas ▪ 14 MMBTU Biodiesel ▪ 1,062,960 MMBTU Biomass (Wood Chips)* 	<p>Values were converted to MMBTU.</p> <p>*Note that the wood fuel was used to produce renewable electricity that is included in the on-site renewable electricity total above. Should DuPont develop a total renewable energy value to report, it should only include either the wood fuel or the renewable electricity but not both.</p>
Purchased Steam from Renewable Sources	<ul style="list-style-type: none"> ▪ 217,597,000 kWh 	
Supporting Documents Reviewed	<ul style="list-style-type: none"> ▪ CY20 Inventory Management Plan ▪ CY20 GHG Rollup Data Spreadsheet ▪ CY20 Scope 1 and 2 Emission Factor Update Spreadsheet ▪ Energy purchasing Invoices for selected sites ▪ Interviews with energy procurement staff 	
Date Review Complete	June 11, 2021	

External Assurance Statement (continued)



WATER METRICS	
Water Withdrawals	172,243.97 Megaliters
Water consumption	57,044.09 Megaliters
Date Review Complete	June 11, 2021
EH&S PERFORMANCE METRICS	
Employee TRIR	0.223
Employee DAWC Rate	0.047
Contractor TRIR	0.392
Contractor DAWC Rate	0.070
Total (Employee + Contractor) TRIR	0.261
Total (Employee + Contractor) DAWC Rate	0.052
Supporting Documents Reviewed	<ul style="list-style-type: none"> ▪ Sample Weekly Incident Summary Reports ▪ Monthly Incident Summary Reports ▪ S35G Corporate Standard ▪ Sample Injury Classification Reports for select sites ▪ Sample Incident Investigation Reports for select sites ▪ Interviews with Corporate EH&S Management Staff
Date Review Complete	June 11, 2021

External Assurance Statement (continued)



VERIFICATION PROCESS AND DOCUMENT REVIEW

WSP is issuing this limited assurance following the scope of verification activities which included two remote site visits with Asturias, Spain, on April 5, 2021, and CTC Shanghai, China, on April 14, 2021, a desktop review of activity data and calculations, and follow-up conversations with management personnel. DuPont has provided all data and requested supporting documentation which includes the following types of materials:

- Energy and fuel activity data collection tools
- GHG Inventory Management Plan (IMP)
- GHG inventory calculation protocols and tools
- Selected energy invoices and data tracking systems
- Water activity data calculation tools
- EH&S Incident Reports and Standards

ASSURANCE FINDING

Based on these review processes and procedures, WSP has no evidence that the 2020 GHG inventory, renewable energy use, water use, and EH&S performance metrics of DuPont are not materially correct, are not a fair representation of the corresponding data and information, or have not been prepared in accordance with the Greenhouse Gas Protocol and S35G Standard.

PROFESSIONAL CONDUCT

WSP has conducted this limited assurance review in its capacity as an independent third party in accordance with the ISO 14065 International Standard, Greenhouse gases — Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition. ISO 14065 specifies the principles and requirements employed by WSP to make this assertion. WSP has not contributed to the compilation of the 2020 GHG inventory of DuPont, its renewable energy data, water use data, nor its EH&S performance metrics. Members of the WSP Assurance Team are not working with Dupont in any capacity beyond what is required of this assignment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ron Feingold'.

Ron Feingold
Project Director

Cautionary Statement Regarding Forward Looking Statements

This communication contains “forward-looking statements” within the meaning of the federal securities laws, including Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. In this context, forward-looking statements often address expected future business and financial performance and financial condition, and often contain words such as “expect,” “anticipate,” “intend,” “plan,” “believe,” “seek,” “see,” “will,” “would,” “target,” and similar expressions and variations or negatives of these words.

On April 1, 2019, the Company completed the separation of the materials science business through the spin-off of Dow Inc., (“Dow”) including Dow’s subsidiary The Dow Chemical Company (the “Dow Distribution”). On June 1, 2019, the Company completed the separation of the agriculture business through the spin-off of Corteva, Inc. (“Corteva”) including Corteva’s subsidiary E. I. du Pont de Nemours and Company (“EID”), (the “Corteva Distribution and together with the Dow Distribution, the “DWDP Distributions”).

On February 1, 2021 the Company completed the divestiture of the Nutrition & Biosciences (“N&B”) business to International Flavors & Fragrance Inc. (“IFF”) in a Reverse Morris Trust transaction (the “N&B Transaction”) that resulted in IFF issuing shares to DuPont stockholders.

On March 8, 2021, DuPont announced entry into a definitive agreement to acquire the Laird Performance Materials business, subject to regulatory approval and customary closing conditions, (the “proposed Laird PM Acquisition”).

Forward-looking statements address matters that are, to varying degrees, uncertain and subject to risks, uncertainties and assumptions, many of which that are beyond DuPont’s control, that could cause actual results to differ materially from those expressed in any forward-looking statements. Forward-looking statements are not guarantees of future results. Some of the important factors that could cause DuPont’s actual results to differ materially from those projected in any such forward-looking statements include, but are not limited to: (i) ability to achieve expectations regarding the timing, completion, integration, and accounting and tax treatments related to the proposed Laird PM Acquisition; (ii) the ability to achieve expected benefits, synergies and operating efficiencies in connection with the proposed Laird PM Acquisition within the expected time frames or at all or to successfully integrate the Laird Performance Materials business; (iii) ability to achieve anticipated tax treatments in connection with the N&B Transaction or the DWDP Distributions; (iv) changes in relevant tax and other laws; (v) indemnification of certain legacy liabilities of EID in connection with the Corteva Distribution; (vi) risks and costs related to the performance under and impact of the cost sharing arrangement by and between DuPont, Corteva and The Chemours Company related to future eligible PFAS costs; (vii) failure to effectively manage acquisitions, divestitures, alliances, joint ventures and other portfolio changes, including meeting conditions under the Letter

Agreement entered in connection with the Corteva Distribution, related to the transfer of certain levels of assets and businesses; (viii) uncertainty as to the long-term value of DuPont common stock; (ix) risks and uncertainties related to the novel coronavirus (COVID-19) and the responses thereto (such as voluntary and in some cases, mandatory quarantines as well as shut downs and other restrictions on travel and commercial, social and other activities) on DuPont’s business, results of operations, access to sources of liquidity and financial condition which depend on highly uncertain and unpredictable future developments, including, but not limited to, the duration and spread of the COVID-19 outbreak, its severity, the actions to contain the virus or treat its impact, and how quickly and to what extent normal economic and operating conditions resume; and (x) other risks to DuPont’s business, operations; each as further discussed in detail in and results of operations as discussed in DuPont’s annual report on Form 10-K for the year ended December 31, 2020 and its subsequent reports on Form 10-Q and Form 8-K. Unlisted factors may present significant additional obstacles to the realization of forward-looking statements. Consequences of material differences in results as compared with those anticipated in the forward-looking statements could include, among other things, business or supply chain disruption, operational problems, financial loss, legal liability to third parties and similar risks, any of which could have a material adverse effect on DuPont’s consolidated financial condition, results of operations, credit rating or liquidity. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. DuPont assumes no obligation to publicly provide revisions or updates to any forward-looking statements whether as a result of new information, future developments or otherwise, should circumstances change, except as otherwise required by securities and other applicable laws.



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