

Appendices

2024 Sustainability Report



Appendices contents

GRI content index.....A3

 GRI 2: General Disclosures 2021 A3

 GRI 3: Material Topics 2021.....A12

 GRI 201: Economic Performance 2016.....A13

 GRI 204: Procurement Practices 2016..... A14

 GRI 302: Energy 2016 A14

 GRI 303: Water and Effluents 2018A17

 GRI 305: Emissions 2016.....A20

 GRI 306: Waste 2020.....A24

 GRI 308: Supplier Environmental Assessment 2016A26

 GRI 401: Employment 2016..... A27

 GRI 403: Occupational Health and Safety 2018.....A28

 GRI 404: Training and Education 2016 A33

 GRI 405: Diversity and Equal Opportunity 2016.....A34

 GRI 414: Supplier Social Assessment 2016.....A36

 GRI 416: Customer Health and Safety 2016 A37

 GRI 417: Marketing and Labeling 2016..... A37

SASB content index.....A38

TCFD disclosure indexA41

GRI content index

Statement of Use: DuPont has reported the information cited in this GRI content index for the period January 1, 2023, through December 31, 2023, with reference to the GRI Standards.
GRI 1 Used: GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

The organization and its reporting practices

2-1 Organizational details

DuPont de Nemours, Inc. (DuPont) is a publicly traded premier multi-industrial company based in Wilmington, Delaware, U.S.A. The Company has approximately 100 manufacturing sites and operations in more than 50 countries with significant operations in the United States, Belgium, China, Czech Republic, France, Germany, Japan, Korea, Luxembourg, Mexico, Spain, and the United Kingdom. Additional information about the ownership and legal form of the Company is found within [The Proxy Statement for DuPont's 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the About DuPont section starting on page 2.

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

The scope of the [DuPont 2024 Sustainability Report](#) includes facilities owned and operated by DuPont de Nemours, Inc., and our consolidated subsidiaries during the calendar year 2023 unless otherwise noted in the report. The table below reflects recent changes in our portfolio and their treatment for inclusion in the DuPont 2024 Sustainability Report. Consistent with best practices, our internal standards, and applicable reporting framework guidance, such as the Greenhouse Gas Protocol and GRI Standards, we include acquisition environmental data in our reporting following the first full year of operation, or as soon as possible. We also include safety data from acquired sites in our corporate totals for the first full year of operation following acquisition, if possible. An exception is if an acquired site has a recordable incident during the year it is acquired, in which case we include the incident(s) and person-hours for the affected site beginning with the month in which the incident(s) occurred.

✓ included in report scope ✗ not included in report scope

Business	Date of transaction	Business description and relevant financials	DE&I and pay gap data	Turnover and training data	Environmental data	Health and safety data
Divestitures						
Biomaterials	May-22	✗	✗	✗	✗	✗
Mobility and Materials Businesses	Nov-22	✗	✗	✗	✗	✗
Delrin	Nov-23	✗	✗	✓	✗	✓
Acquisitions						
Laird Performance Materials	Jul-21	✓	✓	✓	✓	✓
ArmorWall	Oct-21	✓	✓	✓	✓	✓
Spectrum	Aug-23	✓	✗	✗	✗	✗

2-3 Reporting period, frequency, and contact point

DuPont annually publishes disclosures with reference to the GRI Standards. These disclosures cover the period January 1, 2023, through December 31, 2023, and was published on April 29, 2024. This period is in alignment with our financial reporting in our 2023 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission, available at the DuPont Investors website: www.investors.dupont.com. Questions about these disclosures may be directed by email to sustainability@dupont.com.

2-4 Restatements of information

Quantitative data for prior years has generally been recalculated to account for the acquisitions and divestitures described in the table in GRI 2-2 above. Exceptions are noted. For example, the employee gender disclosures in GRI 2-7 include the note that values for prior reporting periods are not restated for change in scope of the organization through divestitures and acquisitions.

2-5 External assurance

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

- Greenhouse gas inventory
- Energy use
- Renewable energy use
- Water use
- Health and safety performance metrics
- Diversity, equity, and inclusion metrics

We selected these topics for limited assurance because they are priority topics for our stakeholders and where our results are under the most scrutiny. The scope of our limited assurance engagement for the 2023 reporting year remains the same as the prior year. We annually review our assurance approach, considering factors including stakeholder expectations and emerging regulatory requirements. Our external assurance approach to the annual sustainability report is confirmed by our Sustainability Leadership Council (SLC), chaired by our Vice President of Sustainability and including members from Finance, Controllershship, Legal, Ethics & Compliance, and other functions, as described on page 88 of the [DuPont 2024 Sustainability Report](#). WSP’s assurance statement is presented as an appendix to the [DuPont 2024 Sustainability Report](#) and is available as a download on the Sustainability resources & downloads page on our website: www.dupont.com/about/sustainability/sustainability-report-2024.html.

Activities and workers

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

Today, our business portfolio has been transformed as we have become a premier multi-industrial company. Following the completion of recent divestitures, our portfolio is largely set, and we are now squarely focused on driving growth. Our current business portfolio strategically aligns with our innovation strengths and industry-leading products. Our customers rely on us as a partner for delivering technology and applications development expertise and sophisticated, integrated solutions.

Strategic growth area details

Percent of \$12.1B net sales

Electronics	Industrial technologies	Protection	Water	Next generation automotive
29%	28%	21%	12%	10%

Summary of key markets served

Electronics	Industrial technologies	Protection	Water	Next generation automotive
- Semiconductor chips and printed circuit boards manufacturing - Next generation smartphones and high-performance computers - High-speed data processing and storage for data centers	- Medical devices, adhesives, and packaging - Biopharma processing - Aerospace/defense - Clean energy - Industrial manufacturing	- Building and construction insulation and wall systems - Personal protective equipment (PPE) for military, emergency response, healthcare, and industrial manufacturing	- Industrial water and wastewater - Municipal water and desalination - Residential and commercial - Life sciences and specialties	- EV Battery, thermal management, assembly, safety - Autonomous driving and safety systems - Signal electronics for connectivity - Electric powertrain solutions and charging - Structural and driveline components

Additional detail on DuPont's business segments, including product technologies and key raw materials, can be found in our 2023 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission, available at the DuPont Investors website: www.investors.dupont.com.

2-7 Employees

Data represents employees on December 31 of each year. There are no material fluctuations in the number of employees during the reporting period.

Gender breakdown of the number of global, permanent employees ^{[1][2]}	2021	2022	2023
Female	28%	31%	32%
Male	72%	68%	68%

Employee demographics: global permanent employees, by region by gender ^{[1][2]}	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
U.S. & Canada	25%	75%	25%	75%	26%	74%
Latin America	50%	50%	51%	49%	50%	50%
EMEA	22%	77%	26%	73%	27%	72%
Asia Pacific	35%	65%	40%	60%	40%	60%

[1] Values for prior reporting periods are not restated for change in scope of the organization through divestitures and acquisitions.
[2] In instances where the total is not 100% it is because gender was not disclosed. We respect that gender is not binary, however, as a federal contractor our data aligns with U.S. government reporting requirements and uses the gender categories of male and female. Employees who have not disclosed are not included.

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

2-8 Workers who are not employees.

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

Governance

2-9 Governance structure and composition

DuPont’s governance structure and Board committees are described within [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, starting on page 9.

2-10 Nomination and selection of the highest governance body

The process to nominate and select the highest governance body and its committees is described within [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, starting on page 21.

2-11 Chair of the highest governance body

The chair of DuPont’s highest governance body is identified in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the Board Leadership Structure section starting on page 10.

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

The role of the highest governance body is described in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the Board Leadership Structure section starting on page 10.

2-13 Delegation of responsibility for managing impacts

The Board of Directors is responsible for overseeing the Company's strategic direction, including the integration of environmental, social, and governance ("ESG") risks and opportunities into the Company's strategy. As reflected in the Board sustainability oversight table, each Board Committee has formal ESG oversight. The chairs of each of the four standing Board Committees meet on an ad hoc basis to discuss ESG risks impacting the Company's strategy and to align on Board risk oversight in this area. The Environment, Health, Safety & Sustainability Committee held five meetings during 2023.

Board of Directors	- Responsible for overall strategy, including integration of ESG risks and opportunities into overall strategy. - Board has delegated oversight of ESG-related risks to various committees as appropriate.	
Environment, Health, Safety and Sustainability Committee	- Oversight of enterprise sustainability strategy, goals, and actions. - Oversight and review of Sustainability Report. - Vet current and emerging ESG Issues.	Nomination and Governance Committee - Board composition. - Ensure the Board has the right mix of skills and experience to effectively oversee ESG. - Ensure the Board has the appropriate mix of gender and racial diversity.
People and Compensation Committee	- Human capital management oversight, including diversity, equity, and inclusion. - Review the use of ESG goals in compensation program.	Audit Committee Oversight of controls and procedures related to reporting of ESG Data.

Senior leadership responsibility for our sustainability strategy ultimately resides with our Chief Technology and Sustainability Officer (CTSO), who reports directly to the CEO. The CTSO focuses on the link between sustainability and innovation in our operating model and chairs the Sustainability Sponsors Committee, a subset of DuPont's Senior Leadership Team. Members of the Sustainability Sponsors Committee represent Corporate Governance and Finance, Legal, Operations and Engineering, Employee Experience and Development, Innovation, and Business Oversight. The Sustainability Sponsors Committee reviews and approves sustainability initiatives and policies, oversees the work of the Sustainability Leadership Council (SLC), and routinely engages with the DuPont Board of Directors and Board Committees.

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

The responsibility and role of the highest governance body in sustainability reporting can be found in [The Proxy Statement for DuPont's 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the ESG Oversight section starting on page 14.

2-15 Conflicts of interest

Processes to ensure conflicts of interest are prevented and mitigated are described within [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the Code of Conduct and Related Person Transactions sections starting on page 19.

2-16 Communication of critical concerns

A detailed review of how critical concerns are communicated directly to the highest governance body by stockholders and other parties can be found in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the Communications with the Board and Directors section on page 15.

Responsibility for communicating critical concerns identified by management is through the routine engagement with the Board of Directors and Board Committees by the Sustainability Sponsors Committee, chaired by the Chief Technology and Sustainability Officer (CTSO). More detail on Sustainability governance is on pages 87 – 88 of the [DuPont 2024 Sustainability Report](#).

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

2-17 Collective knowledge of the highest governance body

The collective knowledge and key qualifications for the highest governance body are described in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the Director Nominee Skills and Diversity Matrix on page 17. Additional details are in the Director Nominees section on pages 23 – 29.

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

A comprehensive description of the performance evaluation of the highest governance body can be found in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the Annual Performance Evaluation Process section starting on page 18.

2-19 Remuneration policies

A detailed description of DuPont’s remuneration policies and the elements used for determining remuneration can be found in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the Compensation Discussion and Analysis section starting on page 37.

2-20 Process to determine remuneration

DuPont’s remuneration process and annual evaluation can be found in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in The Compensation Process section starting on page 53.

2-21 Annual total compensation ratio

The annual compensation ratio of the organization’s highest paid individual to the median annual total compensation for all employees is described in [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024, in the CEO Pay Ratio section on page 69.

2-22 Statement on sustainable development strategy

Refer to the Letter from our Executive Chairman and CEO, Edward D. Breen, on page 4 of the [DuPont 2024 Sustainability Report](#).

2-23 Policy commitments

Position statements represent DuPont’s informed views and opinions on industry-related issues. They cover a range of topics that reinforce our commitment to sustainable growth and are important to stakeholders. A complete listing of our positions statements is available at www.dupont.com/position-statements.

2-24 Embedding policy commitments

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

New employees receive training on our core values and the DuPont Code of Conduct within their first 90 days of employment. Every year, employees must complete the DuPont Code of Conduct course to refresh their understanding of the Code of Conduct. The course is a web-based training module covering ethics, anti-corruption, compliance issues, and related topics. As part of annual training efforts, each employee will complete an additional two to three courses covering specific topics related to ethics and compliance. In 2023, employees completed training modules on Code of Conduct and Fostering a Speak-Up Culture. Additionally, every employee annually completes a business ethics certification, which contains numerous questions related to ethical conduct and compliance, as well as assertions that the employee has read, understands, and abides by the Code of Conduct and other critical policies.

Our [Supplier Code of Conduct](#) sets expectations for suppliers doing business with us. As outlined in our Supplier Code of Conduct, we are taking steps to ensure that activities of our suppliers are aligned with our sustainability efforts. In 2023, we updated the text of the Supplier Code of Conduct to further clarify our expectations for our supply chain in response to emerging regulations and in alignment with industry initiatives that are important to our customers, such as the Responsible Business Alliance (RBA) and Drive Sustainability. The Code is organized according to our core values and references the Ten Principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, the Declaration on Fundamental Principles and Rights at Work, and the global chemical industry’s Responsible Care® program. Our Code details expectations and requirements on matters of the environment, labor, human rights, and impacts on society. We include the Supplier Code of Conduct in our Terms and Conditions for all supplier purchase orders. This is in addition to existing contract language and other mechanisms in place to make sure our suppliers adhere to our Human Rights Policy, Supplier Code of Conduct, and all applicable laws and regulations.

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

2-25 Processes to remediate negative impacts

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

2-26 Mechanisms for seeking advice and raising concerns

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

In 2023, none of the substantiated ethics matters qualified for our highest-level violation definition. Reported ethics allegations are classified into the following categories: accounting and financial irregularities; conflict of interest; improper use of DuPont assets; misstatement of official company records; bribery/extortion/inappropriate gratuity; fraud; insider trading; release of confidential information; theft/embezzlement; concealment of non-compliance with company policy, procedure, or standard; improper behavior by third-party; knowing non-compliance with applicable laws or regulations; and retaliation.

We are invested in providing a timely and thorough resolution for any investigation initiated by the company. Consistency, fairness, and speedy resolution are for all parties involved and demonstrate the company’s commitment to ethics and compliance. In 2023, the average number of days an investigation remained open was 34 days.

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

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

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

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

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

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

Every instance of substantiated ethical and compliance misconduct is duly reported to the business president, functional leader, General Counsel, and Chief Executive Officer by ECC promptly.

In 2023, DuPont received 103 ethics complaints and 32% of allegations were substantiated. Every substantiated violation required an Ethics Committee to decide upon and monitor appropriate disciplinary actions and remedial and corrective measures.

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

2-27 Compliance with laws and regulations

In 2023, we had no significant instances of non-compliance with laws and regulations. We determine the significant instances of non-compliance with laws and regulations by assessing and evaluating the severity of the impact resulting from the instances. A discussion of environmental legal proceedings is found in our 2023 Annual Report on Form 10-K filed with the SEC on February 15, 2024, on page 27 under the heading Item 3. Legal Proceedings. The Form 10-K is available at the DuPont Investors website: www.investors.dupont.com.

2-28 Membership associations

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

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

Stakeholder engagement

2-29 Approach to stakeholder engagement

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

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

Customers

Open dialogue with our customers facilitates a better understanding of their evolving needs, priorities, and the ways we can collaborate for the greatest possible benefit. We have a disciplined approach to engagement with our customers to gather insights and align our work to add customer value. In 2023, we engaged 120 strategic customers across our global business to confirm our understanding of their sustainability priorities. The results of this engagement were shared internally through a dashboard to facilitate analysis and insight generation. Second, we integrated our customer engagement program with DuPont’s portfolio sustainability assessment (PSA) methodology, enabling our innovation teams to identify and address important and valuable customer sustainability challenges. Third, we implemented a process to manage requests from customers for sustainability information that improves our responsiveness and enables us to incorporate the requests as input to understanding of customer sustainability priorities.

Additional discussion of engagement with customers on pages 18, 26, 33, 40, and 48 of the [DuPont 2024 Sustainability Report](#).

Investors

We actively communicate directly with investors through email, phone, conferences, and in-person meetings. Investor priorities and engagement focus on key ESG interests and transparency. In 2023, investor analysts were most engaged in our approach to climate, integration of ESG factors in governance (Board-level engagement, compensation), and DE&I initiatives. Primary mechanisms for sharing ESG information are the annual sustainability report, the annual proxy statement, and periodic highlights in investor and quarterly earnings presentations. All of these are available on the Investor section of our website. ESG-related press releases are also available at [www.dupont.com](#). We respond to targeted disclosure requests from investor-focused rating and ranking agencies such as CDP, MSCI, Sustainalytics, and others.

Employees

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

Additional discussion of engagement with employees on pages 13, 16, 26, and 56 of the [DuPont 2024 Sustainability Report](#).

Suppliers

Our suppliers are interested in sustainability-oriented business opportunities and want to understand and respond to our sustainable procurement initiatives. We continue to expand our global strategic supplier engagement program to advance progress on climate, supplier diversity, DE&I, and other sustainability priorities. In 2023, we updated the Supplier Code of Conduct to further clarify our expectations for our supply chain in response to emerging regulations and in alignment with industry initiatives that are important to our customers. Our close collaboration and communication with our supplier base helps us build new capabilities for the future that help us meet customer and industry sustainability priorities.

Additional discussion of engagement with suppliers on pages 70 and 92 of the [DuPont 2024 Sustainability Report](#).

Governments

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

Communities

We seek collaborative partnerships that create shared value for the communities in which we operate, live, and work. At DuPont, we collaborate with non-governmental organizations (NGOs) that share our company purpose and social impact strategy, including Habitat for Humanity International, Water.org, and hundreds of others. In 2023, we supported more than 880 charitable projects globally through a variety of local and global initiatives in several ways, including financial resources, in-kind donations of our products, and employee volunteerism. Also in 2023, DuPont completed environmental justice assessments at 21 U.S. sites to determine a road map of local actions and a management process to develop community action and engagement plans.

Additional discussion of engagement with communities on pages 59, 60, and 77 – 83 of the [DuPont 2024 Sustainability Report](#).

2-30 Collective bargaining agreements

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

GRI 3: Material Topics 2021

3-1 Process to determine material topics

- DuPont has identified the topics for inclusion in our sustainability report through two processes:
- A multi-stakeholder materiality assessment to determine topics that are “near-term strategic ESG” topics for our businesses; and
 - On-going monitoring of the expectations of our stakeholders for transparency.

To determine near-term strategic ESG topics, in 2021, we completed a coordinated, multi-stakeholder materiality assessment to renew our strategic sustainability priorities and provide insight into the changing landscape of ESG risk. The results of the assessment were updated risk assessments for material environmental, social, and governance issues to enable further integrating ESG within our enterprise risk management (ERM) process. As part of the first phase of the 2021 materiality assessment, DuPont held a set of workshops facilitated by the World Business Council for Sustainable Development (WBCSD) aligned with COSO and WBCSD’s guidance on applying enterprise risk management to ESG risk. The workshop output was aligned with feedback from investor-focused ratings agencies and market-focused input from our global businesses, ranked according to impact, likelihood, and management preparedness. The first phase of the assessment concluded with an executive leadership review of key ESG risk integration within our ERM process.

In the second phase of the 2021 materiality assessment, we focused engagement on our top global customers to gain insight into the sustainable innovations that matter most to their relationship with DuPont and their long-term business success. In our customer engagement exercise, we evaluated the importance of 21 ESG factors. In 2023, for the third year, we improved the discipline of our strategic customer engagement and confirmed the sustainability priorities of our strategic customers.

To determine additional topics for inclusion in the [DuPont 2024 Sustainability Report](#), our Corporate Sustainability team monitors stakeholder expectations for disclosure through direct customer engagements, feedback from our employees, indicators in investor-focused ratings, and direct engagements with investors. Examples of topics that emerged from these engagements include environmental justice and biodiversity.

Our list of material topics for disclosure is confirmed annually by our Sustainability Leadership Council at the beginning of our reporting cycle.

In 2024, we plan to conduct a comprehensive update to our materiality assessment, including considerations of double materiality as defined for reporting in accordance with the CSRD in Europe.

3-2 List of material topics

Our list of material topics is unchanged from the prior reporting period.

Material topic	GRI Topic Standards	Identified near-term strategic ESG issue	Disclosure expected by stakeholders
Sustainable Innovation	None	●	●
Climate Change	GRI 305: Emissions 2016 GRI 201: Economic Performance 2016	●	●
Circular Economy	GRI 301: Materials 2016	●	●
Chemical Stewardship	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016	●	●
Diversity, Equity, and Inclusion	GRI 401: Employment 2016 GRI 405: Diversity and Equal Opportunity 2016	●	●
Responsible Procurement	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	●	●

Material topic	GRI Topic Standards	Identified near-term strategic ESG issue	Disclosure expected by stakeholders
Energy	GRI 302: Energy 2016		●
Water	GRI 303: Water and Effluents 2018		●
Emissions	GRI 305: Emissions 2016		●
Waste	GRI 306: Waste 2020		●
Employment	GRI 401: Employment 2016		●
Occupational Health and Safety	GRI 403: Occupational Health and Safety 2018		●
Training and Education	GRI 404: Training and Education 2016		●

GRI 201: Economic Performance 2016

3-3 Management of material topic

Disclosed in detail in our 2023 Annual Report on Form 10-K filed with the SEC. The Form 10-K is available at the DuPont Investors website: www.investors.dupont.com.

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

Reference our TCFD disclosure index on pages A41 – A46.

201-3 Defined benefit plan obligations and other retirement plans

Disclosed in our 2023 Annual Report on Form 10-K filed with the SEC, under the heading Pension and Other Post-Employment Plans on page 46. The Form 10-K is available at the DuPont Investors website: www.investors.dupont.com.

GRI 204: Procurement Practices 2016

3-3 Management of material topic
Management processes for responsible procurement are described in the Governance section starting on page 92 and the Supplier diversity section starting on page 70 of the DuPont 2024 Sustainability Report .
204-1 Proportion of spending on local suppliers
Omission: Information unavailable. Our reporting and metrics are relative to diverse suppliers, defined as small businesses, minority-owned, women-owned, veteran-owned, disabled-owned, and LGBTQ+-owned businesses. Refer to discussion of DuPont’s engagement with diverse suppliers on page 70 of the DuPont 2024 Sustainability Report .

GRI 302: Energy 2016

3-3 Management of material topic
Management processes for energy are incorporated in DuPont’s Environmental, Health, Safety, and Security Commitment, Operational Excellence (OpEx) framework, and Environmental, Health, and Safety (EH&S) Management System described in the introduction to the Protect people and the planet chapter on page 38 of the DuPont 2024 Sustainability Report .
302-1 Energy consumption within the organization
Energy consumption data is collected from the fuel providers/utilities and reported by DuPont sites via a cloud-based corporate sustainability data reporting application. Conversion factors are sourced from the U.S. EPA.

Fuels	2021		2022		2023		% change from prior year
	MMBTU	MWh	MMBTU	MWh	MMBTU	MWh	
Non-renewable fuels							
Aviation gasoline	15,124	4,433	18,176	5,327	19,560	5,732	8%
Diesel fuel	37,964	11,126	27,157	7,959	22,824	6,689	-16%
Distillate fuel oil (#1, #2)	13,804	4,045	56,177	16,464	10,393	3,046	-81%
Electric	0	0	0	0	0	0	-
Gasoline/petrol	33,226	9,738	30,764	9,016	33,768	9,896	10%
Hydrogen	0	0	0	0	0	0	-
Kerosene	15,970	4,680	17,101	5,012	16,708	4,897	-2%
Liquefied petroleum gas (LPG)	1,973	578	2,293	672	1,958	574	-15%
Natural gas	6,631,676	1,943,553	6,639,919	1,945,968	6,055,954	1,774,825	-9%
Propane	14,730	4,317	13,675	4,008	13,156	3,856	-4%
Refinery fuel gas (RFG)	0	0	0	0	0	0	-

Fuels	2021		2022		2023		% change from prior year
	MMBTU	MWh	MMBTU	MWh	MMBTU	MWh	
Non-renewable fuels							
Residual fuel (#4, #5, #6)	61,032	17,887	64,907	19,022	68,315	20,021	5%
Waste gas	0	0	0	0	0	0	-
Waste liquid	108,561	31,816	86,801	25,439	18,845	5,523	-78%
Waste solid	0	0	0	0	0	0	-
Total non-renewable fuels	6,934,060	2,032,173	6,956,970	2,038,887	6,261,482	1,835,059	-10%
Renewable fuels							
Biodiesel	6	2	6	2	4	1	-37%
Biogas from wastewater treatment	0	0	0	0	0	0	-
Ethanol	0	0	66	19	3	1	-96%
Total renewable fuels	6	2	72	21	7	2	-91%
Total fuels (non-renewable + renewable)	6,934,066	2,032,175	6,957,042	2,038,908	6,261,488	1,835,061	-10%

Energy use by type ^{[1][2]}	Unit	2021	2022	2023	% change from prior year
Fuels	MWh	2,032,174	2,038,908	1,835,061	-10%
Renewable fuels	%	0%	0%	0%	-
Electricity	MWh	1,628,883	1,605,023	1,577,662	-2%
Renewable electricity (excluding RECs)	%	6%	6%	3%	-49%
Renewable electricity (including RECs) ^[3]	%	16%	58%	60%	4%
Steam	MWh	1,248,280	994,805	1,278,015	28%
Heat transfer fluid	MWh	2	1	0.3	-49%
Chilled water	MWh	25	38	36	-6%

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

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

[3] DuPont’s target is 60% purchased renewable electricity including RECs by 2030.

302-2 Energy consumption outside of the organization

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

302-3 Energy intensity

Energy intensity is reported based on both production volume and revenue.
The energy intensity ratio includes all types of energy consumed within the organization, reported as Total Energy in disclosure GRI 302-1 (fuel, electricity, heating, cooling, and steam).

	Unit	2021	2022	2023	% change from prior year
Numerator					
Total energy	MWh	4,620,584	4,381,761	4,425,196	
Denominator					
Production volume ^[1]	MT	895,212	871,665	820,852	
Revenue	Million USD	\$12,070	\$12,937	\$12,066	
Intensities					
Energy intensity, production basis	MWh/MT	5.16	5.03	5.39	7%
Energy intensity, revenue basis	MWh/USD	383	339	367	8%

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

302-4 Reduction of energy consumption

In 2023, DuPont reduced energy consumption by more than 45,000 MWh (162,000,000 MJ) through the completion of a portfolio of 80 projects.
The projects reduced several types of energy including steam, electricity, and fuels. Some examples of the types of projects include production schedule optimization to optimize energy consumption vs. projected energy prices, replacement of obsolete equipment with more efficient machines, and steam consumption optimization. Calculations of savings vary depending on project type and may be direct measurements of energy consumption or estimated comparisons of energy use before and after project implementation. The reported total annual savings is the sum of the savings of the individual projects.

302-5 Reductions in energy requirements of products and services

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

GRI 303: Water and Effluents 2018

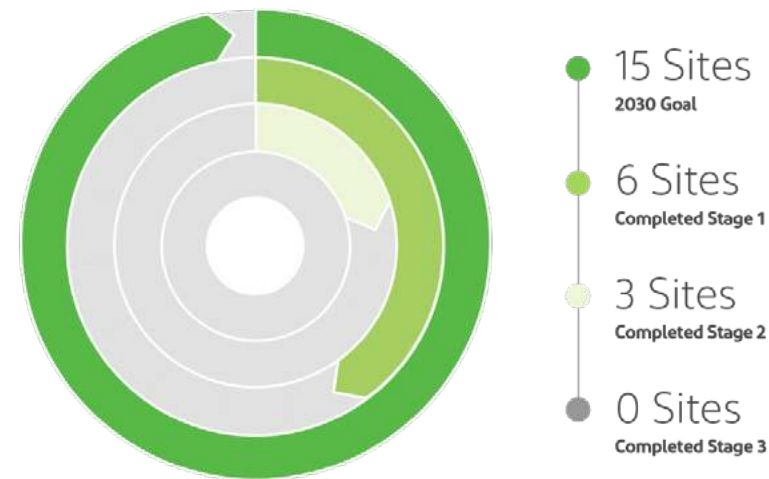
3-3 Management of material topic

Management processes for water are described in the Our approach to leading water stewardship section starting on page 48 of the [DuPont 2024 Sustainability Report](#).

Management processes for water are also incorporated in DuPont’s Environmental, Health, Safety, and Sustainability Commitment, Operational Excellence (OpEx) framework, and Environmental, Health, and Safety (EH&S) Management System described in the introduction to the Protect people and the planet chapter on page 38 of the [DuPont 2024 Sustainability Report](#).

We have established the following goals related to water stewardship:

- Implement holistic water stewardship strategies at sites in high-risk watersheds and at high consumption sites by 2030. At the end of 2023, we are on track to complete this implementation by 2030.



- Enable millions of people to access clean water through leadership in advancing water technology and enacting strategic partnerships. At the end of 2023, we estimate that more than 11 million people have improved drinking water access and quality since 2019 through implementation of critical water treatment expansions and upgrades, an increase of 2 million people since the prior year.

303-1 Interactions with water as a shared resource

How we interact with water

DuPont’s water strategy addresses interactions with water in several ways. It embraces how we manage the use of water within our sites and watersheds, how we support sustainable water stewardship through the products we innovate and deliver to our customers, and how we use our expertise to collaborate, advocate, and share knowledge to improve the use of water globally.

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

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

We seek to make a positive impact on water and shape a more resilient water future through our collaborative approach across companies, sectors, and borders. Examples of the impacts of these collaborations in 2023 are described on pages 52 – 53 of the [DuPont 2024 Sustainability Report](#).

Approach to identify impacts

We’ve assessed our manufacturing sites using the WRI Aqueduct Water Risk Modeling Tool and WWF’s Water Risk Tool to model water risk factors. The assessment included several risk factors, including baseline water stress level, water quality, drought and/or flood risk, and others. Our strategy includes the direction to revisit this modeling regularly as needed. We’ve identified a group of 15 sites that either operate in high-risk watersheds or account for a high proportion of our water consumption.

A description of how water impacts are addressed

DuPont is addressing water impact in our own operations and taking action to promote long-term water security. We’ve committed to implementation of a holistic water stewardship strategy aligned to the International Water Stewardship Standard developed by the Alliance for Water Stewardship. Each site progresses through stages to fully implement the holistic water stewardship strategy:

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

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

Process for setting goals and targets

DuPont’s 2030 goal is to implement holistic water stewardship strategies at sites in high-risk watersheds and at high consumption sites by 2030. Selection of sites in scope for the goal is based on our assessment of risk and impact using the WRI Aqueduct Water Risk Modeling Tool and WWF’s Water Risk Tool to model water risk factors described above. We’ve selected 15 of our more than 90 manufacturing sites worldwide to focus our efforts where they have to most impact.

303-3 Water withdrawal

Water withdrawal data is collected from DuPont sites via a cloud-based corporate sustainability data reporting application. The data sources vary by site and can include direct measurements from flow meters, data provided by utility providers, or estimates. The reported withdrawals from sites identified as high water-related risk include sites within the scope of our goal to implement holistic water stewardship strategies at sites in high-risk watersheds and at our highest consumption sites by 2030. We’ve assessed our global water footprint and modeled water risk factors for all DuPont sites globally using the WRI Aqueduct Water Risk Modeling Tool and WWF’s Water Risk Tool. Our water risk assessment included several risk factors, including baseline water-stress level, water quality, and drought and/or flood risk, among others. Our strategy directs us to revisit this modeling regularly as needed. Water from sites operating in high-risk watersheds is just 2% of withdrawals.

	Unit	2021	2022	2023	% change from prior year
Total water withdrawal, from all sources	Mil Gal	18,200	20,700	20,600	-0.5%
Withdrawal at sites identified as high water-related risk	Mil Gal	452	399	401	0.4%
Withdrawal at sites identified as high water-related risk	%	2%	2%	2%	

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

303-4 Water discharge

Water discharge data is collected from DuPont sites via a cloud-based corporate sustainability data reporting application. The data sources vary by site and can include direct measurements from flow meters, data provided by utility providers, or estimates. The reported discharge from sites identified as high water-related risk are those that have been assessed and included in the scope of our goal to implement holistic water stewardship strategies at sites in high-risk watersheds and at high consumption sites by 2030. We’ve assessed our global water footprint using the WRI Aqueduct Water Risk Modeling Tool and WWF’s Water Risk Tool to model water risk factors for all DuPont sites around the world. The assessment included several risk factors, including baseline water-stress level, water quality, drought and/or flood risk, and others. Our strategy includes the direction to revisit this modeling regularly as needed. We also assessed which of our sites had the highest consumption of water. Of our more than 90 manufacturing sites worldwide, we’ve identified 15 as operating in high-risk watersheds or sites with the highest consumption. Water from sites in high-risk areas is just 2% of discharges.

	Unit	2021	2022	2023	% change from prior year
Total water discharge, from all sources	Mil Gal	17,500	18,800	19,400	3%
Discharge from sites identified as high water-related risk	Mil Gal	387	348	361	4%
Discharge from sites identified as high water-related risk	%	2%	2%	2%	

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

303-5 Water consumption

Water consumption data is collected from DuPont sites via a cloud-based corporate sustainability data reporting application. Water consumption is typically calculated using the difference between water withdrawal and water discharge. The reported consumption by sites identified as high water-related risk are those that have been assessed and included in the scope of our goal to implement holistic water stewardship strategies at sites in high-risk watersheds and at high consumption sites by 2030. We’ve assessed our global water footprint using the WRI Aqueduct Water Risk Modeling Tool and WWF’s Water Risk Tool to model water risk factors for all DuPont sites around the world. The assessment included several risk factors, including baseline water-stress level, water quality, drought and/or flood risk, and others. Our strategy includes the direction to revisit this modeling regularly as needed. We also assessed which of our sites had the highest consumption of water. Of our more than 90 manufacturing sites worldwide, we’ve identified 15 as operating in high-risk watersheds or sites with the highest consumption. Water use at sites in high-risk areas is just 2% of consumption.

	Unit	2021	2022	2023	% change from prior year
Total water consumption	Mil Gal	2,500	2,600	2,300	-12%
Consumption at sites identified as high water-related risk	Mil Gal	66	51	40	-22%
Consumption at sites identified as high water-related risk	%	3%	2%	2%	

GRI 305: Emissions 2016

3-3 Management of material topic

Management processes for emissions are incorporated in DuPont’s Environmental, Health, Safety, and Security Commitment, Operational Excellence (OpEx) framework, and Environmental, Health, and Safety (EH&S) Management System described in the introduction to the Protect people and the planet chapter on page 38 of the [DuPont 2024 Sustainability Report](#).

Management processes for GHG emissions are described in the Acting on Climate section starting on page 39 of the [DuPont 2024 Sustainability Report](#).

We have established the following goals to reduce GHG emissions:

- Reduce our Scopes 1 and 2 GHG emissions by 50% from the 2019 base year by 2030 and deliver carbon neutral in operations by 2050. At the end of 2023, we have reduced our Scopes 1 and 2 GHG emissions by 58% and surpassed the 2030 target.
- Reduce our Scope 3 emissions from purchased goods and services and end of life of sold products by 25% by 2030 from 2020 base year. At the end of 2023, we have reduced our Scope 3 emissions by 39% and surpassed the 2030 target.
- Source 60% of power to our operations from renewable sources by 2030 as part of our RE100 commitment. At the end of 2023, 60% of power to our operations is from renewable sources and we have met the 2030 target.

305-1 Direct (Scope 1) GHG emissions

Direct emissions are calculated according to the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, using the operational control approach. The following greenhouse gases are included in the calculations: CO₂, CH₄, N₂O, and HFCs, including CH₄ and N₂O emissions from biogenic sources that are combusted. CO₂ emissions from biogenic emissions are reported separately. While we report our total gross Scope 1 emissions, we set our goals excluding emissions from the production of energy for third parties, such as non-DuPont tenants or adjacent facilities. The emission factors are sourced from the U.S. EPA’s GHG Emissions Factor Hub (Year 2023) and Global Warming Potential (GWP) rates are from the Intergovernmental Panel on Climate Change’s (IPCC) Fifth Assessment Report (AR5) based on a 100-year timeframe. The 2019 base year is the first year of DuPont operating following the separation of DowDuPont. The base year and subsequent years’ data has been recalculated according to the recommendations of the GHG Protocol as the scale of the company has changed through acquisitions and divestitures. DuPont’s Scope 1 GHG emissions have been assured by WSP, an independent third party. See the [assurance statement](#) for engagement details and findings.

Direct (Scope 1) GHG emissions in units of MTCO ₂ e	2019 (Base year)	2021	2022	2023	% change from prior year
Direct energy emissions	349,505	316,836	325,576	286,137	-12%
Emissions due to supplying energy	63,794	61,766	54,935	57,604	5%
Process-related GHG emissions	1,658,588	1,259,906	1,049,602	391,902	-63%
Emissions due to mobile fuels	7,400	7,248	3,457	3,695	7%
Total direct GHG emissions (Scope 1)	2,079,287	1,645,757	1,433,570	739,337	-48%
Biogenic emissions	265	3	6	2	-66%

305-2 Energy indirect (Scope 2) GHG emissions

Scope 2 emissions are calculated according to the GHG Protocol Corporate Accounting and Reporting Standard, using the operational control approach. The following greenhouse gases are included in the calculations: CO₂, CH₄, N₂O, HFCs, and PFCs. While we report both location-based and market-based values according to the GHG Protocol Standard, our GHG emissions reduction goal is based on the market-based value. Biogenic emissions are reported separately. The emission factors are sourced from the U.S. EPA and GWP rates are from the IPCC’s assessment report based on a 100-year timeframe. The 2019 base year is the first year of DuPont operating following the separation of DowDuPont. The base year and subsequent years’ data has been recalculated according to the recommendations of the GHG Protocol as the scale of the company has changed through acquisitions and divestitures. WSP, an independent third party, has assured DuPont’s Scope 2 GHG emissions. See the [assurance statement](#) for engagement details and findings.

Energy indirect (Scope 2) GHG emissions in units of MTCO ₂ e	2019 (Base year)	2021	2022	2023	% change from prior year
Scope 2 GHG emissions, location-based	1,037,460	893,955	849,006	850,290	0.1%
Scope 2 GHG emissions, market-based	1,051,549	858,091	574,210	564,194	-2%

305-3 Other indirect (Scope 3) GHG emissions

Scope 3 emissions are calculated with reference to the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, as well as the World Business Council for Sustainable Development (WBCSD) Guidance for Accounting and Reporting Corporate GHG Emissions in the Chemical Sector Value Chain. The following greenhouse gases are included in the calculations: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃. The base year and subsequent years' data has been recalculated according to the recommendations of the GHG Protocol as the scale of the company has changed through acquisitions and divestitures.

We continue to improve our estimates of upstream and downstream Scope 3 GHG emissions and expand our disclosures. In 2023, we made substantial improvements in our methodology for estimating several of the Scope 3 categories. We use data from a variety of sources including economic factors, LCA data, and primary data. In 2023, we obtained Product Carbon Footprint (PCF) data from key raw material suppliers through our Together for the Planet campaign. The supplier-specific data improved the accuracy of our upstream Scope 3 calculations.

Scope 3 GHG emissions in units of MTCO ₂ e	2020 (Base year)	2021	2022	2023	% of total	% change from prior year	% change from base year
Category 1: Purchased goods and services	4,064,121	5,301,989	4,840,703	4,034,495	50%	-17%	
Category 2: Capital goods	81,396	74,026	65,595	63,401	0.78%	-3%	
Category 3: Fuel and energy related activities	432,067	459,008	453,212	444,501	5.5%	-2%	
Category 4: Upstream transportation & distribution	494,854	617,076	689,043	616,257	7.6%	-11%	
Category 5: Waste	49,445	42,305	55,770	70,338	0.87%	26%	
Category 6: Business travel	1,299	3,271	9,801	10,401	0.13%	6%	
Category 7: Employee commuting	18,949	20,320	21,411	20,867	0.26%	-3%	
Category 8: Upstream leased assets	1,615	1,241	1,025	797	0.01%	-22%	
Category 9: Downstream transportation & distribution	29,522	18,136	21,111	22,975	0.28%	9%	
Category 10: Processing of sold products	469,533	509,342	528,069	508,520	6.3%	-4%	
Category 11: Use of sold products	10,565	10,598	7,160	4,644	0.06%	-35%	
Category 12: End of life of sold products	6,314,808	5,982,355	4,945,995	2,292,650	28%	-54%	
Category 13: Downstream leased assets	NA	NA	NA	NA	NA	NA	
Category 14: Franchises	NA	NA	NA	NA	NA	NA	
Category 15: Investments	27,275	30,388	25,059	18,770	0.23%	-25%	
Total	11,995,449	13,070,055	11,663,954	8,108,616	100%	-30%	
Category 1 + Category 12 ^[1]	10,378,929	11,284,344	9,786,698	6,327,145		-35%	-39%

[1] The scope of our Scope 3 emissions reduction target includes reducing Scope 3 categories 1 and 12 by 25% by 2030 from the 2020 base year. These two categories were selected as the scope for target setting because these are the two largest and where we have the most ability to make reductions.

305-4 GHG emissions intensity

GHG intensity is reported based on both production volume and revenue.
The energy intensity ratio includes Scope 1 and Scope 2 (market-based) emissions as reported in GRI 305-1 and 305-3.

	Unit	2021	2022	2023	% change from prior year
Numerator					
Total Scopes 1 and 2 (market-based) emissions	MTCO ₂ e	2,503,848	2,007,780	1,303,531	
Denominator					
Production volume ^[1]	MT	895,212	871,665	820,852	
Revenue	Million USD	\$12,070	\$12,937	\$12,066	
Intensities					
GHG intensity, production basis	MTCO ₂ e/MT	2.80	2.30	1.59	-31%
GHG intensity, revenue basis	MTCO ₂ e/USD	207	155	108	-30%

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

305-5 Reduction of GHG emissions

In 2023, DuPont reduced GHG emissions by more than 6,800 MTCO₂e through the completion of a portfolio of 80 projects.
The projects reduced both Scopes 1 and 2 emissions. A few examples of the types of projects include production schedule optimization to optimize energy consumption vs. projected energy prices, replacement of obsolete equipment with more efficient machines, and steam consumption optimization. Savings calculations vary depending on the project type and may be direct measurements of emissions or estimated comparisons of emissions before and after project implementation. The reported total annual savings is the sum of the savings of the individual projects.

305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

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

Air emissions (MT)	2021	2022	2023	% change from prior year
Nitrogen oxides (NO _x)	571	565	527	-7%
Sulfur oxides (SO _x)	6	7	3	-59%
Volatile organic compounds (VOCs)	1000	975	762	-22%
Particulate matter (PM, total)	13	14	14	0%

GRI 306: Waste 2020

3-3 Management of material topic

Management processes for waste are incorporated in DuPont’s Environmental, Health, Safety, and Security Commitment, Operational Excellence (OpEx) framework, and Environmental, Health and Safety (EH&S) Management System described in the introduction to the Protect people and the planet chapter on page 38 of the [DuPont 2024 Sustainability Report](#).

306-1 Waste generation and significant waste-related impacts

As a multi-industrial company, DuPont manufactures a variety of specialized products across our Electronics and Industrial, Water and Protection, and other segments. Our industrial product manufacturing processes are the primary source of waste generation. The volume of waste generated by DuPont is impacted by production, quality, and product specifications. Materials that are categorized as waste include unconsumed or expired raw materials, packaging, spent cleaning materials, and other miscellaneous materials. DuPont’s Waste Management Facility Selection Standard defines our practices related to the handling and disposal of waste and prescribes the requirements for the level of audit necessary to authorize external waste management facilities. DuPont’s EH&S Management System provides the methods to support waste reduction. A total of 77% of DuPont Sites have implemented 4R (Reduce, Reuse, Repurpose, Recycle) to reduce and manage waste. We are prioritizing establishing 4R programs at sites based on waste volume, hazard, and reclamation value.

DuPont products that are used and subsequently disposed of are categorized as downstream waste. Our organization has introduced initiatives aimed at recovering materials that have reached their end-of-life stage and preventing them from entering waste streams. Recapturing valuable materials at end of use is one of the four elements of DuPont’s approach to enabling a circular economy, which is described on page 26 of the [DuPont 2024 Sustainability Report](#). For example, Tyvek® personal protective equipment (PPE) is made using a single material – high-density polyethylene (HDPE) – making it easier to recycle than other multi-material fabrics. Companies are able to work directly with plastic recyclers and ship used PPE garments directly to them in large batches.

306-2 Management of significant waste-related impacts

Management processes for waste are incorporated in DuPont’s Environmental, Health, Safety, and Security Commitment, Operational Excellence (OpEx) framework, and Environmental, Health, and Safety (EH&S) Management System described in the introduction to the Protect people and the planet chapter on page 38 of the [DuPont 2024 Sustainability Report](#).

We collect data on waste generation and disposal in our operations via a cloud-based corporate sustainability data reporting application. The data is aggregated at the corporate level for disclosure and is visible at the site level to inform decision-making about investments in waste reduction initiatives.

By 2030, we aim to have 4R (Reduce, Reuse, Repurpose, Recycle) waste management and reduction programs implemented at our manufacturing sites. For all sites, we defined minimum expectations for a 4R program, including the requirement for a site level waste reduction goal. In 2023, 77 of our sites had 4R programs in place.

We enable circular economy benefits by designing innovative circular products and processes with customers and value chain partners. Our approach to enabling a circular economy is described on page 26 of the [DuPont 2024 Sustainability Report](#).

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

In 2023, we had zero unrecovered plastic release incidents greater than 0.5 kg or 0.5 L.

306-3 Waste generated

Waste data is reported by DuPont sites via a cloud-based corporate sustainability data reporting application.

Waste generated ^[1]	Unit	2021	2022	2023	% change from prior year
Hazardous waste generated	MT	57,600	62,200	61,400	-1%
Non-hazardous waste generated	MT	260,000	260,600	246,200	-6%
Total waste generated	MT	317,700	322,900	307,600	-5%

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

306-4 Waste diverted from disposal

Waste diverted from disposal for beneficial use	Unit	2021	2022	2023	% change from prior year
		Onsite/Offsite/Total	Onsite/Offsite/Total	Onsite/Offsite/Total	
Reuse—hazardous	MT	0 / 830 / 830	0 / 787 / 787	0 / 675 / 675	-14%
Reuse—non-hazardous	MT	0 / 1,514 / 1,514	0 / 1,182 / 1,182	0 / 1,317 / 1,317	12%
Recycling/reclamation/recovery—hazardous	MT	0 / 15,149 / 15,149	0 / 14,496 / 14,496	0 / 15,213 / 15,213	5%
Recycling/reclamation/recovery—non-hazardous	MT	14,264 / 32,595 / 46,859	14,143 / 29,511 / 43,655	11,236 / 27,519 / 38,755	-11%
Total beneficial use of waste	MT	64,400	60,100	56,000	-7%

306-5 Waste directed to disposal

Hazardous waste directed to disposal	Unit	2021	2022	2023	% change from prior year
		Onsite/Offsite/Total	Onsite/Offsite/Total	Onsite/Offsite/Total	
Incinerated – with energy recovery	MT	95 / 6,636 / 6,731	2,963 / 10,653 / 13,616	768 / 10,174 / 10,942	-20%
Incinerated – without energy recovery	MT	0 / 8,907 / 8,907	0 / 8,854 / 8,854	0 / 8,190 / 8,190	-7%
Landfilled	MT	0 / 10,984 / 10,984	0 / 10,595 / 10,595	0 / 11,792 / 11,792	11%
Other disposal	MT	0 / 15,047 / 15,047	0 / 13,882 / 13,882	0 / 14,567 / 14,567	5%
Total hazardous waste disposed	MT	41,700	47,000	45,500	-3%
Non-hazardous waste directed to disposal					
Incinerated – with energy recovery	MT	6,238 / 8,550 / 14,789	3,064 / 8,462 / 11,526	3,602 / 8,605 / 12,207	6%
Incinerated – without energy recovery	MT	0 / 6,413 / 6,413	0 / 4,957 / 4,957	0 / 4,797 / 4,797	-3%
Landfilled	MT	0 / 37,151 / 37,151	0 / 35,834 / 35,834	0 / 39,691 / 39,691	11%
Other disposal	MT	135,011 / 18,289 / 153,300	146,540 / 16,950 / 163,489	142,747 / 6,706 / 149,454	-9%
Total non-hazardous waste disposed	MT	211,700	215,800	206,100	-4%

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topic

Reference the Responsible procurement narrative on pages 92 – 93 of the [DuPont 2024 Sustainability Report](#).

308-1 New suppliers that were screened using environmental criteria

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

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

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

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

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

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

We also continued to develop a third-party risk management program in 2023, which when fully implemented will subject some third parties to enhanced due diligence processes on business ethics, integrity, anti-corruption and bribery, trade compliance, and environmental, social, and human rights.

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

GRI 401: Employment 2016

3-3 Management of material topic

Reference the description of our approach in the Cultivating well-being and fulfillment section on pages 71 – 76 of the [DuPont 2024 Sustainability Report](#).

401-1 New employee hires and turnover

In 2023, DuPont’s annual voluntary attrition rate was 5%.

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

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

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

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

GRI 403: Occupational Health and Safety 2018

3-3 Management of material topic Refer to the Our approach to protecting people and the planet subsection at the beginning of the Protect people and the planet chapter on page 38 and the Our approach subsection of the Delivering world-class environmental, health, and safety performance section on page 55 of the DuPont 2024 Sustainability Report. DuPont uses Environmental, Health, and Safety (EH&S) Management System audits to maintain compliance with legal requirements and standards; confirm that our system effectively protects people, the environment, and our facilities; and identify continual improvement opportunities. To ensure a thorough review is completed, site workers and management actively participate in these audits. We use first-, second-, and third-party audits to assess our internal and external communications and review documents, conduct interviews, and analyze processes to confirm our EH&S Management System is effective and complies with DuPont’s Code of Conduct and EH&S Standards. We schedule audits on a rotating basis using our EH&S Risk model. Following our corporate policy, each site is required to conduct periodic first-party audits in which the site assesses its key environmental, health, safety, and security practices. Our corporate EH&S organization leads the second-party audit process for sites in alignment with business resources. We also subject each site or business to formal third-party audits. The third-party audits, conducted by outside independent parties, review the accuracy of the data from the first- and second-party audits, certify that our EH&S Management System operates in conformance with ISO 14001 and RCMS, and assure the integrity of our sustainability data. In 2023, we conducted 10 third-party site audits to assess our EH&S Management System’s continued conformance to the RCMS, RC 14001, and ISO 14001 systems.
403-1 Occupational health and safety management system DuPont has established an Environmental, Health, and Safety (EH&S) Management System to maintain compliance with legal requirements and stakeholder expectations. The EH&S Management System is certified at the corporate level to ISO 14001 and RCMS. Our EH&S Management System applies to all employees and contractors globally.
403-2 Hazard identification, risk assessment, and incident investigation EH&S Event Classification, Investigation, and Reporting Standard requires employees to report EH&S incidents and any associated symptoms, injuries, or illnesses, including near misses. We train our employees and orient our contractors on the importance of EH&S incident reporting and instruct them to report incidents through our EH&S management database. Our incident investigation procedures begin after an incident is reported and the area is deemed safe. We assemble investigation teams based on the nature of the incident. The investigation team documents the facts of the incident and uses Apollo Reality Charting to conduct root cause analysis. At the completion of the investigation, the team issues recommendations for corrective and/or preventative actions in an incident report. DuPont shares the key learnings from incident reports across the company to raise awareness and prevent future incidents. We track the completion of corrective and/or preventative actions through our integrated EH&S management database, which also facilitates incident trend analysis. In addition to the incident investigation, there may be other actions that require the attention of our EH&S and Health Services (HS) team, including ongoing medical treatment, case management support, and return-to-work guidance. Reporting and recording occupational injuries and illnesses to governmental agencies and/or compensation programs is also conducted as local law and DuPont standards require. In April 2022, we introduced the terminology “LIFE event” to our current corporate EH&S Event Classification, Investigation, and Reporting Standard. LIFE events are EH&S events that have an outcome or potential outcome that results in life-changing or life-altering consequences, which is consistent with the international standard “ASTM E2920 Standard Guide for Recording Occupational Injuries and Illnesses” Section 6.1.1 section for Level One Severity injuries/illnesses. The designation is based on injury severity and applies to both actual and potential injury severity. “LIFE” personalizes our Serious Injury and Fatality (SIF) terminology and ties to our LIFE Saving Behaviors. We classify Process Safety Incidents according to American Petroleum Institute (API) Recommended Practice 754. Process safety event classification is based on the amount of hazardous material released, the direct cost impacts (i.e., the cost to repair any damage from a fire or explosion), and other severity factors such as injuries or off-site impacts. By applying standard practices and tools, monthly metrics tracking and follow-up, and leveraged support where appropriate, manufacturing sites improve their management of equipment critical to Process Safety. Internally, our EH&S Team Procedures require corporate and EH&S teams to review reported events on a weekly basis and the Total Recordable Incident Rate (TRIR) and Days Away from Work Case (DAWC) rate by business and for the entire company monthly. The monthly TRIR and DAWC reports are shared with DuPont senior leaders, including business presidents and the entire C-suite. Quarterly reports summarizing performance are reviewed with the Board of Directors and shared with all employees during quarterly global town hall meetings.

403-3 Occupational health services

Protecting worker health

DuPont Health Services (HS) staff and/or onsite workers’ compensation coordinators facilitate access to medical care for occupational injuries or illnesses at all sites. HS coordinates critical incident support and provides training for emergency medical response at many sites, especially those at higher risk of natural disasters. We have on-site medical clinics at 29 sites worldwide where HS staff provide occupational care, render first aid, and provide referrals for non-occupational illness and injury.

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

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

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

Exposure assessment and management

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

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

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

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

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

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

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

A safe work environment is built on strong communication. Internally, our communication platforms for worker health and safety information include intranet sites, email, websites, digital signage, posters, computer-based trainings, and team meetings. Our DuPont EH&S Management System Policy requires each site to lead EH&S meetings at least once per quarter, however, many of our sites hold monthly meetings to provide EH&S training and updates. Employee attendance at the site-led meetings is mandatory and is tracked at the local level. Sites use these meetings, as well as other systems such as our site safety suggestion programs, to collect suggestions from workers on how to improve facility safety and site EH&S procedure effectiveness. Each site also manages external communications for significant health and safety incidents or emergencies with local communities. To inform communities of EH&S updates, our sites generally participate in or host advisory panels or post on a website or social media depending on the site's needs. Annually, we communicate the results of our EH&S Management System audits to our workers and inform them of any decisions or actions related to possible Management System updates. Additionally, all sites have documented EH&S management review meetings at least monthly.

403-5 Worker training on occupational health and safety

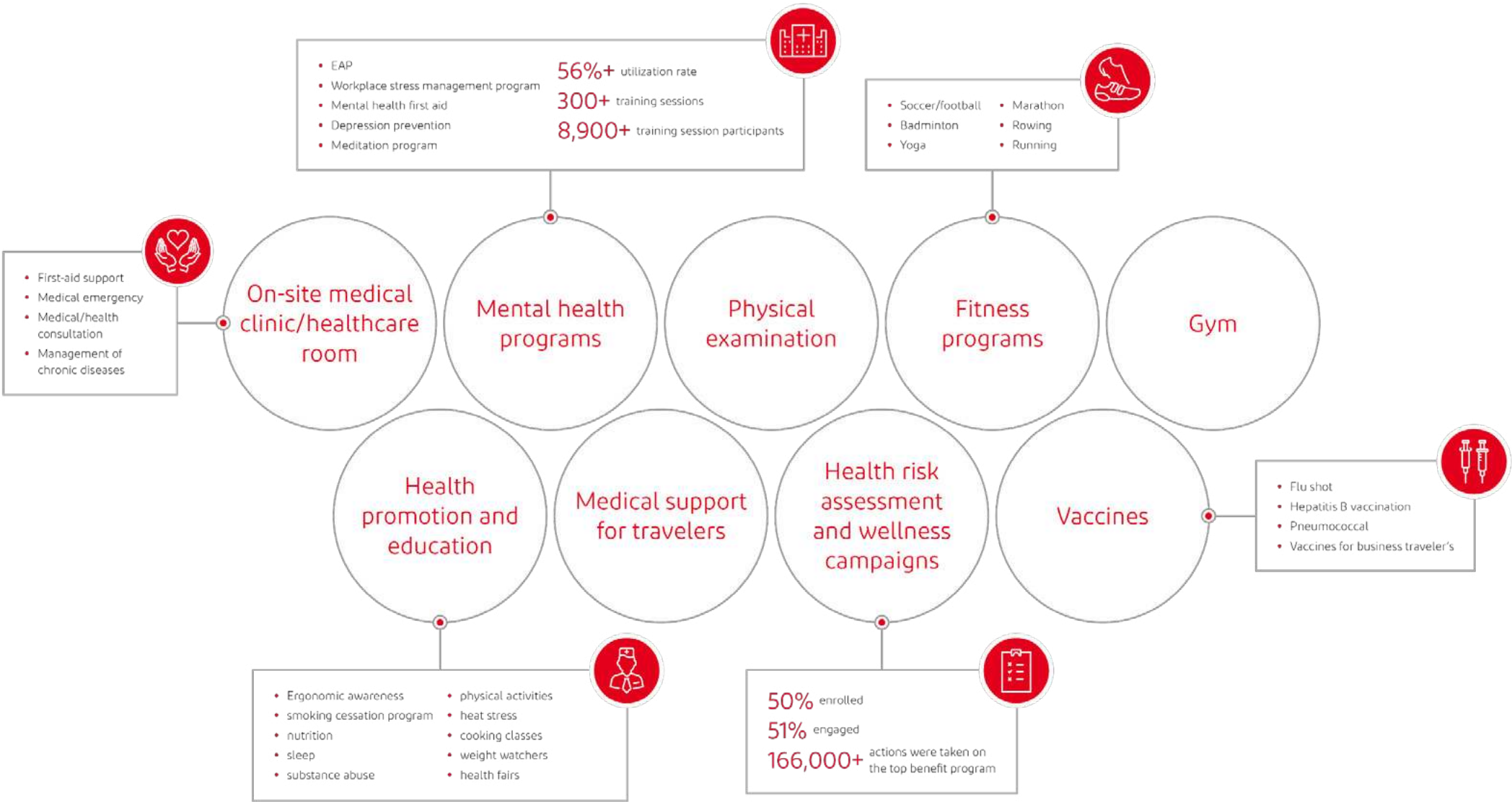
Our EH&S Management System addresses EH&S training requirements, which are key to ensuring our employees understand and comply with our safety standards. We provide all employees with annual training on the corporate and business policies, standards, and safe work practices for the occupational hazards to which they may be exposed. Furthermore, employees must have all certifications and licensing required by applicable government regulations (e.g., asbestos, lead, emergency response, hazardous waste, and radiation). We require each of our employees and contractors to complete EH&S training and comply with applicable DuPont EH&S guidelines, policies, and standards. DuPont utilizes the expertise of external training providers and the company's own functional experts to offer a wide range of courses on occupational health and safety topics. Training is delivered through interactive webinars, self-paced virtual courses, and face-to-face classes. As required by our corporate standards and applicable regulations, we conduct and document both initial training for new hires and recurring EH&S trainings. In 2023, to enhance our EH&S training process we introduced a new EH&S Learning and Development Council and Steering Team. The team is responsible for:

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

403-6 Promotion of worker health

As the needs and usage patterns of employees for health services change, DuPont recognizes the importance of providing competitive health and medical benefits as part of a comprehensive compensation package. Our employee health insurance covers a wide range of medical services, including emergency care, prescription medications, dental health, and maternity healthcare. In addition to health insurance, DuPont offers an Employee Assistance Program (EAP) to support employees and their families when coping with work and life challenges. Our wellness platform, Virgin Pulse, encourages healthy lifestyles by engaging employees in personal and rewarding ways throughout their health and wellbeing journeys. We promote healthy living and positive thinking through diverse health promotion activities designed to enhance employee health awareness, promote good lifestyle behaviors, increase mental energy, and better respond to workplace, social, and family challenges and needs.

In 2023, we offered a variety of mental wellbeing workshops and seminars on critical topics such as family and relationships, parenting, elder adult care, personal development, resilience, communication skills, management support, and behavioral health and wellness. We also promoted multiple wellness campaigns and health tips to educate employees on nutrition, sleep, smoking cessation, substance abuse, ergonomics, and physical activity.



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

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

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

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

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

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

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

100% of DuPont employees at DuPont and its subsidiaries globally are covered by our Environmental, Health, and Safety (EH&S) Management System Policy that provides the managing framework for global EH&S governance and guides the implementation of [The DuPont Environmental, Health, Safety, and Security Commitment](#).

403-9 Work-related injuries

Safety performance	2021 ^[1]			2022 ^[2]			2023 ^[3]			% Change from prior year
	Employees	Contractors	Employees + Contractors	Employees	Contractors	Employees + Contractors	Employees	Contractors	Employees + Contractors	Employees + Contractors
DAWC cases ^[4]	10	5	15	6	1	7	6	2	8	14%
DAWC rate	0.04	0.08	0.05	0.02	0.01	0.02	0.02	0.03	0.02	0%
TRC ^[5]	49	24	73	42	15	57	38	12	50	-12%
TRIR ^[6]	0.22	0.37	0.25	0.16	0.22	0.17	0.15	0.18	0.16	-6%
Fatalities	0	0	0	0	0	0	0	0	0	
Exposure hours	44,777,474	12,915,558	57,693,032	52,929,694	13,764,849	66,694,543	51,303,344	13,010,418	64,313,762	

[1] 2021 and later data excludes data for Mobility and Materials businesses divested in November 2022, consistent with disclosure GRI 2-2 Entities included in the organization’s sustainability reporting.

[2] 2022 and later data includes Laird business acquired in July 2021 and ArmorWall business acquired in October 2021, consistent with disclosure GRI 2-2 Entities included in the organization’s sustainability reporting.

[3] 2023 data includes Delrin business that was divested in November 2023, consistent with disclosure GRI 2-2 Entities included in the organization’s sustainability reporting.

[4] 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.

[5] Total Recordable Cases includes Days Away from Work Cases, Restricted Workday Cases, and Medical Treatment Cases.

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

The top three types of injury reported are line of fire events, slips, trips, and falls, and ergonomic over-exertion. Work-related hazards and the processes for identifying hazards and risk assessment are described in GRI 403-2 on page A28.

403-10 Work-related ill health

Reference disclosure 403-9 above. We do not separate reporting of work-related injuries from ill health. Both are included in the data in the table above.
Omission: Information unavailable. DuPont does not disaggregate injury and illness data.

GRI 404: Training and Education 2016

3-3 Management of material topic

Management approach for training of employees is described in the Cultivating well-being and fulfillment section on page 74 of the [DuPont 2024 Sustainability Report](#).

404-1 Average hours of training per year per employee

In 2023, DuPont employees completed an average of 26 hours of compliance and job-specific training. This does not include additional voluntary, skills-based, and personal development training that is self-directed or led by our employee resource groups (ERGs) and functional learning teams that provide professional and career development programming throughout the year.
Omission: Information unavailable. We do not collect training data by gender or employee category.

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

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

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

We equip colleagues to drive their development and careers through a custom blend of experience, exposure, and education. DuPont partners with some of the leading learning organizations in the world to provide continuous and on-demand professional and functional learning content for our global workforce. Employees also participate in ongoing development through mentorship, career development workshops, ERG programming, and new in 2023, skill-specific learning cohorts. We also developed and deployed a 360 assessment for individual contributors built upon our Capability Library housed in the Career Pathways site. We also offer tuition assistance to assist employees through the completion of an undergraduate or postgraduate degree program that builds competencies for their current role or desired future opportunities.

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

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

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

Through the Performance Partnership process, managers are expected to provide clarity, direction, and support to their employees so that all team members can succeed as individuals while contributing to our ultimate strategic goals. In 2023, 79% of employees reported having discussed career goals and aspirations with their manager, an increase of 3% from the prior year.

Rather than requiring and measuring annual performance and career reviews, our approach to building a high-performance culture begins with a purposeful and continuous dialogue between managers and colleagues regarding performance and growth. Our Performance Partnership process eliminates performance ratings and focuses instead on ongoing and effective channels of communication through a culture of two-way feedback. These conversations can focus on a specific topic (such as personal or professional development, goals, projects, or tasks), or they can be a check-in on the employee’s overall progress, plans, and needs. Having this kind of dialogue throughout the year fosters transparency, focus, and trust through gaining a mutual understanding of expectations, sharing feedback, celebrating achievements, identifying support needed, and planning next steps.

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

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topic

Management approach to diversity and equal opportunity is described in the Accelerating diversity, equity, and inclusion section on pages 63 – 70 of the [DuPont 2024 Sustainability Report](#).

405-1 Diversity of governance bodies and employees

Diversity of nominees for DuPont’s Board of Directors as presented on pages 17 – 18 of [The Proxy Statement for DuPont’s 2024 Annual Meeting of Stockholders](#) filed with the SEC on April 5, 2024.

% of Board members by gender			
	2021	2022	2023
Female	33%	33%	33%
Male	67%	67%	67%

% of Board members by age group			
	2021	2022	2023
Under 30	0%	0%	0%
30 – 50	0%	0%	0%
Over 50	100%	100%	100%

% of Board members by race/ethnicity/underrepresented groups ^[1]			
	2021	2022	2023
African American or Black	8.3%	8.3%	8.3%
Asian	8.3%	8.3%	8.3%
White	83%	83%	83%
LGBTQ+	8.3%	8.3%	8.3%

[1] Column totals are >100% because individual board members may be counted in multiple race/ethnicity/underrepresented groups.

Diversity of DuPont’s employees on December 31 of each year. Values for prior reporting periods are not restated for change in scope of the organization through divestitures and acquisitions. Refer to the Reporting scope table on page 95 of the [DuPont 2024 Sustainability Report](#) for details on the inclusion of recent acquisitions and divestitures in these values.

% of employees per employee category by gender ^[1]	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Non-exempt	18%	82%	23%	76%	23%	77%
Individual contributor	44%	56%	44%	56%	44%	55%
Supervisor	31%	69%	32%	68%	33%	67%
Manager	26%	74%	27%	72%	29%	71%
Senior leader	26%	74%	27%	73%	28%	72%

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

% of employees per age group by gender ^[1]	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Under 30	36%	64%	37%	63%	37%	63%
30 – 50	28%	71%	33%	67%	33%	67%
Over 50	24%	76%	26%	73%	28%	72%

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

2023 % of employees per employee category by race and ethnicity ^[1]	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Not disclosed	Two or more races	White
Non-exempt (U.S. population)	1%	4%	27%	6%	<1%	<1%	2%	61%
Individual contributor (U.S. population)	<1%	7%	11%	6%	<1%	<1%	2%	73%
Supervisor (U.S. population)	<1%	14%	7%	5%	<1%	1%	1%	73%
Manager (U.S. population)	<1%	15%	6%	5%	<1%	<1%	1%	73%
Senior leader (Global population) ^[2]	1%	18%	7%	5%	<1%	1%	<1%	69%

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

[2] Senior leader category reflects the global population of top company leadership.

405-2 Ratio of basic salary and remuneration of women to men

We continue to be committed to equity in opportunity and pay and an on-going review of our talent and reward processes to identify and promote the best practices in hiring, compensation, promotion, and career development to support diverse representation and pay equity across the organization.

In 2023, we conducted another raw pay gap review of our Global population. Raw pay gap is the difference in the median pay of employee groups as a result of their representation at different job levels. The raw pay gap calculation does not take into consideration factors such as role, level, and experience. It is important to note that the raw pay gap is not an indication of pay disparity or a measurement of equal pay. Rather it highlights a potential opportunity to increase representation of certain employee groups at senior levels.

The raw pay gaps below are reflective of our distribution of men and women globally, as well as U.S. race/ethnicity groups.

Women earn **\$0.79** for every \$1 earned by men Globally.
(\$0.76 in 2022)

Minorities earn **\$0.87** for every \$1 earned by
non-minorities in the U.S.
(\$0.87 in 2022)

DuPont has a global leveling framework providing managers a consistent global language for understanding job responsibilities across the company. This framework provides a foundation to establish new pay levels based on objective factors, including external survey data, required education, and experience.

Additionally, in 2023, we began working with external advisors using leading industry standards to evaluate pay fairness, regardless of race or gender, in our Global population^[1].

[1] U.S. employee population excludes hourly production workers whose pay is pre-determined by a neutral collective bargaining agreement or local pay scale equally applied to all employees in a particular category.

Omission: Information unavailable. Our disclosure is a raw pay gap for our global employee population. We do not calculate breakdowns by employee category or locations.

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topic

Discussion of management processes for Supplier Social Assessment are described in the Responsible procurement section on pages 92 – 93 of the [DuPont 2024 Sustainability Report](#).

414-1 New suppliers that were screened using social criteria

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

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

Omission: Confidentiality constraints. We do not disclose the percentage of suppliers determined to be “critical” and subject to evaluations on topics including human rights due diligence.

GRI 416: Customer Health and Safety 2016

3-3 Management of material topic

Management processes for customer health and safety are described in the Innovating safe and sustainable by design section on pages 31 – 35 of the [DuPont 2024 Sustainability Report](#).

416-1 Assessment of the health and safety impacts of product and service categories

100% of DuPont product categories are subject to our Product Stewardship and Regulatory (PS&R) Management System, which requires all new and existing products, applications, and services to undergo Product Stewardship Reviews that include detailed health, safety, and environmental impact assessments. We conduct Product Stewardship Reviews to assess and manage risk prior to commercialization and conduct additional reviews at a frequency commensurate with overall product risk. In addition, businesses are required to conduct Product Stewardship Reviews when significant product changes occur, such as 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 for all PS&R personnel and mandatory adherence to PS&R Management System standards ensure detailed stewardship assessments of new products, markets, or applications prior to commercialization, modifications to products or processes prior to implementation, as well as periodic reviews of all product lines.

More than 1,000 Product Stewardship Reviews were completed during calendar year 2023.

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

In 2023, we identified and resolved two non-compliance incidents associated with product health, safety, or transparency regulations. Both incidents were identified as part of proactive DuPont product stewardship review actions. These reviews uncovered the non-compliance status of two products associated with acquired businesses. No fines, penalties, or warnings were issued, and DuPont took immediate action to resolve the incidents of non-compliance.

GRI 417: Marketing and Labeling 2016

3-3 Management of material topic

Requirements for product marketing and labeling are described in DuPont’s Product Stewardship and Regulatory (PS&R) Management System. Those requirements are described in GRI 417-1 below.

417-1 Requirements for product and service information and labeling

DuPont’s Product Stewardship and Regulatory (PS&R) Management System ensures compliance with global and local Safety Data Sheet (SDS) and labeling information requirements. SDS and label compliance management are critical components of product safety. 100% of DuPont products that are not articles have an SDS that provides essential information on content including chemical and physical characteristics and toxicology, as well as safe handling, use, and disposal information including spill and emergency response measures with appropriate contact numbers. We regularly review, update, and audit DuPont Safety Data Sheets and product labels to confirm compliance with relevant global and local regulatory requirements.

100% of DuPont products are reviewed with SDSs generated in applicable languages for customer use. SDSs are updated and re-issued given any change to the product or related SDS information as well as any relevant regulatory change. Further, all SDSs are reviewed at a set frequency to ensure up-to-date SDSs are in use.

SASB content index

Sustainability Disclosure Topics and Accounting Metrics

Greenhouse Gas Emissions
RT-CH-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations
GRI 305-1 Direct (Scope 1) GHG emissions, p. A20.
RT-CH-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets
Acting on climate, p. 39 – 46 of the DuPont 2024 Sustainability Report .
Air Quality
RT-CH-120a.1 Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)
GRI 305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions, p. A23.
Energy Management
RT-CH-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy
GRI 302-1 Energy consumption within the organization, p. A14 – A15.
Water Management
RT-CH-140a.1 (1) Total water withdrawn, (2) total water
GRI 303-3 Water withdrawal, p. A18. GRI 303-5 Water consumption, p. A19.
RT-CH-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations
GRI 2-27 Compliance with laws and regulations, p. A10.
RT-CH-140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks
Water stewardship in our operations and local watersheds, p. 50 – 51 of the DuPont 2024 Sustainability Report .

Hazardous Waste Management

RT-CH-150a.1 Amount of hazardous waste generated, percentage recycled

GRI 306-3 Waste generated, p. A25.
GRI 306-4 Waste diverted from disposal, p. A25.

Community Relations

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

Building thriving communities, p. 77 – 83 of the [DuPont 2024 Sustainability Report](#).

Workforce Health & Safety

RT-CH-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees

GRI 403-9 Work-related injuries, p. A32 – A33.
GRI 403-10 Work-related ill health, p. A33.

RT-CH-320a.2 Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks

GRI 403 Occupational Health and Safety 2018, disclosures 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, and 403-8, p. A28 – A32.

Product Design for Use-Phase Efficiency

RT-CH-410a.1 Revenue from products designed for use-phase resource efficiency

Not disclosed. Metric omitted due to lack of available aggregate revenue figure.

Safety & Environmental Stewardship of Chemicals

RT-CH-410b.1 (1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment

- (1) Not disclosed.
(2) 100% of DuPont products have undergone Product Stewardship Reviews as required by our Product Stewardship and Regulatory Management System described on page 34 of the [DuPont 2024 Sustainability Report](#).

RT-CH-410b.2 Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact

Innovating safe and sustainable by design, p. 31 – 35 of the [DuPont 2024 Sustainability Report](#).

Genetically Modified Organisms

RT-CH-410c.1 Percentage of products by revenue that contain genetically modified organisms (GMOs)

Not disclosed. Metric omitted due to lack of applicability.

Management of the Legal & Regulatory Environment

RT-CH-530a.1 Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry

GRI 2-29 Approach to stakeholder engagement, p. A11.
GRI 2-23 Policy commitments, p. A9.
GRI 2-24 Embedding policy commitment, p. A9.

Operational Safety, Emergency Preparedness & Response

RT-CH-540a.1 Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)

EH&S incident reporting and performance, p. 56 – 57 of the [DuPont 2024 Sustainability Report](#).

RT-CH-530a.2 Number of transport incidents

In 2023, DuPont had zero transportation incidents.

Activity Metrics

RT-CH-000A Production by reportable segment

GRI 302-3 Energy intensity, p. A16. Production is reported at a corporate aggregate level and measures overall production from manufacturing facilities of both final products and intermediate products that may be transferred to another manufacturing site for final processing. We do not report production by segment.

TCFD disclosure index

Governance—disclose the company’s governance around climate-related risks and opportunities

Board oversight of climate-related risks and opportunities

The Board of Directors is responsible for overseeing the Company’s strategic direction, including the integration of environmental, social, and governance (“ESG”) risks and opportunities into the Company’s strategy. Each of DuPont’s four Board Committees has formal oversight of specific ESG-related risks and opportunities. Discussion of ESG and sustainability topics occurred at each of the five scheduled Environment, Health, Safety and Sustainability (EHS&S) Committee meetings and as needed at meetings of the full Board.

Climate-related risks and opportunities are part of the responsibility of the EHS&S Committee of the Board.

The responsibilities of the EHS&S Committee in its role of assisting the Board of Directors in fulfilling its oversight responsibilities include:

- Assesses the effectiveness of and advises the Board on, the Company’s environment, health, safety, and sustainability (EHS&S) policies and programs and matters impacting the Company’s public reputation and the Company’s Safety and health core value.
- Oversees environment, health, and safety performance and regulatory compliance, including the Company’s safety programs, processes for risk identification and mitigation, and the processes and systems used to ensure compliance.
- Oversees and advises the Board on the company’s sustainability strategy, including the Company’s sustainability goals and actions, public policy management, advocacy priorities, community impact contributions, climate action, corporate reputation management, and other emerging issues.
- Reviews the Company’s Sustainability Report, sustainability policy positions, strategy regarding political engagement, and corporate social responsibility initiatives.

The EHS&S Committee of the Board of Directors receives reports from the Chief Technology & Sustainability Officer and/or the Chief Operations & Engineering Officer on climate-related matters bi-annually, or on a more frequent basis as necessary.

Management’s role in assessing and managing climate-related risks and opportunities

Senior leadership responsibility for our sustainability strategy, including our climate strategy, ultimately resides with the Chief Technology and Sustainability Officer (CTSO), who reports directly to the CEO. The CTSO focuses on the link between sustainability and innovation in our operating model and chairs the Sustainability Sponsors Committee, a subset of DuPont’s Senior Leadership Team. Members of the Sustainability Sponsors Committee represent Corporate Governance and Finance, Operations Excellence, Employee Experience and Development, Innovation, and Business Oversight. The Sustainability Sponsors Committee reviews and approves sustainability initiatives and policies and oversees the work of the Sustainability Leadership Council (SLC). The CTSO reports directly to the CEO and, together with DuPont’s Chief Operations & Engineering Officer, routinely engages with the DuPont Board of Directors and its Environment, Health, Safety & Sustainability (EHS&S) Committee on ESG and sustainability matters.

The SLC oversees implementation of our sustainability and climate strategies. The SLC is chaired by the Vice President of Sustainability, who reports to the CTSO. SLC members include a sponsor for each of our nine 2030 Sustainability Goals, representatives from each of our businesses, functional and regional leaders, and our enterprise sustainability staff. The goal sponsors coordinate across the company to drive actions that enable sustainability and business success in their respective areas of expertise. Membership in the council is selected to ensure sustainability is deeply embedded in our business strategy and tightly aligned with our company purpose and actions. Each DuPont business also has a dedicated sustainability leader responsible for overseeing business and product-level sustainability efforts. The SLC includes an enterprise-level climate strategist who leads implementation of the climate strategy to drive progress toward our Acting on climate 2030 goals, including the development of roadmaps to meet our climate targets, the engagement of our global businesses on operations, and market-focused climate strategies. DuPont’s Chief Technology and Sustainability Officer and Chief Operations and Engineering Officer together are responsible for performance against our climate goals and communicate with the CEO and the Board of Directors on climate-related matters.

Strategy—disclose the actual and potential impacts of climate-related risks and opportunities on the company’s businesses, strategy, and financial planning where such information is material

Climate-related risks and opportunities the company has identified over the short, medium, and long term

We define short term as 0–5 years, medium term as 5–10 years, and long term as 10–30 years.

Acute physical risk—frequency and severity of extreme weather events expected in the medium term

The extreme weather-related physical risks to DuPont sites and supply chains (for example, suppliers located along or shipping passing through the U.S. Gulf Coast) are described in DuPont’s [2023 Annual Report on Form 10-K](#) as, “Climate change increases the frequency and severity of potential supply chain and operational disruptions from weather events and natural disasters. The chronic physical impacts associated with climate change, for example, increased temperatures, changes in weather patterns and rising sea levels, could significantly increase costs and expenses and create additional supply chain and operational disruption risks....Supply chain disruptions, plant and/or power outages, labor shortages and/or strikes, geo-political activity, weather events and natural disasters, including hurricanes or flooding that impact coastal regions, and global health risks or pandemics could seriously harm the Company’s operations as well as the operations of the Company’s customers and suppliers.” This risk could manifest as any of several types of severe weather events including hurricanes, floods, and others.

Our exposure to this risk includes our operations in the U.S. Gulf Coast region, for example, at our operations site at Pontchartrain, Louisiana.

An example of the impact of a severe weather event is Hurricane Ida in August 2021, which impacted our operations site at Pontchartrain, Louisiana. This event resulted in a facility shutdown. The total impact on the Company was approximately \$4,000,000 from costs to repair storm-damaged equipment, utilities, and property, and costs associated with approximately three weeks of lost production.

Product opportunities—access to new and emerging markets and development of low emission goods and services

Market opportunity driven by climate change is described in DuPont’s [2023 Annual Report on Form 10-K](#) as "Demand for product offerings that are less carbon-intensive or customers determine support their respective sustainability goals is expected to continue to increase, driven by end-user and customer demand, investor preference, and government legislative and market- and product-specific actions in response to risks created by climate change."

As a premier multi-industrial company with a diverse portfolio of products and downstream markets, DuPont is well positioned to realize the opportunity in the development and expansion of low-emission products in several ways. In 2023, we continued engagement with strategic customers from across our global businesses, representing multiple end markets including automotive, semiconductors, water, protection, consumer electronics, industrial, and more. These engagements establish a direct link between our innovation platforms and the sustainability priorities of our customers, with climate change cited as a priority by more than 75% of those surveyed.

We work directly with our customers to meet their expectations for low-carbon products and solutions to global challenges. Several examples of market opportunities specific to DuPont’s business are:

- 1) In the automotive market, the clear trend is toward lower carbon emission technology (including hybrid, PHEV, and BEV), and away from traditional internal combustion engines and drivetrains. The Next generation automotive strategic growth area accounts for about 10% of DuPont’s net sales.
- 2) In the building solutions market, the trend strongly favors product solutions that reduce both embodied (i.e., material carbon footprint) and operational carbon emissions. The Protection strategic growth area, which includes building solutions, accounts for about 21% of DuPont’s net sales.
- 3) The trend in display technologies and consumer electronics favors technologies such as energy-efficient displays and devices that last longer and consume less energy during use by consumers. The Electronics strategic growth area accounts for about 29% of DuPont’s net sales.

Impact of climate-related risks and opportunities on the company’s businesses, strategy, and financial planning

Our understanding of climate change as a risk and opportunity influences our business decisions and strategies in several ways.

In how we innovate:

In 2023, we continued to advance learning through expanded customer and value chain engagements. The effort focused on 120 strategic customers from across our global businesses, representing multiple end markets including automotive, semiconductors, water, protection, consumer electronics, industrial, and more. Using the results of the 2022 customer engagement work, we developed an interactive internal dashboard to facilitate analysis and insight generation. These customer insights establish a direct link between our innovation platforms and the sustainability priorities of our customers. The customer insights provide clarity for DuPont businesses and functions, increase the commercialization success of sustainable products, and enable our customers’ successes in achieving their sustainability objectives. Climate change is the number one ESG topic for DuPont’s customers and value chains, cited as a priority by more than 75% of those surveyed.

In our actions to protect the planet:

In 2023, we announced new, bolder 2030 climate goals that address increasing expectations from our customers and other stakeholders that we continue to accelerate our climate actions. Our new targets were validated by SBTi to meet their near-term target criteria. These included:

- A new goal to reduce our Scopes 1 and 2 GHG emission by 50% by 2030 from a 2019 baseline that goes beyond the prior 30% goal that we exceeded in 2022; and
- Our first Scope 3 goal to reduce emissions from purchased goods and services and end-of-life of sold products by 25% by 2030 from a 2020 baseline.

We’re pleased to report that through focus on actions aligned with our climate strategy we have surpassed both in 2023. In addition, we’ve surpassed our near-term goal to source 60% of electricity from our operations from renewable sources by 2030 on the way to our RE100 commitment of 100% renewable electricity by 2050.

We joined RE100, with a near-term commitment to source 60% of electricity from renewable sources by 2030. We invested in our first long-term VPPA which will deliver the equivalent of 135 megawatts of new wind power capacity to the North American electrical grid, which is approximately 546,000 MWh of renewable electricity annually. The facility in Texas came on-line ahead of schedule in December 2022. Our individual businesses have chosen to purchase renewable energy credits (RECs) and make renewable electricity claims to support their customers and value chains. These purchases support business strategies and allow us to provide low-emissions product options to our customers.

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

DuPont approaches climate resilience through the integration of climate risks and opportunities with business strategy and enterprise risk management. In 2021, DuPont conducted a series of climate screening workshops to review and prioritize climate-related physical and transition risks, as well as corresponding opportunities. The Company’s climate risk screening and initial assessment showed the strategic importance of climate-focused innovation, disaster preparedness, and a multi-pronged approach to the supply of key raw materials.

From an innovation perspective, DuPont is preparing for the transition to a lower carbon economy through an integrated climate action and sustainable innovation strategy, as detailed in the Delivering solutions for global challenges and Acting on climate sections of the [DuPont 2024 Sustainability Report](#).

In terms of supply chain resilience, generally, as described in DuPont’s [2023 Annual Report on Form 10-K](#), the Company seeks to have many sources of supply for key raw materials to avoid significant dependence on any one or a few suppliers. In addition, and where the supply market for key raw materials is concentrated, DuPont takes additional steps to manage its exposure to supply chain risk and price fluctuations through, among other things, negotiated long-term contracts, some of which include minimum purchase obligations. However, there can be no assurance that such mitigation efforts will prevent future difficulty in obtaining sufficient and timely delivery of certain raw materials.

Risk management—disclose how the company identifies, assesses, and manages climate-related risks.

Processes for identifying and assessing climate-related risks

In 2021, DuPont conducted a series of climate screening workshops to review and prioritize climate-related physical and transition risks, as well as corresponding opportunities. To develop a deeper understanding of the unique impacts that climate change could have for DuPont, potentially relevant climate risks were identified and assessed via a climate risk screening process based on the risk’s likelihood, significance, and scope of impact across the business including direct operations, upstream, and downstream. Business and functional teams with responsibilities across DuPont’s value chain rated the impact and vulnerability to each risk as low, medium, or high. The low, medium, and high thresholds were calibrated based on potential impacts on operating costs, earnings, increases in costs of raw materials, and supply chain disruptions. Climate leadership used these inputs to prioritize the identified risks and integrated into our corporate enterprise risk management system. The climate screening and risk assessment work was supported by external climate consultants, to help the Company better understand its risk exposure, create a roadmap for scenario analysis and resiliency planning, develop strategies for leveraging opportunities, and meet our reporting and disclosure commitments.

In 2023, DuPont continued to refine our assessment of climate risks.

We assessed market risks and opportunities by listening to our customers through expanded engagements that focus on 120 strategic customers from across our global businesses, representing multiple end markets, including automotive, semiconductors, water, protection, consumer electronics, industrial, and more. Using the results of the 2022 customer engagement work, we developed an interactive internal dashboard to facilitate analysis and insight generation. These customer insights establish a direct link between our innovation platforms and the sustainability priorities of our customers. The customer insights provide clarity for DuPont businesses and functions, increase the commercialization success of sustainable products, and enable our customers’ successes in achieving their sustainability objectives. Climate change is the number one ESG topic for DuPont’s customers and value chains, cited as a priority by more than 75% of those surveyed. The engagement survey addresses short, medium, and long-term (current – 30 years) through questions about quantitative commitments or product claims that our customers make, investments customers are making, and whether the customer is making carbon neutral or net zero commitments by 2050. Many of the customer responses reference 2030 commitments. This process of customer engagement is established as an annual process managed by members of our business strategic planning team with input from corporate sustainability.

Assessment of physical climate risks is primarily analysis led by our climate strategist that indicates our greatest likelihood of impact is from our supply chains that are impacted by the chemical industry located on the U.S. Gulf Coast. There is also the potential for impact at our sites, but the risk is lower for any single event due to our globally distributed footprint and not being concentrated in higher-risk locations like the U.S. Gulf Coast.

Other inputs to our understanding of climate risks include the evolving criteria in ESG ratings and direct engagements with investors. We monitor ESG assessments such as CDP, EcoVadis, and others for changes that indicate increased focus on transparency and action related to climate risks. For example, in 2022 CDP expanded their requested disclosures on the details of renewable energy purchases, aligned with RE100 reporting requirements. This was an indicator of additional transparency expectation related to the actions we’re taking to manage our climate risk. Our sustainability and investor relations teams collaborate to monitor ESG topics in direct engagements with investors. In 2023, those topics included climate targets and our climate action plan among others. Our understanding of these changing criteria primarily covers the short term. For example, we are monitoring progress on regulation from the U.S. SEC that would require additional disclosures in the short-term that will drive action in the next year.

Processes for managing climate-related risks

At DuPont, we continue to drive integration and management of strategic climate risks and opportunities to the appropriate levels across business and functional teams where they can be most effectively addressed and acted upon. Our climate strategy, as part of our sustainability strategy, is set by our Chief Technology and Sustainability Officer and reviewed regularly for progress. Implementation of the Acting on climate goal, including the development of roadmaps to meet our climate targets and the engagement of our business units on their contribution, is led by an enterprise-level climate strategist. DuPont’s Chief Technology and Sustainability Officer and Chief Operations and Engineering Officer together are responsible for performance against our climate goals and communicate with the CEO and the Board of Directors on climate-related matters.

In 2023, we continued to refine and implement our Product Sustainability Assessment (PSA) process for assessment of our innovation portfolio. Through this process, we reaffirmed that climate remains a top priority sustainability topic for more than 75% of our customers that we engaged. We also have an established process to engage our customers annually to understand what their priority ESG topics are. Learnings from these engagements are inputs to management actions, including investing in renewable energy for example through RECs, increasing investment in climate-related innovation for specific markets and applications, setting new climate reduction targets, engaging our suppliers on their climate action plans, and others.

DuPont manages our risk associated with physical impacts of climate change through our Business Continuity plans as part of our Enterprise Risk Process, including emergency preparedness. As part of our emergency preparedness corporate requirements, each site is required to have an emergency response plan (ERP). The plan details prevention, mitigation, response, and recovery activities the site shall do prior, during, and after any unplanned event. The plan also dictates the need to have a Site Emergency Management Team to coordinate the activities provided in the ERP. If needed, due to the unplanned event, a business crisis team will be implemented to assist with providing additional resources to the site, assisting employees with recovery, or implementing actions to minimize supply chain disruption. The business crisis plan can be escalated to a corporate crisis plan bringing additional resources to meet the needs of the site(s) or employees.

How processes for identifying, assessing, and managing climate-related risks are integrated into the company’s overall risk management

Our Enterprise Risk Management (ERM) process, refined in 2021 and executed by DuPont’s Chief Compliance Officer, manages enterprise-level risk across our global operational footprint and oversees risk response planning, governance, and accountability. The ERM process seeks input from across the company’s global businesses, regions, and functions and engages external subject matter experts to identify drivers and mitigation measures. Each risk area has a risk leader who manages the risk and a risk owner who provides strategic guidance and is a member of the senior leadership team. We continually review and update our ERM process to assure alignment with the changing world we operate in and the key challenges facing our global stakeholders. The ERM process maintains a risk register and a set of key indicators for managing each risk area. The full risk profile for the company is presented to the full board annually, and individual risk topics are presented in detail once each year to either the full Board or the relevant Board committee.

ESG risk, including climate, assessment and management is integrated with the ERM process, both through identifying and including ESG-specific risk areas and by including ESG topics as elements of other risk areas such as geopolitical, operational resilience, human capital management, anti-corruption, fraud, and integrity. ESG serves as a lens through which we view corporate risks, drivers, and mitigation for each risk topic to ensure consideration is given to components of the ESG landscape. For example, operational resilience can be impacted by many factors, including increased frequency and severity of severe weather events. Climate and chemical stewardship are the two specific ESG risk areas monitored, with key indicators identified to manage them and assigned risk leaders and risk owners for accountability. For details about our management of these two topics, refer to the Acting on climate and Safe and sustainable by design sections in the [DuPont 2024 Sustainability Report](#).

Metrics and targets—disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

Metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process

To achieve our Acting on climate goals of 50% absolute reduction of Scopes 1 and 2 GHG emissions and procurement of 60% renewable electricity by 2030 and carbon neutral operations by 2050, we’re implementing an integrated strategy to address all sources of GHG emissions, including efforts to create low-carbon industrial processes, source low-carbon and renewable electricity, and reduce our overall energy use. Because of the complex nature and broad implications of climate change, DuPont currently uses—and is further developing—metrics to help us understand our exposure to physical and transition climate-related risks and opportunities. Physical risk metrics focus on operations and supply chain disruptions. Transition risk metrics include our energy consumption as well as our greenhouse gas (GHG) emissions Scopes 1, 2, and 3, customer survey metrics, cost of carbon model estimates, and our pilot portfolio sustainability assessment (PSA) process is a framework to assess innovation opportunities and quantify impacts of our innovation and product portfolios in four categories, including climate.

In 2021, DuPont implemented a Sustainability Modifier to the annual employee Short-Term Incentive Program (STIP) to enhance accountability for sustainability across our organization. This underscores our commitment to sustainability and encourages employee participation and progress toward advancing our 2030 goals. The Sustainability Modifier can be used to enhance or curtail employee incentive payouts up to +/- 10% with the approval of the People and Compensation Committee of the Board. In each of its first three years, the Modifier was 0%, reflecting expected progress on the identified sustainability metrics relating to three of our goals—Delivering solutions for global challenges, Acting on climate, and Accelerating diversity, equity, and inclusion. The Modifier was renewed for 2024.

% renewable electricity (including RECs)		2021	2022	2023
		16%	58%	60%
Scopes 1 and 2 emissions (MTCO ₂ e)	2019 (Base year)	2021	2022	2023
Scope 1	2,079,287	1,645,757	1,433,570	739,337
Scope 2 (market-based)	1,051,549	858,091	574,210	564,194
Scope 2 (location-based)	1,037,460	893,955	849,006	850,290
Scope 1 + Scope 2 (market-based)	3,131,000	2,504,000	2,008,000	1,304,000
Scope 3 (MTCO ₂ e)	2020 (Base year)	2021	2022	2023
Cat. 1 Purchased goods and services	4,064,121	5,301,989	4,840,703	4,034,495
Cat. 2 Capital Goods	81,396	74,026	65,595	63,401
Cat. 3 Fuel and energy related activities	432,067	459,008	453,212	444,501
Cat. 4 Upstream transport & distribution	494,854	617,076	689,043	616,257
Cat. 5 Waste	49,4454	42,305	55,770	70,338
Cat. 6 Business travel	1,299	3,271	9,801	10,401
Cat. 7 Employee commute	18,949	20,320	21,411	20,867
Cat. 8 Upstream leased assets	1,615	1,241	1,025	797
Cat. 9 Downstream transportation & distribution	29,522	18,136	21,111	22,975
Cat. 10 Processing of sold products	469,533	509,342	528,069	508,520
Cat. 11 Use of sold products	10,565	10,598	7,160	4,644
Cat. 12 End-of-life treatment of sold products	6,314,808	5,982,355	4,945,995	2,292,650
Cat. 13 Downstream leased assets	NA	NA	NA	NA
Cat. 14 Franchises	NA	NA	NA	NA
Cat. 15 Investments	27,275	30,388	25,059	18,770
Total	11,995,449	13,070,055	11,663,954	8,108,616
Category 1 + 12 for goal	10,378,929	11,284,344	9,786,698	6,327,145

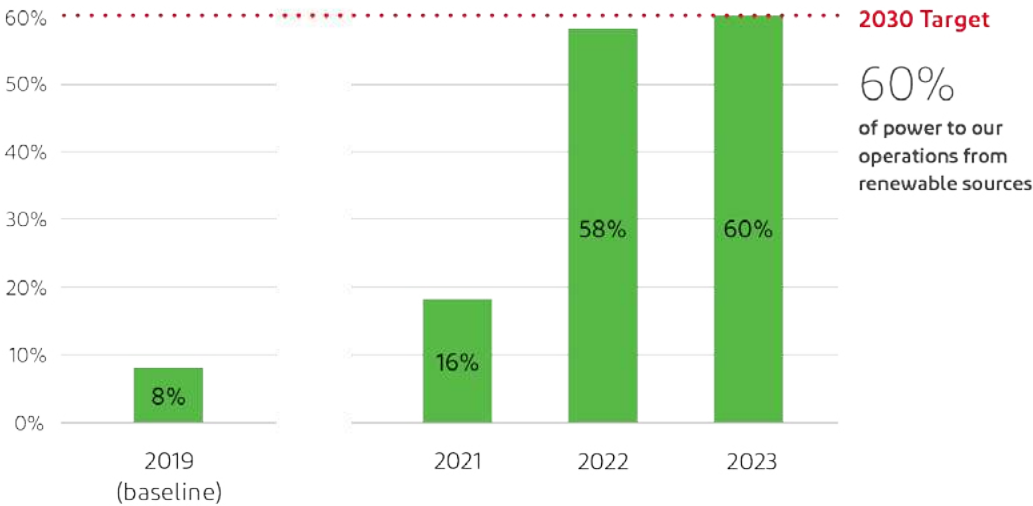
Targets used by the company to manage climate-related risks and opportunities and performance against targets

In 2023, we surpassed our 2030 goal of a 50% reduction of Scopes 1 and 2 GHG emissions seven years early, with a 2023 reduction of 58% from the 2019 baseline, a 35% improvement from 2022. This goal was validated by the Science Based Targets initiative (SBTi) to meet their near-term target criteria and is aligned with the Paris Accord 1.5° C ambition. We realized significant reductions of Scope 1 emissions by converting our building envelope insulation and air-sealing products to low-global warming potential (GWP) blowing agent solutions. Our first long-term VPPA delivered the equivalent of 135 megawatts of new wind power capacity to the North American electrical grid and contributed to the reduction of DuPont’s Scope 2 GHG emissions.

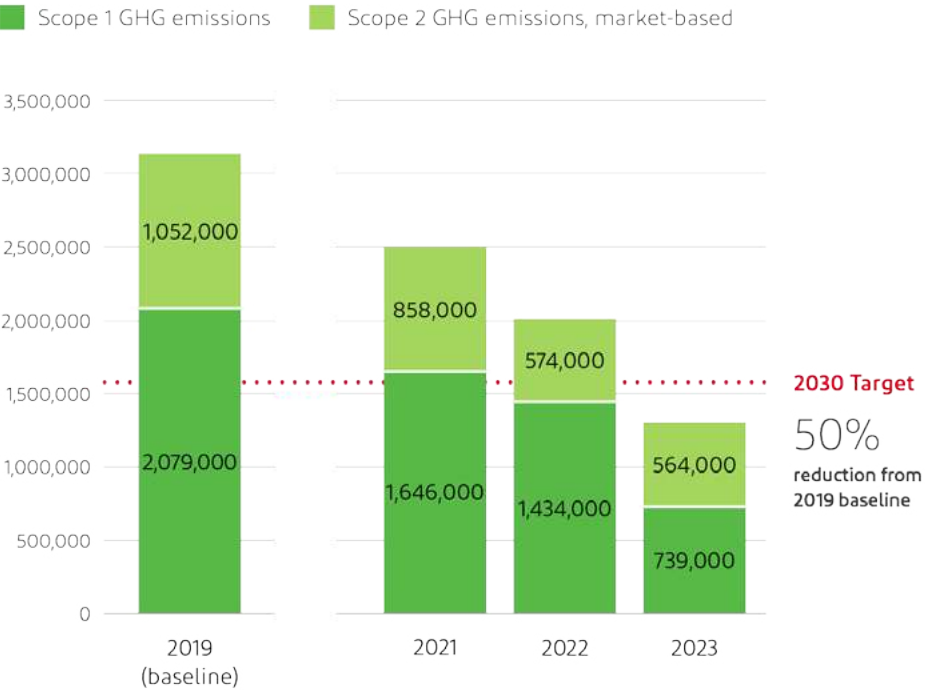
Our most significant categories of Scope 3 emissions are Category 1: Purchased goods and services and Category 12: End-of-life treatment of sold products. We’re focusing our reduction strategies on these two categories. We achieved emissions reductions in these two categories of 39% from the 2020 baseline, exceeding our 2030 goal of reducing emissions from purchased goods and services and end-of-life treatment of sold products by 25% seven years early.

Our goal to source 60% of electricity for DuPont global operations from renewable energy by 2030 is part of our RE100 commitment. In 2023, we achieved our goal and sourced 60% of our electricity from renewable sources (including through the purchase of renewable energy credits). Forty of our manufacturing sites are now operating at 100% renewable electricity.

Renewable electricity use (percent of total electricity use)



Scopes 1 and 2 GHG emissions (MTCO₂e)



Forward-looking statements

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

Forward-looking statements address matters that are, to varying degrees, uncertain and subject to risks, uncertainties, and assumptions, many of which that are beyond DuPont’s control, that could cause actual results to differ materially from those expressed in any forward-looking statements. Forward-looking statements are not representations or warranties or guarantees of future results.

Forward-looking statements include statements which relate to the purpose, ambitions, commitments, targets, plans, objectives, and results of DuPont’s sustainability strategy including its activities related to substances of concern. Forward-looking statements include statements related to the standards and measurement of progress against the company’s sustainability goals, including metrics, data and other information, which are based on estimates and assumptions believed to be reasonable at the time. The actual conduct of the company’s activities and results thereof, including the development, implementation, achievement or continuation of any goal, program, policy or initiative discussed or expected in connection with DuPont’s sustainability strategy may differ materially from the statements made herein. The use of the word “material” for the purposes of statements regarding our sustainability strategy and goals should not be read as equating to any use of the word in the company’s other disclosures or filings with the U.S. Securities and Exchange Commission.

See DuPont’s most recent annual report and subsequent current and periodic reports filed with the U.S. Securities and Exchange Commission for further description of risk factors that could impact the expectations or estimates implied by the Company’s forward-looking statements, including (i) the ability to meet expectations regarding the timing, completion, accounting and tax treatments, and benefits, including integration, related to portfolio changes; (ii) risks and costs related to indemnification of legacy liabilities; (iii) risks and uncertainties related to operational and supply chain impacts or disruptions, including ability to offset increased costs, obtain raw materials, and meet customer needs, and (iv) other risks to DuPont’s business and operations. Unlisted factors may also present significant additional obstacles to the realization of forward-looking statements. Consequences of material differences in results as compared with those anticipated in the forward-looking statements could include, among other things, business or supply chain disruption, operational problems, financial loss, legal liability to third parties, loss of key customers, reputational harm and similar risks, any of which could have a material adverse effect on DuPont’s consolidated financial condition, results of operations, credit rating or liquidity. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. DuPont assumes no obligation to publicly provide revisions or updates to any forward-looking statements whether as a result of new information, future developments or otherwise, should circumstances change, except as otherwise required by securities and other applicable laws.

Additional information

Additional sustainability disclosures are available on our [Sustainability resources & downloads webpage](#), including:

- GRI, SASB, and TCFD indices as separate downloads;
- Past years’ reports; and
- Submissions and scorecards to CDP and EcoVadis assessments.

Financial, legal, and governance information, including our 2024 Proxy Statement and financial filings, is available on our DuPont Investors website: www.investors.dupont.com.

Our corporate position statements on many of the topics included in this report are available at www.dupont.com/position-statements.

We welcome engagement on the topics described in the report. Please email sustainability@dupont.com.

Visit us at www.dupont.com

Engage with us at



If you have comments/questions email us
at sustainability@dupont.com.

© 2024 DuPont de Nemours, Inc. All rights reserved.

DuPont™, the DuPont Oval Logo, and all products, unless otherwise
noted, denoted with ™, SM or ® are trademarks, service marks or
registered trademarks of affiliates of DuPont de Nemours, Inc.

