

From: Marie.Noble@dupont.com
Sent: 19 February 2013 16:50
To: hilljeandenis@bluewin.ch
Subject: RE: Outstanding questions

Dear Dennis,

following our conversation, please find below the answer to your questions. I unfortunately do not have the email address of Georges Darrer and would be grateful if you could forward this email to his attention as well.

ETG:

We are currently working on this and will be coming back to you in the coming weeks with an update on this

Death Announcement and other information for pensioners:

I will be your DuPont contact in the future.

Please find below the details contact for each of the third party providers:

Aon Hewitt: for any question related to pension fund

Contact Name: Françoise Duvernay

Email : francoise.duvernay@aonhewitt.com

Phone : 022 717 60 06

Unicare : for any questions related to health insurance with Groupe Mutuel

Contact Name: Christine Gaillard

Email: cgaillard@unicare-helpdesk.com

Phone: 0848 848 608

CallHR : for any questions related to Shares

Contact Name: Horacio Arbesu

Email: callhr@dupont.com

Phone: 008000 979 39 79

Pensioners Website: Aon Hewitt is informed about it and will include this communication in the next letter that will be sent to all pensioners with the activity report this summer. As agreed, please send me the sentence you would like to include.

Please do not hesitate to come back to me should you have any question about the above subject.

Kind regards,

Marie Noble

Human Ressources

DuPont de Nemours International Sàrl

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From: Lee.P.Clarke@dupont.com [<mailto:Lee.P.Clarke@dupont.com>]
Sent: 23 August 2013 17:07
To: hilljeandenis@bluewin.ch
Cc: Marie.Noble@dupont.com
Subject: TPG RAP - pension issue

Dear Denis

I have been working with Marie Noble on the TPG adjustment question and I am pleased to confirm we have instructed CallHR to issue RAPs automatically to eligible TPG pensioners. CallHR will start the process immediately, but due to the numbers involved we intend to prioritise the process as follows:

1. By the end of 2013, issue RAPs to all pensioners who have previously received a RAP calculation (as we have old RAPs on file these cases are much easier to bring up to date)
2. During 2014, issue RAPs to all eligible pensioners (those with a TPG supplement) who have never received a RAP calculation (this takes much longer as we need to construct the calculation back to the retirement date)
3. From 2015 onwards issue an annual RAP calculation to all eligible pensioners.

A letter will be issued with each RAP calculation explaining the process and policy. Do you believe there is value in issuing a letter now informing all eligible pensioners of the above?

I trust the above process meets with the expectations of the Pensioner Committee and resolves your concerns. Please feel free to contact me should you wish to discuss any element of the matter.

Kind Regards

Lee Clarke
Global Rewards, EMEA
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From: Denis Hill [<mailto:hilljeandenis@bluewin.ch>]
Sent: 26 August 2013 11:37
To: 'Lee.P.Clarke@dupont.com'
Cc: 'Marie.Noble@dupont.com'
Subject: RE: TPG RAP - pension issue

Lee,

Thanks for the update, even though it shows there will still be delays before everyone will be informed of any entitlements due.

However, we do believe that there is immense value in issuing a letter to all eligible pensioners of your timetable, and as we don't know who all these are, it would be best if you sent this letter out ASAP. Please don't forget to include: "widow(er)s of retirees that passed away in the interim so that they will be advised and be fully compensated for the period this procedure was not properly executed"

We shall, in the meantime, advise our distribution list of the current status.

Best wishes,
Denis Hill