

DuPont Specialty Products

Spruance Plant

5401 Route One

Richmond VA 23234

September 24, 2025

RE: Effects Bargaining

Pursuant to your request, I am providing a copy of the DuPont and ARWI Effects Bargaining Agreement ("Agreement"), dated September 24, 2025, so that you can present to bargaining unit members for review and ratification. Please keep in mind that the Company has completed page 1, Section 3 and page 4, Section 2.2 of Attachment B only so that you can present to your members for review and to encourage a timely ratification. Otherwise, without confirmation of ratification by your members via the ratification process before Tuesday, September 30, 2025, 8pm US ET, these provisions expire and are null and void.

The Company has carefully considered the Union's proposals since the start of effects bargaining on September 3, 2025. The Company answered the Union's many questions, and made concessions based on the suggestions and proposals brought by the Union. The mutual understandings reached, in the Company's view, address many of the Union priorities. Accordingly, we are hopeful that the Union's members will ratify the Agreement.

However, if the Union does not provide confirmation of its members' ratification by the above date and time, then, given the Company's extensive efforts to compromise on these terms and the lack of viable alternatives to the terms offered, we propose the following Attachments of the Agreement represent the Company's best and final comprehensive offer:

on the above Attachments, in the interim the Company has no further movement to make on these terms in anticipation of the Arrow alignment on October 1

Attachment A — Memorandum of Understanding (acknowledging Arrow Specialties USA} LLC as the successor •entity)

Attachment B — Alignment of Employees (CT&O, Production Employees, Maintenance Employees (including CLEG), and General Terms) - except expired Section 2.2 and its subsections

Attachment C —Article 1 1 Industrial Relations Plans and Practices (including benefit changes as noted in Schedule As comparison of Arrow Specialties USA, LLC's and DuPont's benefit plans)

Agreed to on September  
24, 2025.  
For the  
Company:

André L. Holmes, Labor  
Relations  
Änn Conradie,  
Human Resources

Gregg Hoffman, 0  
Nomex

Unit  
Joe Slepitz, Site  
Leader  
~~Services Leader~~  
Union:

Donald E. Irvin,  
Executive Chair

Michael T. Gunther,  
President

Carlos S. Smith, Vice-  
President

Eric M. Irvin,  
Secretary

Donald O. Roney,  
Director

[click here to  
continue](#)

# ATTACHMENT A

Whereas, DuPont Specialty Products USA, LLC ("DuPont Specialty") and the Amphill Rayon Workers, Inc., Local 992 Production & Maintenance ("P&M") entered into a collective bargaining agreement ("P&M CBA") effective on October 31, 2022; and, DuPont and the Amphill Rayon Workers, Inc., Local 992 Clerical, Technical & Office ("CT&O") entered into a collective bargaining agreement ("CT&O CBA") effective on September 1, 2022 (P&M CBA and CT&O CBA collectively "CBAs"; P&M and CT&O collectively "Unions").

Whereas, DuPont de Nemours, Inc. ("DuPont") is the ultimate parent company of DuPont Specialty.

Whereas, in connection with a strategic realignment of its legal entity structure, DuPont plans for some DuPont Specialty P&M and CT&O employees to align to Arrow Specialties USA, LLC ("Arrow"), under DuPont ownership, by October 1, 2025.

Whereas, on August 29, 2025, DuPont announced that Arclin has reached a definitive agreement to acquire DuPont's Aramids business including Arrow, which is expected to close in the first quarter of 2026 (subject to customary closing conditions and regulatory approval).

Therefore, DuPont Specialty, Arrow, and the Unions acknowledge the following effective upon the completion of the internal assignment of employees to Arrow, which is planned on October 1, 2025 ("Effective Date"):

1. Upon the Effective Date, as relates to the Unions' bargaining unit members employed by Arrow on and following the Effective Date, Arrow shall recognize the Unions and become the successor entity to the CBAs for its remaining term, as well as any and all other supplemental agreements in effect between DuPont Specialty and the Unions, and shall be bound by all legal obligations arising thereunder before, on or after the Effective Date.

2. On and following the Effective Date and upon change of employer status and the CBAs, DuPont Specialty will no longer be bound by the CBAs and any other supplemental agreements related to the CBAs as it relates to bargaining unit members employed by Arrow. The Unions acknowledges that Arrow will be substituted as the "Company", "Employer", or "DuPont" to replace DuPont Specialty, where listed in the current CBAs and any other supplemental agreements as if such substitution had occurred as of the original execution of the CBAs or any supplemental agreements.

3. As relates to bargaining unit members employed by DuPont Specialty on and following the Effective Date, DuPont Specialty will continue to be bound by the CBAs and any other supplemental agreements related to the CBAs.

4. At the time of the transaction close date, Arclin will recognize the Unions and acquire Arrow and its CBAs and any other supplemental agreements related to the CBAs as relates to aramid employees.

[click here to](#)  
[continue](#)

# ATTACHMENT B part 1-3

DuPont Specialty Products USA, LLC ("DuPont Specialty" or "Company") proposes the alignment of employees to the Tyvek business unit (aligned to DuPont Specialty Products USA, LLC); and Nomex and Kevlar business units ("Aramids") (aligned to Arrow Specialties USA, LLC, or "Arrow Specialties") represented by the Amthill Rayon Workers Union ("ARWI") Production and Maintenance ("P&M") and Clerical, Technical and Office ("CT&O") as follows:

## 1. CT&O

- 1.1** CT&O employees represented by the ARWI will be aligned to the business unit or in the case of the corporate Research and Development (R&D) function, to the product line (Tyvek@, Nomex@ or Kevlar@) to which they provide fifty percent (50%) or more support in their primary assignment.
- 1.2** To the extent there are any open CT&O roles as determined by management, the Company will follow the below steps to fill the identified roles until closing of the transaction:
  - 1.2.1** Inform the members of the CT&O bargaining unit and allow them to express their interest in the opening. interested CT&O bargaining unit members will be considered for the opening first and may be selected as determined by management.
  - 1.2.2** Inform the members of the P&M bargaining unit and allow them to express their interest in the opening and may be selected as determined by management.
  - 1.2.3** Any remaining openings will be filled by the Company's normal hiring practices.

## 2. Production Employees

- 2.1** All Production employees represented by the ARWI will be aligned to the business unit to which they provide fifty percent (50%) or more support in their primary assignment.
- 2.2** Contingent upon the Union notifying the Company of successful ratification by its bargaining unit members by Tuesday, September 30, 2025, 8pm US ET or else this Section 2.2 and its subsections will expire, the Company will follow the below process up until closing:
  - 1.1.1** The Company agrees to run the Job Transfer Request (JTR) process for a minimum of six (6) FMO jobs each in Tyvek@ and Aramids for a total of twelve (12) FMO jobs.
  - 1.1.2** A notification will be sent to all employees that all JTR cards will first be cleared from the system and new cards will need to be submitted prior to running the JTR,

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[continue](#)

[Attachment B 1-2](#)

[Attachment B3](#)

[Attachment B4](#)

[Attachment C](#)

[Schedule A](#)

The above attachments are included to further expand the subject of the base correspondance. Please note that the quality of the reflects the poor quality of the original correspondance.