



Essential. Responsible. Chemistry.



2022

Sustainability Report Executive Summary



Responsible Chemistry.

It's essential to the world as we know it.

It's essential to the world we need to create tomorrow.

At Chemours, we strive to make chemistry as responsible as it is essential.

Understanding the Essential Nature of Our Chemistry

Our products play a critical role in our daily lives, the global economy, and a better future for our world.



Vital to Modern Living

From keeping food cold to improving reliability of medical equipment to enabling semiconductors in smart devices, our fluoropolymer and fluorinated gas products are the best solution for hundreds of important applications in our daily lives.

Necessary for the Green Economy

Nafion™ membranes are key to producing clean hydrogen, while Opteon™ low global warming potential solutions protect the food chain, enable heat pumps in electric vehicles (EVs), cool technology infrastructure, and drive energy efficiency. These are just some of the many ways that our products are supporting emerging sustainable technologies that enable decarbonization, electrification, and digital transformation.



Best Solution and Performance

Quality, reliability, safety, and sustainability. While some chemical applications may enable one or two of these, many of our products possess a highly unique combination of properties to deliver unmatched levels of performance, making them the ideal choice for critical applications.

Minimal Environmental Impact

We appreciate the vital need for our products and the vital need to minimize their environmental impact. That's why we are committed to responsible manufacturing that emphasizes strict emissions controls through abatement technologies at our plants and that preserves natural resources.



A Message from Our CEO

Dear Chemours stakeholders, colleagues, and friends,

I am proud to present the latest edition of our Sustainability Report, which outlines our progress against our Corporate Responsibility Commitment goals.

The past five years of our journey have been defined by making giant leaps in a short period of time. This progress was possible thanks to the transformative partnerships between Chemours' 6,600 employees and our stakeholders across the globe who have embraced our vision that, together, we create a better world through the power of our chemistry. In many ways, this vision is a sustainability vision—one we live out every single day. Some of the highlights from this year's Sustainability Report include:

- ▶ Achieved a 30% reduction in Scope 1 and 2 greenhouse gas (GHG) emissions—reaching the halfway point of our 2030 goal.
- ▶ Reached a 53% reduction in total process fluorinated organic chemical (FOC) emissions to air and water—surpassing the halfway point to our 2030 goal of a 99% reduction.
- ▶ Realized 48.2% of revenue from offerings that make a specific contribution to the United Nations Sustainable Development Goals (UN SDGs).

- ▶ Committed 36% of our \$50 million investment in science, technology, engineering and mathematics (STEM); safety; and environmental initiatives across our local communities.
- ▶ Surpassed our sustainable supply chain goal of assessing sustainability performance of 90% of our suppliers by spend by 2022.

These figures are indicative of the incredible strides our team has made. In fact, Chemours is leading the industry in reducing FOC emissions and advancing analytical and abatement technologies to reach our 2030 goal.

At Chemours, sustainability is central to everything we do—including the products we make. Our chemistry is integral to modern life and to the new, green economy that rests on the performance of bold innovations. In fact, the technologies that will enable decarbonization, electrification, and a cleaner world depend on chemistry, including clean hydrogen, semiconductors, coatings for durable and advanced infrastructure, heat pumps for EVs or homes, high-speed data, and so much more. Chemours products are essential to a sustainable future, and when made responsibly we can realize that future while protecting human health and the environment. That is why we are backing our innovation and

sustainable solutions with responsible manufacturing, strict emissions control, and a focus on improving end-of-life management. In other words, as we produce the materials needed for the new economy, we must also ensure that we protect people and the environment. As you'll see in the pages that follow, that's not a far-flung possibility; it's a reality happening today, and Chemours is helping lead the way for others.

While chemistry enables the critical building blocks of a more sustainable world, it is people who bring it to life. In our Sustainability Report, you will see how Chemours strives to be the greatest place to work for all, as well as a force for good in our communities, whether it's investing in STEM education or technical training programs, expanding our certified nature preserves, hiring the best and most diverse talent, or creating a holistically safe workplace for every employee.

As you read through the pages of our report, you will discover many examples that showcase our chemistry as both responsible and essential. You'll also see the progress we have made, as well as our plans to continue challenging ourselves to achieve more. That is why I'm excited to renew Chemours' commitment to our goals and our pledge of ongoing support to the

Ten Principles of the United Nations Global Compact. I want to thank you for joining us on this journey, and I invite you to learn more about what makes Chemours a different kind of chemistry company.

Sincerely,



Mark Newman
President and CEO



About Our Company and Our Chemistry

We offer solutions that are better, safer, more reliable, and more sustainable through the power of our chemistry across four operating segments.

Titanium Technologies is a leading, global manufacturer of high-quality titanium oxide (TiO₂) pigment and aspires to be the most sustainable TiO₂ supplier. This premium white pigment is used to deliver whiteness, brightness, opacity, durability, efficiency, and protection in applications, including architectural and industrial coatings, flexible and rigid plastic packaging, polyvinylchloride (PVC), laminate papers used for furniture and building materials, coated paper, and coated paperboard used for packaging. Our team aspires to become the most sustainable TiO₂ enterprise in the world, tackling some of society's greatest challenges alongside our customers.



Thermal & Specialized Solutions is a leading global provider of refrigerants, thermal management solutions, propellants, foam-blowing agents, and specialty solvents. We have an industry-leading safety culture and apply world-class research and development and technical expertise to ensure that our operations run safely and reliably, and to improve our process technology.



Advanced Performance Materials draws on vast experience in fluoropolymer chemistry as a leading, global provider of performance solutions and advanced materials that solve challenging problems in emerging technologies and deliver unique capabilities in products and applications that people around the world use every day—from clean energy and medical devices, to semiconductors and advanced electronics.

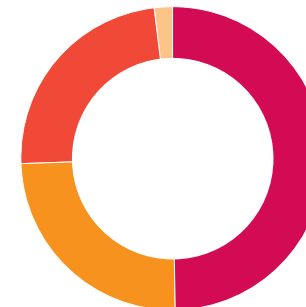


Chemical Solutions is primarily comprised of our Performance Chemicals and Intermediates business, including our glycolic acid portfolio, and includes Glyclean™ D, an effective, efficient, and environmentally friendly solution to clean and disinfect.



Net Sales by Segment

(in millions)



- Titanium Technologies \$3,380
- Thermal & Specialized Solutions \$1,680
- Advanced Performance Materials \$1,618
- Chemical Solutions \$116

Total: \$6,794

2022 Highlights

Innovation and Sustainable Solutions

- Collaborated with value chain partners to advance sustainability in their own businesses, sharing our EVOLVE 2030 sustainable offerings assessment methodology
- Announced **our aspiration to be the most sustainable TiO₂ enterprise in the world** and unveiled the new Ti-Pure™ Sustainability product series, which includes a new calculator tool to help Titanium Technologies customers better evaluate life cycle impacts
- Achieved our sustainable supply chain goal** by assessing 90% of our suppliers by addressable spend and demonstrating a 22% improvement in supplier sustainability performance
- Increased EcoVadis Sustainable Procurement and Labor and Human Rights theme scores by 10 points each

Environmental Leadership

- Won three awards for GHG emissions-reduction efforts;** including two U.S. Department of Energy (DOE) Better Plants Program awards and the American Chemistry Council (ACC) Responsible Care® Energy Efficiency Award
- Created **an independent goal to improve energy intensity by 20% by 2030,** against a 2018 baseline, within our Titanium Technologies segment

- Joined the Appalachian Regional Clean Hydrogen Hub (ARCH2), a multi-state effort centered around West Virginia
- Partnered with TC Energy to **conduct hydrogen blend testing** at our Washington Works and Belle sites, demonstrating the feasibility of feeding a hydrogen-natural gas blend fuel to existing boiler equipment
- Exceeded the halfway point to our FOC emissions goal with a **53% reduction in total FOC process emissions** to water and air from our 2018 baseline
- Successfully completed the Louisville HFC-23 emissions-reduction project, which contributed to a reduction in 2022 emissions and that will realize first full-year emissions-reduction benefit in 2023
- Reduced total Scope 1 and 2 GHG emissions by 30%** from our 2018 baseline, hitting the halfway point to our goal of an absolute reduction of 60%
- Committed to renewable power at our Louisville, Kentucky; Starke, Florida; New Johnsonville, Tennessee; Belle, West Virginia; and Dordrecht, the Netherlands sites. Overall, by year-end 2022, we committed to **approximately 100,000 MWh per year of renewable power.**

Community Impact

- Completed an **environmental justice evaluation** of manufacturing sites in the United States, utilizing the U.S. Environmental Protection Agency (EPA) tool, EJScreen, to gain an understanding of the communities around our sites. Based upon this information, we identified seven sites to develop site engagement and communications plans with our neighbors.
- Broke ground on the **Chemours STEM Hub** at EastSide Charter School, Wilmington, Delaware, funded by a \$4 million investment in 2021
- Partnered with West Virginia State University and North Carolina A&T to advance chemistry and chemical engineering education

Greatest Place to Work for All

- Certified by Great Place to Work® in 10 countries,** representing nearly 90% of our global workforce
- Continued our commitment to develop diverse talent with **women representing nearly 35%** of all director level positions and above and 21% of our U.S. positions held by ethnically diverse people
- Achieved or maintained Responsible Care® (RC) 14001 certification at 79% of our manufacturing facilities

Partnerships and Recognitions



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.

Our Commitment to Sustainability

A Conversation with Amber Wellman, Chief Sustainability Officer



In early 2023, Chemours named Amber Wellman, Ph.D., as Chief Sustainability Officer (CSO) following the retirement of Sheryl Telford, the company's first CSO. She brings 15 years of experience innovating in the pharmaceutical and chemical industries. She has been with Chemours since its founding in 2015, where she most recently led sustainability for the Advanced Performance Materials segment.

What inspired you to pursue a Ph.D. in chemistry?

I've always been curious—wanting to know how things worked. I wanted my first microscope set as early as I can remember. Growing up in rural Virginia, I did not have many role models in advanced STEM education, but I was blessed with encouraging parents and teachers. My high school chemistry teacher inspired me to pursue chemistry, and I began to realize the role that chemistry played in everything around me and how it could be used to answer questions and solve problems. I benefited from professors and advisors who kept me going and growing from there.

What does sustainability mean to you?

When I think about what makes this personal to me, it's simple. I want to leave the world a better place, for my son and all future generations, and I know that means there will have to be meaningful collaboration among business, governments, and communities to find solutions to the challenges we face. It will take courage, and it will take chemistry! We can, and should, all be sustainability leaders!

How does Chemours remain committed to making chemistry as responsible as it is essential?

We put science first, and we're driven by our commitment to responsible manufacturing. To us, that means setting ambitious corporate responsibility goals and applying investment, creativity, and energy to achieve them. Our products are essential components in everything from electrified transport and smartphones to medical devices and clean energy technologies, and we are very mindful of the manufacturing process and end-of-life management. Chemistry is the foundation of the world. Responsibility is the foundation of our chemistry.

What current project excites you most?

It is so hard to pick just one, but I'm really excited about our involvement in the ARCH2. The ARCH2 brings together producers, end-users, technology experts, and the necessary infrastructure to advance the production, use, and delivery of hydrogen energy in Appalachia. As the United States continues to transition toward cleaner energy sources, clean hydrogen energy can be a real game-changer.

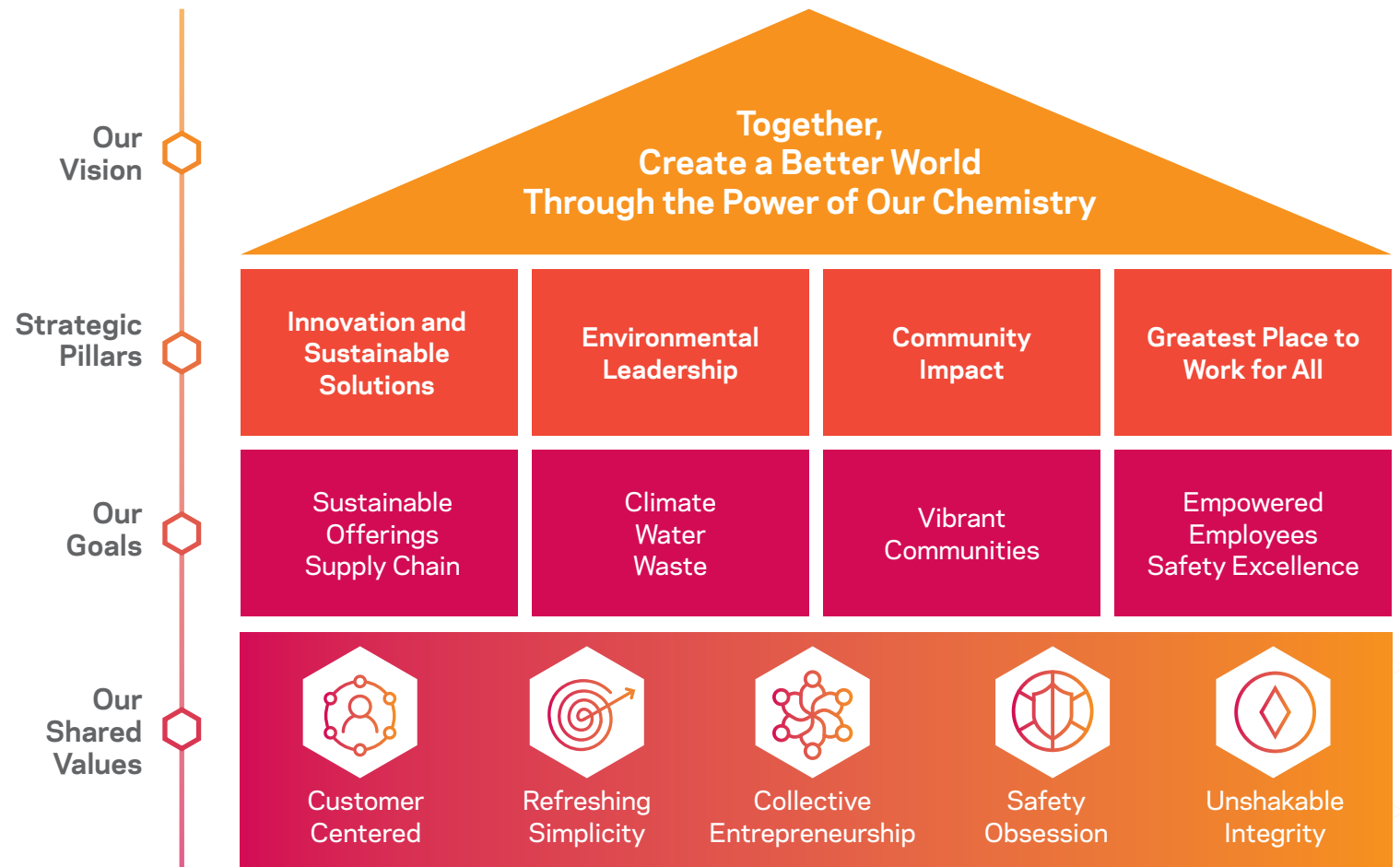
How is sustainability embedded across the Chemours organization?

I think about sustainability as creating harmony between economic growth, social inclusion, and environmental protection. It's about meeting the needs of today without compromising the future. It's about resilience! While we are very proud of our Corporate Responsibility Commitment (CRC) goals, we recognize that our responsibility to all stakeholders goes well beyond those specific goals, and our commitment to sustainability cannot be separated from our growth strategy or our vision. In reality, our Chemours vision is a sustainability vision. We are committed to creating a better world through the power of our chemistry—and doing that—together. That is why this year in our Sustainability Report, we are aligning our focus and actions to the four key areas that support our Chemours vision: Innovation and Sustainable Solutions, Environmental Leadership, Community Impact and Greatest Place to Work for All.

How is Chemours helping to solve some of the world's greatest challenges?


As a female scientist, it begins with diversity of thought and fostering a more inclusive and diverse workforce to discover the next game-changing innovations. How can we expect to solve the world's most pressing problems doing the same things we have always done? From decarbonizing our economy to preserving our natural resources, Chemours will not be able to address these challenges without sustainable innovation and transformative partnerships. Together, we all have an important role to play.

Inspired by our vision. Built upon our values. Achieved by our workforce.



Our Progress

Our Pillars	Our 2030 CRC Goals	2022 Progress	UN SDGs
INNOVATION AND SUSTAINABLE SOLUTIONS	Sustainable Offerings › Ensure that 50% or more of our revenue comes from offerings that make a specific contribution to the UN SDGs		2, 3, 6, 7, 8, 9, 11, 12, 13
	Sustainable Supply Chain › Establish a baseline for the sustainability performance of 80% of suppliers by spend and demonstrate 15% improvement		5, 6, 8, 10, 12, 13, 15
ENVIRONMENTAL LEADERSHIP	Climate › Reduce absolute GHG emissions from operations by 60% › Journey to net-zero operations by 2050		7, 8, 12, 13
	Water › Reduce air and water process emissions of FOCs by 99% or more		6, 8, 12, 14
	Waste › Reduce our landfill volume intensity by 70%		8, 12, 15
COMMUNITY IMPACT	Vibrant Communities › Invest \$50 million in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs		4, 6, 8, 11, 15
GREATEST PLACE TO WORK FOR ALL	Empowered Employees › Fill 50% of director level positions and above with women globally › Fill 35% of all positions globally with women › Fill 30% of all U.S. positions with ethnically diverse employees		3, 4, 5, 8, 10, 18
	Safety Excellence › Improve employee, contractor, process, and distribution safety performance by at least 75%		8



Chemours is more than halfway to achieving our 2030 absolute GHG emissions and air and water FOC process emissions goals.

BEHIND SCHEDULE ON TRACK ACHIEVED



Innovation and Sustainable Solutions 2022 Progress

- › Collaborated with value-chain partners to advance sustainability in their own businesses, sharing our EVOLVE 2030 sustainable offerings assessment methodology
- › Announced our aspiration to be the most sustainable TiO₂ enterprise in the world and unveiled the new Ti-Pure™ Sustainability (TS) product series, which includes a new calculator tool to help Titanium Technologies customers better evaluate life cycle impacts
- › Achieved our sustainable supply chain goal by assessing 90% of our suppliers by addressable spend and demonstrating a 22% improvement in supplier sustainability performance
- › Increased EcoVadis Sustainable Procurement and Labor and Human Rights scores by 10 points each
- › Institutionalized a new Global Compliance Register, supporting our automated system to sense and track emerging compliance risks and opportunities
- › Developed *The STEM of Sustainability* curriculum and product sustainability material, delivering it to eighth-grade classes in Delaware and New Jersey.



I feel very lucky to work with such a committed team on our Sustainable Offerings goal, which can help us achieve the Chemours vision to create a better world through the power of our chemistry. The true value of this team's work is understanding how we can improve our product portfolio to maximize societal value while minimizing planetary burden."

Andy Liu
Product Sustainability Strategy Leader
Wilmington, Delaware



	Our 2030 CRC Goals	2030 Progress
	50% or more of our revenue will be from offerings that make a specific contribution to the UN SDGs PROGRESS THROUGH 2022: 48.2% of revenue contributes	
	80% or more of supplier spend will have a baseline for sustainability performance and will demonstrate a 15% improvement PROGRESS THROUGH 2022: 90% of supplier spend completed supplier corporate responsibility assessment evaluations	
	22% of suppliers improved sustainability performance	

BEHIND SCHEDULE ON TRACK ACHIEVED

Environmental Leadership 2022 Progress

- › Won three awards for GHG emissions-reduction efforts; including two U.S. DOE Better Plants Program awards and the ACC Responsible Care® Energy Efficiency Award
- › Created an independent goal to improve energy intensity by 20% by 2030, against a 2018 baseline, within our Titanium Technologies segment
- › Partnered with TC Energy to conduct hydrogen blend testing at our Washington Works and Belle sites, demonstrating the feasibility of feeding a hydrogen-natural gas blend fuel to existing fired boiler equipment
- › Realized progress against our FOC emissions goal with a 53% reduction in total FOC process emissions to water and air from a 2018 baseline
- › Reduced total Scope 1 and 2 GHG emissions by 30% from our 2018 baseline, hitting the halfway point to our 60% reduction goal by 2030
- › Committed to renewable power at our Louisville, Kentucky; Starke, Florida; New Johnsonville, Tennessee; Belle, West Virginia; and Dordrecht, The Netherlands sites. Overall, by year-end 2022, we committed to approximately 100,000 MWh per year of renewable power.
- › Demonstrated our commitment to responsible mining through a combination of EcoVadis and RC 14001 certification
- › Renewed Wildlife Habitat Council certification at four sites, with three achieving gold status and one achieving silver status, bringing the number of certifications to seven total sites












Our commitments can be seen in our actions. Since 2018, we have reduced site HFPO-DA emissions by more than 99%. Manufacturing our essential products responsibly is a prerequisite for being successful. Further reducing our environmental footprint is on my mind every day. There is not a single day that we do not work on this at Dordrecht Works.



An Lemaire
Plant Manager
Dordrecht, The Netherlands



Our 2030 CRC Goals	2030 Progress
 <p>60% reduction in absolute GHG emissions (in our journey to net-zero operations by 2050) PROGRESS THROUGH 2022: 30% reduction since 2018</p>	
 <p>99%+ reduction of air and water process emissions of FOCs PROGRESS THROUGH 2022: 53% reduction since 2018</p>	
 <p>70% reduction in landfill volume intensity PROGRESS THROUGH 2022: 0% reduction since 2018</p>	
<p> BEHIND SCHEDULE  ON TRACK  ACHIEVED</p>	

Community Impact 2022 Progress

- Completed an environmental justice evaluation of manufacturing sites in the United States, utilizing the Environmental Protection Agency tool, EJScreen, to gain an understanding of the communities around our sites. Based upon this information, we identified seven sites to develop site engagement and communications plans with our neighbors.
- Broke ground on The Chemours STEM Hub at East Side Charter School, Wilmington, Delaware, funded by a \$4 million investment in 2021
- Won two awards at China Philanthropy Festival for Public Welfare Program of the Year, recognizing the Magical Science Camp Program and the Responsible Brand of the Year
- Continued robust Community Advisory Panel program at all manufacturing facilities
- Partnered with West Virginia State University and North Carolina A&T to advance chemistry and chemical engineering education at the school



The ChemFEST Tour at our Discovery Hub with EastSide Charter School on Global CRC Day is one of my favorite volunteer experiences. The opportunity to see how chemistry in action lights up those young faces makes it all worthwhile. I'm excited they get their own state-of-the-art STEM space through our investment in The Chemours STEM Hub at EastSide Charter."



Alexandra Pierre-Charles
Philanthropy and Community Relations Leader
Wilmington, Delaware



Our 2030 CRC Goals

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

PROGRESS THROUGH 2022:

\$18M committed

2030 Progress



○ BEHIND SCHEDULE
 ◐ ON TRACK
 ◑ ACHIEVED





Greatest Place to Work for All 2022 Progress

- › Certified by Great Place to Work® in 10 countries which represents nearly 90% of our global workforce
- › Increased global average positivity rate from 69-73% on global employee engagement survey
- › Continued our commitment to develop diverse talent with women representing nearly 35% of all director level positions and above and 21% of our U.S. employees represented by ethnically diverse people
- › Achieved increased CET diversity, counting 89% female and/or ethnically diverse members as of the end of 2022.
- › Achieved RC 14001 certification at 79% of our global manufacturing facilities
- › Launched new Procedural Excellence initiative to develop training and advanced error-reduction tools based on industry best practices in human performance and our commitment to holistic safety
- › Continued to advance a Brain-Centered Approach to Safety to provide neuroscience-based safety training to engage employees' cognitive decision-making process



Our dedicated workforce and the company's commitment, actions, and respect for its employees are what make us the greatest place to work for all. Every day, Chemours prioritizes our well-being and development so we can succeed personally and professionally."



José Antonio Chouza
President of Chemours Mexico and Director of Titanium Technologies for Latin America
Mexico City, Mexico



Our 2030 CRC Goals

2030 Progress



50% of director level positions and above filled with women
PROGRESS THROUGH 2022:
35% filled with women¹



35% of all global positions filled with women
PROGRESS THROUGH 2022:
23% filled with women



30% of all U.S. positions filled with ethnically diverse employees
PROGRESS THROUGH 2022:
21% U.S. positions filled with ethnically diverse employees¹



75% improvement in employee, contractor, process, and distribution safety performance
PROGRESS THROUGH 2022:
0.27: Employee total recordable incident rate (TRIR)
0.23: Contractor TRIR
0.03: Tier 1 process safety event rate
3: Distribution incidents



○ BEHIND SCHEDULE ◐ ON TRACK ◑ ACHIEVED

¹ For more information on goal progress reporting please refer to the Empowered Employees section of the full report.



Read our comprehensive
2022 Sustainability Report
and learn more about how we
are creating a better world
through our essential chemistry
at chemours.com/sustainability.



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