

# DuPont and ARWI Effects Bargaining Agreement

September 24, 2025 (revised)

By signing below, DuPont Specialty Products USA, LLC (“Company” or “DuPont”) and the Amphill Rayon Workers, Inc. (“ARWI” or “Union”) representing the Production and Maintenance (“P&M”) and Clerical, Technical and Office (“CT&O”) Bargaining Units, collectively (“the Parties”) have reached agreement on the following terms:

1. The following Attachments are incorporated into this Agreement:

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)

Attachment C – Article 11 Industrial Relations Plans and Practices (including benefit changes as noted in Schedule A’s comparison of Arrow Specialties USA, LLC’s and DuPont’s benefit plans)

Other than as may be stated in the above Attachments, the Collective Bargaining Agreements for the P&M and CT&O and any of their supplemental agreements related to the Collective Bargaining Agreements remain unaffected by this Agreement.

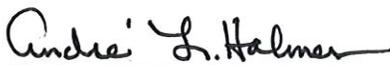
2. Unless covered by one of the three Attachments, other effects proposals by the Parties are not included in this Agreement.
3. Contingent upon the Union notifying the Company of successful ratification by its bargaining unit members by Tuesday, September 30, 2025, 8pm US ET or else this Section 3 will expire, as a transition bonus to support the stability of the Aramids business, DuPont agrees to pay each member of the Union bargaining units who are currently employed as of the date of this Agreement and remain employed until the successful closing of the divestiture with Arclin an amount of \$1,000, less any required withholdings. DuPont will pay the bonus within 30 days after the successful closing of the divestiture. The Union and its officials will discuss this bonus only with bargaining unit members, the Spruance site leader, site unit leader, and site HR. This bonus will be paid if all conditions of this Agreement are met, including but not limited to timely ratification by the above deadline, and a breach or failure to meet a condition will result in no payment of the bonus.
4. The Parties agree that the Union’s officials, and local Spruance site management will not comment to the media or on social media regarding the divestiture of the Aramids business to Arclin or this Agreement.
5. Prior to the closing of the transaction, DuPont will arrange a meeting between DuPont, Arclin, and the Union. The Parties agree to respectful communication during this meeting for all participants, including but not limited to listening and not interrupting when someone is speaking, no personal attacks, and no recording devices. The contents of this meeting will be confidential and the Union and its officials and local Spruance site management will not comment to the media or on social media about this meeting, except to state that a meeting occurred.
6. The Parties have bargained in good faith about the effects of the Aramids transaction upon the bargaining units. The Union agrees that it will not, on its own behalf or on behalf of the employees it represents, file any

lawsuit, grievance, administrative charge, or make any other claim or demand, including with the NLRB or other governmental entity, against the Company, its parents, subsidiaries, affiliates, successors, predecessors and related entities in any way concerning the effects bargaining negotiations. This release also includes any and all claims which arose or could have arisen prior to the date of this Agreement, if related in any way to the decision or effects of the Aramids transaction. If any employee or other collective bargaining representative ever succeeds in obtaining any legal or equitable remedy in any forum as related in any way to the scope of released claims in this paragraph, the Union as the exclusive representative agrees to waive or offset the bargaining unit employees' rights to these other remedies, to the extent allowed by law.

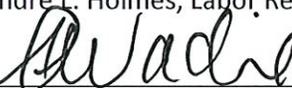
7. The Union Executive and Bargaining Committees agree to support and unanimously recommend ratification of this Agreement to the Union bargaining unit members.
8. This Agreement is contingent upon the Union notifying the Company of a successful ratification vote by the P&M and CT&O bargaining unit members by Tuesday, September 30, 2025, 8pm US ET. This Agreement is void and invalid in its entirety if not ratified by the union membership by this date.

Agreed to on September 24, 2025.

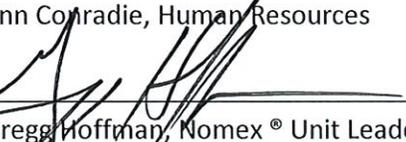
For the Company:

  
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André L. Holmes, Labor Relations

  
\_\_\_\_\_

Ann Conradie, Human Resources

  
\_\_\_\_\_

Gregg Hoffman, Nomex® Unit Leader

  
\_\_\_\_\_

Joe Slepitzka, Site Services Leader

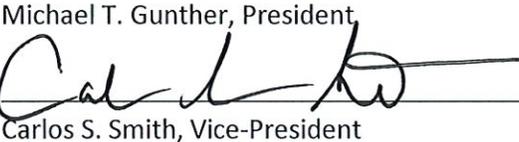
For the Union:

  
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Donald E. Irvin, Executive Chair

  
\_\_\_\_\_

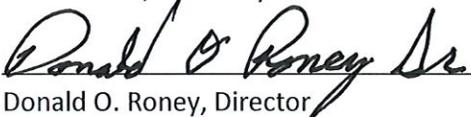
Michael T. Gunther, President

  
\_\_\_\_\_

Carlos S. Smith, Vice-President

  
\_\_\_\_\_

Eric M. Irvin, Secretary

  
\_\_\_\_\_

Donald O. Roney, Director

  
\_\_\_\_\_

Nancy M. McMicken, Director

  
\_\_\_\_\_

James J. Butler, Director

## ATTACHMENT A

**Whereas**, DuPont Specialty Products USA, LLC (“DuPont Specialty”) and the Ampthill 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 Ampthill 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.

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## ATTACHMENT B

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 Amphill 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:
  - 2.2.1 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.
  - 2.2.2 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.

### **3. Maintenance Employees**

- 3.1 Maintenance employees represented by the ARWI who are not aligned to Central Maintenance (CLEG) will be aligned to the business unit to which they provide fifty percent (50%) or more support in their primary assignment.
- 3.2 The CLEG employee group will be aligned to and employed by Arrow Specialties effective October 1, 2025. Up until closing, the CLEG Group may provide services sitewide, if needed as determined by management.
  - 3.2.1 Arrow Specialties USA, LLC as it relates to Aramids will be bound by the following language from the CBA: "A minimum of 11 METs will remain in CLEG. The following skills will be maintained in CLEG to the extent needed by the operation: Hook-and-Ladder, RV, Steam Trap, Asbestos, Welding, Machining, Sheet Metal and Carpentry."
  - 3.2.2 Consequently, DuPont Specialty as relates to Tyvek will no longer be bound to the language in section 3.2.1 above, and it will no longer form part of the DuPont Specialty and ARWI CBA effective October 1, 2025.
  - 3.2.3 The work related to the skills listed in 3.2.1 above and the CBA will be the default job assignment of the CLEG employees. However, CLEG employees may be directed to perform other maintenance work as

needed by the business as determined by management, which also aligns with established practice for CLEG. Arrow Specialties will provide CLEG employees with the necessary space and equipment to perform the specialized work referenced in 3.2.1 and to permit CLEG to remain as noted in the current CBA. Arrow Specialties will permit CLEG to keep their supplies and tools in the Central Shops, regardless of ownership over the building through the life of the current CBA.

3.3 Effective October 1, 2025, the minimum maintenance headcount of eighty-five (85) in Article 13 Section 1 will be allocated as specified below.

(i) DuPont Specialty: Twenty-five (25)

(ii) Aramids: Sixty (60) The exceptions to the minimum headcount listed in Article 13 will remain applicable as is.

3.4 Any openings in the Maintenance Department as determined by management in either DuPont or Arrow Specialties between the date of this agreement and the closing date will be filled by the PJR Request System set forth in Addendum C of the CBA. Where a maintenance employee was involuntarily moved out of their job or business unit, they shall have the first opportunity to return to that job or unit, should it become open prior to closing. The parties agree that DuPont will complete a PJR process for any MET needs in the Tyvek business prior to closing.

#### 4. General

4.1 By the closing date, the Company will provide to the ARWI a final list containing Aramid employee alignment to Arrow Specialties based on this agreement.

4.2 After September 30<sup>th</sup> and until the closing of the transaction agreement with Arclin, movement of employees will continue to be permitted per the normal course of the rules of job progression as stated in the addendum to the CBA (including FMO positions) if positions become open for backfill as determined by management.

4.3 Up to 12 months after closing, Aramid bargaining unit employees employed in good standing with Arrow Specialties at the time of closing who may be laid off for lack of work from Arrow Specialties will be rehired into open jobs at DuPont Specialty at Spruance based upon the current practice of most qualified, most senior applicant. Such rehire will be conditioned upon meeting the job qualifications and successfully passing a background check. When hired by DuPont Specialty pursuant to this Section 4.3, such employees will not be required to complete a probationary period and will immediately upon rehire be given credit for seniority for all time worked in the bargaining units covered by the ARWI collective bargaining agreements.

4.4 After closing, Aramid bargaining unit employees employed with Arrow Specialties at the time of closing can apply to any general job posting at DuPont Specialty at Spruance and will be provided preferential consideration for rehire including an interview prior to any other applicants for the life of the current Collective Bargaining Agreement. Although the applicants will be preferred and considered for rehire prior to any other applicants, DuPont will follow its normal process of hiring the most qualified candidates and rehire is not guaranteed. Employees rehired by DuPont Specialty pursuant to this Section 4.4 will be required to successfully complete the probationary period for new employees as set forth in the collective bargaining agreement. For those employees who are rehired within 12 months after closing, upon successful completion of the probationary period, such rehired employees will be given seniority credit for all time worked in bargaining units covered by the ARWI collective bargaining agreements. Anyone rehired after 12 months past the closing, shall be subject to DuPont's continuity of service as stated in the CBA.

4.5 For the life of the current Collective Bargaining Agreement, the Union will be provided a contact person at Arrow Specialties HR to refer any DuPont Specialty bargaining unit employees after closing who applies to a general job posting at Arrow Specialties for consideration. However, any referred persons will not receive any preferential consideration or guarantee of hire.

## ATTACHMENT C

The Company proposes the Industrial Relations Plans and Practices listed in Schedule A below for Arrow Specialties USA, LLC and its Aramids employees effective November 1, 2025. Enrollment for Aramids employees for the 2026 benefits will occur in November 2025. Benefits elected by Aramids employees for 2026 will transition with Arrow Specialties USA, LLC and its benefit plans upon the closing of the transaction agreement with Arclin.

### Schedule A

Company Proposal Schedule A rev. 09-11-2025																							
Coverage	DuPont Plan	Arrow Plan	Comments																				
<b>Medical Plan</b>																							
Vendor	Aetna	Aetna																					
Options	Core, Premium, Traditional	No Change																					
Deductible*	•Core: \$1,800; \$3,600 •Premium: \$6,000; \$12,000 •Traditional: \$1,000; \$2,000	No Change	Amounts contributed towards deductibles will carry over on November 1 for the remainder of the 2025 benefits year.																				
Out of Pocket Max (OOP)*	•Core: \$5,000; \$10,000 •Premium: \$6,000; \$12,000 •Traditional: \$6,000; \$12,000	No Change	Amounts contributed towards OOP will carry over on November 1 for the remainder of the 2025 benefits year.																				
Employee Contributions*		No Change	2025 Premiums:																				
			<table border="1"> <thead> <tr> <th>Coverage level</th> <th>Core</th> <th>Premium Saver</th> <th>Traditional Copay PPO</th> </tr> </thead> <tbody> <tr> <td>You Only</td> <td>\$131</td> <td>\$87</td> <td>\$131</td> </tr> <tr> <td>You + Spouse/Dom. Partner</td> <td>\$319</td> <td>\$217</td> <td>\$319</td> </tr> <tr> <td>You + Child(ren)</td> <td>\$232</td> <td>\$159</td> <td>\$232</td> </tr> <tr> <td>You + Family</td> <td>\$405</td> <td>\$275</td> <td>\$405</td> </tr> </tbody> </table>	Coverage level	Core	Premium Saver	Traditional Copay PPO	You Only	\$131	\$87	\$131	You + Spouse/Dom. Partner	\$319	\$217	\$319	You + Child(ren)	\$232	\$159	\$232	You + Family	\$405	\$275	\$405
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You + Family	\$405	\$275	\$405																				
	*2025 Values - 2026 Values TBD, but will be the same for DuPont and Arrow																						
Pharmacy	CVS Caremark Specialty Pharmacy: Prudent Rx	Aetna Pharmacy Specialty Pharmacy: Aetna Specialty Pharmacy	Aetna owns CVS Caremark Same network, copays and deductibles																				
<b>Dental Plan</b>																							
Vendor	Metlife	Metlife	Same benefits																				
Deductible*	Standard, High	Standard, High	Amounts contributed towards OOP will carry over on November 1 for the remainder of the 2025 benefits year; Preventive Plus program (3rd cleaning) implemented 1/1/2025 will be eliminated due to no utilization.																				
Out of Pocket Max (OOP)*	\$50 per person, up to a maximum of \$150 per family, applies to restorative and other	No Change	Amounts contributed towards OOP will carry over on November 1 for the remainder of the 2025 benefits year.																				
Employee Contributions*		No Change	2025 Premiums:																				
			<table border="1"> <thead> <tr> <th>Coverage level</th> <th>Standard</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>You Only</td> <td>\$11</td> <td>\$20</td> </tr> <tr> <td>You + Spouse/Dom. Partner</td> <td>\$22</td> <td>\$36</td> </tr> <tr> <td>You + Child(ren)</td> <td>\$26</td> <td>\$38</td> </tr> <tr> <td>You + Family</td> <td>\$39</td> <td>\$60</td> </tr> </tbody> </table>	Coverage level	Standard	High	You Only	\$11	\$20	You + Spouse/Dom. Partner	\$22	\$36	You + Child(ren)	\$26	\$38	You + Family	\$39	\$60					
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	*2025 Values - 2026 Values TBD, but will be the same for DuPont and Arrow																						
<b>Vision Plan</b>																							
Vendor	VBA	VBA	Same benefits and premiums																				
<b>Health Savings/Flexible Spending Accounts</b>																							
Vendor	Bank of America	Bank of America	-HSA remaining 2025 payroll contribution will be applied to new accounts with Bank of America -FSA coverage will end 10/31/2025 and payroll contributions will stop as of this date. Any outstanding claims for services received through 10/31/2025 should be submitted for reimbursement under DuPont FSA. Opportunity to enroll in FSAs for 2026 during Arrow's Annual Enrollment.																				

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<b>Vacation</b>			
<b>Vacation Policy</b>	DuPont Policy	Replicated Policy for Arrow	
<b>Vacation Purchase Plan</b>		Arrow Vacation Purchase Plan will begin 2026	DuPont purchased vacation will be paid out with your last paycheck from DuPont, Employees enroll in the Arrow Vacation Purchase Plan during the 2026 Arrow Annual Enrollment.
<b>Short Term Disability (STD)</b>			
<b>Vendor</b>	Sedgwick	Hartford	Same benefits
<b>Long Term Disability (STD)</b>			
<b>Vendor</b>	Hartford	Hartford	Same benefits
<b>Life Insurances</b>			
<b>Vendor</b>	Securian	Securian	Same benefits
<b>Other Benefits - No Changes</b>			
<b>ID Theft</b>	Allstate (InfoArmor)	Allstate (InfoArmor)	Same benefits
<b>Pet Insurance</b>	Nationwide; individual policies	Nationwide; individual	Same benefits
<b>EAP</b>	ComPsych	ComPsych	Same benefits
<b>Family Support</b>	Bright Horizons	Bright Horizons	Same benefits
<b>Critical Illness, Accident, &amp; I</b>	MetLife	MetLife	Same benefits
<b>Legal</b>	MetLife	MetLife	Same benefits
<b>Behavioral Health</b>	Aetna + Lyra	Aetna behavioral health is replacing Lyra	Same benefits
<b>Wellness</b>	Personify Health	Personify Health	Same benefits
<b>Fertility</b>	Carrot	Carrot + Aetna Enhanced Maternity	Same benefits
<b>Family Support</b>	Rethink	Rethink	Same benefits
<b>Retirement Savings Plan (RSP)/401k</b>			
	RSP will run through 10/31/2025	Transition to Mercewise Pooled Employer Plan (PEP) 11/1/2025	<ul style="list-style-type: none"> <li>- Same employer match and RSC.</li> <li>- Same vesting schedule.</li> <li>- Prior service from DuPont will be recognized in Mercewise PEP</li> <li>- Any unvested portion of the RSC in the Merrill RSP will auto-vest at the closing of the transaction.</li> <li>- Employees who have less than (3) years of service at closing, must complete 3 years of service for the remaining RSC in the Mercer Wise PEP to vest (with prior DuPont service recognized).</li> <li>- Diversified investment options similar to RSP.</li> <li>- RSP balance cannot be rolled to PEP while still employed by a DuPont entity.</li> <li>- Merrill RSP loans not transferred; repayments outside of payroll.</li> <li>- New loans will not be available until employee plan balance is sufficient in PEP to take a loan (at least \$2,000 vested).</li> <li>- Different Fee structure.</li> </ul>