Chemours™

Chemistry for a Better World

2021 Corporate Responsibility Commitment Report Executive Summary

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

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

ABOUT THIS REPORT

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

Innovating sustainable solutions to shape the future.

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

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

Fueling a Zero-Emissions Future: To reduce greenhouse gas (GHG) emissions, solar and wind farms are key, together with other renewable energy such as green hydrogen. Chemours' Ti-Pure™ titanium dioxide (TiO_2) is used in solar panel backing and in wind turbine coatings. Our Nafion™ membranes enable the generation of green hydrogen to power vehicles, accelerating a zero-emission and electrified mobility.

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

Advancing Plastic Circularity: Plastic products are a part of everyday life. In fact, the United Nations estimates we produce 400 million tonnes of plastic waste each year—the vast majority of which ends up in landfills. Our Ti-Pure™ team is leading a cross-value chain research initiative to change that. The goal is to develop a new, scalable plastic recycling process that can recover both TiO_2 and polymers for use in high-quality applications.

Embracing responsible manufacturing every day.

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

Making a difference beyond our walls.

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

Creating the greatest place to work for all.

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

Committed to making chemistry as responsible as it is essential.

Dear Chemours stakeholders, associates, and friends,

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

Since that time, we have made tremendous progress to meet those ambitions while transforming and growing our company beyond what we could have imagined. The fifth edition of our Corporate Responsibility Commitment (CRC) report comes as we open the next exciting chapter for Chemours—one that is rooted in the vision that together we will create a better world through the power of our chemistry. However, it also comes against the backdrop of significant global challenges, from the ongoing COVID-19 pandemic to persistent supply chain issues and the war in Ukraine. I am incredibly proud of how each of our 6,400 employees has acted with courage and agility to respond to these challenges, strengthen our businesses, and make a meaningful impact in the world.

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

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

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

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

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

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

Sincerely,

Mark Newman
President and CEO

About Chemours

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

OUR GLOBAL SCALE

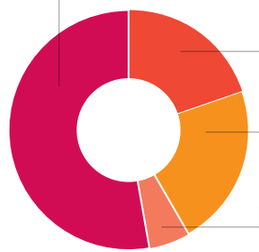
~6,400
employees

60+
manufacturing sites, technical centers, joint ventures, and offices

~3,200
customers

~120
countries where products are sold

Net Sales by Segment (in millions)



$3,355 Titanium Technologies

$1,257 Thermal & Specialized Solutions

$1,397 Advanced Performance Materials

$336 Other Segment

OUR BRANDS

Ti-Pure™

Opteon™

Freon™

Teflon™ fluoropolymers

Viton™ Fluoroelastomers

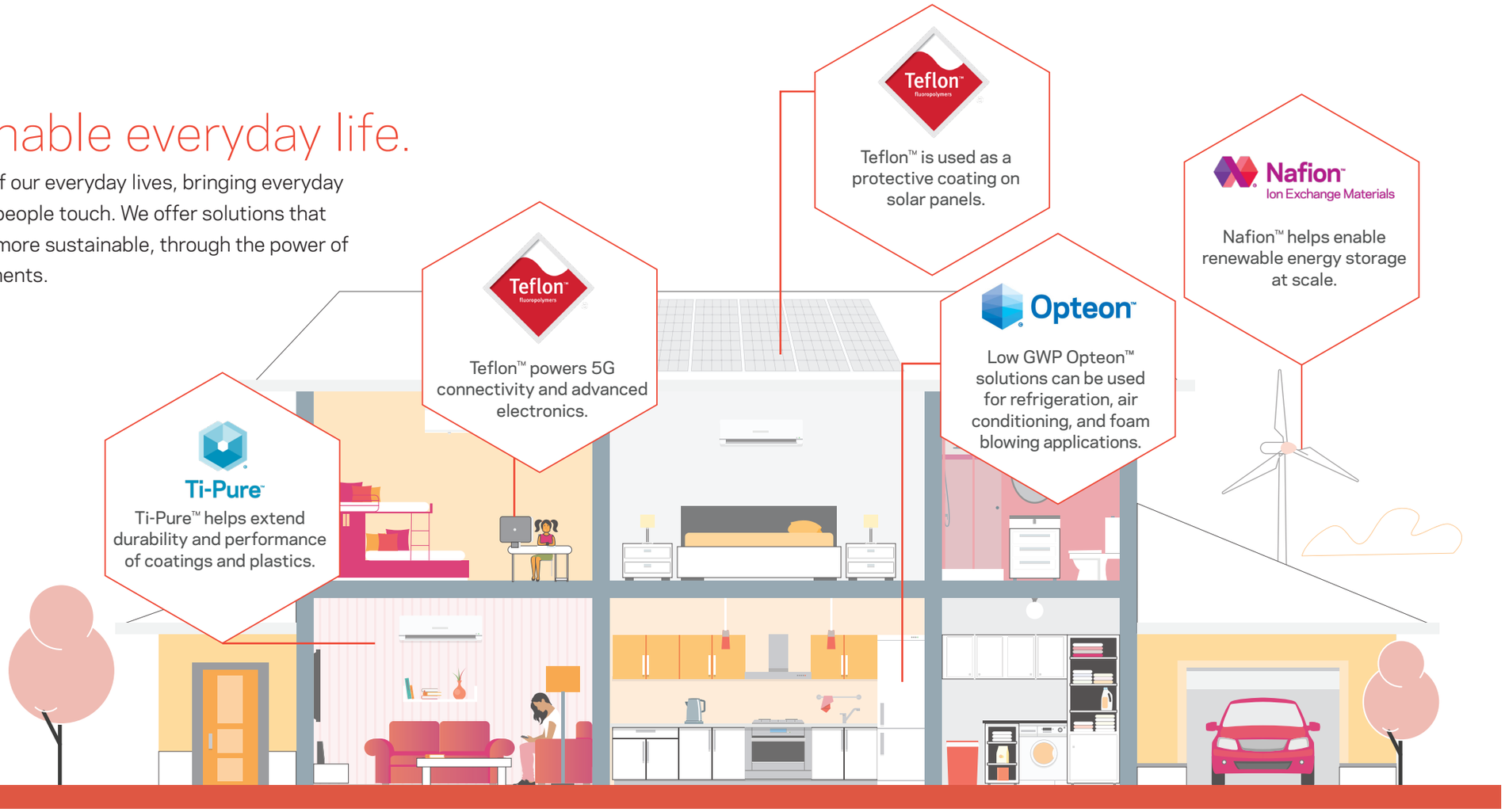
Nafion™ Ion Exchange Materials

Krytox™ Performance Lubricants

About Chemours continued

How we help enable everyday life.

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



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

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

Titanium Technologies is a leading global producer of TiO_2 pigment, a premium white pigment used to deliver whiteness, brightness, opacity, and protection in applications such as architectural and industrial coatings, plastics, laminates, coated paper, and coated paperboard used for packaging. Our team is committed to becoming the most sustainable TiO_2 enterprise in the world, tackling some of society's greatest challenges alongside our customers.

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

2021 Corporate Responsibility Commitment Highlights

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

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

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

Named Sheryl Telford as first chief sustainability officer

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

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

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

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

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

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

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

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

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

Joined World Business Council for Sustainable Development in early 2022

Reached six Wildlife Habitat Council (WHC) certified sites

PARTNERSHIPS & RECOGNITIONS

CDP DISCLOSER 2021

TOGETHER FOR SUSTAINABILITY

GOLD 2022 ecovadis Sustainability Rating

INVESTOR'S BUSINESS DAILY 2021 BEST ESG COMPANIES ENVIRONMENTAL, SOCIAL & GOVERNANCE

Better Climate CHALLENGE U.S. DEPARTMENT OF ENERGY PARTNER

Great Place To Work. Certificada SEP 2021-AGO 2022 MÉXICO

Best Workplaces™ Great Place To Work. ESPAÑA 2021

Great Place To Work. Certified AUG 2021 - AUG 2022 CHN

wbcsd

COMMUNICATION ON PROGRESS UN GLOBAL COMPACT

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 Corporate Responsibility

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

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

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

SHERYL TELFORD
Chief Sustainability Officer

Our Commitment to Corporate Responsibility continued

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

Our Pillars	Our 2030 CRC Goals	2021 Progress	UN SDGs
INSPIRED PEOPLE	**EMPOWERED EMPLOYEES** ▪ Fill 50% of director level positions and above with women globally ▪ Fill 35% of all positions globally with women ▪ Fill 30% of all US positions with ethnically diverse employees	⬢	3 4 5 8 10 16
	SAFETY EXCELLENCE ▪ Improve employee, contractor, process, and distribution safety performance by at least 75%	⬢	8
	VIBRANT COMMUNITIES ▪ Invest $50M in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs	⬢	4 6 8 11 15
SHARED PLANET	**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 fluorinated organic chemicals by 99% or more	⬢	6 8 12 14
	WASTE ▪ Reduce our landfill volume intensity by 70%	⬡	8 12 15
EVOLVED PORTFOLIO	**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	ACHIEVED	5 6 8 10 12 13 15

⬡ Behind schedule ⬢ On track

Inspired People 2021 Progress

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

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

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

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

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

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

Added RC 14001 environmental, health, and safety and security technical specification certification at eight sites, bringing the total to **19 sites**

Our Commitments

Our 2030 CRC Goals	2030 Progress
50% of director level positions and above filled with women **PROGRESS THROUGH 2021:** **33% filled with women**	⬢
35% of all global positions filled with women **PROGRESS THROUGH 2021:** **23% filled with women**	⬢
30% of all US positions filled with ethnically diverse employees **PROGRESS THROUGH 2021:** **21% US positions filled with ethnically diverse employees**	⬢
75% improvement in employee, contractor, process, and distribution safety performance **PROGRESS THROUGH 2021:** **0.29: Total employee recordable incident rate** **0.16: Total contractor recordable incident rate** **0.03: Tier 1 process safety event rate** **2: Distribution incidents**	⬡ ⬢ ⬢ ⬢
$50M investment in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable-environment programs **PROGRESS THROUGH 2021:** **$15M committed**	⬢

⬡ Behind schedule ⬢ On track

LORI GILLESPIE
EHS Senior Specialist

In Our Own Words

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

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

Shared Planet 2021 Progress

Made significant progress on our 2030 CRC climate goal to reduce operations GHG emissions by **60%**, demonstrating an **18% reduction relative** to our 2018 baseline

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

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

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

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

Our Commitments

Our 2030 CRC Goals	2030 Progress[1]
60% reduction in absolute GHG emissions (in our journey to net-zero emissions by 2050) **PROGRESS THROUGH 2021:** **18% reduction since 2018**	On track
99%+ reduction of air process emissions and water process emissions of FOCs **PROGRESS THROUGH 2021:** **40% reduction since 2018**	On track
70% reduction in landfill volume intensity **PROGRESS THROUGH 2021:** **0% reduction since 2018**	Behind schedule[2]

1. For more information on our goal status, please refer to the Shared Planet section starting on page 41 of our full report.
2. To learn more about why we are behind schedule on reducing our landfill volume intensity, please refer to page 58 of our full report.

Behind schedule On track

SEAN UHL
Sustainability Technology Director

In Our Own Words

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

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

Evolved Portfolio 2021 Progress

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

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

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

Received **gold certification** from EcoVadis

Received **ACC Sustainability Leadership Award** for EVOLVE 2030 product sustainability program

Spearheaded the Remove2Reclaim project to advance plastic circularity by reclaiming TiO_2

Our Commitments

Our 2030 CRC Goals	2030 Progress
50% or more of our revenue will be from offerings that make a specific contribution to the United Nations Sustainable Development Goals **PROGRESS THROUGH 2021:** **47.2% revenue**	⬢
80% or more of supplier spend will have a baseline for sustainability performance and will demonstrate a 15% improvement **PROGRESS THROUGH 2021:** **81% supplier spend completed supplier corporate responsibility assessment evaluations** **15% of suppliers improved sustainability performance**	ACHIEVED ACHIEVED

⬡ Behind schedule ⬢ On track

STEVEN DE BACKER
EMEA Technical Marketing Manager

In Our Own Words

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

In 2021, Chemours joined a three-year recycling research project, Remove2Reclaim, in collaboration with industry, academic, and government experts to develop a more sustainable process for recovering TiO_2 and polymers from plastic end-use products. Europe, Middle East, and Africa (EMEA) Technical Marketing Manager Steven De Backer and his colleagues are discovering ways to eliminate waste and reduce the amount of energy used in manufacturing through enabling circularity across a much wider range of applications.

Read our comprehensive 2021 Corporate Responsibility Commitment Report and learn more about how Chemours is creating a better world at Chemours.com/responsibility.

Chemours™