



Essential. Responsible. Chemistry.



2022
Sustainability Report



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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.

Necessary for the Green Economy

Nafion™ membranes are key to producing clean hydrogen, while Opteon™ low global warming potential (GWP) 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.



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.



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.



CEO Message

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 to science, technology, engineering, and mathematics (STEM); safety; and environmental initiatives across our local communities.
- ▶ Surpassed our sustainable supply chain goal of having assessed 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 dioxide (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.

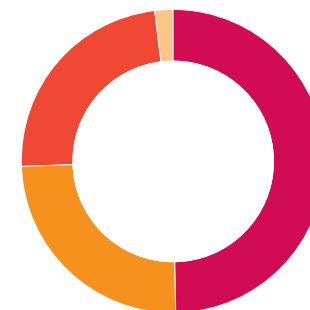


Chemical Solutions is primarily comprised of our Performance Chemicals and Intermediates business, including our glycolic acid portfolio, and includes Glyclean™ D, an effective, efficient, and environmentally friendly solution to clean and disinfect.



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

Our Values

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



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.

We recognize that it starts with us.

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.

We inspire the brightest minds.

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.

We steward our value chain.

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.

We encourage our partners to change along with us.

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.

We hold ourselves to high standards.

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.

We put responsibility at the center of our businesses.

Environmental, social, and economic considerations sit at the heart of our decision-making and efforts to deliver responsible growth.

2022 Sustainability 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) led by the State of 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 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 East Side 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.



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."

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 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.

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.

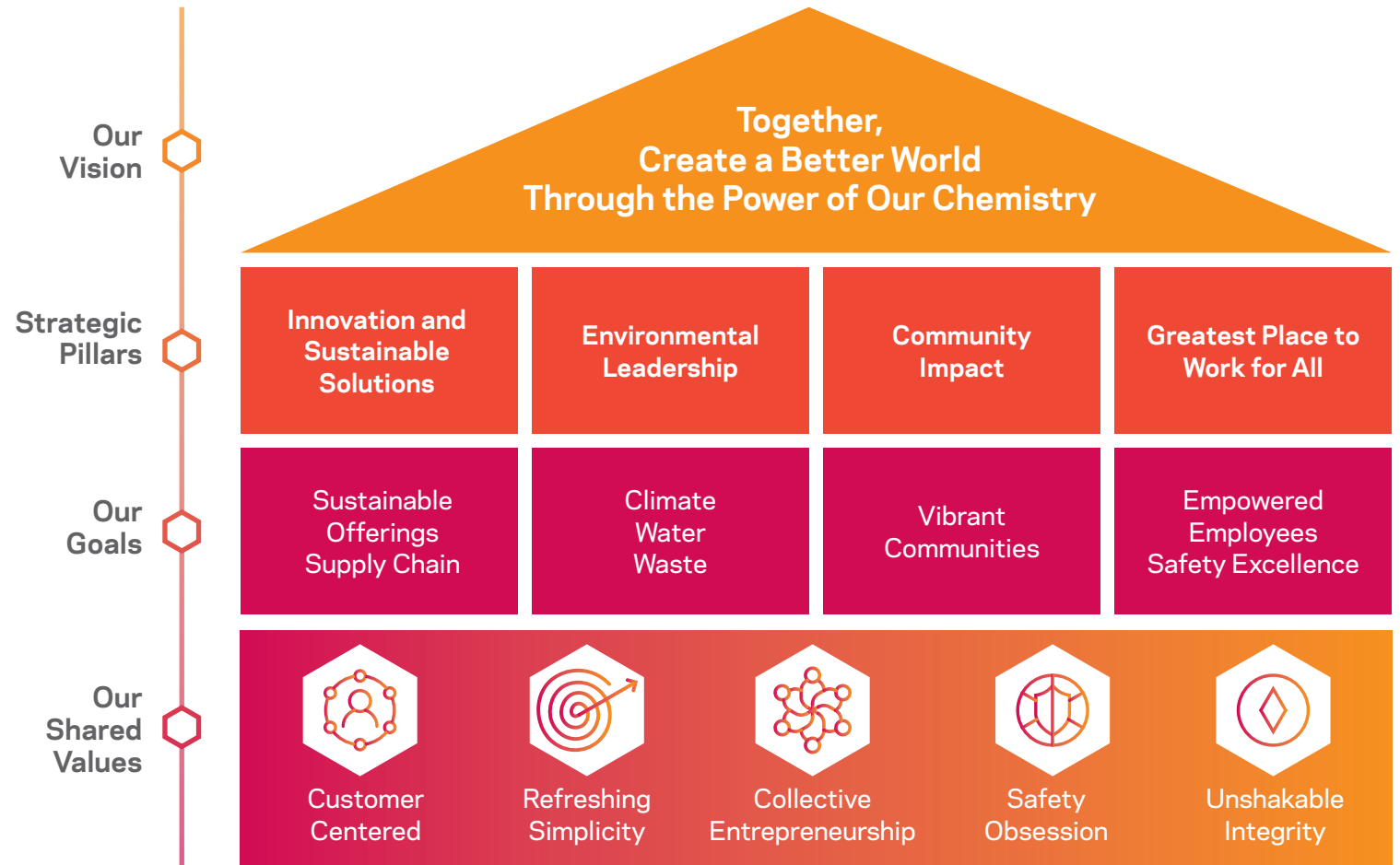
How does Chemours remain committed to making chemistry as responsible as it is essential?

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.

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



Sustainability Governance

Sustainability Strategy and Governance Structure

Sustainability permeates every level of our organization—from the Chemours Board of Directors to front-line employees at our operating sites. Our chief sustainability officer and sustainability team are part of our Strategy and Development function, reporting to our CEO. The following diagram illustrates how we manage and govern our sustainability priorities, goals, progress, and disclosure.

Sustainability Governance



Corporate Development and Sustainability Reporting Structure



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, with events across the globe dedicated to advancing progress against our goals.

2022 CRC Day By-The-Numbers

1,800
hours of employee service

15
countries

Environmental, Social, and Governance Issue Prioritization

Our sustainability assessment helps Chemours recognize and understand the environmental, social, and governance (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 stakeholders, 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.

Sustainability Priority Matrix



Monitored Issues

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

Assessed Issues

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

Action Issues

Evaluate company-specific potential impacts for issues with potential enterprise risk impact or opportunity for business.



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 sustainability strategies.



Communities

Key Interests

Site financials and employment trends, shipments and traffic, environmental impacts, community health impacts and needs, 2030 CRC goals progress

How We Engaged in 2022:

- Completed the pilot of a new, [re-invigorated community advisory panel \(CAP\) process](#) at our Washington Works site
- Celebrated the first anniversary of [ChemFEST](#) by hosting students at our Chemours Discovery Hub
- Held [Magical Science Camps](#) in Shanghai and Changshu, China, for aspiring STEM students



Shareholders

Key Interests

Company financial performance, capital appreciation, dividend reliability, low earning volatility, long-term growth prospects, company sustainability performance

How We Engaged in 2022:

- Held an Investor Day to spotlight Thermal & Specialized Solutions' long-term growth strategy and provide insights into the future potential for this business



Employees

Key Interests

Company strategy, competitive pay and benefits, career and growth opportunities, work environment, 2030 CRC goals progress, employee engagement survey

How We Engaged in 2022:

- Assessed employee engagement globally through the [Great Place to Work® survey](#)
- Sponsored [Employee Resource Groups](#), each of which held events and outreach opportunities
- [Engaged external responders globally](#) for emergency response preparedness



Investment Professionals

Key Interests

Company financial performance, capital appreciation, dividend reliability, low earning volatility, long-term growth prospects, transparent reporting with credible data, 2030 CRC goals progress

How We Engaged in 2022:

- Attended the BMO Growth and ESG Conference, where we had the opportunity to meet with several fund managers who are specifically dedicated to decarbonization efforts
- Actively participated in the NYSE Industrials Conference, engaging with numerous funds that have a strong focus on energy transition, achieving net-zero carbon emissions, and broader ESG-related topics



Suppliers

Key Interests

Value chain insights, expectations, limitations, opportunities, payment, 2030 CRC goals progress

How We Engaged in 2022:

- Highlighted Responsible Procurement Program by participating in the [EcoVadis World Tour](#)
- [Participated in Together for Sustainability](#), a network of chemical companies defining the global standard for ESG performance of chemical supply chains
- Honored suppliers through the Chemours Responsible Supplier Awards



Customers

Key Interests

Market trends, new product development, technology needs, product composition and quality, product footprint, EVOLVE 2030, packaging waste, opportunities, 2030 CRC goals progress

How We Engaged in 2022:

- Held an in-person [Asia-Pacific Economic Cooperation \(APEC\) Chemical Dialogue workshop](#) in Chang Mai, Thailand, in which seven APEC economies participated
- Introduced a new, [automated compliance tool](#) to respond to customer inquiries in a transparent and consistent manner
- Launched [TS-6300 calculator webtool](#) to help customers quantify their environmental impact



Nongovernmental Organizations, Academia, and Think Tanks

Key Interests

Industry issues, opportunities, collaboration and partnership opportunities, research

How We Engaged in 2022:

- Partnered with numerous nonprofits and university researchers to protect [local wildlife and habitats](#)
- Continued partnership with [Wildlife Habitat Council certification program](#)



Government

Key Interests

Key industry issues and opportunities, company environmental and social impacts

How We Engaged in 2022:

- Led an industry-wide coalition to support the passage of the American Innovation and Manufacturing Act, which supports the phasedown of HFCs and the replacement with more low global warming potential coolants in the market
- Developed and shared advanced analytical capabilities with regulators, academic institutions, and industry peers regarding testing for several dozen types of fluorinated organic chemicals



Innovation and Sustainable Solutions

In This Section:

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Sustainable Offerings

United Nations Sustainable Development Goals Alignment

3 Good Health and Well-Being
Targets
3.3, 3.6, 3.8, and 3.9

9 Industry, Innovation, and Infrastructure
Target
9.4

6 Clean Water and Sanitation
Targets
6.1 and 6.4

11 Sustainable Cities and Communities
Target
11.6

7 Affordable and Clean Energy
Targets
7.1, 7.2, and 7.3

12 Responsible Consumption and Production
Targets
12.2, 12.3, 12.4, and 12.5

8 Decent Work and Economic Growth
Targets
8.2 and 8.4

Key Achievements in 2022

- › Institutionalized a new Global Compliance Register, supporting our automated system of tracking emerging issues and further enhancing our proactive approach to regulatory or stewardship impacts as well as rigorous management of compliance plans and tracking
- › Introduced a new automated compliance tool, Product Declarations, for use by our customer-facing organization. These system-generated documents respond to customer inquiries in a transparent and consistent manner while also helping us improve response time and deliver a positive engagement experience
- › Created a global role to focus on both existing and emerging packaging waste regulations and the resulting Extended Producer Responsibility (EPR) obligations, which catalyzed sustainable packaging initiatives
- › Collaborated with value-chain partners to advance sustainability in their own businesses, sharing our EVOLVE 2030 sustainable offerings assessment methodology
- › Launched TiPure™ TS-6300 calculator webtool, which helps customers quantify their environmental impact reduction when formulating with TiPure™ TS 6300
- › Successfully developed The STEM of Sustainability curriculum and product sustainability material and delivered it to eighth-grade classes in two states, Delaware and New Jersey
- › Organized and led Risk Challenge, a risk assessment capacity-building workshop for several Asia-Pacific Economic Cooperation (APEC) economies, which generated positive responses and engagements with senior agency officials



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



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 comprise one of Chemours' four strategic pillars, and our commitment to product sustainability, deep knowledge, and technical capabilities helps 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 UN SDGs, 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 our products address:

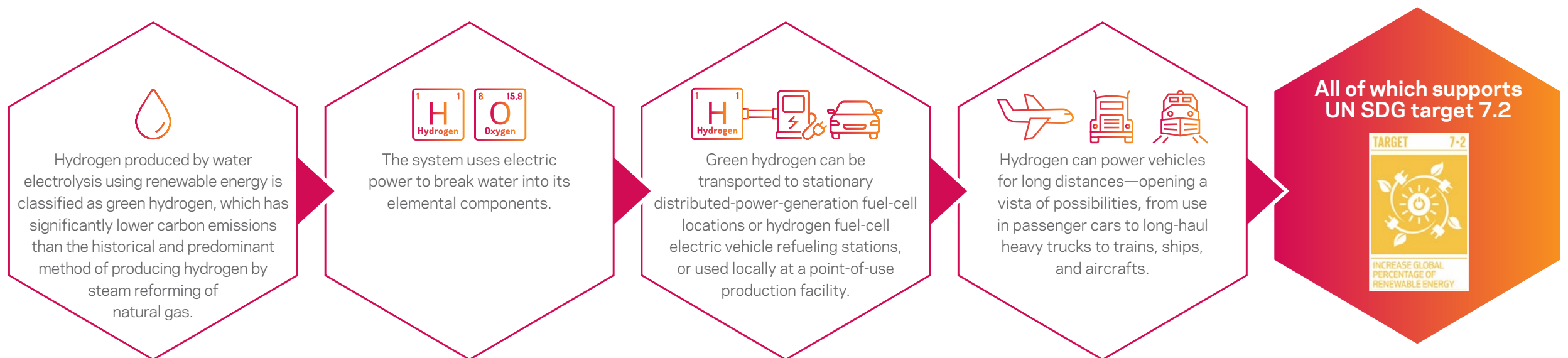
- › Decarbonization and Electrification
- › Increased Connectivity and Data
- › Growing Middle Class and Urbanization
- › Circular Economy

As an example, Chemours' high-performance fluoropolymer resins and coatings make it possible to manufacture the advanced chips and printed circuit boards that 5G speeds require. The process of fabricating these chips is only viable under extremely high-purity conditions. Our chemically inert Teflon™ and Nafion™ fluoropolymers can meet these challenging conditions since they do not react with other chemicals. This ensures that increasingly advanced semiconductors are available to keep us connected with ever increasing speed and to keep our cars, appliances, and other devices running safely and efficiently.

Likewise, Nafion™ proton exchange membrane (PEM) technology is a critical component in water electrolyzers for hydrogen production, flow batteries for power storage, and fuel cells to generate electricity in transport and stationary applications—all of which are important pieces of the zero-carbon energy puzzle.

How Nafion™ Membranes Are Helping Drive the Hydrogen Economy

While several technologies can currently be used to generate hydrogen, they differ greatly in their carbon footprint.



SUSTAINABLE OFFERINGS

Measuring Our Progress

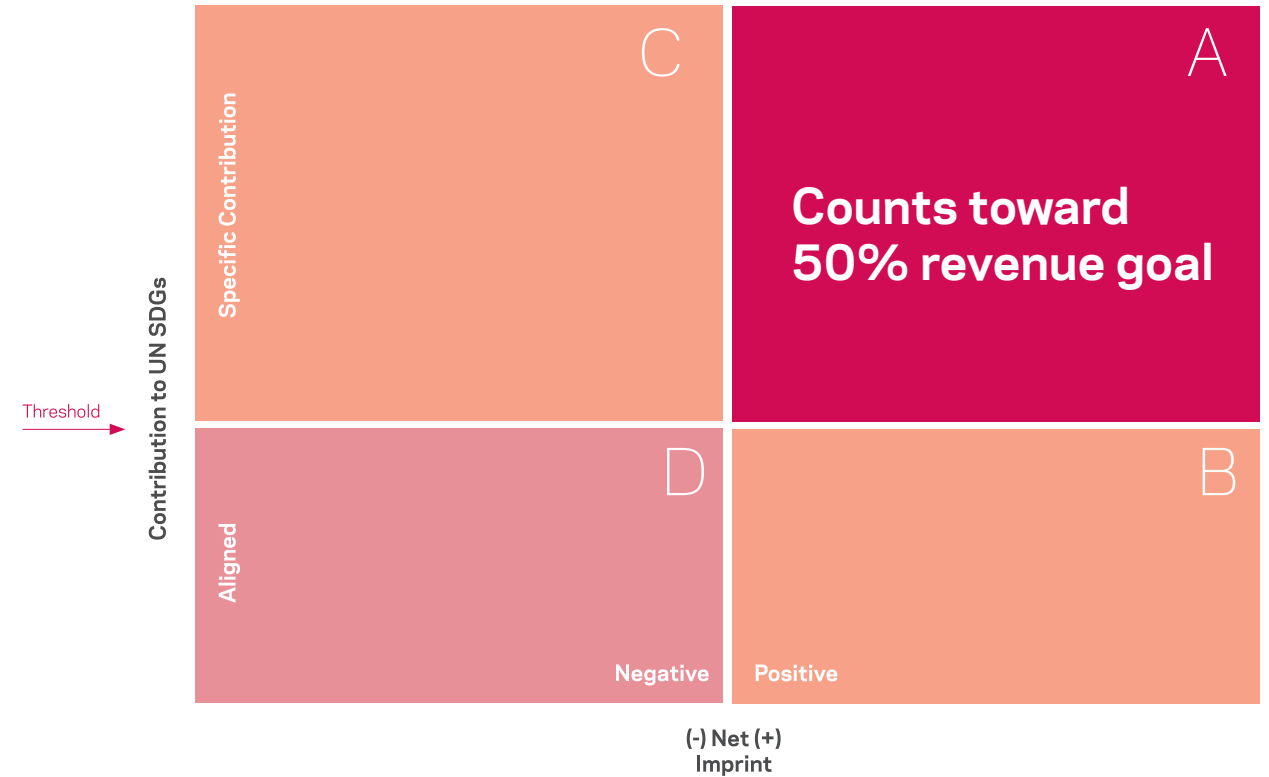
Our mission is clear, simple, and communicated across the enterprise to achieve Chemours' vision and our 2030 Sustainable Offerings goal for 50% or more of revenue to be from offerings that make a specific contribution to the UN SDGs.

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 Greenhouse Gas (GHG) emissions, landfill waste, and fluorinated organic chemical (FOC) emission intensities during manufacture, as well as life cycle climate impact, social impact, and risks to human health and the environment at a product level.

The EVOLVE 2030 methodology, which has received third-party assurance from Lloyd's Register Quality Assurance (LRQA), helps us 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 2022 verified 48.2% of our revenue came from products that contribute to the UN SDGs. We continue to evaluate our existing portfolio in 2023, while making upgrades to the methodology, which will be released in EVOLVE 2030 V2.0.

EVOLVE 2030 Framework



Sustainable Offerings 2030 CRC Goal

	2018 Baseline	2020	2021	2022	2030 Progress
50% revenue from offerings that contribute to the UN SDGs	9.5%	37.5%	47.2%	48.2%	

SUSTAINABLE OFFERINGS

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, in the manufacturing of Nafion™ products mentioned above, we have reduced FOC emissions to the air by more than 99% and GHG emissions by more than 85%.

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, our method, and our mindset. As a result, we are staying true to its name by further evolving EVOLVE 2030 to enhance ability to evaluate circularity and incorporate lessons learned.

Our continuous improvement approach is experience-led and strives to raise the bar by encouraging experimentation, listening, being reflective, and appreciating uncertainty. We have shared the EVOLVE 2030 methodology on our website for any interested stakeholders. 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 and a more resilient and sustainable portfolio.

Product Safety and Sustainability Management

The global product regulatory environment and societal expectations of our offerings are increasing in complexity and uncertainty for our suppliers, our businesses, and all along our value chains. The ability to successfully maintain compliance, monitor evolving risk, and proactively track regulatory changes requires a more robust, automated, and laser-focused approach to stay ahead of challenges and seize potential opportunities. Our mission to ensure Chemours' offerings are safe, legal, and trusted remains the cornerstone of our product sustainability program and drives and sharpens our strategy to embed sustainability into everything we do.

The strategic use of EVOLVE 2030 for our existing and developmental offerings has helped our businesses build portfolio resilience and advance opportunities for new products, applications, and markets. Our new global

We strive to reduce the operational emission intensities of our products, as well as their risks to human health and the environment.

Compliance Register supports our automated system's ability to sense emerging issues. This centralized tool further enhances our proactive approach to regulatory or stewardship impacts as well as rigorous management of compliance plans and tracking. Our global workforce is curious, and our culture thrives on continuous improvement. We collaborate, debate, and communicate on all matters relating to product safety and sustainability and drive the knowledge and insight gained into ideas, projects, strategies, and decisions.

Product Sustainability Competency Areas

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



SUSTAINABLE OFFERINGS



Product Sustainability Management System

Our long-standing commitment to continually improve our Product Sustainability Management System drives our actions and results that support our products' safety and compliance for their intended uses throughout their life cycle. In 2022, we demonstrated conformance with the ACC Codes of Management Practices for Product Safety with our RC 14001:2015 certification renewal.

Each year, the Chemours Executive Team (CET) reviews and endorses our product sustainability commitment, which is included in our Environment, Health, Safety (EHS), and Corporate Responsibility (EHS & CR) 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

Our Product Sustainability mission is to deliver safe, legal, and trusted solutions to our customers and downstream users. A strong product sustainability culture is embedded into all our global businesses led by cross-functional teams focused on product safety, product regulatory compliance, and product sustainability. These competency areas converge to form our [Product Sustainability Risk Assessment](#) (PSRA) process, which 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 the Environment, Health, and Safety (EHS) council. By leveraging data, experience, and knowledge, we can better anticipate risks with the potential to impact our products or processes, positioning us to make more informed and responsible proactive decisions.

Product Safety: Ensure Product Safety and Sustainability

Product safety and sustainability is a top priority and is the foundation of our responsible innovation and product stewardship processes. Our internal toxicology, epidemiology, and risk assessment professionals collaborate across internal businesses and participate in external industry groups to ensure we design and manufacture our products so they deliver sustainable performance and are safe for their intended uses.

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

SUSTAINABLE OFFERINGS

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 offerings, 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 nongovernmental 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. We are constantly looking for suitable alternatives with a lower human health or environmental impact. Systematically assessing safer alternatives, applying risk reduction measures, and eliminating hazardous substances are all part of our commitment to product sustainability.

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 safety data sheets (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.

Training

The year 2022 saw a significant improvement in our product sustainability training and development program, with new offerings introduced monthly to interested employees across the enterprise. These offerings spanned from broad career path development seminars to specific technical risk training. The improvements led to a 19% increase in our Great Place to Work® employee survey question focused on opportunities for growth and development.

Externally, we continued addressing our passion for education driven by UN SDG Target 4.7 (to ensure that all learners acquire the knowledge and skills needed to promote sustainable development by 2030). Our product sustainability professionals developed the curriculum and delivered a hands-on, interactive training series in Delaware and New Jersey schools, including modules on Sustainability and the UN SDGs, Life Cycle Assessment, Risk Assessment, and Making Real World Decisions: Sustainable Packaging.

Product Sustainability Growth and Development Program



25
people (on average)
attend each session with
recording for the people
who cannot.



19% increase
in our Great Place to
Work® employee survey
question focused on
opportunities for growth
and development.



Session Input
network surveyed
and included on
session choices.



New Offerings Introduced Monthly

These offerings span from broad career path development seminars to specific technical risk training.

- › Product Sustainability
- › Product Management
- › Processes
- › Tools
- › Productivity
- › Supply Chain
- › Sales
- › Development
- › Efficiency
- › Technical
- › Operations
- › Careful Communications
- › Goals
- › Training
- › Growth
- › Global Marketing Communications
- › Toxicology and Risk Assessment for Chemours



Global Marketing Communications



Careful Communications & Tools and Process Training



Broad and Specific Career Details, e.g., Sales, Supply Chain, and Operations

SUSTAINABLE OFFERINGS

Legal: Comply with All Laws and Regulations

Hazard Communications Compliance

We manage component data and apply regulatory rules required to author 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 and compliance register to ensure compliance and prepare notifications to regulatory authorities, including those that manage the Toxic Substances Control Act (TSCA) in the United States; 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. Our 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 are 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 to 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 Chemistry 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

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



SUSTAINABLE OFFERINGS



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 U.S. legislation (American Innovation and Manufacturing Act)
- The E.U. Green Deal and the Chemicals Strategy for Sustainability
- Support for science-based per- and polyfluoroalkyl substances (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 UN SDGs

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

Chemours uses third-party verification of enterprise corporate systems, which includes product sustainability, to evaluate system effectiveness and identify opportunities for improvement. We track improvement opportunities through completion to ensure we meet expectations and commitments. Our product sustainability management system effectiveness is evaluated as part of our headquarters' RC 14001 EHS and security technical specification audits. In 2022, LRQA completed RC 14001 auditing and recommended continued certification. This audit did not identify any nonconformances or improvement opportunities for product sustainability. Copies of our external third-party certificates are located on our [company Website](#).

Incident Management

We are committed to learning from any event including all product sustainability incidents and near misses. We have refreshed our operational learning approach with a global standard set of guiding principles, clear processes, and automated workflows for investigating and managing incidents and/or near misses. We also have communication requirements to share applicable learnings and increase opportunities to improve performance.

SUSTAINABLE OFFERINGS

Product Quality

A Refreshed Quality Commitment

In 2022 Chemours rolled out a new, corporate-level quality policy to refresh how we communicate our commitment to quality. The new policy not only replaced individual site/business level policies, but it also emphasizes the connection between quality performance and day-to-day job performance. The policy reflects our commitment to an “end to end” quality approach—our consistent way to manage quality regardless of the specific product or manufacturing locations—and aligns our quality focus with growing customer expectations to deliver superior products, solutions, and services.

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.

All eligible Chemours-operated manufacturing facilities are certified to ISO 9001:2015 standards. Additionally, our hydrofluoroolefin (HFO)-1234yf manufacturing and supply process is certified to the automotive International Automotive Task Force (IATF) 16949:2016 standard. These certificates are available on our corporate Website.

The Advanced Performance Materials business is continuing its work to achieve compliance to Minimum Automotive Quality Management System Requirement, where applicable, and is scheduled for third-party assessment in 2023.

We assess 100% of our products for regulatory compliance. In 2022, Chemours did not identify any noncompliance of product and service information and labeling resulting in a fine, penalty, or warning.

Partnerships

With positive feedback and continued support from the APEC Chemical Dialogue, we held an in-person workshop in 2022, in which seven APEC economies participated. Once again, the response was highly encouraging, with comments such as “organizers can use this as a role model for effective and attractive capacity building.” We continue to seek advancements in sustainable development by strengthening cooperation among 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

United Nations Sustainable Development Goals Alignment

4 Quality Education
Targets
4.1, 4.3, and 4.4

6 Clean Water and Sanitation
Target
6.6

8 Decent Work and Economic Growth
Targets
8.5 and 8.8

10 Reduced Inequalities
Target
10.2

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

13 Climate Action
Targets
13.1 and 13.2

15 Life on Land
Targets
15.1, 15.5, and 15.8

Key Achievements in 2022

- › Met a key titanium dioxide customer’s request for Certification of Responsible Mining by achieving EcoVadis Gold certification in combination with independently audited compliance with the American Chemistry Council’s Responsible Care® RC 14001 standard
- › Increased our EcoVadis Sustainable Procurement score by 10 points
- › Enhanced external visibility of the Responsible Procurement program by participating in the EcoVadis World Tour (Formerly B2B forum), in which we showcased our journey from being an EcoVadis-rated company to one that now requests EcoVadis ratings of its own suppliers
- › Garnered high engagement among suppliers during our EcoVadis campaign, followed by the development of supplier improvement plans



Chemours procurement buyers are engaged with our suppliers to support them in succeeding their sustainability goals by identifying and acting on ways to advance their sustainability journey. We recognize our suppliers’ constant effort to drive sustainability is instrumental in order to achieve our vision of creating a better world together through the power of our chemistry.”



Paula Martin
Responsible Procurement Leader
Asturias, Spain

SUSTAINABLE SUPPLY CHAIN

Our Global Supply Chain



\$6+ billion
annual spend



15,600+
suppliers



2,900
external customers



120+
countries

Key Categories

[Raw materials](#)
[Energy](#)
[Contract manufacturing](#)
[Carriers](#)
[Warehousing](#)
[Distributors](#)
[Other goods and services](#)

We are committed to operating responsibly, in line with our five values and the Ten Principles of the United Nations Global Compact (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' innovation & sustainable solutions pillar across our entire value chain—upstream through our sustainable supply chain programs and downstream through our Sustainable Offerings 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.

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. Now in its second year, our Responsible Procurement Team is sponsored by our chief procurement officer and has added new members. This team executes our strategy with the goal of driving accountability for all procurement team members' actions.

Our buyers are partners who support Chemours' business strategies by 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.

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 four 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
- ▶ Capital procurement—engineered equipment and construction 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

In summary, we work with suppliers that help Chemours continue to create a more sustainable future and who are aligned with our Corporate Responsibility Commitments and our Supplier Code of Conduct.

SUSTAINABLE SUPPLY CHAIN

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 procurement leadership team 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.

Chemours’ 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 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.



Our Supplier Code of Conduct is available in Chinese, Dutch, French, German, Japanese, Korean, Portuguese, and Spanish to better support our suppliers around the world.



We view our suppliers as an extension of ourselves, and we are committed to working with those who share our commitment to operating responsibly and adding value for Chemours, our customers, and our communities.”



Sunil Naik,
VP, Chief Procurement Officer

SUSTAINABLE SUPPLY CHAIN



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 in 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 ensuring a process 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 improvement, 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 the identification of root causes and effective remediation to prevent recurrence. Examples may include unsafe work conditions, child or forced labor, bribery, and corruption, or environmental damages.

Evaluation

The Chemours Assurance Services Team (i.e., internal audit) routinely audits the procurement function and our sustainability 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 2022, LRQA completed RC 14001 auditing and recommended continued certification. This audit did not identify any nonconformances or improvement opportunities for procurement. Copies of our external third-party certificates are located on our [company Website](#).

Partnering with Industry Peers

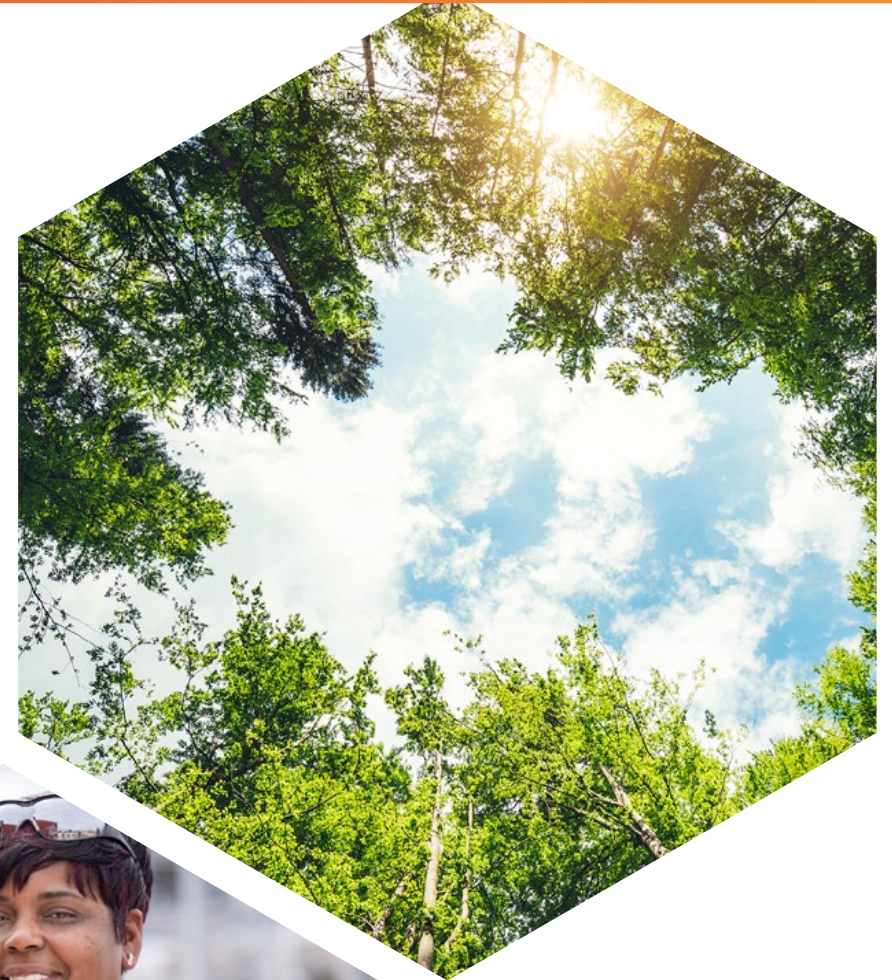
Chemours is a member of [Together for Sustainability \(TfS\)](#), a joint initiative and global network of 40+ chemical companies defining the global standard for ESG performance of chemical supply chains. The program is based on the UNGC and Responsible Care® principles. TfS supports and coordinates the measurement of the sustainability performance of chemical companies and their suppliers. Results are shared with all TfS members, enhancing efficiency and cost-effectiveness while simultaneously encouraging industry-wide collaboration and continuous improvement. Several Chemours team members are involved in TfS workstreams.

SUSTAINABLE SUPPLY CHAIN

Measuring Supplier Sustainability Performance

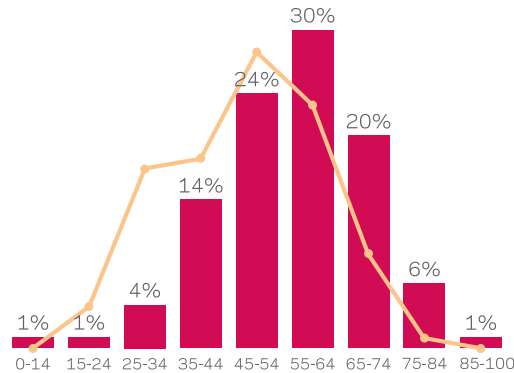
We partner with [EcoVadis](#), a third-party provider of business sustainability ratings for global supply chains, on the sustainability performance assessment of our suppliers, as well as on our own sustainability performance as a company. Over the past several years, we have addressed several opportunities identified by EcoVadis to improve our performance, and in 2022, achieved a Gold rating, with a 93rd percentile rank compared to all companies ranked by EcoVadis. By working with our suppliers on their performance, we were able to increase our own Sustainable Procurement score by 10 points. 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.

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.

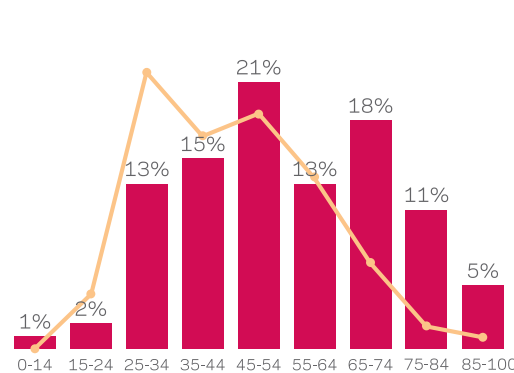


SUSTAINABLE SUPPLY CHAIN

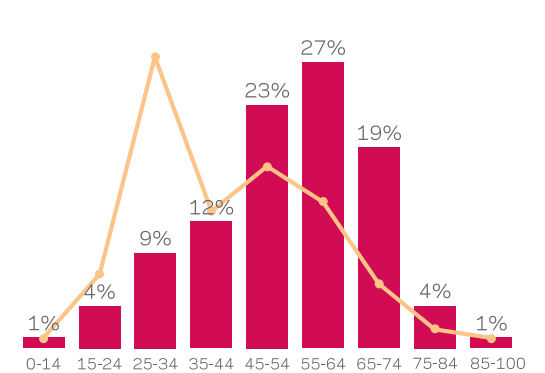
2022 Supplier Labor and Human Rights Practice Score Distribution



2022 Supplier Environmental Practice Score Distribution



2022 Supplier Fair Business Practices Score Distribution



On average, the EcoVadis scores of our assessed suppliers in 2022 were higher than the EcoVadis benchmark scores, on a scale of 0 to 100 and based upon all participating companies in their network.

Approximately 71% of our assessed suppliers have established environmental reporting, and 46% of our assessed suppliers are ISO 14001 certified at one or more operational sites. The breakdown of participating supplier scores is shown above by percentile, with the orange line indicating average performance of all participating companies in the EcoVadis network.

Labor and Fair Business Categories Evaluated

Approximately 45% of our suppliers completing the assessment have established reporting on health and safety indicators. A total of 80% of our assessed suppliers have an anti-corruption policy in place, and 69% have whistle-blowing procedures in place for stakeholders to report concerns. The breakdown of participating supplier social performance scores is shown in the charts above by percentile, with the orange lines indicating average performance of all participating companies in the EcoVadis network.

Area Assessed	Chemours Suppliers	EcoVadis Benchmark
Environmental	55	45
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	56	48
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	53	43
Supplier Sustainability	46	37

SUSTAINABLE SUPPLY CHAIN

Progress Toward Our 2030 Goal

In 2022, in addition to focusing on spend, we widened the net of suppliers we assess by matching our supplier segmentation—allowing us to ensure we are assessing our most critical supply base.

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 continue to explore 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 2022, 96% of our buyers attended live training on the value of responsible procurement and the SCRA process. We also made a recording available for on-demand viewing.



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 2022, we spent approximately 8% 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 United States) 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 United States in 2022, Chemours spent approximately 2% supporting diverse suppliers and approximately 6% supporting small businesses. Read more about our approach in our [Supplier Diversity Letter](#).

Sustainable Supply Chain 2030 CRC Goal Performance

	2018 Baseline	2020	2021	2022	2030 Progress
Baseline sustainability performance of 80% of suppliers by spend	5%	59%	82%	90%	
15% improvement in supplier sustainability performance	0%	0%	15%	22%	

 BEHIND SCHEDULE  ON TRACK  ACHIEVED

Chemours Responsible Supplier Awards

To achieve our sustainable supply chain targets, Chemours needs partners who are committed to improving their corporate sustainability performance. The annual Chemours Responsible Supplier Awards recognize companies who have:

- ▶ Demonstrated that they share our aims and values
- ▶ Become valued partners beyond the supply of goods or services
- ▶ Distinguished themselves by driving quality, innovation, and sustainability
- ▶ Made improvements across Chemours' supply chain

Long-term partnership and sustainability performance improvements were key factors in selecting five of our more than 10,000 suppliers in 2022.

- Star Supplier:** Yosomulyo Jajag
- Logistics Award:** Henri Essers En Zonen International
- Indirect Materials Award:** Rockwell Automation
- Direct Materials Award:** Twin Eagle Resource Management
- Capital Award:** Worley

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

We appreciate our partners for joining us to help create a better world through the power of our Courageous Chemistry.



Environmental Leadership

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Energy and Climate

United Nations Sustainable Development Goals Alignment

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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

Key Achievements in 2022

- › Held in-person energy-reduction brainstorming sessions at eight sites and virtual brainstorming sessions at seven additional sites, which resulted in thousands of energy-reduction ideas that informed actionable plans for energy reduction by 2025
- › Identified and implemented 12 energy-reduction initiatives at the Dordrecht site in the Netherlands, reducing energy intensity by almost 3% in one year
- › Created an independent goal to improve energy intensity by 20% by 2030, against a 2018 baseline, within our Titanium Technologies segment—our most energy-intensive business
- › Partnered with TC Energy to run hydrogen blend trials in boiler systems at Belle and Washington Works sites, both in West Virginia, successfully validating integration of clean hydrogen into our emissions reduction strategy
- › Completed HFC-23 emissions-reduction project at Louisville, Kentucky, site, which is designed to reduce 99% of HFC-23 process emissions, which, in turn, represent approximately 25% of total baseline Greenhouse Gas (GHG) emissions
- › Received Responsible Care® Energy Efficiency Award from the American Chemistry Council and a Better Project Award for energy efficiency from the Department of Energy’s Better Buildings, Better Plants Initiative
- › Received a Better Practice Award from the Department of Energy’s Better Buildings, Better Plants initiative for our efforts to reduce Fluorinated Organic Chemical (FOC) process emissions across the company, with an emphasis on the recent work done at the Louisville, Kentucky, and Fayetteville, North Carolina, sites



Emission reduction of FOCs represents one key piece of our overall decarbonization strategy. To advance this work, we completed an HFC-23-reduction project at our Louisville, Kentucky plant that is designed to recover more than 99% of HFC-23 process emissions from the HCFC-22 manufacturing facility.”



Sean Uhl
Sustainability Technology Director

ENERGY AND CLIMATE

Climate change is a critical issue for our planet and one of the most urgent challenges facing society today. The chemical 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 and suppliers do the same. That commitment starts at our plant sites with responsible manufacturing, in which we have taken steps to 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 are committed to achieving net-zero GHG emissions from our operations by 2050, and our 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 (UN SDG) #13. 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. In 2022, we signed a commitment with the Science-Based Target initiative (SBTi) to establish science-based targets for Scope 1, 2, and 3 emissions.

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, 2019 and 2020 GHG emissions data with 2021 and 2022 in progress 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 sustainability data manager coordinates GHG inventory management plans with the 2030 Corporate Responsibility Commitment (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



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 and 2050 goal action plans.

- › **Decarbonization Steering Team**—Brings together operations directors, technical directors, and sustainability leaders on a quarterly basis to review commitments, progress, and decarbonization strategy, as well as to identify needed technologies to achieve 2050 goals.
- › **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. Learn more about this team's work [here](#).
- › **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, sets principles, and ensures sufficient renewable power in energy portfolio to meet corporate targets and customer requirements that specify products made with renewable electricity.
- › **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.

ENERGY AND CLIMATE

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.

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 consumption programs in 2021 in pursuit of our internal intensity reduction target and completed dashboards for the 14 sites that account for 95% of Chemours' energy footprint. These dashboards pull data from various sources, such as utility data, bills, and internal software applications, to provide insights on performance trends that will lead to reduced variation and consumption to support the sites in their energy-reduction goals. Additionally, we have established dashboards to track 2023 energy program execution.

Our Energy Efficiency Team is working to identify and implement opportunities to improve energy efficiency and reduce intensity. Brainstorming sessions resulted in the implementation of nearly 90 projects during 2022 that are expected to achieve a 5% reduction in energy use by 2025. Specific achievements include:

- ▶ Developing 2025 energy-reduction plans for 14 major manufacturing sites, which make up more than 95% of Chemours' overall energy consumption, enabling strategic choices in energy improvements.
- ▶ Launched efforts on energy reduction at the Netherlands site, by implementing 12 initiatives to reduce energy consumption. These initiatives included a collection of steam condensation for reuse in boilers, optimization of distillation columns and refrigeration machines, and optimization of steam-driven vacuum systems. The total impact of these projects was nearly a 3% energy-intensity reduction vs. 2020.
- ▶ Optimized boilers at Fayetteville, North Carolina, and Louisville, Kentucky, sites, improving boiler efficiency by more than 4% at each site.

The Renewable Energy Team tracks our global renewable power consumption, secures internal support for projects, creates internal guidelines and principles to ensure best practices for renewable energy procurement, and is continuously exploring cost-effective technology options for on-site energy generation, purchased renewable energy, or renewable energy credits. Where possible, we prioritize projects that support the increase of renewables into the local electricity grids where we operate.

Starting in 2020 and continuing into 2021, we secured renewable energy solutions at our sites in Mechelen, Belgium; Dordrecht, the Netherlands; and Louisville, Kentucky.

In 2022, the project team continued to secure renewable power as a portion of the purchased electricity for our Starke, Florida; New Johnsonville, Tennessee; and Belle, West Virginia, sites. Emissions-reduction benefits began in 2022, after the projects went live, and the first full year of benefit will occur in 2023. Overall, by year-end 2022, we committed to procure approximately 100,000 MWh per year of renewable power.

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.

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 combination of the power generation mix with which utilities supply our sites, as well as purchased renewable energy through several types of market mechanisms.



ENERGY AND CLIMATE

Greenhouse Gas Emissions Reductions

Production decreased slightly and total emissions decreased by approximately 1 million tons carbon dioxide equivalent (CO₂e) from 2021 to 2022. Emissions reductions from our 2018 baseline, as well as year over year, are primarily due to emissions-abatement projects, energy efficiency, and renewable power.

In 2022, we made progress reducing GHG emissions largely due to targeted emissions-reduction initiatives completed in 2022, 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 constitute approximately 39% of our 2022 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 FOC process 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 2022, the Louisville Works site in Kentucky completed a project to reduce HFC-23 process air emissions by 99%. This project, which became operational in October 2022, contributes to our FOC and GHG reduction goals. In addition to this program, there are 11 active projects to reduce FOC air emissions globally. We will continue to evaluate the effectiveness of our air

FOC 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.

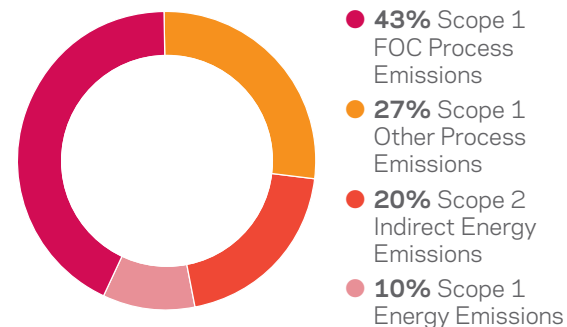
We made substantial additional progress toward our 2030 CRC goal in 2022, reducing air FOC process emissions by 564 MT, or 52% from our 2018 baseline. Looking forward, we will continue to advance abatement programs to meet our external FOC emissions reduction commitments. We are implementing additional 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.

Climate and Air Emissions 2030 Goals

Our 2030 CRC Goals	2018 Baseline	2020	2021	2022	2030 Progress
60% absolute reduction in operations ¹ emissions (MT CO ₂ e)	9,326,000 ²	6,649,000	7,640,000	6,545,000	🏠
Reduce FOC air process emissions by 99% or greater (MT)	1,082	566	717	518	🏠

🏠 BEHIND SCHEDULE 🏠 ON TRACK 🏠 ACHIEVED

Chemours Operations GHG Emissions



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.

ENERGY AND CLIMATE



Other Emissions

Nitrogen oxide (NOx), sulfur oxide (SOx), 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.

Most processes at our manufacturing operations are already utilizing best achievable control technologies to abate criteria pollutants. Our largest opportunity remains to phase out emissions-intensive fuel sources. We recently completed a conversion of coal-fired boilers to natural gas-fired boilers at our Washington Works, West Virginia, site. In addition, we are planning to install a sulfur dioxide scrubber at another site by the end of 2023, reducing SOx emissions at that site by a projected 85%. We also are adding Leak Detection and Repair programs at several sites to further reduce VOC fugitive emissions.

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.

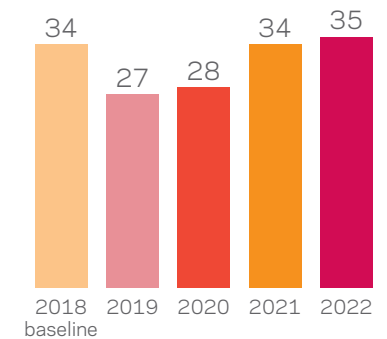
We based our Scope 3 inventory on the [GHG Protocol](#) for Corporate Value Chain (Scope 3) Accounting and Reporting Standard. We included CO₂, methane (CH₄), HFCs, and other FOCs with GWPs in our calculation of Scope 3 GHG emissions. We sourced GWPs for sold products from the Intergovernmental Panel 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-reduction benefits to our customers by providing market options for 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 2022, Opteon™ sales helped prevent 35 million MT of CO₂ 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.

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



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

United Nations Sustainable Development Goals Alignment

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

14 Life Below Water
Target
14.1

12 Responsible Consumption and Production
Targets
12.4 and 12.6

Key Achievements in 2022

- › Completed initial operations sustainability review at one site and updated the assessment at a second site, bringing the total to over 60% of planned assessments
- › Realized progress against our FOC emissions goal
- › Supported the continued development by university researchers of a regional surface water and ground water hydrology model that will be useful to resource managers, manufacturers, regulators, academics, and the public in water resource decision-making in southeast Georgia



Our commitments can be seen in our actions. Since 2018, we have reduced site emissions significantly, achieving a reduction in emissions of HFPO-DA—a GenX-technology processing aid—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

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. Water quality and chemical emissions to water are important topics to our stakeholders based on feedback from community advisory panels (CAPs) and other stakeholder engagement activities, along with information collected through our annual environmental, social, and governance (ESG) issue prioritization work.

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.

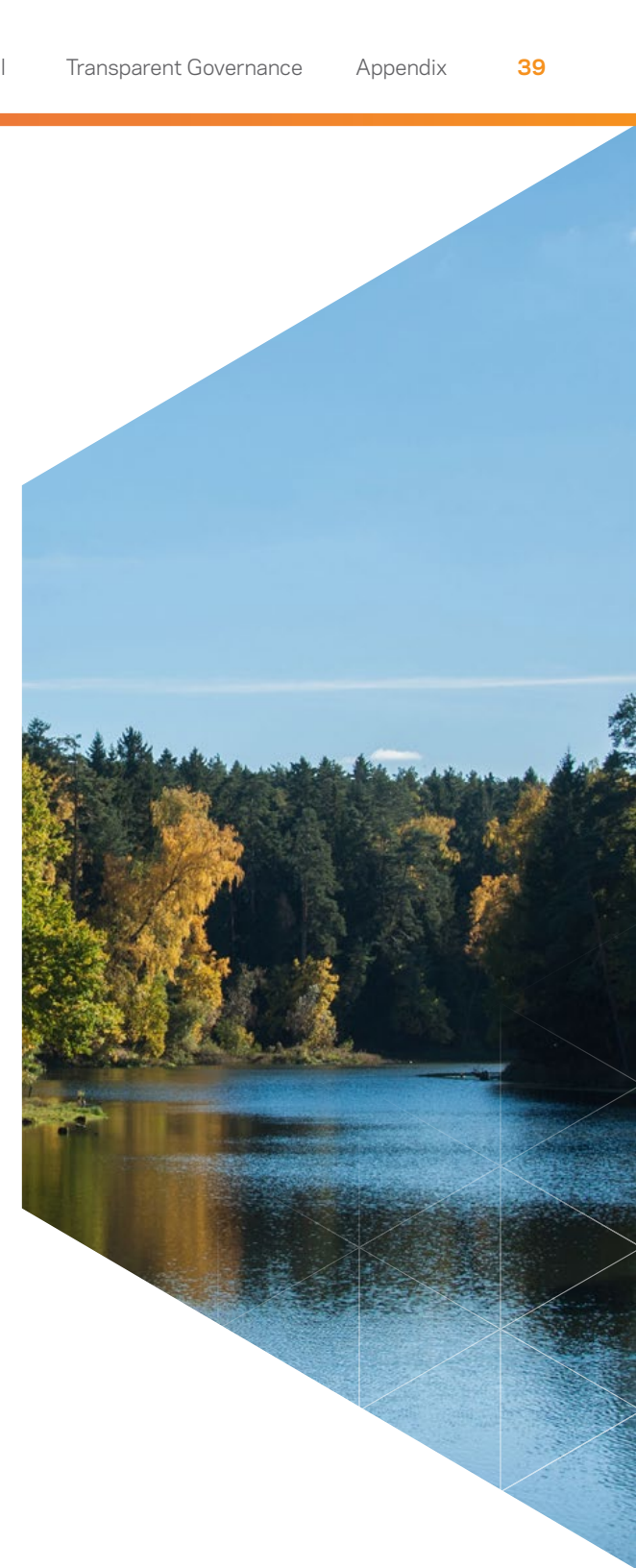
Governance

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.

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, director 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 CAPs that provide valuable input to our operations’ sustainability assessments of water availability, site water use, and site discharged water quality. Please see page 61 for more information about our CAPs.



WATER STEWARDSHIP



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.

The goal's 2018 baseline is based upon a comprehensive inventory of FOC water process emissions. 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.

In 2022, Dordrecht Works in the Netherlands completed a project to establish a permanent process water treatment facility designed to reduce more than 99% of targeted FOCs. This facility was based on technology developed over the past two years in a full-scale pilot.

FOC Process Emissions (MT)

Reduce FOC Process Emissions to Air and Water by 99%	2018 Baseline	2020	2021	2022	2030 Progress
Water emissions ¹	556	266	267	244	
Air emissions	1,082	566	717	518	

BEHIND SCHEDULE ON TRACK ACHIEVED

1. 2022 data include 243 MT of FOC process emissions temporarily being captured and sent off-site for deep-well disposal.

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. Programs in progress to reduce air and water FOCs will result in a greater than 70% reduction from the 2018 baseline. Our teams are exploring both best-available technologies and new technology options to further FOC process emissions reductions.

More than halfway to achieving our FOC Process Emissions 2030 Goal

WATER STEWARDSHIP

An Essential Plant for an Essential Product

At first glance, our Fayetteville Works site in North Carolina simply looks to be a large industrial complex, but, in reality, it is a critical enabler of the national economy. This site produces Nafion™ fluoropolymers and ion exchange membranes used in various applications, including fuel cells, water electrolyzers, and flow batteries, as well as the critical monomers for many other fluoropolymers. In fact, Chemours is the only domestic producer of per- and polyfluoroalkyl substances (PFAS), a fluoropolymer used to manufacture semiconductor chips and develop advanced electronics. Today, every airplane, automobile, cell phone, and other communication device requires fluoropolymers. And in the future, fluoropolymers will be even more critical as they play a significant role in the generation of clean energy.

Equally as important as the products produced at Fayetteville Works is how they are produced. Significant investments—exceeding \$400 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 controls process emissions at an average destruction efficiency exceeding 99.99%.

We also capture and treat separated stormwater to remove FOCs prior to discharge. The installation of four flow-through cells was completed in 2021, which yielded results exceeding expectations for FOC removal. In 2022, work continued to design and install an underground barrier wall and state-of-the-art groundwater treatment facility, which together are designed to remove 99% of PFAS compounds before they reach the Cape Fear River. As an additional part of our remediation commitments, we continued to serve the Fayetteville area by installing permanent home water-treatment systems for over 3,000 eligible residences throughout the year. We also began a similar program in the Wilmington, North Carolina, area to serve eligible residents.

Community engagement is a cornerstone of our presence in the greater Fayetteville area. In addition to an active CAP, the site in 2022 hosted several visits with elected officials and many educational outreach efforts, including two community meetings, where residents could learn about the ways the Fayetteville Works site responsibly manufactures products that we all depend on every day.

The local team continued to partner with the community in several ways, including:

- › Participating in the Military to Manufacturing program, which aims to share local job opportunities as service members visit employers, earn certifications, and participate in training.
- › Initiating a relationship with Cumberland County schools through their Innovative Career Opportunities Now program, which connects students with work-based learning opportunities to explore their futures.
- › Beginning the recertification process for a designated 1,500 acres of wildlife habitat area. The certification process evaluates the six programs the Fayetteville Works site has established and maintains.
- › Engaging a local Future Farmers of America chapter that catalogued tree species alongside employees and contributed to the planning of Butterfly Highway as part of a conservation initiative to restore native pollinator habitats across North Carolina.



WATER STEWARDSHIP



We proactively take action to evaluate and manage our emissions to improve the quality of our discharges.

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.

In late 2022, we updated our Operations Sustainability Review process to emphasize water stewardship by aligning the assessment with an external water stewardship set of best practices. We completed initial baseline assessments at one facility and updated the assessment of a second facility in 2022, bringing the total to over 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.

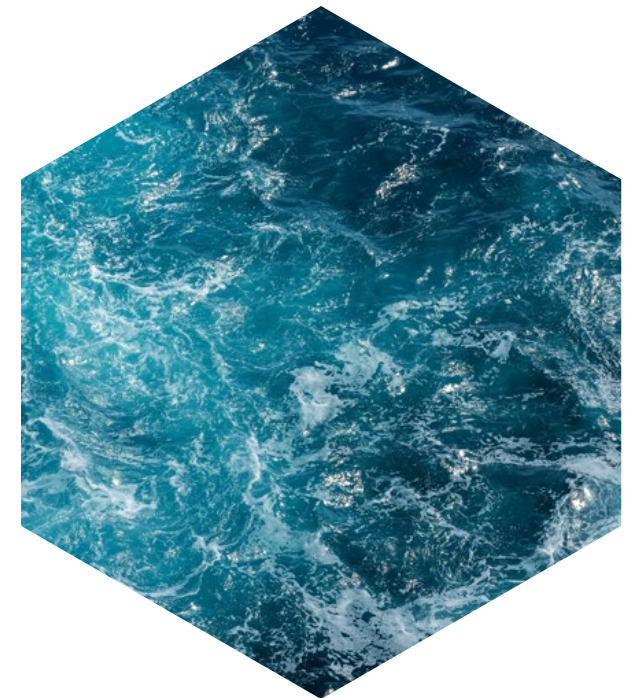
Water Quality

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.



WATER STEWARDSHIP



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 2022, water withdrawal intensity and water consumption were relatively flat from 2021.

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. For example, approximately 10 million gallons of water per day are used to transport and separate mineral sands at the Amelia Mine in Georgia. Less than 1 million gallons of water per day is withdrawn from the active mine pit to supply this amount, with careful management allowing extensive reuse before the water is returned to the surficial aquifer.

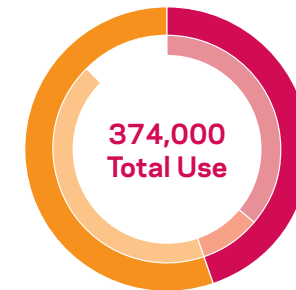
How We Use Water

Process Uses	Consumptive Uses
<ul style="list-style-type: none"> Final product formulations Manufacturing process Noncontact 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

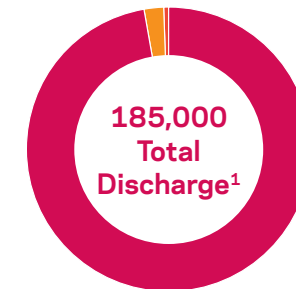
Water Use in 2022 (in megaliters per year)



- 175,000 Surface Water
- 18,000 Groundwater
- 7,000 Third Party



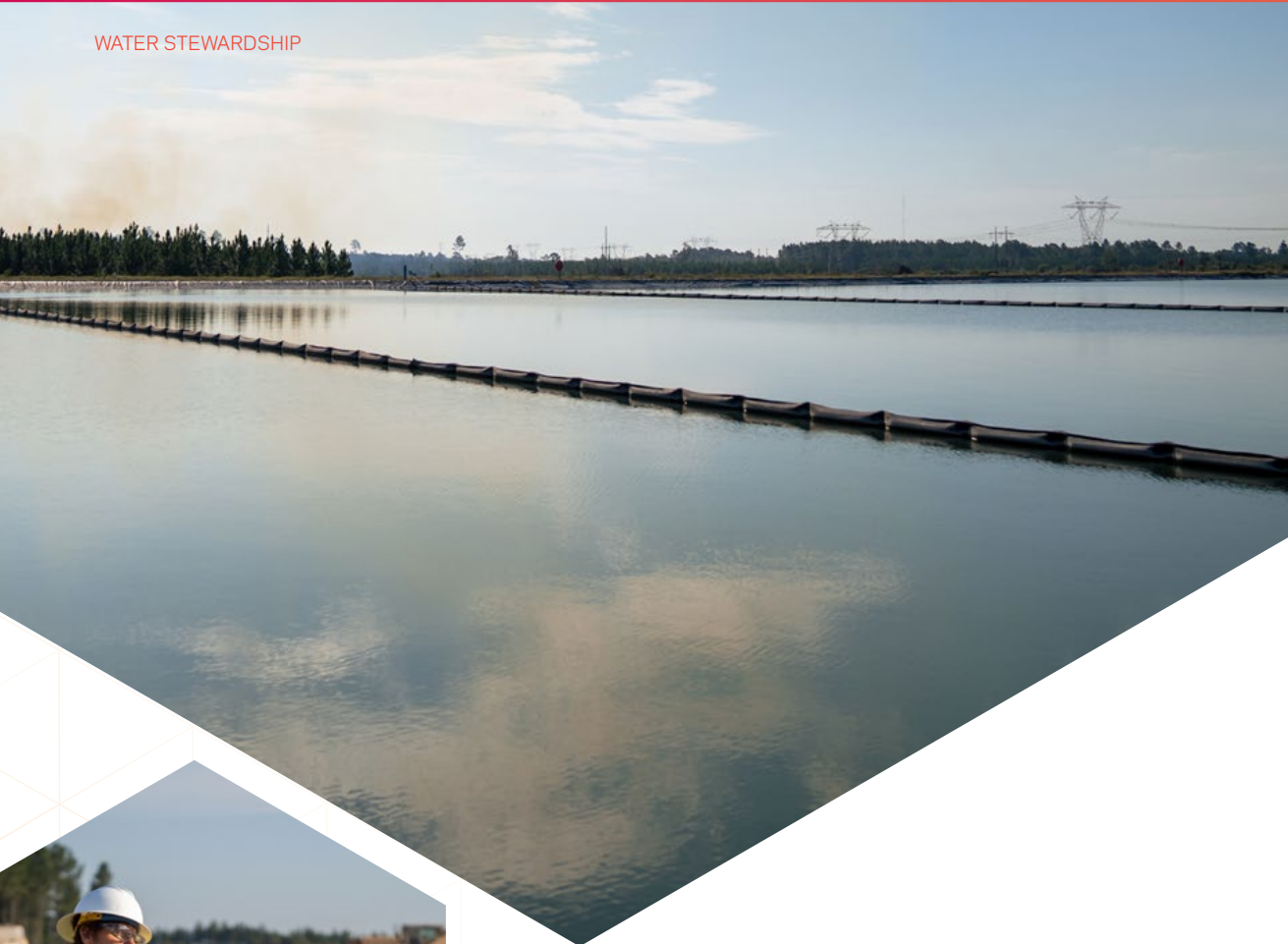
- 168,000 Cooling Water
 - Once-through 136,000 noncontact cooling water
 - Recirculating 32,000 noncontact cooling water and recycled water
- 206,000 Process Water²
 - 160,000 Recycled process
 - 46,000 Single pass process



- 180,000 Surface Water
- 4,000 Third Party
- 1,000 Deep-Well Injection

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

WATER STEWARDSHIP



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, kicked off in 2021, is Chemours' sponsorship of an independent research project by University of Georgia faculty and students and private consultants. This team is analyzing surface and groundwater systems at Chemours mine sites, reviewing regional water

resource conditions, and developing an advanced model of the Floridan Aquifer in southeast Georgia to help us understand the effects of mine operations and improve water management. The hydrologic model will eventually be publicly available, providing a state-of-the-art tool for water resource managers. The surficial aquifer analysis is providing a precise understanding of the relationship between mining activities and the water table, which will improve on-site water management and wetland reclamation.

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, 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, 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. Operational improvements focused on improving the operation of the Mobile Mining Units to utilize mine water for efficient transport of ore.

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 noncontact cooling water. In 2022, 86% 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. To gain further insight into water quality across our sites, we 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

United Nations Sustainable Development Goals Alignment

8 Decent Work and Economic Growth
Targets
8.5 and 8.8

15 Land Use
Targets
15.3, 15.5, and 15.6

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

Key Achievements in 2022

- › Collaborated with industry, academic, and government experts to successfully remove TiO₂ and polymer from end-of-life plastic on a lab scale as part of a three-year recycling research project
- › Tested a high-pressure filter press that achieved 35% reduction in filter cake volume sent to internal landfills, with planning for future capital projects at several sites
- › Partnered with City of Pass Christian, Mississippi, to provide plastic bottle, aluminum can, and cardboard recycling in city offices and public buildings to help reduce landfill contributions from a small town where establishing a recycling program was cost prohibitive



Our site is close to the City of Pass Christian, Mississippi. When I spoke with city officials, they mentioned how recycling was cost prohibitive to implement so we extended our site recycling program to include the city. Being able to help reduce plastics, aluminum, and cardboard sent to the landfill is another way we are helping improve the community and environment where we work.”



Cynthia Kouba
Site Services Unit Manager
DeLisle, Mississippi

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.

Currently, due to the lack of recycling infrastructure for the type of waste we produce, disposal is our best option for managing a significant percentage of our waste stream. We continue, however, 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 solids that remain in a deep disposal well at one of our sites. In DeLisle, Mississippi, our plant recycled 138,000 pounds of obsolete product bags by finding a recycling solution for waste that would most likely have been disposed of in the past. We also are investigating alternate disposal outlets for our current waste streams that are not being recycled or reused.



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 research and development (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 nonhazardous waste in accordance with local government regulations.

WASTE

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 CRLT sponsor our waste-management strategy and targets, provide organizational guidance, and charter programs to advance waste-reduction initiatives.

The 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.

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.

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 have learned that landfilling makes up the single-largest component of our waste disposal activities and recognize that building new landfills compounds negative impacts on the environment. As such, we have identified reduction of our nonhazardous and hazardous waste landfill footprint as the strategy where we can make the most impact—reducing both our environmental footprint and operating costs.

In 2022, our landfill volume intensity increased versus our 2018 baseline. There were several contributing factors, including the addition of a stabilizing agent and changes in ore blend at one of our top landfill sites.



Waste Reduction Is a Team Effort

Team	Who They Are	What They Do
Landfill Waste Reduction Core Team	Representatives from R&D and our business segments	<ul style="list-style-type: none"> Identify and enact large-scale efforts to reduce landfill waste Develop internal interim targets to inform annual action plans Identify local initiatives to drive performance at each manufacturing site
Operations Landfill Improvement Team	Representatives from each manufacturing facility	<ul style="list-style-type: none"> Create and implement plant site CRC waste-reduction initiatives Leverage best practices across our operations network
Landfill Champions Network	Volunteers from across our operations and office locations	<ul style="list-style-type: none"> Work in concert with the core team and operations improvement team to support waste goal programs

WASTE

Hazardous and Nonhazardous Waste

Chemours tracks and reports hazardous and nonhazardous 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.

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.



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 titanium dioxide (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 planning to leverage ideas to reduce waste not directly related to production by looking at opportunities to reduce process-related waste. The team's goal is to drive accountability for meeting Chemours' waste-reduction targets.

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



Reduce Landfill Volume Intensity by 70%	2018 Baseline	2020	2021	2022	2030 Progress
Landfill volume intensity (m ³ /MT)	0.42	0.45	0.47	0.50	

BEHIND SCHEDULE ON TRACK ACHIEVED

WASTE

Improvement Efforts Led by Chemours Landfill Goal Teams

- › Elimination of plastic utensils and 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

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. Several initiatives are underway across our businesses to measure and understand the total amount of packaging that is eventually recycled and reused by our customers. We will continue to identify and refine opportunities and reporting capabilities.

In 2022, we shipped 45% 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.

Advancing Circularity at Chemours

Chemours joined a three-year recycling research project, Remove2Reclaim, during 2021, in collaboration with industry, academic, and

Percent of products sold in reusable, recyclable and inclusion, packaging¹

	2018	2019	2020	2021	2022
Titanium Technologies	39%	41%	39%	39%	44%
Thermal & Specialized Solutions	55% ²	52% ²	51%	70%	70%
Advanced Performance Materials	N/A	N/A	17%	30%	17%
Chemours total ³	44%	43%	40%	43%	45%

1. Reflects primary packaging only; inclusion packaging is included in customer final product.
 2. 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.
 3. Data does not include Other Segment.

government experts, to develop a more sustainable process for recovering TiO₂ and polymers from plastic end-use products.

Our Europe, Middle East, and Africa Technical Marketing Team is 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 2022, we succeeded in removing TiO₂ and polymer from end-of-life plastic on a lab scale. The team will be working into 2023 to understand what is needed to upscale this to recover TiO₂ that meets industry standards for good processability.

In addition to the Remove2Reclaim efforts by our Titanium Technologies business, we have the

following additional efforts in place to advance circular economy practices not only in our products but also in our value chain:

- › We are part of the World Business Council for Sustainable Development circularity workgroup developing circularity metrics to ensure consistency across the industry
- › We are 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

Land Use and Biodiversity

United Nations Sustainable Development Goals Alignment

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

15 Life on Land
Targets
15.1 and 15.5

14 Life Below Water
Targets
14.2 and 14.5

17 Partnerships for the Goals
Targets
17.16 and 17.17

Key Achievements in 2022

- Continued to develop a biodiversity framework in partnership with the Wildlife Habitat Council (WHC)
- Achieved for the first time, Responsible Care®/RC 14001 certification at all our mining sites in Florida and Georgia, demonstrating our commitment to responsible mining operations
- Reclaimed 173 acres of disturbed lands at our mineral sands mining and separation operations in Georgia and Florida, where sites are typically mined for less than three years before restoration of the disturbed land



With my background in wildlife biology, our company's commitment to restoring the mined areas to viable uplands and wetlands is important to me. I enjoy being part of a team that ensures our operations provide habitat for wildlife from foraging to nesting communities, while also educating our stakeholders about how we support diverse wildlife populations."



Connie Henderson,
Environmental Manager
Starke, Florida

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.

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 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 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.

LAND USE AND BIODIVERSITY

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 develop a biodiversity framework and 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 has continued to work with our Land Use and Biodiversity Team to create a comprehensive biodiversity framework that will establish priorities aligning with our corporate vision and enable our manufacturing sites to begin or further build upon their biodiversity efforts.

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 as soon as we can. In addition, on mined lands where there was disturbance prior to mine reclamation regulation, Chemours is committed to habitat enhancement that will return the lands to productive use and improve their value to wildlife.

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 mineral sands mining is distinct from other forms of mining, with operations advancing steadily through large tracts. Mine pits are successively opened then refilled with sand tails within a few months. After allowing the refilled pits to settle, the sites are graded, topsoil replaced, and trees planted so that a mined area is typically in a disturbed condition for less than three years. As a result, mining affects hundreds of acres per year, but the impact is temporary, and the land continually reclaimed.

At the end of 2022, approximately 2,883 acres of mined land were in use for Chemours' mining activities in Georgia and Florida (including mine infrastructure but excluding off-site mineral separation plants), representing a year-over-year increase of 575 acres. During the year, we reclaimed 173 acres of 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:

- 1 Site Planning**
 Chemours conducts environmental studies to understand the pre-mine conditions and engages local conservation groups, regulatory agencies, and community leaders.
- 2 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 re-establish native plants and habitats by replacing the topsoil post-mining.
- 3 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 trees.
- 4 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

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 Department of Environmental Protection and the Georgia Department of Natural Resources, as well as 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, and in partnership with a TiO₂ customer, Chemours works to continuously pursue and apply responsible mining principles. One way to do so is by meeting independent, third-party sustainability certification standards and implementing associated management systems that align with our CRC goals and address customer supply chain concerns. In 2022, we achieved Responsible Care®/

RC 14001 certification, which helps us to assess a range of social and environmental impacts within our operations, with a focus on land and water management and biodiversity.

Partnering to Protect Local Wildlife and Habitats

Opportunities to directly protect wildlife habitats on the lands that we mine are limited because we lease 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 area land and water resources, including the [Satilla Riverkeeper](#), [St. Marys Riverkeeper](#), [One Hundred Miles](#), and the [Georgia Conservancy](#). Where practical, 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). In 2022, Chemours expanded wildlife protection outreach by partnering with academic researchers to understand the impacts of mining and mine reclamation on bird communities.



Protecting the Gopher Tortoise

Chemours is an active participant in the Gopher Tortoise Initiative (GTI), a public-private partnership between mineral and timber producers, the U.S. Fish and Wildlife Service, the Georgia Department of Natural Resources, The Nature Conservancy, and other groups. In 2022, researchers, supported by Chemours, surveyed 677 acres of potential gopher tortoise habitat in Georgia in advance of mining. This resulted in translocating 26 tortoises from Chemours mines to protected lands on Georgia Wildlife Management Areas. Over the eight years of mining in Georgia, Chemours' research partners have translocated 508 tortoises, and 181 hatchlings reared from collected eggs have been moved to Wildlife Management Areas.

These tortoises have helped add three sites to the GTI'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.

Additionally, Chemours has supported a seven-year partnership with the University of Georgia to survey relocated and resident gopher tortoise habitats and subpopulations and to carry out research on tortoise health, demographics, and behavior. This research has greatly contributed to better scientific understanding and conservation of the gopher tortoise. In 2022, we completed the second year of research on the use of reclaimed mine lands by tortoises, a project that will be crucial in demonstrating successful re-establishment of post-mine land use.

LAND USE AND BIODIVERSITY

Operating Sites

At 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.

Many of our sites are located within 10 km of culturally significant sites, such as United Nations Educational, Scientific and Cultural Organization

sites or sites on the National Register of 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—another example of how Chemours brings our environmental and social justice ethos to life.

Beyond a regulatory-driven cleanup process, we have made considerable progress in cleaning up and returning former operating sites to productive reuse. As of 2022, Chemours has sold or donated nine underutilized former manufacturing site properties totaling roughly 4,200 acres of land, including over 1,600 acres of developable property. Each of these site transfers represents major economic opportunities for the properties' surrounding communities.

New Opportunity for Beaumont, Texas

This former operating site, roughly 605 acres, is part of the Beaumont Works Industrial Park that includes several manufacturers and property owners. In 2016, Chemours sold its remaining business on site, an aniline production facility, to Dow. In 2020, Mitsubishi Chemical announced the closure of its operations at Beaumont, which were on land leased from Chemours. This event opened up considerable contiguous land on the former Chemours site, with dock and rail facilities, for another potential user. In 2022, Chemours sold the entire Beaumont former manufacturing site to a national development company. The new owner will redevelop the property into an energy logistics hub, serving both conventional and sustainable fuel producers. The site will include a green hydrogen production facility and logistics assets for diesel and aviation fuels.

Facility Overview



~16,300 acres
Owned or managed land globally supporting current or former operating sites



~36%
Total-owned acreage developed to support current or past manufacturing operations



~200 acres
Leased for office space, technical centers, and distribution facilities



64%
Total-owned undeveloped acreage that includes buffer lands, wetlands, and waterways



LAND USE AND BIODIVERSITY

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.



LAND USE AND BIODIVERSITY

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 2022 and into early 2023, four of our sites renewed WHC programs, with three achieving the WHC's highest-level gold certification and another site achieving silver certification. In total, seven of our sites have received WHC certification—five gold, one silver, and one basic certification. Together, our WHC-certified sites are engaged in 67 actively managed WHC projects. Examples include:



Avian projects benefiting osprey, kestrel, bald eagles, and various cavity nesters in Delaware, Mississippi, New Jersey, and the Tennessee grasslands, 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 DeLisle: A Case Study in Environmental Leadership

Our DeLisle plant is located on the westernmost side of Harrison County on the Mississippi Gulf Coast. The site is located on the Bay of St. Louis, and is on the northwest side of the city of Pass Christian and directly across from Bay St. Louis. The property spans 2,600 acres, of which 400 are developed. The Chemours DeLisle Plant produces TiO₂ for paints, resins, and plastics, while employing over 500 employees.

The site began the WHC certification process in 2007, and has supported many programs since, including:

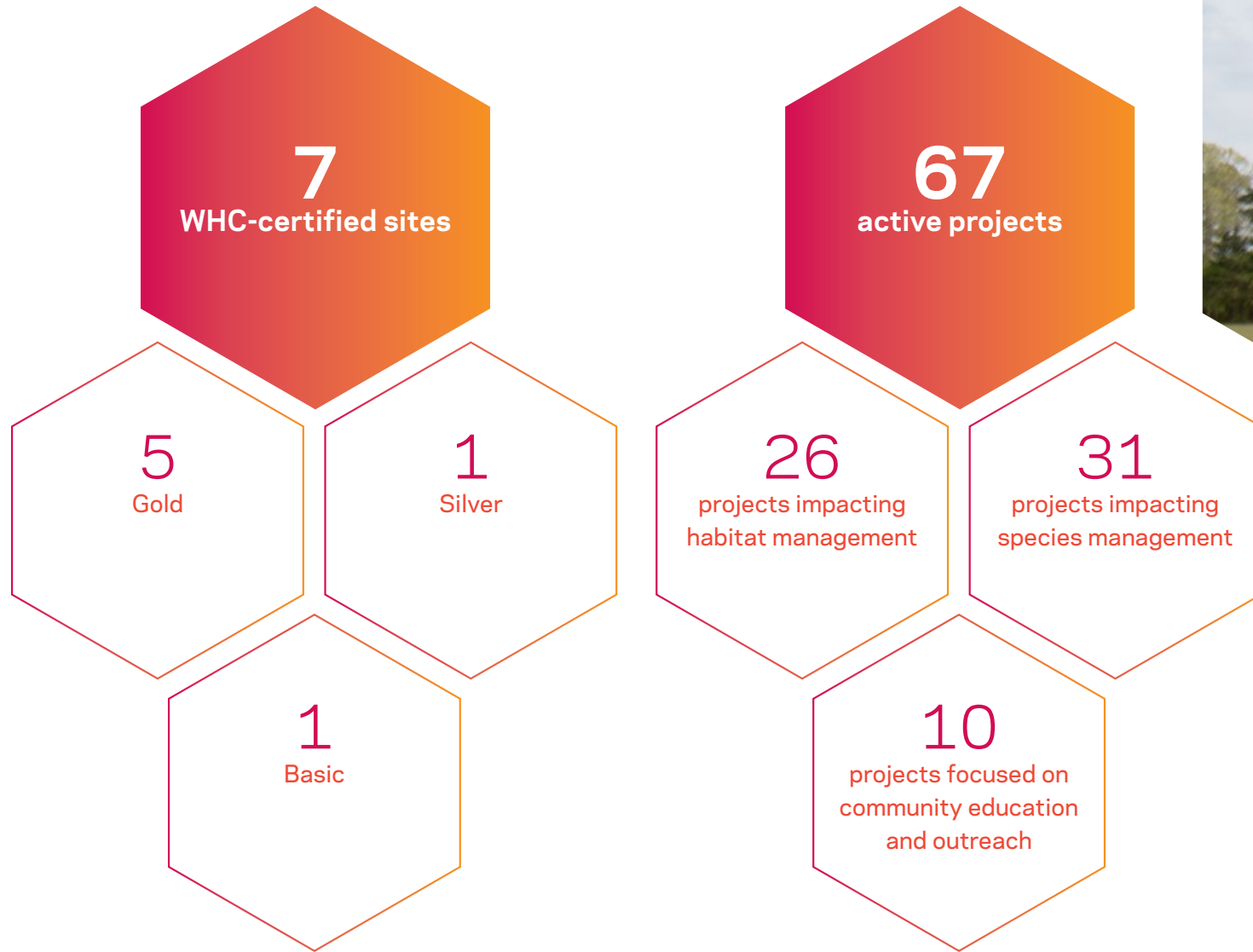
- › Observation of bluebird and purple martin nesting boxes
- › Installation, maintenance, and monitoring of a bald eagle/osprey platform
- › Observation of least tern nesting on plant property
- › Partnership with The Nature Conservancy monitoring oyster beds in the St. Louis Bay
- › Bat box installation and monitoring
- › Butterfly and pollinator garden monitoring

After some lapses in 2020 and 2021 due to the impact of COVID on staffing the site, operations normalized in 2022. As a result, we were able to modify and add new programs, including an extension of our bluebird boxes program to employee residences and the start of a living shoreline at our Delisle Employee Recreation Area property.

The site has plans for 2023 and beyond that include a potential partnership with the National Audubon Society to expand our least tern program, setting up bee colonies in low traffic areas, and continuing our partnership with the Mississippi State University Extension Center to install the living shoreline.

LAND USE AND BIODIVERSITY

Chemours Wildlife Habitat Council Partnership by the Numbers





Community Impact

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Vibrant Communities59

Vibrant Communities

United Nations Sustainable Development Goals Alignment

4 Quality Education
Targets
4.1, 4.3, and 4.4

11 Sustainable Cities and Communities
Target
11.7

6 Clean Water and Sanitation
Target
6.6

15 Life on Land
Targets
15.1, 15.5, and 15.8

8 Decent Work and Economic Growth
Targets
8.5 and 8.8

Key Achievements in 2022

- › Completed an environmental justice evaluation of manufacturing sites in the United States
- › Broke ground on the Chemours Science, Technology, Engineering and Mathematics (STEM) Hub at East Side 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 at the school
- › Won two awards at China Philanthropy Festival for Public Welfare of the Year, recognizing the Magical Science Camp Program, and the Responsible Brand of the Year



The ChemFEST Tour at our Discovery Hub with EastSide Charter School on Global CRC Day is one of my favorite volunteer experiences. From exploring the future of data center cooling to getting a front-row seat to critical fluoropolymer membranes at the center of clean hydrogen fuel cells, the opportunity to see how chemistry in action lights up those young faces makes it all worthwhile.”



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

Approach

When we refer collectively to “us,” it very much includes communities where we live, work, and play. Our mutual success is one and the same. We have a vested interest in ensuring and enhancing their vibrancy through the positive impacts we can make. 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 STEM education.
- ▶ Engaging in safety initiatives.
- ▶ Expanding sustainable environment programs.

This goal is aligned with the 2030 Agenda for Sustainable Development’s 17 United Nations Sustainable Development Goals (UN SDGs)—an urgent call for global partnership and sustainable action by developed and developing countries alike.

Invest
\$50 million
in our communities by 2030

Vibrant Communities 2030 Goal

Our 2030 CRC Goals	2018 Baseline	2020	2021	2022	2030 Progress
Cumulative Vibrant Communities Investment	\$0	\$9.1M	\$15M	\$18M	

 BEHIND SCHEDULE  ON TRACK  ACHIEVED

Our 2030 investment roadmap remains on track, having reached 36% of our goal to \$50 million through continued investments in ChemFEST, the Future of STEM Scholars Initiative, and Future of Chemistry Scholarships.

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.

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 works with our Vibrant Communities goal leader and the Corporate Responsibility Leadership Team (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 [Environmental, Health, Safety, and Corporate Responsibility \(EHS & CR\)](#).



Engaging Stakeholders

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 where 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. We engage with local communities through our own programs and channels, as well as those that exist in each community.

Environmental Justice

In addition to adding environmental justice in our corporate EHS & CR policy in early 2022, we also completed an environmental justice evaluation of manufacturing sites in the United States, utilizing the 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.

Community Advisory Panels

All Chemours manufacturing locations have active community feedback mechanisms and/or community advisory panels (CAPs) to engage with the local community, foster transparent discussion, and build a trusting relationship. CAPs provide a forum for education about Chemours processes, businesses, and products. Most importantly, they are a forum for the community to ask questions and offer insight into the needs and expectations of the local area. CAP members regularly share information they learn in meetings with others in the community and offer additional feedback to site leadership. This process helps to guide Chemours community engagement activities. For example, if a Chemours site proposes a large-scale improvement project, site leaders will present the details to the CAP for discussion before any activity begins. We also present CAPs with site safety and emissions data related to our responsible manufacturing and Corporate Responsibility Commitments (CRC), and CAPs 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 multilingual service, accessible to both employees and the public.



During 2022, Chemours continued an initiative to assess and re-invigorate our CAPs that involves three steps:

- 1 Ensure that CAP membership is truly representative of the local community in terms of socioeconomic status, age, gender, race, and geographic location.
- 2 Evaluate meeting agendas to ensure relevant content is being provided and that CAP members have ample opportunity to ask questions and offer feedback.
- 3 Identify a meeting cadence that provides the best opportunity for engagement with the CAP and any communications opportunities that may be available between meetings.

We completed the pilot of this new re-invigorated CAP process at our Washington Works site and made plans to expand it to more sites in 2023.



2022 Community Advisory Panel Highlights

Washington Works CAP: Washington, West Virginia

Our Washington Works site served as our pilot site for launching a re-invigorated CAP in 2022. We created a charter for our CAPs that included engagement goals, processes, and policies; hired a third-party consultant to engage the community and solicit members for our CAP to accurately reflect community demographics; and met with nominees to explain what is involved in serving on our CAP. This robust process ensured transparency and mitigated bias in the membership selection process. The CAP is now meeting in person monthly to discuss topics such as site operations, environmental protection procedures, process safety management, and community support. A tour of the site is also planned.

Corpus Christi CAP: Ingleside, Texas

The Corpus Christi site continued to participate in a professionally facilitated area industry CAP, the LaQuinta Channel CAP. Throughout the year, our site leader presented updates on Chemours' EHS performance and the site's planned expansion, as well as community outreach activities.

Fayetteville Works CAP: Fayetteville, North Carolina

The Fayetteville Works CAP resumed in-person meetings in 2022, and was instrumental in advising our plan to host two community information sessions in Bladen and Cumberland counties. CAP members were invited to attend, along with the general community and media, to learn about Chemours' plans to seek a permit to expand existing production at the site. Additionally, the site

maintains the Chemours Neighbors web presence and social media feeds to solicit community feedback and share updates on the site's emissions-reduction and remediation progress.

STEM Education Programs

Our [Diversity Action Plan](#) uses both corporate-level programs and local partnerships to enhance 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

This school partnership program represents a \$4+ million investment aimed at building a diverse STEM talent pipeline. 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.

In 2022, Chemours celebrated its first anniversary of ChemFEST by hosting students at our state-of-the-art research facility, Chemours Discovery Hub, in Newark, Delaware, for an engaging day of science. The EastSide Charter School and Serviam Girls Academy students participated in exciting demos that explored the science of cooling to better understand the clean energy transition and learn about hydrogen fuel cells.

Magical Science Camp

Magical Science Camp has become a model for Corporate Responsibility Commitment in Shanghai, China, helping to inspire a love of STEM among students, as well as building brand credibility, boosting employee morale, and strengthening our communities.

Returning for its sixth year in 2022, the event gathered over 800 teenage students for a virtual class, as well as 3,200 unique attendees. This year's event included two experiments: variable renewable energy of hydrogen fuel cells, and the adventures of a water droplet, which explored the surface tension of water.

We have expanded the program to our plant in Changshu, China, which hosted its second Magical Science Camp event for 32 teens in a local community. A Chemours team of 29 volunteers planned and launched two science experiments, igniting strong curiosity about chemistry and science among attendees. Nicholas Dong, EHS Senior Consultant, was awarded the 2022 Charity Person at the China Philanthropy Festival and Corporate Social Responsibility Carnival, recognizing his role in the Chemours Magical Science Camp, which has provided more than 3,300 teenagers the opportunity for STEM education since 2017.

In early 2023, we broke ground at EastSide Charter School on a new 24,000-square-foot community STEM facility—the Chemours STEM Hub at EastSide Charter School. The Hub, part of our \$4 million commitment, will offer public spaces for learning and improve access for students from more diverse backgrounds to be exposed to, excited by, and interested in STEM. ChemFEST also includes programs near our New Johnsonville, Chambers Works, and Louisville Works sites and our Wilmington, Delaware, headquarters.

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 2022, the program expanded to include Washington, West Virginia; Fayetteville, North Carolina; and Corpus Christi, Texas, in the U.S., awarding \$368,000 across seven different sites worldwide and including two employee resource groups, The Chemours Women's Network and Chemours Latin American Resource Organization.

Future of STEM Scholars Initiative (FOSSI)

Chemours is a founding member of [FOSSI](#), which provides scholarships to students pursuing STEM degrees at Historically Black Colleges and Universities (HBCUs) and connects them to internships, leadership development, and mentoring opportunities at participating companies. In mid-2022, the program welcomed its second class

of students, awarding \$40,000 in scholarships to 144 scholars, bringing the program's total to 294 scholarships to date. Across the country, over 2,100 high school seniors applied for FOSSI scholarships. The recipients represent 30 states, with students planning to attend 38 HBCUs. In October 2022, FOSSI reached a major milestone, raising funds for 550 scholarships, an investment approaching \$30 million.

In 2022, HBCU Week was hosted for the first time at Walt Disney World for a three-day event that welcomed a record 5,000 high school students from the Southeastern region of the U.S. and

50 HBCU recruiters. Chemours volunteers, including CEO Mark Newman, were present to connect with students about the FOSSI scholarship through a lunch-and-learn event. We also engaged with students through science demonstrations at our booth to explore the power of our chemistry, and underscore how actively we are involved in FOSSI programs.

Learn more about [FOSSI](#).



Employee Volunteerism and Philanthropy

Chemours supports and encourages employee volunteerism using a paid day of service and 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. Activities range from participation in community projects to environmental efforts such as tree plants or beach cleanups.

We hosted our fourth-annual Global Corporate Responsibility Commitment Day (CRC Day) in November. To mark the event, we asked employees around the globe to take one action to advance our 2030 CRC goals. The result was more than 1,800 hours of service by hundreds of employees who participated from 15 countries, representing a 20% year-over-year increase in volunteer hours.

A Call to Action on CRC Day



Team: Chemours China team organizes sixth annual Magical Science Camp

Location: Shanghai, China

Action: The award-winning program is a large-scale STEM education event, which attracted over 800 teenage students who learned about hydrogen fuel cells through hands-on experiments.



Team: Altamira, Mexico team

Location: Altamira, Mexico

Action: Reforested a nearby elementary school, Despertar del Campesino, with trees donated by the municipality's Environment Office. More than 35 Altamira Plant employees participated enthusiastically.



Team: More than 30 DeLisle employees and some family members

Location: DeLisle, Mississippi

Action: Employees and their families from our DeLisle site partnered with Mississippi Power's Renew Our Rivers program to remove debris and trash from the waterways in Southeast Mississippi.





Greatest Place to Work for All

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Empowered Employees

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Key Achievements in 2022

- › Certified by Great Place To Work® in 10 countries that represent nearly 90% of our global workforce
- › Continued commitment to developing diverse talent as demonstrated by promotions of women to several senior-level positions including general counsel and several executive-level positions below the C-Suite
- › Continued commitment to open and transparent engagement in our Rewards and Benefits programs and introduced additional U.S. benefits offerings with a focus on employee choice, and a variety of options that address the needs of our diverse workforce
- › Re-opened offices and plants and continued our excellent safety and health track record as COVID-19 transitioned from a pandemic to an endemic phase. We supported employees to make their own choices regarding vaccination and masking while continuing our strong track record of having no recorded cases related to exposure in our operations facilities



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

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 building an empowered workforce—one that creates space for and celebrates a broad range of viewpoints, backgrounds, and experiences. By emphasizing workplace excellence and creating a work environment that reflects the local community, we continue to deliver the innovative solutions our society needs. We foster a rewarding and productive workplace culture by investing in holistic employee safety and development; prioritizing inclusion, diversity, and equity (ID&E); and living our company values.

These actions are part of a long-term strategy to support employees and create an environment of trust. We trust employees to own their career, be an engaged member of the team, and always do the right thing; in return employees can trust Chemours to treat them with respect, transparency, and care.

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.

This means providing meaningful opportunities for people of all backgrounds to engage in both personal and professional growth. Among the ways we do this are:

- › Converting interns and co-op students into full-time positions after graduation
- › Moving employees within and across functional and business roles to create more breadth in their experiences
- › Providing mentoring opportunities
- › Encouraging all employees to join one or more of our employee resources groups (ERGs)
- › Developing employees for new assignments with greater responsibility
- › Offering expansive parental leave programs, paid leave for reserve military service, and the ability to purchase additional time off

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 and provide a mix of remote work, time off, and flexible schedules for resting, recharging, and enjoying life.

EMPOWERED EMPLOYEES



A Woman of Distinction

Chemours Senior Vice President and Chief People Officer Susan Kelliher was recognized—out of more than 300 nominees—as one of the *Philadelphia Business Journal's 2022 Women of Distinction*. The program honors the most influential women in the greater Philadelphia business community who are blazing trails in their companies, are respected for accomplishments within their fields, give back to the community, and are sought out as advisors and mentors. At Chemours, Susan leads human resources, and health and safety. She champions a policy-light and value-driven culture where employees operate with trust and transparency.

Governance

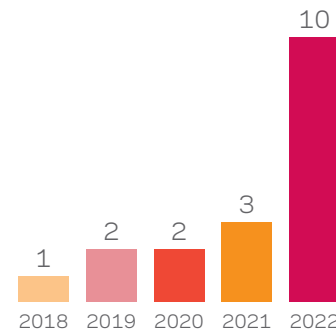
Our senior vice president of people works directly with our Chemours Executive Team (CET) and our Corporate Responsibility Leadership Team in setting our strategy and guiding our approach to create a workplace culture that empowers and celebrates employees. The Global People Team maintains the governance and data management systems to measure progress and designs and deploys an integrated suite of programs and processes to enable the organization to 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. This is 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.

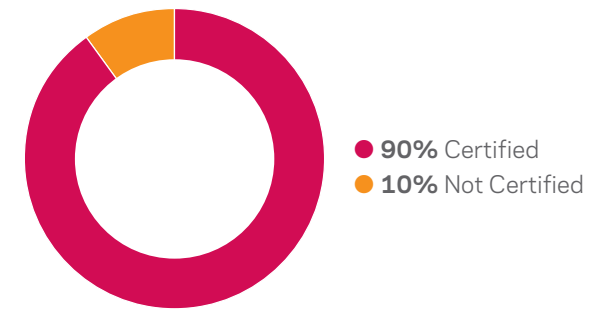
Engagement and Acknowledgement

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

Number of Great Place to Work® Certifications



Percentage of Employees Working in a Great Place to Work Certified® Location



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 mid-2022 and were pleased with a 72% employee response rate. Our global average positivity rate increased from 69–73%, which indicated an answer of 4 (often true) or 5 (almost always true) on a 1-to-5 scale. We also aspire to be the greatest place to work, and in 2022, 10 of our countries were certified as a Great Place to Work®, including Belgium, Brazil, China, India, Japan, Mexico, Spain, Switzerland, and the United States. Nearly 90% of our employees work in one of those countries.

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

Ten of our countries were certified as a Great Place to Work®, including Belgium, Brazil, China, India, Japan, Mexico, Spain, South Korea, Switzerland, and the United States. Nearly 90% of our employees work in one of those countries.

EMPOWERED EMPLOYEES



the 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 as well as displaying acts of courage. 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.

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 are tied to the performance management process (PMP) and provide input to the development plans of all leaders. Our mantra is to give feedback, provide support for improvement, and then drive accountability and consequence management through our PMP. We believe that an emphasis on leader behavior advances our workplace culture, as measured in the Great Place to Work® survey.

Training and Development

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

We encourage our employees to own their careers, and we 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 platform that houses development resources for all employees and guides them through owning their careers, from goals and aspirations identification to development planning
- › **Center for Creative Leadership Compass**—an online tool with a library of key competencies that relate to the Chemours "Orange Book" vision, values, and competencies and provides actionable tactics and recommendations for development

- › **Udemy™**—an online learning platform available to all employees, with more than 80,000 courses curated to align with our values and competencies
- › **Amplify**—an experiential, cohort-based program for our first-line leaders; includes a six-month intensive leadership training program
- › **Influential Communicator Certificate Program**—an executive education course designed for leaders to enhance their ability to be an impactful communicator

In addition to these internal and external resources, we partner with other organizations to provide historically marginalized employees with expanded learning opportunities, including:

- › KPMG Women's Leadership Summit
- › AIChE Rising Star for Women Workshop
- › Pennsylvania Conference for Women
- › RockIT Women in Tech Conference
- › Society for Women Engineers events
- › Speakers and workshops organized by Chemours ERGs

EMPOWERED EMPLOYEES



Given our focus on experiential learning, Chemours leverages opportunities to further develop talent and support employees in meeting their personal aspirations. Experiential learning opportunities include:

- › Special projects such as internal opportunities published on the CRC “Gig” board where employees apply to projects related to achieving our 2030 CRC goals
- › Committee leadership and participation (i.e., ID&E Council, ERGs, Ethics Champions, CRC champions, local Communications leads, United Way campaign leaders)
- › Cross-functional job rotations
- › Short-term assignments
- › Participation in industry trade associations, professional organizations, and other external organizations

Semiannual performance reviews, combined with annual career development planning and ongoing just-in-time feedback, provide support in performance and development and help our people know where they excel and how they can improve.

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.

- › Financial planning services to support savings and retirement planning
- › Basic money management and financial planning resources to help interns start their post-school life on the right foot
- › 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 our programs
- › 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

Performance Reviews

Our PMP provides a structure to facilitate the alignment of expectations and goals, the integration of ongoing coaching and feedback, and the summarization 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 2022, all eligible employees completed the annual PMP with their managers. These discussions align employee strengths with development areas 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, are competitive in the markets where we operate, and that support our employees’ diverse needs. We do so by providing core benefits that establish the foundation for physical, mental, and financial health and well-being. We complement those programs with voluntary benefits opportunities that our employees can opt into to address their specific needs.

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. These benefits are aligned with local marketplace norms and may include:

- 】 Medical, dental, prescription drug, and vision insurance
- 】 Retirement plans
- 】 Paid vacation, holidays, and days of service
- 】 Leave programs, including parental leave for birthing, nonbirthing, 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

In 2022, we once again conducted listening sessions with our U.S.-based employees to gather their feedback and ideas on our pay practices and benefits plans. As we reflected on the feedback, specifically the importance of our benefits to our employees, we made three important decisions regarding our 2023 plans:

- 】 Chemours absorbed 100% of the medical cost inflation, which was over three times higher than our typical experience.
- 】 We entered into a partnership to provide virtual support and physical therapy and injury prevention solutions to employees who experience acute or chronic injury or pain.
- 】 Finally, we introduced a travel benefit for individuals who need to travel more than 100 miles from their home to secure in-network medical care that is not available to them in their location.



EMPOWERED EMPLOYEES



Inclusion, Diversity, and Equity

Our commitment to creating an inclusive, diverse, and equitable (ID&E) 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. Currently, we are working toward a goal for ethnically diverse talent to represent 30% of all U.S. employees. This goal represents a 50% increase from our original CRC ambition.

We also are working toward a gender goal to fill 50% of all positions globally with women, which we recognize presents some challenges. While Chemours has a bedrock commitment to gender parity in all areas of the company, we realize, in some areas—particularly in manufacturing and plant frontline roles—achieving full gender parity by 2030 may not be possible. To do so, 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. As a result, we updated our

ambition and will pursue having women make up 35% of our global workforce by 2030.

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 and above positions 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 the Supplemental Content and Data section.](#)

Empowered Employees 2030 Goals

Our 2030 CRC Goals	2018 Baseline	2020	2021	2022	2030 Progress
50% women director level positions and above ¹	29.7%	31.8%	33.1%	34.9%	
35% women globally	22.5%	22.2%	22.9%	23.0%	
30% U.S. ethnic diversity ²	19.4%	20.1%	20.6%	20.8%	

BEHIND SCHEDULE ON TRACK ACHIEVED

1. Includes executive employees who are women
2. Excludes employees who have not self-identified

EMPOWERED EMPLOYEES



The Board of Directors is currently 44% women and 33% ethnically diverse.



In support of our goals, we continued the execution of our Gender Diversity Playbook for our manufacturing sites, focusing on the following areas:

- › Enhancing our talent pipeline
- › Recruiting practices that support equity in talent selection
- › Creating an inclusive environment
- › Enabling radical, equitable flexibility

The sites executed their first set of action plans in 2022, completed their second annual audit in early 2023, and achieved an 8% improvement in positive responses to the audit questions. From the recent audit, new action plans have been developed and integrated into site goals for 2023.

We are very proud of the diversity of our Board of Directors and senior executive team (CET). The Board of Directors is currently 44% women and 33% ethnically diverse. In our CET, we developed and promoted internal talent that resulted in women and/or ethnically diverse executives representing 89% of the team as of the end of 2022.

2022 Inclusion, Diversity, and Equity Highlights

In 2022, we furthered our CRC goals through efforts aligned with our ID&E strategic pillars. Our planning and investment pillar seeks to recruit top talent and broaden our local workforce pipeline. We attended career fairs, both virtually and in person, at various universities, including events at Historically Black Colleges and Universities. 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.

For our shared purpose and understanding pillar, we expanded the definition of safety to include holistic safety, which includes both physical and psychological health. We also began conversations at our manufacturing locations on what holistic safety is and why it is important. For more information about holistic safety, please refer to the [Health and Safety section](#).

Our third pillar, promotion and celebration, comes to life in many ways. Chemours, Altamira, site launched a Women in Engineering program to boost the number of women employees working in operations, while Chemours Washington Works awarded four students the Future of Chemistry Scholarship.

EMPOWERED EMPLOYEES



Celebrating the Impact of Our Employee Resource Groups

Our ERGs continued to impact our Chemours community throughout 2022.



Chemours Latin American Resource Organization (CLARO)

Executed a scholarship program for college students of Hispanic or Latin American ethnicity studying fields of STEM applicable to Chemours. Five scholarships were awarded for the 2022-2023 school year totaling \$25,000, with three of the five awarded to students within the Corpus Christi community near one of our plant sites.

Chemours Asian Group (CAG)

Sponsored a workshop with CLARO on Building Confidence and Bringing Your Authentic Self to Work, and co-sponsored an interactive hybrid workshop attended by over 300 employees on the topics of overcoming imposter syndrome and building confidence with public speaking to support employees' personal and professional development.

Chemours Black Employee Network (CBEN)

Held a virtual event in honor of Martin Luther King Jr. Day, attended by nearly 900 employees, that featured guest speaker Michael Harriot, senior writer at TheRoot.com, musical performances by the Choir School of Delaware, and Grammy award-winning artist Brian Courtney Wilson. The theme for the program was "The Courage of Equity," and Harriot's keynote highlighted the challenges that exist to achieving true equity in our society.



Chemours Women's Network (CWN)

Executed their third annual Future of Chemistry Scholarship for Women, providing three scholarships totaling \$30,000 to women pursuing undergraduate degrees in STEM. CWN also grew to 22 sites in nine countries.

Chemours Early Career Network (ECN)

Re-initiated quarterly lunch-and-learns to allow young professionals at various sites to network while learning about various personal, professional, and technical development skills. ECN also grew its membership to more than 200 members and added chapters at six sites.

Chemours LGBTQIA+ Network (PRIDE)

Hosted external speakers to present on topics ranging from LGBTQIA+-youth anti-bullying to LGBTQIA+ history topics for Spirit Day. The initiative was held in connection with the Trans Resource Center of New Mexico and United Way of Delaware Pride.

Veterans' Network (VetNet)

Volunteered in DeLisle to assist Wreaths for Biloxi National Cemetery over three days to unpack, prepare, and lay 30,000 wreaths at Veteran gravesites for the holidays. This local event is in support of the Wreaths Across America mission that honors those who have served. For the second year, Chemours employees and families participated in the VetFest, an in-person and virtual event including a 5K Run-Ruck-Walk to raise awareness and funds to Stop Soldier Suicide.

Health and Safety

United Nations Sustainable Development Goals Alignment

8 Decent Work and Economic Growth
Target 8.8

Key Achievements in 2022

- ▶ Continued to promote the health, safety, and well-being of our workforce during the COVID-19 pandemic through community surveillance and to provide employees with opportunities to manage pandemic challenges
- ▶ Launched new Procedural Excellence initiative to develop training and advanced error-reduction tools based on industry best practices in human performance
- ▶ Advanced our Brain-Centered Approach to Safety, an initiative that seeks to provide neuroscience-based safety training to engage employees' cognitive decision-making processes
- ▶ Engaged 5,835 external responders globally for emergency response preparedness, including firefighters, hazardous materials responders, community leaders, emergency management leaders, and law enforcement officers
- ▶ Conducted workplace impairment—fatigue, emotional distress, substance use—training as part of our advancement of holistic safety



The holistic safety approach is about total employee well-being, growth, and learning, and a shared sense of belonging among our fellow employees. When people are engaged and their voices are heard, then we unlock everyone's full potential and move performance from good to great."



Elliot Wolfe-Stokes
Global Process Safety Leader
Houston, Texas

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.

Although achieving consistent, quantifiable, and positive safety outcomes is something we celebrate, we must be equally relentless in our prevention of workplace injuries and exposures by nurturing a culture of continuous education and improvement. In this spirit, we are aligning our Safety Obsession value with our holistic safety approach. While our traditional safety measures focus primarily on physical safety aspects and outcomes, our Safety Obsession will evolve to integrate more human-centered and organizational culture attributes. As we embrace this holistic view, focusing not only on physical well-being but also psychological and emotional well-being, we are looking at opportunities to better measure and benchmark these endeavors. Although specific details are not yet defined, this will likely include incorporating leading metrics to further understand the effectiveness of our systems, processes, and controls.

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 2,900 customers and communities in 120 countries with which we do business worldwide. While our performance is excellent when 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 Environment, Health, and Safety (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.

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.

Holistic safety is the framework that enables Chemours to be an engine of employee well-being and the Greatest Place to Work for all employees. We have integrated the following elements of holistic safety into our strategy and Safety Obsession value:



Protection from Harm:
physical and psychological safety



Connection and Community:
inclusion, diversity, equity, and belonging



Work-Life Balance:
flexibility, autonomy, and boundaries with work and non-work time



Mattering at Work:
engagement, compensation, recognition, and ethical decision-making



Opportunity for Growth:
learning, growth, mentoring, and career advancement



HEALTH AND SAFETY

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 & Corporate Responsibility (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.

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 the RC 14001 technical specification requirements for managing EHS and security performance.

Our Commitment to Responsible Chemistry

Chemours' CEO is a signatory to 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. In keeping with our Responsible Care® commitment, we are always working toward the continual improvement of our EHS program.



HEALTH AND SAFETY



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.

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. The PHA process:

- › Uses an organized, methodical study approach
- › Seeks to achieve a multi-disciplined consensus on hazard identification and control
- › Documents 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 analyze incidents for learnings, determine root causes, and implement corrective actions that prevent recurrence of future events.

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

HEALTH AND SAFETY

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.

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. We redesigned the corporate process safety management system to integrate the continuous improvement cycle and incorporate industry best practices and essential features of human and organizational performance. This innovative, human-centered approach to process safety is unique in that it embraces the role of the leader to manage organizational systems that positively influence worker behavior and recognizes the role of the individual and human fallibility in the performance of work. This human-centered approach enables

psychological safety in the workplace and is an integral part of holistic safety at Chemours.

Mechanical integrity and quality assurance also continue to embody 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.

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 Total Recordable Incident Rate (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.



HEALTH AND SAFETY

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.

Distribution Safety Management

Chemours has manufacturing operations in eight countries and transports products to more than 2,900 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.

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 2022, Chemours enhanced our distribution safety metrics by completing third-party assessments of our bulk shipping practices at three sites and leveraging the best practices to all sites. We also worked on updating our Transportation Risk Assessment process to better define the risks of materials in transportation and will be working on updates to our Standards for Transportation Risk Assessment in 2023.



2018–2021 Distribution safety metrics

	2018	2019	2020	2021	2022
Distribution Incidents	3	6	3	2	3
Severity Index	0.07	0.09	0.04	0.04	0.03

Distribution accident data remained flat from 2021 to 2022, while the Distribution Safety Severity Index, which looks at the number of incidents and their severity, decreased slightly. Across all modes of transportation, there were no significant incidents that required immediate notification to a government entity in 2022.

HEALTH AND SAFETY

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.

Second-party audits are those in which Chemours personnel with expertise in EHS competencies audit a Chemours site other than their own. In 2022, a task team revised the second-party auditing process by combining competencies and developing integrated audits.

Beginning in 2023, a second-party audit will be conducted at each site for one of the following:

- ▶ An RC 14001 management systems/Process Safety Management (PSM) audit
- ▶ A workplace safety/electrical safety/occupational health/environmental audit
- ▶ A fire safety/emergency planning and response/distribution safety audit

Also, the auditing protocols for each competency were reviewed and similarly combined to eliminate redundancy.

Beyond our internal auditing programs, we focus on third-party (external) verification and transparent public reporting to ensure world-class EHS

In total, 19 out of 24 manufacturing facilities, or 79% of all Chemours manufacturing facilities, are RC 14001 certified.

performance and build public trust. To maintain RC 14001 certification, annual EHS management systems audits are required for a sampling of all certified facilities and must be conducted by an accredited third-party organization. In 2022, Lloyd's Register Quality Assurance Ltd performed third-party RC 14001 audits at seven manufacturing facilities, along with our Wilmington, Delaware, headquarters.

In 2022, we maintained RC 14001 certification at our previously certified chemical and mineral manufacturing sites in the United States, Mexico, Taiwan, China, France, Belgium, and the Netherlands, as well as our Wilmington, Delaware, headquarters. We added our Georgia minerals operation site in Patterson, Georgia, to our RC 14001 certificate. In total, 19 out of 24 manufacturing facilities, or 79% of all Chemours manufacturing facilities, are certified. We are evaluating remaining facilities for additional RC 14001 multi-site certification in the future.

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 standout achievements in occupational safety and health. In the U.S., our Corpus Christi, Texas, and New Johnsonville, Tennessee, sites have achieved and maintained the Occupational Safety and Health Administration's (OSHA) 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, our Kuan Yin site in Taiwan has achieved and maintained certification to ISO 45001.



HEALTH AND SAFETY

Emergency Response

Through our emergency preparedness and response 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.

Community Safety Engagement in Altamira

For more than 60 years, our site in Altamira, Mexico, has played a major role in our manufacturing of titanium dioxide. In 2022, the site continued its tradition of local engagement by sponsoring a large-scale community outreach event. The event, Chemours Community Outreach, was designed to positively impact the surrounding community by educating citizens on the site's activities. The event included training on chlorine safety and how to respond in the event of a chlorine emergency. The outreach program reached over 2,800 people—including emergency responders; local, state, and federal government officials; school students; and neighbors.

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 2022, Chemours reached 5,835 external responders globally, including firefighters, hazardous materials responders, community leaders, emergency management leaders, and law enforcement officers.

Chemours holds a position on the TRANSCAER® National Task Group 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 in the United States, Canada, and Mexico. Additionally, we have taken a leadership role as a charter member of the newly formed TRANSCAER Mexico expansion, and we will continue to collaborate with other organizations to further training opportunities in these unique times.

We benchmark our safety performance using chemical industry safety metrics reported by the U.S. 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 U.S. manufacturing sector.

Safety Benchmarking

	2018	2019	2020	2021	2022
Employee TRIR Benchmarking					
Chemours Employee TRIR	0.28	0.27	0.36	0.29	0.27
ACC Top Quartile ¹	0.19	0.31	0.24	0.24	0.20
ACC Average ²	0.69	0.76	0.74	0.73	0.65
BLS Chemical Manufacturers: Performance rates per Bureau of Labor Statistics for all U.S. companies reporting under the 325 NAICS Code as Chemical Manufacturers	1.7	1.9	1.8	2.0	N/A
PSM Tier 1 Incident Rate Benchmarking					
PSM Tier 1 Incident Rate	0.04	0.02	0.01	0.03	0.03
ACC Top Quartile ¹	0.02	0.02	0.02	0.02	0.02
ACC Average ²	0.07	0.08	0.08	0.09	0.09
Contractor TRIR Benchmarking					
Chemours Contractor TRIR	0.23	0.32	0.30	0.15	0.23
ACC Top Quartile ¹	0.19	0.19	0.16	0.16	0.16
ACC Average ²	0.30	0.34	0.42	0.36	0.34

1. ACC Top Quartile: The top 25% of ACC Large-Member Company Performers (Based on a Three-Year Average)
 2. ACC Average: Average of all ACC Large-Member Companies (Based on a Three-Year Average)

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.

Read more about our safety performance in the [Appendix](#).

HEALTH AND SAFETY

2022 ACC Facility Safety Awards:

2

facilities earned ACC Certificates of Achievement

8

facilities earned ACC Certificates of Excellence

10

manufacturing sites received Chemours EHS Excellence Awards

3

joint ventures and contract manufacturing sites received Chemours Partners in Safety Award



Awards and Recognitions:

American Chemistry Council Honors
for energy efficiency and facility safety performance.

Chemours Safety Obsession Coin
presented to six employees for outstanding commitment to safety and health.

Non-Accident Release Grand Slam Award
received from the Association of American Railroads for safe shipping of hazardous materials.

National Occupational Safety and Health Award
earned by Chemours Taiwan. This is Taiwan's most prestigious health and safety award and is sponsored by OSHA and the Taiwan Ministry of Labor.

HEALTH AND SAFETY

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.

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 United States, the Bureau of Labor Statistics provides additional metrics for comparison.

In 2022, we made progress toward our safety goals with year-over-year improvements in employee safety performance. Our process safety performance was equal to 2021, and contractor safety performance and distribution safety performance was up slightly.

In 2022, Chemours employees worked over 14 million hours with 19 recordable injuries, and our contractors worked almost 8 million hours with 9 recordable injuries. Our 2022 employee 0.27 TRIR reflects a moderate decrease from 2021, yet is slightly above the ACC large-member company, top-quartile TRIR average of 0.24—but well below the ACC large-member average of

0.65. We also saw a year-over-year decrease in total recordable cases for contractors based on data from 2020 to 2022. The Chemours 2022 contractor TRIR was 0.23, which is slightly higher than the ACC 2022 large-member company, top-quartile contractor 0.16 TRIR average, but well below the ACC large-member company average of 0.34. Learn more about our [2018-2022 work-related injury rates](#).

Safety 2030 CRC Goal Performance

Our 2030 CRC Goals	2018 Baseline	2020	2021	2022
Employee TRIR	0.28	0.36	0.29	0.27
Contractor TRIR	0.23	0.30	0.15	0.23
Process safety Tier 1 rate ¹	0.04	0.01	0.03	0.03
Distribution incidents	3	3	2	3

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



In 2022, Chemours employees worked over 14 million hours with 19 recordable injuries, and our contractors worked almost 8 million hours with 9 recordable injuries.

HEALTH AND SAFETY



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

Proactive Health and Safety Initiatives

As we work toward our 2030 CRC safety goals, we are taking a more proactive approach to ensure that our EHS systems and controls are effective and implemented correctly to prevent incidents. With that in mind, our individual CoEs periodically track leading indicators to ensure that we are proactively doing the right things to keep our people safe and have launched programs to track and focus on these indicators for workplace, process, and distribution safety as well as emergency response. In 2022, we continued to build on this approach, developing new leading indicators and continuing to review leading indicators periodically with subject matter experts and leadership to use the data to identify where we can continuously improve.

Working Safety Indicators

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
- › Site emergency drills completion

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
- › Number of employees and contractors being observed and engaged for coaching during observational audits
- › Number of observational audits being completed

HEALTH AND SAFETY

A Brain-Science Safety Approach

In 2022, Chemours continued to advance our Brain-Centered Approach to Safety, nearing completion of our neuroscience-based safety training that teaches our employees to engage their cognitive decision-making process to:

- › Better use their visual recognition system to identify hazards
- › Identify “error traps” when performing routine and nonroutine tasks
- › Avoid distractions, stress, and urgency when performing daily operations
- › Improve how we work in a team setting by embracing inclusion

This multi-year effort with Chemours employees has involved nearly 50,000 hours of classroom and in-person training. To advance these efforts, we developed a new tool known as “huddle guides” for front-line leaders to drive engagement by asking questions to prompt discussions related to hazards, exposures, and the application of our Brain-Centered principles.

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. In 2022, our global employees completed approximately 260,000 hours of classroom and computer-based training. To build upon their 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

We tailor training programs to individual employee roles to provide the knowledge and skills needed to support safe work. 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

Holistic safety includes our comprehensive workplace impairment initiative. We understand impairment can be caused by fatigue, substance use or abuse, or emotional, psychological, and physical reasons. We train employees on our many resources to ensure they are mentally, emotionally, and physically able to work safely. Each year, we engage employees in training on the importance of (and expectation to) reporting any signs or symptoms of illness. We remind employees to alert supervisors and Chemours Health Services of any signs of their own impairment or that of a co-worker, such as:

- › If someone is ill, we want them to contact us before they come to the workplace.
- › If someone is stiff and sore from too much softball over the weekend, we want them to tell their supervisor so that we can make appropriate accommodations.
- › If someone sees another employee struggling, we encourage them to report this behavior to provide resources before an incident.

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.

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.



HEALTH AND SAFETY



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.

These insights prompted an enterprise-wide project, which is focused on developing more effective written guidance that uses science-based tools and advanced error-reduction techniques. This 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 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.

Occupational Health and Safety Engagement

To achieve our 2030 safety excellence goal, organization-wide employee engagement is key. Accordingly, we worked with the National Safety Council on our Chemours Safety Culture Survey, which is conducted every five years and focuses on six key elements of a safety culture:

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

In the 2019 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 complete a reassessment survey in 2024 to evaluate our effectiveness.

Meanwhile, at Chemours sites, safety committees 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 on site standards, practices, and new programs
- › Developing and planning additional safety and health activities

HEALTH AND SAFETY

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 research and development 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
- › Focused wellness activities

Depending on the region, contract providers give occupational medicine services on-site or externally, while always maintaining the confidentiality of personal health information. Industrial hygiene services are provided by both in-house and contracted resources. We audit existing processes, using methods such as periodic air sampling, noise sampling, and ventilation surveys to ensure that workplace conditions are safe and healthy. We train employees and managers to identify potentially unhealthy conditions, such as air quality or ergonomic issues, that may require an assessment.

Employee Benefits and Well-Being Programs

Our benefits include group medical, dental, vision, telephonic medical care (Teledoc), telephonic physical therapy (Hinge Health), and employee assistance plans from local providers in the countries in which we operate. Employees also can subscribe to a plan that 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 employees' health. In the U.S., our insurance provider, Aetna, offers case management services through the Aetna One Advocate program. These services help employees to manage their ongoing healthcare needs.

As COVID evolved into an endemic state, so too has Chemours' direction regarding COVID risk. We realize COVID is not the only infectious concern and will continue to monitor infectious diseases globally as we drive risk management and offer opportunities to ensure our employees' health and well-being.





Transparent Governance

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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 sustainability 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 area of sustainability, 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

TRANSPARENT GOVERNANCE



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 four key pillars—Innovation and Sustainable Solutions, Environmental Leadership, Community Impact, and Greatest Place to Work for All. 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 Website](#) and on pages 12 to 17 in our [2023 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. Together, the president and CEO and CET are dedicated to accelerating our sustainability journey—growing our company by driving a sustainable portfolio, effectively managing all our resources, and enhancing social and environmental value.

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 sustainability, 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

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 sustainability issue prioritization process, and through our shareholder engagement process as described in our 2023 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 quarterly management and board committee reports and engages in enterprise risk management discussions with the entire CET two times a year. It also engages in periodic discussions

with the company's officers as deemed 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 page 18 in our [2023 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 the sharing of key learnings across the organization. We are positioned to respond and minimize potential impacts to our personnel and 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.



CORPORATE GOVERNANCE

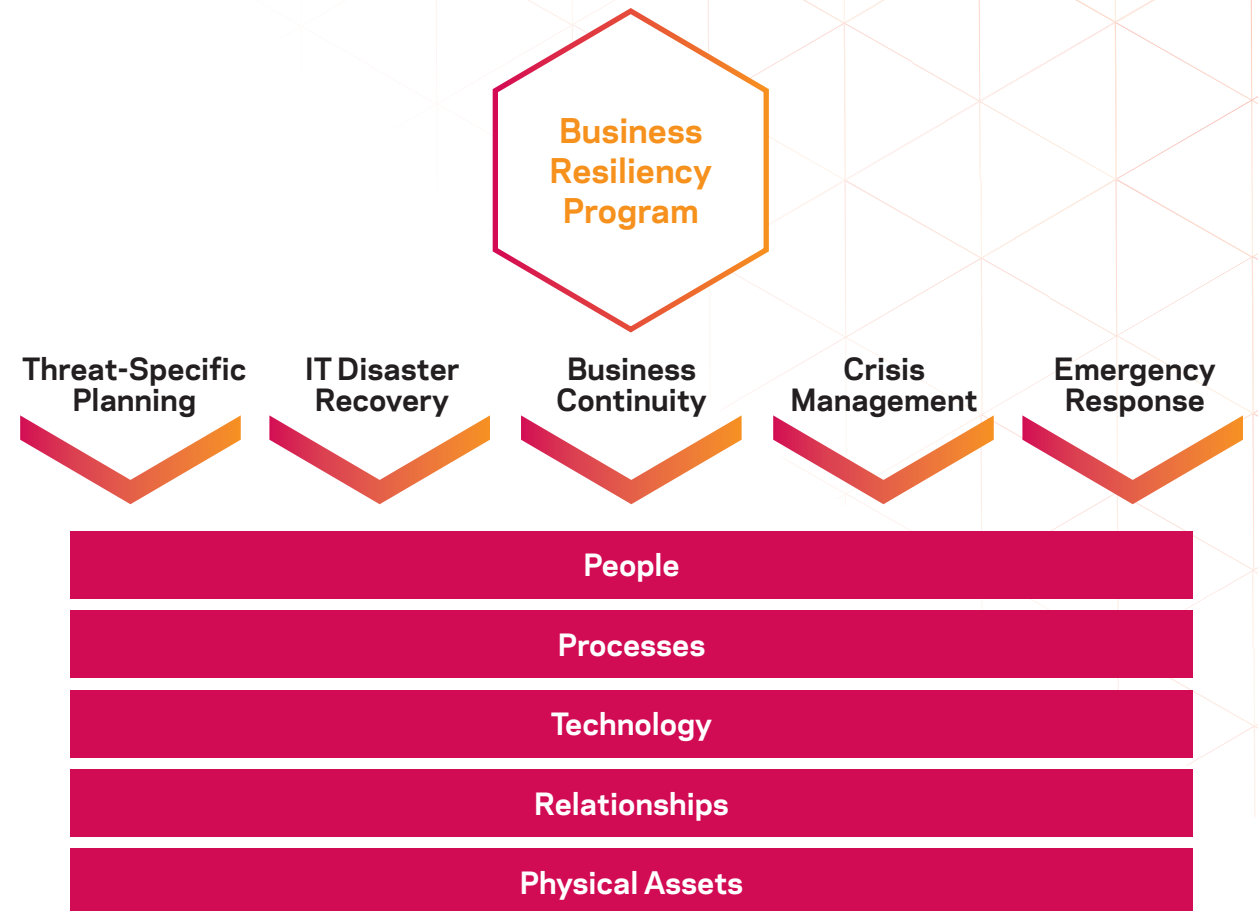


We have developed specific plans and strategies to address risks and opportunities within an established management system to support a coordinated response to and recovery from a wide variety of threats.

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.



Ethics and Compliance

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:

› **Customer Centered**

Driving customer growth, and our own, by understanding customers' needs and building long-lasting relationships

› **Refreshing Simplicity**

Cutting complexity, investing in what matters, and getting to results faster

› **Collective Entrepreneurship**

Empowering our employees to act like they own our business, while embracing the power of inclusion and teamwork

› **Safety Obsession**

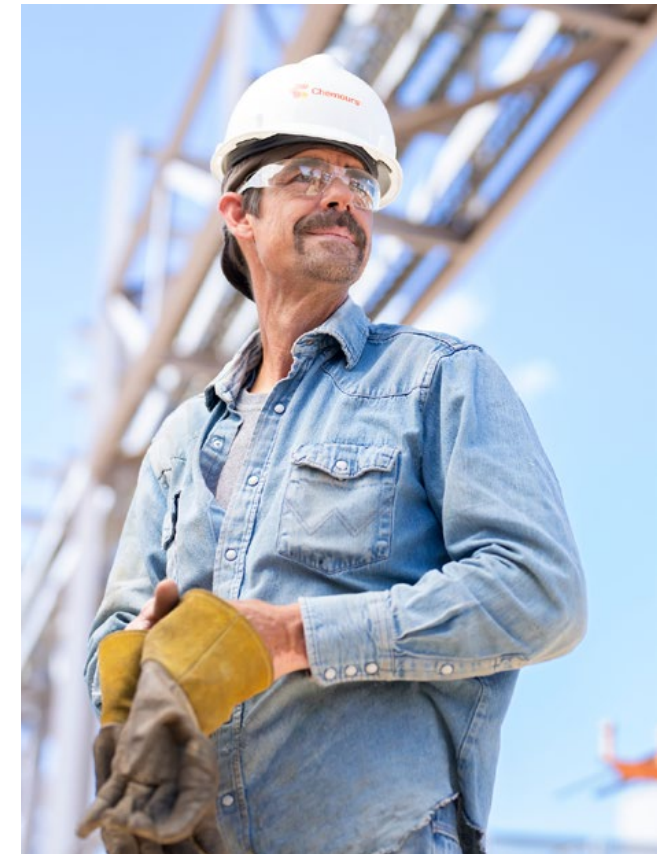
Living our steadfast belief that a safe workplace is a profitable workplace

› **Unshakable Integrity**

Doing what's right for customers, colleagues, and communities—always

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 for 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.



ETHICS AND COMPLIANCE

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 ethics and 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 2021, 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.

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 Website 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



ETHICS AND COMPLIANCE



- » Insider Trading Policy
- » Nondiscrimination Policy
- » Nonretaliation Policy
- » Payments for Materials and Services Policy
- » Supplier Code of Conduct
- » Trade Sanctions Policy
- » Trade Secret Policy and Protection Protocol
- » Travel and Reimbursement Policy
- » U.S. 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.

In 2022, 100% of all employees met the annual corporate ethics and compliance training requirement by completing the Living Integrity training on the Code of Conduct, and all new employees receive relevant ethics training, including anti-bribery training, within 30 days of joining the company. 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.

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.

In 2022, 100% of all employees met the annual corporate ethics and compliance training requirement by completing the Living Integrity training on the Code of Conduct.

Senior leadership and the ethics and compliance organization nominates and confirms our ethics champions, who are located across our global operation sites and help drive Chemours' commitment to Unshakable Integrity and ethical business conduct at the global, regional, and local levels. 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, including the local speak-up campaign. Ethics champions sense and observe local culture of integrity and provide feedback to corporate Ethics and Compliance team.

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

ETHICS AND COMPLIANCE

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 2022 included misstatement of company records, concealment, theft, employee relations, 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 2022, we maintained RC 14001 certification at our previously certified chemical and mineral manufacturing sites in the U.S., Mexico, Taiwan, China, France, Belgium, and the Netherlands, as well as our Wilmington, Delaware, headquarters. We added our Georgia minerals operation in Patterson, Georgia. In total, 19 manufacturing facilities, or 79% of Chemours' manufacturing sites, are certified to the RC 14001 standard.

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 nonmonetary 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.

ENVIRONMENTAL COMPLIANCE

Information regarding environmental matters is included in several areas of our [2022 Annual Report on Form 10-K](#), including:

- ▶ Item 1A—Risk Factors, beginning on page 15
- ▶ Item 3—Legal Proceedings, under the heading “Environmental Proceedings,” beginning on page 31
- ▶ Item 7—Management’s Discussion and Analysis of Financial Condition and Results of Operations, beginning on page 37
- ▶ “Note 3—Summary of Significant Accounting Policies,” beginning on page F-12
- ▶ “Note 22—Commitments and Contingent Liabilities” to the Consolidated Financial Statements, beginning on page F-43

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.

In 2022, we paid 16 penalties across multiple sites totaling less than \$1,500,000 to resolve regulatory agency allegations made in 2022 or prior years.

In May of 2022, Washington Works identified that permit limits for its Commercial and Industrial Solid Waste Incinerator (CISWI) updated in September of 2019 were not incorporated into the facility’s Standard Operating Procedures and System Alarms. In its Title V compliance certification for the first half of 2022, Chemours reported 81 permit deviations related to this CISWI issue. As part of a Consent Decree with the West Virginia Department of Environmental Protection signed on February 3, 2023, Chemours submitted revised Title V compliance certifications for 2019, 2020, and 2021, that retroactively increased the number of deviations in those years by 20, 84, and 125, respectively.

In the first quarter of 2023, we conducted an audit of our air emissions associated with our Clean Air Act Title V permit at Washington Works and our Delaware air emissions registrations at Chemours Discovery Hub. Those audits identified 893 and 709 deviations, respectively, and we have reported these deviations to the appropriate regulatory agencies. We take seriously our responsibility to manufacture and conduct research responsibly and have implemented corrective actions at these sites while we complete additional investigations and actions to further improve our compliance performance.

Environmental Deviations¹

	2018	2019	2020	2021	2022
Total environmental deviations	135	160	253	294	152 ⁴
Water-related ^{2,3}	—	74	80	62	59
Air-related ^{2,3}	—	66	159	196	45 ⁴
Waste-related ^{2,3}	—	2	6	3	7
Ground-related ^{2,3}	—	7	3	9	6
Other ^{2,3}	—	15	9	29	28

1. Media-related deviations exceed total deviations due to multiple media potentially being affected per deviation event.
2. Total and media-specific deviations revised to reflect updated data.
3. Media-related deviations reporting began partially through 2018.
4. Excludes air-related deviations associated with U.S. Clean Air Act Title V permit at Washington Works and Delaware registrations at Chemours Discovery Hub as described further above.

Significant Spills

There were no significant spills in 2022 resulting in serious injury or a significant impact on the environment.

Number of Significant Spills

	2018	2019	2020	2021	2022
Significant spills	0	0	0	0	0



Appendix

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About This Report

Chemours is committed to publicly reporting on sustainability-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 in reference to the Global Reporting Initiative 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, 2022, as applicable, unless otherwise stated. This report was published on June 15, 2023.



Supplemental Content and Data

Empowered Employees

Gender and age composition of global workforce as of December 31, 2022

	Individual contributors non-exempt	Individual contributors exempt	Managers	Global Leadership Team	Chemours Executive Team	Total global employees
Age						
Under 30	13%	14%	6%	0%	0%	12%
30-50	48%	50%	56%	45%	56%	50%
Over 50	39%	36%	38%	55%	44%	38%
Undisclosed	0.03%	0.09%	0.13%	0%	0%	0.06%
Gender						
Male	88%	62%	75%	67%	33%	77%
Female	12%	38%	25%	33%	67%	23%
Undisclosed	0.03%	0.09%	0%	0%	0%	0.06%

U.S. Employee ethnic diversity as of December 31, 2022¹

Ethnically diverse	21%	23%	16%	19%	44%	21%
Non-ethnically diverse	79%	77%	84%	81%	56%	79%

1. Excludes employees who have not self-identified.

Supplemental Content and Data (continued)

Gender and age composition and ethnic diversity of Board of Directors as of December 31, 2022	
Gender	
Female	44%
Male	56%
Age	
Under 30	0%
30-50	11%
Over 50	89%
Ethnic diversity	
Ethnically diverse	33%
Non-ethnically diverse	67%

Global new employee hires during 2022		
	Number of employees	Percent of total new hires
Total	769	Rate: 12% ¹
New hires by age		
Under 30	271	35%
30-50	404	53%
Over 50	90	12%
Undisclosed	4	0.5%
New hires by gender		
Female	181	24%
Male	584	76%
Undisclosed	4	0.5%

1. Reflects total percentage of new employees out of total 2022 employees.

Supplemental Content and Data (continued)
Global new employee hires during 2022 (CONTINUED)

	Number of employees	Percent of total new hires
New hires by region		
Asia-Pacific	63	8%
Europe, Middle East, and Asia (EMEA)	89	12%
Latin America ²	38	5%
North America	579	75%
U.S. new hires by ethnicity³		
Ethnically diverse	139	24%
Non-ethnically diverse	432	75%
Undisclosed	8	1%

1. Reflects total percentage of new employees out of total 2022 employees.

2. Includes Mexico.

3. U.S. employee new hires during 2022—Total: 579, Rate: 9%.

Global employee voluntary attrition during 2022

	Number of employees	Group annualized attrition ¹
Total	450	Rate: 7% ²
Voluntary attrition by age		
Under 30	70	16%
30-50	186	41%
Over 50	194	43%
Undisclosed	0	0%
Voluntary attrition by gender		
Female	109	24%
Male	341	76%
Undisclosed	0	0%

Supplemental Content and Data (continued)
Global employee voluntary attrition during 2022 (CONTINUED)

	Number of employees	Group annualized attrition ¹
Voluntary attrition by region		
Asia-Pacific	46	10%
Europe, Middle East, and Asia (EMEA)	52	12%
Latin America ³	29	6%
North America	323	72%
U.S. attrition by ethnicity⁴		
Ethnically diverse	70	22%
Non-ethnically diverse	243	75%
Undisclosed	10	3%

Overall Attrition Rate

During 2022, Chemours had an overall attrition rate (voluntary plus involuntary) of 9% 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. Reflects total voluntary attrition rate out of total 2022 employees.

3. Includes Mexico.

4. U.S. employee voluntary attrition during 2022—Total: 323, Rate: 9%.

Supplemental Content and Data (continued)

Health and Safety

Work-related injuries					
	2018	2019	2020	2021	2022
Employee safety					
Total recordable cases	21	20	25	20	19
Total recordable incident rate	0.28	0.27	0.36	0.29	0.27
Lost workday cases	4	3	3	4	5
Lost workday cases rate ¹	0.05	0.04	0.04	0.06	0.07
Fatalities	0	0	0	0	0
Fatality rate ¹	0	0	0	0	0
Injury severity rate—class A ²	0	0	0	0	0
Injury severity rate—class B ³	0.07	0.03	0.06	0.06	0.07
Injury severity rate—class C ⁴	0.21	0.24	0.30	0.23	0.20
Contractor safety					
Total recordable cases	13	13	11	6	9
Total recordable incident rate¹	0.23	0.32	0.30	0.15	0.23
Lost workday cases	0	1	1	1	1
Lost workday cases rate ¹	0.0	0.02	0.03	0.03	0.03
Fatalities	0	1	0	0	0
Fatality rate ¹	0	0.02	0	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 (continued)

Total process safety events					
	2018	2019	2020	2021	2022
Tier 1 events	5	2	1	3	3
Tier 1 rate ¹	0.04	0.02	0.01	0.03	0.03
American Chemistry Council (ACC) top quartile benchmark	0.02	0.02	0.02	0.02	0.02
Tier 2 events	14	16	14	13	12
Tier 2 rate ^{1,2}	0.11	0.14	0.13	0.12	0.11

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

2. ACC benchmark not available.

Distribution safety					
	2018	2019	2020	2021	2022
Distribution incidents	3	6	3	2	3
Severity index	0.07	0.09	0.04	0.04	0.03

Supplemental Content and Data (continued)

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	2022
Coal	608,000	708,000	583,000	65,000	0
Diesel	112,000	114,000	111,000	116,000	154,000
Fuel oil 1, 2	1,000	0	0	0	0
Fuel oil 5, 6	0	0	0	0	0
Gasoline	11,000	10,000	8,000	9,000	10,000
Kerosene	35	13	28	48	0
Liquefied petroleum gas	19	71	62	58	59

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

Supplemental Content and Data (continued)

Total nonrenewable fuel consumption by fuel type ¹ (Megawatt Hours) (CONTINUED)					
	2018	2019	2020	2021	2022
Natural gas	4,665,000	4,031,000	4,002,000	5,014,000	4,879,000
Propane	119	157	446	497	235
Toluene	113,000	85,000	95,000	108,000	102,000
Off-gas	0	0	0	0	0
Total nonrenewable fuel consumption	5,510,000	4,948,000	4,800,000	5,313,000	5,145,000
Percent nonrenewable fuel in total fuel mix	98%	98%	98%	98%	98%
Chemours-only total nonrenewable fuel consumption ²	4,268,000	3,867,000	3,826,000	4,122,000	4,010,000

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	2022
Biogas/landfill gas	96,000	79,000	95,000	85,000	65,000
Total renewable fuel consumption	96,000	79,000	95,000	85,000	65,000
Percent renewable fuels in total fuel mix	2%	2%	2%	2%	2%

Purchased steam consumption ¹ (Megawatt Hours)					
	2018	2019	2020	2021	2022
Total purchased steam¹	2,446,000	2,365,000	2,190,000	2,538,000	2,306,000
U.S.-purchased steam	1,457,000	1,534,000	1,286,000	429,000	1,383,000
Outside-the-U.S.-purchased steam	989,000	831,000	904,000	1,048,000	923,000

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 (continued)

Electricity consumption ¹ (Megawatt Hours)					
	2018	2019	2020	2021	2022
Self-generated electricity—nonrenewable	5,000	0	0	0	0
Percent self-generated	0.3%	0%	0%	0%	0%
U.S.	0	0	0	0	0
Outside-the-U.S.	5,000	0	0	0	0
Purchased electricity	1,492,000	1,477,000	1,560,000	1,524,000	1,509,000
U.S.	1,152,000	1,138,000	1,196,000	1,173,000	1,178,000
Outside-the-U.S.	340,000	339,000	364,000	351,000	331,000
Renewable electricity	87,000	80,000	102,000	112,000	170,000
Nonrenewable electricity	1,405,000	1,397,000	1,458,000	1,412,000	1,339,000
Total electricity used (self-generated plus purchased)	1,492,000	1,477,000	1,560,000	1,524,000	1,509,000
Renewable	87,000	80,000	102,000	112,000	170,000
Percent renewable	6%	5%	7%	7%	11%
Nonrenewable	1,405,000	1,397,000	1,458,000	1,412,000	1,339,000
Percent nonrenewable	94%	95%	93%	93%	89%
U.S. electricity used	1,152,000	1,138,000	1,196,000	1,173,000	1,178,000
U.S. renewable	70,000	73,000	79,000	90,000	73,000
U.S. nonrenewable	1,082,000	1,065,000	1,131,000	1,241,000	1,105,000
Outside-the-U.S. electricity used	340,000	339,000	364,000	351,000	331,000
Outside-the-U.S. renewable	17,000	7,000	23,000	22,000	97,000
Outside-the-U.S. nonrenewable	323,000	332,000	327,000	329,000	234,000
Percent purchased from grid	78%	73%	73%	75%	73%
Percent direct-purchased from local provider	22%	27%	27%	25%	27%
Intensity (MWh per metric ton sales product)	0.81	0.95	0.98	0.91	0.94

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

Supplemental Content and Data (continued)

Sold electricity, heating, cooling, and steam (Megawatt Hours)					
	2018	2019	2020	2021	2022
Electricity sold	7,000	0	0	0	0
Steam sold	1,235,000	1,082,000	973,000	1,191,000	1,135,000
Total energy consumption within the organization¹ (Megawatt Hours)					
	2018	2019	2020	2021	2022
Renewable energy	183,000	159,000	197,000	197,000	235,000
Percent renewable	2%	2%	2%	2%	3%
U.S. renewable energy	166,000	152,000	174,000	175,000	138,000
Outside-the-U.S. renewable energy	17,000	7,000	23,000	22,000	97,000
Nonrenewable energy	8,119,000	7,629,000	7,474,000	8,396,000	7,655,000
Percent nonrenewable	98%	98%	97%	98%	97%
U.S. nonrenewable energy	5,981,000	5,827,000	5,516,000	6,265,000	5,822,000
Outside-the-U.S. nonrenewable energy	2,138,000	1,802,000	1,958,000	2,131,000	1,833,000
Total energy consumption	8,302,000	7,788,000	7,671,000	8,270,000	7,890,000
U.S. energy	6,147,000	5,979,000	5,690,000	6,441,000	5,960,000
Outside-the-U.S. energy	2,155,000	1,809,000	1,981,000	2,153,000	1,930,000

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

Supplemental Content and Data (continued)

Energy Intensity					
	2018	2019	2020	2021	2022
Total energy (MWh)	8,302,000	7,788,000	7,671,000	8,270,000	7,890,000
Sales production (metric tons)	1,848,000	1,512,000	1,540,000	1,857,000	1,601,000
Energy intensity (MWh per metric ton of sales product)	4.49	5.15	4.98	4.63	4.93
Energy intensity (MWh per U.S. dollar revenue)	0.0013	0.0014	0.0015	0.0014	0.0012

2022 Direct (Scope 1) GHG Emissions			
	Total fluorinated organic chemical (FOC) emissions (metric tons)	GHG equivalent emissions (metric tons carbon dioxide equivalent (CO₂e))	% of Scope 1 emissions
Total Scope 1 GHG emissions		5,430,000	100%
Energy		903,000	17%
Fluorinated process emissions ¹	518	2,790,000	51%
Kyoto Protocol fluorinated gases	287	2,356,000	
Montreal Protocol fluorinated gases	186	393,000	
Other fluorinated gases	45	41,000	
Other process emissions and refrigerant/fugitive emissions		1,737,000	32%

1. Emissions group also covered under Corporate Responsibility Commitment 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	2022
U.S. Scope 1 emissions	7,476,000	7,131,000	4,604,000	4,851,000	4,562,000
Outside-the-U.S. Scope 1 emissions	1,051,000	1,049,000	868,000	1,561,000	868,000
Total Scope 1 emissions	8,527,000	8,179,000	5,472,000	6,412,000	5,430,000

1. All data is reported according to GHG protocol. 2018 through 2020 are third-party assured, and 2021 and 2022 data are in progress to be third-party assured. Includes emissions from generating steam and electricity for tenants.

Supplemental Content and Data (continued)

Total direct (Scope 1) GHG emissions (metric tons CO₂e)¹ (CONTINUED)					
	2018	2019	2020	2021	2022
Percent emissions covered under regulatory program	99%	99%	99%	99%	99%
Percent emissions covered under a regulatory reporting program	99%	99%	99%	99%	99%
Percent emissions covered under an emissions-limiting program	6%	5%	10% ²	15% ²	11% ²

1. All data is reported according to GHG protocol. 2018 through 2020 are third-party assured, and 2021 and 2022 data are in progress to be third-party assured. Includes emissions from generating steam and electricity for tenants.

2. Includes sites in the EU and Mexico.

Total indirect energy (Scope 2) GHG emissions (metric tons CO₂e)					
	2018	2019	2020	2021	2022
Total Scope 2 emissions	1,401,000	1,311,000	1,376,000	1,473,000	1,331,000
U.S. Scope 2 emissions	926,000	902,000	886,000	947,000	891,000
Outside-the-U.S. Scope 2 emissions	475,000	409,000	490,000	526,000	440,000

Supplemental Content and Data (continued)

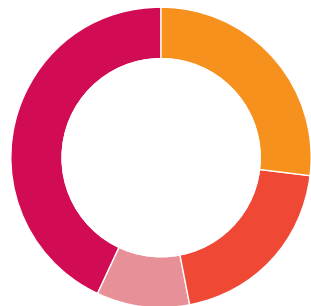
Total Operations GHG Emissions

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 CO ₂ e)					
	2018	2019	2020	2021	2022
Scope 1 emissions	7,925,000	7,958,000	5,273,000	6,167,000	5,214,000
Scope 2 emissions	1,401,000	1,311,000	1,376,000	1,473,000	1,331,000
Total operations emissions¹	9,326,000	9,269,000	6,649,000	7,640,000	6,545,000

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.

Chemours Operations GHG Emissions



- 43% Scope 1 FOC Process Emissions
- 27% Scope 1 Other Process Emissions
- 20% Scope 2 Indirect Energy Emissions
- 10% Scope 1 Energy Emissions

Scope 1 and 2 GHG emissions intensity					
	2018	2019	2020	2021	2022
Total Scope 1 and 2 GHG emissions (metric tons CO₂e)¹	9,326,000²	9,269,000	6,649,000	7,640,000	6,545,000
Sales production (metric tons)	1,848,000	1,512,000	1,540,000	1,857,000	1,601,000
Revenue (million U.S. dollars)	\$6,638	\$5,526	\$4,969	\$6,345	\$6,794
Metric tons CO ₂ e per metric ton of sales product	5.05	6.13	4.32	4.11	4.09
Metric tons CO ₂ e per U.S. dollar revenue	0.0014	0.0017	0.0013	0.0012	0.0010

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.

Supplemental Content and Data (continued)

Scope 3 indirect emissions (million metric tons CO₂e) by category and percent of total						
	2018 emissions	2019 emissions	2020 emissions	2021 emissions	2022 emissions	2022 % of total
Total Scope 3 emissions	161.1	154.6	140.2	144.0	145.5	
Category 1: purchased goods and services	7.89	7.56	6.18	6.94	6.75	5%
Category 2: capital goods	0.14	0.16	0.08	0.09	0.11	<1%
Category 3: fuel and energy-related activities (not included in Scope 1 or 2)	0.29	0.29	0.27	0.33	0.29	<1%
Category 4: upstream transportation and distribution	0.46	0.42	0.33	0.32	0.30	<1%
Category 5: waste generated in operations	0.02	0.03	0.02	0.05	0.06	<1%
Category 6: business travel	0.01	0.01	de minimis	de minimis	0.003	<1%
Category 7: employee commuting	0.01	0.02	de minimis	de minimis	0.01	<1%
Category 8: upstream leased assets	0.03	0.03	0.03	0.03	0.023	<1%
Category 9: downstream transportation and distribution	0.43	0.40	0.32	0.39	0.35	<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	2.61	2%
Category 11: use of sold products	151.6	145.2	132.6	135.6	134.8	93%
Category 12: end-of-life treatment of sold products	0.06	0.29	0.21	0.03	0.06	<1%
Category 13: downstream leased assets	Does not apply	Does not apply	Does not apply	Does not apply	0	0
Category 14: franchises	Does not apply	Does not apply	Does not apply	Does not apply	0	0
Category 15: investments	0.12	0.16	0.14	0.18	0.17	<1%

Air emission type (metric tons)						
	2018	2019	2020	2021	2022	
NOx	1,000	1,300	900	700	400	
SOx	1,800	1,800	800	700	400	
VOC ¹	2,900	2,200	2,500	2,500	1,700	
FOC	1,082	986	566	717	518	

1. Volatile organic compound.

Supplemental Content and Data (continued)

Water Stewardship

Total water withdrawal (megaliters)					
	2018	2019	2020	2021	2022
Surface water	191,000	166,000	160,000	180,000	175,000
Groundwater	18,000	17,000	17,000	19,000	18,000
Third party	7,000	7,000	6,000	7,000	7,000
Total water withdrawals	217,000	190,000	183,000	206,000	200,000
U.S. withdrawals	203,000	178,000	170,000	192,000	187,000
Outside-the-U.S. withdrawals	14,000	12,000	13,000	14,000	13,000
Water withdrawal intensity (megaliters per metric ton sales product)	0.12	0.13	0.12	0.11	0.12

Water withdrawal from predicted water-stressed areas ¹ (megaliters)					
	2018	2019	2020	2021	2022
Surface water	11,000	8,000	7,000	12,000	13,000
Groundwater	19	300	400	500	500
Third party	2,000	2	37	3	2
Total water withdrawals	13,000	8,000	8,000	13,000	14,000
Percent total withdrawal from water-stressed areas	6%	4%	4%	6%	7%

1. Water-stressed areas were determined using World Resources Institute Aqueduct tool version 2.1 in 2018, and version 3.0 in 2019, 2020, and 2021.

Supplemental Content and Data (continued)

Total water use (megaliters)					
	2018	2019	2020	2021	2022
Process water	86,000	68,000	258,000	192,000	206,000
Single pass	80,000	63,000	60,000	68,000	46,000
Recycled	6,000	5,000	198,000	124,000	160,000
Noncontact cooling water	174,000	156,000	154,000	174,000	168,000
Once-through noncontact	142,000	128,000	124,000	138,000	136,000
Recirculating noncontact	32,000	28,000	30,000	36,000	32,000
Total water use	270,000	235,000	422,000	366,000	374,000

2022 Total water discharges (megaliters)			
Discharge destination	Total discharge	Freshwater discharge	Other water discharge
Surface water	180,000	154,000	26,000
Groundwater	0	0	0
Third party	4,000	4,000	0
Deep well injection	1,000	0	1,000
Total water discharges¹	185,000	159,000	27,000
U.S. water discharges	172,000	146,000	26,000
Outside-the-U.S. water discharges	13,000	13,000	1,000
Discharges in water-stressed areas	27,000	27,000	0
Percent discharges in water-stressed areas	15%	15%	0%

1. Total water discharges may be larger than once-through water use due to stormwater.

Supplemental Content and Data (continued)

2022 Conventional Pollutants (metric tons/year)			
	Total	Freshwater	Saltwater
Biochemical Oxygen Demand (BOD5)	526	345	181
Total Organic Carbon (TOC)	1,674	1,150	524
Total Ammonia as Nitrogen (N)	88	81	7
Total Nitrogen	980	392	588
Total Nitrate/Nitrite as N	615	104	511
Total Kjeldahl Nitrogen (TKN)	382	275	< 53
Total Phosphorus	104	88	< 16

Water consumption (megaliters)					
	2018	2019	2020	2021	2022
Total consumption	46,000	42,000	42,000	46,000	39,000
Consumption in water-stressed areas	2,000	1,000	1,000	1,000	1,000
Percent consumption from water-stressed areas	4%	2%	2%	2%	3%

Supplemental Content and Data (continued)

Waste

Hazardous waste quantities by disposal method (metric tons)

	2018	2019	2020	2021	2022
Recycling/reuse	1,000	3,000	1,000	1,000	0
Composting	0	0	0	0	0
Recovery (including energy recovery)	1,000	1,000	1,000	1,000	1,000
Incineration	11,000	14,000	13,000	11,000	12,000
Deep well injection ¹	389,000	263,000	270,000	389,000	364,000
Landfill	7,000	9,000	7,000	9,000	8,000
On-site storage	17	0	0	0	0
Total hazardous waste	409,000	290,000	292,000	411,000	385,000
Hazardous waste intensity (MT/MT sales product)	0.22	0.19	0.19	0.22	0.24
Outside-the-U.S. hazardous waste	8,000	8,000	7,000	8,000	6,000
U.S. hazardous waste	401,000	282,000	285,000	403,000	379,000

1. Reported on dry-basis.

Nonhazardous waste quantities by disposal method (metric tons)

	2018	2019	2020	2021	2022
Recycling/reuse	92,000	111,000	58,000	74,000	19,000
Composting	0	0	0	0	0
Recovery (including energy recovery)	4,000	2,000	3,000	2,000	5,000
Incineration	22,000	12,000	12,000	13,000	16,000
Deep well injection ¹	11,000	12,000	10,000	9,000	4,000
Landfill	1,042,000	925,000	931,000	1,096,000	1,195,000
On-site storage	0	0	0	0	0

1. Reported on dry-basis.

Supplemental Content and Data (continued)

Nonhazardous waste quantities by disposal method (metric tons) (CONTINUED)					
	2018	2019	2020	2021	2022
Total Nonhazardous waste	1,171,000	1,062,000	1,014,000	1,194,000	1,239,000
Nonhazardous waste intensity (MT/MT sales product)	0.61	0.70	0.66	0.64	0.77
Outside-the-U.S. nonhazardous waste	533,000	450,000	497,000	580,000	575,000
U.S. nonhazardous waste	638,000	612,000	517,000	614,000	664,000

1. Reported on dry-basis.

Total waste quantities by disposal method (metric tons)					
	2018	2019	2020	2021	2022
Recycling/reuse	93,000	114,000	59,000	75,000	19,000
Composting	0	0	0	0	0
Recovery (including energy recovery)	5,000	3,000	4,000	3,000	6,000
Incineration	33,000	26,000	25,000	24,000	28,000
Deep well injection ¹	399,000	275,000	280,000	398,000	368,000
Landfill	1,049,000	934,000	938,000	1,105,000	1,203,000
On-site storage ¹	17	0	0	0	0
Total waste	1,579,000	1,352,000	1,306,000	1,605,000	1,624,000
Total waste intensity (MT/MT sales product)	0.85	0.89	0.85	0.86	1.01
Outside-the-U.S. waste	543,000	461,000	506,000	588,000	581,000
U.S. waste	1,036,000	891,000	800,000	1,017,000	1,043,000

1. Reported on dry-basis.

Landfill volume by type (cubic meters)					
	2018	2019	2020	2021	2022
Production waste	696,000	636,000	646,000	865,000	590,000
Business waste (general trash)	75,000	46,000	43,000	49,000	45,000

Supplemental Content and Data (continued)

Landfill volume by type (cubic meters)					
	2018	2019	2020	2021	2022
Landfill manufacturing waste	771,000	682,000	689,000	869,000	635,000
One-time event waste	39,000	56,000	1,000	1,000	1,000
Total landfill waste	810,000	738,000	690,000	870,000	636,000

Hazardous waste transported (Metric Tons)					
	2018	2019	2020	2021	2022
Hazardous waste transported	13,000	19,000	16,000	14,000	15,000
Hazardous waste imported	0	0	0	0	0
Hazardous waste exported	0	0	0	0	0
Hazardous waste treated	13,000	19,000	16,000	14,000	15,000

Percentage of hazardous waste shipped internationally					
	2018	2019	2020	2021	2022
Waste shipped internationally	0%	0%	0%	0%	0%

Percent of products sold in reusable, recyclable, or inclusion packaging¹					
	2018	2019	2020	2021	2022
Titanium Technologies	39%	41%	39%	39%	44%
Thermal & Specialized Solutions	55% ²	52% ²	51%	70%	70%
Advanced Performance Materials	N/A	N/A	17%	30%	17%
Chemours total ³	44%	43%	40%	43%	45%

1. Refers to primary packaging only; inclusion packaging refers to materials able to get processed into customer product.

2. 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.

3. Data does not include Other segment.

Supplemental Content and Data (continued)

Land Use and Biodiversity

Land portfolio on December 31, 2022

Location	Operation type	Total acres	Owned acres	Leased acres
Manufacturing operations				
U.S. and Canada	Manufacturing	12,127	12,004	123
U.S. and Canada	Office, Lab, Distribution	46	0	46
U.S. and Canada	Former operating site	3,071	3,071	0
Asia-Pacific	Manufacturing	99	99	<1
Asia-Pacific	Office, Lab, Distribution	7	0	7
Europe	Manufacturing	16	16	0
Europe	Office, Lab, Distribution	2	0	2
Latin America	Manufacturing	1,182	1,182	0
Latin America	Office, Lab, Distribution	3	0	3
Latin America	Former operating site	17	17	0
Total acres	—	16,570	16,389	181
Percent developed	—	37%	36%	100%
Mining operations				
U.S. and Canada	Mining	74,030	17,297	56,733

Supplemental Content and Data (continued)

Sustainable Offerings

Health and safety impacts of product and service compliance					
	2018	2019	2020	2021	2022
Incidents of noncompliance with regulations resulting in a fine or penalty	0	0	0	0	0
Incidents of noncompliance with regulations resulting in a warning	0	0	0	0	0
Incidents of noncompliance with voluntary codes	0	0	0	0	0

Product and service information and labeling compliance					
	2018	2019	2020	2021	2022
Incidents of noncompliance with regulations resulting in a fine or penalty	0	0	0	0	0
Incidents of noncompliance with regulations resulting in a warning	0	0	0	0	0
Incidents of noncompliance with voluntary codes	0	0	0	0	0

2022 Corporate Responsibility Commitment (CRC) Performance Scorecard



Principle	FY2018	FY2019	FY2020	FY2021	FY2022	2022 Goal Progress
Business Overview (USD in Millions)						
Economic Value Generated						
Net Sales	6,638	5,526	4,969	6,345	6,794	
Adjusted EBITDA	1,740	1,020	879	1,313	1,361	
Economic Value Distributed						
Operating Costs ¹	5,373	5,098	4,509	5,562	5,904	
Research and Development	82	80	93	107	118	
Payments to Providers of Capital ²	998	690	372	517	813	
Payments to Governments ³	75	85	78	149	131	
Capital Expenditures	498	481	267	277	307	
Economic Value Retained						
Change in Retained Earnings ⁴	887	-217	54	433	424	

2022 CRC Performance Scorecard (continued)

Principle	FY2018	FY2019	FY2020	FY2021	FY2022	2022 Goal Progress
Greatest Place to Work						
Empowered Employees						
Total Number Employees at Year End	7,021	6,953	6,525	6,388	6,600	
Women in Total Global Workforce	23%	22%	22%	23%	23%	
Women in Director Level or Above	30%	32%	32%	33%	35%	
Women in Global Leadership Team	33%	33%	32%	32%	33%	
Women in Chemours Executive Team	13%	13%	25%	44%	56%	
Women on the Board of Directors	25%	33%	33%	36%	44%	
Ethnic Diversity in Total U.S. Workforce	19%	19%	20%	21%	21%	
Ethnic Diversity in U.S. Leadership Team	26%	21%	21%	18%	19%	
Ethnic Diversity in Chemours Executive Team	13%	25%	38%	44%	44%	
Ethnic Diversity on the Board of Directors	13%	11%	11%	27%	33%	
Workplace Culture-Survey Participation	80%	89%	73%	73%	72%	
Workplace Culture-Benchmark Ranking	2nd Quartile	2nd Quartile	N/A	N/A	N/A	

2022 CRC Performance Scorecard (continued)

Principle	FY2018	FY2019	FY2020	FY2021	FY2022	2022 Goal Progress
Vibrant Communities						
Annual Vibrant Communities Charitable Giving (U.S. Dollars in Millions)	0	2.8	6.8	5.9	3.0	
Cumulative Charitable Giving Toward 2030 Goal (U.S. Dollars in Millions)	0	2.8	9.1	15	18	
Safety Excellence						
Employee Total Reportable Incident Rate (Number of Incidents x 200,000 /Total Hours Worked)	0.28	0.27	0.36	0.29	0.27	
Employee Lost Time Incident Rate (Number of Incidents x 200,000 /Total Hours Worked)	0.05	0.04	0.04	0.06	0.07	
Employee Fatalities	0	0	0	0	0	
Contractor Total Reportable Incident Rate (Number of Incidents x 200,000 /Total Hours Worked)	0.23	0.32	0.30	0.15	0.23	
Contractor Lost Time Incident Rate (Number of Incidents x 200,000 /Total Hours Worked)	0.00	0.02	0.03	0.03	0.03	
Contractor Fatalities	0	1	0	0	0	
Tier 1 Process Safety Event Rate (Number of Events per 100 Workers per Year)	0.04	0.02	0.01	0.03	0.03	
Tier 2 Process Safety Event Rate (Number of Events per 100 Workers per Year)	0.11	0.14	0.13	0.12	0.11	
Distribution Incidents	3	6	3	2	3	
Total Number Significant Spills	0	0	0	0	0	

2022 CRC Performance Scorecard (continued)

Principle	FY2018	FY2019	FY2020	FY2021	FY2022	2022 Goal Progress
Environmental Leadership						
Energy Use						
Total Purchased Electricity Use (Megawatt Hours) ⁵	1,492,000	1,477,000	1,560,000	1,682,000	1,509,000	
Electricity Use—Nonrenewable Sources (Megawatt Hours)	1,405,000	1,397,000	1,458,000	1,570,000	1,339,000	
Electricity Use—Renewable Sources (Megawatt Hours)	87,000	80,000	102,000	112,000	170,000	
Renewables as Percent of Total Electricity Use ⁵	6%	5%	7%	7%	11%	
Total Fuel Use (Megawatt Hours) ⁵	4,364,000	3,946,000	3,921,000	4,207,000	4,068,000	
Fuel Use—Nonrenewable Sources (Megawatt Hours)	4,268,000	3,867,000	3,826,000	4,122,000	4,010,000	
Fuel Use—Renewable Sources (Megawatt Hours)	96,000	79,000	95,000	85,000	65,000	
Total Purchased Steam Use (Megawatt Hours) ⁵	2,446,000	2,365,000	2,190,000	2,705,000	2,306,000	
Total Energy Use (Megawatt Hours) ⁵	8,302,000	7,788,000	7,671,000	8,593,000	7,890,000	
U.S. Energy Use	6,147,000	5,979,000	5,690,000	6,440,000	5,960,000	
Outside U.S. Energy Use	2,155,000	1,809,000	1,981,000	2,153,000	1,930,000	
Energy Intensity (Megawatt Hours/Metric Tons of Sales Product) ⁵	4.49	5.15	4.98	4.63	4.28	
Renewables as Percent of Total Energy Use ⁵	2%	2%	2%	2%	2%	

2022 CRC Performance Scorecard (continued)

Principle	FY2018	FY2019	FY2020	FY2021	FY2022	2022 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	5,430,000	
Indirect (Scope 2) GHG Emissions (Metric Tons of CO ₂ e) ⁵	1,401,000	1,311,000	1,376,000	1,473,000	1,331,000	
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	6,761,000	
U.S. GHG Emissions (Metric Tons of CO ₂ e)	8,401,000	8,033,000	5,490,000	5,798,000	5,453,000	
Outside U.S. GHG Emissions (Metric Tons of CO ₂ e)	1,527,000	1,458,000	1,358,000	2,087,000	1,308,000	
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	6,545,000	
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	4.09	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/\$ Net Sales) ⁵	0.0014	0.0017	0.0013	0.0012	0.0010	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/\$ Adjusted EBIDTA) ⁵	5,360	9,087	7,564	5,819	4,809	
Indirect (Scope 3) GHG Emissions (Million Metric Tons of CO ₂ e) ⁵	161	155	140	144	145.5	
Total Scope 1, 2, and 3 GHG Emissions (Million Metric Tons of CO ₂ e) ⁵	170	164	147	152	152	
Avoided GHG Emissions Enabled by Products (Million Metric Tons of CO ₂ e)	34	27	28	34	35	
Air Emissions						
Total Fluorinated Organic Chemical Process Emissions to Air (Metric Tons)⁵	1,082	986	566	717	518	
Total Nitrogen Oxides and Sulfur Oxides Emissions (Metric Tons) ⁵	2,800	3,100	1,700	1,400	800	
Total NOx Emissions (Metric Tons)	1,000	1,300	900	700	400	
Total SOx Emissions (Metric Tons)	1,800	1,800	800	700	400	
Total Volatile Organic Carbon Emissions (Metric Tons) ⁵	2,900	2,200	2,500	2,500	1,700	
U.S. Hazardous Air Pollutants (Metric Tons) ⁵	1,800	1,600	1,700	1,400	1,200	

2022 CRC Performance Scorecard (continued)

Principle	FY2018	FY2019	FY2020	FY2021	FY2022	2022 Goal Progress
Water Stewardship						
Total Water Use (Megaliters) ⁵	270,000	235,000	422,000	358,000	374,000	
Total Water Withdrawals (Megaliters) ⁵	217,000	190,000	183,000	206,000	200,000	
Total Water Recycled (Megaliters) ⁵	38,000	33,000	230,000	160,000	192,000	
Total Water Discharged (Megaliters) ⁵	193,000	180,000	173,000	198,000	185,000	
Total Water Consumption (Megaliters) ⁵	46,000	42,000	42,000	46,000	39,000	
Water Use Intensity (Megaliters/Metric Tons of Sales Product) ⁵	0.12	0.13	0.12	0.11	0.13	
Number of Sites in Stressed Watersheds per Aqueduct Screen	8	7	7	7	7	
Stressed Watershed Withdrawals/Total Withdrawals ⁵	6%	4%	4%	6%	7%	
Total Fluorinated Organic Chemical Emissions to Water (Metric Tons)⁷	556	548	266	267	244	
Waste Generation						
Total Waste Generated (Metric Tons) ⁵	1,579,000	1,352,000	1,306,000	1,605,000	1,624,000	
Total Waste to Landfills (Metric Tons)	1,049,000	934,000	938,000	1,105,000	1,203,000	
Total Waste to Incineration/Controlled Combustion (Metric Tons)	33,000	26,000	25,000	24,000	28,000	
Total Waste to Deep Wells (Metric Tons)	399,000	275,000	280,000	398,000	368,000	
Total Waste to Other Disposal Methods (Metric Tons)	17	0	0	0	0	
Total Waste Recycled (Metric Tons)	93,000	114,000	59,000	75,000	19,000	
Total Waste Incinerated for Energy Recovery (Metric Tons)	5,000	3,000	4,000	3,000	6,000	
Total Waste Intensity (Metric Tons/Metric Tons of Sales Product) ⁵	0.85	0.89	0.85	0.86	0.98	
Total Hazardous Waste Generated (Metric Tons) ⁵	409,000	290,000	292,000	411,000	385,000	
Hazardous Waste Recycled/Reused (Metric Tons) ⁵	1,000	3,000	1,000	1,000	0	
Total Nonhazardous Waste Generated (Metric Tons) ⁵	1,171,000	1,062,000	1,014,000	1,194,000	1,239,000	
Nonhazardous Waste Recycled/Reused (Metric Tons) ⁵	92,000	111,000	58,000	74,000	19,000	
Total Waste Volume to Landfills (m ³) ⁵	771,000	682,000	689,000	869,000	635,000	
Landfill Volume Intensity (m³/Metric Tons of Sales Product)⁵	0.42	0.45	0.45	0.47	0.50	

2022 CRC Performance Scorecard (continued)

Principle	FY2018	FY2019	FY2020	FY2021	FY2022	2022 Goal Progress
Innovative and Sustainable Solutions						
Sustainable Offerings						
Revenue from Products That Support the United Nations Sustainable Development Goals	9.5%	10.4%	37.5%	47.2%	48.2%	
Products Sold in Recyclable/Reusable Packaging	44%	43%	40%	43%	45%	
Sustainable Supply Chain						
Procurement Spend Covered by Sustainability Assessments	5%	39%	59%	82%	90%	
Procurement Spend with Local Suppliers	16%	14%	10%	10%	8%	
Improvement in Supplier Sustainability Score	0%	0%	0%	15%	22%	

Footnotes

- 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, 2021, and 2022.
- 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, 2021, and 2022.
- 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, 2021, and 2022.
- 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, 2021, and 2022. 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, 2021, and 2022 for further information.
- We are restating our historic Shared Planet data because of business divestitures.
- Values adjusted to remove contributions from a one-time emissions release event in 2018, and to remove emissions attributed to generating steam for tenants.
- Includes 243 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
- › Together for Sustainability (TfS)
- › Transportation Community Awareness Emergency Response Nat'l Task Group (TRANSCAER NTTG)
- › United States Council of International Business
- › Wildlife Habitat Council
- › World Business Council for Sustainable Development (WBCSD)
- › World Environment Center
- › World Resources Institute

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

provided a limited level of assurance of our 2018, 2019 and 2020 GHG emissions data with 2021 and 2022 in progress

Global Reporting Initiative (GRI) Index

The Chemours Company has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022, with reference to the GRI Standards.

Disclosure Number	Disclosure Title	Response
GRI 2: General Disclosures 2021		
2-1	Organizational details	The Chemours Company Wilmington, Delaware
2-2	Entities included in the organization’s sustainability reporting	2022 Annual Report on Form 10-K, p.1
2-3	Reporting period, frequency and contact point	Annual year ended December 31, 2022 CorporateResponsibility@chemours.com
2-4	Restatements of information	If applicable, restatements are presented as footnotes to data tables.
2-5	External assurance	A third-party assurance partner has provided a limited level of assurance of our 2018, 2019 and 2020 GHG emissions data with 2021 and 2022 in progress using the ISO 14064—Part 3 standard. Assurance statement can be found here .
Activities and workers		
2-6	Activities, value chain, and other business relationships	2022 Annual Report on Form 10-K, Business, pages 3-9
2-7	Employees	2022 Annual Report on Form 10-K, Human Capital, pages 12-14 Empowered Employees
2-8	Workers who are not employees	2022 Annual Report on Form 10-K, Human Capital, page 12
Governance		
2-9	Governance structure and composition	2023 Proxy, Corporate Governance, pages 17-18
2-10	Nomination and selection of the highest governance body	2023 Proxy, Election of Directors, pages 3-11 2023 Proxy, Board Structure and Committee Composition, pages 20-22
2-11	Chair of the highest governance body	2023 Proxy, Board Leadership Structure, pages 17-18
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Proxy, Corporate Governance, pages 17-18
2-13	Delegation of responsibility for managing impacts	2023 Proxy, Board Structure and Committee Composition, pages 20-22
2-14	Role of the highest governance body in sustainability reporting	2023 Proxy, Board Structure and Committee Composition, pages 20-22
The Chemours annual Sustainability 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.		

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
2-15	Conflicts of interest	2023 Proxy, Board Structure and Committee Composition, pages 20-22 Code of Conduct Code of Business Conduct and Ethics for the Board of Directors Code of Ethics for the CEO, Chief Financial Officer, and Controller
2-16	Communication of critical concerns	Should a critical concern arise regarding sustainability, the Board of Directors would receive a report via the CET, which communicates with all business segments and major corporate functions and is responsible for addressing and resolving such concerns. 2023 Proxy, Corporate Governance, pages 17-18
2-17	Collective knowledge of the highest governance body	2023 Proxy, Corporate Governance, pages 4, 15
2-18	Evaluation of the performance of the highest governance body	2023 Proxy, Director Compensation, pages 20-22 2023 Proxy, Security Ownership of Certain Beneficial Owners and Management, pages x
2-19	Remuneration policies	2023 Proxy, Executive Compensation, pages 25-61
2-20	Process to determine remuneration	2023 Proxy, Executive Compensation, pages 25-61
2-21	Annual total compensation ratio	2023 Proxy, CEO Pay Ratio, page 65
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	Introduction > CEO Message

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
2-23	Policy commitments	<ul style="list-style-type: none"> Anti-corruption and Anti-bribery Policy Anti-trust Policy Business Resiliency Program Overview California Transparency Supply Chains Act of 2010 Chemours Animal Testing Policy and Program Chemours Anti-Corruption Policy Chemours Position on Child Labor, Forced Labor, and Modern Slavery Update, 2017 Chemours Position Statement on Responsible Mining Conflict Minerals Specialized Disclosure Report Conflict Minerals Statement Conflicts of Interest Policy Cyber and Information Security Policy Environment, Health, Safety, and Corporate Responsibility Policy EU REACH General Statement Financial Reporting Policies and Procedures Gift and Entertainment Policy Global Procurement Policy Global Trade Compliance Policy Guidance on Interactions with Government Human Rights Inclusive Environment and Nondiscrimination Insider Trading Policy ISO 14001 and 9001 Certificates Korea AREC General Statement Nonretaliation Policy Payments for Materials and Services Policy Substances of Very High Concern General Statement Supplier Code of Conduct Trade Sanctions Policy Trade Secret Policy and Protection Protocol Travel and Reimbursement Policy U.S. Government Business Gifts and Gratuities Policy
		<p>Note: For confidentiality reasons, not all policies listed are public.</p>
		<p>Link for all policies</p>

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
2-24	Embedding policy commitments	Governance > Corporate Governance, Ethics and Compliance Empowered Employees > Governance Empowered Employees > Inclusion, Diversity, and Equity Empowered Employees > 2022 Inclusion, Diversity, and Equity Highlights Environmental Compliance > Compliance with Environmental Laws and Regulations Energy and Climate > Our Approach Sustainable Supply Chain > Governance Sustainable Supply Chain > Supplier Management
2-25	Processes to remediate negative impacts	Chemours Ethics Hotline Sustainable Supply Chain > Supplier Management Governance > Ethics and Compliance
2-26	Mechanisms for seeking advice and raising concerns	Chemours Ethics Hotline Sustainable Supply Chain > Supplier Management
2-27	Compliance with laws and regulations	Sustainable Supply Chain > Measuring Supplier Sustainability Performance Corporate Governance > Environmental Compliance

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
2-28	Membership associations	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 Together for Sustainability (TfS) Transportation Community Awareness Emergency Response Nat'l Task Group (TRANSCAER NTTG) United States Council of International Business Wildlife Habitat Council World Business Council for Sustainable Development World Environment Center World Resources Institute
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Vibrant Communities > Engaging Stakeholders
2-30	Collective bargaining agreements	Approximately 11% of employees are represented by unions or work councils.

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
Material topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Introduction > Our Commitment to Sustainability > Environmental, Social, and Governance Issue Prioritization
3-2	List of material topics	Introduction > Our Commitment to Sustainability > Environmental, Social, and Governance Issue Prioritization
3-3	Management of material topics	Introduction > Our Commitment to Sustainability > Environmental, Social, and Governance Issue Prioritization
GRI 200: Economic		
GRI 204: Procurement Practices		
3-3	Management of material topic	Sustainable Supply Chain
204-1	Proportion of spending on local suppliers	Sustainable Supply Chain > Recognition
GRI 205: Anti-corruption		
3-3	Management of material topic	Sustainable Supply Chain Empowered Employees > Governance Empowered Employees > Training and Development Ethics and Compliance
205-1	Operations assessed for risks related to corruption	Empowered Employees > Governance Empowered Employees > Training and Development Sustainable Supply Chain > Supplier Management Sustainable Supply Chain > Evaluation
205-2	Communication and training about anti-corruption policies and procedures	All employees are required to undergo our Core Competency Training, which focuses on safety, ethics and integrity, cybersecurity, and technical training. See Ethics and Compliance section for more information.
205-3	Confirmed incidents of corruption and actions taken	Corporate Governance > Ethics and Compliance
GRI 300: Environmental		
GRI 302: Energy		
3-3	Management of material topics	Energy and Climate
302-1	Energy consumption within the organization	Carbon Disclosure Project (CDP) Climate Change 2022, C8.2a, C-CH8.2a
302-2	Energy consumption outside of the organization	CDP Climate Change 2022, C5.2
302-3	Energy intensity	Total Energy Consumption: 7,890,000 MWh Total Employees: 6,600 Energy Intensity Ratio: 1,195 MWh/employee

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
302-4	Reduction of energy consumption	Energy and Climate > Energy Consumption
302-5	Reductions in energy requirements of products and services	Energy and Climate > Energy Consumption
GRI 303: Water and Effluents		
3-3	Management of material topic	Water Stewardship
303-1	Interactions with water as a shared resource	Water Stewardship > Approach Water Stewardship > Governance Water Stewardship > Water Is Local
303-2	Management of water discharge-related impacts	Water Stewardship > Fluorinated Organic Chemicals Emissions Reduction Water Stewardship > Water Is Local Water Stewardship > Water Quality
303-3	Water withdrawal	Appendix > Water Stewardship
303-4	Water discharge	Appendix > Water Stewardship
303-5	Water consumption	Appendix > Water Stewardship
GRI 304: Biodiversity		
3-3	Management of material topic	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	Land Use and Biodiversity > Mining Sites, Manufacturing Sites, Operating Sites
304-2	Significant impacts of activities, products, and services on biodiversity	Land Use and Biodiversity > Restoring and Returning Former Operating Sites
304-3	Habitats protected or restored	Land Use and Biodiversity > Partnering to Protect Local Wildlife and Habitats
304-4	International Union for Conservation of Nature Red List species and national conservation list species with habitats in areas affected by operations	Land Use and Biodiversity > Wildlife Habitat Council-Certified Programs and Projects
GRI 305: Emissions		
3-3	Management of material topic	Energy and Climate
305-1	Direct (Scope 1) Greenhouse Gas (GHG) emissions	Energy and Climate > GHG Emissions Reductions CDP Climate Change 2022, C6.1
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate > GHG Emissions Reductions CDP Climate Change 2022, C6.2, C6.3
305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate > Scope 3 GHG Emissions CDP Climate Change 2022, C6.5
305-4	GHG emissions intensity	Energy and Climate > GHG Emissions Reductions CDP Climate Change 2022, C6.10
305-5	Reduction of GHG emissions	Energy and Climate > GHG Emissions Reductions CDP Climate Change 2022, C6.10

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
305-6	Emissions of ozone-depleting substances (ODS)	CDP Climate Change 2022, C2.2
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy and Climate > Other Emissions Energy and Climate > Fluorinated Organic Emissions to Air
GRI 306: Waste		
3-3	Management of material topic	Waste
306-1	Waste generation and significant waste-related impacts	Waste > Tracking and Measuring Waste
306-2	Management of significant waste-related impacts	Waste > Advancing Circularity at Chemours
306-3	Waste generated	Appendix > Waste Generation
306-4	Waste diverted from disposal	Appendix > Waste Generation
306-5	Waste directed to disposal	Appendix > Waste Generation
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	Sustainable Supply Chain
308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain > Measuring Supplier Sustainability Performance Sustainable Supply Chain > 2022 EcoVadis Scoring
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain > Measuring Supplier Sustainability Performance Sustainable Supply Chain > 2022 EcoVadis Scoring
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic	Empowered Employees
401-1	New employee hires and employee turnover	Appendix > Empowered Employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowered Employees > Compensation and Benefits
401-3	Parental leave	Empowered Employees > Compensation and Benefits
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	Health and Safety
403-1	Occupational health and safety management system	Health and Safety > Managing Environmental, Health, and Safety Health and Safety > Occupational Health and Safety Engagement Health and Safety > Occupational Health Services
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety > Proactive Health and Safety Initiatives Health and Safety > Proactive Illness and Injury Reporting
403-3	Occupational health services	Health and Safety > Occupational Health Services
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety > Occupational Health and Safety Engagement Health and Safety > Occupational Health Services

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
403-5	Worker training on occupational health and safety	Health and Safety > Environmental, Health, and Safety Training
403-6	Promotion of worker health	Health and Safety > Managing Environmental, Health, and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety > Managing Environmental, Health, and Safety
403-8	Workers covered by an occupational health and safety management system	Health and Safety > Occupational Health and Safety Engagement Health and Safety > Occupational Health and Safety Services
403-9	Work-related injuries	Health and Safety > Progress Toward 2030 Goals
403-10	Work-related ill health	Health and Safety > Proactive Illness and Injury Reporting Health and Safety > Progress Toward 2030 Goals
GRI 404: Training and Education		
3-3	Management of material topic	Empowered Employees > Training and Development
404-1	Average hours of training per year per employee	Empowered Employees > Training and Development Approximately 40 health and safety training hours per employee were provided in 2022.
404-2	Programs for upgrading employee skills and transition assistance programs	Empowered Employees > Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Empowered Employees > Performance Reviews
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	Empowered Employees > Inclusion, Diversity, and Equity
405-1	Diversity of governance bodies and employees	Empowered Employees > Inclusion, Diversity, and Equity Appendix > Empowered Employees
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	Sustainable Supply Chain
414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain > Measuring Supplier Sustainability Performance Sustainable Supply Chain > 2022 EcoVadis Scoring
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain > Supplier Management Sustainable Supply Chain > Evaluation Sustainable Supply Chain > Measuring Supplier Sustainability Performance
GRI 416: Customer Health and Safety		
3-3	Management of material topic	Sustainable Offerings > Product Sustainability Management System Sustainable Offerings > Product Safety and Sustainability Focus Areas Sustainable Offerings > Product Safety: Ensuring Product Safety and Sustainability Sustainable Offerings > Measuring Our Progress Sustainable Offerings > Evolving EVOLVE 2030

GRI Index (continued)

Disclosure Number	Disclosure Title	Response
416-1	Assessment of the health and safety impacts of product and service categories	Sustainable Offerings > Product Sustainability Management System Sustainable Offerings > Product Safety and Sustainability Focus Areas Sustainable Offerings > Product Safety: Ensure Product Safety and Sustainability
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Sustainable Offerings 2022 Annual Report on Form 10-K, Note 22: Commitments and Contingent Liabilities, pages F-43-F-60
GRI 417: Marketing and Labeling		
3-3	Management of material topic	Sustainable Offerings > Product Quality
417-1	Requirements for product and service information and labeling	Sustainable Offerings > Product Quality
417-2	Incidents of noncompliance concerning product and service information and labeling	In 2022, Chemours did not identify any noncompliance of product and service information and labeling resulting in a fine, penalty, or warning.
417-3	Incidents of noncompliance concerning marketing communications	In 2022, Chemours did not identify any incidents of noncompliance concerning marketing and communications.

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	2022 Response
Workforce Health AND Safety		
Employee total recordable incident rate	RT-CH-320a.1	0.27
Employee fatality rate	RT-CH-320a.1	0
Contractor total recordable incident rate	RT-CH-320a.1	0.23
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 2022 Sustainability Report.
Operational Safety, Emergency Preparedness, and Response		
Total process safety incidents	RT-CH-540a.1	3 Tier 1 incidents 12 Tier 2 incidents
Process safety total incident rate (PSIR)	RT-CH-540a.1	0.03 Tier 1 PSIR 0.11 Tier 2 PSIR
Process safety incident severity rate (PSISR)	RT-CH-540a.1	Not applicable ¹
Number of transport incidents ²	RT-CH-540a.2	3 incidents
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 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 Sustainable Offerings section of our 2022 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 2022 CRC Report.

SASB Index (continued)

Accounting Metric	Code	2022 Response
Greenhouse Gas Emissions		
Percent gross Scope 1 emissions covered under emissions-limiting regulations	RT-CH-110a.1	10%
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 Energy and Climate section of our Sustainability Report.
Air Quality		
Global NOx emissions	RT-CH-120a.1	400 MT
Global SOx emissions	RT-CH-120a.1	400 MT
Global VOC emissions	RT-CH-120a.1	1,700 MT
Energy Management		
Total energy consumed	RT-CH-130a.1	7,890,000 MWh
Percentage grid electricity	RT-CH-130a.1	73%
Percentage renewable energy	RT-CH-130a.1	3%
Total self-generated energy	RT-CH-130a.1	1,135,000 MWh
Water Management		
Total water withdrawn	RT-CH-140a.1	200,000 megaliters
Total water consumed	RT-CH-140a.1	39,000 megaliters
Percentage withdrawn in regions with high baseline water stress	RT-CH-140a.1	7%
Percentage consumed in regions with high baseline water stress	RT-CH-140a.1	3%
Total incidents of noncompliance with water quality permits, standards, and regulations ³	RT-CH-140a.2	There was one incident in 2022 of noncompliance with water permits.
Description of water management risks, 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 2022 Sustainability Report.
Hazardous Waste Management		
Total hazardous waste generated	RT-CH-150a.1	385,000 MT
Percentage hazardous waste recycled	RT-CH-150a.1	0%

SASB Index (continued)

Accounting Metric	Code	2022 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 2022 Sustainability 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 2022 Sustainability Report.	
Percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Refer to the Sustainable Offerings section of our 2022 Sustainability Report.	
Discussion of strategy to manage chemicals of concern	RT-CH-410b.2	Refer to the Sustainable Offerings section of our 2022 Sustainability 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 2022 Sustainability Report.	
Genetically Modified Organisms			
Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	0%	
Activity Metric			
Production by Reportable Segment	RT-CH-000.A	Quantitative	1,600,000

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.

3. For a discussion of environmental deviations as well as how Chemours defines environmental deviations internally, please refer to the [Environmental Compliance](#) section of our 2022 Sustainability Report.

Task Force on Climate-related Financial Disclosures (TCFD) Index

Disclosure Focus Area	Recommended Disclosure	2022 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.	2023 Proxy Statement, Corporate Governance, pages 17-18 Introduction > Our Commitment to Sustainability CDP Climate Change 2022, C1.1a, C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Introduction > Our Commitment to Sustainability Energy and Climate > Approach Energy and Climate > Governance CDP Climate Change 2022, 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 2022, 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 2022, 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 2022, C3.2a
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 2022, C2.2
	b) Describe the organization's processes for managing climate-related risks.	CDP Climate Change 2022, 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 2022, 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 > Supplemental Data > Energy and Climate
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	Appendix > Supplemental 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 Sustainability Energy and Climate > Approach Energy and Climate > Governance Energy and Climate > Energy Consumption

Report Resources

Commitments, Policies, and Positions

Innovation and Sustainable Solutions

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Environmental Leadership

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Acronyms

ACC..... American Chemistry Council	DEP Florida Department of Environmental Protection	IATF..... International Automotive Task Force
AiChE..... American Institute for Chemical Engineering American National Standards	DSST..... Distribution Safety Strategy Team	ICCA..... International Council of Chemical Associations
APEC Asia-Pacific Economic Cooperation	EAEU Eurasian Economic Union	IP Internet protocol
APM Advanced Performance Materials	EHS..... environmental, health, and safety	IPCC..... Intergovernmental Panel on Climate Change
CCO chief compliance officer	EHS & CR environment, health, safety, and corporate responsibility	ISO International Organization for Standardization
CDP..... Carbon Disclosure Project	EMEA..... Europe, Middle East, and Africa	IUCN International Union for the Conservation of Nature
CEO..... chief executive officer	EP&R..... emergency preparedness and response	LGBTQIA+ lesbian, gay, bisexual, transgender, queer/questioning, intersex, and ally
CET Chemours Executive Team	EPA U.S. Environmental Protection Agency	LRQA..... Lloyd's Register Quality Assurance
CFC..... chlorofluorocarbon	ERG..... employee resource group	LWCR..... lost workday cases rate
CH ₄ methane	ERM enterprise risk management	m ³ cubic meter
CLARO Chemours Latin American Resource Organization	ERT..... Emergency Response Team	MEE Ministry of Ecology and Environment
CO ₂ carbon dioxide	ESG..... environmental, social, and governance	MT metric ton
CO ₂ e..... carbon dioxide equivalent	FOC..... fluorinated organic chemical	MWh..... megawatt-hour
COO chief operating officer	GHG greenhouse gas	N ₂ O..... nitrous oxide
COVID-19 coronavirus disease 2019	GRI Global Reporting Initiative	NAICS..... North American Industry Classification System
CPO..... chief procurement officer	GWP global warming potential	NF ₃ nitrogen trifluoride
CRC..... Corporate Responsibility Commitment	HBCUs Historically Black Colleges and Universities	NGO nongovernmental organization
CRLT..... Corporate Responsibility Leadership Team	HCFC hydrochlorofluorocarbon	NOx nitrogen oxide
	HFC..... hydrofluorocarbon	OH&S..... Occupational Health and Safety
	HFO..... hydrofluoroolefin	OHSAS..... Occupational Health and Safety Assessment Series
		OSHA..... Occupational Safety and Health Administration

Acronyms (continued)

PFAS perfluoroalkyl substances
 PFC perfluorocarbon
 PHA process hazard analysis
 PMP performance management process
 PSIR process safety total incident rate
 PSISR..... process safety incident severity rate
 PSRA..... product sustainability risk assessment
 R&D..... research and development
 RC Responsible Care
 SASB..... Sustainability Accounting Standards Board
 SCRA supplier corporate responsibility assessment
 SDG..... Sustainable Development Goal
 SDS..... Safety Data Sheet
 SEC..... Security and Exchange Commission

SF₆ sulfur hexafluoride
 SMART..... specific, measurable, actionable, realistic,
 and time-bound
 SO_x sulfur oxides
 STAR..... Science, Technology, and Advanced Research
 STEM science, technology, engineering, and mathematics
 SVHC substance of very high concern
 TSCA..... Toxic Substances Control Act
 TiO₂ titanium dioxide
 TRANSCAER.. transportation community awareness
 emergency response
 TRIR total recordable incident rate
 TSS Thermal & Specialized Solutions

UL..... Underwriters Laboratories
 UN United Nations
 UNESCO..... United Nations Educational, Scientific and
 Cultural Organization
 UNGC..... United Nations Global Compact
 U.S. United States
 USDA United States Department of Agriculture
 VOC volatile organic compound
 VP..... vice president
 WBCSD..... World Business Council of Sustainable Development
 WHC..... Wildlife Habitat Council
 WRI..... World Resources Institute

Definitions

General Definitions

American Chemistry Council (ACC)

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

Carbon Footprint

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

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 nonhazardous waste into deep, isolated rock formations that are thousands of feet below the lowest 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 Chemical (FOC) Process Emissions

These are emissions of FOCs to air and water from our manufacturing processes. FOCs are defined as chemicals containing one or more carbon-fluorine bonds. Air emissions of these chemicals 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.

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.

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.

Definitions (continued)

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.

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.

Sales Product

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

REACH

REACH is the EU regulation governing the manufacture and import of chemical substances. It stands for **R**egistration, **E**valuation, **A**uthorization (and restriction) of **C**hemicals. It came into operation on June 1, 2007. Under the European Union Withdrawal Act 2018, the EU REACH Regulation was brought into UK law, known as UK REACH, as the UK's independent chemicals regulatory framework. It became law on January 1, 2021.

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 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).

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.

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 (e.g., office waste, food waste, and pallets) at our operating sites and technical centers.

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.

Definitions (continued)

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.

Nonhazardous 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 nonhazardous 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 nonproduct 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.

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.

Noncontact

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 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.



Learn more about how we are creating a better world through our essential chemistry at chemours.com/sustainability.



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