



**BE THE  
CHANGE**

2019 CHEMOURS  
CORPORATE  
RESPONSIBILITY  
COMMITMENT  
REPORT EXECUTIVE  
SUMMARY

Single  
Focus,  
Shared  
Future

# A Message from Our CEO

## Chemours friends, stakeholders, and associates,



It is with much pleasure and pride that I share with you our third *Corporate Responsibility Commitment (CRC) report*. On each information-rich page, you will see examples of our continued progress in 2019 against our 10 ambitious CRC goals. We have compiled this report in the throes of a year

fraught with events that are changing the way we live, work, and think—the global COVID-19 pandemic and what can only be described as a far-reaching social uprising against racism in all its ugly forms. This backdrop has made the need even more compelling for corporations, industries, institutions, and individuals to embrace and advance social responsibility in its broadest sense.

At Chemours, we believe that great change is possible only through the passion, energy, and efforts of many. That belief is rooted in our values—specifically in one we call *Collective Entrepreneurship*. By empowering our employees to act like company owners and not only speak up, but act when they see an opportunity to improve, we're able to pivot quickly, be proactive, and experience firsthand the power of individual action creating collective progress. It is this mindset that is enabling our company to combat the novel coronavirus and social injustice, and is the same way of thinking that took our corporate responsibility efforts to a new level in 2019. That fact is all the more noteworthy when you consider the significant business challenges Chemours faced, including TiO<sub>2</sub> channel destocking and the continued impact of illegal imports of hydrofluorocarbons refrigerants into Europe.

Framed across three pillars—Inspired People, Shared Planet, and Evolved Portfolio—our goals align to the needs of our partners, customers, employees, investors, communities, and the United Nations Sustainable Development Goals (UN SDGs). Last year, we joined the collective efforts of business leaders across the globe by renewing our commitment to the 10 principles of the United Nations Global Compact—yet another example of individual actions that can ultimately mean consequential change.

For me, a 2019 highlight was watching the deep integration of our Corporate Responsibility Commitments into every aspect of how our nearly 7,000 employees at Chemours approach their work. Every day, the unique contributions of people across the company are making a difference advancing these goals, seamlessly integrating them into our growth strategies, business plans, community partnerships, volunteerism efforts, and day-to-day activities. I can say with confidence that these commitments are a part of how Chemours operates today and plans for tomorrow's future.

Companies like ours are proving that big challenges can be solved by motivated individuals operating in an organizational structure that magnifies and multiplies their power. It's still early in our journey, but we're off to a solid start. We invite you to see for yourself, to join us on this journey, to participate in the change.

Kind regards,

A handwritten signature in black ink, appearing to read 'Mark Vergnano'. The signature is fluid and cursive, with a long horizontal stroke at the end.

**Mark Vergnano**  
President and CEO

# The Chemours Company



**Committed to making chemistry  
as responsible as it is essential.**

At Chemours, our purpose is to help create a more colorful, capable, and cleaner world through the power of chemistry. Our products enable virtually everything people touch, in industries ranging from automotive to paints, plastics to electronics, construction, energy, telecommunications, and medical. Increasingly, our world needs more than effective and advanced chemistries. It also requires that we contribute to these essential technologies with an unwavering commitment to safety and end-to-end product stewardship, all at a lower cost to our shared planet. That's a charge that takes on new meaning as the world evolves and as the demands of its burgeoning population intensify. With the help of our customers, we will meet those demands—through the power of responsible chemistry.

We are a new kind of chemistry company built upon a 200-year-old legacy and a world-class product portfolio. Founded in Wilmington, Delaware, in 2015, The Chemours Company employs approximately 7,000 employees working in manufacturing facilities, laboratories, and offices throughout the world, serving customers in more than 120 countries. Through our business segments, we bring science-based solutions that are better, safer, more reliable, and more sustainable.

## OUR VISION

**“We aspire to be nothing less than the best in the world at harnessing the power of chemistry to improve the lives of people everywhere.”**

## Our Business Segments

Through our Titanium Technologies, Fluoroproducts, and Chemical Solutions businesses, The Chemours Company uses the power of chemistry to create a more colorful, capable, and cleaner world.



### FLUOROPRODUCTS

Fluoroproducts are essential ingredients in many of the world's modern conveniences, from refrigeration to computing to energy generation to self-driving cars.

- Freon™
- Krytox™
- Nafion™
- Opteon™
- Teflon™
- Viton™



### TITANIUM TECHNOLOGIES

Our titanium dioxide enhances brilliant paints, pristine plastics, gleaming laminates, and durable automotive and aerospace coatings.

- Ti-Pure™



### CHEMICAL SOLUTIONS

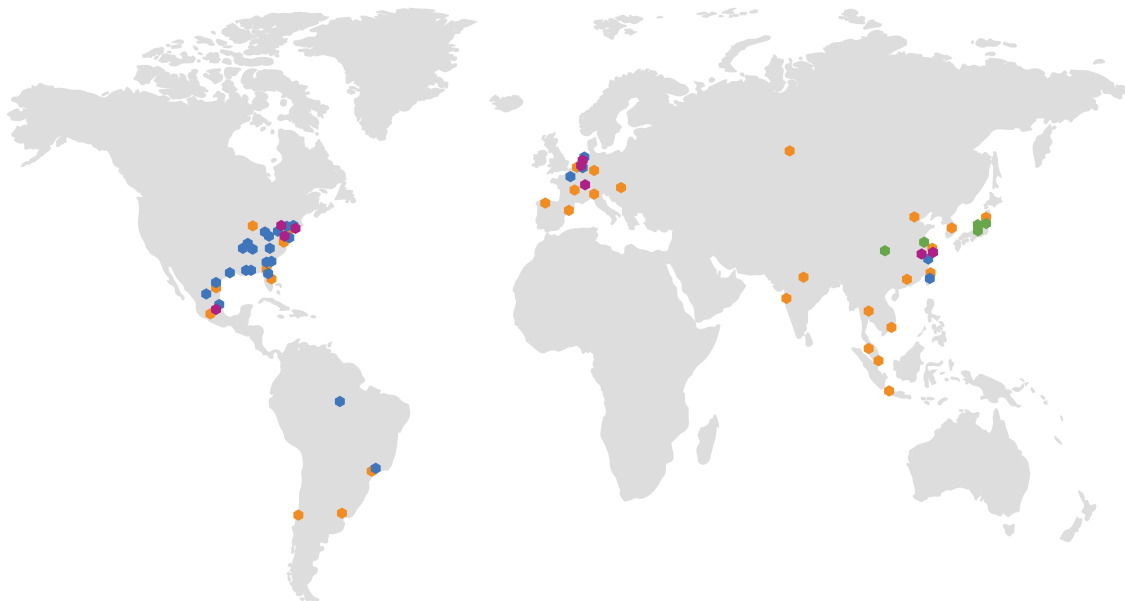
Our chemical solutions products leverage chemistry to deliver smarter and safer solutions that enable our customers to meet the growing demand for precious metals used in electronics and transportation, enhanced-performance personal care products, clean-and-disinfect consumer products, and other innovative applications.

- Glyclean™
- Glypure™
- Vazo™

## Our Global Reach

As you can see, our global reach is broad. In offices, plant sites, technical centers, and joint ventures, we are working in partnership with our customers, suppliers, and stakeholders throughout our value chains to meet the world's demand for sustainable and innovative offerings.

- Office
- Manufacturing Plant
- Technical Center
- Joint Venture Locations



## Our Values

Our ambition to be a new kind of chemistry company, one dedicated to the principle of responsible chemistry, is embedded in our shared values. These [five values](#) are the ethical foundation for all that we do, as employees and as a company; and they are reflected in our Corporate Responsibility Commitments.

### Refreshing Simplicity

Cut complexity, invest in what matters, and get to results faster.

### Collective Entrepreneurship

Act like each of us owns the business, while embracing the power of inclusion and teamwork.

### Safety Obsession

Live our steadfast belief that a safe workplace is a profitable workplace.

### Unshakable Integrity

Do what is right for customers, colleagues, and communities—always.

### Customer Centered

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

## Our Principles

Born of our values, our guiding principles helped shape our commitment to drive responsible chemistry. They provided the foundation for developing our CRC goals and will 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.

## Our 2030 Corporate Responsibility Commitment Goals

Our aim is to improve the lives of people everywhere through the power of chemistry. As a new kind of chemistry company, for a world that demands more, we are committed to delivering modern essentials—responsibly. It is the marriage of those demands and our resolve that gave rise to our corporate responsibility goals and all that surrounds and accompanies achieving them. In 2018, we announced 10 bold goals to bring responsible chemistry to life by 2030. These Corporate Responsibility Commitment (CRC) goals serve to unite and inspire our workforce to meet the world's growing demand for safer, more sustainable products. They fall into three pillars—Inspired People, Shared Planet, and Evolved Portfolio—that are further broken down into eight areas, focusing on our employees, communities, safety, the environment, and our value chain.

### OUR PILLARS

### OUR 2030 GOALS

### OUR CONTRIBUTION TO THE UN SDGS



#### Inspired People

##### Empowered Employees

- Fill 50% of all positions globally with women
- Fill 20% of all US positions with ethnically diverse employees



##### Safety Excellence

- Improve employee, contractor, process, and distribution safety performance by at least 75%



##### Vibrant Communities

- Invest \$50M in our communities to improve lives by increasing access to science, technology, engineering, and math (STEM) skills, safety initiatives, and sustainable environment programs



#### Shared Planet

##### Climate

- Reduce greenhouse gas emissions intensity by 60%
- Advance our plan to become carbon positive by 2050



##### Water

- Reduce air and water process emissions of fluorinated organic chemicals by 99% or more



##### Waste

- Reduce our landfill volume intensity by 70%



#### Evolved Portfolio

##### Sustainable Offerings

- Ensure that 50% of our revenue comes from offerings that make a specific contribution to the UN SDGs



##### Sustainable Supply Chain

- Establish a baseline for the sustainability performance of 80% of suppliers by spend and demonstrate 15% improvement



## Linking to the United Nations Sustainable Development Goals

In keeping with our commitment to the United Nations Global Compact and our belief that companies have a role to play in achieving the United Nations Sustainable Development Goals (UN SDGs or SDGs), we mapped our CRC actions and goals to the SDGs and their targets to better understand where we can have an impact and add value. All 17 UN SDGs are important; however, our level of engagement or impact with each of them varies. Our responsible growth strategy and CRC goals align most closely with three of the SDGs—clean water and sanitation, responsible consumption and production, and climate action. We also contribute to the other 14 SDGs, to a lesser extent, and have identified the targets within each goal most closely connected to our activities.



### We contribute to the UN SDGs through:

- Refrigerant products that deliver increased efficiency to customers while significantly lowering the global warming potential (GWP) of refrigeration and cooling.
- Capital investments to reduce greenhouse gas, air, and water process emissions and waste at our facilities.
- High-performance materials that improve energy efficiency and lower emissions from the automotive and building sectors.
- Offerings that help power the renewable energy grid and enable emissions reductions, faster demand response, and advanced integration of distributed energy resources.



#### Major Contribution

##### Targets

6.3, 6.4, 12.2, 12.3, 12.4, 12.5, 12.6, 13.2, 13.3



#### Moderate Contribution

##### Targets

2.1, 3.1, 3.2, 3.4, 3.5, 3.7, 3.8, 7.1, 7.2, 7.3, 9.4, 9.c, 15.1, 15.3, 15.5, 15.8



#### Minor Contribution

##### Targets

1.2, 4.1, 4.3, 4.4, 5.1, 5.5, 8.4, 8.5, 8.7, 8.8, 10.2, 11.1, 11.2, 11.7, 14.1, 16.5, 16.6, 16.7, 17.16, 17.17

## Individual Actions, Collective Progress

Last year, we defined how our corporate responsibility commitments would become fully integrated in our business operations and our overarching responsible-growth strategy, laying the groundwork for achieving our goals. In 2019, we focused on individual, human-scale actions that exemplified the power one person has to make a difference; we did this by empowering our employee base to live our Collective Entrepreneurship value, asking them to speak up when they see how to do something better and to see themselves as catalysts for change, essentially becoming the change. The progress highlighted in the following pages would not have been possible without the actions of each and every Chemours employee. From our global CRC champions spearheading initiatives at their sites, to the more than 500 employees who participated in our inaugural Global CRC Day, the small acts of employees across our company enabled collective progress against our goals in 2019.

# Inspired People



## OUR 2019 ACTIONS

100%

of our employees were trained on our employee Code of Conduct



Hire Vets Gold Medal Recipient, a US Department of Labor initiative to promote military hiring

5,417

paid employee volunteer service hours

12

sites American Chemistry Council environmental, health, and safety award recipients

39

second-party safety audits conducted at our global manufacturing sites



Great Places to Work certified for the second year in a row in the US; A top 50 Great Place to Work in Mexico for the second year in a row

## OUR COMMITMENTS

Our 2030 CRC Goals	Our 2019 Performance	2030 Goal Progress
50% of all global positions filled with women	22% of all positions filled with women	At or worse than base year
20% of all US positions filled with ethnically diverse employees	19% of all US positions filled with ethnically diverse employees	At or worse than base year
75% improvement in employee, contractor, process, and distribution safety performance	0.26: Total employee recordable incident rate	Behind schedule
	0.31: Total contractor recordable incident rate	At or worse than base year
	0.01: Tier 1 process safety event rate	Behind schedule
\$50M investment in our communities to improve lives by increasing access to Science, Technology, Engineering, and Math skills, safety initiatives, and sustainable-environment programs	7: Distribution incidents	At or worse than base year
	\$2.5 million committed to the communities where we live and work	Behind schedule

At or worse than base year



Behind schedule



On track



## CASE STUDY

### Global Corporate Responsibility Commitment Day

In 2019, we hosted our first Global Corporate Responsibility Commitment Day on December 5—International Volunteer Day. We asked employees around the globe to take one step or action to advance one of our 2030 CRC goals. Many employees opted to participate in community service projects, while others hosted educational webinars or vendor meetings. In total, more than 500 employees participated in more than 60 events across 29 locations in 13 countries around the world, totaling over 1,000 hours of service.



# Shared Planet

## OUR 2019 ACTIONS

48%

products sold in recyclable packaging



Five sites certified by Wildlife Habitat Council

4

zero landfill sites

3

production facilities upgraded equipment to reduce FOC<sup>1</sup> process emissions

2

sites implemented projects to reduce annual GHG<sup>2</sup> emissions by 545,000 metric tons CO<sub>2</sub>e<sup>3</sup>

27

million metric tons of CO<sub>2</sub>e emissions avoided thanks to our Opteon™ products

## OUR COMMITMENTS

Our 2030 CRC Goals	Our 2019 Performance	2030 Goal Progress
60% reduction in greenhouse gas emissions intensity	5.27: Metric tons (MT) CO <sub>2</sub> e per metric ton of sales product	On track
2050 is the year by which we strive to become carbon neutral	-137: Carbon positive indicator (million MT CO <sub>2</sub> e)	Behind schedule
99%+ reduction of air process emissions and water process emissions of fluorinated organic chemicals (FOCs)	548: MT of water process emissions of FOCs 972: MT of air process emissions of FOCs	Behind schedule
70% reduction in our landfill volume intensity	0.37: Landfill volume intensity	At or worse than base year

At or worse than base year



Behind schedule



On track



## CASE STUDY

### Reducing Fluorinated Organic Compound (FOC) Process Emissions at Fayetteville Works

In December 2019, we successfully completed construction and startup of a thermal oxidizer designed to remove greater than 99% of the FOC air process emissions routed to it at our Fayetteville, North Carolina, facility. This work was completed in a fraction of the time normally required for a system of its complexity and met our commitments in the consent order, dated February 25, 2019, with North Carolina Department of Environmental Quality and Cape Fear River Watch. In 2020, we expect to see first full-year benefits from this and other implemented projects.

<sup>1</sup>Fluorinated organic compounds

<sup>2</sup>Greenhouse gas

<sup>3</sup>Carbon dioxide equivalent

# Evolved Portfolio



## OUR 2019 ACTIONS



American Chemistry Council Sustainability Leadership award for Opteon™—Societal Contributions Award

100%

Product Safety Code Practices were completed and Responsible Care RC 14001 certification achieved



Chemours' John Sworen awarded the Moore Medal for Teflon EcoElite™ by the Society of Chemical Industry (SCI), America Group



Developed and received third-party verification on EVOLVE 2030 portfolio sustainability evaluation methodology

~9X

increase in participation in our supplier corporate responsibility assessment



Refreshed Supplier Code of Conduct to facilitate CRC dialogue across our value chain

## OUR COMMITMENTS

Our 2030 CRC Goals	Our 2019 Performance	2030 Goal Progress
50% more of our revenue will be from offerings that make a specific contribution to the UN SDGs	10.4%: Chemours revenue that came from products that made a specific contribution to the UN SDGs	
80% of suppliers by spend will have a baseline for sustainability performance and will demonstrate a 15% improvement	38.6%: Suppliers by spend that completed supplier corporate responsibility assessment evaluations	
	0%: Improvement supplier sustainability performance	

At or worse than base year Behind schedule On track



## CASE STUDY

### Asia-Pacific Economic Cooperation Chemical Dialogue's Risk Challenge Workshop in Chile

In August 2019 the Asia-Pacific Economic Cooperation (APEC) Chemical Dialogue hosted an interactive Risk Challenge workshop in Chile, demonstrating the principles and practices of human and ecological risk assessment. These assessments enable science-based chemical risk management decisions. The workshop materials, developed by Chemours, helped illustrate approaches to efficient decision-making, which can facilitate inter-governmental cooperation. Chemours believes this cooperation maximizes societal benefits, while lowering barriers for the introduction of innovations across borders, supporting the UN SDGs. Workshop participants included APEC members and non-members from 11 countries.

## Our Commitment to Transparency

We have pledged to hold ourselves accountable by annually reporting on our progress against our 10 CRC goals that span our products, operations, people, and partnerships. This is our third report and reflects our performance and progress for the calendar year ending December 31, 2019. The report was prepared in accordance with the GRI Standard Core reporting option and contributes directly to UN SDG target 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

We deeply appreciate your interest in our report, and we welcome your questions, comments, and feedback so that together we can contribute to a more inclusive society and a more sustainable planet. If you care to reach out to us, do so at: [CorporateResponsibility@chemours.com](mailto:CorporateResponsibility@chemours.com)

Download our full 2019 CRC Index Report [here](#) or read more on our website at [Chemours.com/responsibility](https://chemours.com/responsibility).

Additional reporting that may be of interest can be found at <https://chemours.com>:

- The Chemours Company's archive of earlier CRC reports, including the most recent previous report, covering the year ended December 31, 2018
- The Chemours Company [2019 Annual Report on Form 10-K](#)
- The Chemours Company [2020 Annual Proxy Statement](#)

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### EXTERNAL RECOGNITION



2019 EcoVadis Silver Rating



2019 Newsweek Most Responsible Companies



