



Chemours™

2020 CORPORATE RESPONSIBILITY
COMMITMENT REPORT
EXECUTIVE SUMMARY

Resilient and
Responsible



A Message from Our Leadership

Dear Chemours stakeholders, associates, and friends,

In a tumultuous year that highlighted the deep connections of people across our global society, Chemours rose to meet the moment, remaining focused on our goals while broadening our view of what corporate responsibility means. Four years into our sustainability journey, we remain a resilient and responsible corporate leader, cognizant of our impacts on the world and unafraid of pushing ourselves to achieve more. As a different kind of chemistry company, our strategy and determination were well suited to meet the demands of such an unusual and challenging year.

The COVID-19 pandemic has called every person and every company to action, and Chemours is proud to have done our part. Guided by our North Star, the health and safety of our employees and their families, while supporting our customers, we not only kept our operations running; we contributed essential materials to the fight. Our Glyclean™ Hard Surface Cleaner was approved by the United States Environmental Protection Agency as an effective disinfectant against SARS-CoV-2, the virus that causes COVID-19. But that wasn't all. Our Nafion™ materials were essential to manufacturing critical respiratory components, and other Chemours chemistries helped to manufacture ventilators, produce PPE, and make COVID-19 testing kits possible.

The social unrest of this year also helped us recognize that we must do more than welcome diversity; we must actively foster it. With that charge in mind, we enacted a zero-tolerance approach toward any racist acts or behaviors, broadened our Safety Obsession value to include psychological safety, enhanced employee education on inclusion, equity, and diversity, and expanded our scholarship programs by launching an industry-wide effort to create a more diverse talent pipeline.

To keep our progress going, we've made some significant changes. We named Sheryl Telford as our first Chief Sustainability Officer, and under her leadership we've improved our emissions reduction goal. We will now reduce our scope 1 and scope 2 greenhouse gas emissions by 60% by 2030. This is an absolute reduction—not intensity—that positions us to reach net-zero operations greenhouse gas emissions by 2050 and continue to contribute to the Paris Climate Agreement goals. And that's not all. We again renewed our pledge to and ongoing support of the 10 principles of the United Nations Global Compact.

Chemours is committed to being in the vanguard of a new era of responsible chemistry, one in which essential chemistry meets essential needs to solve the seemingly unsolvable. All while protecting the planet and its people. It is with enthusiasm and energy that we reaffirm our dedication to our 2030 goals, as Mark Newman succeeds Mark Vergnano as President and CEO. Anchored by the unshakable promise to use Chemours chemistry to improve lives, our journey continues. With transparency as our byword, we invite you to read about our progress.

Sincerely,



Mark Newman
President and CEO*

Mark Vergnano
Chairman of the Board*

*Roles noted here reflect leadership transition effective July 1, 2021, whereas the forthcoming report is based on information as of the year ended December 31, 2020.



The Chemours Company

Committed to making chemistry as responsible as it is essential.

Chemistry underlies every part of our world. It is as essential to everyday things like buildings and fresh produce as it is to human marvels like superfast wireless communications, powerful wind turbines, or life-saving medicine.

At Chemours, we make the chemistry that helps create a more colorful, capable, and cleaner world, and we do this while striving to minimize our footprint. Our chemistry is essential to transportation, technology, energy, infrastructure, and communications, and so is our sense of responsibility. We call this balance responsible chemistry. It is embodied by the way our work contributes to a better world, solving the seemingly unsolvable, and it is articulated through our 10 Corporate Responsibility Commitment (CRC) goals. Everything we do as a company is an expression of responsible chemistry and of our Corporate Responsibility Commitment.

Chemistry is the foundation of the world. Responsibility is the foundation of our chemistry.



OUR BUSINESS SEGMENTS

In 2020, we divided our former Fluoroproducts segment into two new, standalone reportable segments: Thermal & Specialized Solutions (formerly Fluorochemicals) and Advanced Performance Materials (formerly Fluoropolymers). This change allows us to enhance our customer focus and better align our business models, resources, and cost structure to the growth-potential drivers of each business, while providing increased transparency to our shareholders.

TITANIUM TECHNOLOGIES

Our Titanium Technologies segment is a leading global producer of TiO₂ pigment, a premium white pigment used to deliver whiteness, brightness, opacity, and protection in a variety of applications. Our Ti-Pure™ titanium dioxide enhances architectural and industrial coatings, plastics, laminates, coated paper, and coated paperboard used for packaging.

ADVANCED PERFORMANCE MATERIALS

Chemours is a leading global producer of high-end polymers and advanced materials that deliver unique attributes, including chemical inertness, thermal stability, low friction, weather and corrosion resistance, extreme temperature stability, and unique dielectric properties, including Teflon™ fluoropolymers, Krytox™ performance lubricants, Nafion™ membranes and dispersions, and Viton™ fluoroelastomers.

THERMAL & SPECIALIZED SOLUTIONS

Chemours is a leading global producer of refrigerants, propellants, blowing agents, and specialty solvents. Our Thermal & Specialized Solutions segment has held a leading position in the refrigerants market since the commercial introduction of Freon™ in 1930. We are currently a leader in the development of sustainable technologies like Opteon™, one of the world's lowest global warming potential (GWP) refrigerant brands, as governments around the world pass laws and regulations that make the use of low GWP refrigerants a requirement.

CHEMICAL SOLUTIONS

Chemours' Mining Solutions and Performance Chemicals and Intermediates businesses produce industrial chemicals used in various applications by our customers, which are primarily located in the Americas. As one of the largest North American producers of solid sodium cyanide, our Mining Solutions business is recognized for its high-quality product offering, reliability of supply, and commitment to the safe production, storage, and use of our products.

OUR GLOBAL REACH

With our offices, plant sites, technical centers, and joint ventures, Chemours has an extensive global presence. This allows us to work in partnership with our customers, suppliers, and stakeholders throughout our value chains to supply the responsible chemistry that meets the world's demand for sustainable and innovative offerings.





*These are offices that have one or more employees.





OUR VALUES


We are a different kind of chemistry company, driven by our purpose to create a more colorful, capable, and cleaner world through the power of chemistry. Our world-class product portfolio brings everyday convenience to virtually everything people touch in their daily lives, making our products and the solutions they enable both vital and essential. We are committed to creating value for our customers and stakeholders around the world through the reliable delivery of our high-quality products and services. Our global workforce, renowned for their deep and unmatched expertise, bring our chemistry to life, guided by [five values](#) that form the bedrock foundation for how we operate:

-  **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 commitments 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 chemistry makes an essential contribution to improving the lives of people everywhere, but our duty to the world we all share drives us to meet essential needs in the most responsible way possible. Those twin imperatives gave rise to our Corporate Responsibility Commitment goals. In 2018, we announced 10 bold goals to bring responsible chemistry to life by 2030. The commitments fall into three pillars—Inspired People, Shared Planet, and Evolved Portfolio—and map to the United Nations Sustainable Development Goals (UN SDGs or SDGs). 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 GOALS	OUR CONTRIBUTION TO THE UN SDGS
INSPIRED PEOPLE 	EMPOWERED EMPLOYEES <ul style="list-style-type: none"> Fill 50% of all positions globally with women Fill 20% of all US positions with ethnically diverse employees SAFETY EXCELLENCE <ul style="list-style-type: none"> Improve employee, contractor, process, and distribution safety performance by at least 75% VIBRANT COMMUNITIES <ul style="list-style-type: none"> Invest \$50M in our communities to improve lives by increasing access to science, technology, engineering, and math (STEM) skills, safety initiatives, and sustainable environment programs 	
SHARED PLANET 	CLIMATE <ul style="list-style-type: none"> Reduce absolute GHG emissions from operations by 60% Journey to net-zero operations by 2050 WATER <ul style="list-style-type: none"> Reduce air and water process emissions of fluorinated organic chemicals by 99% or more WASTE <ul style="list-style-type: none"> Reduce our landfill volume intensity by 70% 	
EVOLVED PORTFOLIO 	SUSTAINABLE OFFERINGS <ul style="list-style-type: none"> Ensure that 50% or more of our revenue comes from offerings that make a specific contribution to the UN SDGs SUSTAINABLE SUPPLY CHAIN <ul style="list-style-type: none"> Establish a baseline for the sustainability performance of 80% of suppliers by spend and demonstrate 15% improvement 	





2020 Year in Review

RESILIENCE DESPITE EXTRAORDINARY CIRCUMSTANCES

While every year is different, 2020 stands as one of the more challenging ones in recent history. The whole world grappled with an unprecedented public health crisis while many nations strived to make progress in facing the toll of social inequities. Amid this upheaval, we kept our focus on responsible chemistry, advancing toward our CRC goals and challenging ourselves further. We did that while keeping our operations open—safely—to provide the essential chemistry the world needed to fight the pandemic and meet other vital needs.



RESILIENCE IN THE FACE OF HISTORIC CHALLENGES



Safety was a global theme in 2020, but at Chemours, it has always been our obsession. As the past year demonstrated, however, we needed to think bigger. Against the backdrop of the pandemic and increasing focus on social justice, we redefined our safety policy in Chemours as Holistic Safety—our commitment not only to the physical safety of our colleagues, but also to creating an inclusive environment where our employees feel safe, expanding our Safety Obsession value to include all aspects of safety—physical and psychological.



When the pandemic hit, we responded instantly, launching our Crisis Leadership and Support Teams and activating the pandemic plans in place for each of our plants and offices. Through those teams, we kept manufacturing and laboratory sites operating safely throughout 2020. We developed and instituted exposure controls and an extensive COVID-19 safety playbook. As community needs increased, the Chemours COVID-19 Community Relief Fund was established to help protect the safety and health of local communities where Chemours operates across the globe. Our industry took note of our success, recognizing Chemours with a 2021 American Chemistry Council Responsible Care Award for our COVID-19 response.

RESPONSIBILITY TOWARD ALL



A collective yearning for greater social equity resounded around the world in 2020, and Chemours heard—and answered—the call. While we have always strived to improve inclusion, diversity, and equity (ID&E) throughout our company, this year showed us that we must do more. So we listened, holding impactful sessions with employee resource groups, and then took action. In addition to our ambitious Inspired People goals, we made immediate changes and ongoing commitments.

- Expanded our Safety Obsession value to be holistic, including all aspects of safety—physical and psychological
- Instituted a zero-tolerance approach toward racist acts and behaviors
- Launched ID&E council
- Introduced employee training and education on unconscious-bias and included an unconscious bias focus in all of our people processes
- Committed to review pay regularly to ensure rewards are free of bias and reflective of performance and potential
- Expanded the Future of Chemistry Scholarship globally to provide scholarships and internships to underrepresented STEM students in our operating communities
- Launched FOSSI, an industry-wide initiative providing scholarships, internships, and leadership development to STEM students at HBCUs

UNDERTAKING EVEN BIGGER CHALLENGES



Chemours took a bold step in 2020 and set a more ambitious climate goal.

Chemours will achieve a 60% absolute reduction of scope 1 and scope 2 greenhouse gas (GHG) emissions by 2030.

An absolute, not intensity, reduction better aligns our climate ambition with the Paris Climate Agreement objectives and puts us on a path to reach net-zero operations GHG emissions by 2050. We will achieve this through a comprehensive approach involving emissions control technologies, energy efficiency improvements, and increasing energy use from renewable sources. Recognizing that the time to act is now, we are challenging ourselves to take bold, affirmative actions in this decade to reduce our operations carbon emissions.

Inspired People



PROGRESS IN 2020



Established the Future of STEM Scholars Initiative (FOSSI) to support underrepresented communities pursuing STEM degrees



Expanded Safety Obsession to be holistic, including physical and psychological safety

1.2^K

Logged volunteer hours across 13 countries for **second annual CRC Day**



Supported over 140,000 people in the United States to date through Chemours' COVID-19 Community Relief which aims to protect the safety and health of local communities



Expanded participation in **Great Places to Work** program achieving certification in Mexico (for the third straight year) and Spain (in its first year participating in the survey)



9 Chemours facilities received certificates of excellence for safety

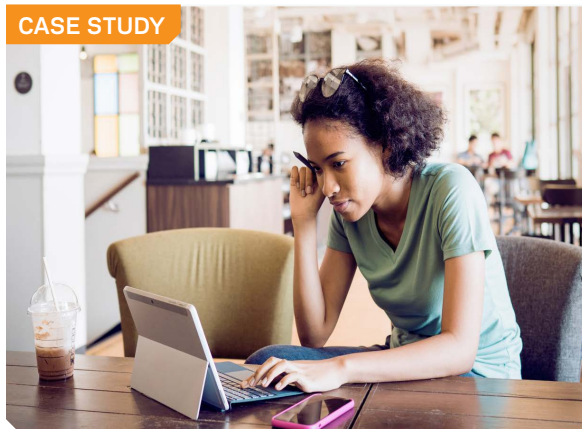
OUR COMMITMENTS

Our 2030 CRC Goals	Our 2020 Performance*	2030 Goal Progress
50% of all global positions filled with women	22.1% of all positions filled with women	Behind schedule
20% of all US positions filled with ethnically diverse employees	19.6% of all US positions filled with ethnically diverse employees	Behind schedule
75% improvement in employee, contractor, process, and distribution safety performance	0.36: Total employee recordable incident rate	Behind schedule
	0.30: Total contractor recordable incident rate	Behind schedule
	0.01: Tier 1 process safety event rate	On track
\$50M investment in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable-environment programs	3: Distribution incidents	Behind schedule
	\$9.8M committed to the communities where we live and work	On track

*Unique impact in 2020, see GRI for more details.

Behind schedule On track

CASE STUDY



Building a Fairer—and Better—Talent Pipeline

An industry like chemistry needs to attract top talent to continue to innovate and solve global challenges. In order to make a greater positive impact on the next generation of STEM professionals, Chemours expanded our scholarship program with the development of the Future of STEM Scholars Initiative (FOSSI). This program, created in partnership with the American Institute of Chemical Engineers, the American Chemistry Council, and the HBCU Week Foundation, provides \$40,000 scholarships to those students pursuing STEM degrees at HBCUs. Chemours is proud to lead—and have 43 chemical industry partners sign on to—this industry-wide program.


Shared Planet

PROGRESS IN 2020


60% Updated **climate goal** to absolute 60% reduction of operations GHG emissions

29% **reduction** in absolute GHG emissions from 2018 baseline





reduction in fluorinated organic process emissions to water from a 2018 baseline

 Mechelen, Belgium site achieved **carbon-free energy**

 **-200 acres** of mined lands restored by Florida and Georgia minerals operations

 **98% of process water recycled** at Jesup, GA plant

OUR COMMITMENTS

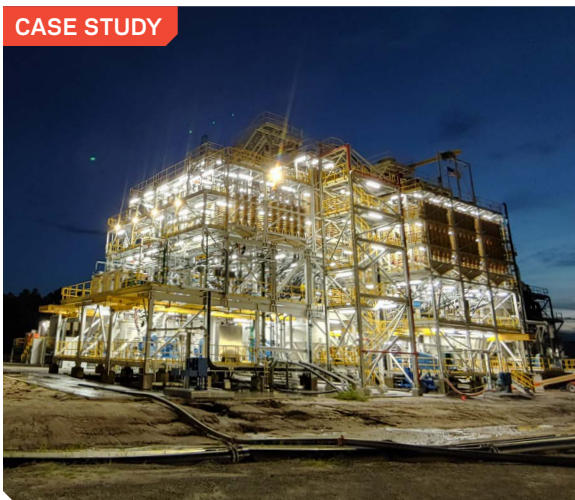
Our 2030 CRC Goals	Our 2020 Performance*	2030 Goal Progress
60% reduction in absolute greenhouse gas emissions** (in our journey to net-zero operations by 2050)	6,708,000: Metric tons (MT) CO ₂ e	
99%+ reduction of air process emissions and water process emissions of fluorinated organic chemicals (FOCs)	266: MT of water process emissions of FOCs	
	566: MT of air process emissions of FOCs	
70% reduction in our landfill volume intensity	0.42: m ³ /MT of sales product	

* Unique impact in 2020, see GRI for more details.

**In 2020, progress made on our climate goals was due to targeted emissions reduction initiatives completed in late 2019 and improved 2020 operational efficiencies at several of our TSS and APM manufacturing sites. In addition, pandemic-related impacts contributed to emissions reductions due to lower production demand in TSS and APM business segments; however, we expect emissions to rebound some as routine operations resume and production volumes return to normal in 2021.

Behind schedule  On track 

CASE STUDY



Responsible Mining

When we set out to design and build our new mining project in Jesup, Georgia, we did it with respect for the planet and local wildlife in mind. Our new plan uses cutting-edge mobile mining units to extract essential minerals with precision—minimizing the impact on wildlife, surrounding wetlands, and aquifers—before we return the sites to their pre-mining condition. These machines have no engine noise, lower dust levels than traditional methods, and are safer for Chemours employees. We hold 39 million gallons of water in above-ground treatment ponds to make sure that there is no threat to the pristine local water supply, and we recycle an astounding 98% of the water we use.

Evolved Portfolio



PROGRESS IN 2020



Chemours Discovery Hub received 3 out of 4 Green Globes sustainable building



Published our **EVOLVE 2030** methodology on our website



Completed **EVOLVE 2030** evaluation of 40% of portfolio, with 37.5% making a specific contribution to the UN SDGs

10%

of procurement budget spent with **local suppliers**



Received **silver certification** from **EcoVadis** for the second year in a row



12 Chemours teams awarded our **Catalyst for Better Award** recognizing their innovation

OUR COMMITMENTS

Our 2030 CRC Goals

50% or more of our revenue will be from offerings that make 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

Our 2020 Performance*

37.5%: Chemours revenue that came from products that made a specific contribution to the UN SDGs

59%: Suppliers by spend that completed supplier corporate responsibility assessment evaluations

0%: Improvement in supplier sustainability performance

2030 Goal Progress



*Unique impact in 2020, see GRI for more details.

Behind schedule On track

CASE STUDY



Increasing the Availability of Pure Water

The demand for potable water rises in step with the human population. Ensuring that people have enough clean water relies on appropriate treatment and disinfection of this precious resource. Chlorine is the easiest-to-use and most affordable disinfectant available, but all chlorine isn't created equally. Some chlor-alkali processes used to make this valuable disinfectant rely on highly hazardous ingredients such as mercury or asbestos. Fortunately, there is an energy-efficient, cleaner way to produce chlorine: the membrane chlor-alkali process. By using Nafion™ ion exchange membranes in the membrane cell, manufacturers can produce essential chlorine to purify water, and that in turn fights disease and promotes good health and well-being around the world.



OUR COMMITMENT TO TRANSPARENCY

We have pledged to hold ourselves accountable by annually reporting on our progress against our 2030 CRC goals, which span our products, operations, people, and partnerships. This is our fourth report and reflects our performance and progress for the calendar year ending December 31, 2020.

The report was prepared in accordance with the GRI Standards 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.

EXTERNAL RECOGNITION AND COLLABORATIVE EFFORTS



Received the 2020 Association of American Railroads Non-Accident Release Grand Slam Award



Earned the 2021 ACC Responsible Care® Outstanding COVID-19 Response Efforts Award COVID-19 response



Chemours Discovery Hub awarded three out of four Green Globes for building sustainability



Nine Chemours facilities were awarded the ACC Responsible Care Facility Safety Award



Achieved Wildlife Habitat Council Conservation Certification across two sites, earning both gold and silver certification levels



Two sites maintained the Occupational Safety and Health Administration (OSHA) Volunteer Protection Program (VPP) highest level, Star certification



Received 2021 ACC Sustainability Leadership Award for EVOLVE 2030



Achieved EcoVadis silver certification for the second year in a row



Since 2018, Chemours has been a proud signatory of the United Nations Global Compact and is committed to participation with the UN SDGs

EXTERNAL LINKS

Download our full 2020 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, 2019
- The Chemours Company [2020 Annual Report on Form 10-K](#)
- The Chemours Company [2020 Annual Proxy Statement](#)

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



