



# Retirement Savings Contribution

GUIDELINES & FAQ

for U.S. Benefit Eligible Employees



# Retirement Savings Contribution

The enhanced Retirement Savings (401k) Contribution provides employees a 1% to 3% annual contribution based on their age and years of service. The Retirement Savings Contribution is separate from the company matching contribution in which Chemours matches 100% of an employee's contribution to their 401(k) up to 6%. Compensation for the contribution calculation is limited to \$100,000 of 401(k) eligible earned wages. This is an annual investment by Chemours of approximately \$5 million.

## Overview

- Once per year, employees will receive a 1% to 3% contribution based on age and years of service
- DuPont years of service are included for employees who had continuous service through spin effective July 1, 2015
- The contribution percentage is based on a points system: 1 point for each year of age (YOA) and 1 point for each year of service (YOS)
- Contributions will be determined by absolute age + absolute years of service at the time of December 31
- Example: 65.5 years of age with 30.75 years of service = 65 years old + 30 years of service
- Employees can expect the contribution for the 2023 plan year to be paid by Q2 of 2024

**More information on the Retirement Savings Contribution** can be found in the **Summary Plan Description** by logging into your Merrill Lynch BOL account at [benefits.ml.com/login](https://benefits.ml.com/login)

- > Select Documents 
- > Chemours Retirement Savings Plan
- > Summary Plan Description



## Frequently Asked Questions

### How is my contribution percentage calculated?

The total number of points will be applied to the below table to determine your contribution percentage.

Contribution Formula		
Points	Contribution	Example
90+	3%	65 YOA + 30 YOS = 95 Points
75-89	2%	55 YOA + 20 YOS = 75 Points
Below 75	1%	35 YOA + 10 YOS = 45 Points

### Is this replacing the current 401(k) matching contribution?

No, there is no change to the current company matching contribution. Chemours matches 100% of an employee's contribution to their 401(k) up to 6%.

### Will this change replace the discretionary element of the 401(k) plan?

We clearly heard that they wanted more certainty related to the discretionary element of the plan. This change provides employees with that certainty and to better plan for their retirement needs. The discretionary contribution is not lost, rather the formulaic approach will be used to provide contributions each year.



## Frequently Asked Questions

(continued)

### When will I receive the contribution to my 401(k) account?

Contributions will be made once annually by early Q2.

### Is there a vesting requirement for this benefit?

You will have a 100% vested interest in your retirement savings contributions after you have been credited with three years of service.

You can find more details on vesting requirements for the Retirement Savings Contribution in the Summary Plan Description.

Keep in mind that you always have a 100% vested (nonforfeitable) interest in any amounts in your pre-tax, Roth, after-tax, rollovers, and employer matching contributions.

### Why did Chemours choose to limit the 401(k) eligible wages considered in the calculation to \$100,000?

Limiting the compensation ensures we do not favor highly compensated individuals. It also allows us to share high contribution percentages with more individuals.

### If I retire, resign, or terminate before December 31, will I receive the 1-3% contribution?

You must be employed with Chemours on December 31 to receive the contribution by

early Q2 the following year. However, you don't need to be employed with Chemours at the time the contribution is made.

### If I left Chemours but was later rehired, does my prior service count towards my years of service calculation?

Yes. Your years of service calculation includes all of the time you were a full-service employee by the company. You can find more information on continuous service in the Continuity of Service Policy and the Adjusted Service Date Policy on The Catalyst.

### If I meet the pre-tax and Roth annual contribution limit, am I eligible to receive the 1-3% contribution from Chemours?

Yes, so long as the IRS employee + employer contribution limit has not been met. This includes pre-tax, Roth, after tax, employer match, and the 1-3% contribution combined. You can refer to the IRS 415(c) defined contribution plan maximum annual addition for more information.

### Have Additional Questions?

Please direct additional questions about the Retirement Savings Contribution to the Chemours US Benefits Team by sending an email to [ChemoursUSBenefits@chemours.com](mailto:ChemoursUSBenefits@chemours.com)

This summary provides a quick, easy-to-understand outline of your Plan options. Chemours has made every effort to ensure that this accurately reflects the plan documents and contracts. However, if there is any conflict or inconsistency between this guide and those documents or contracts, the documents or contracts will govern. Chemours reserves the right to change, modify, or discontinue at its discretion any of the plans, programs, or services described in this guide. If you are in a collective bargaining unit, the benefits described are subject to meeting any bargaining obligation.

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