



Chemistry for a Better World

2021 Corporate Responsibility Commitment Report



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Every day our people come to work for one purpose: to help create a better world through the power of our chemistry. Here's how they are driving meaningful change to help people live better lives.

Most of the images included in this report are of our employees and facilities from around the world, and we are proud that they can help tell our story.

ABOUT THIS REPORT

Chemours is committed to publicly reporting on corporate responsibility-related topics on an annual basis, discussing the opportunities and challenges that we encounter as we work to enhance performance and conduct business in the most responsible manner possible. For more information on how we prepared this report see the Appendix on page 96.





Innovating sustainable solutions to shape the future.

Our chemistry is part of a cleaner, better future for us all. Some examples:

Keeping Our World Cooler: Our thermal management solutions protect the food chain, enable productivity at the office and in schools, cool our technology infrastructure, drive energy efficiency, and make medical advancements possible. With our Opteon™ ultra-low global warming potential (GWP) product line, we do it all with less environmental impact.

Fueling a Zero-Emissions Future: To reduce greenhouse gas (GHG) emissions, solar and wind farms are key, together with other renewable energy such as green hydrogen. Chemours' Ti-Pure™ titanium dioxide (TiO₂) is used in solar panel backing and in wind turbine coatings. Our Nafion™ membranes enable the generation of green hydrogen to power vehicles, accelerating a zero-emission and electrified mobility.

Helping to Deliver Critical Care: Over the past two years, the COVID-19 pandemic has demonstrated how Chemours has played a critical role in helping to keep communities safe with our medical solution products. Our offerings help ensure accurate COVID-19 testing, the durability of critical personal protective equipment, and the operation of ventilators, stress testing, anesthesia, and asthma monitoring in the treatment of chronic disease.

Advancing Plastic Circularity: Plastic products are a part of everyday life. In fact, the United Nations estimates we produce 400 million tonnes of plastic waste each year—the vast majority of which ends up in landfills. Our Ti-Pure™ team is leading a cross-value chain research initiative to change that. The goal is to develop a new, scalable plastic recycling process that can recover both TiO₂ and polymers for use in high-quality applications.

Embracing responsible manufacturing every day.



Innovating sustainable solutions starts with making them in a responsible manner—one that strives to keep our people and local communities beautiful, healthy, and safe for everyone. From renewable energy projects and efficiency investments to digital twin and data visualization adoption, we invest in processes and technologies that enable us to maximize efficiency and minimize our impact on the environment. We believe in doing what is right, not simply what is required by regulation.

Making a difference beyond our walls.

From receiving input from local community members at our plants to supporting the next generation of science, technology, engineering, and mathematics (STEM) scholars, we are committed to making a meaningful difference as an active and invested member of the communities where we live, work, and play. When we work to make our communities stronger and more vibrant, we help make the world a better place.



Creating the greatest place to work for all.



Our people are our key to creating a better world. They are behind the chemistry that sets Chemours apart. The people of Chemours represent the best and most committed talent in our industry. That's why we strive to provide them with the greatest workplace possible so they can realize their full potential to make a meaningful difference in society.

Committed to making chemistry as responsible as it is essential.

Dear Chemours stakeholders, associates, and friends,

When Chemours began its corporate responsibility journey in 2017, we were driven by a collective determination to be better and do better for our customers, communities, employees, and the world around us.

Since that time, we have made tremendous progress to meet those ambitions while transforming and growing our company beyond what we could have imagined. The fifth edition of our Corporate Responsibility Commitment (CRC) report comes as we open the next exciting chapter for Chemours—one that is rooted in the vision that together we will create a better world through the power of our chemistry. However, it also comes against the backdrop of significant global challenges, from the ongoing COVID-19 pandemic to persistent supply chain issues and the war in Ukraine.

I am incredibly proud of how each of our 6,400 employees has acted with courage and agility to respond to these challenges, strengthen our businesses, and make a meaningful impact in the world.

The fact is, the world increasingly expects companies to provide essential products, responsibly. And at Chemours, we share those expectations, which is why corporate responsibility, and our commitments to it, are embedded in everything we do.

One prime example is our 2030 goal to generate 50% or more of our revenue from offerings that contribute to the United Nations Sustainable Development Goals (UN SDGs or SDGs). Over the past year, we drove significant progress against that goal by increasing these offerings from 37.5% in 2020 to over 47% in 2021. We continue to demonstrate that our innovative products are vital to advancing the next generation of sustainable industries, from clean hydrogen energy to semiconductor chips to more climate-friendly thermal solutions and so much more.

But it's not just the products we produce; it's how we produce them. Chemours remains focused on being a responsible manufacturer and an environmental leader. I am proud to report that in 2021 we drove reductions in GHG emissions through investments in energy efficiency at various facilities as well as renewable energy projects. And we are pursuing an official science-based target through the Science-Based Target initiative (SBTi) to reduce our Scope 3 emissions—strengthening our already ambitious climate goals.

Finally, our continued success comes down to our people, which is why we are committed to making Chemours the greatest place to work. One way we are achieving this is by fostering an environment of inclusion, diversity, and equity (ID&E).

In 2021, we realized greater gender and ethnic diversity across the company. We also identified opportunities and challenges that lie ahead and have adjusted our goals accordingly. First, we recognize the opportunity to enhance our ambition for a more ethnically diverse workforce, which is why we have decided to increase our ethnic diversity goal for US positions from 20% to 30% by 2030. However, we also recognize some challenges that lie ahead in meeting our goal of gender parity. In that context, we have decided to focus on filling 50% of all director level positions and above with women by 2030, while keeping our commitment to full gender parity in all positions globally as soon as possible. And with the support of our ID&E Council, I remain confident we will achieve these goals.

At Chemours, we truly believe in our ability to make the world a better place through the power of our chemistry. Backed by that clear purpose and with the support of our employees, I am excited to renew our commitment to our CRC goals and our pledge of ongoing support to the Ten Principles of the United Nations Global Compact. Though we have more work ahead of us, I am proud of the advancements we've made and the foundation we've built for the future. I invite you to read about our progress and join us on our journey toward a more sustainable future.

Sincerely,



Mark Newman
President and CEO



About Chemours

Chemours is a different kind of chemistry company, driven by our purpose to create a better world through the power of our chemistry. With a world-class portfolio, we provide solutions for industries ranging from automotive, paints, and laminates to advanced electronics, construction, energy, and telecommunications, helping to make the world a cleaner, more colorful, and more capable place.



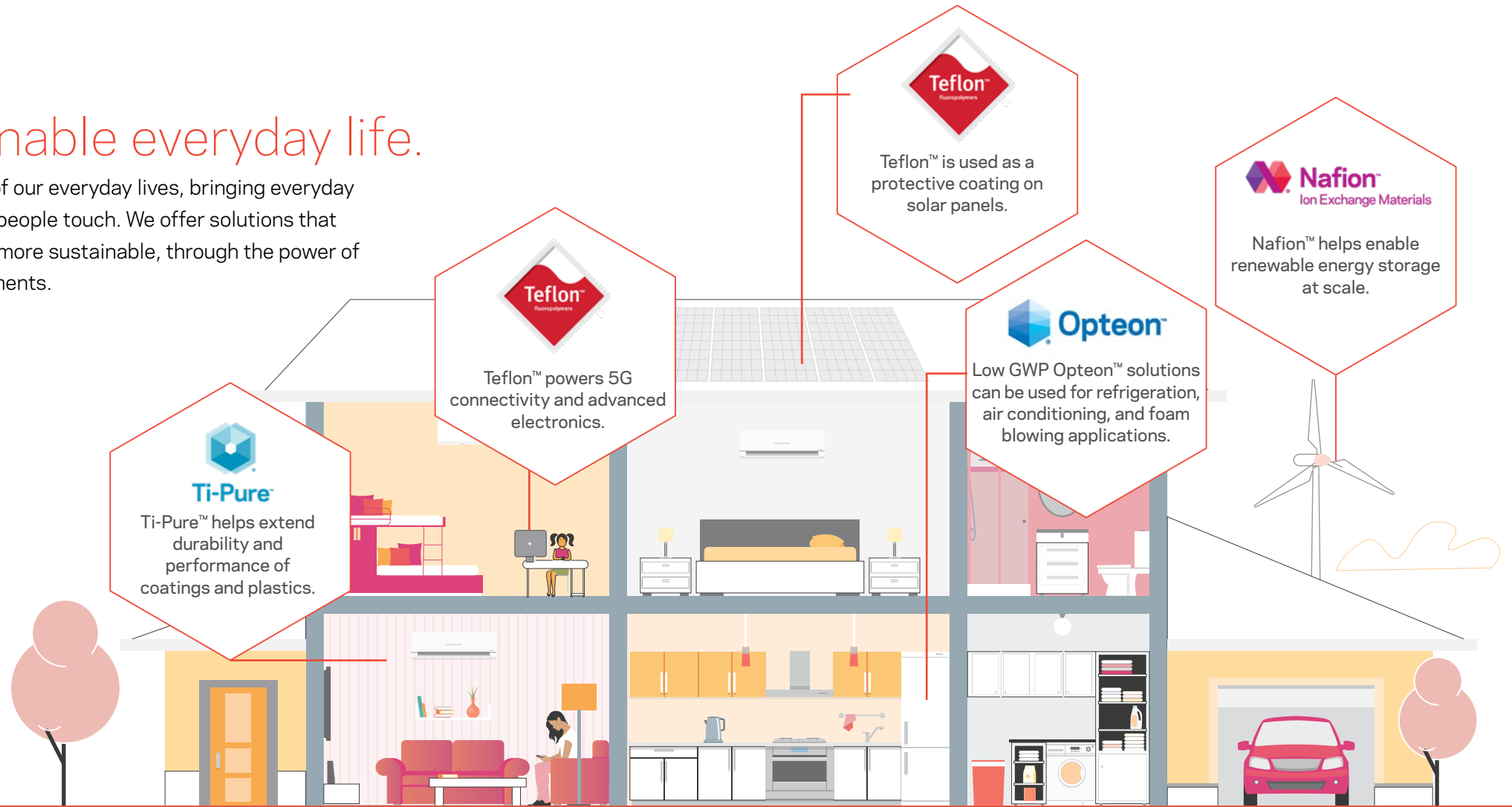
OUR BRANDS



About Chemours continued

How we help enable everyday life.

Chemours chemistry is a vital part of our everyday lives, bringing everyday convenience to virtually everything people touch. We offer solutions that are better, safer, more reliable, and more sustainable, through the power of chemistry across our business segments.



Advanced Performance Materials

produces high-performance polymers and advanced materials that deliver unique attributes that drive innovation for technologies across numerous industries—from clean energy to medical devices, to semiconductors and advanced electronics—that people around the world interact with every day.

Thermal & Specialized Solutions is a leading global producer of thermal management solutions, refrigerants, propellants, blowing agents, and specialty solvents that offers sustainable technologies like Opteon™, one of the world's lowest GWP refrigerant brands.

Titanium Technologies is a leading global producer of TiO₂ pigment, a premium white pigment used to deliver whiteness, brightness, opacity, and protection in applications such as architectural and industrial coatings, plastics, laminates, coated paper, and coated paperboard used for packaging. Our team is committed to becoming the most sustainable TiO₂ enterprise in the world, tackling some of society's greatest challenges alongside our customers.

Our Other Segment is primarily comprised of our glycolic acid portfolio and includes Glyclean™ D, an effective, efficient, and environmentally friendly solution to clean and disinfect.

About Chemours continued

Our Values

At Chemours, we are guided by five values that form the bedrock foundation for how we operate:

<p>Refreshing Simplicity Cut complexity, invest in what matters, and get to results faster.</p> 	<p>Collective Entrepreneurship Act like each of us owns the business, while embracing the power of inclusion and teamwork.</p> 	<p>Safety Obsession Live our steadfast belief that a safe workplace is a profitable workplace.</p> 	<p>Unshakable Integrity Do what is right for customers, colleagues, and communities—always.</p> 	<p>Customer Centered Drive customer growth, and our own, by understanding customers' needs and building long-lasting relationships.</p> 
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Our Principles

Born of our values, our guiding principles help shape our commitment to drive responsible chemistry. They provide the foundation for developing our commitments and inform our ongoing, focused efforts to responsibly grow our company.

<p>We recognize that it starts with us.</p>	<p>Our values guide us as we work together to take action and deliver on our Corporate Responsibility Commitments. We invest in our people, our facilities, and our processes to protect the safety and well-being of our employees, our business partners, and the communities in which we operate.</p>
<p>We inspire the brightest minds.</p>	<p>We strive to think differently and to disrupt the status quo by challenging the best and brightest at Chemours to offer original ideas and fresh perspectives in a diverse, inclusive, and rewarding workplace that encourages the development of our employees.</p>
<p>We steward our value chain.</p>	<p>We are setting the standard for how a chemistry company can operate, and we will work with our suppliers, vendors, and customers to have them join us as we advance our responsibility commitment along our value chain.</p>
<p>We encourage our partners to change along with us.</p>	<p>We will make a positive contribution to sustainability through partnering with our communities, industry leaders in our sector, and those our products serve to advance sustainable development at scale.</p>
<p>We hold ourselves to high standards.</p>	<p>We are committed to doing what is right, not just what is required. We strive for continuous improvement and will openly share with our stakeholders how we are doing.</p>
<p>We put responsibility at the center of our businesses.</p>	<p>Environmental, social, and economic considerations sit at the heart of our decision-making and efforts to deliver responsible growth.</p>

2021 Corporate Responsibility Commitment Highlights

Updated our GHG reduction target from an intensity goal to an absolute goal of reducing Scope 1 and 2 emissions by **60%** by 2030

Announced aspiration to **achieve net-zero operations** GHG emissions by 2050

In 2022, **committed** to setting official Science-Based Targets for approval by the SBTi

Named **Sheryl Telford** as first chief sustainability officer

Recognized by The Forum of Executive Women as a Champion of Board Diversity

Achieved Great Places to Work certification in Mexico, Spain, and China

Logged more than **1,500 volunteer hours** during annual Global Corporate Responsibility Commitment Day

Invested **\$4.2 million** in Chemours Future of Engineering, Science, Trades, and Technology (ChemFEST), a program aimed at building a passion for science at the middle school level, leading to a more diverse STEM pipeline

Expanded The Future of Chemistry Scholarship globally to provide scholarships and internships to underrepresented STEM students in our operating communities

Reaffirmed commitment to the International Council of Chemical Association Responsible Care® (RC) Global Charter

Joined the US Department of Energy Better Climate Challenge with a commitment to reduce energy intensity by **17%** and reduce GHG emissions by **50%** within 10 years

Received **2021 American Chemistry Council Sustainability Leadership Award** for EVOLVE 2030, our sustainable product program

Joined Hydrogen Council to help enable the transition to a global hydrogen economy

Joined World Business Council for Sustainable Development in early 2022

Reached **six** Wildlife Habitat Council certified sites

PARTNERSHIPS & RECOGNITIONS



Our Commitment to Corporate Responsibility

We consider our CRC to be a business imperative, an extension of our growth strategy, and a reflection of our values. Through Chemours chemistry, we deliver innovative and sustainable solutions that are not only vital to living today, but also essential to addressing some of the world’s most pressing needs: clean energy, advanced infrastructure and transportation, medical devices, and connectivity.

For our people, acting responsibly is second nature. CRC is embedded in every business process and function at Chemours—from managing biodiversity at our sites to nurturing a culture obsessed with safety to developing new opportunities for product applications. While we utilize tools such as environmental, social, and governance (ESG) issue prioritization and a defined framework to manage CRC, the concept of corporate responsibility at Chemours is broad, inclusive, and a defining attribute of our organization.



CRC Champions

We believe that all our employees around the globe can be sustainability leaders. Across Chemours, we have over 200 employees who have volunteered to be CRC champions regardless of their title, job responsibility, or location. As CRC champions, these employees have access to a list of “gig” assignments that are related to our CRC goals and that we update regularly. In addition, each year Chemours sponsors CRC Day, which is completely dedicated to advancing these goals by participating in events across the globe that advance them. In 2021, this day resulted in more than 1,500 hours of service by hundreds of employees who participated in 68 events across 30 locations in 13 countries.

















“ Sustainability at Chemours is an ethos that’s practiced by all of our 6,400 collective entrepreneurs. It’s part of our DNA. It’s part of who we are. We go beyond. We go bolder. ”

SHERYL TELFORD
Chief Sustainability Officer

Our Commitment to Corporate Responsibility continued

As a performance-driven organization, we have committed to a set of goals to bring responsible chemistry to life by 2030. The commitments fall into three pillars—Inspired People, Shared Planet, and Evolved Portfolio—and maps to the United Nations Sustainable Development Goals. Our ambitions align most closely with three of the SDGs—clean water and sanitation, responsible consumption and production, and climate action.

Our Pillars	Our 2030 CRC Goals	2021 Progress	UN SDGs
INSPIRED PEOPLE 	EMPOWERED EMPLOYEES <ul style="list-style-type: none"> Fill 50% of director level positions and above with women globally Fill 35% of all positions globally with women Fill 30% of all US positions with ethnically diverse employees 		
	SAFETY EXCELLENCE <ul style="list-style-type: none"> Improve employee, contractor, process, and distribution safety performance by at least 75% 		
	VIBRANT COMMUNITIES <ul style="list-style-type: none"> Invest \$50M in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs 		
SHARED PLANET 	CLIMATE <ul style="list-style-type: none"> Reduce absolute GHG emissions from operations by 60% Journey to net-zero operations by 2050 		
	WATER <ul style="list-style-type: none"> Reduce air and water process emissions of fluorinated organic chemicals by 99% or more 		
	WASTE <ul style="list-style-type: none"> Reduce our landfill volume intensity by 70% 		
EVOLVED PORTFOLIO 	SUSTAINABLE OFFERINGS <ul style="list-style-type: none"> Ensure that 50% or more of our revenue comes from offerings that make a specific contribution to the UN SDGs 		
	SUSTAINABLE SUPPLY CHAIN <ul style="list-style-type: none"> Establish a baseline for the sustainability performance of 80% of suppliers by spend and demonstrate 15% improvement 	ACHIEVED	

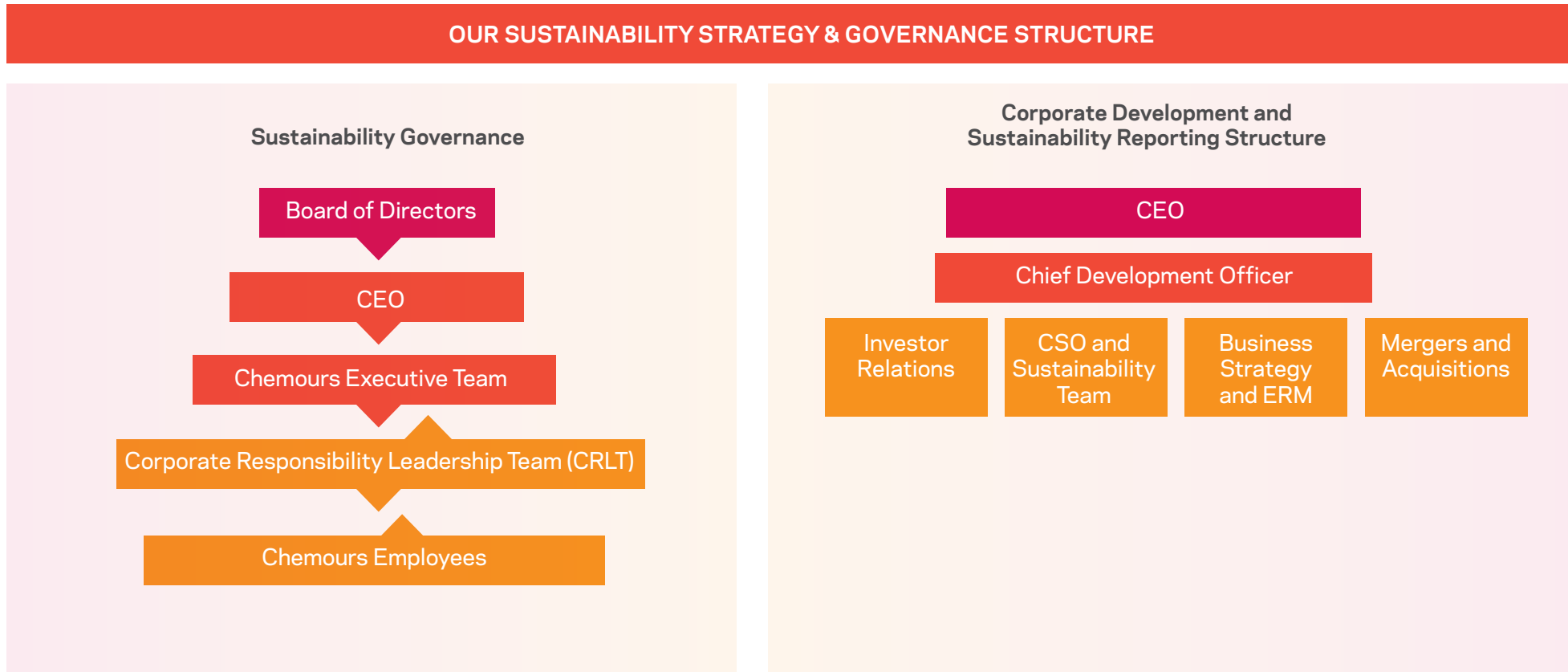
Behind schedule On track



Our Commitment to Corporate Responsibility continued

Corporate Responsibility Commitment Governance

Our CRC permeates every level of our organization—from the Chemours Board of Directors to front-line employees at our operating sites. In 2021, we named our first Chief Sustainability Officer, Sheryl Telford, and integrated the Sustainability Team into our Strategy and Development function, reporting to our CEO. The following diagram illustrates how we manage and govern CRC priorities, goals, progress, and disclosure.



Our Commitment to Corporate Responsibility continued

Environmental, Social, and Governance Issue Prioritization

Our corporate responsibility issue assessment helps Chemours recognize and understand the ESG topics that influence the judgment and decisions of—or have an impact on—our internal and external stakeholders. We use the results as critical input for our responsible growth strategy to identify and manage the ESG opportunities and risks aligned with what is most important to our stakeholders and to our company’s success.

The assessment is refreshed annually through a global survey of employees and external shareholders, detailed interviews of a cross-section of both, as well as various business intelligence tools and benchmarks. Our CRLT and leaders from our four business segments provide feedback on the prioritized issues and validate the results of the research, survey, interview, and data analytics processes. We then combine the results from the issue prioritization assessment with other business inputs to identify areas of focus and refine our commitments and disclosure practices. Prioritization and effective management of these issues and opportunities are integrated into our strategy, business models, risk management, and governance processes to drive continued commercial success.



1. New since 2020

Action Issues
 Issues with potential enterprise risk impact or opportunity for business—evaluate company-specific potential impacts

Assessed Issues
 Understand specific potential company/business unit risk/opportunity and assess risk tolerance

Monitored Issues
 Monitor for increasing external activity/importance and changing company/business impact potential

Our Commitment to Corporate Responsibility continued

Stakeholder Engagement

We consider stakeholder engagement an essential aspect of corporate governance. Each of our businesses, functions, and locations is expected to effectively engage its stakeholders, whom we identify as those entities that can affect or be affected by our actions, objectives, and policies. Regular dialogue with our stakeholders is essential to conducting our business, as well as developing and implementing our corporate responsibility strategies.



Inspired People



IN THIS SECTION:

Inspired People 2021 Progress **18** | Empowered Employees **19** |
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Inspired People 2021 Progress

Committed over **\$4 million** to launch the ChemFEST, a global school partnership program aimed at building a passion for science and a diverse science, technology, engineering, and mathematics talent pipeline

Enhanced US-based employee benefits, including additional 401(k) contributions, long-term care insurance, pet insurance, and transgender benefits, and designated Juneteenth as a holiday

Achieved a **69%** average global employee engagement score on the Great Places to Work survey

Continued to offer unconscious bias training for leaders through our **DECIDE program**

Launched a new set of corporate safety and leading help indicators to help drive progress across all areas of our safety performance

Expanded the **Chemours Future of Chemistry Scholarship program** to nine areas around the world

Added Responsible Care® (RC) 14001 environmental, health, and safety (EHS) and security technical specification certification at eight sites, bringing the total to **19 sites**

Our Commitments

Our 2030 CRC Goals

2030 Progress



50% of director level positions and above filled with women

PROGRESS THROUGH 2021:
33% filled with women



35% of all global positions filled with women

PROGRESS THROUGH 2021:
23% filled with women



30% of all US positions filled with ethnically diverse employees

PROGRESS THROUGH 2021:
21% US positions filled with ethnically diverse employees



75% improvement in employee, contractor, process, and distribution safety performance

PROGRESS THROUGH 2021:
0.29: Employee total recordable incident rate (TRIR)
0.16: Contractor TRIR
0.03: Tier 1 process safety event rate
2: Distribution incidents



\$50M investment in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable-environment programs

PROGRESS THROUGH 2021:
\$15M committed



◻ Behind schedule ◼ On track



LORI GILLESPIE
EHS Senior Specialist

In Our Own Words



The key to safety is understanding that it is always changing, and you have to recognize that, accept it, and change with it."

Lori Gillespie didn't start her career with safety awards and recognition in her sights, nor even as a safety professional. Lori's manager recognized her potential and introduced her to mentors who helped her define a path for growth. It may have been her administrative skills that led her to recognize that an improved hot work process would improve functionality, encourage deeper evaluation, and facilitate a safer outcome. Achieving consistent positive safety outcomes is among the reasons that the National Safety Council selected Lori to receive a Rising Stars of Safety Award in 2021. This award recognizes future leaders under 40 years old who are dedicated to a safer workplace.



Empowered Employees

Meeting our commitment to responsible chemistry depends on our ability to create a vibrant workplace culture. To do so, we must attract and retain the best and brightest minds who push our business and industry forward.

Approach

Underpinning that objective is our ability to build an empowered workforce—one that holds space for and celebrates a broad range of viewpoints, backgrounds, and experiences. By emphasizing workplace excellence and creating an environment that reflects our communities, we will continue delivering the innovative solutions our society needs.

We foster a rewarding and productive workplace culture by investing in employee development and well-being, prioritizing inclusion, diversity and equity (ID&E), displaying strong company values, and recognizing accomplishments. These actions are part of a long-term strategy to support employees at every stage of their careers—from recruitment and onboarding to career development, training, and performance management, and, ultimately, to succession planning.

We are building and nurturing a culture where our differences are a source of strength, customer insight, and product innovation. Enabling our employees to show up authentically requires that we keep them safe. This is why we have embraced a holistic safety approach that emphasizes both the physical and psychological elements of safety. As our employees bring their whole selves to their work, we ensure they have the tools to develop and succeed, and that our workplaces, work groups, and processes remove barriers to success and allow everyone to feel and be safe.

That means providing meaningful opportunities for people of all backgrounds to engage in both personal and professional growth. This includes promoting interns, co-ops, and other part-time workers into full-time positions; transferring employees into equivalent positions in other departments; providing mentoring opportunities for employees; supporting employee membership in our employee resources groups (ERGs); and training employees for new assignments with greater responsibility. Through these investments in our people, we fuel our company's growth and further Chemours' ability to compete. We empower employees to thrive with a lattice of options for training, mentorship, and experiences to sustainably grow in their careers.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

3 **Good Health and Well-Being**
Targets 3.4, 3.5, 3.7, and 3.8

4 **Quality Education**
Target 4.4

5 **Gender Equity**
Targets 5.1 and 5.5

8 **Decent Work and Economic Growth**
Targets 8.5 and 8.8

10 **Reduced Inequalities**
Targets 10.2 and 10.3

16 **Peace, Justice, and Strong Institutions**
Target 16.7

Empowered Employees continued

Governance

Our senior vice president of people works directly with our Chemours Executive Team (CET) and our Corporate Responsibility Leadership Team (CRLT) in setting our strategy and guiding our approach for creating a workplace culture that empowers and celebrates our employees. The Global People Team maintains the governance and data management systems to measure our progress and designs and deploys an integrated suite of programs and processes to ensure that we achieve our goal of an inclusive, diverse, equitable, and thriving workplace culture. This team reviews our progress with the CET each month.

Our governance system is underpinned by our Code of Conduct, along with strong corporate policies that set behavioral expectations, embrace the principles of external global frameworks, and comply with local laws

and regulations where we operate. They are complemented by our “Orange Book,” which articulates our purpose, defines our cultural norms and values, and articulates the competencies that we expect employees and leaders to have.

Engagement and Acknowledgement

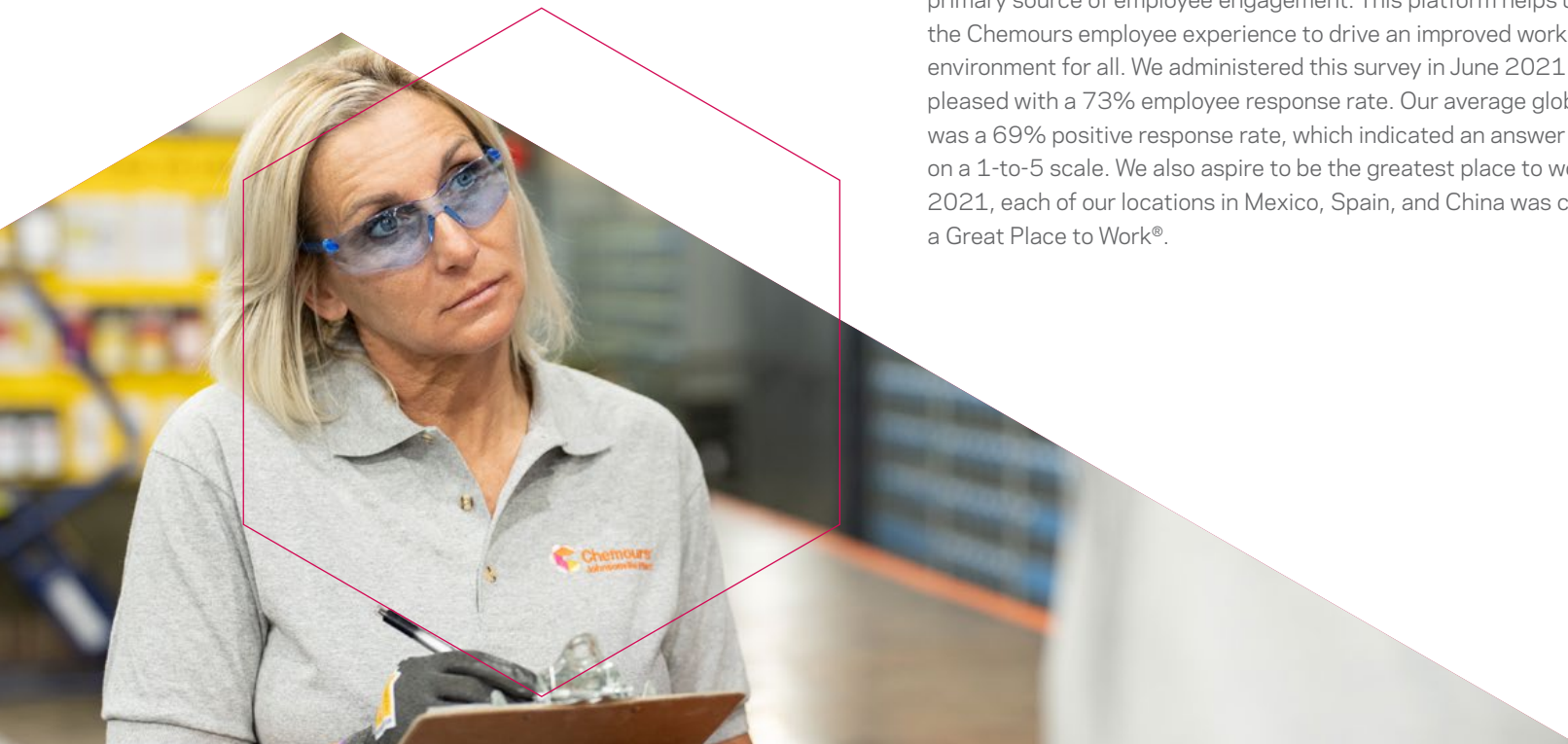
We conduct internal and external assessments of our performance through our workplace culture survey and through third-party certification groups. We also evaluate our performance in terms of our 2030 CRC empowered employee goals, which help us measure our progress in achieving a truly diverse workplace.

We use the Great Place to Work® survey methodology globally as our primary source of employee engagement. This platform helps us assess the Chemours employee experience to drive an improved workplace environment for all. We administered this survey in June 2021 and were pleased with a 73% employee response rate. Our average global result was a 69% positive response rate, which indicated an answer of 4 or 5 on a 1-to-5 scale. We also aspire to be the greatest place to work, and in 2021, each of our locations in Mexico, Spain, and China was certified as a Great Place to Work®.

We use the collected survey data to identify opportunities to improve our workplace culture, and, in response, we honor examples of excellence via the Orange Awards recognition platform and Chemours Company News Network. The Orange Awards is Chemours’ global reward and social recognition program, which celebrates employees who are living examples of our five values. The Chemours Company News Network supplements our weekly company e-newsletter, featuring the company’s most important developments and local announcements tailored to each site.

Commonly known as the “Orange Book,” this document outlines our purpose, values, competencies we encourage, development framework, and the foundations of how we operate as a company.

In recognition of the high correlation between leader effectiveness and employee experience, we utilize the Leadership Effectiveness Index survey. We base this survey on the demonstration of our leaders’ embodiment of our five values and the 10 competencies described in the “Orange Book.” The survey results direct mandatory development activities for all exempt employees and targeted coaching and action plans. In 2021, we complemented business results with an assessment of behaviors to form a more complete evaluation of leader effectiveness and performance. Our mantra is to give feedback, provide support for improvement, and then drive accountability and consequence through our performance management process (PMP). We believe that our emphasis on leader behavior advances our workplace culture, as measured in the Great Place to Work® survey.



Empowered Employees continued

Training and Development

Chemours practices a self-directed development model in which employees and their managers collaborate and plan a range of experiential assignments, peer and leader mentoring, and training programs to support employee career goals. Our development philosophy follows the 70:20:10 development model, in which 70% of employee development comes from on-the-job experiences, 20% through exposure opportunities, and 10% through formal training.

We encourage our employees to own their careers and support them through multiple learning tools and on-demand training. Our development resources include:

- ▶ Core Competency Training—focused on safety; ethics and integrity; cybersecurity; technical training; and other subjects
- ▶ Career Development on Demand—an internal offering that houses development resources for all employees and guides them through owning their own careers
- ▶ Center for Creative Leadership Compass—an online tool that provides actionable tactics and suggestions from a library of competencies that includes our “Orange Book”
- ▶ Udemy™—an online learning platform available to all employees, with more than 80,000 courses curated to align with to our values and competencies
- ▶ Amplify—an experiential, cohort-based program for our first-line leaders that includes a six-month intense, focused leadership training program
- ▶ Influential Communicator Certificate Program—a program for leaders to enhance their ability to communicate with impact through the power of presentations

- ▶ Executive Coaching
- ▶ Wharton’s Executive Education Programs
- ▶ Mentoring Programs—providing knowledge and skills through formal mentorship in our North America; Asia Pacific; and Europe, Middle East, and Africa regions

We also encourage and support employee participation in industry trade associations, professional organizations, and other external resources to develop their skills and experience. In addition to these internal and external resources, we partner with other firms to provide women and people of color with expanded experiential learning opportunities.

Given our focus on experiential learning, Chemours leverages special projects, short-term assignments, and cross-functional job rotations to further develop talent and support employees in meeting their personal aspirations. Semiannual performance reviews, combined with annual career development planning and ongoing feedback, provide support in performance and development and help our people know where they excel and how they can improve.



Support for a Life Cycle of Learning

In addition to a universe of programs, processes, and tools to support professional growth, Chemours offers programs to assist employees throughout various life events so they can live their best life now and in the future. We provide financial planning services to support employees with savings and retirement planning and, for our summer interns and co-op students, we provide basic money management and financial planning resources to help them start their post-school life on the right foot. Throughout the year we host virtual and in-person financial counseling and relevant topical seminars, like how to maximize Health Savings Accounts, to ensure that all employees can get the most out of the programs we offer. We also provide career transition assistance services, which may include outplacement counseling services, severance pay, and benefits continuation for those times when employees are separated from the company due to divestitures or strategic reductions in the workforce.



Empowered Employees continued

Performance Reviews

Our Performance Management Process (PMP) provides a structure to facilitate the alignment of expectations and goals, the integration of ongoing coaching and feedback, and the summary of contributions—including both “what” (core job, goals, and impact) and “how” (behaviors and competencies). Both leaders and employees play a key role in ensuring the effectiveness of the PMP by establishing SMART (specific, measurable, actionable, realistic, and time-bound) goals and reviewing progress throughout the year. Today, all our employees receive feedback to ensure effective job performance and long-term success with the company, whether formally through the PMP process or informally through discussions with their supervisors.

In 2021, 91% of eligible employees completed the annual PMP with their managers. These discussions align on employee strengths and encourage individuals to focus on career goals and competency growth. We analyze performance ratings across several demographics, including gender and ethnicity, to ensure the process is equitable.

Compensation and Benefits

Chemours is committed to offering compensation and benefits programs that recognize our employees’ contributions to our success and are competitive in the markets where we operate. In 2021, we recognized our employees’ contributions during the COVID-19 pandemic with a one-time, special cash bonus payment.

Also in 2021, we conducted over 30 listening sessions with our US-based employees to gather their feedback and ideas on our pay practices and benefits plans. In response, we made enhancements to our 2022 benefits plans, including enhancing our retirement contributions based on tenure and adding new benefits such as long-term care insurance, pet insurance, and transgender benefits. We also added Juneteenth as a new holiday. Our employees were great partners in looking at both the benefits and the costs of our programs with an eye toward affordability and value for employees and Chemours.

Globally, we offer highly competitive benefits to our employees. Our obsession with holistic safety is a critical factor in the investments we make in this area. We are happy to offer a wide range of benefits to meet the needs of our employees. These benefits are aligned with local marketplace norms and may include:

- 】 Medical, dental, prescription drug, and vision insurances
- 】 Retirement plans
- 】 Paid vacation, holidays, and days of service

- 】 Leave programs, including parental leave for birthing, non-birthing, and adoptive parents
- 】 Parent and childcare benefits
- 】 Life insurance
- 】 Short- and long-term disability coverage
- 】 Business travel accident coverage
- 】 Financial support for continuing education
- 】 Financial, physical, and mental well-being programs

Inclusion, Diversity, and Equity

Our commitment to creating an inclusive, diverse, and equitable workplace makes Chemours a great place to work, broadens our access to talent, enhances innovation and the customer experience, and strengthens our understanding of the communities we serve. By building teams that are diverse in thought, background, and experience, we will continue to position Chemours at the forefront of our industry.

In 2018, we established ambitious CRC ID&E goals to measure and drive progress toward our ID&E commitment. Each year, we evaluate our ID&E goals to identify emerging challenges and opportunities. During our most recent evaluation, we identified an opportunity to enhance our ambition to create an even stronger, more ethnically diverse US workforce. From 2022 forward, we have established a new goal to fill 30% of all US positions with ethnically diverse employees. Our new goal represents a 50% increase from our original CRC ambition. An essential building block to achieving that goal is increasing the ethnic diversity of our executive ranks. Accordingly, along with increasing our overall US ethnicity goal, we are also committing to fill 30% of all US-based executive positions with ethnically diverse talent.

Empowered Employees continued

Our evaluation also identified several challenges ahead in fully achieving our gender goal of filling 50% of all positions globally with women. Chemours has a bedrock commitment to gender parity in all areas of the company while realizing that, in some areas—particularly in manufacturing and maintenance roles—achieving full gender parity by 2030 may not be possible. To achieve full gender parity, we need to further engage with and invest in our communities to build the available pool of skilled women interested in technical, manufacturing, and maintenance careers.

In 2021, we furthered that work, developing a Gender Diversity Playbook for:

- » Enhancing our talent pipeline
- » Recruiting gender-diverse talent
- » Creating an inclusive environment for diverse talent at our manufacturing sites







The playbook provides an annual audit checklist, recommendations, and resource estimates. Our manufacturing sites conducted their first audits in the fourth quarter of 2021 and are executing against actions generated by those audits.

Chemours also increased the representation of women and people of color on our Board of Directors and senior executive team in 2021. We are especially proud that in achieving increased diversity on our CET, 100% of the new members of the CET were promoted from within and are women and/or ethnically diverse.

Whether it takes a decade or a generation, Chemours remains committed to undertaking the work to create greater parity of women across our global organization. In this context, we are reshaping our gender parity goal to fill 50% of all director level positions and above with women by 2030, on the path to full gender parity at all levels of the organization as soon as possible—and no later than 2050.

Learn more about our workplace demographics in our [Data Center](#).

Empowered Employees 2030 Goals

Our 2030 CRC Goals	2018 Baseline	2020	2021	2030 Progress
 50% women director level positions and above	30%	32%	33%	
 35% women globally	22%	22%	23%	
 30% US ethnic diversity	19%	20%	21%	

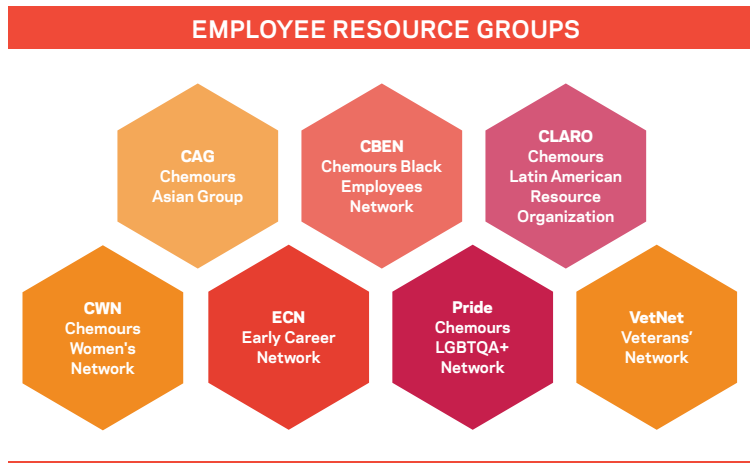
 Behind schedule  On track



Empowered Employees continued

2021 Inclusion, Diversity, and Equity Highlights

In 2021, we furthered our CRC goals through a range of tactics. To recruit top talent and broaden our local workforce pipeline, we virtually attended fairs at various universities, including events at Historically Black Colleges and Universities (HBCUs). Meanwhile, our manufacturing sites partnered with local trade schools and community colleges to create apprenticeship opportunities and develop degree programs that teach students the unique skills needed for a career in operations. We also created an ID&E Council in 2020, sponsored by our CEO, complete with diverse leaders from numerous functions and businesses including representatives from our ERGs. In 2021, the team continued to upgrade our inclusion and diversity strategy and define discrete objectives designed to hit key interim milestones toward our 2030 goals.



Celebrating the impact of our employee resource groups.

Our ERGs continued to impact our Chemours community throughout 2021. Highlights of their activities throughout the year include:

- ▶ During Chemours' Day of Development event, Chemours Asian Group's co-chair presented an introduction to epidemiology to help global employees understand the COVID-19 vaccine and herd immunity.
- ▶ Chemours Women's Network executed the Future of Chemistry Scholarship for Women, partnering with Scholarship America to provide three scholarships totaling \$30,000.
- ▶ Chemours Latin American Resource Organization (CLARO) held a panel discussion with CLARO leaders to discuss career development topics including challenges and prejudices faced by Hispanic and Latin American workers.
- ▶ The Early Career Network supported its earliest members—interns and co-ops—with a "Student-to-Employee" panel discussion on the diverse experiences of current employees as they transitioned from undergraduate education to internships and co-ops to full Chemours careers.
- ▶ The Chemours Black Employee Network held a virtual event in celebration of Juneteenth featuring a musical performance by artist Shelby J, a talk by Carnegie Mellon University Assistant Professor Destenie Nock, and trivia games highlighting African American history and culture.
- ▶ The Chemours Pride Network collaborated with the Safety, Health and Environmental group in multiple spaces and formats on how lesbian, gay, bisexual, transgender, queer-plus (LGBTQ+) allyship affects the holistic safety of LGBTQ+ employees. In addition to having this presentation as part of the 2021 Pride Month programming, they also presented to scientists in the Chemours Titanium Technologies Research and Development (R&D) team.
- ▶ Two front-line employees became leaders of the Veterans' Network, a first for Chemours' ERGs.
- ▶ In 2021 VetNet sponsored a Chemours Team to participate in an in-person and virtual 5k at the Delaware-based VetFest benefiting Stop Soldier Suicide.





Health and Safety

As a value of our culture, a Safety Obsession is deeply rooted in our responsible chemistry ethos. For us, responsible chemistry begins with our focus on the safety and health of our people, and the health of those with whom we interact throughout our company's value chain.

Approach

Developing and producing innovative, essential chemistry solutions involves complex and challenging processes. Accordingly, we take responsibility for ensuring safety throughout each step in our operations and value chain. From our people to our processes to our products and beyond, our obsession with safety is paramount to our company's success. It's a commitment that extends to some 3,200 customers and communities in 120 countries through which we transport our products worldwide. While our performance is excellent benchmarked within our industry; our safety obsession drives us to continuously improve to protect our people, our communities, and our environment.

Safety responsibility is deeply embedded in all aspects of our business. We expect all employees—from executive leadership to front-line employees—to be accountable for their personal safety and to care for the safety and well-being of their co-workers, our communities, and the environment. We rely on our front-line leaders to drive our safety performance and culture, and we embed EHS professionals throughout our businesses and manufacturing sites to support them. Our centers of excellence provide the tools, systems, and training to enable strong performance and continual process improvements.

In 2020, Chemours expanded its definition of safety beyond physical safety to include the emotional and psychological aspects of employee safety and well-being—an idea we refer to as holistic safety. This approach acknowledges that an environment lacking psychological safety creates distractions that can lead to missteps and inattention to detail, resulting in physical accidents. Additionally, holistic safety aligns with our aim to ensure that all employees can feel safe at work and show up as their authentic selves. Said simply, when it comes to physical and psychological safety, you simply cannot achieve one without the other. As part of this effort, Chemours has created a growing set of employee resources on holistic safety, as well as employee training.

**UNITED NATIONS SUSTAINABLE
DEVELOPMENT GOALS ALIGNMENT**

 **Decent Work and
Economic Growth**
Target 8.8

Health and Safety continued

Governance

By engaging all levels of our organization, our EHS governance process ensures alignment on our EHS strategic direction, consistent execution of our EHS management system, and effective auditing and monitoring of performance metrics. It also provides a structured decision-making process for adjustments.

In the spirit of continual learning and improvement, we seek feedback from our employees and other stakeholders, which we integrate into our EHS and Corporate Responsibility (EHS & CR) policy and standards. By taking a simple, yet rigorous, approach, we differentiate our company from industry peers and empower our teams to protect both people and the environment.

Learn more about our [EHS & CR policy](#) on our corporate website.



ENVIRONMENTAL, HEALTH, AND SAFETY GOVERNANCE AT-A-GLANCE

Corporate Executive Team
Approves EHS & CR policy and joins SVP People in providing EHS management system oversight

EHS Council
Ensures alignment of our EHS management system across our value chain

EHS Centers of Excellence
Drive EHS top-quartile performance and continual improvement on our journey to holistic safety

Corporate and Site Senior Leadership
Assumes accountability for the effectiveness of our EHS management system and ensures strategic alignment of our EHS & CR policy

Our Commitments to Responsible Chemistry

In 2015, Chemours signed the [International Council of Chemical Associations Responsible Care® Global Charter](#) and the American Chemistry Council (ACC) Responsible Care® Guiding Principles, affirming our commitment to the safe management of chemicals throughout their life cycle. The commitment was reaffirmed in 2021, with CEO Mark Newman's signatures. In keeping with our Responsible Care® commitment, we are always working toward the continual improvement of our EHS program.

Health and Safety continued

Managing Environmental, Health, and Safety

Underpinning our Safety Obsession value is the Chemours EHS management system, which guides our actions and leadership practices. Designed as an organized approach to EHS management, the system enables us to measure our EHS performance, identify key risks and opportunities, and ensure continual system improvements. It aligns with the principles of [Responsible Care®](#)—a voluntary initiative of the global chemical industry to safely manage chemical products throughout each stage of their life cycle—and meets RC 14001’s technical specifications for managing EHS and security performance.

Hazard Identification, Risk Assessment, and Operational Learning

We use process hazard analyses (PHAs) to effectively identify, evaluate, and develop methods to control significant hazards associated with high-hazard processes. During a PHA, we consider the risk of hazardous events and develop recommendations for additional safeguards to reduce the risk to acceptable levels.

PHAs use an organized, methodical study approach; seek to achieve a multi-disciplined consensus on hazard identification and control; and document results for future use in follow-up, emergency planning, and training of personnel involved in operating and maintaining the process. We complete PHAs throughout the life cycle of a process, including, but not limited to:

- 】 The creation of new facilities
- 】 Cyclical reviews of existing facilities
- 】 Management-of-change for minor changes and projects and other decommissioning-related activities

We constantly seek ways to equip our people with better tools and training to reduce risk. We analyze incidents for learnings, determine root causes, and implement corrective actions that prevent recurrence of future events. This operational learning process applies a systems-based approach with principles to effectively diagnose equipment and front-line personnel performance deviations. Introducing human performance principles has created a new mindset for how we manage and respond to human error. We continue to develop advanced analytics, visualizations, and automated processes to seek continuous improvement opportunities in enterprise-wide engineering and management systems. Significant improvements to trainings and tools have led to higher-quality analyses, recommendations, and improvements to systems.

Process Safety Management

We are committed to safely managing high-hazard chemical processes and achieving world-class process safety performance. We strive to eliminate and reduce risk to people, the environment, and our business through resilient systems and a continual improvement mindset.

Our Process Safety Center of Excellence (CoE) Team continues to execute a three-year strategic improvement plan to enhance process risk management programs, develop organizational resilience, and drive a culture that promotes year-over-year process safety improvement.

Mechanical integrity and quality assurance also continue to be a focus area to catalyze a step-change in equipment performance reliability. This enterprise-wide effort spans all manufacturing facilities and delivers enhanced systems to ensure that equipment is maintained throughout its life cycle.



Health and Safety continued

Contractor Safety Management

We believe that managing contractor safety begins with contractor selection. That's why we only solicit bids from contractors with a demonstrated commitment to EHS. Specifically, where a contractor's personnel will be working on our property, Chemours uses a prequalification step that requires the contractor to have an experience modification rating of less than 0.99 and a TRIR of less than 5.0. We further communicate our safety expectations to contractors through our supplier code of conduct and by including language in our contractual agreements requiring compliance with local laws and EHS requirements.

Distribution Safety Management

Chemours has manufacturing operations in seven countries and transports products to more than 3,200 customers in 120 countries. As our transportation and distribution activities span many miles, we find it imperative to responsibly manage, monitor, and improve safety in the transportation of raw materials to our production facilities and the shipment of our products to customers.

Three goals drive our management of distribution safety:

- 1. Simplify the way we work by making our transportation model efficient and effective:** This includes completing transportation and distribution assessments to minimize hazards for routes used to transport high-risk or hazardous materials.
- 2. Improve efficiency with our value-chain partners:** This leads to simpler, more streamlined methods of distribution.
- 3. Build on our success:** To strive for this goal, we chartered a Distribution Safety and Strategy Team (DSST) to challenge ourselves to make distribution safety improvements.

The DSST brings together various business leaders and corporate functions to review common safety issues associated with third-party hazardous chemical transportation and regulatory changes that may affect the transportation of our materials. The team also develops strategies to improve our processes and mitigate potential material transportation risks. Through a risk-assessment process, the DSST identifies:

- ▶ Potential hazards presented by a high-risk product during transportation
- ▶ The impact a product could have during a potential incident
- ▶ Safeguards to prevent and mitigate potential risk

The DSST reviews their risk assessments with leadership for concurrence and assignment of any identified improvement actions. They also revalidate all transportation risk assessments every five years, or whenever significant changes occur with the transportation process. To ensure that customers safely handle, use, and dispose of our products, we also provide product safety information and, when applicable, technical support and training.

We track total annual distribution safety incidents to evaluate our performance and develop and implement key initiatives aimed at improving and maintaining distribution safety. In 2021, Chemours enhanced our distribution safety metrics by establishing live, real-time metrics to understand distribution safety performance including audit trends, incident data, and near-miss trends.

We also conducted new training for shipping by rail at our facilities, which included new tools to better check rail shipments prior to transportation.

Based on our distribution safety data, we have continually reduced the total number of incidents from 2019 to 2021. Our Distribution Safety Severity Index, which looks at the number of incidents and their severity, remained flat, and across all modes of transportation we had no significant incidents that required immediate notification to a government entity in 2021.

Internal and External Auditing Programs

Chemours has a robust internal auditing program that consists of first-, second-, and third-party audits. Site-specific resources complete periodic first-party audits to ensure adherence to local, regulatory, and corporate requirements. First-party audits also serve as a platform to drive active participation from front-line employees and supervisors for development and coaching opportunities. In 2021, we began an effort to simplify and streamline the first- and second-party auditing process, which will reduce duplicative efforts and increase auditing frequency to every three years.

Beyond our internal auditing programs, we focus on third-party verification and transparent public reporting to ensure world-class EHS performance and build public trust. We currently audit our EHS management system effectiveness using the RC 14001 EHS and security technical specification, and in 2021, Lloyd's Register Quality Assurance Ltd performed third-party RC 14001 audits at six manufacturing facilities, along with our Wilmington, Delaware, headquarters.

2018-2021 DISTRIBUTION SAFETY METRICS

	2018	2019	2020	2021
Distribution Incidents	3	6	3	2
Severity Index	0.07	0.09	0.04	0.04

Health and Safety continued

In addition to maintaining RC 14001 certification at our headquarters and across 11 previously certified US chemical manufacturing sites, we added eight sites (the Starke, Florida, mining site; the Parlin, New Jersey, Advanced Performance Materials site; and six sites in Europe, Latin America, and Asia-Pacific) to our RC 14001 certification. Overall, 79% of Chemours manufacturing facilities, along with our headquarters, are certified to RC 14001. Our remaining facilities will be added to the RC 14001 multi-site certificate in 2022 or later.

Emergency Response

Through our emergency preparedness and response (EP&R) approach, we plan for the possibility that an incident may occur and ensure that sites are ready to respond. Managed through the process safety and risk management CoE, the multi-tiered approach addresses both on- and off-site incidents where our chemistries may be involved. Guided by our corporate standards, site leadership is accountable for the success of each site's emergency response program. And as part of our RC 14001 protocol, we use first- and second-party program audits to ensure safety standard compliance.

As a Responsible Care® company, we have also made a commitment to aid and assist the communities in which we work and live. Based on that commitment, we created our Community Awareness Emergency Response outreach program to help our company and surrounding communities

prepare for any situation that may arise. In 2021, Chemours reached 2,304 external responders globally, including firefighters, hazardous materials responders, community leaders, emergency management leaders, and law enforcement officers. In August 2021, the communities surrounding our New Johnsonville joint venture (JV), Tennessee, site were struck with record-setting rainfall and devastating flash floods. Our JV employees went above and beyond to rescue stranded neighbors and colleagues, deliver supplies, and provide support to address the destruction caused by the floods.

Additionally, the COVID-19 pandemic has presented many emergency response challenges while providing training opportunities for responders. To help meet these challenges, Chemours engages with TRANSCAER—which provides hazardous materials training—and the Chlorine Institute (CI) technical trade association.



Achieving Top Certifications for Occupational Safety and Health

Across units and continents, our leaders go above and beyond to ensure the safety of their teams. Beyond achieving and maintaining RC 14001 certification, several of our sites have achieved additional external certifications for their stand-out achievements in occupational safety and health.

In the US, our Corpus Christi, Texas, and New Johnsonville, Tennessee, sites have achieved and maintained the Occupational Safety and Health Administration's (OSHA's) Voluntary Protection Program Star certification. Star is OSHA's highest level of recognition for companies that demonstrate exemplary achievement in the prevention and control of occupational safety and health incidents.

Additionally, the Kuan Yin, Taiwan, site achieved the International Organization for Standardization (ISO) 45001 safety management system certification.

Health and Safety continued

Chemours holds a position on the TRANSCAER executive committee as well as the CI's Emergency Preparedness Issues team. As part of these organizations, we take an active role in reshaping training opportunities and have helped to develop virtual training webinars for responders. Additionally, we have taken a leadership role as a charter member in the newly formed TRANSCAER Mexico expansion, and we will continue to collaborate with other organizations to further training opportunities in these unique times.

Safety Benchmarking

We benchmark our safety performance using chemical industry safety metrics reported by the US Bureau of Labor Statistics and by the ACC Responsible Care® program. ACC Responsible Care® companies have an employee safety record nearly three times better than the chemicals industry sector average and nearly five times better than the average of the US manufacturing sector.

The Chemours EHS Excellence award recognizes sites that achieve safety performance metrics equivalent to the process-, employee-, and contractor-based safety metrics of top-quartile, ACC large-member companies. In 2021 we honored seven manufacturing sites with this award and celebrated seven manufacturing sites that achieved zero employee and contractor injuries. We also recognized six JVs with our Partners in Safety award.

Similarly, the ACC provides its own facility safety awards to member-company facilities with outstanding safety performance. In 2021, two of our facilities earned the ACC's Certificate Achievement or Certificate of Honor awards, and 11 facilities earned the ACC's top safety award, its Certificate of Excellence. Read more about our safety performance in the [Appendix](#).



Continuing Our Collaboration with the Campbell Institute

In 2018, Chemours was invited to join the Campbell Institute of the National Safety Council—a group of EHS leaders whose mission is to help organizations achieve and sustain EHS excellence. The institute recertified Chemours in 2021 and extended an invitation to rejoin in 2022. Together, we continue to collaborate on benchmarking and developing innovative new EHS approaches.

AWARDS AND RECOGNITIONS

American Chemistry Council Honors

The ACC honored Chemours for our COVID-19 response, energy efficiency, and facility safety performance.

Chemours Carrier of the Year Award

We presented the first-annual award—for excellence in the transportation of Ti-Pure™ Titanium oxide (TiO₂) to Chemours customers—to Marten Transport (Platinum) and [Freightworks Transportation and Logistics](#) (Gold).

Chemours Safety Obsession Coin

We presented six employees with the award for outstanding commitment to safety and health.

Non-Accident Release Grand Slam Award

For the fifth year in a row, the Association of American Railroads recognized Chemours as a safe shipper of hazardous materials.

National Occupational Safety and Health Award

Chemours Taiwan earned the country's most prestigious health and safety award sponsored by OSHA and the Taiwan Ministry of Labor.

2,500 Days of Zero Safety Incidents

In July 2021—amid one of the most challenging manufacturing environments in recent history—employees at the Changshu site celebrated the milestone of zero employee-recordable; contractable-recordable; process-safety, Tier 1; and process-safety, Tier 2 incidents.

Health and Safety continued

Progress toward 2030 Goals

On our journey to zero incidents and injuries, we have established a 2030 CRC safety excellence goal to improve employee, contractor, process, and distribution safety performance by at least 75% against a 2018 baseline. The goal measures TRIR for employees and contractors, process safety, Tier 1 incident rates, and distribution incidents.

Safety 2030 CRC Goal Performance

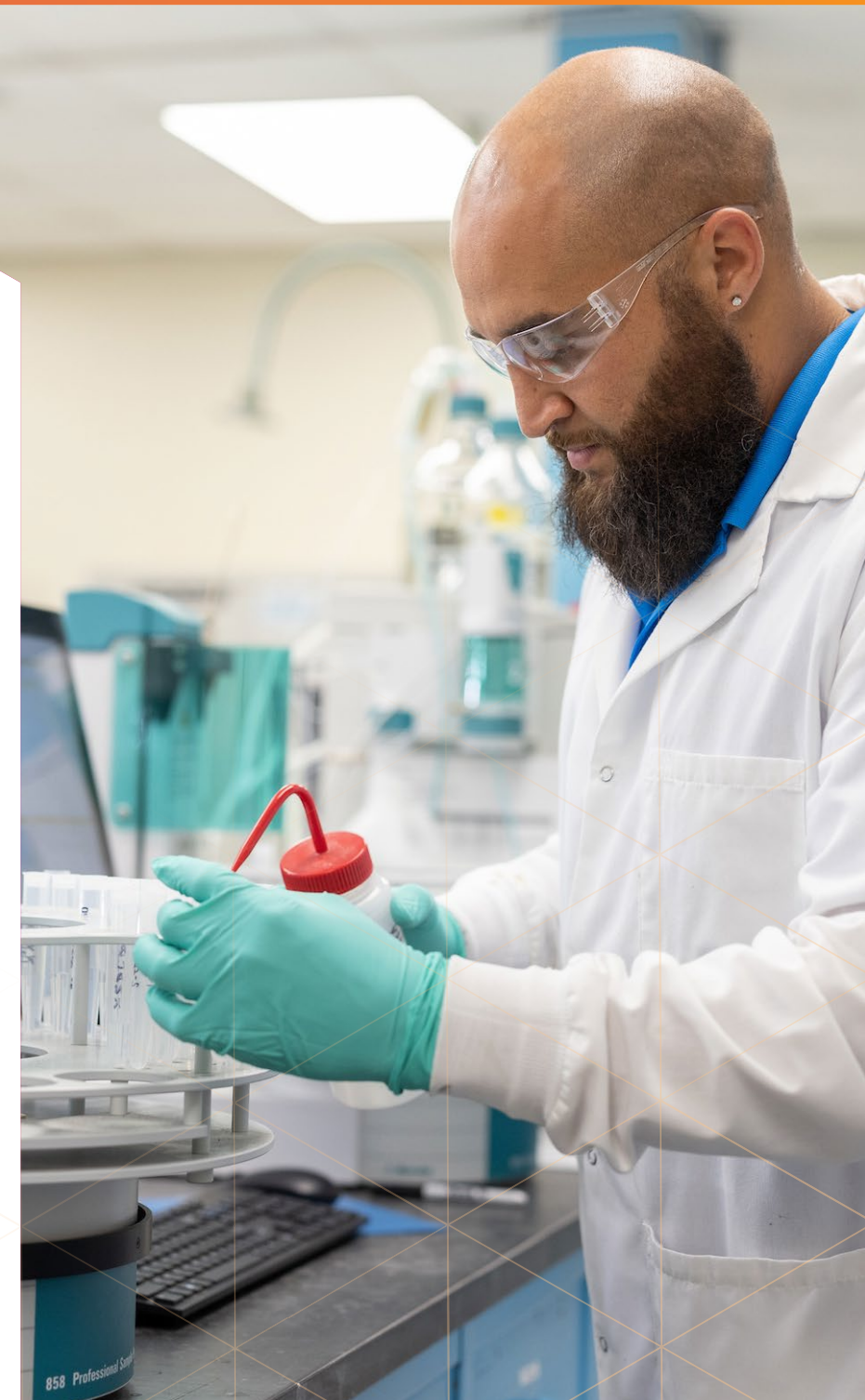
Our 2030 CRC Goals	2018 Baseline	2020	2021	2030 Progress
Employee TRIR	0.28	0.36	0.29	
Contractor TRIR	0.23	0.30	0.16	
Process safety Tier 1 rate ¹	0.04	0.01	0.03	
Distribution incidents	3	3	2	

1. Rate is defined as number of events per 100 workers per year.

Behind schedule On track

Chemours considers both employees and contractors in our review of occupational safety. Each month, Chemours corporate EHS releases a report that includes several metrics benchmarked against the ACC's large-member companies' top-quartile performance, including the total incident rate. The total incident rate reflects the number of work injuries and incidents per 100 full-time employees over the 2,000 hours they each work each year. In the US, the Bureau of Labor Statistics provides additional metrics for comparison.

In 2021, we made progress toward our safety goals with year-over-year improvements in employee-safety performance, contractor-safety performance, and distribution-safety performance. Year-over-year, our process-safety, Tier 1 performance was slightly up, and we remain on track to achieve our 2030 goal.



Health and Safety continued

Proactive Health and Safety

As we work toward our 2030 CRC safety goal, we are taking a more proactive approach to health and safety—taking corrective actions in areas of concern before they lead to an injury or illness. Within this approach, in 2021, Chemours launched a new set of corporate safety and health leading indicators, developed by a focus group of safety and health leaders and informed by research and engagement via the Campbell Institute Leading Indicators Subcommittee. These leading indicators are based on two key areas:

SYSTEMS-BASED LEADING INDICATORS

Leading indicators related to the management of safety and health systems that are rolled up from site and business units.

Examples include:

- › First-party audit completion
- › Completion of workplace safety corrective action items
- › Safety culture survey scores

BEHAVIORAL-BASED LEADING INDICATORS

Leading indicators that measure the safe/at-risk behaviors or actions of individuals or groups in the workplace; people-to-people interactions related to safety activities; and the identification and correction of hazards in the workplace.

Examples include:

- › Number of hazards identified and corrected
- › At-risk behaviors identified and corrected
- › Lifesaving rule violations
- › Number of employees and contractors being observed and engaged for coaching during observational audits
- › Number of observational audits being completed

Employee Health and Safety

In 2021, Chemours employees worked almost 14 million hours with 20 recordable injuries, and our contractors worked almost 7.5 million hours with six recordable injuries. Our 2021 employee TRIR of 0.29 reflects a moderate decrease from 2020, yet it is slightly above the ACC large-member company, top-quartile TRIR average of 0.24. We also saw a year-over-year decrease in total recordable cases for contractors, based on data from 2020 to 2021. The Chemours 2021 contractor TRIR was 0.16—equal to the ACC 2021 large-member company, top-quartile contractor TRIR average. Learn more about our [2018-2021 work-related injury rates](#).

The leading causes of our employee safety incidents were slips, trips, and same-level falls; stored energy hazards; and acute ergonomic injuries such as strains and sprains.

Environmental, Health, and Safety Training

Our Safety Obsession culture requires and encourages employees to seek out training opportunities to increase safety literacy and capability at our sites. To build our employees' capabilities and continuous development, we offer various types of training to encompass different learning styles, such as:

- › E-learning
- › Classroom-style training
- › In-field simulation training
- › On-the-job training
- › Proficiency demonstrations
- › Mentoring and apprenticeship training for skill development
- › Vendor or external-provider training

Pausing and Stopping for Safety

Our employees and contractors are empowered to stop work when conditions change and reassess job safety by using our PAUSE/STOP process. The process can take place at the individual or crew level (PAUSE) or by a larger group to resolve a bigger issue (STOP). Line managers are responsible for creating a culture that empowers employees to pause or stop work and ensures follow-up when a STOP process is activated. To ensure that employees know when and how to use the process, we communicate it frequently, including during new-hire training, pre-job meetings, contractor engagements, and while performing task/job lineups.

In 2019, we incorporated discussions about the PAUSE/STOP process into our monthly shop floor and partner safety team meetings to demonstrate our continued support for using the process. In addition to our PAUSE/STOP process, we introduced a new tool in 2020 and 2021 as part of our Making Safe Decisions training, which teaches employees to engage their cognitive decision-making process and improve their visual recognition of hazards and exposures before completing a task.



Health and Safety continued

We tailor training programs to individual employee roles to provide the knowledge and skills needed to support safe work. In 2021, our global employees completed approximately 200,000 hours of classroom and computer-based training. Our corporate-mandated EHS training consists of 49 computer-based training courses, which we offer through our learning management system. Course content ranges from general safety awareness to specialized training covering topics such as ergonomics, hazardous materials, electrical safety, environmental safety, process safety, maintenance and reliability, and more.

Proactive Illness and Injury Reporting

Each year, we engage employees in training on the importance of—and expectation to—report any signs or symptoms of illness. We remind employees to let supervision and Chemours Health Services know about signs of an illness that could be work-related, aggravated by work, or have the potential to impact other employees. For example:

- 】 If someone is ill, we want them to make contact before they come to the workplace.
- 】 If someone played too much softball over the weekend and is stiff and sore, we want them to tell their supervisor so that we can make appropriate accommodations.
- 】 If someone feels musculoskeletal pain while performing a task at work, we expect our employees to report that pain when it occurs so that our safety and health professionals can evaluate the task and modify it as necessary.

Besides establishing the requirements for employee training and response to musculoskeletal illness, our company ergonomics program—which is reviewed and refreshed annually—also requires each of our sites to perform proactive assessments to identify and control the risk of musculoskeletal injury or illness.



A Human-Centered Approach to Procedural Excellence

Procedural excellence is about understanding how written guidance influences human performance and success. Based on that understanding, Chemours has developed a strategy to establish a more human-centric model to manage process risk, which is built into our corporate process safety standard.

Our strategy stems from a multi-year data review, in which procedure usability issues and human factors emerged as leading trends related to performance deviations by our front-line personnel. These insights prompted an enterprise-wide project, which is focused on developing more effective written guidance using science-based tools and advanced error-reduction techniques. Our new methodology has been critical in achieving stakeholder commitment and establishing a comprehensive, procedure-integrity life cycle to drive continual improvement. By taking a holistic approach, we are currently working to integrate this methodology into all levels of our organization.

We continue to train personnel on our redesigned incident analysis process to encourage an operational-learning mindset and enhance our ability to diagnose the root causes behind management system issues. Building on this progress, we have also launched a new Procedural Excellence initiative to develop training and advanced error-reduction tools based on industry best practices in human performance.

Health and Safety continued

Occupational Health and Safety Engagement

To achieve our 2030 safety excellence goal, organization-wide employee engagement is key. Accordingly, in 2019, we worked with the National Safety Council to launch our Chemours Safety Culture Survey, which focused on six key elements of safety culture:

- › Management participation
- › Supervisor participation
- › Employee participation
- › Safety support activities
- › Safety support climate
- › Organizational climate

Through the survey, we asked employees across the globe to provide feedback on our safety management tactics and where our company could improve. Based on their insights, we developed opportunities to improve our EHS systems and strengthen our employee safety culture. We are currently implementing and tracking these actions, and we will reissue the survey in 2023 to evaluate our effectiveness. Meanwhile, at Chemours sites, safety teams composed of employees from all job functions and levels meet regularly to perform safety activities, including:

- › Reviewing metrics and audit results and evaluating other performance data to detect trends and identify countermeasures
- › Providing feedback and direction on site standards and practices
- › Developing and planning additional safety and health activities

Chemours also supports two safety engagement teams for front-line employees and resident contractors, which meet quarterly to identify low-risk, high-frequency safety hazards and suggest corrective and preventive measures to keep people safe. Both teams use a safety share process to identify site best practices, policies, tools, and materials, for potential adoption at other sites.

Occupational Health Services

Chemours provides occupational medicine and industrial hygiene services at each of our manufacturing sites and many of our other locations, such as corporate offices and R&D facilities. Our occupational medicine services include:

- › Emergency care
- › Fitness for duty and disability management
- › Targeted medical surveillance based on specific risk criteria
- › Travel health and immunization programs

Depending on the region, contract providers give occupational medicine services on-site or externally, while always maintaining the confidentiality of personal health information. In 2020, Chemours benchmarked our occupational health services model to improve our health services, and in 2021, we implemented a revised Health Services program with increased resources and a simplified management system.

Our industrial hygiene services are provided by both in-house and contracted providers, and we use a management-of-change process to assess the need for services in our new processes and facilities. We also audit existing processes—using methods such as periodic air sampling, noise sampling, and ventilation surveys—to ensure that workplace conditions remain safe and unchanged. Additionally, we train employees and managers to identify potentially unhealthy conditions—such as air quality or ergonomic issues—which may require an assessment.



Health and Safety continued

Supporting Employees through Our Holistic Safety Approach

Chemours strives to keep all employees safe and healthy, whether in our facilities or at home with their families. In line with our focus on holistic safety, we offer a broad range of benefits and well-being programs that we believe are critical to the health and safety of our employees.

Employee Benefits and Well-Being Programs

Our benefits include group medical, dental, vision, and employee assistance plans from local providers in the countries in which we operate, and employees can choose whether to subscribe to a plan that also includes their family members. In many countries, we also offer financial incentives for completing our free tobacco cessation counseling sessions and annual health screenings, which identify opportunities to improve our employees' health. In the US, our insurance provider, Aetna, offers case management services through the Aetna One Advocate program. These services help employees to manage their ongoing healthcare needs.

In 2021, we ensured that our employees had additional support while managing the challenges of COVID-19. We provided paid time off for employees who needed to care for their children due to school or daycare closures, and for employees whom we asked to remain home to quarantine after a COVID-19 exposure. Additionally, we invested in our people, facilities, and processes to protect the physical safety of our employees. Based on our focus on holistic safety, we also invested in efforts to ensure that employees feel safe in any Chemours setting.

Expanding Pandemic Safety Resources

In 2021, Chemours increased the level of our Health Services staffing to better manage the needs of our people, including the health and well-being of our nurses, as we continue to respond to COVID-19. We also continued our use of a tiered risk management model, which establishes appropriate mitigation and precaution tactics based on the level of location-specific risk. To generate and update facility-specific threat levels, we conduct weekly data reviews on new case rates, hospitalization rates, positive test rates, and COVID-19-based employee absentee rates. The threat levels correspond to a matrix of required mitigations such as mask use, social distancing requirements, and cleaning protocols. Additionally, our team monitors external regulatory and virus updates to identify changes that may significantly impact the hazard profile and COVID-19 risk management profile of specific sites. Our Pandemic Safety team also works closely with our communications leaders to ensure that employees remain vigilant and aware. We were honored to receive the 2021 ACC "Outstanding COVID-19 Response Efforts Award" and to date have not traced a single case to workplace transmission.





Vibrant Communities

We commit to being good corporate citizens, upstanding stewards of our local environmental resources, and good neighbors with Unshakable Integrity, one of our values. By listening to and investing in our communities, we improve the health of our employees, our business, and our world.

Approach

Put simply, it is our bedrock belief that giving back is the right thing to do. That's the driving force behind our Vibrant Communities goal to invest \$50 million in our communities by 2030. Through that investment, we aim to enhance the communities where we live and operate by increasing access to science, technology, engineering, and mathematics (STEM) education; engaging in safety initiatives; and expanding sustainable environment programs. This goal is aligned with the 2030 Agenda for Sustainable Development's 17 United Nations Sustainable Development Goals—an urgent call for global partnership and sustainable action by developed and developing countries alike.

Governance

Led by our senior vice president of corporate communications and chief brand officer, our cross-functional Global Vibrant Communities and Philanthropy Leadership Team reviews and approves our community grants. This team leverages an internal management system to capture and manage grant requests, with an emphasis on volunteerism, employee engagement, and multi-year sustainable programming. The online grant request system provides a positive end-user experience for all our internal and external grant requestors and more accuracy in our reporting process.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

- | | |
|--|--|
| <p>4 Quality Education
Targets 4.1, 4.3, and 4.4</p> | <p>11 Sustainable Cities and Communities
Target 11.7</p> |
| <p>6 Clean Water and Sanitation
Target 6.6</p> | <p>15 Life on Land
Targets 15.1, 15.5, and 15.8</p> |
| <p>8 Decent Work and Economic Growth
Targets 8.5 and 8.8</p> | |

Vibrant Communities continued

To ensure best practices, we review our donation policies regularly and may audit organizations receiving funding at any time for any reason. Our senior vice president of corporate communications and chief brand officer work with our Vibrant Communities goal leader and the CRLT in setting the strategy and guiding our approach toward community engagement. The [Chemours Code of Conduct](#) and our values and vision guide our community impact decision making, and we continue to refine our policies and procedures as new scenarios and processes arise.

Responsibility for local community engagement rests with the business presidents and senior vice president of corporate communications and chief brand officer. In turn, daily engagement is carried out by local plant managers under the guidance of the vice presidents of operations (or equivalent), for each business unit. Operations vice presidents act on behalf of the business presidents to provide oversight and accountability for community engagement activity in accordance with the company standard and [EHS & CR policy](#).



Goal:

Invest **\$50 million** in our communities by 2030.

Vibrant Communities 2030 Goal

Our 2030 CRC Goals

	2018 Baseline	2020	2021	2030 Progress
Cumulative Vibrant Communities investment	\$0M	\$9.1M	\$15M	

Behind schedule On track

Engaging Stakeholders

The success of our business and the communities in which we operate are intertwined, and that includes our stakeholders in and around the communities in which we live and work. Whether we are considering philanthropic investments or site operations, the needs and feedback of our communities are critical to our decision-making process. Reflected in our EHS & CR policy, we strive to hear the voice of the communities in which we operate to help inform how we run our facilities. To expand this commitment further, we've recently added social and environmental justice into our EHS & CR policy.

Our approach to stakeholder engagement is rooted in our communities, not only because the communities hosting our global operations and offices are vital to the success of our company, but also because supporting our neighbors is the right thing to do. We engage with local communities through our own programs and channels, as well as those that exist in each community.

Though much of our philanthropic investment was directed to a COVID-19 Community Relief Fund during 2020, our 2030 investment roadmap remains on track. In fact, we achieved our 2020 target and, in 2021, reached our 30% milestone toward our goal earlier than planned. We attribute this success to our investments in the Future of STEM Scholars Initiative (FOSSI) and ChemFEST.



\$5.9M
Annual Vibrant
Communities investment
in 2021. \$6.8M in 2020.

Vibrant Communities continued

Community Advisory Boards

All Chemours manufacturing locations have active community feedback mechanisms and/or Community Advisory Boards (CABs)—diverse groups of community members representing the voices of those living near the sites. Our sites work with current CAB members, elected officials, and other civic leaders to identify potential CAB members who provide us with professional, cultural, and geographically diverse representation.

CABs liaise with other community members to share information about Chemours plant sites while collecting and reporting community members' feedback. They enable open and transparent discussion between community representatives and site management, which guides our company's community presence. For example, if a Chemours site proposes a large-scale improvement project, site leaders will present the details to the CAB for discussion before any activity begins. We also present CABs with site safety and emissions data related to our responsible manufacturing and CRC commitments, and CABs advise site leadership teams on the societal needs that inform our Vibrant Communities grants.

Chemours encourages community members to share issues or concerns with local site leadership or escalate them to the 24-hour [Chemours ethics hotline](#). The hotline offers a global multi-lingual service, accessible to both employees and the public.

In 2021, most Chemours US manufacturing sites began evaluating the composition of their CAB memberships to ensure diverse representation from all areas of our communities. Ideally, CAB membership includes representation by education, clergy, emergency response, local government, and economic development sectors, as well as the community members at large. Moving into 2022, our sites look forward to engaging with CAB members face-to-face after meeting virtually or with scaled-back frequencies amid COVID-19 concerns during the past two years.

2021 Community Advisory Board Highlights

Rubbertown CAB: Louisville, Kentucky

Throughout the pandemic, our Rubbertown CAB continued to meet, including through one in-person anniversary gathering. The meetings provided opportunities to engage with fellow community members and industry neighbors, with agenda items related to ID&E; Brightside Clean Up Day; Trees Louisville; advanced planning and sustainability initiatives; the Metropolitan Sewer District; the Air Pollution Control District; the Louisville loop walking and biking trail; and more.

Corpus Christi CAB: Ingleside, Texas

Our Corpus Christi CAB was reorganized and expanded in 2021 to include seven area plant sites in the county. The CAB also hired a professional facilitator engaged in quarterly virtual or in-person meetings as COVID-19 protocols allowed. Throughout the year, plant leaders provided overviews regarding plants' EHS performance; manufacturing and product overviews; site demographics; state-of-business updates; and community outreach activities to community members.

Fayetteville Works CAB: Fayetteville, North Carolina

Our Fayetteville Works CAB continued to meet virtually in 2021 while adding two new members and completing a stakeholder assessment. The CAB hosted several visits with elected officials and conducted educational outreach efforts, including providing guest speakers for a Manufacturing Day panel discussion at a local county high school. Additionally, it created a Chemours Neighbors website to solicit community feedback and share updates on the site's emissions reduction and remediation progress and provided feedback on the site's "Chemours Neighbors" campaign. In the fall, the site's Wildlife Habitat Team began the recertification process for its designated 1,500 acres of Wildlife Habitat Area, rebuilding nesting boxes for Eastern Bluebirds and cleaning up trails through the habitat area.



Vibrant Communities continued

Science, Technology, Engineering, and Mathematics Education Programs

In 2021, we continued to enact our [Diversity Action Plan](#) using both corporate-level programs and local partnerships to intensify outreach within our communities and advance industry-wide commitments for a more diverse and inclusive STEM workforce. This work is an integral part of our environmental and social justice ethos.

Chemours Future of Engineering, Science, Trades, and Technology

In 2021, we committed over \$4 million to launch ChemFEST, a school partnership program aimed at building a diverse STEM talent pipeline. In the program's inaugural year, we launched programs near our New Johnsonville and Chambers Works sites and our Wilmington, Delaware, headquarters, with plans to launch additional programs in 2022 and expand the program globally. Leveraging our company's financial resources and our employees' time and talent, the program introduces students from underresourced middle schools to STEM careers early in their education.

The Chemours Future of Chemistry Scholarship Program

Since 2018, the Chemours Future of Chemistry Scholarship program has awarded scholarships to over 60 students, totaling more than \$1 million in financial assistance. The program provides scholarship support and internships to underrepresented students from our communities who wish to obtain a STEM degree.

In 2021, we expanded the program to include Houston, Texas, and Wilmington, Delaware, in the US; Kuan Yin, Taiwan; and two programs in Shanghai, China. These additional scholarships bring the total to nine programs around the globe that awarded 37 scholarships in 2021. We plan to continue expansion in the years to come.

Future of STEM Scholars Initiative

Chemours is a founding member of FOSSI, which provides scholarships to students pursuing STEM degrees at HBCUs and connects them to internships, leadership development, and mentoring opportunities at participating companies. In May 2021, the program surpassed its goal to fund scholarships for 150 students in its inaugural year—ultimately providing 151 scholarships through a \$7.2 million investment. Across the country, nearly 1,700 high school students applied for FOSSI scholarships. The recipients represent 26 states, with students planning to attend 23 HBCUs.

Learn more about [FOSSI](#).



Vibrant Communities continued

Employee Volunteerism and Philanthropy

Chemours supports and encourages employee volunteerism, offering a range of opportunities to get involved and give back. For example, employees can volunteer through Chemours’ Global Day of Service activities on Martin Luther King Jr. Day, our Vibrant Communities grants, regional United Way Employee Campaigns, and additional employee-led opportunities.

In 2021, more than 170 employees used their paid day of service, representing over 1,200 collective volunteer hours. As more schools and community organizations began re-opening their doors, employees transitioned from virtual volunteerism to involvement in more in-person events.

We also hosted our third-annual Global Corporate Responsibility Commitment Day on November 8, which coincided with National STEM Awareness Day and the launch of our ChemFEST program. To mark the event, we asked employees around the globe to take one action to advance our 2030 CRC goals, while adhering to COVID-19 protocols in their respective countries or states. Some employees participated in socially distanced community service projects, while many hosted educational webinars, ideation sessions, or vendor meetings. The result was more than 1,500 hours of service by hundreds of employees who participated in 68 events across 30 locations in 13 countries.

Supporting the Family Forest Carbon Program

Through our Vibrant Communities initiative, Chemours is providing a \$260,000 grant to support the expansion of the Family Forest Carbon Program (FFCP) in West Virginia. Our funding will enable incentives to enroll 6,500 acres of family-owned forest land—one acre for each of Chemours’ 6,500¹ employees—to implement management practices aimed at growing the economic and environmental value of their forested properties over time.

FFCP is designed to benefit the climate, as well as biodiversity, wildlife enhancement, and clean water. The program is open to landowners across Pennsylvania, West Virginia and Maryland and is expanding to Vermont, Massachusetts and New York. The Chemours-supported phase of the program began rollout in West Virginia in 2021.

1. Reflects number of employees at launch of program in 2020.



Shared Planet



IN THIS SECTION:

Shared Planet 2021 Progress **42** | Energy and Climate **43** | Water Stewardship **50** | Waste **57** | Land Use and Biodiversity **61**

Shared Planet 2021 Progress

Made significant progress on our 2030 Corporate Responsibility Commitment (CRC) climate goal to reduce operations greenhouse gas (GHG) emissions by **60%**, demonstrating a **18% reduction relative** to our 2018 baseline

Installed additional abatement systems at seven sites to make progress in reducing air fluorinated organic chemicals (FOC) process emissions

Committed to **-35,000 MWh** of renewable power to be executed in 2022 and beyond at our Louisville, Kentucky; and Starke, Florida, sites with several other renewable initiatives in progress

Kicked off a **water stewardship research program** with university partners to analyze surface and ground water systems at Chemours mine sites, review regional water resource conditions to understand the effects of mine operations, and improve water management

Increased the number of locations with WHC certification to six sites that collectively are engaged in **53 actively managed projects**

Our Commitments

Our 2030 CRC Goals

2030 Progress



60% reduction in absolute GHG emissions (in our journey to net-zero emissions by 2050)

PROGRESS THROUGH 2021:
18% reduction since 2018



99%+ reduction of air process emissions and water process emissions of FOCs

PROGRESS THROUGH 2021:
40% reduction since 2018



70% reduction in landfill volume intensity

PROGRESS THROUGH 2021:
0% reduction since 2018



Behind schedule On track



SEAN UHL
Sustainability
Technology Director

In Our Own Words



No single company can meet this challenge. With collaboration, we can achieve this goal."

Chemours Sustainability Technology Director Sean Uhl often reminds the Chemours team that we must act boldly and work together with stakeholders to meet global climate targets. In 2021, we established our goal of reducing Scope 1 and Scope 2 absolute GHG emissions by 60% by 2030—positioning us to reach net-zero operations by 2050. Building on this commitment, we are pursuing an official science-based target through the Science-Based Target initiative (SBTi) to reduce our Scope 3 emissions—strengthening our already ambitious climate goals.

Energy and Climate

Climate change is a critical issue for our planet and one of the most urgent challenges facing society today. The chemicals sector, including Chemours, plays a central and complex role in the transition to a low-carbon economy due to the current and future demand for chemicals that enable low-carbon and energy-saving technologies.

Approach

As the sector grows to meet this need, it must do so while reducing its Scope 1, Scope 2, and Scope 3 emissions, eventually decoupling GHG emissions from production growth. The chemical sector's impact on GHG emissions, however, extends beyond the GHG emissions generated by direct manufacturing operations and use of purchased energy. Other indirect GHG emissions arise from sources outside our operations, ranging from the raw materials we purchase to the use and disposal of the products we sell. To deliver the meaningful reductions needed to avoid the worst impacts of climate change, we must reduce our own emissions and influence our value chain to do the same. We work to address climate change by taking prudent, practical, and cost-effective actions to reduce our emissions as we grow our company and strive to help our customers do the same. That commitment starts at our plant sites with responsible manufacturing, in which we operate in a manner that reduces emissions, conserves water, enhances biodiversity, and minimizes and disposes of waste properly. While many of these areas are regulated, we work hard to exceed regulation by doing what is right for people and the planet.

Responsible manufacturing is at the heart of our approach in our own operations and in working with our suppliers and customers to do the same. We are committed to reducing our Scope 1 GHG emissions, including air process emissions from FOCs, and Scope 2 GHG emissions by improving our resource use and energy efficiency, acting on opportunities to deploy lower-emission technologies at our manufacturing sites, and increasing our use of renewable energy. We also commit to work with commercial partners to reduce their GHG and FOC process emissions and to develop products and processes that help our customers and consumers reduce their environmental footprint.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

7 Good Health and Well-Being
Targets 3.4, 3.5, 3.7, and 3.8

8 Decent Work and Economic Growth
Targets 8.5 and 8.8

12 Responsible Consumption and Production
Targets 12.4, 12.5, and 12.6

13 Climate Action
Targets 13.1 and 13.2

Energy and Climate continued

We introduced our 2030 CRC climate goals in our inaugural CRC report in 2018. Evolving climate change science combined with reports published over the past few years, however, have prompted us to take more aggressive action to limit global warming this century to 1.5 °C above pre-industrial levels. To that end, we updated our climate goals in 2021 to be more ambitious and set us on a path to achieve net-zero GHG emissions from our operations by 2050.

Our new goal focuses on a path to reduce absolute carbon emissions from our operations, while our previous goals, announced in 2018, focused on reducing emissions intensity and creating product, avoided emissions benefits. We have since retired these 2018 climate goals. Our new absolute emissions reduction goal aligns our climate commitment with the science-based targets needed to meet the goals of the Paris Agreement and United Nations Sustainable Development Goal #13. In addition, we've

also recently committed to setting a science-based target within the guidelines of the SBTi and have submitted our targets for approval.

Our [Environment, Health, Safety, and Corporate Responsibility \(EHS & CR\) policy, climate change pledge](#), and EHS management system guides actions to reduce emissions. Environmental data management standards and GHG inventory management plans provide direction and guidance for collecting, maintaining, verifying, and reporting of complete and accurate GHG emissions and other environmental performance data. Our data analysis processes use automated analytics platforms to aggregate and calculate cumulative annual environmental metrics—thereby reducing opportunities for manual errors. We are currently implementing a centralized data management system to further simplify and streamline our data management process, and plan to migrate to a global centralized data management system within the next few years.

We evaluate the effectiveness of our management approach through internal and external audits as part of our EHS management system assessment and by measuring progress toward achieving our climate and FOC process emissions goals. In addition, a third-party assurance partner has provided a limited level of assurance of our 2018 baseline GHG emissions data as well as our 2019 and 2020 GHG emissions using International Organization for Standardization (ISO) 14064—Part 3. The assurance provider's procedure is based on current best practices and is in accordance with International Standard for Assurance Engagements (ISAE) 3000 and ISAE 3410. Assurance statements can be found [here](#).

Our CRC data manager coordinates GHG inventory management plans with the 2030 CRC goal leaders. We evaluate our annual performance against our 2030 goals and adjust our implementation roadmap annually. These adjustments are then cascaded to each facility in support of our 2030 goals.



Energy and Climate continued

Governance

Climate mitigation and adaptation action strategy and governance are championed by our Corporate Responsibility Leadership Team (CRLT), the group accountable for monitoring external trends, assessing climate-related opportunities and risks, and assisting with strategy and resource allocation. The CRLT, alongside our recently appointed Sustainable Technology Director, is responsible for overseeing plans to achieve our 2030 and 2050 goals and working with our business segments to identify and pursue programs to reduce GHG emissions and FOC process emissions at our sites. Ultimately, our business segments, with assistance from goal leaders and the CRLT, are accountable for successful goal program execution.

Our climate team governance process, which includes a team charter and team guidance documents that define the scope, roles, and responsibilities, enables the actions and programs needed to achieve our 2030 goals. We chartered six sub-teams, each responsible for achieving different GHG emission reductions as part of our 2030 goal action plans.

- › **GHG Reporting Team**—Collects and aggregates enterprise Scope 1 and 2 GHG emissions data and leads the data quality assurance review process
- › **FOC Process Emissions Team**—Develops technology solutions and tracks performance for the reduction of targeted FOC process emissions. Read more about this team in section 303
- › **Energy Efficiency Team**—Sets annual improvement targets, develops and executes energy intensity reduction programs, and tracks progress toward meeting annual targets

- › **Renewable Power Team**—Tracks Chemours’ consumption of renewable power as a percentage of the corporate electricity portfolio; identifies renewable power opportunities; secures leadership support for project execution; monitors and tracks progress toward meeting internal renewable power targets; and ensures that we have sufficient renewable power in our energy portfolio to meet customer requirements specifying low-carbon products
- › **Refrigerant Maintenance and Management Team**—Responsible for tracking and reporting refrigerant leaks at manufacturing sites and developing and leveraging improved maintenance practices across our global operations to reduce or eliminate refrigerant losses

We also chartered a team to measure the indirect GHG emissions—those that are owned and controlled by others, not Chemours—in each of the Scope 3 categories applicable to Chemours. The team is responsible for updating the inventory annually and for maintaining the calculation methodologies and guidance included in our Scope 3 GHG inventory management plan. As part of this effort, the team aims to develop a marketing and advocacy strategy to enable the transition from high global warming potential (GWP) refrigerants to lower GWP refrigerants in alignment with the Kigali Amendment to the Montreal Protocol and the American Innovation and Manufacturing Act. We value collaborative change and commit to continue working with policymakers, our value chain, and other organizations to encourage collective action for reducing GHG emissions.



Building on our bold commitments to reducing Scope 1 and Scope 2 absolute GHG emissions by 60% by 2030, we are pursuing an official science-based target through the SBTi to reduce our Scope 3 emissions.

Energy and Climate continued

Energy Consumption

Because energy use is a significant component of our GHG emissions, we manage it as part of our climate change mitigation and adaptation approach. While we do not currently certify our EHS management system to the ISO 50001 energy management standard, we do incorporate many of the standard's elements into our energy management program.

Our Energy Efficiency Team sets annual improvement targets and develops and executes plans to achieve year-over-year energy intensity reductions. In addition, the team monitors and tracks progress toward meeting annual internal improvement targets and leverages best practices across manufacturing operations. We began tracking energy reduction programs in 2021 in pursuit of our internal intensity reduction target and should see full realization of these measures in 2022.

In 2021, each major manufacturing site put together an energy dashboard to increase awareness and normalize energy consumption based on production. These dashboards pull data from various sources, such as utility data, bills, and internal software applications. Energy Dashboards will be used to reduce variation and consumption to support the sites in their energy reduction goals.

Our Energy Efficiency Team is working to identify and implement opportunities to improve energy efficiency and reduce intensity. Their efforts in 2021 included:

- Over 10 sites conducted multi-day energy brainstorming sessions to begin generating more “outside the box” energy reduction ideas. Maintenance, operations, and technology all collaborated to identify and rank hundreds of potential projects.

- Across all manufacturing sites, we launched a compressed air leak reduction program to survey process systems and identify and repair leaks to reduce compressor loads and energy demand.
- In New Johnsonville, Tennessee, we piloted a big data application to assess real-time data and individual equipment energy key performance indicators. The software has enabled the site to identify and improve upon process operating conditions for optimal energy performance and will be horizontally expanded to other sites in 2022.
- In Belle, West Virginia, the energy team optimized the site's compressed air system by installing a new receiver tank that enables the site to use a single compressor without impacting uptime when the back-up compressor is required to meet demand surges. By running the site using one versus two compressors, we reduced electric power use for compressed air by 30% and total site electricity demand by almost 3%.
- In Parkersburg, West Virginia, we completed a transition from coal to gas boilers to produce steam for our operations and site tenants. This conversion, which started up in early 2021, reduces annual carbon dioxide (CO₂) emissions by an estimated 120,000 MT.
- In the Netherlands, at our Dordrecht site, we completed two significant energy reduction projects related to collecting steam condensate on-site and reusing it for steam production, reducing site CO₂ emissions by approximately 300 MT per year.



Energy and Climate continued

Renewable Energy

Our path to reduce GHG emissions includes not only reducing energy use in our operations but also transitioning to renewable energy sources where feasible. Our current renewable electricity consumption is a function of the power generation mix with which utilities supply our sites. Year-over-year increases in renewable electricity are primarily due to our increase in purchased electricity from sites in regions with higher grid percentages of renewable power. The Renewable Energy Team tracks our global renewable power consumption and is continuously exploring cost-effective technology options for on-site energy generation, purchased renewable energy, or renewable energy credits.

Starting in 2020 and continuing into 2021, we pursued renewable energy solutions at our site in Mechelen, Belgium, converting the site's electricity supply to 100% wind-powered electricity and carbon-neutral natural gas. This results in an estimated annual reduction of 270 MT of carbon dioxide equivalent (CO₂e) emissions.

The project team also secured renewable power for our Starke, Florida; Louisville, Kentucky; and New Johnsonville, Tennessee sites. The first full year of emissions reductions benefits will occur starting 2022 through 2023 after the projects go live.

Lastly, our site in the Netherlands, Dordrecht Works, has established a partnership with a neighboring waste incineration company to supply steam generated by using waste heat from the incinerator. Since 2014, steam supply has steadily increased over time to currently represent more than 70% renewably sourced by waste-heat-generated steam.

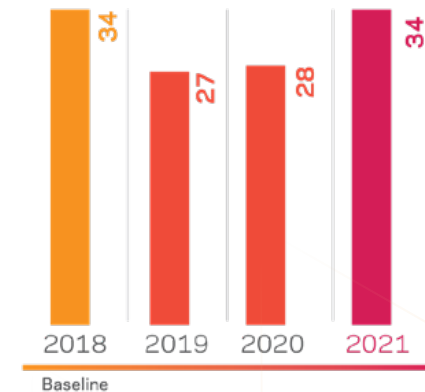
Total emissions increased from 2020 to 2021 due to reduced production in 2020 as a result of COVID-19. However, in 2021, production returned to normal, and we made significant progress in our 2030 CRC climate goal to reduce operations GHG emissions by 60%, demonstrating an 18% reduction relative to our 2018 baseline.

Climate and Air Emissions 2030 Goals

Our 2030 CRC Goals	2018 Baseline	2020	2021	2030 Progress
60% absolute reduction in operations ¹ emissions (MT CO ₂ e)	9,326,000	6,649,000	7,640,000	
Reduce FOC air process emissions by 99% or greater (MT)	1,082	566	717	

- 1. Operations emissions do not include emissions due to generating steam or electricity for tenants.
 - 2. 2018 baseline GHG emissions adjusted to exclude emissions from a one-time release (representing 369,000 MT) and to reflect the sale of our Memphis site to Draslovka in 2021.
- Behind schedule On track

GHG Accounting for Product Avoided Emissions Benefits (million MT CO₂e)



Energy and Climate continued

Greenhouse Gas Emissions Reductions

In 2021, we made progress reducing GHG emissions largely due to targeted emissions reduction initiatives completed in late 2019 and 2020, and improved operational efficiencies at several of our Thermal & Specialized Solutions (TSS) and Advanced Performance Materials (APM) manufacturing sites. Hydrofluorocarbon-23 (HFC-23) and Hydrochlorofluorocarbon-22 (HCFC-22) emissions generated during HCFC-22 manufacturing currently constitute approximately 59% of our 2021 Scope 1 GHG emissions, and we are currently working on capital programs to address these emissions by the end of 2023 and 2024, respectively.

Fluorinated Organic Emissions to Air

Through our environmental, social, and governance issue assessment process, our stakeholders have cited air process FOC emissions as the most significant emissions for us to address. In response, we set a 2030 CRC goal to reduce these emissions by 99% or more. Other non-GHG air emissions were not among our most significant sustainability issues; however, we understand that certain air emissions may be important to some stakeholders and, therefore, report select air emissions data to inform our local community stakeholders.

We continue to make progress in reducing air FOC process emissions. In 2021, we installed additional abatement systems at seven of our sites, including Dordrecht Works in the Netherlands, our Washington Works in West Virginia, and our site in Fayetteville, North Carolina. We will continue to evaluate the effectiveness of our FOC air process emissions abatement work through direct measurement and refined engineering estimates of air process emissions sources and tracking the emissions annually as we progress mitigation programs. We are committed to reducing all air FOC process emissions by 99% or greater, independent of GHG GWP, in response to feedback from our local stakeholders.

We made substantial progress toward our 2030 CRC goal in 2021, reducing air FOC process emissions by 365 MT, or 34% from our 2018 baseline.

Looking forward, we will continue to advance abatement programs to meet our external FOC emissions reduction commitments. We are implementing additional interim and final projects at multiple sites. Additionally, we are exploring both best available technologies and new technology options to further reduce FOC process emissions.

Other Emissions

Nitrogen oxide (NO_x), sulfur oxide (SO_x), volatile organic compound (VOC), and hazardous air pollutant emissions remained relatively flat over the past three years. We attribute the slight reductions in VOC concentrations to decreased production rates, not specific abatement activities. While we have not set specific public targets to reduce these emissions, we continuously look for opportunities to improve our performance as part of our commitment to Responsible Care® and our EHS & CR policy. Our largest opportunity to make reductions is our program to phase out our use of coal and other emissions-intensive fuel sources. We recently completed a conversion of coal-fired boilers to natural gas-fired boilers at our Parkersburg, West Virginia, site. In addition, we are planning to install a sulfur dioxide scrubber at another site by the end of 2023, reducing SO_x emissions at that site by a projected 85%.



Energy and Climate continued

Scope 3 Greenhouse Gas Emissions

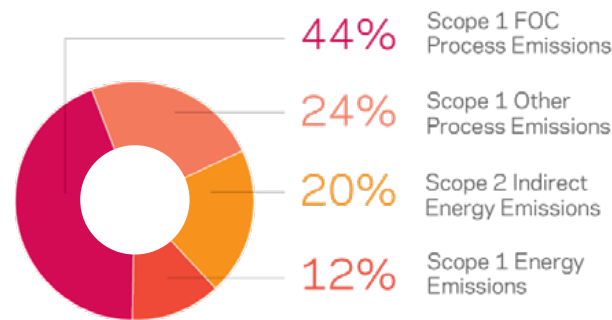
Our GHG emissions impact extends beyond the emissions from our manufacturing operations and use of purchased energy. Activities connected to various sources of Scope 3 emissions occur along our value chain, such as the GHG emissions generated to produce the goods we purchase and use of our products by our customers and their own customers. These Scope 3 emissions are directly generated and managed by others and are not owned or controlled by Chemours. We aspire to influence reductions in Scope 3 emissions by partnering with our suppliers and customers, as well as by bringing low-carbon products to market.

We based our Scope 3 inventory on the [GHG Protocol](#) for Corporate Value Chain (Scope 3) Accounting and Reporting Standard. We included CO₂, methane (CH₄), HFCs, and other FOCs with GWPs in our calculation of Scope 3 GHG emissions. We sourced GWPs for sold products from the Intergovernmental Panel on Climate Change [Fourth Assessment Report, 2007](#); purchased goods, services, transportation, and distribution life cycle assessment emission factors from [Ecoinvent3](#); and fuel and energy-related activities from [Argonne National Laboratory](#).

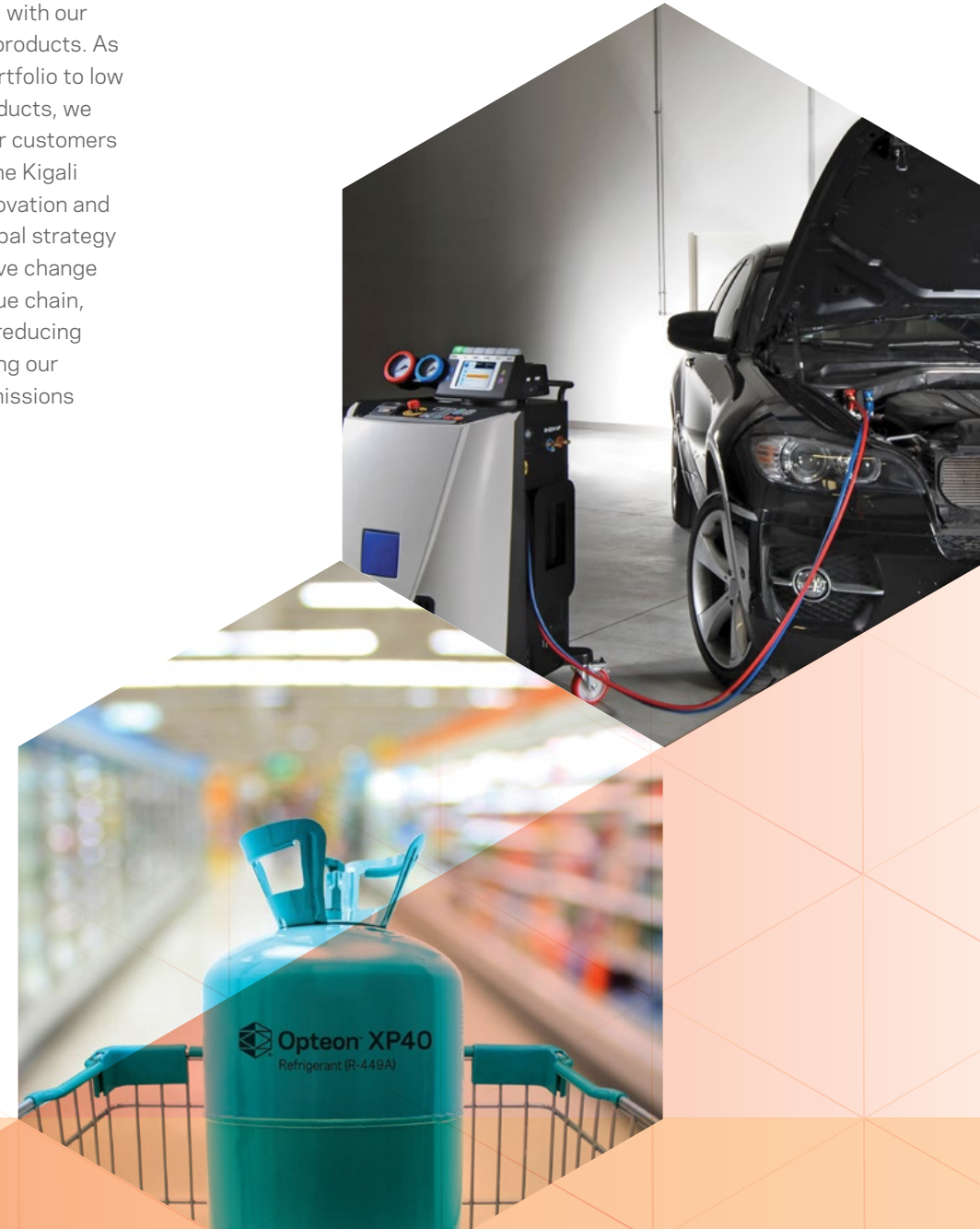
Chemours is committed to developing products and processes that offer emissions reductions benefits to our customers by providing market options to select products with lower GHG footprints. We calculate the avoided emissions benefits from using our products based on sales of our low GWP Opteon™ hydrofluoroolefin (HFO) refrigerants. In 2021, Opteon™ sales helped prevent 34 million MT of CO₂e emissions from being released to the atmosphere by replacing refrigerants with much higher GWPs.

The majority of Scope 3 indirect GHG emissions associated with our operations are due to customer use of our HFC refrigerant products. As we advance our plan to transition our current refrigerant portfolio to low GWP product offerings, like our low GWP Opteon™ HFO products, we will reduce Scope 3 product use emissions while helping our customers and consumers avoid generating excess CO₂e emissions. The Kigali Amendment to the Montreal Protocol and the American Innovation and Manufacturing Act support this transition as part of the global strategy to achieve the Paris Agreement goals. We value collaborative change and commit to continue working with policymakers, our value chain, and other organizations to encourage collective action for reducing GHG emissions. To demonstrate our commitment to reducing our Scope 3 emissions, we've recently submitted a Scope 3 emissions reduction target to the SBTi for consideration.

Chemours Operations GHG Emissions



Chemours defines operations GHG emissions as the sum of our Scope 1 direct emissions and Scope 2 indirect purchased energy emissions. Currently approximately two-thirds of our operations emissions are from process emissions, with about one-third of emissions due to energy use in our operations.





Water Stewardship

Access to adequate quantities of clean freshwater is vital to our communities, operations, and supply chain. As global average temperatures continue to increase, we can expect more droughts and extreme weather events to create water-related risks for our company and all people along our value chain.

Approach

Our neighbors and surrounding communities expect us to treat and respect water as a shared resource. Feedback from Community Advisory Boards (CABs) and other stakeholder engagement activities, along with information collected through our annual issue prioritization work, identify water quality and chemical emissions to water as important topics to them.

We balance responsible growth with a commitment to responsibly steward the water resources we need to produce our products. We track the volumes of water used by our sites, follow specific water quality criteria to ensure our discharges are compliant with local permits, manage our facilities to protect water resources, and seek opportunities to improve the quality of and reduce the quantity of our discharged water based on site-specific locations to meet our local stakeholders' expectations.

Governance

Our EHS management system governs water stewardship initiatives, which are also guided by [Responsible Care® principles](#) and our [EHS & CR Policy](#). The EHS management system embodies a continuous improvement philosophy to reduce our impacts, manage compliance across global operations, reduce costs, and increase efficiencies. Our environmental standards and guidance documents provide direction for protecting water resources, reporting environmental performance data, and engaging communities at our operating sites.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

6 Clean Water and Sanitation
Targets 6.3, 6.4, and 6.5

12 Responsible Consumption and Production
Targets 12.4 and 12.6

14 Life Below Water
Target 14.1

Water Stewardship continued

Chemours has a designated water stewardship sponsor that monitors external trends, assesses water-related opportunities and risks, sets water strategy, charters programs to advance water initiatives, and provides regular updates to leadership. This sponsor also develops enterprise-wide plans, establishes metrics, tracks performance, and works with our business segments to identify and pursue programs to manage water. Working with the chief sustainability officer, vice president of EHS, and business operational vice presidents, the sponsor completes site operations sustainability assessments, including detailed analysis of site emissions, and reviews and tracks annual progress toward implementing identified actions.

All Chemours manufacturing locations have active community feedback mechanisms in place, with most sites having CABs that provide valuable input to our operations' sustainability assessments of water availability, site water use, and site discharged water quality. Please see page 38 for more information about our CABs.

Fluorinated Organic Chemicals Emissions Reduction

We are committed to protecting the environment by doing what we think is right—not just what regulations require—and by listening to what is important to our stakeholders. We consider both water quality and water use in managing water resources at our manufacturing facilities.

Our FOC Process Emissions Reduction Team developed and continues to refine our FOC inventory and implementation roadmap to achieve the 2030 goal. The team tracks and reports annual progress toward reducing these emissions, including site-specific initiatives that incorporate known abatement technologies and cutting-edge research to explore innovative methods and/or closed-loop manufacturing options to make further progress.

In 2018, we completed a comprehensive inventory of FOC water process emissions to develop the baseline for our 2030 goal. At each manufacturing site, we followed a standardized approach to report emissions data, using both measured data and calculated estimates when measured data were not available.



Chemours has achieved a **52%** reduction in FOC process emissions to water compared to the 2018 baseline.

In 2021, seven additional programs were completed at three Chemours manufacturing sites. These improvements consist of capturing additional emission streams for thermal destruction, installation of adsorption technology for aqueous streams, and recovery projects for reuse in the chemical manufacturing process.

Looking forward, we will continue to advance abatement programs to meet our external FOC process emissions reduction commitments. We are implementing additional interim and final projects at multiple sites and are evaluating the effectiveness of our FOC process emissions abatement work through direct measurement and refined engineering estimates of emissions sources. To date, we have identified initiatives and existing technologies that we anticipate will result in an 89% reduction. Our teams are exploring both best available technologies and new technology options to further FOC process emissions reductions.

Based on input from multiple stakeholders, our 2030 CRC water goal focuses on FOCs. We have committed to reduce water and air FOC process emissions by 99% or greater by 2030 from a 2018 baseline.

FOC Process Emissions (MT)

Reduce FOC Process Emissions to Air and Water by 99%

	2018 Baseline	2020	2021	2030 Progress
Water emissions ¹	556	266	267	
Air emissions	1,082	566	717	

1. 2021 data include 243 MT (91%) of FOC process emissions temporarily being captured and sent off-site for deep-well disposal.

Water Stewardship continued

Water Is Local

We recognize that our stakeholders care about more than just our FOC emissions. Each individual watershed in which we operate has its own local context for the water quality and use needs of its stakeholders. Through our operations sustainability assessments, we individually assess each watershed’s concerns, including water stress considerations, and tailor our actions to address internal and external stakeholder needs. As part of our comprehensive sustainability assessments, we analyze environmental conditions surrounding the site, such as watershed hydrology and local watershed conditions, including surface water and groundwater use risks. We completed initial baseline assessments at three facilities in 2021, bringing the total to approximately 60% of our planned assessments. We prioritized assessments at our largest and most complex sites. After we complete the initial assessment at a site, we periodically survey the site to monitor its progress toward implementing identified improvements. These assessments are also a critical element in meeting our goal to reduce air and water process emissions of FOCs by 99% or greater and are vital to identifying future opportunities to improve the quality of our wastewater discharges. Based on current projections, we expect completion of initial assessments at our remaining sites by year-end 2024.

Progress toward our commitment in North Carolina.

Our Fayetteville Works plant in Fayetteville, North Carolina, continues to meet our commitments to the North Carolina Department of Environmental Quality and Cape Fear River Watch, to deliver on the emissions control and remediation commitments made by Chemours in 2019. Significant investments—exceeding \$100 million—have been made at the site to install state-of-the-art emissions control technology and remediation facilities, including designing, building, and installing a thermal oxidizer, which was operational in 2019. The thermal oxidizer controls process emissions at an average destruction efficiency exceeding 99.99%.

In late 2020, Chemours initiated stormwater and non-contact cooling water separation efforts in a targeted area of the facility. In 2021, we began capturing and treating the separated stormwater to remove FOCs prior to discharge.

The Fayetteville site’s CAB continued to meet virtually throughout the year, while adding two new members and completing a stakeholder assessment with the assistance of CAB members. The site was also able to host several visits with elected officials and many educational outreach efforts, including providing guest speakers for a Manufacturing Day panel discussion at a local county high school. A “Chemours Neighbors” website and supporting advertising was developed to solicit feedback from community members and better inform surrounding communities of the progress the site is making toward emissions reduction and remediation activity. The CAB provided invaluable feedback on the site’s “Chemours Neighbors” campaign.

In the fall, the site’s Wildlife Habitat Team began the recertification process for its designated 1,500 acres of Wildlife Habitat Area, rebuilding nesting boxes for Eastern Bluebirds and cleaning up trails through the habitat area.



Water Stewardship continued

Water Quality

We focus our water stewardship efforts on understanding and addressing the quality of our discharged water effluents. We start by first requiring our site operations to abide by all local laws and regulations and adhere to local requirements governing the quality of water effluents at our sites. Wastewater quality is strictly regulated, and discharge parameters are set specifically for each receiving waterbody through the regulatory permitting processes.

We also focus our efforts on preventing future impacts to water quality by setting internal environmental standards that govern how we construct, operate, and maintain our facilities to protect against leaks or releases to the environment. Chemours' standards require our manufacturing facilities to inventory potential locations within the facility where spills or leaks of materials may cause impacts to water resources, and to develop preventive measures to provide protection. Additionally, our standards require that we track and investigate incidents resulting in a release to the environment, and where needed, make improvements to guard against future recurrences.

In addition to meeting our legal and regulatory obligations, we proactively take action to evaluate and manage our emissions to improve the quality of our discharges. We complete comprehensive operational sustainability assessments at each of our manufacturing facilities, inventorying their emissions and measuring their performance against our 2030 goals. These assessments help us evaluate manufacturing operations within the context of the surrounding community and environment to identify new opportunities to improve performance and the quality of discharged water effluents. When we identify data gaps or improvement initiatives, we develop action items and management plans. After the initial assessment is completed, we periodically survey the site to monitor progress and identify new opportunities to improve our operations and the quality of our wastewater effluents.

More Data, More Insights

In 2021, Chemours began an initiative to consistently collect conventional water quality data across manufacturing sites, going beyond local requirements. The parameters relate to discharges in surface waters and include total organic carbon, nitrate, ammonia, and total dissolved solids. We chose these common water quality indicators to benchmark our efforts against data in the industrial and agricultural sectors. By beginning to measure these parameters, we can gain further insight into our operations and the potential impact on local water resources.



Water Stewardship continued

Water Use

We monitor water use and work to improve our water management practices, paying close attention to water availability and water stress in regions in which we operate. Each individual watershed has its own local context for water availability and the needs of its stakeholders. Most of the water we withdraw for manufacturing is from nearby surface waterbodies, with the balance of our needs sourced from on-site groundwater wells or purchased water. Currently, all water withdrawn for Chemours operating sites is from freshwater sources.

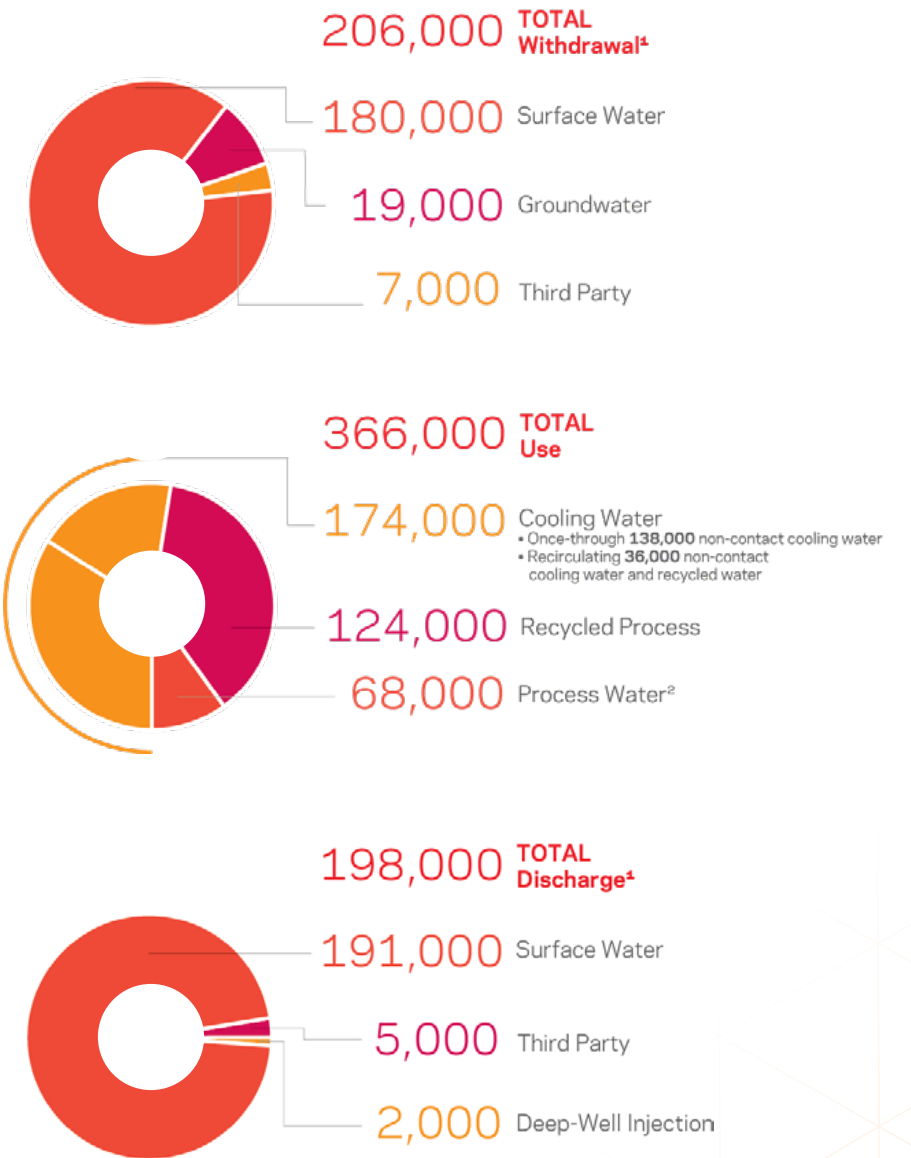
In 2021, water withdrawal intensity and water consumption stayed relatively flat from 2020, reflecting consistency in water use in manufacturing, while total water withdrawals reflect overall production.

In addition to supplying our water use needs by new withdrawals, we explore opportunities to reuse and recycle water, focusing on water use in areas with potential water stress conditions. Our mining and mineral separation operations in Florida and Georgia continuously reuse and recycle process water during extraction and separation of mineral sands and rehabilitation of the mined lands.

PROCESS USES	CONSUMPTIVE USES
<ul style="list-style-type: none"> Final product formulations Manufacturing process Non-contact process equipment cooling (processes in which water does not encounter process materials) 	<ul style="list-style-type: none"> Water contained in products Water discharged through deep-well injection disposal activities Evaporative losses in cooling towers (using site-specific methodology) Water discharged at points different from where sourced

1. The difference between the volume of water withdrawn and the volume discharged is largely due to consumptive losses such as evaporation or use in our products.
 2. Process water includes water used for production and in final products, as well as potable water.

Water Use in 2021 (in megaliters per year)



Water Stewardship continued

Collaborating to improve water management.

Our mining operations in Florida and Georgia engage with local stakeholders to advance water stewardship goals. A critically important water stewardship research program was kicked off in 2021, in which Chemours is sponsoring independent research by University of Georgia faculty and private consultants to analyze surface and groundwater systems at Chemours mine sites, review regional water resource conditions, and develop an advanced model of the Floridan Aquifer in southeast Georgia to help Chemours understand the effects of mine operations and improve water management.

In Florida, we continued to work with the Suwannee and St. Johns River Water Management districts, Clay and Bradford counties, City of Keystone, Save Our Lakes Organization, Florida Department of Environmental Protection (DEP), and Camp Blanding to:

- 】 Implement an alternative mine reclamation approach to attenuate potential flooding by rerouting peak flows
- 】 Enable future aquifer recharge projects by the Suwannee River Water Management District
- 】 Provide treated wastewater to the regional system of interconnected lakes to assist in maintaining lake levels and enhance recreation

In Georgia, operational improvements were made to improve mine site water management, including:

- 】 Modifications to the water treatment system at the Amelia Mine to improve process water quality, reduce off-site discharges, and achieve reuse and recycling of 98% of the mine water
- 】 Expansion of the passive water treatment system at the Mission Mine to ensure consistent treatment of process water
- 】 Implementation of Mobile Mining Units to utilize mine water for efficient transport of ore and reduce the need for petroleum-fueled trucks

Additionally, Georgia Minerals Operations employees continued their participation in the state's Adopt-A-Stream program, monitoring water quality in surface streams and rivers around the mines and mineral separation plant.



Water Stewardship continued

Water Discharge

We typically discharge withdrawn water to nearby surface waterbodies, either directly or through local publicly owned treatment works or other third parties. Discharged water is a combination of both process wastewater and non-contact cooling water. In 2021, 78% of our water discharges were to freshwater systems.

Wastewater effluent quality is strictly governed by local regulatory frameworks, and parameters are set specifically for each receiving waterbody through the discharge permitting process. As a result, wastewater discharge quality is not reported consistently across all sites.

In an effort to gain further insight into water quality across our sites, in 2021 we began to collect common water quality parameters from all sites. This data is summarized in the [Appendix](#). Compliance with our permitting obligations is tracked through our EHS governance process and standards.

Water Stress

We use screening models to help us understand the potential for watershed baseline water stress conditions. We use the World Resources Institute Aqueduct (Version 3.0) screening model and the World Wildlife Fund Water Risk Filter (Version 5.0) screening tool to evaluate local watershed conditions for baseline water stress. For more information on operations in water-stressed areas, please refer to the [Appendix](#).





Waste

Chemours transforms raw materials and natural resources into the essential chemicals and products that improve the lives of people and support the transformation to a lower-carbon economy.

Approach

Our stakeholders expect us to responsibly manage how we produce goods and dispose of waste, which helps the environment and reduces operating and compliance costs. We are committed to improving our resource-use efficiency, acting on opportunities to reduce waste, encouraging our employees to reduce their own waste footprints, and enhancing the circular economy throughout our value chain.

We take practical, cost-effective actions to reduce waste as we grow our operations, in addition to considering capital investments that improve manufacturing processes and reduce waste generated at our sites. We encourage everyone at Chemours to rethink and improve our waste management strategies to reduce our impact on communities and the environment. Waste management activities occur at both Chemours and non-Chemours facilities. We have specific requirements for waste transferred to non-Chemours facilities, including periodic audits.

Chemours Waste Hierarchy

Chemours follows a waste management hierarchy designed to minimize the impact of waste and emissions on the environment.

1. We work on improved processes, plant operations, and maintenance to eliminate generating waste or emissions.
2. Our business segments and R&D community work together to redesign processes and ways to generate less waste.
3. We seek opportunities to creatively reuse or recycle materials, exploring how our waste could become raw materials for us or others in a circular economy.
4. When there is no other option but disposal, we classify, handle, and dispose of our hazardous and non-hazardous waste in accordance with local government regulations.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

- 8** Decent Work and Economic Growth
Targets 8.5 and 8.8
- 12** Responsible Consumption and Production
Targets 12.4, 12.5, and 12.6
- 15** Land Use
Target 15.3, 15.5, and 15.6

Waste continued

Currently, disposal is our best option for managing a significant percentage of our waste stream. However, we continue to investigate alternatives to reduce and reuse our waste. For example, we are working with a third-party partner to identify possible outlets for the remaining solids from a deep disposal well at one of our sites. We also are investigating alternate disposal outlets, including increasing the use of deep disposal wells for underground waste injection, which is supported by a US EPA analysis.

Governance

Our [EHS & CR Policy](#) and commitment to the Responsible Care® principles guide our actions and challenge us to continuously reduce impacts from waste, air, and water emissions. Together, our waste leader and Corporate Responsibility Leadership Team (CRLT) sponsor our waste management strategy and targets, provide organizational guidance, and charter programs to advance waste reduction initiatives.

Our Landfill Waste Reduction Core Team—composed of representatives from R&D and our business segments—is responsible for identifying and enacting large-scale efforts to reduce landfill waste. The team also develops internal interim targets to inform annual action plans and identifies local initiatives to drive performance at each of our manufacturing sites.

Committed to responsible growth while caring for the environment led us to set a 2030 CRC goal to reduce our landfill volume intensity by 70% versus our 2018 baseline of 0.42 m³ landfill waste per metric ton of sales product.

The Operations Landfill Improvement Team, with representatives from each manufacturing facility, is responsible for creating and implementing plant site CRC waste reduction initiatives and leveraging best practices across our operations network. Finally, our Landfill Champions Network consists of volunteers from across our operations and office locations. The champions work in concert with the core team and operations improvement team to support waste goal programs.

Our operations representatives and waste champions communicate regularly to share best management practices and encourage each other to further reduce landfill waste. The champions also sponsor employee education activities and challenge our employees both at our operating sites and our offices to think about how they can take action to reduce waste at work and at home.

Tracking and Measuring Waste

We follow a rigorous waste accounting process at our manufacturing sites—measuring and tracking our production wastes, chemical wastes, and business wastes by quantity, material type, and disposal method. Through this process, we learned that landfilling makes up the single largest component of our waste disposal activities. In addition, we recognized that building new landfills compounds the negative impact on the environment. As such, we have identified reduction of our non-hazardous and hazardous waste landfill footprint as the strategy where we can make the most impact—reducing both our environmental footprint and operating costs.

In 2021, our landfill volume intensity increased versus our 2018 baseline. There were several contributing factors, including the shutdown of a co-product facility; the addition of a stabilizing agent; and increased titanium dioxide (TiO₂) production. An additional factor is related to changes in the ore blend at one of our top landfill sites—one that we are addressing over the next five years.

Collaborating to Reduce Waste

Our Landfill Waste Reduction Core Team—composed of representatives from R&D and our business segments—is responsible for identifying and enacting large-scale efforts to reduce landfill waste. The team also develops internal interim targets to inform annual action plans and identifies local initiatives to drive performance at each of our manufacturing sites.

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Finally, our Landfill Champions Network consists of volunteers from across our operations and office locations. The champions work in concert with the core team and operations improvement team to support waste goal programs.



Waste continued

Hazardous and Non-Hazardous Waste

Chemours tracks and reports hazardous and non-hazardous production waste, which includes chemical waste, and general business waste, such as general trash, by disposal type and quantities recycled or recovered for beneficial reuse. We saw an increase in recycled waste in 2021 versus 2020. The approximate 23% increase is mostly due to more recycling programs at our sites and increased production in 2021 versus 2020.

Chemours follows all local laws and regulations for the treatment, storage, transportation, and disposal of hazardous waste. In addition, we follow an internal corporate standard governing the use of approved off-site (i.e., non-Chemours) vendors and facilities for waste disposal. These vendors and facilities are qualified through auditing and due diligence with both our procurement and EHS organizations.

Advancing Circularity at Chemours

In 2021, Chemours joined a three-year recycling research project, Remove2Reclaim, in collaboration with industry, academic, and government experts to develop a more sustainable process for recovering TiO₂ and polymers from plastic end-use products. Europe, Middle East, and Africa Technical Marketing Manager Steven De Backer and his colleagues are discovering ways to eliminate waste and reduce the amount of energy used in manufacturing by enabling circularity across a much wider range of applications.

In addition to the Remove2Reclaim efforts by our Titanium Technologies business, we have the following additional efforts in place to advance circular economy, not only of our products but also of our value chain:

- ▶ As members of World Business Council for Sustainable Development we are part of the Circularity workgroup working to develop circularity metrics to ensure consistency across industry
- ▶ Working to include circularity metrics as part of our EVOLVE 2030 product sustainability assessments
- ▶ Research and pilot projects are in place to determine viability of certain materials for circularity streams



Waste continued

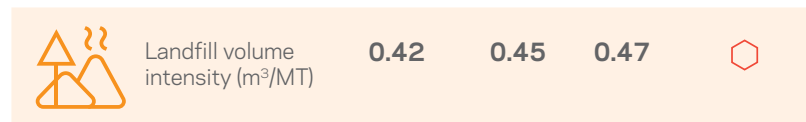
Progress toward 2030 Goal

As our landfill goal team begins to implement local improvement efforts, we expect modest improvements in our landfill intensity. Due to the inherent nature and waste profile of our TiO₂ production process, significant progress will take more time. We are planning further capital investments for production waste over the next few years as the Landfill Waste Reduction Core team evaluates new process options.

We are also exploring certifications like [GreenCircle](#) and [UL](#), which would require in-depth, third-party assessments of our landfill practices. Four of our 24 Chemours operating sites are zero waste, and we are working toward making all our facilities zero waste.



Reduce Landfill Volume Intensity by 70%



Behind schedule On track

Managing Impact with Customers and Suppliers

Our product packaging has a direct impact on our customers' waste, and we are working to help them reduce their waste footprints by researching and designing product packaging alternatives for recycling and reuse.

In 2021, we shipped 43% of our products to customers in packaging that was either reusable or recyclable. Examples of reusable packaging include railcars, tank and bulk trucks, ISO containers, Flo-Bins, and barges. Examples of recyclable packaging include static dissipative flexible intermediate bulk containers, plastic drums and pails, and metal drums.

We are also working with our vendors on several waste reduction initiatives, including reducing the amount of packaging materials sent to us; designing new processes and/or equipment to reduce landfill intensity; and recycling more waste materials, such as pallets and boxes.

PERCENT OF PRODUCTS SOLD IN REUSABLE OR RECYCLED PACKAGING				
	2018	2019	2020	2021
Titanium Technologies	39%	41%	39%	39%
Thermal & Specialized Solutions	55% ¹	52% ¹	51%	70%
Advance Performance Materials	N/A	N/A	17%	30%
Chemours total ²	44%	43%	40%	43%

1. Reflects percent of products sold in reusable and recyclable packaging for TSS and APM combined. Individual business breakdown not available for 2018 and 2019 data.

2. Data does not include Other Segment.

Improvement Efforts Led by Chemours Landfill Goal Teams

- › Elimination of plastic utensils, Styrofoam cups, and plates at our manufacturing sites
- › Placement of TerraCycle collection boxes to support recycling of materials not traditionally accepted by municipal recycling facilities
- › Research and testing of alternate uses for spent filter cake landfill waste from TiO₂ production facilities
- › Exploration opportunities with both customers and suppliers to recover and reuse packaging materials formerly sent to landfills



Land Use and Biodiversity

As a company committed to doing the right thing for our environment and communities, we strive to be good stewards of the lands we own and lease to support our operations.

Approach

Protecting and restoring natural habitats helps increase the availability of clean water in watersheds; provides protection from the impacts of severe weather events; enhances natural CO₂ sequestration processes; and supports rich, diverse ecosystems and their services.

Chemours' land holdings fall into several categories—including operational footprint space; open, undeveloped space at operating sites; and former operating (remediation) sites and operating sites that include both chemical manufacturing and mineral mining operations. While our mining operations include lands that have been mined and reclaimed, we still consider those properties to be operational because many of the reclaimed areas remain subject to mining permits. We also utilize portions of them for water management and infrastructure needs.

These varying uses affect the land in different ways. While chemical operations have a smaller land-use footprint than mining operations, they occur over an extended period—potentially spanning decades. Mining operations impact a larger land footprint—with substantial temporary impacts on land, water, and biological resources—however, these operations occur over a shorter timeline, allowing restoration to begin quickly thereafter.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

12 **Responsible Consumption and Production**
Targets 12.2, 12.4, and 12.5

14 **Life Below Water**
Targets 14.2 and 14.5

15 **Life on Land**
Targets 15.1 and 15.5

17 **Partnerships for the Goals**
Targets 17.16 and 17.17

Land Use and Biodiversity continued

Chemours is committed to returning former operating sites to beneficial reuse based on the conditions of the site, stakeholder input, and the needs of surrounding communities. Within this commitment, we identify opportunities for redevelopment, sustainable land practices, habitat restoration and enhancement, and managed open space for use by our employees and the local community.

Several of our active chemical manufacturing sites include large areas of open space that support natural habitats and recreational activities. Through our CRC Vibrant Communities Grant program—and with the help of external partners—we have used our sites to establish programs and activities that support science, technology, engineering, and mathematics (STEM) education, enhance natural habitats, promote native species, and encourage employee and community engagement. Additionally, many of the mining sites owned and leased by Chemours include large areas of undisturbed land. Most of this land—along with land reclaimed to its pre-mine condition—is managed for commercial pine production.

We ensure that all development activities that support or expand operations at our chemical manufacturing and mining sites are conducted in accordance with local laws and regulations. We also consult with key conservation stakeholders to assess and mitigate potential impacts on habitat and biodiversity resources. Examples of these activities include completing environmental site assessments, conducting wetland delineations and endangered species surveys, and implementing plans to mitigate our potential impact on local biodiversity. In addition to our business-led efforts, many facilities have active, employee-led environmental stewardship teams to advance projects that enhance habitat and biodiversity at their local sites.

Governance

Our Land Use and Biodiversity Team evaluates current approaches to land use while identifying improvements to further support biodiversity. The team is working to complete a biodiversity program framework in 2022, and Chemours has partnered with the WHC, a nonprofit organization that promotes and certifies habitat conservation and management on corporate lands through partnerships and education. By building collaborations among corporate employees, conservation organizations, government agencies, and community members, WHC programs create healthy ecosystems and more connected communities. WHC will work with our Land Use and Biodiversity Team to create a comprehensive biodiversity framework that will establish priorities aligning with a corporate vision and enable our manufacturing sites to begin or further build upon their biodiversity efforts.



Land Use and Biodiversity continued

Mining Sites

We are committed to leaving each mining site in a condition as good as—or better than—its condition when we arrived. Through continuous reclamation, we work to restore mined areas to productive land as soon as we can.

Our Titanium Technologies business segment operates mineral sands mining and separation operations in Florida and Georgia to supply our facilities with TiO₂ mineral feedstock and to recover and sell other valuable mineral products. This type of heavy mineral sands mining is distinct from other forms of mining because, while the operations advance steadily through large tracts, as the operations move, mine pits are successively opened for only a short time before reclamation begins. Thus, mining affects hundreds of acres per year, but the impact is temporary, and the land is continually reclaimed.

At the end of 2021, approximately 2,308 acres of mined land were in use for Chemours’ mining activities in Georgia and Florida (including mine infrastructure and excluding off-site mineral separation plants)—representing a year-over-year increase of 595 acres. Meanwhile, we reclaimed 256 acres of previously disturbed lands, re-establishing the sites as wetlands, commercial pine plantations, or pastures, depending on landowner and regulatory requirements.

Heavy Mineral Sand Mining and Reclamation Life Cycle



Site Planning

Chemours conducts environmental studies to understand the pre-mine conditions and engages local conservation groups, regulatory agencies, and community leaders.



Site Preparation

We harvest trees, remove stumps, and stockpile the topsoil. By preserving the soil’s diverse rootstock, seed bank, and microbial community, we can more quickly reestablish native plants and habitats post-mining.



Site Activity and Reclamation

Each mining pit remains open for about one month. As excavation on the next pit begins, we refill the previous pit with unused sands, replace stockpiled topsoil, and replant native plant species.



Site Outcome

Within a few years after the initial disturbance, the mined land is restored to its pre-mine condition as wetlands or commercial pineland.

Land Use and Biodiversity continued

Our Focus on Responsible Mining

We regularly report the amount of land permitted for mining, disturbed by mining, and reclaimed, submitting annual reports to the Florida DEP and the Georgia Department of Natural Resources, and making our surface mining plans publicly available. In addition, we actively engage with community stakeholders, landowners, and regulators to communicate our goals and efforts with respect to biodiversity—including land management, habitat restoration, and protected species conservation. We seek input from stakeholders early in our mine planning process to understand biodiversity concerns and develop impact mitigation programs, and we partner with academic researchers and wildlife resource managers to support local and regional conservation efforts.

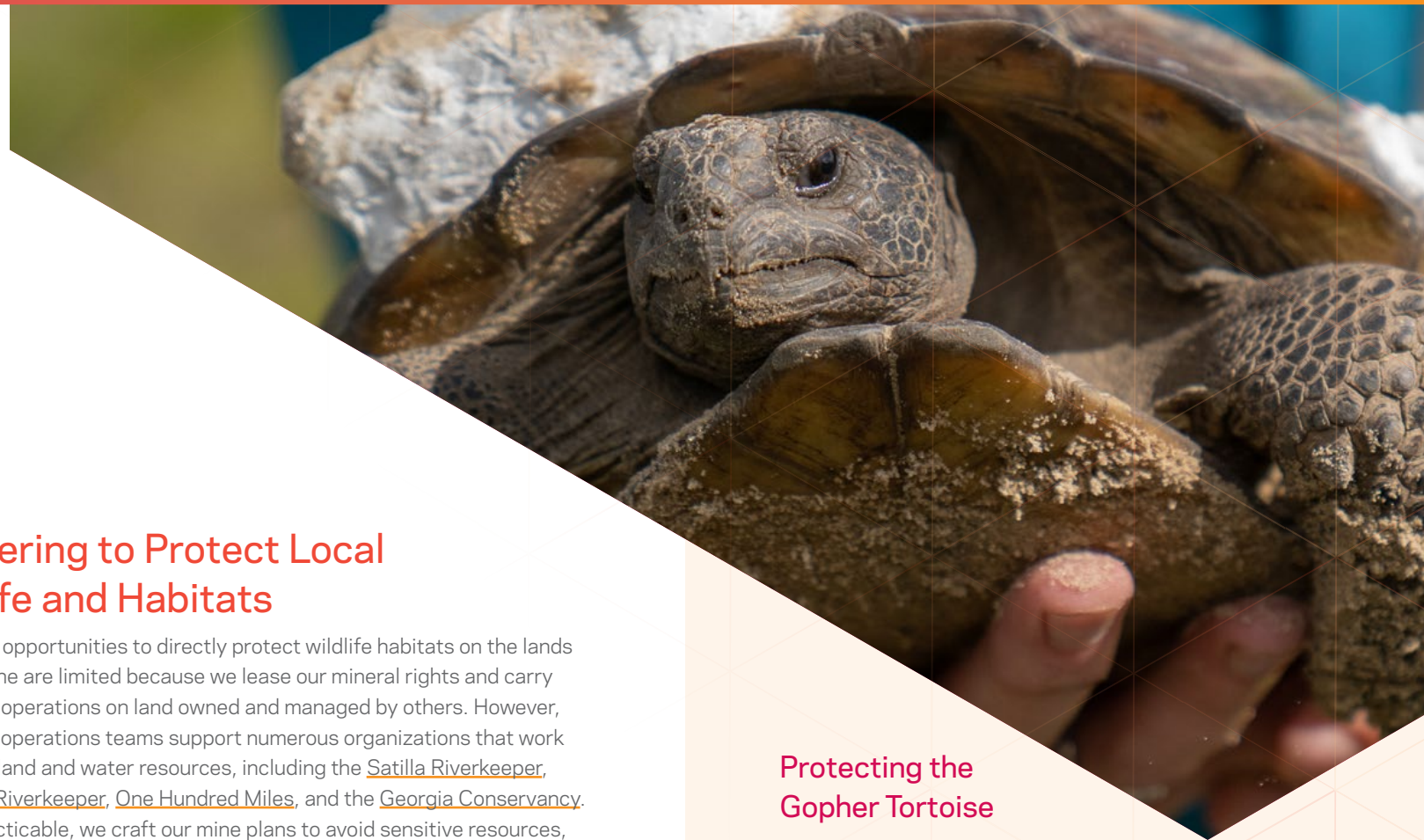
Building on our current process of stakeholder engagement and state and federal compliance, Chemours is pursuing independent, third-party certification of responsible mining to align with our CRC goals and address customer supply chain concerns. Responsible mining assurance assesses a range of social and environmental aspects of our operations, with a focus on land and water management and biodiversity. We began exploring options for responsible mining assurance in 2020, continued our efforts in 2021, and plan to implement the process in 2022.

Partnering to Protect Local Wildlife and Habitats

Chemours’ opportunities to directly protect wildlife habitats on the lands that we mine are limited because we lease our mineral rights and carry out mining operations on land owned and managed by others. However, our mining operations teams support numerous organizations that work to protect land and water resources, including the [Satilla Riverkeeper](#), [St. Marys Riverkeeper](#), [One Hundred Miles](#), and the [Georgia Conservancy](#). Where practicable, we craft our mine plans to avoid sensitive resources, such as wetlands and uplands that are habitats for gopher tortoise and indigo snake subpopulations. We also partner with external organizations to assist us in providing long-term conservation solutions to protect translocated gopher tortoises (indigo snakes have not been observed at our mining operations to date).

Protecting the Gopher Tortoise

Chemours is an active participant in the Gopher Tortoise Initiative, a public-private partnership between mineral and timber producers, the US Fish and Wildlife Service, the Georgia Department of Natural Resources, The Nature Conservancy, and other groups. In 2021, tortoises translocated from Chemours mine sites contributed to the initiative’s goal of establishing 65 reproductively viable populations of gopher tortoises on protected lands throughout southern Georgia. The initiative aims to help the species thrive while mitigating the need for federal regulation. Chemours has also engaged in a six-year partnership with the University of Georgia to survey gopher tortoise habitats and subpopulations and to carry out research on their health, demographics, and behavior.



Land Use and Biodiversity continued

Operating Sites

At our manufacturing sites, our primary land-use impact is related to the physical footprint of our facilities and supporting infrastructure, as well as the construction and maintenance of on-site landfill cells for waste management. These uses may occur over long periods of time and significantly alter or degrade local habitats due to facility construction and operation. To offset our manufacturing operations impact, we seek partnerships and opportunities at or near our sites to enhance or restore the local habitat.

We estimate that Chemours owns and manages nearly 17,500 acres of land globally, which either support current manufacturing operations or were former operating sites. We also lease approximately 300 acres of land, which supports our offices, technical centers, and distribution facilities. Approximately 34% of our total-owned acreage has been developed to support current or past manufacturing operations—including capped and closed landfills—and 66% remains undeveloped and not directly involved in manufacturing activities. These undeveloped land areas include buffer lands, wetlands, and waterways.

Many of our sites are located within 10 km of culturally significant sites, such as United Nations Educational, Scientific and Cultural Organization (UNESCO) sites or National Historic Places, or near conservation areas. Additionally, many are located along significant waterways, such as the Delaware River, and regional or international migration pathways, which support a variety of species, including migrating shorebirds and spawning and migrating fish.

Restoring and Returning Former Operating Sites

Chemours is committed to protecting people and the environment while meeting all regulatory requirements governing legacy cleanup wherever we operate. We work with our regulatory and community stakeholders to return former operating sites to active reuse and redevelopment, and this is another example of how Chemours brings our environmental and social justice ethos to life.

Beyond our regulatory-driven cleanup process, we have made considerable progress in cleaning up and returning former operating sites to productive reuse. As of 2021, Chemours has sold or donated eight underutilized former manufacturing site properties totaling roughly 3,600 acres of land, including over 1,400 acres of developable property. Each of these site transfers represents major economic opportunities for the properties' surrounding communities. Two examples include:

Potomac River Works: Falling Waters, West Virginia

In 2017, officials from West Virginia and the US EPA approved our final cleanup plan of a former operating site located on the Potomac River in Falling Waters, West Virginia, clearing the way to sell the site to a regional developer in Winchester. Under the sale agreement, Chemours completed active cleanup, while the new owner began revitalizing the site. The property includes a 1,249-acre facility and will be used primarily for industrial and commercial construction. As part of the site's development, the Colorado-based company Torch Clean Energy will install a 100 MW solar production facility on 250 acres of land. The facility will establish the site as one of the largest brownfield renewable energy projects within the US.

Antioch Plant: Oakley, California

In 2019, Chemours sold our Antioch Plant—a former manufacturing site occupying roughly 350 acres along the San Joaquin River at the east end of San Francisco Bay—to a national development company. We completed remediation activities in 2020, enabling the developer to create the Contra Costa Logistic Center. Once completed, the major new warehousing and distribution center is expected to create 1,400 new jobs in Oakley, California.



Land Use and Biodiversity continued

Manufacturing Sites

Our land management approach for our manufacturing sites is similar to that of our former operating sites: To offset the land-use impacts of our operations, we identify opportunities at or near each site and work with partners to enhance or restore the local habitat. Our efforts can range from surveying areas prior to facility construction to identify and relocate protected plant and animal species to improving the habitats located on adjacent or nearby lands.

To help us in this endeavor, Chemours partners with the WHC, whose certification program is the only voluntary sustainability standard designed for broad-based biodiversity enhancement and conservation education activities on corporate landholdings. The certification recognizes meaningful wildlife habitat management, conservation education programs, and community outreach initiatives through an objective, third-party evaluation.

Wildlife Habitat Council-Certified Programs and Projects

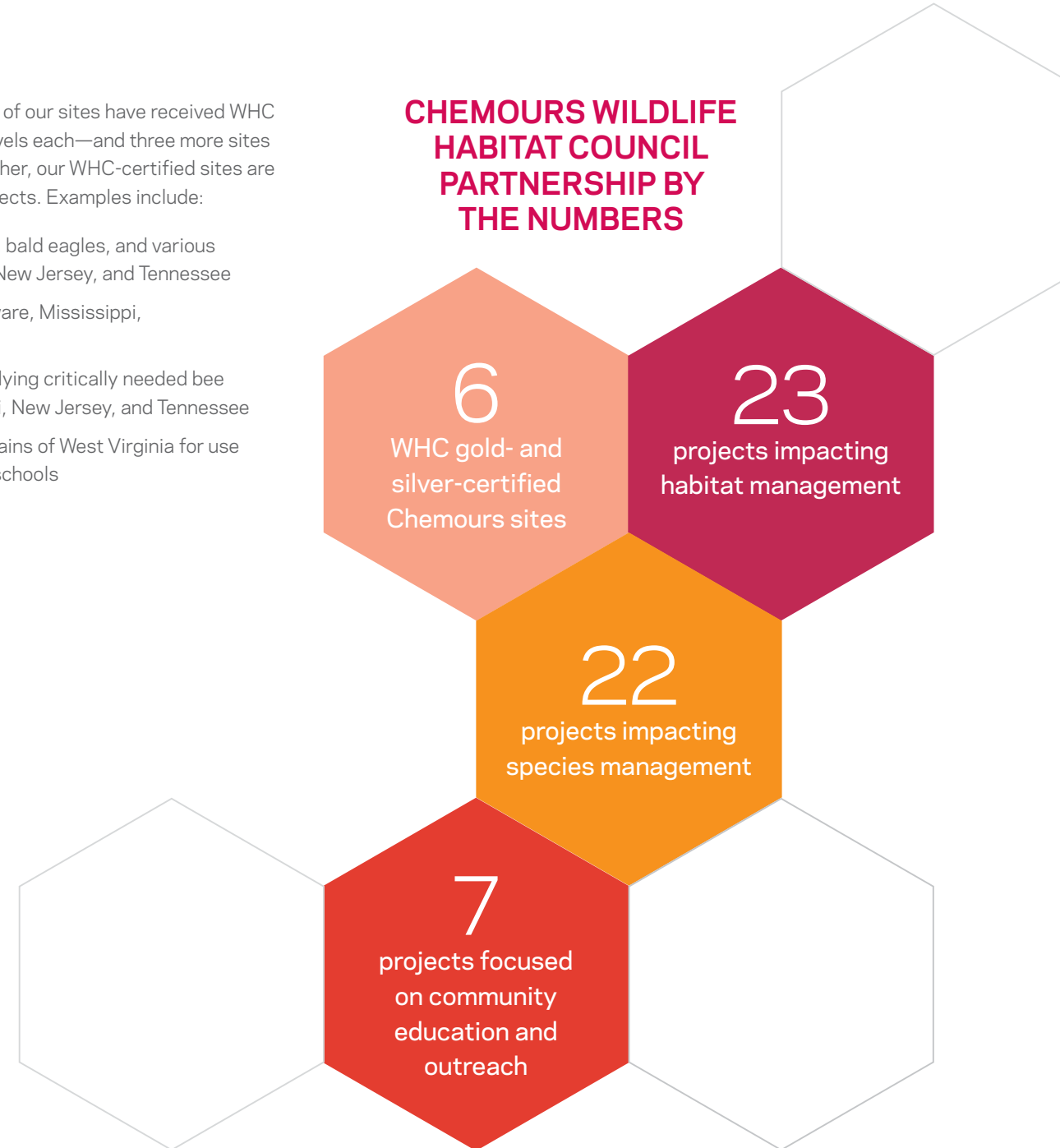
Chemours' WHC programs are led by our sites, enabling employee volunteers to engage with, and give back to, the local communities in which we operate. Programs can include managing wildlife, creating or improving habitats, providing conservation education, or a combination of all three.

In 2021, one of our sites renewed its programs, achieving the WHC's highest-level gold certification, and another site achieved silver certification

after applying for the first time. In total, six of our sites have received WHC certification—three gold and three silver levels each—and three more sites will apply for recertification in 2022. Together, our WHC-certified sites are engaged in 53 actively managed WHC projects. Examples include:

- ▶ Avian projects benefiting osprey, kestrel, bald eagles, and various cavity nesters in Delaware, Mississippi, New Jersey, and Tennessee
- ▶ Grassland and forestry projects in Delaware, Mississippi, and North Carolina
- ▶ Pollinator garden projects aimed at supplying critically needed bee habitats at sites in Delaware, Mississippi, New Jersey, and Tennessee
- ▶ Nature trails creation through the mountains of West Virginia for use as field classrooms by local elementary schools
- ▶ Projects impacting species management

CHEMOURS WILDLIFE HABITAT COUNCIL PARTNERSHIP BY THE NUMBERS



Land Use and Biodiversity continued

Chemours Johnsonville: A Case Study in Environmental Leadership

Located 80 miles west of Nashville, our New Johnsonville, Tennessee, site spans approximately 1,500 acres, 700 of which are used in manufacturing-related operations. In 2021, employees at the site resurrected their WHC programming, which had lapsed for several years due to personnel shortages. The team engaged in two projects—with the first focused on aviation species management for bluebirds and ospreys. The team is now maintaining and monitoring 20 bluebird nests and two osprey nests each week.

The second project, known as Habitat, uses forest management as a means of wildlife conservation. Realizing that the Chemours Johnsonville site’s hardwood forest had not been managed since 1958, the team selected various harvesting methods to address concerns related to tree health, future forest succession planning, and protection of the local wildlife habitat.

Beyond these projects, the site is developing a walking trail with plans to include employee learning stations, food plots located to support foraging species, and/or pollinator garden plantings to support insect life. Long-term goals for the area include creating a living classroom to provide STEM education with the local schools. Since 2020, Chemours Johnsonville has contributed more than \$50,000 to school partnership programs in Humphreys and surrounding counties, and the trail offers yet another way for employees to give back.



Companies achieving WHC Conservation Certification, like Chemours Johnsonville, are environmental leaders, voluntarily managing their lands to support sustainable ecosystems and the communities that surround them.”

MARGARET O’GORMAN
WCH President



Evolved Portfolio



IN THIS SECTION:

Evolved Portfolio 2021 Progress **69** | Sustainable Offerings **70** |
Sustainable Supply Chain **79**

Evolved Portfolio 2021 Progress

Completed **EVOLVE 2030** evaluation of product applications making up 56% of total 2021 revenue with 47.2% making a specific contribution to the United Nations Sustainable Development Goals (UN SDGs or SDGs)

Joined **Together for Sustainability**, a joint initiative and global network of 35+ chemical companies defining the global standard for sustainability performance of chemical supply chains; the program is based on the United Nations Global Compact (UNGC) and Responsible Care® (RC) principles

Translated our Supplier Code of Conduct into Chinese, Dutch, French, German, Japanese, Korean, Portuguese, and Spanish, to better support our suppliers around the world

Received **gold certification** from EcoVadis

Received **2021 American Chemistry Council (ACC) Sustainability Leadership Award** for EVOLVE 2030 product sustainability program

Our Commitments

Our 2030 CRC Goals

2030 Progress



50% or more of our revenue will be from offerings that make a specific contribution to the United Nations Sustainable Development Goals

PROGRESS THROUGH 2021:
47.2% revenue



80% or more of supplier spend will have a baseline for sustainability performance and will demonstrate a 15% improvement

PROGRESS THROUGH 2021:
81% supplier spend completed supplier corporate responsibility assessment evaluations
15% of suppliers improved sustainability performance

ACHIEVED

ACHIEVED

Behind schedule On track



STEVEN DE BACKER
EMEA Technical
Marketing Manager

In Our Own Words



Through the Remove2Reclaim initiative, we hope to help crack the code on effective plastic recycling, achieving a new level of circularity for the industry."

In 2021, Chemours joined a three-year recycling research project, Remove2Reclaim, in collaboration with industry, academic, and government experts to develop a more sustainable process for recovering TiO₂ and polymers from plastic end-use products. Europe, Middle East, and Africa (EMEA) Technical Marketing Manager Steven De Backer and his colleagues are discovering ways to eliminate waste and reduce the amount of energy used in manufacturing through enabling circularity across a much wider range of applications.



Sustainable Offerings

Our chemistry is essential to people’s lives, and the work we do each day helps make the world a better place. Innovation and sustainable solutions is one of Chemours’ four strategic pillars, and our commitment to product sustainability, deep knowledge, and technical capabilities help solve our customers’ toughest problems and meet market demand for more sustainable solutions.

Approach

As part of the global community, we recognize the critical importance of helping to solve some of the world’s most challenging needs outlined in the United Nations Sustainable Development Goals, and we strive to be a trusted source of safe and sustainable offerings that can help address those challenges. Among the global environmental and social megatrends that our products address are:

- » Decarbonization and Electrification
- » Increased Connectivity and Data
- » Growing Middle Class and Urbanization
- » Climate Impact and Circular Economy

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

- | | |
|---|--|
| <p>2 Zero Hunger
Targets 2.1 and 2.4</p> | <p>8 Decent Work and Economic Growth
Targets 8.2 and 8.4</p> |
| <p>3 Good Health and Well-Being
Targets 3.3, 3.6, 3.8, and 3.9</p> | <p>9 Industry, Innovation, and Infrastructure
Target 9.4</p> |
| <p>6 Clean Water and Sanitation
Targets 6.1 and 6.4</p> | <p>11 Sustainable Cities and Communities
Target 11.6</p> |
| <p>7 Affordable and Clean Energy
Targets 7.1, 7.2, and 7.3</p> | <p>12 Responsible Consumption and Production
Targets 12.2, 12.3, 12.4, and 12.5</p> |

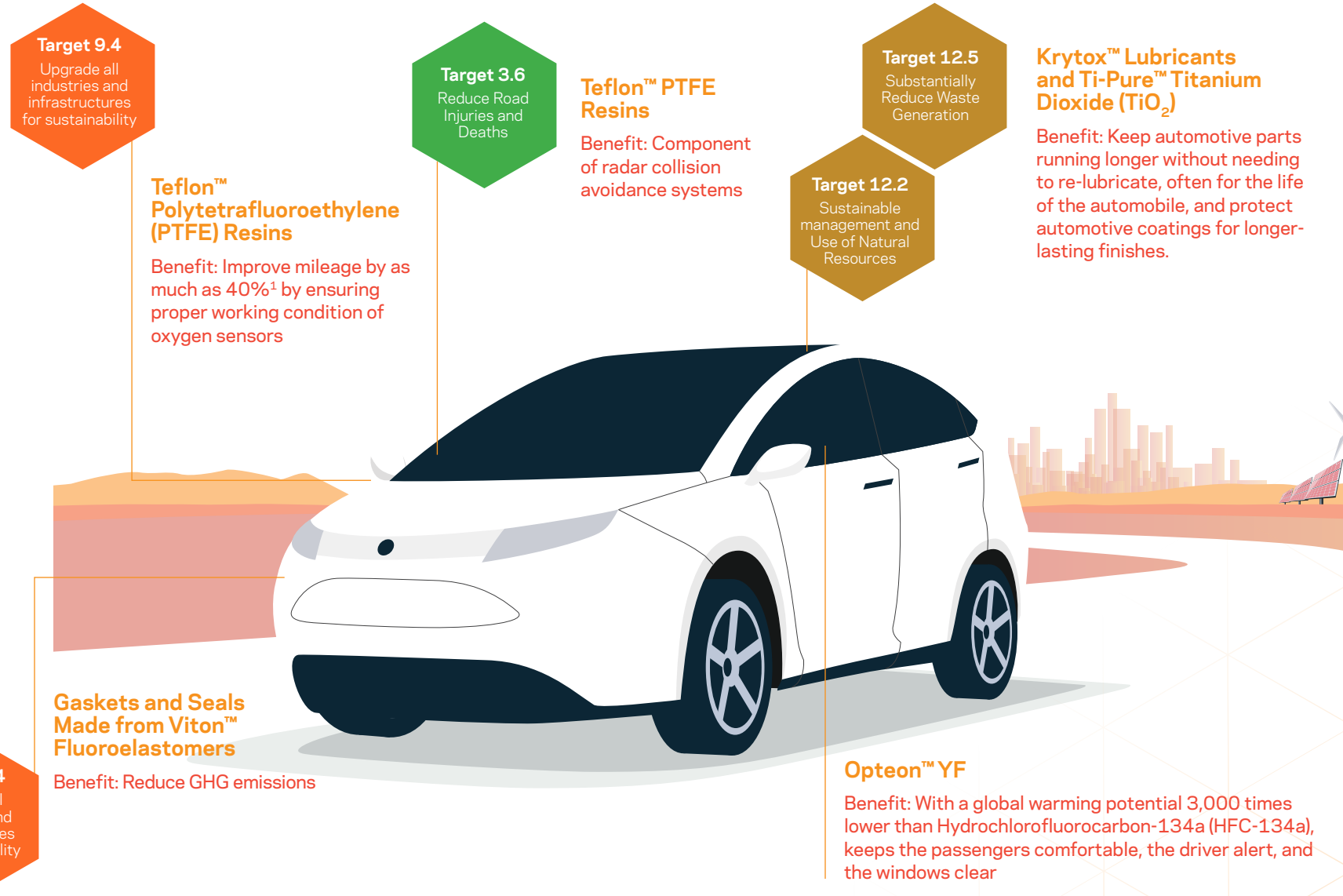
Sustainable Offerings continued

The automotive industry provides an illustrative example of how our sustainable offerings are embedded into the manufacturing of our customers. Products like gaskets, seals, and lubricants help to improve mileage, reduce greenhouse gas (GHG) emissions, and keep parts running longer. Moreover, much of today's automotive manufacturing is dependent upon semiconductors, and the recent supply shortage for the industry has resulted in billions of dollars of lost revenue. For example, controlling a hybrid vehicle's drive train without semiconductors would be extremely difficult. While this is just one example of many, hybrid vehicles do contribute directly to SDG Target 7.3 to *double the improvement in energy efficiency*. Our Teflon™ perfluoroalkoxy copolymer (PFA) resin is indispensable in the semiconductor fabrication process, linking the resin directly to contributing to this Sustainable Development Goal.

Reduction of nitrogen oxide (NOx) emissions by selective catalytic reduction requires materials that can withstand the physically and chemically challenging environment in which they must operate. Again, Teflon™ fluoropolymers are uniquely suited in this application and help *protect biodiversity and natural habitats, reduce ocean acidification, and reduce marine pollution* (specifically eutrophication), thereby contributing to SDG Targets 15.5, 14.3, and 14.1, respectively.

As we look to the future of transportation, Nafion™ membranes enable the generation of green hydrogen by water electrolysis from renewable energy, and the conversion of that hydrogen to power vehicles for long distances—opening a vista of possibilities, from use in passenger cars to long-haul heavy trucks to trains, ships, and aircrafts. This contributes to SDG Target 7.2 to *increase global percentage of renewable energy*.

The automotive industry provides an illustrative example of how our sustainable offerings support the UN Sustainable Development Goals.



Target 9.4
Upgrade all industries and infrastructures for sustainability

Teflon™ Polytetrafluoroethylene (PTFE) Resins
Benefit: Improve mileage by as much as 40%¹ by ensuring proper working condition of oxygen sensors

Target 3.6
Reduce Road Injuries and Deaths

Teflon™ PTFE Resins
Benefit: Component of radar collision avoidance systems

Target 12.2
Sustainable management and Use of Natural Resources

Target 12.5
Substantially Reduce Waste Generation

Krytox™ Lubricants and Ti-Pure™ Titanium Dioxide (TiO₂)
Benefit: Keep automotive parts running longer without needing to re-lubricate, often for the life of the automobile, and protect automotive coatings for longer-lasting finishes.

Target 9.4
Upgrade all industries and infrastructures for sustainability

Gaskets and Seals Made from Viton™ Fluoroelastomers
Benefit: Reduce GHG emissions

Opteon™ YF
Benefit: With a global warming potential 3,000 times lower than Hydrochlorofluorocarbon-134a (HFC-134a), keeps the passengers comfortable, the driver alert, and the windows clear

1. <https://www.energy.gov/energysaver/saving-money-gas>

Measuring Our Progress



Our mission is clear, simple, and communicated across the enterprise to achieve Chemours' vision and our 2030 Sustainable Offerings goal for 50% or more of revenue to be from offerings that make a specific contribution to the United Nations Sustainable Development Goals.

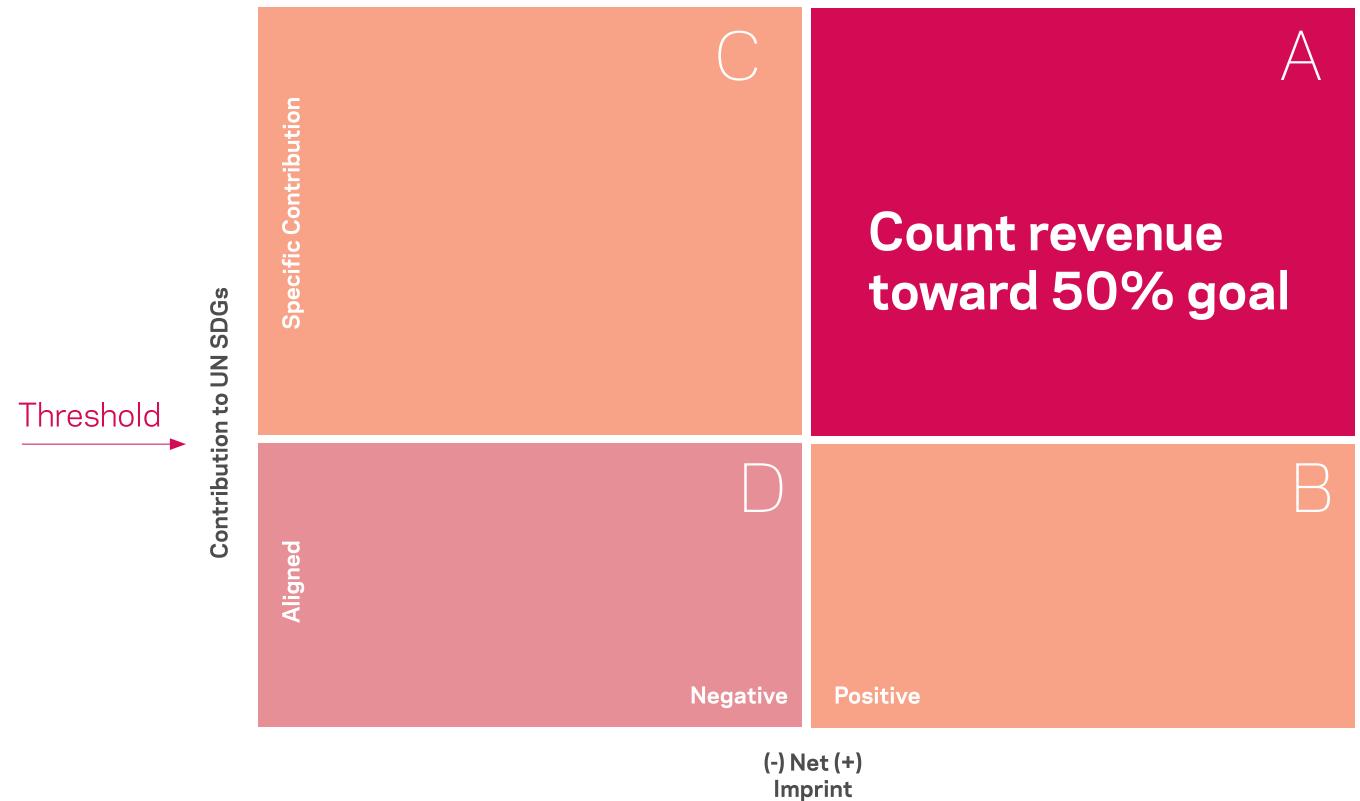
Demonstrating progress against our goal requires us to measure our products' impacts and how they contribute to the UN SDGs. We do this through EVOLVE 2030, our product sustainability assessment methodology developed in partnership with Anthesis Group, a global sustainability advisor. This methodology considers GHG emissions, landfill waste, and fluoridated organic compound (FOC) emission intensities during manufacture, as well as life cycle climate impact, social impact, and risks to human health and the environment.

In 2019, we received third-party assurance from Lloyd's Register Quality Assurance (LRQA) on the EVOLVE 2030 methodology and are using EVOLVE 2030 to evaluate our current offering portfolio and potential new offerings in our development pipeline. Use of EVOLVE 2030 provides better knowledge and insights with which to adjust our business priorities and make informed decisions. The assessments help us maximize the UN SDG contributions of our product portfolio, so we invest in products and offerings with positive benefits and guiding choices to improve, or phase out, products with negative impacts. In other words, we're evolving to a more resilient and sustainable portfolio.

Evaluations through 2021 verified 47.2% of our revenue came from products that contribute to the UN SDGs. We will continue evaluating our existing portfolio in 2022 while making upgrades to the methodology, which will be released in EVOLVE 2030 V2.0.

In 2021, we received the ACC Sustainability Leadership Award for EVOLVE 2030. Take a look at our [EVOLVE 2030 methodology](#).

EVOLVE 2030 Framework



Sustainable Offerings 2030 CRC Goal

	2018 Baseline	2020	2021	2030 Progress
50% revenue from offerings that contribute to the UN SDGs	9.5%	37.5%	47.2%	

Sustainable Offerings continued

Evolving EVOLVE 2030

To truly create a better world through the power of our chemistry, we must make these societal contributions responsibly. To this end, we strive to reduce the operational emission intensities of our products, as well as their risks to human health and the environment. A key part of the EVOLVE 2030 evaluation process is the identification and prioritization of improvement opportunities, with the most important part being the commitment to take improvement actions. For example, the Nafion™ products mentioned above have reduced their GHG and FOC emissions to the air by more than 99%.

To avoid the pitfalls of complacency, we remain firmly grounded in the belief that we must continue to improve—our footprint, our societal contributions, our data, and our method. Staying true to its name, we must evolve EVOLVE. As an example, recycling our Krytox™ lubricant products uses our patented supercritical carbon dioxide (CO₂) method, which contributes to the circular economy. This is just one of many opportunities for us to explore, develop, and commercialize.

To keep up with the ever-increasing expectations of society and effectively identify and prioritize opportunities, we intend to improve and accelerate the EVOLVE 2030 method in 2022 to better evaluate the impacts of reclamation/recycling and the use of more circular raw materials. Additionally, we will incorporate lessons learned over the last two-and-a-half years. Due to enhancements, future EVOLVE 2030 evaluations of our portfolio may affect our targets, which we will continue to monitor and adjust.

Our continuous improvement approach is experience-led and strives to raise the bar by encouraging experimentation, listening, and being reflective, and appreciating uncertainty. We have shared the EVOLVE 2030 methodology on our [Web site](#) and plan to share the updated version, EVOLVE 2030 2.0, when it is ready for implementation. Through our commitment to transparency, we received suggestions, advice, and critical comments, thus reaping the benefits from the insights, experiences, and

perspectives of interested parties. This is one of the ways in which we relentlessly pursue improvements—in our method, data quality, process, systems, and ultimately, our evaluation outputs to inform decisions that drive us toward our Sustainable Offerings goal.

Product Sustainability and Safety Management

The chemical industry and our value chains continuously face complex regulatory challenges through changes to existing regulations and the introduction of new chemical control policy and legislation. In addition to the regulatory landscape, market expectations and behaviors are changing, and our customers expect greater choices with more transparency. We work closely with our customers to understand their needs and their customers' needs, to deliver product transparency so we can continue to offer the value, quality, and peace of mind that our customers expect from Chemours.

We take a leading role in helping our businesses minimize the human health and environmental impacts of our offerings throughout their life cycle. Chemours has a product sustainability community that includes dedicated professionals who report to the businesses and a leveraged organization whose professionals report to the chief sustainability officer.

Our global professionals use expert knowledge, team collaboration, and collective entrepreneurship to ensure product regulatory compliance and operate in a responsible way that is customer centric. We leverage early-warning signals, systems, and tools to detect and address problems proactively. Product sustainability is integrated into our innovation process, ensuring that chemical safety and sustainability are considered from inception. Our people, processes, and culture form the heart of product sustainability and carry out our never-ending quest to always do better and deliver more sustainable offerings.



Product Sustainability Competency Areas

- › Product stewardship
- › Product regulatory compliance
- › Product regulatory data and systems
- › Toxicology, epidemiology, and risk assessment

Sustainable Offerings continued

Product Sustainability Management System

Our robust product sustainability management system adheres to the ACC Responsible Care® Product Safety Code and upholds the Ten Principles of the UNGC. Our management system is the thread that connects all phases of the product life cycle, from raw material selection during research and development; to manufacturing, storage and transport; to customer use; and finally to end-of-life.

Each year, the Chemours Executive Team (CET) reviews and endorses our product sustainability commitment, which is included in our Environment, Health, Safety, and Corporate Responsibility policy. Additionally, we responsibly manage the EHS and regulatory impact of Chemours' raw materials, products, and services via a set of internally developed standards and guidelines. The business president of each of Chemours' reporting segments is accountable for overseeing the implementation of our product sustainability approach within their product portfolio. Our product sustainability senior director provides strategy and direction for the leveraged organization and represents product sustainability on the Corporate Responsibility Leadership Team (CRLT).

Product Safety and Sustainability Focus Areas

We are committed to identifying and minimizing risks to our stakeholders throughout our products' entire life cycle, from raw materials sourcing, product development, product manufacture and use, to disposal or recycling. Our comprehensive and integrated approach includes systems for managing and maintaining hazard and exposure evaluations, risk assessments, product registrations, and classification and labeling. This approach acts as a catalyst to ensure our products are safe, legal, and trusted, and is guided by three principles:

- › **Safe—Ensure product safety and sustainability**
- › **Legal—Comply with all laws and regulations**
- › **Trusted—Maintain the trust of our stakeholders**

Using our Product Sustainability Risk Assessment (PSRA) process, we assess 100% of all existing product offerings for health and safety impacts and improvement areas and new products prior to commercial launch. As part of our product sustainability commitment, we have a comprehensive set of standards, guidelines, and systems to ensure product safety and avoid unnecessary animal testing, and at the same time ensure products comply with applicable laws, regulations, and internationally accepted guidelines. Our EVOLVE 2030 methodology guides Chemours in constantly looking for alternatives with reduced human and/or environmental impact.



Sustainable Offerings continued

Safe: Ensure Product Safety and Sustainability

Chemours Animal Testing Policy and Program

The Chemours Company will not own or operate any animal testing facility nor support any animal testing except where legally required or where it is deemed essential to protect the environment, health, and safety. We are committed to the responsible reduction, refinement, and replacement of animal testing by using the best available non-animal approaches and techniques, including new alternative methods and those approved and accepted by regulatory bodies having jurisdiction over product safety testing. Where animal testing is required, we will use the best and most appropriate testing standards, and testing will be conducted in laboratories certified by the Association for Assessment and Accreditation of Laboratory Animal Care and/or meet the government animal welfare requirements of the country in which the testing laboratory operates. Our animal testing program helps us meet the commitments outlined in this policy.

The Chemours animal testing program is designed to ensure that the commitments in the Chemours animal testing policy are met by assigning a single point of responsibility for review, assessment, and implementation of the best available technology to reduce, refine, and replace (RRR) animal testing. The RRR single point of responsibility will be a senior toxicologist certified as a Diplomat of the American Board of Toxicology. The Chemours director of toxicology and risk assessment has managerial responsibility of the Chemours animal testing program and will conduct annual audits of all animal testing practices to assess compliance with the commitments outlined in the Chemours animal testing policy. Employees must report any animal welfare or compliance issues without undue delay to the Chemours product stewardship and regulatory senior director for appropriate follow-up action.

Hazardous Substances Management

We strive to meet the global demand for our products and the expectation that we produce, distribute, and manage them responsibly. Our PSRA and new product development programs cover all new and existing products and services, and help determine the safety of raw materials, intermediates, products, and byproducts in our portfolio. Hazard assessments are a critical element of these evaluations. They evaluate current and emerging regulations, societal and regulatory trends, as well as industry standards and non-governmental organization (NGO) restricted substance lists to make informed product development and portfolio decisions. The goal of our hazard assessments is to provide a

current understanding of the existing information on relevant health effects data, chemical and physical properties, and any environmental effects. Systematically assessing safer alternatives, applying risk reduction measures, and eliminating hazardous substances are all part of our commitment to product sustainability.

Product Sustainability Risk Assessment

The PSRA process is the foundation of our approach to ensure our products are safe, legal, and trusted. The PSRA provides a broad and comprehensive view of the challenges and opportunities that exist throughout the life cycle of a product or set of products. Our process includes three steps: risk assessment, risk management review, and executive review. The process includes the latest regulatory and toxicology information, as well as perception, emerging issues, and customer user experience. The process is thoroughly documented and measured, with action items from individual reviews tracked to closure, and overall effectiveness annually reviewed by the product sustainability senior director and Environment, Health, and Safety (EH&S) council. By leveraging data, experience, and knowledge, we can better anticipate risks with the potential to impact our products or processes; thus we can make more informed and responsible proactive decisions.

Training

Chemours offers a wide range of education and training to our employees, customers, and interested stakeholders through our learning platform. General product sustainability training is available online to all employees through our ethics and compliance training portal. In addition, we provide on-demand targeted product sustainability training to employees in accordance with their roles, responsibilities, and personal development interests. We also offer training to our customers to ensure the safe handling, use, and disposal of our products.

The Chemours animal testing policy and program can be found on the [Chemours Policy and Position Statements page](#).



Sustainable Offerings continued

Legal: Comply with All Laws and Regulations

Hazard Communications Compliance

We manage component data and apply regulatory rules required to author safety data sheets (SDSs) and hazard warning label documents for all languages and regulatory jurisdictions in which we do business. Our communications management system automates distribution of SDSs based on the location of a customer order. This enables distribution of updated SDSs after any revisions, ensuring our customers receive the latest safety data. The system also facilitates regulatory compliance requirements to notify, supporting poison centers in providing effective emergency response.

Chemical Inventory Compliance

Chemours continuously monitors and evaluates the impact of changes in global chemical management regulations to prepare for new regulatory requirements. We use a robust, integrated global substance data management system to ensure compliance and prepare notifications to regulatory authorities, including those that manage the Toxic Substances Control Act (TSCA) in the US; Registration, Evaluation, Authorization, and Restriction of Chemicals in Europe (EU-REACH); the Technical Regulation of the Eurasian Economic Union (EAEU) on Safety of Chemical Products (Eurasia-REACH); the Act on the Registration and Evaluation of Chemicals in Korea (Korea AREC); the Chemical Substances Control Law in Japan; Ministry of Ecology and Environment (MEE) Order No. 12 in China; the Toxic Chemical Substance Control Act in Taiwan; and many more. A Compliance Register has been developed and implemented globally to ensure compliance with these chemical control laws and other relevant laws and regulations such as food contact compliance and drug precursor requirements. We proactively engage with regulatory authorities and participate in trade associations and expert groups to support these efforts.

Trusted: Product Regulatory Advocacy and Stakeholder Engagement

Transparency, communication, and collaboration with stakeholders is critical to establishing trust and driving positive progress. We engage with key stakeholders, including customers, communities, government agencies, NGOs, and other stakeholders with interest in our company and activities. Our goal is to ensure that we listen and understand their perspectives and needs and, in return, they understand our position and societal need for safe and sustainable offerings. To assess stakeholder views, we use a variety of tools, practices, and frameworks. By gaining insights from a diverse group of stakeholders, we can better understand relevant issues and trends that inform our business strategy and priorities. Our product sustainability professionals participate as members in a broad network of industry organizations and engage external consultants to increase our knowledge and expertise. Chemours product sustainability professionals participate globally with the following organizations:

- ▶ American Chemical Council
- ▶ Association of International Chemical Manufacturers in China
- ▶ Brazilian Chemical Industry Association
- ▶ European Chemical Industry Council
- ▶ Japanese Chemical Industry Association
- ▶ Product Stewardship Society
- ▶ Sustainability Leadership Forum
- ▶ The Conference Board
- ▶ World Business Council for Sustainable Development

For a complete listing, see the Appendix and Data Center



Sustainable Offerings continued

Regulatory Advocacy

Chemours is active in public forums and a valuable partner to inform many public policy processes at the international, national, state, and local levels. Our employees engage with trade associations, governmental authorities, and the general public in the areas of sustainability and the environment. We have a global advocacy strategy team that meets regularly to review progress of prioritized focus areas and discuss new initiatives. Our advocacy approach ensures clear direction and alignment with our business strategies. Examples of current advocacy focus areas include:

- 】 Chemours' commitment to support the phase-down of HFCs through the Kigali Amendment to the Montreal Protocol and US legislation (American Innovation and Manufacturing Act)
- 】 The EU Green Deal and the Chemicals Strategy for Sustainability
- 】 Support for science-based PFAS segmentation and regulatory decisions

- 】 Informing chemical control laws on the use of science-based risk assessments and risk management options
- 】 Supporting the development of standardized practices for evaluating contributions to the United Nations Sustainable Development Goals

Auditing

Our internal and external auditing program incorporates the full range of activities, including regulatory compliance and the safety of products for people and the environment. Audit results are used to:

- 】 Confirm/demonstrate product compliance with appropriate laws and regulations
- 】 Identify and address potential business risks or improvement opportunities regarding organizational performance and capabilities
- 】 Identify potential gaps or improvement opportunities with respect to conformance with internal company policies, standards, and work processes

Incident Management

In 2021, Chemours instituted a new standard to establish a better process for continuous improvement of our product sustainability management system. This standard consistently captures and works to identify causal factors. We redefined our "leading indicators and incidents" to give a more clear and distinct view into our standard, now calling them "near misses and incidents." This new incident management standard has helped us identify nine incidents and four near misses and triggered 19 actions to upgrade and improve communication, processes, and ensuring compliance. No fines, penalties, or warnings were associated with these activities.



Caption to come

Sustainable Offerings continued

Product Quality

Embedding quality in our management processes enables us to operate in an environment in which employees consistently take quality-focused actions and understand how every role at Chemours contributes to delivering the highest-quality products to our customers. To address business-specific needs and rising product quality expectations, we use end-to-end, standardized business-wide tools to advance product quality, and each business drives strategic initiatives to advance our quality capabilities. The recently revised new product development stage-gated process further strengthens our focus on product quality planning and fit-for-purpose in our products.

Each of our businesses maintains quality management system(s) in accordance with applicable internationally recognized quality standards. Self-assessments and management reviews of product quality performance foster an environment of continual improvement. These reviews also help effectively manage risks and opportunities and ensure our products and services conform to customer, regulatory, statutory, and industry requirements.

Currently, 91% of our Chemours-operated manufacturing facilities are International Organization for Standardization (ISO) 9001 certified. Additionally, our hydrofluoroolefin (HFO)-1234yf manufacturing process became certified for the automotive International Automotive Task Force (IATF) 16949 standard in 2020, and in 2021 the scope was extended to our European (Dordrecht, NL) loading and blending location. Furthermore, Advanced Performance Materials rolled out a program to achieve compliance to Minimum Automotive Quality Management System Requirement where applicable. These certificates are located on our company Web site.

Chemours follows a standard product sustainability procedure to gather all relevant regulatory information about the sourced components used in Chemours products or services. We manage the regulatory content for all substances in Chemours products in our EHS management system. We use the data to evaluate our products and to create SDSs and regulatory labels, which provide information to help our customers fulfill their application-specific requirements, prevent the misuse of products, and protect people and the environment. Chemours provides safe use and disposal information on SDSs and regulatory labels for all products. For more information, see Global Reporting Initiative section 102-3.

We assess 100% of products for regulatory compliance. In 2021, Chemours did not identify any non-compliance of product and service information and labeling resulting in a fine, penalty, or warning.

Partnerships

Against the headwind of the pandemic, we made progress to further our partnership efforts within imposed constraints. In 2021, two workshops were held under the Asia-Pacific Economic Cooperation (APEC) Chemical Dialogue “Facilitating Trade by Improving Risk Assessment Capacity” project, in which 37 participants from 14 economies participated. With positive feedback and continued support from APEC, we plan to conduct an in-person workshop in 2022, incorporating cooperation scenarios into the risk assessment workshop.

We continue seeking to advance sustainable development by strengthening cooperation between government authorities, industry, and trade stakeholders to foster innovation, promote high standards of protection for human health and the environment, facilitate economic development, and promote social progress.





Sustainable Supply Chain

We are committed to operating responsibly, in line with our five values and the Ten Principles of the UNGC.

We recognize that actions within our supply chain could positively and/or negatively impact a wide range of Chemours' stakeholders, with unintentional social, environmental, or economic outcomes. We are guided by Chemours' CRC Evolved Portfolio pillar across our entire value chain—upstream through our sustainable supply chain programs and downstream through our Evolved Portfolio programs.

Responsible procurement is a key element of our sustainable supply chain program, and it ensures our ability to reliably manufacture and deliver products that meet our customers' needs. We view our suppliers as an extension of Chemours, and we are committed to working with those who share our commitment to operate responsibly and to add value for us and our customers.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

- | | |
|---|---|
| <p>5 Quality Education
Targets 4.1, 4.3, and 4.4</p> <p>6 Clean Water and Sanitation
Target 6.6</p> <p>8 Decent Work and Economic Growth
Targets 8.5 and 8.8</p> | <p>10 Reduced Inequalities
Target 10.2</p> <p>12 Responsible Consumption and Production
Targets 12.4, 12.5, and 12.6</p> <p>13 Climate Action
Targets 13.1 and 13.2</p> <p>15 Life on Land
Targets 15.1, 15.5, and 15.8</p> |
|---|---|

OUR GLOBAL SUPPLY CHAIN

Key Categories

- Raw materials
- Energy
- Contract manufacturing
- Carriers
- Warehousing
- Distributors
- Other goods and services

 **\$4 billion**
annual spend

 **10,000+**
suppliers

 **120+**
countries

 **3,200**
external customers



Sustainable Supply Chain continued

Approach

Creating a sustainable supply chain includes more than setting expectations for our suppliers; it requires that we set an ambition for ourselves that addresses the unique needs of our internal and external stakeholders. This includes fundamental sustainability attributes—like safety and security, continuity and resilience, and social and environmental responsibility—in addition to profitability, reliability, and quality. This vision guides our business strategies in a manner that encourages and delivers longer-term, more responsible performance.

Chemours has a clear strategy and objectives for how we conduct and manage procurement activities. We are courageous and proactive, and we collaborate with our supply chain partners and communities to create a more sustainable supply chain. We have created a Responsible Procurement Team to execute our strategy with the goal of driving accountability for all procurement team members' actions.

Our buyers are partners who support our business strategies in delivering cost competitiveness, cash generation, and growth imperatives, while driving quality, reliability, and sustainability. This proactive approach leads to stronger relationships between our procurement team and internal business stakeholders, with procurement acting as a trusted partner in key business decisions.

We support our procurement team in career growth and mobility, leadership, and professional development, and we provide resources for building capabilities and knowledge in sustainable procurement practices.

In March 2022, Chemours suspended business with Russian entities in response to the ongoing military conflict and humanitarian crisis. In tandem, we donated \$100,000 to the International Committee of the Red Cross to support humanitarian efforts in the region. We continue to work closely with employees in our Moscow office to ensure their safety.

Elements of Responsible Procurement

We strive to design compliant, simple, and easy-to-use procurement processes, tools, and resources to meet industry best practices and help our business teams responsibly source the goods and services they need.

Chemours has created a more holistic approach to procurement by consolidating disparate buy areas into three strategic categories:

- › Direct procurement—everything inherently connected to sold products
- › Indirect procurement—goods and services indirectly connected to the production of our products
- › Logistics procurement—transportation and warehouse services

We work with suppliers who align with our values to:

- › Provide a safe workplace and comply with all applicable regulations
- › Protect and advance human rights
- › Share our commitment to environmental stewardship
- › Collaborate with us for great results

Sustainable Supply Chain continued

Governance

Our chief procurement officer (CPO) works directly with the CET and CRLT in setting procurement strategy, guiding our approach for responsible procurement, and directing procurement activities. Together, the CPO and our global responsible procurement leaders establish internal supplier engagement processes and define our expectations for responsible supply chain operations.

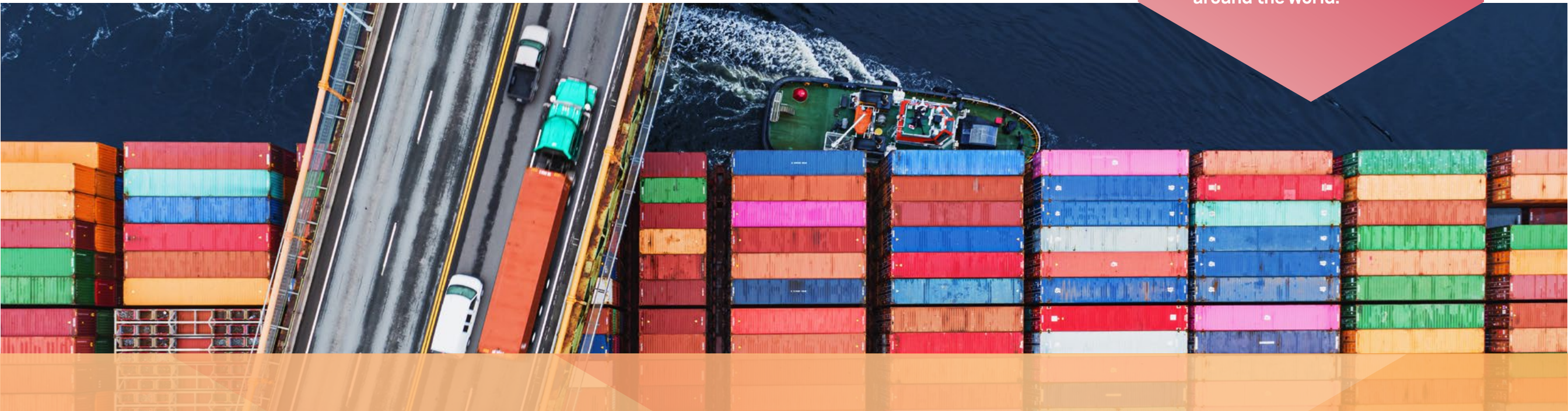
Our global procurement policy and [Supplier Code of Conduct](#) underpin this governance approach. Inspired by the [Ten Principles of the UNGC](#), the [United Nations Guiding Principles on Business and Human Rights](#), and the chemical sector’s Responsible Care® initiative, our Supplier Code of Conduct reflects Chemours’ values and aligns with our company’s broader [Code of Conduct](#) and policies.

Our Supplier Code of Conduct establishes clear expectations for upstream supply chain partners and invites them to join us in our commitment to work responsibly. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social, and governance (ESG) standards. We also expect our suppliers to work with their suppliers and subcontractors to implement these standards.

We include our Supplier Code of Conduct in our supplier agreements and make it available to suppliers through our external supplier portal. Thoughtful, clear, and consistent communication helps ensure understanding of our expectations, and is critical to building strong relationships with our suppliers. We believe that by partnering with our suppliers, we can make changes together that are not only good for business, but good for people and the planet, too.



In 2021, we translated our Supplier Code of Conduct into Chinese, Dutch, French, German, Japanese, Korean, Portuguese, and Spanish to better support our suppliers around the world.



Sustainable Supply Chain continued

Supplier Management

Chemours is committed to building a sustainable supply chain and forging business relationships and collaborations with like-minded suppliers. We are working to improve our processes to identify and select qualified suppliers, assess their sustainability performance, and engage them on performance improvement.

We work with each of our businesses to maintain integrated quality management systems in accordance with applicable internationally recognized quality standards. As our responsible procurement strategy matures, we are working to standardize supplier onboarding, risk assessment, and qualification to include responsible procurement criteria and to ensure supply chain partners are appropriately evaluated and monitored. We report supplier risk and performance to our Procurement Leadership Team.

We regularly assess our sustainable supply chain programs using stakeholder feedback, management reviews, industry benchmarking, and internal and external audits. Supply chain partners and other stakeholders are welcome to ask questions or report concerns through the [Chemours Ethics Hotline](#), the ProcurementCOE@chemours.com mailbox, or during routine business review meetings with procurement team members. Our procurement leaders combine this feedback with the results from internal and external assessments to evaluate our performance, identify opportunities for improvements, and discuss emerging risks and opportunities. These reviews also include evaluating program effectiveness and follow-up on open action items from prior assessments.

We thoroughly review significant supplier sustainability issues within our supply chain to ensure identification of root cause and effective remediation to prevent reoccurrence. Examples may include unsafe work conditions, child or forced labor, bribery and corruption, or environmental damages.



Sustainable Supply Chain continued

Evaluation

The Chemours Assurance Services Team (i.e., internal audit) routinely audits the procurement function as well as our corporate responsibility program. Opportunities for improvement and related schedules are set during the audit closing meeting and tracked through completion by the Assurance Services Team.

Chemours uses third-party verification of enterprise corporate systems, which includes procurement, to evaluate system effectiveness and identify opportunities for process improvement. We track improvement opportunities through completion to ensure we meet expectations and commitments. Our procurement management system effectiveness is evaluated as part of our headquarters' RC 14001 EHS, and security technical specification audits. In 2021, LRQA completed RC 14001 auditing and recommended continued certification. This audit did not identify any non-conformances or improvement opportunities for procurement. Copies of our external third-party certificates are located on our [company Web site](#).

Measuring Supplier Sustainability Performance

We measure supplier sustainability performance through our supplier corporate responsibility assessment (SCRA), conducted in partnership with EcoVadis. We evaluate across four ESG categories: ethical business practices, social performance, environmental performance, and sustainable supply chain. At the end of the assessment, the supplier receives a scorecard with recommended opportunities to improve their ESG performance.

2021 EcoVadis Scoring

On average the EcoVadis scores of our assessed suppliers for 2021 were higher than the EcoVadis benchmark scores, on a scale of 0 to 100 and based upon all participating companies in their network.

Area Assessed	Chemours Suppliers	EcoVadis Benchmark
Environmental	54	44
Energy Consumption and GHGs, Water, Biodiversity		
Local and Accidental Pollution		
Materials, Chemicals, and Waste, Product Use, Product End-of-Life, Customer Health and Safety, Environmental Services and Advocacy		
Labor Practices	55	47
EHS, Working Conditions, Social Dialogue, Career Management and Training, Child Labor, Forced Labor, Human Trafficking		
Diversity, Discrimination, and Harassment, External Stakeholder, Human Rights		
Fair Business Practices	52	42
Supplier Sustainability	44	37

Partnerships to Drive Performance

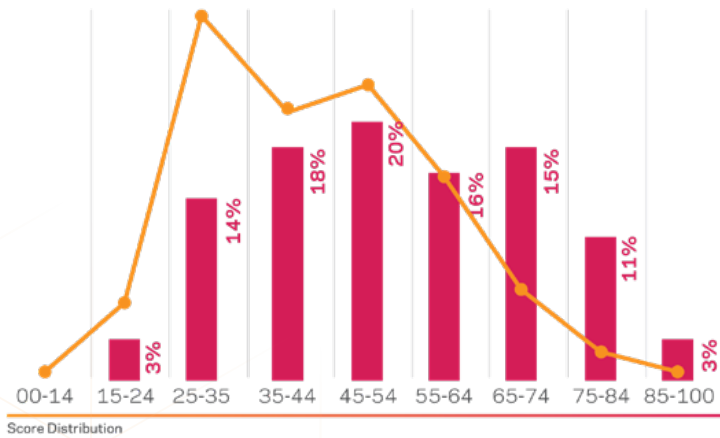
In November 2021, Chemours joined [Together for Sustainability](#), a joint initiative and global network of 35+ chemical companies defining the global standard for ESG performance of chemical supply chains. The program is based on the UNGC and Responsible Care® principles.

We also partner with [EcoVadis](#), a third-party provider of business sustainability ratings for global supply chains, on our procurement assessments. Over the past several years, we have addressed several improvement opportunities identified by EcoVadis, and in 2022 achieved a Gold rating, representing the top 5% of assessed organizations. Demonstrating our strong sustainability performance through the EcoVadis assessment is important to many of our customers and helps them with their own supply chain sustainability programs.

Sustainable Supply Chain continued

Approximately 54% of our assessed suppliers have established environmental reporting, and 43% of our assessed suppliers are ISO 14001 certified at one or more operational sites. The breakdown of participating supplier scores is shown below by percentile, with the orange line indicating average performance of all participating companies in the EcoVadis network.

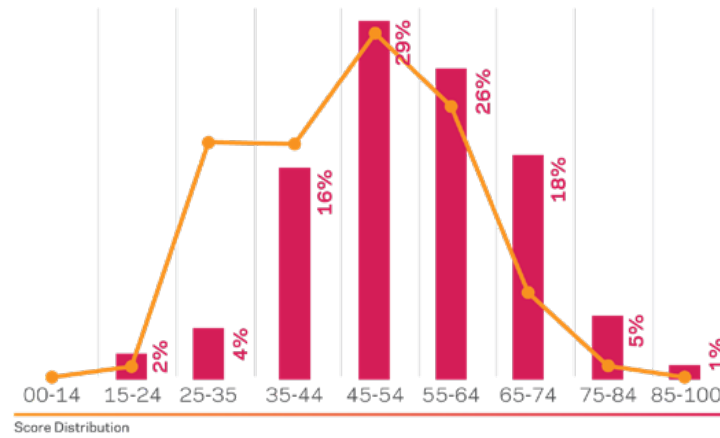
2021 Supplier Environmental Practice Score Distribution



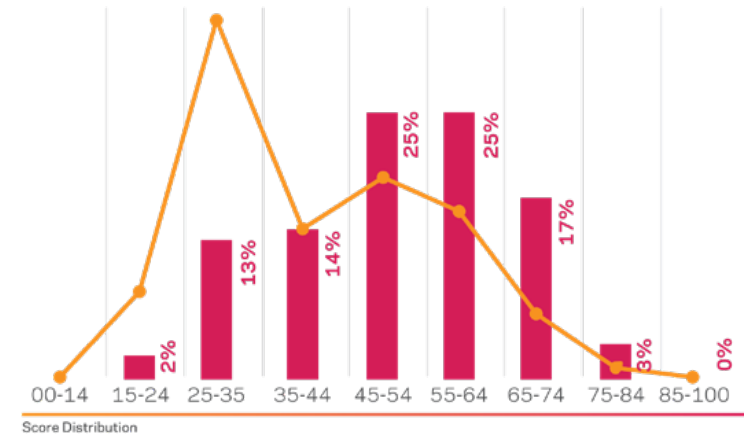
Labor and Fair Business Categories Evaluated:

Approximately 47% of our suppliers completing the assessment have established reporting on health and safety indicators. A total of 74% of our assessed suppliers have an anti-corruption policy in place, and 72% have whistle-blowing procedures in place for stakeholders to report concerns. The breakdown of participating supplier social performance scores is shown below by percentile, with the orange lines indicating average performance of all participating companies in the EcoVadis network.

2021 Supplier Labor Practice Score Distribution



2021 Supplier Fair Business Practice Score Distribution



During 2021, we focused on establishing a baseline for the sustainability performance of 80% of our suppliers with the highest spend. By the end of the year, we achieved our 2030 CRC Sustainable Supply Chain goals; however, we plan on continuing current initiatives to ensure the achievement of the goal is maintained and improved into the future. In addition, we determined that approximately 46% of our assessed suppliers have a procurement sustainability policy in place, and 51% audit or assess their suppliers on sustainability issues.

Sustainable Supply Chain continued

Progress toward Our 2030 Goal

While we are proud of reaching our 2030 targets ahead of schedule, we understand that there is much more we can do to influence and support our suppliers in their own sustainability journeys. We will continue to evaluate progress, set targets, and design programs in support of cascading sustainable practices throughout our supply chain.

We are exploring the use of other third-party ESG ratings assessments to further build out our SCRA approach, including the use of on-site supplier sustainability audits. This will help us better understand supplier performance and opportunities to partner with suppliers for meaningful improvements.

We are also training our buyers to engage with suppliers to increase SCRA participation, discuss assessment results, and set improvement objectives. This focus will help us understand the insights provided by the assessments and how to use them to drive meaningful improvement. In 2021, 35% of our buyers attended live training on the value of responsible procurement and the SCRA process, and we made a recording available for on-demand viewing.

Sustainable Supply Chain 2030 CRC Goal Performance

	2018 Baseline	2020	2021	2030 Progress	
Baseline sustainability performance of 80% of suppliers by spend	5%	59%	82%	ACHIEVED	
15% improvement in supplier sustainability performance	0%	0%	15%	ACHIEVED	

Behind schedule On track

Recognition

Chemours strives to work with partners who are committed to improving their sustainability performance and to helping us improve ours. To honor this ethos, we recognize companies that share values and goals with us and who have become valued partners beyond the supply of goods or services.

Chemours is committed to supporting businesses in the local communities where we operate. In 2021, we spent approximately 10% of our global procurement budget with local suppliers in significant locations of operation. Chemours defines a local supplier as one with an address (as listed in our supplier master database) located within the same state (or equivalent state structure if outside the US) as a significant location of Chemours operations, including our headquarters and operating sites. We do not include utility providers in our local supplier analysis.

Chemours is also committed to ensuring the fair inclusion and utilization of small and/or diverse businesses, many of which are located near our operations. Supporting small and diverse suppliers helps create innovation opportunities for our businesses while promoting equity in our local communities. In the US in 2021, Chemours spent approximately 2% supporting diverse suppliers and approximately 6% supporting small businesses. Read more about our approach in our [Supplier Diversity Letter](#).

Chemours Supplier Awards

The Chemours Supplier Awards acknowledge suppliers who have distinguished themselves by driving quality, innovation, and sustainability improvements in Chemours' supply chain. We also consider long-term partnership in our selections.

In 2021, we selected four Supplier Award winners from 10,000+ suppliers:

- › Univar Solutions, INC
- › Flowserve Corporation
- › Odfjell
- › Kem One

We thank these suppliers for their long-term partnerships with Chemours and congratulate them on their commitment to progress on their sustainability journeys.

Transparent Governance



IN THIS SECTION:

Corporate Governance **88** | Ethics and Integrity **91** | Environmental Compliance **94**



Corporate Governance

The Chemours Company Board of Directors has active responsibility for and oversees broad corporate policy and overall company performance.

Because environmental, social, and governance (ESG) matters are integral to our growth and long-term success, we believe that a two-tiered level of oversight provides the best avenue to integrate ESG risks and opportunities into our overall business strategy and helps us meet the changing demands of all our stakeholders—customers, partners, investors, employees, and communities. Our full board is responsible for the oversight of our corporate responsibility strategy, standards, goals, and performance. The board has three committees:

- ▶ The Nominating and Corporate Governance Committee is responsible for the oversight of our policies, processes, performance metrics, and reporting in the areas of corporate responsibility, including ESG matters.
- ▶ The Audit Committee is responsible for oversight of the enterprise risk management (ERM) framework and cybersecurity risks.
- ▶ The Compensation and Leadership Development Committee has oversight of a range of human capital management activities related to the effective recruitment, development, and retention of the diverse talent necessary to support our long-term success.

The board and its committees receive regular updates from senior management on environmental, social, and economic risks and opportunities, including climate; water; environment, health, and safety (EHS); social issues; regulatory actions; and product stewardship. The full board reviews proposed corporate transactions and overall corporate strategy with input from management on ESG risks and opportunities.

Under board oversight, senior management continues to execute on our Corporate Responsibility Commitment (CRC) goals, which focus on three key pillars—Inspired People, Shared Planet, and Evolved Portfolio. With the board’s guidance, we developed, and are advancing, progress on goals for climate change, water stewardship, waste management, diversity and inclusion, vibrant communities, safety, product sustainability, and sustainable sourcing.

Please read more about our governance structure on our [investor relations Web site](#) and on pages 10 to 13 in our [2021 Proxy Statement](#).

The president and CEO and members of the Chemours Executive Team (CET) manage day-to-day economic, environmental, and social risks and opportunities. Together, the president and CEO and CET are responsible for embedding sustainability and ESG opportunities into our business strategy, plans, and budgets; our mergers and acquisitions decisions; and achieving our CRC goals.

The CET operationalizes governance of ESG matters through the Corporate Responsibility Leadership Team (CRLT)—a cross-functional team comprising senior leaders from our four business segments and major corporate functions. Our president and CEO serves as executive sponsor of corporate responsibility and the CRLT. Together, the president and CEO and CET are dedicated to accelerating our corporate responsibility journey—growing our company by driving a sustainable portfolio, effectively managing all our resources, and enhancing social and environmental value.

Corporate Governance continued



Led by the chief sustainability officer, the CRLT meets bi-monthly to:

- ▶ Develop our CRC purpose, strategy, standards, and goals
- ▶ Stay current on emerging economic, social, and environmental trends
- ▶ Identify and assess economic, social, and environmental risks and opportunities, including human rights, anti-corruption, climate change, and resource management
- ▶ Drive the implementation of our CRC program and make recommendations for short-, mid-, and long-term action
- ▶ Ensure continued progress is made toward achieving the 2030 CRC goals
- ▶ Track and report our progress to the board, Chemours employees, and external stakeholders

For each of our 2030 CRC goals, we set a leadership structure that includes a CRLT sponsor who is accountable for goal strategy, execution, and resource allocation; a goal leader who is responsible for achieving the goal; and a team of cross-functional subject-matter experts. The goal leaders with their teams are responsible for developing the enterprise-wide plans to achieve their goal, establishing performance metrics, tracking and reporting progress to the CRLT, and working with our business segments to identify and pursue short-term and mid-term opportunities to achieve our 2030 CRC goals. Additionally, each goal leader supports business team leaders in establishing business-specific plans and/or teams for meeting business-level, annual CRC performance targets. Ultimately, business and function leadership, with assistance from the goal leaders, is accountable for successful goal program execution.

Should a critical concern arise regarding corporate responsibility, the Board of Directors would receive a report from the president and CEO and members of the CET, who are responsible for addressing and resolving such concerns with all business segments and major corporate functions.



Corporate Governance continued

Risk Oversight and Management

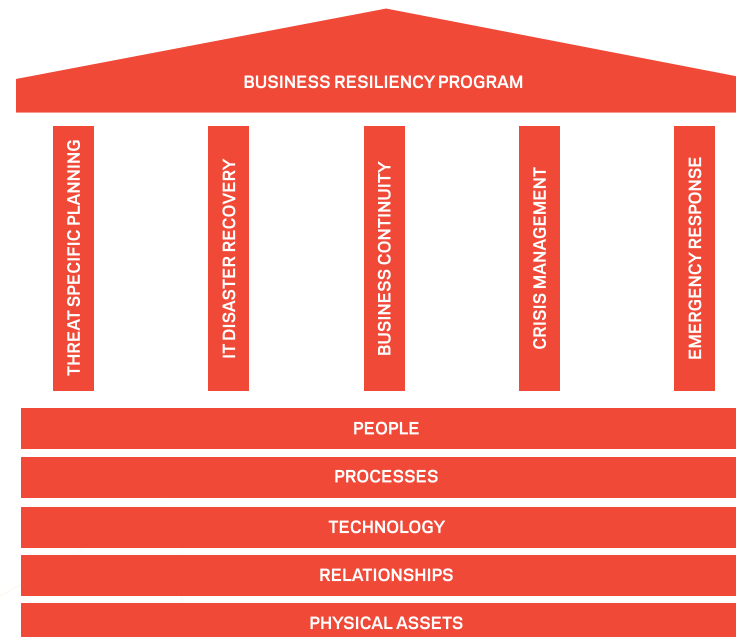
We identify potential impacts from economic, environmental, and social topics using input from internal business and function leaders, internal and external stakeholder input collected through the corporate responsibility issue prioritization process, and through our shareholder engagement process as described in our 2022 Proxy Statement. Collected information is used to update our CRC issue prioritization and is provided to our Enterprise Risk Team for consideration in the Chemours ERM process. Risk management is a strategic activity within Chemours, and our ability to identify and manage risk creates opportunity as well.

The CET reviews major risks identified through the ERM process to ensure alignment and communicates those risks to the board. Responsibility for managing risk rests with the president and CEO and the CET, while the committees of the board and the full board oversee the process. Specifically, the board oversees the strategic planning process and reviews and monitors management’s execution of the corporate and business plan. Each board committee oversees specific risk areas relevant to their respective charters. This process includes an ongoing review of Chemours’ comprehensive cybersecurity and information security programs.

In fulfilling its oversight responsibility, the board receives various management and board committee reports and engages in periodic discussions with the company’s officers, as it may deem appropriate. This enables the board and its committees to effectively coordinate risk oversight and the relationships among the various risks faced by Chemours. The board Audit Committee ensures the quality and implementation of the ERM process during its annual review. For more information about our risk management process, see pages 14 and 15 in our 2022 Proxy Statement and our 2022 CDP Climate Change response.

While our company cannot predict when a crisis event may occur, our organization is prepared with the strategic, operational, and financial resiliency to recover from emerging global risks. Crisis management is under a single enterprise management approach, led by our chief security officer, to ensure enterprise accountability, governance over business plans, and sharing key learnings across the organization. We are positioned to respond and minimize potential impacts to our personnel and operations. This integrated approach ensures we were prepared for—and have been successfully responding to—the COVID-19 pandemic, keeping our personnel safe and ensuring continuity of operations.

Today, we design resilience into our normal operations as our program continues to mature. Each pillar of our integrated business resiliency program has an accountable corporate officer, with an accountable business resiliency program manager integrated within the Global Security Group, under the senior vice president, general counsel, and corporate secretary. Resiliency involves employees at all levels of the company to develop, implement, align, maintain, and continuously improve our state of readiness.



We have developed specific plans and strategies to address risks and opportunities within an established management system to support a coordinated response and recovery to a wide variety of threats.

These strategies and plans include:

- ▶ Immediate response to life and safety incidents
- ▶ Overall response and recovery guidance, direction, and oversight
- ▶ Communications with internal and external stakeholders
- ▶ Recovery of critical processes and resources (e.g., people, technology, physical assets, and relationships)
- ▶ Recovery of critical information technology infrastructure, applications, and data

The business resiliency process establishes an overall management system to implement, operate, monitor, review, and maintain the program.

Executive Compensation

The board Nominating and Corporate Governance Committee, which consists solely of independent directors, reviews and considers any revisions to directors’ compensation. The Compensation Leadership Development Committee (CLDC) reviews and approves compensation for the company’s executive officers, establishing the performance goals on which the compensation plans and programs are based, and setting the overall compensation principles that guide the committee’s decision-making. The CLDC recommends the compensation for the CEO, which is approved by the board. [Pages 30 to 33 of the 2022 Annual Proxy Statement](#) describe the company’s executive pay philosophy and practices.



Ethics and Integrity

At Chemours, our purpose is to create a more colorful, capable, and clean world through the power of chemistry.

Our culture is powered by a steadfast commitment to upholding our five values:

- › **Refreshing Simplicity**—Cutting complexity by investing in what matters and getting results faster
- › **Collective Entrepreneurship**—Empowering our employees to act like they own our business while embracing the power of inclusion and teamwork
- › **Safety Obsession**—Living our steadfast belief that a safe workplace is a profitable workplace
- › **Unshakable Integrity**—Doing what is right for our customers, colleagues, and communities—always
- › **Customer Centered**—Driving customer growth, and our own, by understanding our customers’ needs and building long-lasting relationships

These values create the chemistry of Chemours and are outlined in the [Chemours Code of Conduct](#). The Code applies to our employees, officers, and directors—and forms the foundation for the ethical behaviors that guide everything we do. We are all expected to understand and comply with all company policies and applicable laws, and to adhere to the guiding principles outlined in the Code. It also serves as a resource to our customers, suppliers, and other external stakeholders in understanding the company’s values and ethical standards. In addition, we expect suppliers to adhere to the Chemours Supplier Code of Conduct, which reflects and explains our company values.

The Code of Conduct is available in 11 different languages to enable our employees, agents, and third-party representatives around the world to fully understand our guiding principles. Our chief compliance officer (CCO) and the Chemours Compliance Committee are responsible for the Code of Conduct and ensuring that appropriate guidance is included to maintain our high ethical standards. The Code was last updated in October 2020 and is regularly reviewed by the Board of Directors and the CET. Our top leaders, including our board, are committed to helping every Chemours employee live our Unshakable Integrity value.

Our Code prescribes expected behavior covering areas such as receiving and giving gifts; preventing conflicts of interest; maintaining a respectful workplace; protecting company assets and data; and complying with anti-trust and competition laws, anti-bribery laws, anti-corruption laws, trade compliance laws and regulations, and insider trading laws. In addition to the Code of Conduct, we have specific internal policies, procedures, and controls to guard against corruption, including a risk-based, third-party, due diligence process and contractual obligations requiring our relevant business partners to comply with anti-bribery laws.

The Code and our anti-corruption policy reflect the principles set out in the United Nations Convention against Corruption and the United Nations Global Compact. Our commitment to Unshakable Integrity means we all play a part in the effort to eliminate bribery and corruption worldwide. We follow anti-bribery and anti-corruption laws and expect our business partners to do the same.

Ethics and Integrity continued

Our anti-corruption policy provides definitions on what constitutes a bribe, discusses the ways employees may encounter demands for bribes and/or extortion, makes clear to employees that we do not engage in bribery under any circumstances, and assures employees that they will not suffer negative consequences for refusing to pay a bribe.

In addition to the Code of Conduct, the following policy statements help us maintain ethical business practices. Please visit [Chemours Policy and Position Statements](#) on our Web site for links to public policies (note: For confidentiality reasons, not all policies listed below are public).

- › Anti-corruption and Anti-bribery Policy
- › Anti-trust Policy
- › Chemours Statement on Human Rights
- › Chemours Statement of Principles on Child Labor, Forced Labor, and Modern Slavery
- › Conflict Minerals Statement
- › Conflicts of Interest Policy
- › Cyber and Information Security Policy
- › Environment, Health, Safety, and Corporate Responsibility Policy
- › Financial Reporting Policies and Procedures
- › Gift and Entertainment Policy
- › Global Procurement Policy
- › Global Trade Compliance Policy
- › Guidance on Interactions with Government
- › Inclusive Environment
- › Insider Trading Policy
- › Non-Discrimination Policy
- › Non-Retaliation Policy
- › Payments for Materials and Services Policy
- › Supplier Code of Conduct
- › Trade Sanctions Policy
- › Trade Secret Policy and Protection Protocol
- › Travel and Reimbursement Policy
- › US Government Business Gifts and Gratuities Policy

Each global policy is owned by a named subject matter expert who is responsible for reviewing and updating their assigned policy to ensure it remains relevant and current. Policies are reviewed and updated, if necessary, at a minimum every three years, and approved by the CET and, where appropriate, by the board.

Each year, we seek to train 100% of our employees on the Code of Conduct, and all new employees receive relevant ethics training upon joining the company, including anti-bribery training. Similarly, new board members receive training on the Code of Conduct as part of the onboarding process. Select employees receive electronic and targeted live training on specific company policies, such as anti-corruption or anti-trust, based on their areas of responsibility. All Chemours directors, executives, and select employees, based on their roles, are required to complete an annual ethics and compliance certification, which includes questions concerning potential conflicts of interest. The Ethics and Compliance Team reviews responses and takes action to appropriately mitigate risk where an actual or apparent conflict exists. Company leadership reviews summaries of disclosures on a year-end basis.



Ethics and Integrity continued

Chemours maintains a risk-based, comprehensive anti-corruption compliance program as an important component of our ethics and compliance program. After identifying specific compliance risks, we implement policies, procedures, and controls, and employ a risk-based, third-party, due diligence process when onboarding new business partners. We engage in regular risk assessments to continuously improve and evolve our compliance initiatives to effectively address those risks. Moreover, we identify high-risk operations and ensure procedures and controls are in place to mitigate risk, particularly bribery and corruption. We inform high-risk third parties of, and expect them to acknowledge, Chemours' expectation of ethical business conduct, and we provide targeted online training on bribery and corruption risk. In addition, internal audits are regularly performed to monitor and validate the effectiveness of internal controls.

At Chemours, we strongly encourage employees to live our value of Unshakable Integrity by listening, observing, and speaking up whenever they have an ethics question and need advice or want to raise a concern. Our comprehensive ethics and compliance engagement program shares speak-up messaging through multiple platforms, including frequent online videos and written messages, as well as in-person presentations by business leaders, ethics champions, and other key professionals from throughout the company.

Senior leadership and the ethics and compliance organization nominates and confirms our ethics champions, who are located across our global operations and help drive Chemours' commitment to Unshakable Integrity and ethical business conduct at a global, regional, and local level. During their three-year term, ethics champions serve as role models and as the primary ethics contacts and resources for employees. By partnering with leadership and the Ethics and Compliance Team, ethics champions promote, enhance, and help execute the Chemours ethics and compliance program.

The Chemours Code of Conduct strictly prohibits any form of retaliation for reporting a workplace or ethical concern, which we frequently communicate as part of the speak-up messaging. Employees may ask a question or raise a concern by reaching out to business leadership, a compliance officer, or an ethics champion, or by contacting the ethics hotline. The multi-lingual [Chemours Ethics Hotline](#) is available by phone or online 24 hours a day, seven days a week, and we provide business partners a link to the ethics hotline in our contracting process. An independent company operates the hotline and provides a secure and confidential mechanism for employees, contractors, agents, distributors, business partners, and community members to raise concerns. No call tracing, IP address tracking, or recording devices are ever used; in some countries, as allowed by local law, callers may remain anonymous.

Chemours' trained investigators review all allegations and conduct investigations and/or direct them to the appropriate functions and/or teams for follow-up. Confidentiality is essential to maintain the integrity of the investigation, and those who participate in good faith are protected from retaliation. We conduct root-cause analyses of all confirmed instances of ethical misconduct to understand underlying causes and prevent recurrence. A committee comprised of appropriate business leaders, human resources, and experienced ethics and compliance

professionals review substantiated violations of the Code to ensure a fair and consistent disciplinary response to confirmed violations of the Code. Violations are reported to leadership, including the Board of Directors, and communicated to employees, as appropriate, to ensure transparency and provide teaching opportunities to drive learning and improvement.

Our CCO is responsible for ensuring an effective and appropriate ethics and compliance investigation process. The CCO leads quarterly meetings with the Chemours Compliance Committee—composed of the three business presidents, the CCO, and executives in human resources, legal, and finance—to evaluate risks, monitor trends, and assess the effectiveness of our ethics and compliance programming. The CCO meets with and reports quarterly to the board's Audit Committee on the company's ethics and compliance initiatives and related metrics. Types of issues reported in 2021 included misstatement of company records, conflicts of interest, EHS, employee relations, theft, misuse of assets, and others.



Environmental Compliance

We are committed to operating with Unshakable Integrity and complying with all environmental laws and regulations in the global regions in which we operate.

While we are persistent in our efforts to uphold our own environmental standards, we are equally committed to improving them. Our robust EHS management system ensures that we meet these standards. We conduct first-, second-, and third-party audits at our facilities to maintain compliance with complex global regulatory requirements. We review and update our Environment, Health, Safety, and Corporate Responsibility policy every year and make the improvements that our auditing processes identify.

We demonstrate the performance of our EHS management system through our Responsible Care® (RC) 14001 certification. Chemours believes third-party verification and transparent public reporting are essential for world-class EHS performance and building public trust. In 2021, we maintained RC 14001 certification at our 11 previously certified US chemical manufacturing sites and our Wilmington, Delaware, headquarters, and added eight sites to our RC 14001 certification (the Starke, Florida, mining site, the Parlin, New Jersey, Advanced Performance Materials site, and six sites in Europe, Latin America, and Asia-Pacific).

Our EHS management system includes standards that require each of our facilities that manage hazardous materials in bulk to install, operate, and maintain equipment to prevent spills to soil, surface water, or groundwater. In addition, each applicable facility develops a spill and leak prevention equipment inventory and implements measures to prevent spills and leaks. These measures include spill/leak prevention provisions in the siting, construction, operations, maintenance, and repair of equipment.

Compliance with Environmental Laws and Regulations

Chemours is committed to preventing unpermitted releases to the environment at our manufacturing sites to keep our people and communities safe and to be good stewards of the environment. Our EHS policies reflect this commitment. There are times when fines and non-monetary sanctions may arise from environmental liabilities that include claims for matters that are liabilities of DuPont and its subsidiaries, which we may be required to indemnify pursuant to the separation-related agreements executed prior to the 2015 separation.

In January 2021, we entered into a binding memorandum of understanding with DuPont, Corteva, reflecting the parties' agreement to share potential future legacy perfluoroalkyl substances liabilities arising out of conduct pre-July 1, 2015. Regardless of how these matters arrive, we wish to define Chemours as a company that seeks to address environmental issues proactively.

Environmental Compliance continued

Information regarding environmental matters is included in several areas of our [2021 Annual Report on Form 10-K](#), including:

- ▶ Item 1A—Risk Factors, beginning on page 16
- ▶ Item 3—Legal Proceedings, under the heading “Environmental Proceedings,” beginning on page 32
- ▶ Item 7—Management’s Discussion and Analysis of Financial Condition and Results of Operations, beginning on page 38
- ▶ “Note 3—Summary of Significant Accounting Policies,” beginning on page F-11
- ▶ “Note 22—Commitments and Contingent Liabilities” to the Consolidated Financial Statements, beginning on page F-45

Environmental Deviations

We track total annual environmental deviation from our permits and applicable regulations to evaluate our performance. We analyze these data and develop and implement key initiatives aimed at improving and maintaining environmental performance. In 2018, we upgraded our EHS data management system to enable tracking environmental incidents and improvement initiatives.

Total environmental deviations were flat from 2020 to 2021. Increases in total deviations experienced between 2019 and 2020 continued to be related to an increase in air deviations with some improvement in water and waste deviations offset by deviations impacting ground and related to other, primarily administrative, items. In 2021, we paid nine penalties across multiple sites totaling less than \$750,000 to resolve regulatory agency allegations made in 2020 or prior years.

ENVIRONMENTAL DEVIATIONS³

	2018	2019	2020	2021
Total environmental deviations	135	140	169	168
Water-related ^{1,2}	—	74	80	66
Air-related ^{1,2}	—	46	75	70
Waste-related ^{1,2}	—	2	6	2
Ground-related ^{1,2}	—	7	3	9
Other ^{1,2}	—	15	9	31

1. Media-related deviations reporting began partially through 2018.

2. Media-related deviations exceed total deviations due to multiple media potentially being affected per deviation event.

3. Total and media-specific deviations revised to reflect updated data.

During 2021, each manufacturing site began systematically reviewing the environmental requirements opposite the controls and management systems in place. Beginning in 2021 and continuing into 2022, each site is developing, as applicable, plans to address findings from these reviews with a focus on improving environmental performance and decreasing environmental deviations. Beginning in the later third of 2021, improvements in environmental deviations were being observed as a result of this focus.

Significant Spills

There were no significant spills in 2021 resulting in serious injury or a significant impact on the environment.

NUMBER OF SIGNIFICANT SPILLS

	2018	2019	2020	2021
Significant spills	0	0	0	0

Appendix



IN THIS SECTION:

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About this Report

Chemours is committed to publicly reporting on corporate responsibility-related topics on an annual basis, discussing the opportunities and challenges that we encounter as we work to enhance performance and conduct business in the most responsible manner possible. This report has been prepared according to Global Reporting Initiative (GRI) Standards: Core Option and includes responses to the Sustainability Accounting Standards Board (SASB) framework and the Financial Stability Board Task Force on Climate-related Financial Disclosures (TCFD).

This report covers certain sustainability metrics and data for Chemours as of and during the year ended December 31, 2021, as applicable, unless otherwise stated. This report was published on August 9, 2022.



Supplemental Content and Data

Empowered Employees

GENDER AND AGE COMPOSITION OF GLOBAL WORKFORCE AS OF DECEMBER 31, 2021

	Individual contributors non-exempt	Individual contributors exempt	Managers	Global Leadership Team	Chemours Executive Team	Total global employees
Age						
Under 30	12%	12%	6%	0%	0%	12%
30-50	48%	51%	55%	43%	56%	49%
Over 50	40%	37%	39%	57%	44%	39%
Undisclosed	0.09%	0%	0%	0%	0%	0%
Gender						
Male	88%	66%	75%	68%	56%	77%
Female	12%	34%	25%	32%	44%	23%
Undisclosed	0%	0%	0%	0%	0%	0.4%

US EMPLOYEE ETHNIC DIVERSITY AS OF DECEMBER 31, 2021

Ethnically diverse	21%	21%	16%	18%	44%	21%
Non-ethnically diverse	78%	76%	81%	80%	56%	77%
Undisclosed	1%	3%	3%	2%	0%	2%

Supplemental Content and Data

GENDER AND AGE COMPOSITION AND ETHNIC DIVERSITY OF BOARD OF DIRECTORS AS OF DECEMBER 31, 2021

Gender	
Female	36%
Male	64%
Age	
Under 30	0%
30-50	10%
Over 50	90%
Ethnic diversity	
Ethnic diversity	27%
Non-ethnic diversity	73%

GLOBAL NEW EMPLOYEE HIRES DURING 2021

	Number of employees	Percent of total new hires
Total	677	Rate: 5%
New hires by age		
Under 30	248	37%
30-50	344	50%
Over 50	79	12%
Undisclosed	6	0.9%
New hires by gender		
Female	185	27%
Male	487	72%
Undisclosed	5	0.7%

Supplemental Content and Data

GLOBAL NEW EMPLOYEE HIRES DURING 2021 (continued)

	Number of employees	Percent of total new hires
New hires by region		
Asia-Pacific	53	8%
Europe, Middle East, and Asia	95	14%
Latin America ¹	69	10%
North America	460	68%
US new hires by ethnicity²		
Ethnically diverse	156	23%
Non-ethnically diverse	338	50%
Undisclosed	183	27%

1. Includes Mexico.

2. US employee new hires during 2021—Total: 459, Rate: 5%.

GLOBAL EMPLOYEE VOLUNTARY ATTRITION DURING 2021

	Number of employees	Group annualized attrition ¹
Total		
	362	Rate: 9%
Voluntary attrition by age		
Under 30	78	21%
30–50	177	49%
Over 50	104	29%
Undisclosed	3	1%

Supplemental Content and Data

GLOBAL EMPLOYEE VOLUNTARY ATTRITION DURING 2021 (continued)

	Number of employees	Group annualized attrition ¹
Voluntary attrition by gender		
Female	74	20%
Male	286	79%
Undisclosed	2	1%
Voluntary attrition by region		
Asia-Pacific	22	6%
Europe, Middle East, and Asia (EMEA)	41	11%
Latin America ²	23	7%
North America	276	76%
US attrition by ethnicity³		
Ethnically diverse	68	20%
Non-ethnically diverse	264	78%
Undisclosed	6	2%

OVERALL ATTRITION RATE

During 2021, Chemours had an overall attrition rate (voluntary plus involuntary) of 10% that was in part influenced by restructuring activities during the year.

1. Annualized attrition defined as number of employees leaving the company divided by the total number of employees in the demographic group.

2. Includes Mexico.

3. US employee voluntary attrition during 2021—Total: 338, Rate: 10%.

Supplemental Content and Data

Health and Safety

WORK-RELATED INJURIES

	2018	2019	2020	2021
Employee safety				
Total recordable cases	21	20	25	20
Total recordable incident rate (TRIR)	0.28	0.27	0.36	0.29
Lost workday cases	4	3	3	4
Lost workday cases rate ¹ (LWCR)	0.05	0.04	0.04	0.06
Fatalities	0	0	0	0
Fatality rate ¹	0	0	0	0
Injury severity rate—class A ²	0	0	0	0
Injury severity rate—class B ³	0.07	0.03	0.06	0.06
Injury severity rate—class C ⁴	0.21	0.24	0.30	0.23
Contractor safety				
Total recordable cases	13	13	11	6
Total recordable incident rate¹	0.23	0.32	0.30	0.16
Lost workday cases	0	1	1	1
Lost workday cases rate ¹	0.0	0.02	0.03	0.03
Fatalities	0	1	0	0
Fatality rate ¹	0	0.02	0	0

1. Rate is defined as number of events per 100 workers per year.

2. Class A: An injury or illness resulting in a fatality

3. Class B: An injury or illness resulting in life-threatening, life-altering, or immediate medical intervention

4. Class C: An injury or illness resulting in minor medical treatment or temporary job reassignment

Supplemental Content and Data

TOTAL PROCESS SAFETY EVENTS

	2018	2019	2020	2021
Tier 1 events	5	2	1	3
Tier 1 rate ¹	0.04	0.02	0.01	0.03
ACC top quartile benchmark	0.02	0.02	0.02	0.02
Tier 2 events	14	16	14	13
Tier 2 rate ^{1, 2}	0.11	0.14	0.13	0.12

1. Rate is defined as number of events per 100 workers per year.

2. ACC benchmark not available.

DISTRIBUTION SAFETY

	2018	2019	2020	2021
Distribution incidents	3	6	3	2
Severity index	0.07	0.09	0.04	0.04

Supplemental Content and Data

Energy and Climate

Greenhouse Gas (GHG) Inventory Methodology

Chemours calculates GHG inventory following the [GHG Protocol](#) and includes all sites within our operational control. The one exception is that we do not include emissions attributed to generated electricity or steam supplied to tenants. This standard provides best practice guidance on how to inventory the direct GHG emissions generated by our manufacturing operations (Scope 1) and the indirect GHG emissions generated by other companies associated with our use of purchased electricity and steam (Scope 2). Together, these two GHG emissions categories represent the operations carbon footprint needed to make our products.

We sourced emissions factors for Scope 1 emissions calculations from the [United States Environmental Protection Agency Stationary Emissions Factor database](#). We sourced 100-year global warming potentials (GWPs) from the Intergovernmental Panel on Climate Change Fourth Assessment Report, 2007.

We report GHG carbon dioxide equivalent (CO₂e) emissions for gases covered under both the Kyoto Protocol and the Montreal Protocol as listed below:

- ▶ Kyoto Protocol gases: Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃)
- ▶ Montreal Protocol gases: Chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs)

We also include additional fluorinated process gases we emit that have GWPs, but they are not regulated under either the Kyoto Protocol or Montreal Protocol.

TOTAL NONRENEWABLE FUEL CONSUMPTION BY FUEL TYPE¹ (MEGAWATT HOURS)					
	2018	2019	2020	2021	
Coal	608,000	708,000	583,000	65,000	
Diesel	112,000	114,000	111,000	116,000	
Fuel oil 1, 2	1,000	0	0	0	
Fuel oil 5, 6	0	0	0	0	
Gasoline	11,000	10,000	8,000	9,000	
Kerosene	35	13	28	48	
Liquefied petroleum gas	19	71	62	58	
Natural gas	4,665,000	4,031,000	4,002,000	5,014,000	

1. Includes total fuels consumed to support Chemours activities and to provide services for tenants co-located at Chemours sites.

Supplemental Content and Data

TOTAL NONRENEWABLE FUEL CONSUMPTION BY FUEL TYPE¹ (MEGAWATT HOURS) (continued)

	2018	2019	2020	2021
Propane	119	157	446	497
Toluene	113,000	85,000	95,000	108,000
Off-gas	0	0	0	0
Total nonrenewable fuel consumption	5,510,000	4,948,000	4,800,000	5,313,000
Percent nonrenewable fuel in total fuel mix	98%	98%	98%	98%
Chemours-only total nonrenewable fuel consumption ²	4,268,000	3,867,000	3,826,000	4,122,000

1. Includes total fuels consumed to support Chemours activities and to provide services for tenants co-located at Chemours sites.

2. Excludes fuels used to generate electricity and steam for site tenants.

TOTAL RENEWABLE FUEL CONSUMPTION BY FUEL TYPE (MEGAWATT HOURS)

	2018	2019	2020	2021
Biogas/landfill gas	96,000	79,000	95,000	85,000
Total renewable fuel consumption	96,000	79,000	95,000	85,000
Percent renewable fuels in total fuel mix	2%	2%	2%	2%

PURCHASED STEAM CONSUMPTION¹ (MEGAWATT HOURS)

	2018	2019	2020	2021
Total purchased steam	2,446,000	2,365,000	2,190,000	2,705,000
US purchased steam	1,457,000	1,534,000	1,286,000	1,657,000
Outside-the-US purchased steam	989,000	831,000	904,000	1,048,000

1. Steam data include purchased steam only. Generated steam is included in the direct energy table and is represented by the amount of energy used at the site to generate the steam. Quantities purchased and passed through to tenants are not included.

Supplemental Content and Data

ELECTRICITY CONSUMPTION¹ (MEGAWATT HOURS)

	2018	2019	2020	2021
Self-generated electricity—nonrenewable	5,000	0	0	0
Percent self-generated	0.3%	0%	0%	0%
US	0	0	0	0
Outside the US	5,000	0	0	0
Purchased electricity	1,492,000	1,477,000	1,560,000	1,682,000
US	1,152,000	1,138,000	1,210,000	1,331,000
Outside the US	340,000	339,000	350,000	351,000
Renewable electricity	87,000	80,000	102,000	112,000
Nonrenewable electricity	1,405,000	1,397,000	1,458,000	1,570,000
Total electricity used (self-generated plus purchased)	1,492,000	1,477,000	1,560,000	1,682,000
Renewable	87,000	80,000	102,000	112,000
Percent renewable	6%	5%	7%	7%
Nonrenewable	1,405,000	1,397,000	1,458,000	1,570,000
Percent nonrenewable	94%	95%	93%	93%
US electricity used	1,152,000	1,138,000	1,210,000	1,331,000
US renewable	70,000	73,000	79,000	90,000
US nonrenewable	1,082,000	1,065,000	1,131,000	1,241,000
Outside the US electricity used	340,000	339,000	350,000	351,000
Outside the US renewable	17,000	7,000	23,000	22,000
Outside the US nonrenewable	323,000	332,000	327,000	329,000
Percent purchased from grid	78%	73%	73%	75%
Percent direct purchased from local provider	22%	27%	27%	25%
Intensity (MWh per metric ton sales product)	0.81	0.95	0.98	0.91

1. Purchased electricity passed through to tenants and self-generated electricity provided to tenants are not included in data.

Supplemental Content and Data

SOLD ELECTRICITY, HEATING, COOLING, AND STEAM (MEGAWATT HOURS)

	2018	2019	2020	2021
Electricity sold	7,000	0	0	0
Steam sold	1,235,000	1,082,000	973,000	1,191,000

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION¹ (MEGAWATT HOURS)

	2018	2019	2020	2021
Renewable energy	183,000	159,000	197,000	197,000
Percent renewable	2%	2%	2%	2%
US renewable energy	166,000	152,000	174,000	175,000
Outside the US renewable energy	17,000	7,000	23,000	22,000
Nonrenewable energy	8,119,000	7,629,000	7,474,000	8,396,000
Percent nonrenewable	98%	98%	97%	98%
US nonrenewable energy	5,981,000	5,827,000	5,516,000	6,265,000
Outside the US nonrenewable energy	2,138,000	1,802,000	1,958,000	2,131,000
Total energy consumption	8,302,000	7,788,000	7,671,000	8,593,000
US energy	6,147,000	5,979,000	5,690,000	6,440,000
Outside the US energy	2,155,000	1,809,000	1,981,000	2,153,000

1. The total energy consumption reflects Chemours-only data and does not include energy sold to Chemours tenants.

ENERGY INTENSITY

	2018	2019	2020	2021
Total energy (MWh)	8,302,000	7,788,000	7,671,000	8,593,000
Sales production (metric tons)	1,848,000	1,512,000	1,540,000	1,857,000
Energy intensity (MWh per metric ton of sales product)	4.49	5.15	4.98	4.63
Energy intensity (MWh per US dollar revenue)	0.0013	0.0014	0.0015	0.0014

Supplemental Content and Data

2021 DIRECT (SCOPE 1) GHG EMISSIONS

	Total fluorinated organic compound (FOC) emissions (metric tons)	GHG equivalent emissions (metric tons carbon dioxide equivalent (CO ₂ e))	% of Scope 1 emissions
Total Scope 1 GHG emissions	0	6,412,000	100%
Energy	0	998,000	15%
Fluorinated process emissions ¹	717	3,790,000	59%
Kyoto Protocol fluorinated gases	357	3,134,000	0
Montreal Protocol fluorinated gases	304	619,000	0
Other fluorinated gases	56	37,000	0
Other process emissions and refrigerant/fugitive emissions	0	1,624,000	25%

1. Emissions group also covered under Corporate Responsibility Commitment (CRC) goal to reduce fluorinated air process emissions by 99% or greater

TOTAL DIRECT (SCOPE 1) GHG EMISSIONS (METRIC TONS CO₂e)¹

	2018	2019	2020	2021
US Scope 1 emissions	7,476,000	7,131,000	4,604,000	4,851,000
Outside the US Scope 1 emissions	1,051,000	1,049,000	868,000	1,561,000
Total Scope 1 emissions	8,527,000	8,179,000	5,472,000	6,412,000

1. 2019 and 2020 data are third-party assured and reported according to GHG Protocol. Includes emissions from generating steam and electricity for tenants.

TOTAL DIRECT (SCOPE 1) GHG EMISSIONS (METRIC TONS CO₂e)¹

	2018	2019	2020	2021
% Emissions covered under regulatory program	99%	99%	99%	99%
% Emissions covered under a regulatory reporting program	99%	99%	99%	99%
% Emissions covered under an emissions-limiting program	6%	5%	10% ²	15% ²

1. 2019 and 2020 data are third-party assured and reported according to GHG Protocol. Includes emissions from generating steam and electricity for tenants.

2. Includes sites in the EU and Mexico.

Supplemental Content and Data

TOTAL INDIRECT ENERGY (SCOPE 2) GHG EMISSIONS (METRIC TONS CO₂e)				
	2018	2019	2020	2021
Total Scope 2 emissions	1,401,000	1,311,000	1,376,000	1,473,000
US Scope 2 emissions	926,000	902,000	886,000	947,000
Outside the US Scope 2 emissions	475,000	409,000	490,000	526,000

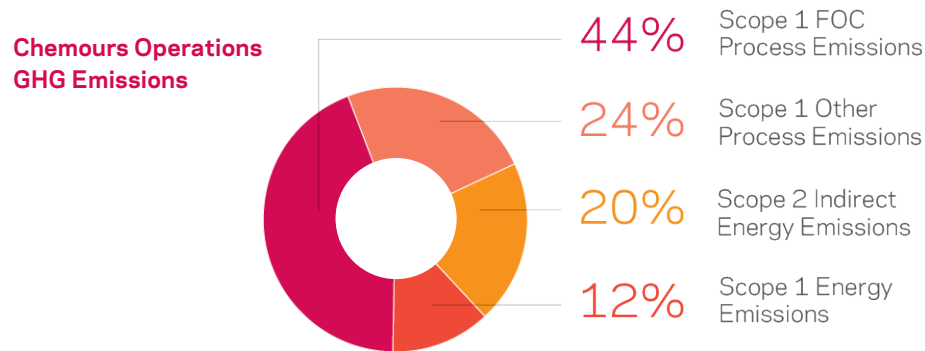
1. 2019 and 2020 data are third-party assured and reported according to GHG Protocol. Includes emissions from generating steam and electricity for tenants.
 2. Includes sites in the EU and Mexico.

Total Operations GHG Emissions

Chemours defines operations GHG emissions as the sum of our Scope 1 direct emissions and Scope 2 indirect purchased energy emissions. Currently approximately two thirds of our operations emissions are from process emissions with about one third of emissions due to energy use in our operations.

TOTAL OPERATIONS (SCOPE 1 AND SCOPE 2) GHG EMISSIONS (METRIC TONS CO₂e)				
	2018	2019	2020	2021
Scope 1 emissions	7,925,000	7,958,000	5,273,000	6,167,000
Scope 2 emissions	1,401,000	1,311,000	1,376,000	1,473,000
Total operations emissions¹	9,326,000	9,269,000	6,649,000	7,640,000

1. Operations emissions do not include emissions attributed to generation of steam and electricity for tenants. 2018 GHG emissions adjusted to exclude emissions from a one-time event.



Supplemental Content and Data

SCOPE 1 AND 2 GHG EMISSIONS INTENSITY

	2018	2019	2020	2021
Total Scope 1 and 2 GHG emissions (metric tons CO₂e)¹	9,326,000²	9,269,000	6,649,000	7,640,000
Sales production (metric tons)	1,848,000	1,512,000	1,540,000	1,857,000
Revenue (million US dollars)	\$6,638	\$5,526	\$4,969	\$6,345
Metric tons CO ₂ e per metric ton of sales product	5.05	6.13	4.32	4.11
Metric tons CO ₂ e per US dollar revenue	0.0014	0.0017	0.0013	0.0012

1. Scope 1 emissions do not include emissions attributed to generation of steam and electricity for tenants.

2. 2018 GHG emissions adjusted to exclude emissions from one-time event. See 2018 Global Reporting Initiative Content Index for additional information.

SCOPE 3 INDIRECT EMISSIONS (MILLION METRIC TONS CO₂e) BY CATEGORY AND PERCENT OF TOTAL

	2018 emissions	2019 emissions	2020 emissions	2021 emissions	2021 % of total
Total Scope 3 emissions	161.1	154.6	140.2	144.0	0
Category 1: purchased goods and services	7.89	7.56	6.18	6.94	5%
Category 2: capital goods	0.14	0.16	0.08	0.09	<1%
Category 3: fuel and energy-related activities (not included in Scope 1 or 2)	0.29	0.29	0.27	0.33	<1%
Category 4: upstream transportation and distribution	0.46	0.42	0.33	0.32	<1%
Category 5: waste generated in operations	0.02	0.03	0.02	0.05	<1%
Category 6: business travel	0.01	0.01	de minimis	de minimis	0
Category 7: employee commuting	0.01	0.02	de minimis	de minimis	0
Category 8: upstream leased assets	0.03	0.03	0.03	0.03	<1%
Category 9: downstream transportation and distribution	0.43	0.40	0.32	0.39	<1%
Category 10: processing of sold products	Not possible for our businesses and products	Not possible for our businesses and products	Not possible for our businesses and products	Not possible for our businesses and products	0
Category 11: use of sold products	151.6	145.2	132.6	135.6	94%
Category 12: end-of-life treatment of sold products	0.06	0.29	0.21	0.03	<1%
Category 13: downstream leased assets	Does not apply	Does not apply	Does not apply	Does not apply	0
Category 14: franchises	Does not apply	Does not apply	Does not apply	Does not apply	0
Category 15: investments	0.12	0.16	0.14	0.18	<1%

Supplemental Content and Data

AIR EMISSION TYPE (METRIC TONS)

	2018	2019	2020	2021
NOx	1,000	1,300	900	700
SOx	1,800	1,800	800	700
VOC ¹	2,900	2,200	2,500	2,500
FOC	1,082	986	566	717

1. Volatile organic compound.

Water Stewardship

TOTAL WATER WITHDRAWAL (MEGALITERS)

	2018	2019	2020	2021
Surface water	191,000	166,000	160,000	180,000
Groundwater	18,000	17,000	17,000	19,000
Third party	7,000	7,000	6,000	7,000
Total water withdrawals	217,000	190,000	183,000	206,000
US withdrawals	203,000	178,000	170,000	192,000
Outside the US withdrawals	14,000	12,000	13,000	14,000
Water withdrawal intensity (megaliters per metric ton sales product)	0.12	0.13	0.12	0.11

WATER WITHDRAWAL FROM PREDICTED WATER STRESSED AREAS¹ (MEGALITERS)

	2018	2019	2020	2021
Surface water	11,000	8,000	7,000	12,000
Groundwater	19	300	400	500
Third party	2,000	2	37	3
Total water withdrawals	13,000	8,000	8,000	13,000
% Total withdrawal from water stressed areas	6%	4%	4%	6%

1. Water stress areas was determined using World Resources Institute Aqeduct tool version 2.1 in 2018 and version 3.0 in 2019, 2020, and 2021.

Supplemental Content and Data

TOTAL WATER USE (MEGALITERS)

	2018	2019	2020	2021
Process water	86,000	68,000	258,000	192,000
Single pass	80,000	63,000	60,000	68,000
Recycled	6,000	5,000	198,000	124,000
Non-contact cooling water	174,000	156,000	154,000	174,000
Once-through non-contact	142,000	128,000	124,000	138,000
Recirculating non-contact	32,000	28,000	30,000	36,000
Total water use	270,000	235,000	422,000	366,000

2021 TOTAL WATER DISCHARGES (MEGALITERS)

Discharge destination	Total discharge	Freshwater discharge	Other water discharge
Surface water	191,000	165,000	26,000
Groundwater	0	0	0
Third-party	5,000	5,000	0
Deep well injection	2,000	0	2,000
Total water discharges	198,000	170,000	28,000
US water discharges	187,000	166,000	21,000
Outside the US water discharges	11,000	4,000	7,000
Discharges in water stress areas	28,000	28,000	0
% Discharges in water stress areas	14%	14%	0%

Supplemental Content and Data

2021 CONVENTIONAL POLLUTANTS (METRIC TONS/YEAR)

	Total	Freshwater	Saltwater
Biochemical Oxygen Demand (BOD5)	2,000	1,500	500
Chemical Oxygen Demand (COD)	7,000	5,000	2,000
Total Organic Carbon (TOC)	300	300	<50
Total Ammonia as nitrogen (N)	100	100	0
Total Nitrogen	600	300	300
Total Nitrate/Nitrite as N	300	50	250
Total Kjeldahl Nitrogen (TKN)	300	250	<50
Total Phosphorus	<50	<50	<50
Total Dissolved Solids	47,000	42,000	5,000

WATER CONSUMPTION (MEGALITERS)

	2018	2019	2020	2021
Total consumption	46,000	42,000	42,000	46,000
Consumption in water stressed areas	2,000	1,000	1,000	1,000
% consumption from water stressed areas	4%	2%	2%	2%

Supplemental Content and Data

Waste

HAZARDOUS WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2018	2019	2020	2021
Recycling/reuse	1,000	3,000	1,000	1,000
Composting	0	0	0	0
Recovery (including energy recovery)	1,000	1,000	1,000	1,000
Incineration	11,000	14,000	13,000	11,000
Deep well injection ¹	389,000	263,000	270,000	389,000
Landfill	7,000	9,000	7,000	9,000
On-site storage	17	0	0	0
Total hazardous waste	409,000	290,000	292,000	411,000
Hazardous waste intensity (MT/MT sales product)	0.22	0.19	0.19	0.22
Outside the US hazardous waste	8,000	8,000	7,000	8,000
US hazardous waste	401,000	282,000	285,000	403,000

1. Reported on dry-basis.

NON-HAZARDOUS WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2018	2019	2020	2021
Recycling/reuse	92,000	111,000	58,000	74,000
Composting	0	0	0	0
Recovery (including energy recovery)	4,000	2,000	3,000	2,000
Incineration	22,000	12,000	12,000	13,000
Deep well injection ¹	11,000	12,000	10,000	9,000
Landfill	1,042,000	925,000	931,000	1,096,000
On-site storage	0	0	0	0
Total Non-hazardous waste	1,171,000	1,062,000	1,014,000	1,194,000
Non-hazardous waste intensity (MT/MT sales product)	0.61	0.70	0.66	0.64
Outside the US non-hazardous waste	533,000	450,000	497,000	580,000
US non-hazardous waste	638,000	612,000	517,000	614,000

1. Reported on dry-basis.

Supplemental Content and Data

NON-HAZARDOUS WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS) (continued)

	2018	2019	2020	2021
Recycling/reuse	93,000	114,000	59,000	75,000
Composting	0	0	0	0
Recovery (including energy recovery)	5,000	3,000	4,000	3,000
Incineration	33,000	26,000	25,000	24,000
Deep well injection ¹	399,000	275,000	280,000	398,000
Landfill	1,049,000	934,000	938,000	1,105,000
On-site storage ¹	17	0	0	0
Total waste	1,579,000	1,352,000	1,306,000	1,605,000

1. Reported on dry-basis.

TOTAL WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2018	2019	2020	2021
Total waste intensity (MT/MT sales product)	0.85	0.89	0.85	0.86
Outside the US waste	543,000	461,000	506,000	588,000
US waste	1,036,000	891,000	800,000	1,017,000
Total waste	1,579,000	1,352,000	1,306,000	1,605,000

LANDFILL VOLUME BY TYPE (CUBIC METERS)

	2018	2019	2020	2021
Production waste	696,000	636,000	646,000	865,000
Business waste (general trash)	75,000	46,000	43,000	49,000
Landfill manufacturing waste	771,000	682,000	689,000	869,000
One-time event waste	39,000	56,000	1,000	1,000
Total landfill waste	810,000	738,000	690,000	870,000

Supplemental Content and Data

HAZARDOUS WASTE TRANSPORTED (METRIC TONS)

	2018	2019	2020	2021
Hazardous waste transported	13,000	19,000	16,000	14,000
Hazardous waste imported	0	0	0	0
Hazardous waste exported	0	0	0	0
Hazardous waste treated	13,000	19,000	16,000	14,000

PERCENTAGE OF HAZARDOUS WASTE SHIPPED INTERNATIONALLY

	2018	2019	2020	2021
Waste shipped internationally	0%	0%	0%	0%

PERCENT OF PRODUCTS SOLD IN REUSABLE OR RECYCLABLE PACKAGING

	2018	2019	2020	2021
Titanium Technologies	39%	41%	39%	39%
Thermal & Specialized Solutions	55% ¹	52% ¹	51%	70%
Advanced Performance Materials	N/A	N/A	17%	30%
Chemours total ²	44%	43%	40%	43%

1. Reflects percent of products sold in reusable and recyclable packaging for Thermal & Specialized Solutions and Advanced Performance Materials combined. Individual business breakdown not available for 2018 and 2019 data.

2. Data does not include Other Segment

Supplemental Content and Data

Land Use and Biodiversity

LAND PORTFOLIO ON DECEMBER 31, 2021

Location	Operation type	Total acres	Owned acres	Leased acres
Manufacturing operations				
US and Canada	Manufacturing	12,481	12,358	123
US and Canada	Office, Lab, Distribution	152	6	146
US and Canada	Former operating site	3,866	3,866	0
Asia-Pacific	Manufacturing	99	99	0
Asia-Pacific	Office, Lab, Distribution	6	0	6
Europe	Manufacturing	18	16	2
Europe	Office, Lab, Distribution	3	0	3
Latin America	Manufacturing	1,186	1,182	4
Latin America	Office, Lab, Distribution	1	0	1
Latin America	Former operating site	17	17	0
Total acres	—	17,829	17,544	285
Percent developed	—	36%	35%	100%
Mining operations				
US and Canada	Mining	44,326	17,098	27,228

Supplemental Content and Data

Sustainable Offerings

HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES COMPLIANCE

	2018	2019	2020	2021
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

PRODUCT AND SERVICE INFORMATION AND LABELING COMPLIANCE

	2018	2019	2020	2021
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

2021 Corporate Responsibility Commitment (CRC) Performance Scorecard



Principle	FY2018	FY2019	FY2020	FY2021	2021 Goal Progress
BUSINESS OVERVIEW (USD in Millions)					
Economic Value Generated					
Net Sales	6,638	5,526	4,969	6,345	
Adjusted EBITDA	1,740	1,020	879	1,313	
Economic Value Distributed					
Operating Costs ¹	5,373	5,098	4,509	5,562	
Research and Development	82	80	93	107	
Payments to Providers of Capital ²	998	690	372	517	
Payments to Governments ³	75	85	78	149	
Capital Expenditures	498	481	267	277	
Economic Value Retained					
Change in Retained Earnings ⁴	887	-217	54	433	
INSPIRED PEOPLE					
Empowered Employees					
Total Number Employees at Year End	7,021	6,953	6,525	6,388	
Women in Total Global Workforce	22%	22%	22%	23%	
Women in Director Level or Above	30%	32%	32%	33%	
Women in Global Leadership Team	33%	33%	32%	32%	
Women in Chemours Executive Team	13%	13%	25%	44%	
Women on the Board of Directors	25%	33%	33%	36%	
Ethnic Diversity in Total US Workforce	19%	19%	20%	21%	
Ethnic Diversity in US Leadership Team	26%	21%	21%	18%	
Ethnic Diversity in Chemours Executive Team	13%	25%	38%	44%	
Ethnic Diversity on the Board of Directors	13%	11%	11%	27%	
Workplace Culture-Survey Participation	80%	89%	73%	73%	
Workplace Culture-Benchmark Ranking	2nd Quartile	2nd Quartile	NA	N/A	

Behind schedule On track

2021 CRC Performance Scorecard

Principle	FY2018	FY2019	FY2020	FY2021	2021 Goal Progress
Vibrant Communities					
Annual Vibrant Communities Charitable Giving (US Dollars in Millions)	0	2.8	6.8	5.9	
Cumulative Charitable Giving toward 2030 Goal (US Dollars in Millions)	0	2.8	9.1	15	
Safety Excellence					
Employee Total Reportable Incident Rate (Number of Incidents x 200,000 / Total Hours Worked)	0.28	0.27	0.36	0.29	
Employee Lost Time Incident Rate (Number of Incidents x 200,000 / Total Hours Worked)	0.05	0.04	0.04	0.06	
Employee Fatalities	0	0	0	0	
Contractor Total Reportable Incident Rate (Number of Incidents x 200,000 / Total Hours Worked)	0.23	0.32	0.30	0.16	
Contractor Lost Time Incident Rate (Number of Incidents x 200,000 / Total Hours Worked)	0.00	0.02	0.03	0.03	
Contractor Fatalities	0	1	0	0	
Tier 1 Process Safety Event Rate (Number of Events per 100 Workers per Year)	0.04	0.02	0.01	0.03	
Tier 2 Process Safety Event Rate (Number of Events per 100 Workers per Year)	0.11	0.14	0.13	0.12	
Distribution Incidents	3	6	3	2	
Total Number Significant Spills	0	0	0	0	

2021 CRC Performance Scorecard

Principle	FY2018	FY2019	FY2020	FY2021	2021 Goal Progress
SHARED PLANET					
Energy Use					
Total Purchased Electricity Use (Megawatt Hours) ⁵	1,492,000	1,477,000	1,560,000	1,682,000	
Electricity Use—Nonrenewable Sources (Megawatt Hours)	1,405,000	1,397,000	1,458,000	1,570,000	
Electricity Use—Renewable Sources (Megawatt Hours)	87,000	80,000	102,000	112,000	
Renewables as Percent of Total Electricity Use ⁵	6%	5%	7%	7%	
Total Fuel Use (Megawatt Hours) ⁵	4,364,000	3,946,000	3,921,000	4,207,000	
Fuel Use—Nonrenewable Sources (Megawatt Hours)	4,268,000	3,867,000	3,826,000	4,122,000	
Fuel Use—Renewable Sources (Megawatt Hours)	96,000	79,000	95,000	85,000	
Total Purchased Steam Use (Megawatt Hours) ⁵	2,446,000	2,365,000	2,190,000	2,705,000	
Total Energy Use (Megawatt Hours) ⁵	8,302,000	7,788,000	7,671,000	8,593,000	
US Energy Use	6,147,000	5,979,000	5,690,000	6,440,000	
Outside US Energy Use	2,155,000	1,809,000	1,981,000	2,153,000	
Energy Intensity (Megawatt Hours / Metric Tons of Sales Product) ⁵	4.49	5.15	4.98	4.63	
Renewables as Percent of Total Energy Use ⁵	2%	2%	2%	2%	

2021 CRC Performance Scorecard

Principle	FY2018	FY2019	FY2020	FY2021	2021 Goal Progress
Greenhouse Gas Emissions					
Direct (Scope 1) GHG Emissions (Metric Tons of CO ₂ e) ⁵	8,527,000	8,179,000	5,472,000	6,412,000	
Indirect (Scope 2) GHG Emissions (Metric Tons of CO ₂ e) ⁵	1,401,000	1,311,000	1,376,000	1,473,000	
Total Scope 1 and 2 GHG Emissions (Metric Tons of CO ₂ e) ⁵	9,928,000	9,490,000	6,848,000	7,885,000	
US GHG Emissions (Metric Tons of CO ₂ e)	8,401,000	8,033,000	5,490,000	5,798,000	
Outside US GHG Emissions (Metric Tons of CO ₂ e)	1,527,000	1,458,000	1,358,000	2,087,000	
Adjusted Scope 1 and 2 Absolute GHG Emissions (Metric Tons of CO₂e)^{5,6}	9,326,000	9,269,000	6,649,000	7,640,000	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e / Metric Tons of Sales Product) ⁵	5.05	6.13	4.32	4.11	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e / \$ Net Sales) ⁵	0.0014	0.0017	0.0013	0.0012	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e / \$ Adjusted EBIDTA) ⁵	5,360	9,087	7,564	5,819	
Indirect (Scope 3) GHG Emissions (Million Metric Tons of CO ₂ e) ⁵	161	155	140	144	
Total Scope 1, 2, and 3 GHG Emissions (Million Metric Tons of CO ₂ e) ⁵	170	164	147	152	
Avoided GHG Emissions Enabled by Products (Million Metric Tons of CO ₂ e)	34	27	28	34	
Air Emissions					
Total Fluorinated Organic Compound Process Emissions to Air (Metric Tons)⁵	1,082	986	566	717	
Total NO _x + SO _x Emissions (Metric Tons) ⁵	2,800	3,100	1,700	1,400	
Total NO _x Emissions (Metric Tons)	1,000	1,300	900	700	
Total SO _x Emissions (Metric Tons)	1,800	1,800	800	700	
Total Volatile Organic Carbon Emissions (Metric Tons) ⁵	2,900	2,200	2,500	2,500	
US Hazardous Air Pollutants (Metric Tons) ⁵	1,800	1,600	1,700	1,400	

2021 CRC Performance Scorecard

Principle	FY2018	FY2019	FY2020	FY2021	2021 Goal Progress
Water Stewardship					
Total Water Use (Megaliters) ⁵	270,000	235,000	422,000	358,000	
Total Water Withdrawals (Megaliters) ⁵	217,000	190,000	183,000	206,000	
Total Water Recycled (Megaliters) ⁵	38,000	33,000	230,000	160,000	
Total Water Discharged (Megaliters) ⁵	193,000	180,000	173,000	198,000	
Total Water Consumption (Megaliters) ⁵	46,000	42,000	42,000	46,000	
Water Use Intensity (Megaliters / Metric Tons of Sales Product) ⁵	0.12	0.13	0.12	0.11	
Number of Sites in Stressed Watersheds per Aqueduct Screen	8	7	7	7	
Stressed Watershed Withdrawals/Total Withdrawals ⁵	6%	4%	4%	6%	
Total Fluorinated Organic Compound Emissions to Water (Metric Tons)⁷	556	548	266	267	
Waste Generation					
Total Waste Generated (Metric Tons) ⁵	1,579,000	1,352,000	1,306,000	1,605,000	
Total Waste to Landfills (Metric Tons)	1,049,000	934,000	938,000	1,105,000	
Total Waste to Incineration/Controlled Combustion (Metric Tons)	33,000	26,000	25,000	24,000	
Total Waste to Deep Wells (Metric Tons)	399,000	275,000	280,000	398,000	
Total Waste to Other Disposal Methods (Metric Tons)	17	0	0	0	
Total Waste Recycled (Metric Tons)	93,000	114,000	59,000	75,000	
Total Waste Incinerated for Energy Recovery (Metric Tons)	5,000	3,000	4,000	3,000	
Total Waste Intensity (Metric Tons / Metric Tons of Sales Product) ⁵	0.85	0.89	0.85	0.86	
Total Hazardous Waste Generated (Metric Tons) ⁵	409,000	290,000	292,000	411,000	
Hazardous Waste Recycled/Reuse (Metric Tons) ⁵	1,000	3,000	1,000	1,000	
Total Nonhazardous Waste Generated (Metric Tons) ⁵	1,171,000	1,062,000	1,014,000	1,194,000	
Nonhazardous Waste Recycled/Reused (Metric Tons) ⁵	92,000	111,000	58,000	74,000	
Total Waste Volume to Landfills (m ³) ⁵	771,000	682,000	689,000	869,000	
Landfill Volume Intensity (m³/ Metric Tons of Sales Product)⁵	0.42	0.45	0.45	0.47	

2021 CRC Performance Scorecard

Principle	FY2018	FY2019	FY2020	FY2021	2021 Goal Progress
EVOLVED PORTFOLIO					
Sustainable Offerings					
Revenue from Products that Support the United Nations Sustainable Development Goals	9.5%	10.4%	37.5%	47.2%	
Products Sold in Recyclable/Reusable Packaging	44%	43%	40%	43%	
Sustainable Supply Chain					
Procurement Spend Covered by Sustainability Assessments	5%	39%	59%	82%	Achieved
Procurement Spend with Local Suppliers	16%	14%	10%	10%	
Improvement in Supplier Sustainability Score	0%	0%	0%	15%	Achieved

Footnotes

1. Operating Costs is comprised of cost of goods sold; selling, general, and administrative expense; and restructuring, asset-related, and other charges, as disclosed in the company's Annual Reports on Form 10-K for the years ended December 31, 2018, 2019, 2020, and 2021.
2. Payments to Providers of Capital is comprised of cash paid for interest (net of amounts capitalized), dividends, and purchases of treasury stock as disclosed in the company's Annual Reports on Form 10-K for the years ended December 31, 2018, 2019, 2020, and 2021.
3. Payments to Governments is comprised of cash paid for income taxes (net of refunds), as disclosed in the company's Annual Reports on Form 10-K for the years ended December 31, 2018, 2019, 2020, and 2021.
4. Economic Value Retained reflects the Change in Retained Earnings, as disclosed in the company's Annual Reports on Form 10-K for the years ended December 31, 2018, 2019, 2020, and 2021. Economic Value Retained does not represent Economic Value Generated less Economic Value Distributed, as not all financial impacts are reflected within the metrics included above. Refer to the company's Annual Reports on Form 10-K for the years ended December 31, 2018, 2019, 2020, and 2021 for further information.
5. We are restating our historic Shared Planet data because of business divestitures.
6. Values adjusted to remove contributions from a one-time emissions release event in 2018 and to remove emissions attributed to generating steam for tenants.
7. Includes 253 metric tons of emissions currently captured and sent off-site for deep-well injection.

Membership Associations

As a global industry leader committed to advancing science and responsible operations, we openly collaborate with customers, academia, suppliers, communities, and governments.

We actively work with the following industry associations and nongovernmental organizations by maintaining board and other leadership positions:

- › Air-Conditioning, Heating, and Refrigeration Institute
- › Alliance for Responsible Atmospheric Policy
- › American Chemistry Council
- › American Coatings Association
- › American Institute of Chemical Engineers
- › American Society of Heating, Refrigerating and Air-Conditioning Engineers
- › Association of the Dutch Chemical Industry
- › Association of Plastics Manufacturers (Plastics Europe)
- › Brazilian Chemical Industry Association (ABIQUIM)
- › Campbell Institute
- › Center for Climate and Energy Solutions
- › China Petroleum and Chemical Industry Federation
- › Chlorine Institute
- › European Chemical Industry Council (Cefic)
- › Green Chemistry and Commerce Council
- › International Code Council
- › International Standards Organization
- › Japan Chemical Industry Association
- › Japan Hygienic Olefin and Styrene Plastics Association
- › Mexican Chemical Producers Association
- › National Fire Protection Association
- › National Industrial Transportation League
- › National Safety Council
- › Plastics Europe Fluoropolymer Group
- › Plastics Industry Association
- › Taiwan Responsible Care Association
- › The Conference Board
- › Titanium Dioxide Manufacturers Association
- › Transportation Community Awareness Emergency Response Nat'l Task Group (TRANSCAER NTTG)
- › United States Council of International Business
- › Wildlife Habitat Council
- › World Environment Center
- › World Resources Institute

The above is a non-inclusive list of organizations and rather, serves as an overview and snapshot of the organizations with which Chemours partners. In addition to the above organizations, we are also active members in the local Chambers of Commerce organizations in the communities in which we operate.

Global Reporting Initiative (GRI) Index

Disclosure Number	Disclosure Title	Response
GRI 102: GENERAL DISCLOSURES		
Organizational Profile		
102-1	Name of the organization	The Chemours Company
102-2	Activities, brands, products, and services	2021 10-K , pages 3-5
102-3	Location of headquarters	Wilmington, Delaware
102-4	Location of operations	2021 10-K , page 31
102-5	Ownership and legal form	Chemours is incorporated in the state of Delaware and is publicly traded on the New York Stock Exchange under the symbol CC.
102-6	Markets served	Introduction > About Chemours
102-7	Scale of the organization	Introduction > About Chemours
102-8	Information on employees and other workers	Introduction > About Chemours Appendix > Supplemental Content and Data
102-9	Supply chain	2021 10-K , pages 4-9
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary Principle or approach	Our Environment Health, Safety, and Corporate Responsibility Policy describes the elements of our approach to protect the environment and human health through our commitment to apply the Responsible Care® Guiding Principles globally. We seek to apply processes or practices with less environmental impact, and through our product sustainability practices, manage potential risks or impacts from our products throughout their entire life cycle, from the design stage to product end-of-life.
102-12	External initiatives	Representative examples include: <ul style="list-style-type: none"> 】 Responsible Care® Global Charter and Guiding Principles 】 United Nations Guiding Principles on Business and Human Rights 】 UN Sustainable Development Goals 】 United Nations Global Compact

GRI Index

Disclosure Number	Disclosure Title	Response
Organizational Profile		
102-13	Membership of associations	Appendix > Membership Associations
Strategy		
102-14	Statement from senior decision-maker	Introduction > Leadership Message
102-15	Key impacts, risks, and opportunities	2021 10-K , pages 16-30
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Transparent Governance > Ethics and Integrity Inspired People > Empowered Employees Code of Conduct Supplier Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Transparent Governance > Ethics and Integrity
Governance		
102-18	Governance structure	2022 Proxy Statement , pages 17-19
102-19	Delegating authority	2022 Proxy Statement , page 13
102-20	Executive-level responsibility for economic, environmental, and social topics	Introduction > Our Commitment to Corporate Responsibility 2022 Proxy Statement , page 13
102-21	Consulting stakeholders on economic, environmental, and social topics	Introduction > Our Commitment to Corporate Responsibility > Stakeholder Engagement 2022 Proxy Statement , page 16
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement , pages 17-19
102-23	Chair of the highest governance body	2022 Proxy Statement , page 13

GRI Index

Disclosure Number	Disclosure Title	Response
Governance (continued)		
102-24	Nominating and selecting the highest governance body	<p>The board Nominating and Corporate Governance Committee nominates directors based on their independence, as well as their experience and expertise in a variety of areas, including environmental, health, safety, and other sustainability (ESG) topics. In evaluating each candidate, the committee considers factors such as integrity and character; sound, independent judgment; breadth of experience, insight, and knowledge; business acumen; significant professional accomplishment; and individual qualities and attributes, including diversity in experience, gender, and ethnicity.</p> <p>We present director nominations to our shareholders as part of our annual shareholder meeting process.</p> <p>Additional information may be found in our 2022 Proxy Statement, page 19, and on our investor relations Web site.</p>
102-25	Conflicts of interest	<p>2022 Proxy Statement, page 14</p> <p>Code of Conduct</p> <p>Code of Business Conduct and Ethics for the Board of Directors</p> <p>Code of Ethics for the CEO, Chief Financial Officer, and Controller</p>
102-26	Role of highest governance body in setting purpose, values, and strategy	<p>Introduction > Our Commitment to Corporate Responsibility</p> <p>2022 Proxy Statement, page 13</p>
102-27	Collective knowledge of highest governance body	<p>2022 Proxy Statement, pages 4, 15</p>
102-28	Evaluating the highest governance body's performance	<p>2022 Proxy Statement, pages 20-22, 38-40</p>
102-29	Identifying and managing economic, environmental, and social impacts	<p>Introduction > Our Commitment to Corporate Responsibility</p> <p>2022 Proxy Statement, page 13</p>
102-30	Effectiveness of risk management processes	<p>2022 Proxy Statement, pages 14-16</p>
102-31	Review of economic, environmental, and social topics	<p>Our Board of Directors receives regular updates on our economic, environmental, and social topics.</p>
102-32	Highest governance body's role in sustainability reporting	<p>The Chemours annual Corporate Responsibility Commitment (CRC) report is reviewed and approved by the president and CEO and the Chemours Executive Team (CET) and is provided to the Nominating and Governance Committee and Board of Directors for review.</p>
102-33	Communicating critical concerns	<p>Should a critical concern arise regarding corporate responsibility, the Board of Directors would receive a report via the Chemours Executive Team, which communicates with all business segments and major corporate functions and is responsible for addressing and resolving such concerns.</p>
102-35	Remuneration policies	<p>2022 Proxy Statement, pages 25-61</p>

GRI Index

Disclosure Number	Disclosure Title	Response
Governance (continued)		
102-36	Process for determining remuneration	2022 Proxy Statement , pages 25-61
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement , page 16
102-38	Annual total compensation ratio	2022 Proxy Statement , page 48
102-39	Percentage increase in annual total compensation ratio	CEO total compensation ratio <u>2020</u> <u>2021</u> 83:1 51:1
Stakeholder Engagement		
102-40	List of stakeholder groups	Introduction > Our Commitment to Corporate Responsibility > Stakeholder Engagement
102-41	Collective bargaining agreements	Approximately 19% of our employees are represented by unions or works councils.
102-42	Identifying and selecting stakeholders	Introduction > Our Commitment to Corporate Responsibility > Stakeholder Engagement
102-43	Approach to stakeholder engagement	Introduction > Our Commitment to Corporate Responsibility > Stakeholder Engagement
102-44	Key topics and concerns raised	Introduction > Our Commitment to Corporate Responsibility > Stakeholder Engagement
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2021 10-K , Exhibit 21
102-46	Defining report content and topic Boundaries	Introduction > Our Commitment to Corporate Responsibility > Environmental, Social, and Governance Issue Prioritization
102-47	List of material topics	Introduction > Our Commitment to Corporate Responsibility > Environmental, Social, and Governance Issue Prioritization
102-48	Restatements of information	All environmental metrics are restated for reporting year 2018 due to the sale of our Memphis operating site in 2021.
102-49	Changes in reporting	We annually review our issue prioritization assessment to reflect any changes in the relative priority of topics that are of interest to society and/or may impact our businesses and to identify new emerging issues. No significant changes were identified to our topics prioritized for action.
102-50	Reporting period	January 1-December 31, 2021
102-51	Date of most recent report	2021

GRI Index

Disclosure Number	Disclosure Title	Response
Reporting Practice (continued)		
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Feedback on this report or its contents and our corporate responsibility performance can be provided via email at: CorporateResponsibility@chemours.com
102-54	Claims of reporting in accordance with the GRI Standards	We prepared this 2021 report in accordance with GRI Standards: Core option. Please see the https://www.globalreporting.org/standards to learn more about the GRI framework.
102-55	GRI content index	Appendix > GRI Content Index
102-56	External assurance	A third-party assurance partner has provided a limited level of assurance of our 2018 baseline greenhouse gas (GHG) emissions data as well as our 2019 and 2020 GHG emissions using the ISO 14064—Part 3. Assurance statements can be found here.
GRI 200: ECONOMIC		
GRI 204: Procurement Practices		
103-1	Explanation of the material topic and its Boundary	Evolved Portfolio > Sustainable Supply Chain
103-2	The management approach and its components	Evolved Portfolio > Sustainable Supply Chain
103-3	Evaluation of the management approach	Evolved Portfolio > Sustainable Supply Chain
204-1	Proportion of spending on local suppliers	Appendix > 2021 CRC Performance Scorecard Evolved Portfolio > Sustainable Supply Chain
GRI 205: Anti-corruption		
103-1	Explanation of the material topic and its Boundary	Transparent Governance > Ethics and Integrity
103-2	The management approach and its components	Transparent Governance > Ethics and Integrity Code of Conduct Supplier Code of Conduct
103-3	Evaluation of the management approach	Transparent Governance > Ethics and Integrity
205-2	Communication and training about anti-corruption policies and procedures	Transparent Governance > Ethics and Integrity

GRI Index

Disclosure Number	Disclosure Title	Response
GRI 300: ENVIRONMENTAL		
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Shared Planet > Energy and Climate
103-2	The management approach and its components	Shared Planet > Energy and Climate
103-3	Evaluation of the management approach	Shared Planet > Energy and Climate
302-1	Energy consumption within the organization	Appendix > Supplemental Content and Data > Energy and Climate > Total energy consumption within the organization
302-2	Energy consumption outside of the organization	Appendix > Supplemental Content and Data > Energy and Climate
302-3	Energy intensity	Appendix > Supplemental Content and Data > Energy and Climate > Energy Intensity
GRI 303: Water and Effluents		
103-1	Explanation of the material topic and its Boundary	Shared Planet > Water Stewardship
103-2	The management approach and its components	Shared Planet > Water Stewardship
103-3	Evaluation of the management approach	Shared Planet > Water Stewardship
303-1	Interactions with water as a shared resource	Shared Planet > Water Stewardship
303-2	Management of water discharge-related impacts	Shared Planet > Water Stewardship
303-3	Water withdrawal	Appendix > Supplemental Content and Data > Water Stewardship
303-4	Water discharge	Appendix > Supplemental Content and Data > Water Stewardship
303-5	Water consumption	Appendix > Supplemental Content and Data > Water Stewardship

GRI Index

Disclosure Number	Disclosure Title	Response
GRI 304: Biodiversity		
103-1	Explanation of the material topic and its Boundary	Shared Planet > Land Use and Biodiversity
103-2	The management approach and its components	Shared Planet > Land Use and Biodiversity
103-3	Evaluation of the management approach	Shared Planet > Land Use and Biodiversity
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Appendix > Supplemental Content and Data > Land Use and Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	Shared Planet > Land Use and Biodiversity
304-3	Habitats protected or restored	Shared Planet > Land Use and Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>The gopher tortoise is listed on the International Union for the Conservation of Nature (IUCN) Red List as “vulnerable” due to severely fragmented habitat and declining numbers of mature individuals. In addition, it is a state protected species in Florida and a federally protected species outside Florida and Georgia. To date, more than 400 tortoises have been collected and relocated to state-approved relocation sites in Florida and Wildlife Management Areas in Georgia.</p> <p>The eastern indigo snake is classified by the IUCN Red List as “least concern” due to fragmented habitat and continued decline of mature individuals. The species is federally listed as “threatened” throughout its range.</p> <p>This species has a range that overlaps with Chemours’ mining operations in Florida and Georgia. To date, we have not observed any individuals at our mining operations.</p>
303-5	Water consumption	Appendix > Supplemental Content and Data > Water Stewardship

GRI Index

Disclosure Number	Disclosure Title	Response
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Shared Planet > Energy and Climate
103-2	The management approach and its components	Shared Planet > Energy and Climate
103-3	Evaluation of the management approach	Shared Planet > Energy and Climate
305-1	Direct (Scope 1) GHG emissions	Appendix > Supplemental Content and Data > Energy and Climate > Direct (Scope 1) GHG Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Appendix > Supplemental Content and Data > Energy and Climate > Total Indirect Energy (Scope 2) GHG Emissions
305-3	Other indirect (Scope 3) GHG emissions	Appendix > Supplemental Content and Data > Energy and Climate > Scope 3 Indirect Emissions
305-4	GHG emissions intensity	Appendix > Supplemental Content and Data > Energy and Climate > Scope 1 and 2 GHG Emissions Intensity
305-5	Reduction of GHG emissions	Appendix > Supplemental Content and Data > Energy and Climate > Total Operations (Scope 1 and Scope 2) GHG Emissions
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Appendix > Supplemental Content and Data > Energy and Climate > Air Emission Type
GRI 306: Waste		
103-1	Explanation of the material topic and its Boundary	Shared Planet > Waste
103-2	The management approach and its components	Shared Planet > Waste
103-3	Evaluation of the management approach	Shared Planet > Waste
306-1	Waste generation and significant waste-related impacts	Shared Planet > Waste
306-2	Management of significant waste-related impacts	Shared Planet > Waste
306-3	Waste generated	Appendix > 2021 CRC Performance Scorecard > Waste Generation
306-4	Waste diverted from disposal	Appendix > Supplemental Content and Data > Waste
306-5	Waste directed to disposal	Appendix > Supplemental Content and Data > Waste
GRI 307: Environmental Compliance		
103-1	Explanation of the material topic and its Boundary	Transparent Governance > Environmental Compliance
103-2	The management approach and its components	Transparent Governance > Environmental Compliance
103-3	Evaluation of the management approach	Transparent Governance > Environmental Compliance
307-1	Non-compliance with environmental laws and regulations	Transparent Governance > Environmental Compliance > Environmental Deviations

GRI Index

Disclosure Number	Disclosure Title	Response
GRI 308: Supplier Environmental Assessment		
103-1	Explanation of the material topic and its Boundary	Evolved Portfolio > Sustainable Supply Chain
103-2	The management approach and its components	Evolved Portfolio > Sustainable Supply Chain
103-3	Evaluation of the management approach	Evolved Portfolio > Sustainable Supply Chain
308-1	New suppliers that were screened using environmental criteria	Evolved Portfolio > Sustainable Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Evolved Portfolio > Sustainable Supply Chain
GRI 400: SOCIAL		
GRI 401: Employment		
103-1	Explanation of the material topic and its Boundary	Inspired People > Empowered Employees
103-2	The management approach and its components	Inspired People > Empowered Employees
103-3	Evaluation of the management approach	Inspired People > Empowered Employees
401-1	New employee hires and employee turnover	Appendix > Supplemental Content and Data > Empowered Employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Inspired People > Empowered Employees > Compensation and Benefits
GRI 403: Occupational Health and Safety		
103-1	Explanation of the material topic and its Boundary	Inspired People > Health and Safety
103-2	The management approach and its components	Inspired People > Health and Safety
103-3	Evaluation of the management approach	Inspired People > Health and Safety
403-1	Occupational health and safety management system	Inspired People > Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Inspired People > Health and Safety
403-3	Occupational health services	Inspired People > Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Inspired People > Health and Safety

GRI Index

Disclosure Number	Disclosure Title	Response
GRI 403: Occupational Health and Safety (continued)		
403-5	Worker training on occupational health and safety	Inspired People > Health and Safety
403-6	Promotion of worker health	Inspired People > Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Inspired People > Health and Safety
403-9	Work-related injuries	Appendix > Supplemental Content and Data > Health and Safety
GRI 404: Training and Education		
103-1	Explanation of the material topic and its Boundary	Inspired People > Empowered Employees > Training and Development
103-2	The management approach and its components	Inspired People > Empowered Employees > Training and Development
103-3	Evaluation of the management approach	Inspired People > Empowered Employees > Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Inspired People > Empowered Employees > Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Inspired People > Empowered Employees > Training and Development
GRI 405: Diversity and Equal Opportunity		
103-1	Explanation of the material topic and its Boundary	Inspired People > Empowered Employees > Inclusion, Diversity, and Equity
103-2	The management approach and its components	Inspired People > Empowered Employees > Inclusion, Diversity, and Equity
103-3	Evaluation of the management approach	Inspired People > Empowered Employees > Inclusion, Diversity, and Equity
405-1	Diversity of governance bodies and employees	Appendix > 2021 CRC Performance Scorecard Inspired People > Empowered Employees
405-2	Ratio of basic salary and remuneration of women to men	Appendix > 2021 CRC Performance Scorecard > Inspired People > Empowered Employees

GRI Index

Disclosure Number	Disclosure Title	Response
GRI 414: Supplier Social Assessment		
103-1	Explanation of the material topic and its Boundary	Evolved Portfolio > Sustainable Supply Chain
103-2	The management approach and its components	Evolved Portfolio > Sustainable Supply Chain
103-3	Evaluation of the management approach	Evolved Portfolio > Sustainable Supply Chain
414-1	New suppliers that were screened using social criteria	Evolved Portfolio > Sustainable Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Evolved Portfolio > Sustainable Supply Chain
GRI 416: Customer Health and Safety		
103-1	Explanation of the material topic and its Boundary	Evolved Portfolio > Sustainable Offerings
103-2	The management approach and its components	Evolved Portfolio > Sustainable Offerings
103-3	Evaluation of the management approach	Evolved Portfolio > Sustainable Offerings
416-1	Assessment of the health and safety impacts of product and service categories	Evolved Portfolio > Sustainable Offerings
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Appendix > Supplemental Content and Data > Sustainable Offerings
GRI 417: Marketing and Labeling		
103-1	Explanation of the material topic and its Boundary	Evolved Portfolio > Sustainable Offerings
103-2	The management approach and its components	Evolved Portfolio > Sustainable Offerings
103-3	Evaluation of the management approach	Evolved Portfolio > Sustainable Offerings
417-1	Requirements for product and service information and labeling	We assess 100% of products for regulatory compliance. Appendix > Supplemental Content and Data > Sustainable Offerings
417-2	Incidents of non-compliance concerning product and service information and labeling	Appendix > Supplemental Content and Data > Sustainable Offerings

Sustainability Accounting Standards Board (SASB) Index

The index below summarizes our metrics and highlights where more detailed information may be found in our report. We have followed SASB's Chemicals Sustainability Accounting Standard.

Accounting metric	Code	Response
WORKFORCE HEALTH AND SAFETY		
Employee total recordable incident rate ¹	RT-CH-320a.1	0.29
Employee fatality rate ¹	RT-CH-320a.1	0
Contractor total recordable incident rate ¹	RT-CH-320a.1	0.16
Contractor fatality rate ¹	RT-CH-320a.1	0
Description of efforts to assess, monitor, and reduce exposure of employees and contractors to long-term (chronic) health risks	RT-CH-320a.2	For information on our safety programs, refer to the Health and Safety section of our 2021 Corporate Responsibility Commitment (CRC) report.

1. Rate defined as number of incidents per 100 workers per year.

OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS AND RESPONSE		
Total process safety incidents	RT-CH-540a.1	3 Tier 1 incidents 13 Tier 2 incidents
Process safety total incident rate (PSIR)	RT-CH-540a.1	0.03 Tier 1 PSIR 0.12 Tier 2 PSIR
Process safety incident severity rate	RT-CH-540a.1	Not applicable ¹
Total transportation incidents ²	RT-CH-540a.2	2 incidents

1. The total severity weighting is calculated for Tier 1 process safety events, but, given the inherent variability in industry reporting practices, it is not a reliable indicator of performance measures.

2. Chemours uses American Chemistry Council Metrics for Scoring DOT 5800.1 Incident Reports to define transportation incidents.

SASB Index

Accounting metric

Code

Response

MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT

Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry

RT-CH-530a.1

Consistent with our CRC and our 10 ambitious CRC goals, including at least a 99% reduction in fluorinated emissions, a 60% reduction in absolute greenhouse gas (GHG) emissions and longer-term carbon goals, the company is a proponent of the Paris Climate Agreement, the Kigali Amendment to the Montreal Protocol and the recently passed bipartisan American Innovation and Manufacturing (AIM) Act that will begin the national phase-down of hydrofluorocarbons. Chemours has also invested in a more sustainable product offering including Opteon™ low global warming potential refrigerants and Nafion™ ion exchange membranes that enable green hydrogen gas production and low-emitting vehicles.

Refer to the [Introduction section](#) as well as the [Environmental Compliance section](#) of our 2021 CRC report.

COMMUNITY RELATIONS

Discussion of engagement processes to manage risks and opportunities associated with community interests

RT-CH-210a.1

For information regarding our stakeholder engagement process, refer to the [Introduction](#), as well as the [Vibrant Communities](#) and [Water Stewardship](#) sections of our 2021 CRC report.

SASB Index

Accounting metric	Code	Response
GREENHOUSE GAS EMISSIONS		
Gross Scope 1 emissions	RT-CH-110a.1	6,412,000 MT CO ₂ e
Percent gross Scope 1 emissions covered under emissions-limiting regulations	RT-CH-110a.1	15%
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	RT-CH-110a.2	For information on our GHG accounting methodology and governance of GHG emissions, refer to the Climate section of our CRC report.
AIR QUALITY		
Global NOx emissions	RT-CH-120a.1	700 MT
Global SOx emissions	RT-CH-120a.1	700 MT
Global VOC emissions	RT-CH-120a.1	2,500 MT
ENERGY MANAGEMENT		
Total energy consumed	RT-CH-130a.1	30,935,000 gigajoules
Percentage grid electricity	RT-CH-130a.1	15%
Percentage renewable energy	RT-CH-130a.1	2%
Total self-generated energy	RT-CH-130a.1	2,106,000 gigajoules

SASB Index

Accounting metric	Code	Response
WATER MANAGEMENT		
Total water withdrawn	RT-CH-140a.1	206,000 thousand m ³
Total water consumed	RT-CH-140a.1	46,000 thousand m ³
Percentage withdrawn in regions with high baseline water stress	RT-CH-140a.1	6%
Percentage consumed in regions with high baseline water stress	RT-CH-140a.1	2%
Number incidents of non-compliance with water quality permits, standards, and regulations ¹	RT-CH-140a.2	3
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	For information on our water stewardship approach and actions to reduce emissions to water, refer to the Water Stewardship section of our 2021 CRC report.

¹ For a discussion of environmental deviations as well as how Chemours defines environmental deviations internally, please refer to the [Environmental Compliance section](#) of our 2021 CRC report.

HAZARDOUS WASTE MANAGEMENT		
Total hazardous waste generated	RT-CH-150a.1	411,000 MT
Percentage hazardous waste recycled	RT-CH-150a.1	<1%

SASB Index

Accounting metric	Code	Response
PRODUCT DESIGN FOR USE-PHASE EFFICIENCY		
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	We continue to invest in research and development aimed at products that are designed to increase resource efficiency during their use-phase. For more information, refer to the Sustainable Offerings section of our 2021 CRC report.
SAFETY AND ENVIRONMENTAL STEWARDSHIP OF CHEMICALS		
Percentage of products by revenue that contain Globally Harmonized System of Classification and Labeling of Chemicals categories 1 and 2 Health and Environmental Hazardous Substances	RT-CH-410b.1	For more information, refer to the Sustainable Offerings section of our 2021 CRC report.
Percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Refer to the Sustainable Offerings section of our 2021 CRC report.
Discussion of strategy to manage chemicals of concern	RT-CH-410b.2	Refer to the Sustainable Offerings section of our 2021 CRC report.
Discussion of strategy to develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	Refer to the Sustainable Offerings section of our 2021 CRC report.

Taskforce on Climate-related Financial Disclosures (TCFD) Index

Disclosure Focus Area	Recommended Disclosure	Reference
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	2022 Proxy , page 13 > CRC Governance Introduction > Our Commitment to Corporate Responsibility CDP Climate Change 2021 , C1.1a, C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Introduction > Our Commitment to Corporate Responsibility Shared Planet > Energy and Climate CDP Climate Change 2021 , C1.2, C1.2a
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP Climate Change 2021 , C2.3a, C2.4a
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP Climate Change 2021 , C2.3a, C2.4a, C3.3, C3.4
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Climate Change 2021 , C3.2a

TCFD Index


Disclosure Focus Area	Recommended Disclosure	Reference
RISK MANAGEMENT		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	CDP Climate Change 2021, C2.2
	b) Describe the organization's processes for managing climate-related risks.	CDP Climate Change 2021, C2.2
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP Climate Change 2021, C2.2
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Appendix > CRC Supplemental Content and Data > Energy and Climate
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Appendix > CRC Supplemental Content and Data > Energy and Climate
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Introduction > Our Commitment to Corporate Responsibility 2021 CRC Performance Scorecard > Shared Planet

UN Global Compact (UNGC) Communication on Progress

On October 8, 2018, Chemours became a UNGC participant. As such, we commit to annual reporting on our progress toward implementing the UNGC’s 10 Principles covering human rights, child and forced labor, the environment, and anti-corruption.

This 2021 Corporate Responsibility Commitment (CRC) Report serves as our annual UNGC Communication on Progress, describing our actions to integrate the UNGC and its principles into our business strategy, culture, and daily operations.

Chemours applies the standards of the UNGC to our Code of Conduct; our business ethics policies; our human resources policies; our environmental, health, safety, and corporate responsibility policy; and our responsible procurement program. Our policies can be found on our [corporate web site](#). Read more about our implementation strategy for each of the UNGC principles in the section referenced in the following index.



COMMUNICATION
ON PROGRESS

This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

[Read more about our Corporate Responsibility Commitment in our letter from our president and CEO.](#)

UNGC Communication on Progress

Principle	Principle description	Content index links
1	Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> › Vibrant Communities › Sustainable Supply Chain › Ethics and Integrity
2	Businesses should make sure they are not complicit in human rights abuses.	<ul style="list-style-type: none"> › Sustainable Supply Chain › Ethics and Integrity
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> › Sustainable Supply Chain › Ethics and Integrity
4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	<ul style="list-style-type: none"> › Sustainable Supply Chain › Ethics and Integrity
5	Businesses should uphold the effective abolition of child labor.	<ul style="list-style-type: none"> › Sustainable Supply Chain › Ethics and Integrity
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> › Empowered Employees › Vibrant Communities › Sustainable Supply Chain › Ethics and Integrity
7	Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> › Energy and Climate › Water Stewardship › Waste › Land Use and Biodiversity › Sustainable Offerings › Sustainable Supply Chain

UNGC Communication on Progress

Principle	Principle description	Content index links
8	Businesses should undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> › Energy and Climate › Water Stewardship › Waste › Land Use and Biodiversity › Sustainable Offerings › Sustainable Supply Chain
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> › Energy and Climate › Water Stewardship › Waste › Land Use and Biodiversity › Sustainable Offerings › Sustainable Supply Chain
10	Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> › Sustainable Supply Chain › Corporate Governance › Ethics and Integrity

Report Resources

Commitments, Policies, and Positions

Inspired People

- › [Code of Conduct](#)
- › [Ethics Hotline](#)
- › [Environment, Health, Safety, and Corporate Responsibility Policy](#)
- › [Environment, Health, Safety, and Security Management System Certifications](#)
- › [Inclusive Environment and Nondiscrimination Policy](#)
- › [Statement on Human Rights](#)
- › [Statement of Principles on Child Labor, Forced Labor, and Modern Slavery](#)
- › [Investor Relations](#)
- › [SEC Filings: 10-K, 10Q](#)
- › [2022 Proxy Statement](#)
- › [2021 GRI Content Index](#)
- › [2021 CRC Report](#)

Shared Planet

- › [Environment Management System Certifications](#)

Shared Planet

- › [Conflict Minerals: Specialized Disclosure Report](#)
- › [REACH General Statement](#)
- › [Animal Testing Policy and Program](#)
- › [Statement on California Transparency in Supply Chains Act](#)
- › [Statement on Conflict Minerals](#)
- › [Substances of Very High Concern \(SVHC\) General Statement](#)
- › [Supplier Code of Conduct](#)
- › [Quality Management System Certifications](#)

Acronyms

A2E..... Ability to Execute	CE Center of Excellence	GHG greenhouse gas
AAALAC..... Assessment and Accreditation of Laboratory Animal Care	COO chief operating officer	GRI Global Reporting Initiative
AAR..... Association of American Railroads	COVID-19 coronavirus disease 2019	GWP global warming potential
ACC..... American Chemistry Council	CPO..... chief procurement officer	HAP hazardous air pollutant
ACP annual compensation planning cycle	CRC..... Corporate Responsibility Commitment	HBCUs Historically Black Colleges and Universities
AiChE..... American Institute for Chemical Engineering American National Standards	CRLT..... Corporate Responsibility Leadership Team	HCFC hydrochlorofluorocarbon hydrofluorocarbon
APEC Asia-Pacific Economic Cooperation	DEP Florida Department of Environmental Protection	HFO hydrofluoroolefin
APM Advanced Performance Materials	DSST..... Distribution Safety Strategy Team	HR Human Resources
AR4 IPCC Fourth Assessment Report	EAEU Eurasian Economic Union	IATF International Automotive Task Force
CAB..... Community Advisory Board	EHS..... environmental, health, and safety	ICCA..... International Council of Chemical Associations
CAER Community Awareness Emergency Response Center for Applied Earth Science and Engineering Research	EHS & CR environment, health, safety, and corporate responsibility	ICMC..... International Cyanide Management Code
CCO chief compliance officer	EMEA..... Europe, Middle East, and Africa	IEC International Electrotechnical Commission
CDP..... Carbon Disclosure Project	EMR experience modification rating	IER..... integrated emergency response
CEO..... chief executive officer	EP&R..... emergency preparedness and response	ILO..... International Labour Organization
CET Chemours Executive Team	EPA US Environmental Protection Agency	IP Internet protocol
CFC..... chlorofluorocarbon	ERG employee resource group	IPCC..... Intergovernmental Panel on Climate Change
CH ₄ methane	ERM enterprise risk management	ISO International Organization for Standardization
CLARO Chemours Latin American Resource Organization	ERT..... Emergency Response Team	IUCN International Union for the Conservation of Nature
CLDC Compensation Leadership Development Committee	ESG..... environmental, social, and governance	LCA life cycle assessment
CO ₂ carbon dioxide	FIBC-D dissipative flexible intermediate bulk containers	LEI leadership effectiveness index
CO ₂ e..... carbon dioxide equivalent	FOC..... fluorinated organic compound	LGBTQA+ lesbian, gay, bisexual, transgender, questioning, and ally
	FECC Fish and Wildlife Conservation Commission	LRQA..... Lloyd's Register Quality Assurance
		LWCR..... lost workday cases rate

Acronyms

m ³ cubic meter	PSRA..... product sustainability risk assessment	TRANSCAER.. transportation community awareness emergency response
MEE Ministry of Ecology and Environment	Q&A..... question and answer	TRIR total recordable incident rate
MLK..... Martin Luther King, Jr.	R&D..... research and development	TSS Thermal & Specialized Solutions
MT metric ton	RC Responsible Care	UGA..... University of Georgia
MWh..... megawatt-hour	RRR reduce, refine, and replace	UL..... Underwriters Laboratories
N ₂ O..... nitrous oxide	RSU..... restricted stock units	UN United Nations
NAICS North American Industry Classification System	SASB..... Sustainability Accounting Standards Board	UNESCO..... United Nations Educational, Scientific and Cultural Organization
NEST..... Nature's Environmental Support Team	SCRA supplier corporate responsibility assessment	UNGC..... United Nations Global Compact
NF ₃ nitrogen trifluoride	SDG..... Sustainable Development Goal	US United States
NGO nongovernmental organization	SDS..... Safety Data Sheet	USDA..... United States Department of Agriculture
NIMS National Incident Management System	SEC Security and Exchange Commission	VOC volatile organic compound
NO _x nitrogen oxide	SF ₆ sulfur hexafluoride	VP..... vice president
OECD..... Organisation for Economic Co-operation and Development	SIF..... serious injuries and fatalities	VP EHS vice president of environmental, health, safety
OH&S..... Occupational Health and Safety	SIM..... Southern Ionic Minerals	VPP Voluntary Protection Program
OHSAS..... Occupational Health and Safety Assessment Series	SMART..... specific, measurable, actionable, realistic, and time-bound	WBCSD..... World Business Council of Sustainable Development
OSHA..... Occupational Safety and Health Administration	SO _x sulfur oxides	WHC..... Wildlife Habitat Council
PFAS perfluoroalkyl substances	STAR..... Science, Technology, and Advanced Research	WMA Wildlife Management Area
PFC perfluorocarbon	STEM science, technology, engineering, and mathematics	WRI..... World Resources Institute
PHA process hazard analysis	SVHC substance of very high concern	WWF World Wildlife Fund
PMP..... performance management process	SVP People..... senior vice president of people	
PSIR process safety total incident rate	TSCA..... Toxic Substances Control Act	
PSISR..... process safety incident severity rate	TiO ₂ titanium dioxide	

Definitions

General Definitions

American Chemistry Council (ACC)

The ACC represents a diverse set of companies engaged in the business of chemistry.

bluesign®

The bluesign® system is the solution for sustainable textile production. It eliminates harmful substances right from the beginning of the manufacturing process and sets and controls standards for environmentally friendly and safe production.

Carbon Footprint

The total amount of direct and indirect GHG emissions, expressed as CO₂e.

CEO Action for Diversity and Inclusion

A coalition of more than 1,000 CEOs who have committed to taking actions to advance diversity and inclusion in the workplace.

Chemours Environment, Health, and Safety Excellence Award

This award is given to plants that reach the top quartile of performance using the ACC industry safety metrics.

Deep Injection Well

Class-one underground injection wells are used to inject hazardous and non-hazardous waste into deep, isolated rock formations that are thousands of feet below the lowermost underground source of drinking water. The injection zone is separated from any aquifers by an impermeable “cap” rock called the “confining layer,” along with additional layers of permeable and impermeable rock and sediment.

Fluorinated Organic Compound (FOC) Process Emissions

These are emissions of FOCs to air and water from our manufacturing processes. FOCs are defined as compounds containing one or more carbon-fluorine bonds. Air emissions of these compounds are tracked for GHG reporting purposes, and both air and water emissions will be tracked for our water quality goal.

Global Reporting Initiative (GRI)

The GRI has developed the Sustainability Reporting Guidelines, which strive to increase the transparency and accountability of economic, environmental, and social performance. The GRI was established in 1997 in partnership with the UN Environment Programme. It is an international, multi-stakeholder, and independent institution whose mission is to develop and disseminate the globally applicable Sustainability Reporting Guidelines. These guidelines are for voluntary use by organizations for reporting on the economic, environmental, and social dimensions of their activities, products, and services. The GRI Guidelines became the GRI Standards in 2016.

Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard

The GHG Protocol Corporate Accounting and Reporting Standard maintains requirements and provides guidance for companies and other organizations that are preparing a corporate-level GHG emissions inventory. The standard covers the accounting and reporting of seven GHGs covered by the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). It was updated in 2015 with the Scope 2 Guidance, which allows companies to credibly measure and report emissions from purchased or acquired electricity, steam, heat, and cooling. Companies may additionally report GHG emissions from gases not covered by the Kyoto Protocol, such as chlorofluorocarbons and other fluorinated compounds. CO₂e stands for carbon dioxide equivalent and is a standard unit for measuring carbon footprints.

GHG Scope 1

Scope 1 emissions are the GHGs produced directly from sources that are owned or controlled by Chemours—for example, from our manufacturing processes and equipment or from combustion of fuel in vehicles, boilers, and furnaces. Emissions produced from renewable fuel sources (e.g., landfill gas or biogas) are not reported as Scope 1 emissions.

GHG Scope 2

Scope 2 emissions are the indirect GHGs resulting from the generation of electricity, heating and cooling, and steam off-site but purchased by the entity. Scope 2 emissions physically occur at the facility where electricity and steam are generated and not at Chemours locations.

GHG Scope 3

Scope 3 emissions are indirect emissions that organizations produce through their activities but that arise from sources not owned or controlled by the organization. Examples of such activities include business travel, commuting, supply chain (procurement), product use, and activities associated with product end-of-life. The GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, provided by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), allows companies to assess their entire value-chain emissions impact and identify where to focus reduction activities.

Green Globes

Green Globes is an online assessment protocol, rating system, and guidance for green building design, operation, and management. It provides market recognition of a building's environmental attributes through third-party assessment.

Definitions

General Definitions (continued)

International Council of Chemical Associations (ICCA)

The ICCA is the trade association of the global chemical industry. Its members include both regional trade associations and national associations, such as the ACC. Members account for more than 90% of global chemical sales. ICCA is the steward of Responsible Care®, a voluntary scheme to improve chemical safety among its members.

ISO 14001

An international standard developed by the International Organization for Standardization (ISO) that determines the general requirements for an environmental management system for voluntary certification.

ISO 45001

An international standard developed by ISO that determines the general requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving their OH&S performance. This standard replaced the OHSAS 18001 safety standard.

ISO 50001

An international standard developed by ISO that determines the general requirements for use of an energy management system with a main purpose of using energy more efficiently.

Joint Venture

A cooperative agreement in which the parties that have joint control of a legally independent entity have rights to the net assets of that arrangement. Joint ventures are accounted for using the operational control boundary for reporting environmental data.

Land Protected

Undisturbed land (not affected by any operations) that remains in its original state and that is actively protected from operations to maintain a healthy, functioning ecosystem.

Land Disturbed

Areas that are used during or affected by operational activities, including operational plants and units (including tanks, maintenance facilities, etc.), office buildings, infrastructure (roads, parking lots, ditches, etc.), waste treatment/storage areas or ponds, and mining operations (from area prep through backfilling).

Land in Rehabilitation

Former or operational areas where topsoil has been placed, but rehabilitation is not complete.

Land Restored

Areas where rehabilitation has been completed to achieve a specified quality level as agreed upon with regulatory agencies, third-party requirements, or internal standards.

Location-Based Emissions

Reflect the average GHG emissions intensity of grids on which electricity consumption occurs (using mostly national grid-average emissions factor data). The corresponding emissions factor is in most cases the national emissions factor.

Market-Based Emissions

Reflect GHG emissions from electricity supplies that companies have purposefully chosen and contracted (or decided against). Corresponding emissions factors: supplier-specific emissions factor (provided by the supplier) and residual emissions factor (country-based grid factor, corrected for allocated purchased electricity from renewable resources).

Intermediate Product

Manufactured products or co-products that are either used at the producing site or transferred to another Chemours site to be used as a feedstock in the production of another product.

Sales Product

Manufactured products or co-products that are sold to a third party.

REACH

A European Union regulatory framework for the registration, evaluation, authorization, and restriction of chemicals; it was implemented gradually and took full effect by 2018. Companies are obligated to collect data on the properties and uses of produced and imported substances and to assess any risks.

Responsible Care®

A worldwide initiative by the chemical industry to continuously improve its performance and achieve excellence in environmental protection, health, safety, and security performance.

Responsible Care® 14001

(RC 14001) combines the Responsible Care Management System and ISO 14001 certification into a single, cost-effective process.

Science-Based Targets

The Science-Based Targets initiative (SBTi) champions science-based target-setting as a powerful way of boosting companies' competitive advantage in the transition to a low-carbon economy. A science-based target is one that is adopted by companies to reduce GHG emissions according to the level of decarbonization required to keep global temperature increase below 2°C compared to pre-industrial temperatures, as described in the Fifth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC AR5).

Definitions

General Definitions (continued)

United Nations Global Compact (UNGC)

A strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

United Nations Sustainable Development Goals (UN SDGs)

The Sustainable Development Goals are a collection of 17 global goals set by the United Nations General Assembly.

The UN SDGs are part of Resolution 70/1: “Transforming Our World: The 2030 Agenda for Sustainable Development.” The goals are broad and interdependent, yet each has a separate list of targets to meet. Achieving all 169 targets would signal the accomplishment of all 17 goals. The UN SDGs cover social and economic development issues, including poverty, hunger, health, education, global warming, gender equality, water, sanitation, energy, urbanization, the environment, and social justice.

United States Department of Agriculture–Certified Bio-Based Product

The USDA’s BioPreferred® Program Catalog assists users in identifying products that qualify for mandatory federal purchasing and are certified through the voluntary labeling initiative.

United States Occupational Safety and Health Administration’s Voluntary Protection Programs (VPPs)

The VPPs recognize employers and workers in the private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries.

Value Chain

The successive steps in a production process: from raw materials through various intermediate steps, such as transportation and production, to finished product.

Waste Definitions

Waste

Waste is defined as solids, liquids, sludges, or vapor materials that undergo varying degrees of treatment prior to disposal (e.g., using landfills, incineration, underground injection wells, or third parties) in accordance with local and national regulations. Solid waste may also be recycled or recovered for beneficial reuse, including energy recovery.

Business Waste

Business waste includes waste materials generated at office buildings and materials classified as general trash (office waste, food waste, pallets, etc.) at our operating sites and technical centers.

Chemical Waste Management Program

All chemicals are included in the production waste totals and are not reported separately.

Consumer/Customer Product Waste

Consumer waste is defined as the waste generated by our direct customers as a result of using our products. A major component of waste generated by our customers is the packaging materials for our products. We do not currently collect customer waste data but are looking for opportunities to partner with customers to obtain data and collaborate on new opportunities for reducing waste.

Energy Recovery

Use of combustible waste containing sufficient heating value to generate energy through direct incineration, with or without other waste, but with the recovery of heat, e.g., industrial furnaces and boilers.

Hazardous Waste

Hazardous wastes are defined per the local or national legal or regulatory framework(s) applicable within the jurisdiction where the waste was generated. Hazardous waste excludes process wastewater.

Incineration

Waste treatment through high-temperature combustion of materials in an enclosed combustion chamber. Does not include open burning.

Landfill

A designed or engineered area of land that receives waste material. This does not include waste piles.

Landfill Volume Intensity

Landfill volume intensity is the volume in cubic meters of landfill space consumed for each metric ton of sales product we produce.

Non-Hazardous Waste

All waste that is not defined as hazardous waste, excluding process wastewater.

On-Site Storage

On-site storage is the storing of hazardous or non-hazardous wastes in tanks, containers, waste piles, or transport vessels/vehicles for subsequent on-site treatment, disposal, or recycling, or for shipment off-site for management during the calendar year (January 1 through December 31).

Production Waste

Production wastes are defined as manufacturing process wastes that are a direct non-product outflow of a chemical manufacturing operation. Production wastes also include chemical wastes from chemical feedstocks, raw materials, product output, and other chemicals uniquely associated with the production process.

Definitions

Waste Definitions (continued)

Recycling

Recycling is sending waste off-site for future use by an agency or another company, either for another purpose or to be made into a new material.

Reuse

Reuse is sending materials to another company or agency to use as originally intended.

Shipped to Wastewater Treatment Plant

Shipped to wastewater treatment plant is the transport of wastewater to an off-site wastewater treatment plant.

Water Definitions

Cooling Water

Multi-Use

Water used multiple times for process cooling by using cooling towers that remove excess heat and enable the recycling of water.

Non-Contact

Water used for process cooling on the external side of the process equipment, keeping it out of contact with process materials.

Single Pass

Water used one time for process cooling before being discharged to a receiving water body.

Water Consumed

Water lost to evaporation, incorporated into products, or returned to a waterbody other than its source.

Water Intake

Sources include water drawn directly from surface water, pumped from groundwater wells, and purchased from local municipal treatment facilities.

Water Use

Water is used in our manufacturing facilities as drinking water for our employees, as a component in some of our products, and for cooling our manufacturing equipment. We include both withdrawn water and recycled and reused water in our total water use calculations.

World Resources Institute Aqueduct Tool

Aqueduct is a global water-risk mapping tool that helps companies, investors, governments, and other users understand where and how water risks and opportunities are emerging worldwide. The current analysis was completed using version 3.0 of the Aqueduct tool.

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