



Trusted Chemistry

2024 Sustainability Report



Contents

TRUSTED CHEMISTRY

- 4 CEO Letter
- 5 About Chemours
- 7 Our Vision, Values and Strategy
- 8 Sustainability at Chemours
- 9 2030 Corporate Responsibility Commitments and Progress
- 10 Double Materiality Assessment

TRUSTED PARTNER

- 14 Sustainable Offerings
- 18 Responsible Procurement

TRUSTED MANUFACTURER

- 23 Energy and Climate
- 27 Responsible Manufacturing and Mining
- 31 Circularity

TRUSTED EMPLOYER

- 37 Health and Safety
- 41 Empowered Employees

TRUSTED NEIGHBOR

- 46 Vibrant Communities

TRUSTED BUSINESS

- 51 Corporate Governance
- 54 Ethics and Compliance
- 56 Environmental Compliance

APPENDIX

- 58 About This Report
- 59 Supplemental Content and Data
- 80 2030 CRC Performance Scorecard
- 89 Membership Associations
- 90 GRI Index
- 100 SASB Index
- 103 Report Resources
- 104 Acronyms
- 106 Definitions
- 109 Forward-Looking Statements and Other Information

Trusted Chemistry

Chemours provides trusted chemistry that the world needs.

Chemours chemistry enables products that people rely on to live better and thrive. Our world-class portfolio drives innovation and enables high-performance computing, artificial intelligence (AI), advanced electronics, batteries for electric and low-emission vehicles, climate-friendly cooling, paints and more durable coatings for advanced infrastructure, and more.

Chemistry powers our company, but our vision and values guide us as we execute our Pathway to Thrive corporate strategy and advance our Corporate Responsibility Commitments (CRC). Whether helping address climate change or supporting the next generation in STEM education, our people are at the center of everything we do. We're committed to using sound science, passion, creativity, and transformative partnerships to deliver high-performing, sustainable and safe products and build more vibrant communities.



// Trusted Chemistry

A Message from Our Chief Executive Officer

It has been a pivotal year for Chemours, one marked by significant change and remarkable progress that has ushered in a fresh wave of energy and new perspectives.

We refreshed our core values—Safety, Integrity, Partnership, Ownership, and Respect—based on feedback from thousands of Chemours employees and established a new corporate vision: to deliver trusted chemistry that improves lives and helps communities thrive.

Our Trusted Chemistry vision is more than aspirational—it's directional. It guides how we operate our manufacturing sites, drives our innovation, and shapes our interactions with stakeholders. It's a promise to lead with integrity, manufacture and innovate responsibly, and use the power of our chemistry to solve some of the world's most pressing challenges.

To bring this vision to life, we launched our new corporate strategy, Pathway to Thrive. Built on four pillars—Operational Excellence, Enabling Growth, Portfolio Management, and Strengthening the Long Term—this strategy is designed to drive Chemours' future success and growth while advancing our commitments to customers, communities, and the environment. Our Pathway to Thrive strategy is linked to sustainability, tying our business performance

and growth to safe, efficient, and reliable operations and strategic investments in sustainable innovations that enable high-growth industries.

Grounded in our vision to deliver trusted chemistry, our commitment to drive our corporate strategy and sustainability goals forward is unwavering. Sustainability helps protect our license to operate, differentiate our portfolio, meet the needs of our customers, and build resilience for the future—and will play a central role in advancing our Pathway to Thrive strategy.

I am proud to share a few highlights of our progress from our 2024 Sustainability Report. These achievements were only made possible through the dedication and efforts of our team.

- Began refreshing our Corporate Responsibility Commitments (CRC) and introduced new overarching aspirational statements that provide us with the flexibility to add new goals and expand existing ones moving forward. Since we announced our ambitious CRC goals in 2018, there's been significant change—and as our company and the world evolves, so too must our sustainability strategy. This refresh will better align our CRC goals with our new Pathway to

Thrive strategy and Trusted Chemistry vision, as well as the evolving external landscape.


- Reached a 76% reduction in fluorinated organic chemical (FOC) process emissions globally since 2018 and remain on track to achieve a 60% reduction in our Scope 1 and 2 GHG emissions by 2030, on a path to net-zero by 2050.
- Completed our first Double Materiality Assessment, improving our understanding of the sustainability issues most critical to our business and stakeholders. The insights are being used to inform our actions and refresh our CRC goals to ensure they are focused, impactful, aligned with our corporate strategy and the needs of our stakeholders.

- Achieved our 2030 goal for Sustainable Offerings six years ahead of schedule and launched EVOLVE 2030 Version 2.0—an enhanced portfolio sustainability assessment methodology—aligned with the United Nations Sustainable Development Goals that further embeds sustainability into our product development and decision-making processes.

As I look at the progress we've made and the opportunities before us, I'm filled with pride and optimism. Together, we will deliver trusted chemistry and build a better, more sustainable future. In pursuit of delivering our vision and in alignment with our strategy, I am pleased to renew our commitment to the Ten Principles of the United Nations Global Compact.

I invite you to explore our latest Sustainability Report and see the hard work and dedication our team put on full display as we continued to deliver against our CRC commitments.

Thank you for your continued support.



Denise M. Dignam
President and Chief Executive Officer



// Trusted Chemistry

About Chemours

We provide trusted chemistry that is essential to the world. We are a leading global provider of industrial and specialty chemicals that are key inputs in end products and processes across various industries. Our world-class product portfolio and unmatched expertise in chemistry brings everyday convenience to virtually everything people touch in their daily lives, making our products vital and essential to the solutions that help people and communities thrive.

Industry-Leading Businesses



Thermal & Specialized Solutions

Leading global provider of refrigerants, thermal management solutions, propellants, and specialty solvents.

 **Opteon™** Opteon™ low to ultra-low global warming potential (GWP) refrigerants

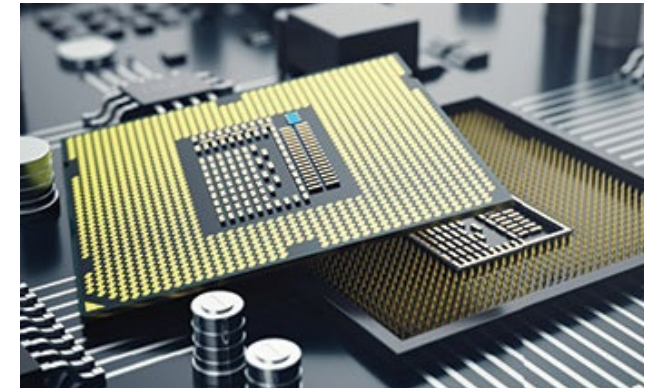
 **Freon™** Freon™ refrigerants



Titanium Technologies

Global manufacturer of high-quality titanium dioxide (“TiO₂”) pigment, a premium white pigment used to deliver whiteness, brightness, opacity, and protection in a variety of applications.

 **Ti-Pure™** Ti-Pure™ titanium dioxide products



Advanced Performance Materials

Creates high-end polymers and advanced materials that deliver unique attributes, including low friction coefficients, extreme temperature and weather resistance, ultraviolet and chemical resistance, and electrical insulation.

 **Teflon™** Teflon™ fluoropolymers

 **Nafion™** Nafion™ membranes, dispersions, and resins

 **Viton™** Viton™ fluoroelastomers

 **Krytox™** Krytox™ high-performance lubricants

Key Industries and Markets

High-Performance Computing, Semiconductor and Advanced Electronics, Refrigeration and Air Conditioning, Paints and Coatings, Transportation, and General Industrial

// Trusted Chemistry

Chemours at a Glance

NYSE: CC

FY 2024 RESULTS

\$5.8B

net sales

\$70M*

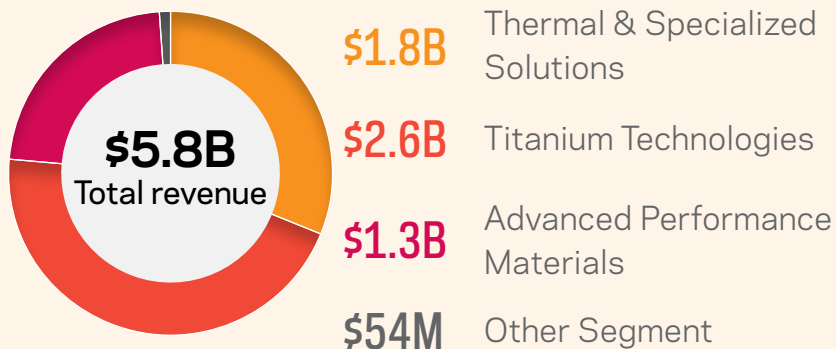
net income

\$148M

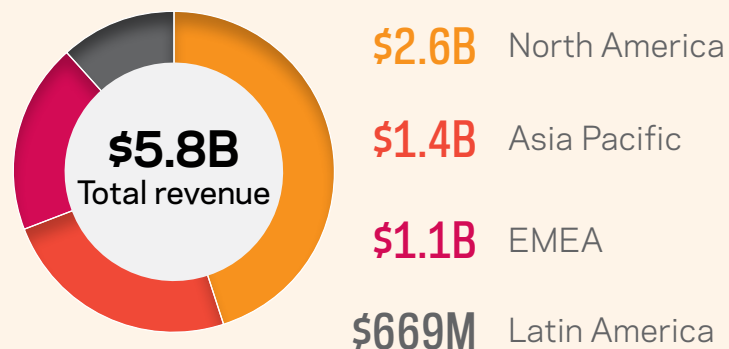
total dividends paid

* Certain prior period amounts have been revised to correct for certain immaterial errors as further described in our Quarterly Report on Form 10-Q and 1Q25 Earnings Presentation for the three months ended March 31, 2025

REVENUE BY BUSINESS SEGMENT



REVENUE BY GEOGRAPHY



6,000

employees worldwide



60+

global manufacturing facilities, laboratory sites, joint ventures, and offices



~110

countries where we are serving customers

// Trusted Chemistry

Our Vision, Values, and Strategy

In 2024, under new leadership, we refreshed our vision and values and introduced a new corporate strategy, Pathway to Thrive. Our vision, values, and strategy propel Chemours forward and are at the heart of everything we do.

- **Our vision is to deliver Trusted Chemistry** that makes people’s lives better and helps communities thrive. Trusted Chemistry represents our commitment to innovation, safety, and sustainability. This trust is the foundation upon which we build strong relationships with our customers, partners, communities, and employees.
- **Our strategy, Pathway to Thrive**, capitalizes on the fundamental strengths of our businesses, talent, and competitive differentiators. Pathway to Thrive is focused around four pillars—Operational Excellence, Enabling Growth, Portfolio Management, and Strengthening the Long Term—and is designed to put Chemours on a pathway to long-term success and growth.
- **Our values**—Safety, Integrity, Partnership, Ownership, and Respect—guide our daily actions and decisions as we work to execute our Pathway to Thrive strategy. These values define who we are as a company and how we conduct business. By upholding our values, we ensure that we operate with transparency and accountability, fostering a culture of trust and collaboration.



// Trusted Chemistry

Sustainability at Chemours

We are committed to making chemistry as responsible as it is essential. Our 2030 Corporate Responsibility Commitment (CRC) goals are a reflection of the culture, values, and ethics we embrace as a company, as well as an extension of our business strategy. Pursuing these ambitious goals challenges us to use strategic foresight to manage disruptions and continue innovating to provide next-generation solutions that are more sustainable and better serve the industries in which we operate. At the same time, they help ensure our products are responsibly manufactured in a manner that minimizes environmental impact and protects the communities in which we operate.

After completing our first Double Materiality Assessment (DMA), we began the process of refreshing our 2030 CRC pillars and goals to address the risks, impacts, and opportunities identified in the assessment. The insights gained from our DMA help us better meet the current and emerging needs of our business and our stakeholders. Several goals are in the process of being refreshed or integrated into business processes after being achieved. New aspiration statements have been developed in alignment with our company's strategic priorities and will enable us to expand existing goals or introduce new targets as part of our future sustainability reporting.

New aspiration statements have been developed in alignment with our company's strategic priorities and will enable us to expand existing goals or introduce new targets as part of our future sustainability reporting.



// Trusted Chemistry

2030 Corporate Responsibility Commitments

PILLAR	ASPIRATION	CURRENT GOALS	STATUS	PROGRESS
TRUSTED PARTNER	Work closely with our suppliers, partners and customers to improve our collective sustainability performance and reduce supply chain risks	<ul style="list-style-type: none"> Establish a baseline for the sustainability performance of 80% of suppliers by spend and demonstrate a 15% improvement by 2030 	Achieved	Evaluated 81% of suppliers by spend and increased supplier sustainability performance by 29%
		<ul style="list-style-type: none"> Ensure 50% or more of our revenues comes from offerings that make a specific contribution to the UN SDGs 	Achieved	50% of revenue from offerings contributed to the UN SDGs
TRUSTED MANUFACTURER	Support a more sustainable future for our company and our planet by enabling the transition to a low-carbon and circular economy	<ul style="list-style-type: none"> Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 60% by 2030 Reduce Scope 3 emissions intensity by 25% by 2030 Journey to net-zero operations by 2050 	On track	Reduced Scope 1 & 2 emissions by 52%
	Responsibly manufacture our essential chemistries through the reduction of emissions to air and water	<ul style="list-style-type: none"> Reduce air and water process emissions of FOCs by 99% or more by 2030 	On track	Reduced air and water FOC process emissions by 76%
	Decouple our growth from resource consumption and reduce waste by implementing circularity principles in our operations and with our partners	<ul style="list-style-type: none"> New goals focused on circularity under development 	—	—
TRUSTED EMPLOYER	Foster a safe working environment through continued demonstration of top-tier safety performance	<ul style="list-style-type: none"> Improve employee safety performance by 75% by 2030 Improve contractor safety performance by 75% by 2030 Improve process safety performance by 75% by 2030 Improve distribution safety performance by 75% by 2030 	Behind schedule Behind schedule On track On track	Continued focus on progressing employee and contractor goals in order to improve performance Process safety and distribution safety goals on track to meet 2030 goal
	Continue to cultivate an inclusive global workplace where diversity is valued and respected, and where every employee is welcomed, engaged, and supported to reach their full potential	<ul style="list-style-type: none"> New goals focused on workplace culture, career development, and more are under development 	—	—
TRUSTED NEIGHBOR	Make a positive impact in the communities where we operate through philanthropic investments and volunteerism	<ul style="list-style-type: none"> Invest \$50M in our communities by 2030 to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs 	On track	Invested \$25M in our communities

// Trusted Chemistry

Double Materiality Assessment

In 2024, Chemours completed our first Double Materiality Assessment (DMA) to better identify and understand the sustainability risks and opportunities that are most material for Chemours and have the highest impact on our external stakeholders and society.

We will refresh our DMA regularly through interviews with a cross-section of employees, as well as deploying various business intelligence tools and benchmarks. The Chemours Sustainability Council (CSC) and leaders from our three business units will continue to provide feedback on the prioritized issues and validate the results of the research, survey, interviews, and data analytics processes. The results from the assessment will be combined with other business inputs to identify areas of focus and refine our commitments and disclosure practices. Prioritization and effective management of these risks, opportunities and impacts will be integrated into our strategy, business models, risk management, and governance processes to drive continued commercial success.

Our DMA prepares us to comply with emerging sustainability disclosure regulations, including assessments in line with the European Union’s Corporate Sustainability Reporting Directive (CSRD). The priority topics below may shift as we update our DMA.

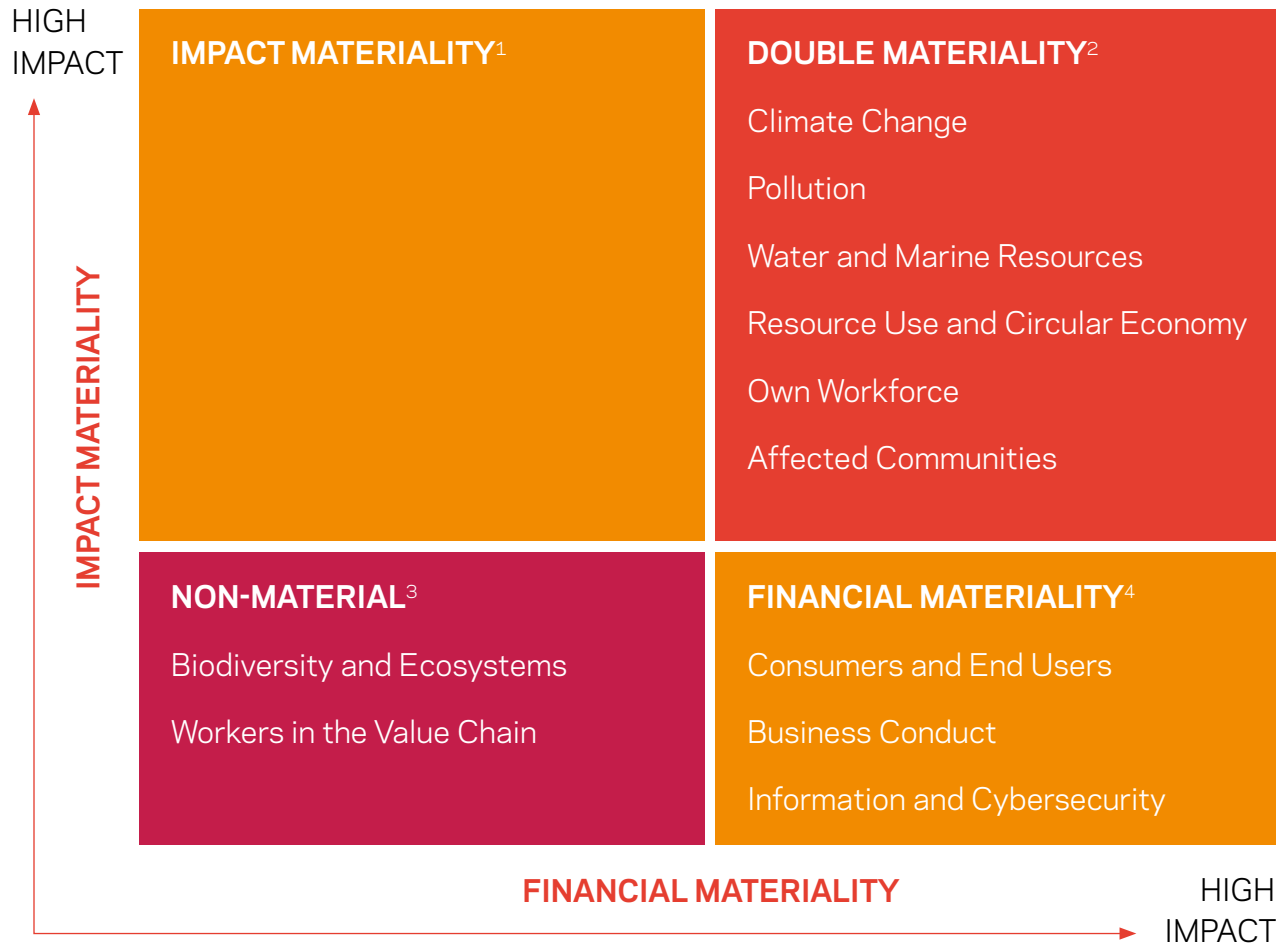
Double Materiality Assessment Results

EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS) TOPICAL AREA	NUMBER OF MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES (IROs)
E1 Climate Change	8
E2 Pollution	9
E3 Water And Marine Resources	2
E4 Biodiversity And Ecosystems	-
E5 Resource Use And Circular Economy	6
S1 Own Workforce	2
S2 Workers In The Value Chain	-
S3 Affected Communities	4
S4 Consumers And End Users	5
G1 Business Conduct	1
Information And Cybersecurity (Non-ESRS)	2
Total Material IROs	39



// Trusted Chemistry

Chemours Material Topics



¹Topics with potential material impact on people and the environment

²Topics with potential material impact on the environment and people, as well as on Chemours' financial performance and position

³Topics with no material impact for Chemours

⁴Topics with potential material impact on Chemours' financial performance and position

Double Materiality Informs Sustainability Goals Review

Our DMA has been an important tool in helping us refresh our 2030 CRC aspirations and goals to align with the issues that matter most to our business and stakeholders, as well as address the evolving sustainability challenges facing our world.

We recognize the urgency of the material topics identified in our DMA and believe that Chemours' science and innovation can be key levers of change and progress. To address Resource Use and Circular Economy, an important topic identified in our DMA, we are broadening our landfill intensity goal to incorporate more holistic circularity metrics focused around three categories: materials, water and energy. Within the water category of circularity, we are looking to evolve our strategy to expand beyond our direct operations to also include our value chain as we look to help address water stress and quality in our local watersheds.

In response to the Own Workforce category identified in our DMA, we are broadening the scope and focus of our Trusted Employer sustainability aspiration to move beyond simply increasing representation to actively creating an inclusive environment where all individuals feel valued, respected, and have a sense of belonging and the opportunity to develop at Chemours.

The DMA is helping us evolve our 2030 CRC aspirations and goals, build on our achievements and drive more impact, as we collaborate to further advance our commitments and meet the challenges of today and tomorrow.



Learn more about how we engage our stakeholders on page 36 of our [2025 Proxy Statement](#)

Trusted Partner

Sustainable Offerings 14

Responsible Procurement 18



Trusted Partner

Our chemistry is essential, and so are our partnerships. We collaborate with our customers to help them achieve their own sustainability goals through innovation of products and processes. We also focus on meeting the growing demand for safer and more sustainable products by working with suppliers and partners who share our commitment to responsible practices. Through transformative partnerships we amplify our impact—because no one can solve the world’s biggest challenges alone.



Aspiration and Goals

Work closely with our suppliers, partners, and customers to improve our collective sustainability performance and reduce supply chain risks.

- Ensure 50% or more of our revenues come from offerings that make a specific contribution to the UN SDGs.
- Establish a baseline for the sustainability performance of 80% of suppliers by spend and demonstrate a 15% improvement by 2030.

// Sustainable Offerings

Our Approach to Sustainable Offerings

As part of the global community, we recognize the importance of helping to address some of the world's biggest challenges as outlined in the UN SDGs. We strive to be a trusted provider of safe and sustainable chemistries and demonstrate the value of partnership through our work with both suppliers and customers to ultimately deliver on our vision of improving people's lives and helping communities thrive. Among the global environmental and social megatrends our products address:

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

We released [EVOLVE 2030 Version 2.0](#), our portfolio sustainability assessment methodology, in June 2024. This methodology helps Chemours evaluate our product offerings and their development pipeline in relation to the UN SDGs. Grounded in the World Business Council for Sustainable Development's (WBCSD) Chemical Industry Methodology for Portfolio Sustainability Assessments, the updated EVOLVE 2030 Version 2.0 includes considerations on product and packaging circularity, as well as insights gained from Chemours' experience using the methodology since its initial launch in 2019. In an effort to drive industry-wide progress, we made our EVOLVE 2030 2.0 methodology [publicly available](#) for others to leverage.

We evaluate offerings based on a Product-Application Combination (PAC)

approach, which considers a product's benefits and burdens throughout its lifecycle, including its contribution to the UN SDGs and its overall impact on people and the planet.

A key part of the EVOLVE 2030 evaluation process is the identification and prioritization of product and process improvement opportunities. For example, in the manufacturing of Nafion™ products at our Fayetteville site, we have reduced fluorinated organic chemical emissions by more than 99% and GHG emissions by more than 85%. To avoid the pitfalls of complacency, we continue to improve our footprint, societal contributions, data, methodology, and mindset. Specific improvements made in recent years include:

- The development of a detailed set of instructions and tools for use in the PAC scoring process to enhance reproducibility and the quality of data, processes, and outputs.
- A data management system that documents all inputs, calculations, and analysis, and tracks the product improvement recommendations made to each business team.
- A visualization system to better communicate findings to business teams.
- With the second version of EVOLVE 2030 completed, we received a new limited assurance statement from LRQA.

By incorporating lessons learned into our process, we continue to strengthen our resolve and further enable Chemours' product portfolio to support a more sustainable future.



Partnership

We win through collaboration with the right internal and external partners.

Actively building partnerships enables us to better serve our customers and deliver more sustainable, cost-effective products. In December 2024, Chemours and PCC Group announced a [strategic partnership](#), involving a chlorine supply agreement and PCC's plans to build and operate a chlor-alkali facility on the grounds of Chemours' Titanium Dioxide (TiO₂) plant in DeLisle, Mississippi. The partnership will enable Chemours to lower its TiO₂ manufacturing costs and increase chlorine supply reliability to better serve customers.

// Sustainable Offerings

2024 Sustainable Offerings Dashboard

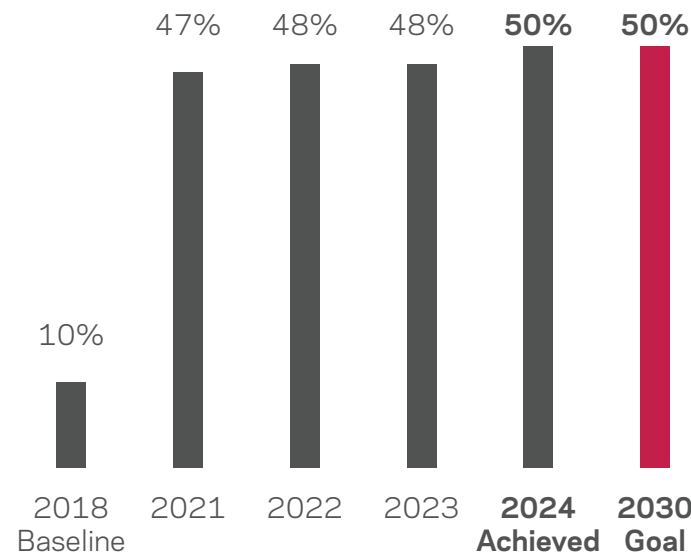
2030 Goal

50%

or more of revenue to be from offerings that make a specific contribution to the UN SDGs



Progress to Date



United Nations Sustainable Development Goals Alignment



2024 Actions Toward Sustainable Offerings

Meeting Our Goal Ahead of Schedule

We are incredibly proud to announce that we have met our 2030 Sustainable Offerings CRC goal of achieving 50% of revenue from offerings that make a specific contribution to the UN SDGs six years ahead of schedule. Not only did we meet our goal, but more importantly, we integrated our methodology into our key portfolio processes for both existing and new products, ensuring the benefits of this work will continue to deliver enduring value. This means that while we will no longer report on our Sustainable Offerings CRC goal moving forward, the benefits of the EVOLVE 2030 methodology will be seen for years to come as we continue to use the insights gained to make key decisions about our product portfolio, our investments in innovation, and how we deploy resources.

Product Safety and Quality

We strive to reduce the operational emission intensities of our products, as well as their risks to human health and the environment, while meeting the needs of our customers. Learn more about our approach to hazardous substances, animal testing, chemical compliance, and product quality [here](#).

// Sustainable Offerings

Trusted Chemistry in Action: Improving Data Center Impact Through Liquid Cooling

Data centers operate around the clock, consuming significant amounts of electricity and water for heat management and cooling needs. As rising demand for artificial intelligence (AI), high-powered computing, and crypto mining drives data center growth globally, we must find more efficient and sustainable cooling solutions. Traditionally, these facilities have relied on air- and water-cooling. Chemours' Liquid Cooling Venture, which leverages more than 90 years of expertise in thermal management, is working alongside industry leaders to drive sustainable innovation forward as it provides a comprehensive portfolio of data center cooling solutions.

Data center operators are working to drive down energy and water consumption to advance sustainability in their facilities and decrease costs. Liquid cooling technology—such as [Chemours' Opteon™ two-phase immersion cooling fluid](#)—is helping lower water and energy consumption, as well as CO₂ emissions when compared to traditional air-cooled systems. The technology

enables data centers to reduce their cooling energy usage by up to 90%, their total cost of ownership by up to 40% and their physical footprint by up to 60%, and nearly eliminates water use.¹ Additionally, Chemours' liquid cooling solutions support circularity—enabling heat and fluids to be easily recovered and reused to drive further efficiency and sustainability benefits.

Optimizing Resource Efficiency

LiquidStack—a liquid cooling company—and Chemours commissioned a study from Syska Hennessy Group to examine the efficiency and climate adaptability of data center cooling technologies. The study examined different cooling technologies, such as single-phase direct-to-chip, single-phase immersion cooling, and two-phase immersion cooling, in a range of climates worldwide, including Copenhagen, Ashburn, Virginia, Singapore, and Abu Dhabi. A total cost of ownership (TCO) tool was developed to analyze impacts of energy, water, and costs. Two-phase immersion cooling emerged as the optimal solution, offering the best energy efficiency, water usage effectiveness, and the lowest total cost of ownership.²

Benefits of Opteon™ Two-Phase Immersion Cooling Fluid



reduction in cooling energy



reduction in total cost of ownership

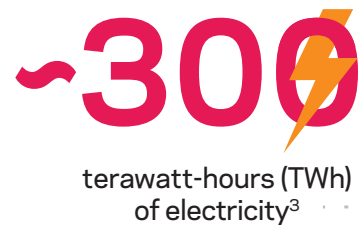


reduction in physical footprint

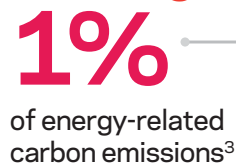


Nearly eliminates cooling-related water consumption

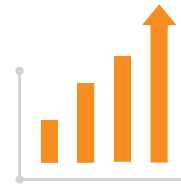
Worldwide, data centers consume:



While producing nearly:



The global data infrastructure market is projected to grow at a CAGR of



Learn more about how [two-phase immersion cooling works](#) or read the [full case study](#).

¹ Next Generation Data Center Cooling: Unlocking Efficiency, Enablement, and Savings, [Immersion Cooling Infographic](#)
² Data Center Cooling Technologies: An Analysis of Efficiency and Cost Across Global Climates Chemours.com, 2024. [immersion cooling summary case study.pdf](#)
³ A New Standard for Data Center [Energy Efficiency Infographic](#)

// Sustainable Offerings

Trusted Chemistry in Action: Driving Toward More Sustainable EV Batteries

Electric vehicles (EVs) are an essential part of the clean energy transition. Through collaboration and advanced chemistry, we are helping accelerate the transition to EVs by contributing to more sustainable lithium-ion battery (LiB) manufacturing, longer driving ranges, and a reduced manufacturing footprint. LiBs have the potential to revolutionize the way we power EVs, but LiB manufacturers still have challenges to overcome existing manufacturing processes.¹ These include:

- Decreasing LiB production cost to promote consumer adoption of EVs.
- Enhancing overall performance metrics to accelerate charging rates, extend driving range, and improve LiB power density.
- Manufacturing LiB components such as electrodes sustainably.



In 2024, we opened our Chemours Battery Innovation Center (CBIC), a state-of-the-art laboratory facility located at Chemours Discovery Hub in Newark, Delaware. The CBIC represents a multimillion-dollar investment to test and scale next generation battery technologies to enable more sustainable, cost-effective, energy-efficient, and high-performing batteries. The facility serves as a technical support lab for partners and customers to collaborate with Chemours' engineers to iterate, pilot, and adopt novel approaches to fabricate cost-effective LiBs.

Advanced materials, such as our advanced fluoropolymer binders, are helping transform battery production by enabling dry, solvent-free battery electrode manufacturing that can contribute to more cost-effective and energy-efficient vehicles.

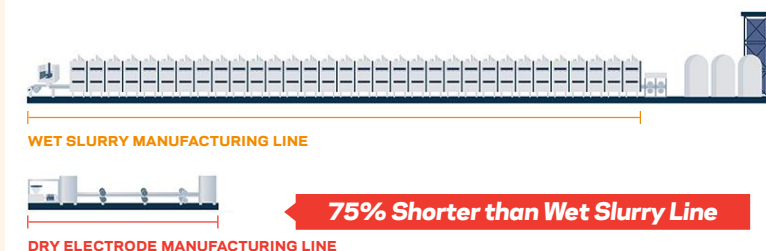
Today, most commercial lithium-ion battery electrodes are produced using a wet, slurry-based fabrication process that can involve the use of N-methyl-2-pyrrolidone (NMP), which is hazardous to human health and environment. Drying and solvent recovery systems also involve expensive and large machines, which consume a lot of energy during operation.

Moving to a dry electrode coating process using our advanced fluoropolymer binders eliminates the need for solvents and costly, energy-intensive drying and solvent recovery systems, making battery production more cost-effective and sustainable. Research² has demonstrated:

- Energy consumption is reduced by approximately 47% and the LiB cell manufacturing cost is reduced by 20%.
- The manufacturing footprint is reduced by 75%.
- NMP emissions to the environment are avoided from solvent handling and evaporation steps.

In addition, dry coating technology also has the potential to enable higher energy density batteries, which could improve driving range.

Dry Electrode Coating reduces manufacturing footprint by up to 75% and eliminates solvent recovery



Helping Scale Battery Innovations

Adopting dry electrode coating has clear benefits for the environment, manufacturing processes and cost efficiencies. Yet, the full benefits of this emerging technology are still being realized. For example, research into new battery technology such as energy-dense solid-state batteries (SSB) indicate dry electrode coating can be key to bringing SSB manufacturing to scale.³ As ongoing innovation in manufacturing and materials chemistry are inspiring battery innovations, Chemours advanced fluoropolymer binders are helping contribute to the adoption and scaling of more cost-effective, sustainable, high-performing solutions.

¹ The Advantages of Dry Electrode Coating in Lithium Ion Battery Production:

[chemours-autovev-drybinder-wp-final.pdf](#)

² 11Liu, Y.; Zhang, R.; Wang, J.; Wang, Y. Current and Future Lithium-Ion Battery Manufacturing. *iScience* 2021, 24 (4), 102332. <https://doi.org/10.1016/j.isci.2021.102332>

³ Kong, L.; Wang, L.; Zhu, J.; Bian, J.; Xia, W.; Zhao, R.; Lin, H.; Zhao, Y. Configuring Solid-State Batteries to Power Electric Vehicles: A Deliberation on Technology, Chemistry and Energy. *Chemical Communications* 2021, 57 (94), 12587-12594.

Our Approach to Responsible Procurement

Responsible procurement involves more than setting expectations for suppliers. It also requires setting a vision that enables us to embed responsible sourcing into our supply chain in ways that reduce environmental impact, uphold labor and human rights, ensure ethical practices, and help communities thrive. This vision—which includes fundamental sustainability attributes such as safety and security, continuity and resilience, and social and environmental responsibility as well as profitability, reliability, and quality—guides our business strategies in a manner that encourages and delivers longer-term, more responsible performance.

As a strategic business partner that champions responsible sourcing, Chemours has a clear strategy for how we conduct and manage procurement activities that is built on partnering with suppliers and customers to create a more sustainable supply chain. We work with suppliers who align with our values and sustainability commitments, which include:

- Providing a safe workplace and complying with all applicable regulations
- Protecting and advancing human rights
- Sharing our commitment to environmental stewardship

Partnering with us to create sustainable supply chains and deliver business value Our expectations are clearly outlined in our [Supplier Code of Conduct](#), which is available in Chinese, Dutch, English, French, German, Japanese, Korean, Portuguese, and Spanish.

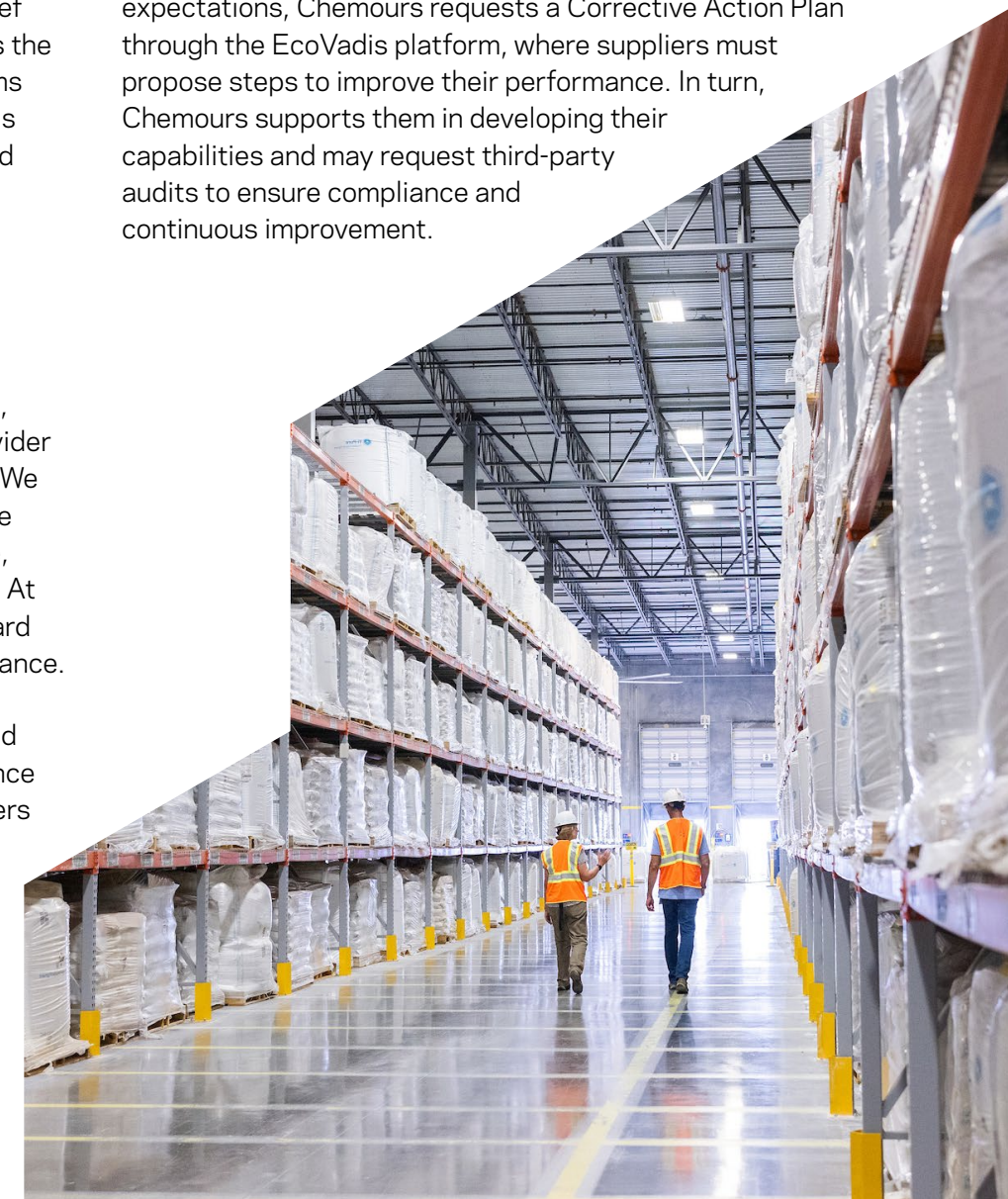
The Responsible Procurement team, sponsored by our Chief Procurement Officer, drives our sustainability goals across the supply chain and leverages valuable sustainability platforms to execute our strategy. We accelerate meeting these goals by providing suppliers with the resources they need to build capabilities and knowledge in sustainable procurement practices.

Supplier Due Diligence

We measure supplier sustainability performance through our Supplier Corporate Responsibility Assessment (SCRA), conducted in partnership with EcoVadis, a third-party provider of business sustainability ratings for global supply chains. We evaluate across four environmental, social, and governance 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 performance.

EcoVadis scorecards are part of our supplier evaluation and due diligence process. Chemours sets minimum performance requirements for the assessment scorecard result. Suppliers must meet these standards to align with Chemours' sustainability goals. If a supplier's score is below

expectations, Chemours requests a Corrective Action Plan through the EcoVadis platform, where suppliers must propose steps to improve their performance. In turn, Chemours supports them in developing their capabilities and may request third-party audits to ensure compliance and continuous improvement.



// Responsible Procurement

2024 Responsible Procurement Dashboard

2030 Goals

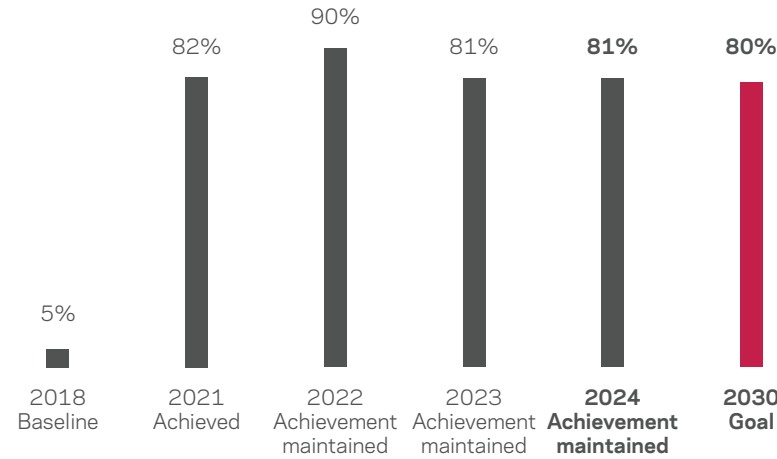
Establish a baseline for the sustainability performance of **80%** of suppliers by spend

Demonstrate a **15%** improvement in supplier sustainability performance

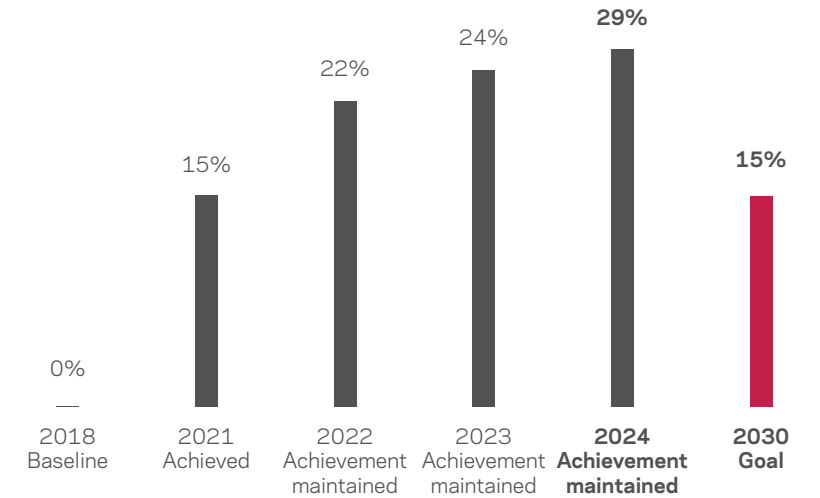


Progress to Date

Percent of Suppliers by Spend



Improvement in Supplier Sustainability Performance



United Nations Sustainable Development Goals Alignment



2024 Actions Toward Responsible Procurement

Raising the Bar on Our CRC Goal

In 2024, 81% of suppliers, by spend, demonstrated an average 29% improvement in their sustainability performance versus the 2018 baseline. This exceeds our goal to establish a baseline for the sustainable performance of 80% of suppliers and demonstrate a 15% improvement. As a result of this success and to drive continued improvement, we are in the process of developing a new goal that will be announced in future reporting.

Partnering with Suppliers

In 2024, we continued to expand the number of suppliers we assess by matching supplier segmentation to spend—ensuring that we assess our most critical supply base. We also are expanding our commitment to collaborate with suppliers to improve their upstream environmental performance. This will help us support our goal to reduce Scope 3 emissions by 25% per metric ton of production by 2030.

To achieve this, we are partnering with suppliers to collect product carbon footprint (PCF) data using the Together for Sustainability (TfS) [PCF Exchange solution](#). This secure platform ensures transparency and accuracy in emissions reporting, enabling us to track and manage upstream supply chain emissions more effectively. By leveraging TfS guidelines and resources in alignment with our Responsible Procurement program, we support suppliers in calculating and sharing their PCF data, which can help them identify and support more sustainable practices that contribute to our decarbonization efforts.

Together for Sustainability (TfS) and its Global Impact

TfS is a member-driven initiative that is grounded in the UN Global Compact and Responsible Care® principles and seeks to enhance sustainability across chemical supply chains. TfS members, including Chemours, are dedicated to making sustainability improvements within their own operations, as well as those of their suppliers, to foster a responsible and resilient chemical industry.

This partnership enables Chemours to collaborate with other TfS member companies and facilitate constructive dialogues with suppliers, fueling continuous advancement of sustainable practices and innovation within our supply chain to ensure it meets the highest standards of environmental, social, and governance performance.

Recognizing Responsible Suppliers

Each year we recognize four suppliers that drive quality, innovation, and sustainability improvements in the Chemours' supply chain through our Responsible Supplier Awards. The 2024 winners were: Nation Ford Chemical Company (Star Supplier category), DSV AS (Group) (Logistics category), TAUW BV (Indirect category), and ITW SEXTON CAN CO INC (Direct category).

All Chemours suppliers that hold a valid sustainability scorecard are eligible for consideration. Additional information on the awards and Chemours' approach to Responsible Procurement is available [here](#).



Trusted Manufacturer

Energy and Climate	23
Responsible Manufacturing and Mining	27
Circularity	31



Trusted Manufacturer

Responsible manufacturing and environmental stewardship are inherent to our vision of trusted chemistry and a strategic imperative to strengthening our long-term outlook. Sustainable operations help ensure that both our business and our planet thrive over the long term. We continue to invest in technologies and operational improvements at our manufacturing sites to deliver on our commitments of manufacturing our products responsibly, reducing operational emissions, and incorporating circular principles.



Aspirations and Goals

Energy and Climate: Support a more sustainable future for our company and our planet by enabling the transition to a low-emission and circular economy.

- Reduce absolute Scope 1 & 2 greenhouse gas (GHG) emissions by 60% by 2030 from a 2018 baseline.
- Reduce Scope 3 emissions intensity by 25% by 2030 from a 2018 baseline
- Journey to net zero operations by 2050.

Responsible Manufacturing: Responsibly manufacture our essential chemistries through the reduction of emissions to air and water.

- Reduce air and water process emissions of fluorinated organic chemicals (FOCs) by 99% or more by 2030 from a 2018 baseline.

Resource Use and Circular Economy: Decouple our growth from resource consumption and reduce waste by implementing circularity principles in our operations and with our partners.

- Goals under development.

// Energy and Climate

Our Approach to Energy and Climate

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 have set absolute emissions-reduction goals that align 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 are reducing Scope 1 and 2 GHG emissions from our operations by improving resource use, increasing energy efficiency, deploying lower-emission technologies at manufacturing sites, and increasing use of renewable electricity. We define operations GHG emissions as the sum of our Scope 1 direct emissions and Scope 2 indirect purchased energy emissions.

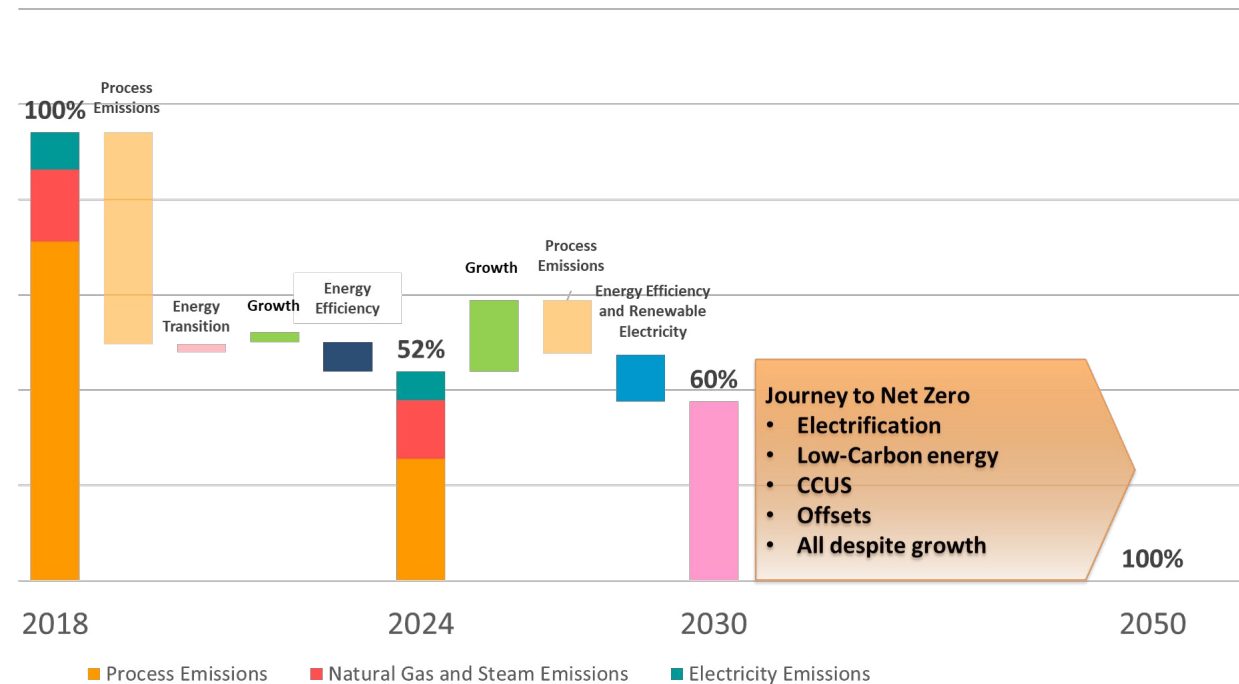
Our Scope 1 and Scope 2 energy emissions are addressed primarily through improving energy efficiency and sourcing renewable power. In parallel, we also continue to develop our roadmap to net zero by chartering Sustainability Technology teams to identify new decarbonization levers. These teams meet regularly to assess appropriate changes for each region and technology and to find ways to improve energy efficiency as well as transition to either electric equipment powered by renewable

electricity or low-carbon thermal solutions, such as hydrogen. For example, the Renewable Thermal charter investigates low-carbon fuels, feedstocks, and energy sources, while the Electrification charter looks at our ability to shift energy needs to electric sources paired with renewable power.

We are pursuing reductions in our Scope 3 emissions by partnering with our suppliers and customers and bringing low-carbon products to

market. 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 customers and their own customers.

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.



Safety

We are committed to protecting people and the environment.

When we protect nature, nature protects us. We rely on nature for resources such as raw materials, clean air and clean water, all of which contribute to good health, well-being and economic prosperity. Our work to enhance the resilience of ecosystems across operations starts with understanding our nature-related dependencies and impacts. That's why we completed nature and biodiversity assessments in 2024 and are actively working to renew habitats and foster conservation around our sites and in the communities where we operate.

// Energy and Climate

2024 Energy and Climate Dashboard

2030 Goals

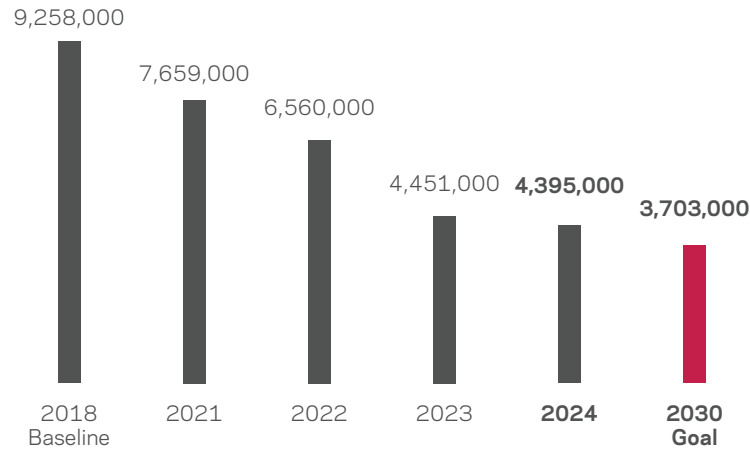
Reduce absolute Scope 1 and 2 GHG emissions from operations by **60%** by 2030

Reduce Scope 3 emissions intensity by **25%** by 2030

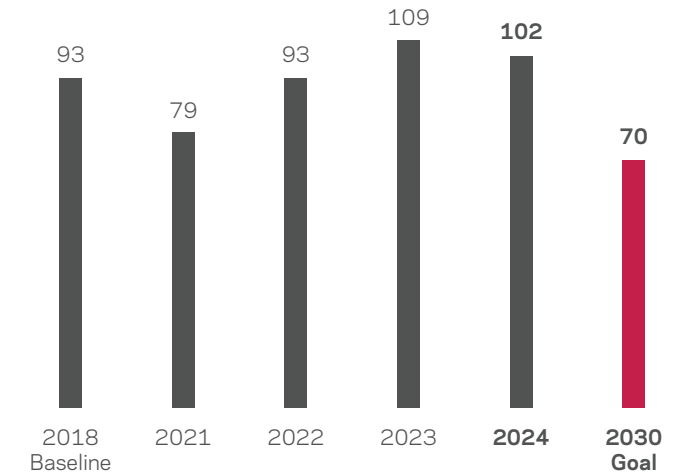
Journey to **net-zero** operations by 2050

Progress to Date

Scope 1 and 2 Emissions (MT CO₂e)



Scope 3 (MT CO₂e per ton of production)



United Nations Sustainable Development Goals Alignment



2024 Actions Toward a Low-Carbon Future

SBTi Approval of GHG Targets

In 2024, the Science Based Target initiative (SBTi) approved Chemours' near-term science-based GHG emissions reduction targets. This includes our existing goal of an absolute 60% reduction in Scope 1 and 2 GHG emissions from our operations by 2030 and a new Scope 3 target, announced in 2024, to reduce emissions by 25% per ton of production by 2030.

We have achieved a 52% reduction in operational GHG emissions since 2018—on track for a 60% absolute reduction by 2030. Despite a 4% increase in production, we maintained a downward trend in operational emission levels, achieving a reduction of about 25,000 metric tons of carbon dioxide equivalent (MT CO₂e) compared to 2023. Emissions reductions are primarily due to energy efficiency improvements, renewable power initiatives, and the implementation of process emissions abatement technology. We continue to invest in technologies and advance projects to further reduce our carbon footprint and offset production growth, in pursuit of achieving our 2030 emissions targets.

This is the first year that we have reported results for our Scope 3 emissions goal. We based our Scope 3 inventory on the GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The majority of Scope 3 indirect GHG emissions associated with our operations are due to customer use of our refrigerant products.

Advancing Energy Efficiency

Our Energy Efficiency Team sets annual improvement targets and develops and executes plans to achieve year-over-year

energy intensity reductions. In 2024, 42 identified projects were executed that resulted in savings of over 300,000 megawatt hours (MWh) and 58,000 MT CO₂e. These projects were monitored utilizing a dashboard process to demonstrate progress on a site- and company-level energy basis. Project execution was utilized as an Annual Incentive Plan metric for director-level and above positions.

Smart Steam Management for Energy Efficiency

Steam system inefficiencies have long impacted both daily energy consumption and operational expenses at manufacturing sites. In 2024, several of our U.S. manufacturing sites implemented strategic improvements to tackle this issue.

- Our Chambers Works site in New Jersey upgraded its steam system infrastructure by installing more reliable drip legs and valving and utilizing cyclic shutdowns for routine maintenance, reducing annual steam use by 8%, saving approximately 19,000 MWh of energy, and avoiding around 3,500 MT CO₂e.
- At our Corpus Christi site in Texas, a Steam Trap Program has delivered measurable progress in energy efficiency and operational reliability through the implementation of a targeted maintenance strategy that minimizes steam loss and enhances system responsiveness. This initiative, which is part of a broader energy optimization effort, is projected to contribute up to 7,000 MWh in steam savings.
- Our teams at Washington Works and Chambers Works centralized their sitewide data into visual dashboards. This digital system enables teams to swiftly and efficiently pinpoint steam leaks, streamlining communication and

contributing to a combined annual variable cost reduction of \$980,000 across both sites.

- Similarly, our Fayetteville Works in North Carolina piloted wireless steam trap monitoring that provides real-time insights into performance and proactively flags potential failures. The pilot project at Fayetteville Works, which involved equipping just 2.5% of its steam traps with online monitoring, delivered around \$70,000 in recurring annual savings. Following this success, Fayetteville Works plans to expand this technology to additional steam lines, inspiring similar digitization efforts across other manufacturing sites.

Collectively, these ongoing efforts are advancing our commitment to enhance energy efficiency and deliver high-quality specialty products with less energy usage and lower emissions.



// Energy and Climate

Recognition for Better Climate and Better Plants

We were recognized by the U.S. Department of Energy (DOE) for driving GHG emissions and energy intensity reductions as a partner in the DOE's Better Climate Challenge and Better Buildings, Better Plant Initiative for work carried out in 2024.¹ The award was announced in early 2025.

The first recognition was for achieving our Better Climate Challenge emissions reduction goal of reducing our Scope 1 and 2 GHG emissions across our U.S. manufacturing sites and offices by 58%. Through the [Better Climate Challenge](#), partners seek to reduce their GHG emissions and pivot to lower-carbon solutions.

Our Corpus Christi manufacturing site in Ingleside, Texas, was also recognized with the Better Project Award for its advanced analytical and processing approach to enable steam condensate return, which significantly increased energy and water efficiency. The site, which produces Opteon™ YF (R-1234yf), a sustainable, non-ozone depleting, low global warming potential refrigerant, is in a community that faces drought. To minimize water and energy use, Chemours initiated a project to return condensed steam back to the steam cogeneration operations. The project increased steam condensate return from 17% to 57%, drove over \$520,000 in annual cost savings, reduced annual water usage by over 70 million gallons in a water-stressed region, and avoided over 7,000 MT CO₂e per year. Given its success, this approach is being explored at our other manufacturing sites.

Finally, with the support of the DOE Better Plants Program, Chemours' Titanium Technology pigment sites are participating in the ISO-50001 ready program. ISO-50001 is an internationally recognized energy management program focused on the

continuous improvement of energy efficiency through monitoring significant energy user equipment, measuring their performance, and analyzing consumption over time. The Better Plants Program recognized our TiO₂ manufacturing facility in New Johnsonville, Tennessee as being ISO-50001 ready in August 2024, and our sites in DeLisle, Mississippi and Altamira, Mexico are working towards alignment in 2025.

Investing in Renewable Energy

The Renewable Electricity Team tracks global renewable power consumption and continuously explores cost-effective technology options for on-site energy generation, purchased renewable energy, or renewable electricity credits. Where possible, we prioritize projects that support the increase of renewables to the local electricity grids where we operate. Overall, at year-end 2024, we committed to procure approximately 197,000 MWh of renewable power per year and are deploying renewable electricity solutions at our sites in Mechelen, Belgium; Dordrecht, the Netherlands; Starke, Florida; New Johnsonville, Tennessee; and Belle, West Virginia.

Addressing Product Emissions


As we advance a plan to transition our current refrigerant portfolio to lower-global warming potential (GWP) HFO products, such as our Opteon™ portfolio, we will reduce Scope 3 product-use emissions while helping customers and consumers avoid generating excess CO₂e emissions. In 2024, Opteon™ sales helped prevent the release of over 47 million MT CO₂e into the atmosphere by replacing high-GWP refrigerants. We are on track to achieve, by the end of 2025, our estimated goal that low-GWP products will result in 350 million tons of avoided emissions of CO₂e on a global basis.



Learn more about how Chemours is supporting our suppliers in tracking emissions and identifying improvement opportunities on [page 20](#) of this report.



¹ <https://betterbuildingssolutioncenter.energy.gov/partners/chemours>



// Responsible Manufacturing and Mining

Our Approach to Responsible Manufacturing and Mining

As a company committed to the environment and our communities, we strive to manufacture responsibly at our sites and to be good stewards of the land we operate on. We focus on two key areas: reducing our fluorinated organic chemical (FOC) process emissions at our manufacturing facilities, and restoring and conserving land where we mine raw materials for our Titanium Technologies business.

Safeguarding and restoring natural habitats helps increase the availability of clean water in watersheds, provides protection from the impacts of severe weather events, and enhances natural CO₂ sequestration processes. We're integrating nature into our corporate sustainability strategy and are actively working to enhance nature and ecosystem resilience across our sites using the Taskforce on Nature Related Financial Disclosures (TNFD) and the United Nations Environment Programme (UNEP) guidance.

Air and Water FOC Emissions Abatement

We have and continue to make significant investments in state-of-the-art emissions control technologies at our manufacturing sites. We are committed to eliminating 99% or more of our FOC process emissions to air and water across our manufacturing sites globally by 2030. This goal's 2018 baseline is based upon a comprehensive inventory of FOC process emissions.

The FOC Air and Water Technology Team develops technology solutions and refines our FOC implementation roadmap to achieve our 2030 goal. The team also 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 or closed-loop manufacturing options to make further progress. At each manufacturing site, we followed a standardized approach to report emissions data, using both measured data and calculated estimates when measured data was not available.

Mining Operations

Chemours is the only U.S. producer of titanium and zirconium minerals and one of only two domestic producers of rare earth minerals. Our Titanium Technologies business segment operates mineral sands mining and separation operations in Florida and Georgia to supply our TiO₂ pigment manufacturing facilities with mineral feedstock and to recover and sell other valuable mineral products. While mining affects hundreds of acres per year, the impact is temporary as the mine pits are successively opened then refilled with sand tails, and the land is continually reclaimed.

// Responsible Manufacturing and Mining



We are committed to leaving each mining site in a condition comparable to its pre-mine condition. Through continuous reclamation, we work to re-establish the soil and plant vegetation in mined areas after mineral extraction is complete, which in turn, allows native wildlife to quickly return. Building on our current process of stakeholder engagement and state and federal compliance, we also work to pursue and apply responsible mining principles. In 2024, we maintained Responsible Care® 14001 certifications for our Georgia and Florida mineral operations, 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.

Manufacturing Sites

At our manufacturing sites, we continue to serve the surrounding communities by installing drinking water infrastructure ranging from in-house treatment systems to public water connections. At our Fayetteville Works manufacturing site in North Carolina, we've invested around \$160 million in our off-site program and installed permanent replacement drinking water solutions for over 7,100 residents as of December 31, 2024.

We also seek opportunities at or near each site and work with partners to enhance or restore the local habitat. Efforts range from identifying and relocating protected plant and animal species to improving the habitats located on adjacent or nearby lands.

Chemours partners with [Tandem Global](#) (formerly Wildlife Habitat Council), whose certification program is the only voluntary sustainability standard designed for broad-based nature 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.

Chemours' Tandem Global programs are led by our sites and engage employee volunteers for many initiatives. Programs can include managing wildlife, creating or improving habitats, providing conservation education, or a combination of all three.

// Responsible Manufacturing and Mining

2024 Responsible Manufacturing Dashboard

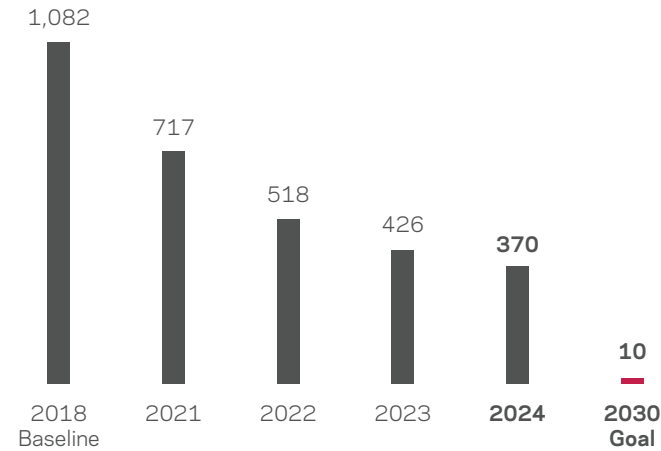
2030 Goal

Reduce **99%** or more of our FOC process emissions to air and water at our manufacturing sites globally by 2030.

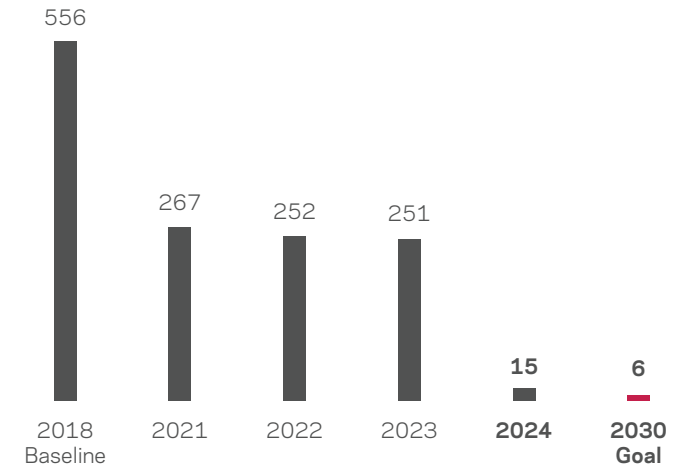


Progress to Date

Air Emissions (MT)



Water Emissions (MT)¹



¹2022 and 2023 data include 243 MT of FOC process emissions temporarily being captured and sent off-site for deep-well disposal

We've reduced our FOC process emissions to air and water by 76% since 2018.

United Nations Sustainable Development Goals Alignment



2024 Actions Toward Responsible Manufacturing and Mining

Continued Progress on FOC Emissions Reductions

We continue to make progress against our 2030 CRC goal, eliminating an additional 292 MT of FOC process emissions across our sites in 2024. Since 2018, we've reduced our FOC process emissions by 76%, or 1,253 MT.

Continued Investments in FOC Reduction

We continue to invest in technologies and install projects to reduce FOC emissions, which include HFC-23 and HCFC-22 emissions, at multiple facilities, and are evaluating the effectiveness of this work through direct measurement and refined engineering estimates of emissions sources. In 2024, we completed a project to recover and recycle HCFC-22 emissions at our Louisville Works site in Kentucky and implemented improvements at several of our manufacturing sites including the Dordrecht Works and Washington Works sites. For our Dordrecht Works site in the Netherlands, 2024 was the first full year of demonstrating a series of projects to reduce FOC air emissions by 80% from baseline permitted values. These projects have performed as expected and have achieved target performance.

Our work toward reducing air FOC process emissions continues with 15 active projects underway globally. We continue to advance our understanding of water technologies and explore emerging technologies to further advance our progress toward our 2030 FOC emissions reductions goal. All reporting metrics surrounding our FOC emissions follow U.S. EPA's interim guidance for PFAS destruction and disposal, which was issued in April 2024.

Assessing Nature and Biodiversity Impacts

In partnership with Tandem Global, we completed nature and biodiversity assessments at our sites in line with TNFD and UNEP guidance. As part of this work, we also launched the Power of ChemistREE program, which exemplifies our commitment to renewing habitats and fostering conservation across our operational sites and in the communities where we work. Our Nature Team continues to work with Tandem Global to create a comprehensive framework that will establish and align priorities with our corporate vision and enable our manufacturing sites to further their nature efforts.

We continue to be industry leaders in addressing biodiversity concerns related to mineral extraction. In the normal course of mine planning, we conduct intensive field surveys to identify sensitive plant and animal species and develop comprehensive plans to mitigate potential impacts. We also sponsor and support research to better understand the natural succession of wetlands re-established on mined lands, the population dynamics of gopher tortoises and avian communities around our mines, and invertebrate populations on reclaimed lands.



Learn more about our 2024 Power of ChemistREE conservation projects on page 48.



// Circularity

Our Approach to Circularity

With the refresh of our CRC 2030 goals, we are sharpening our focus and helping to build a more circular economy by improving manufacturing processes that close the loop on water and waste as well as promoting product and packaging reuse and recycling. We have announced our new circularity aspiration: to decouple our growth from resource consumption and reduce waste by implementing circularity principles in our operations and with our partners. To ensure a positive circularity trajectory, we plan to announce specific targets and key performance indicators in future sustainability reporting.

Our circularity aspiration is part of our broader commitment to make the most of critical resources, prevent waste, take climate action, and support a thriving society. As our understanding of circularity, product carbon footprint, and lifecycle analysis matures, we expect to see intersections between our circularity and climate goals.

Throughout our operations, many existing processes and practices encompass the principles of circularity and enable the use of resources and materials. We support a circular economy through initiatives that advance safe, global recovery, reclamation, and reuse of our products, including refrigerants. This helps our customers contribute to circularity by extending the lifecycle of materials and feeding them back into the value chain, which saves resources, reduces waste, and creates value for the next generation.

How We Contribute to a Circular Economy

We are helping to advance circularity and sustainability across our value chain, with a focus on the following three areas:

Renewable Power

- Pursuing renewable and low-carbon energy sources while maximizing energy efficiency



Material Circularity

- Recycling, reusing and recovering products and materials in our operations and potentially through their lifecycle
- Recycling, reusing, and recovering packaging materials
- Recycling, repurposing, and reducing waste

Water Circularity

- Focusing on efficient use of freshwater and recycling water within our operations

// Circularity



Circular Water Processes

Freshwater systems are under pressure in many areas of the world due to increasing demand, ecosystem degradation, and climate change. This makes incorporating circular principles into water stewardship even more important. We manage water at the local level to best address watershed challenges, including water stress, and then tailor our actions to business and stakeholder needs.

We use the World Resources Institute Aqueduct (Version 4.0) screening model and the World Wildlife Fund Water Risk Filter (Version 5.0) screening tool to evaluate local watershed conditions for baseline water stress. Identifying opportunities to reuse and recycle water in operations is a continuing priority. For example, 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. At the Mission Mine in Georgia, our careful management allows extensive reuse of the water until it is returned to the surficial aquifer, with only about one-fifth of the water that was originally withdrawn requiring treatment and offsite discharge.

Material Efficiency and Waste Management

We are moving to better embrace circularity, aiming to maintain the highest utility and value of our assets and products while reducing operational waste. Improving material circularity will become a focal point to drive overall improvement in performance. This represents a fundamental shift in how we view and handle waste. Instead of seeing waste as a problem to be managed, this approach treats it as a valuable resource for creating new materials. This shift in thinking has led us to broaden our goal to achieve a 70% reduction in landfill intensity by 2030 to be more holistic in alignment with our new circular aspiration for materials.

We also continue to encourage everyone at Chemours to rethink and improve waste management strategies, including landfill-related waste, to reduce our impact on communities and the environment. As an example, our volunteer Landfill Champions Network is helping promote and implement waste reduction and recycling initiatives by inspiring colleagues to adopt more sustainable behaviors and sharing best practices.

Reinforcing Chemours' commitment to resource efficiency, our Thermal & Specialized Solutions business has created an international F-gas Lifecycle Program across the Americas, Asia, and Europe. The program aims to advance the global recovery, reclaim, and reuse of fluorinated gases (F-gases) safely across its low-GWP Opteon™ products, Freon™ refrigerants, and FM-200™ portfolios. Chemours continues to invest in and expand reclaim channels across regions.

In a recent feasibility study, we also demonstrated a successful approach to recycling Nafion™ membranes for chlor-alkali production. The goal of the experiment was to extract impurities from the used membranes and reprocess the membrane to obtain a recycled film, with outstanding results. Read more about [the study](#) on our website.

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. We will continue to identify and refine opportunities and reporting capabilities. 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.



2024 Actions Toward Circularity

Understanding Local Water Context

We continue to assess the individual watersheds in which we operate to understand the local context for water availability, quality, and use needs. Through our Operations Sustainability Reviews, we individually assess each watershed's concerns, including water stress considerations, and tailor our actions to address internal and external stakeholder needs. In 2024, we completed assessments at two additional manufacturing sites, bringing our total to 18 sites. In all, we've completed 85% of our planned baseline assessments and, based on current projections, we expect the remaining 15% to be completed by 2026. Following the initial assessments, each site will be periodically surveyed to monitor progress toward implementing identified improvements.

Reducing Local Water Stress

We work closely with government, business, and community partners to identify and implement short- and long-term solutions in the water-stressed regions where we operate. One of these sites is our Titanium Dioxide (TiO₂) manufacturing facility in Altamira, Mexico. As the region experienced a severe drought, the Altamira plant worked to temporarily minimize water intake and conserve water for the surrounding communities. To help build the resilience of the watershed over the long term, Chemours is investigating ways to build on water conservation processes already in place. During a previous drought in 2021, the site invested in a system designed to prevent brackish water from intruding into their freshwater source, which also impacted residents and farmers. During the most recent drought, no brackish water intrusions occurred, benefiting both our site and the region.

Improving Wastewater Treatment

As part of Titanium Technologies' Fit to Win strategy, we broke ground in 2024 on a new \$50 million wastewater treatment filter press at our New Johnsonville site in Tennessee. The project is designed to improve site performance and production, aiming to deliver approximately \$13 million in annual savings, boost equipment reliability, improve environmental performance, and support production goals at the site. It is expected to be completed by the end of 2025.

Practicing Circularity through Waste Reduction

In 2024, our Dordrecht Works site accelerated efforts to reduce waste across product lines, including notable improvements to Teflon™ FEP and PTFE processes. Historically, manufacturing and operations inefficiencies have been key contributors to material waste. To address this, our team optimized the amount of monomer input to one of our polymerization processes to increase the yield of Teflon™ PTFE while minimizing the generation of unwanted byproducts. In another process, we decreased Teflon™ FEP waste from a baseline of about 400 kg to nearly zero kg by adjusting the order in which different grades of product are produced. To further reduce waste, the site has additional initiatives underway, which include processing second-grade materials and separating surplus water from waste streams. Through these collective efforts, the facility is on track to achieve a 5% reduction in waste quantity. Continuing to implement circular practices not only minimizes resource consumption and sustains material value but improves cost efficiency across the site.

// Circularity

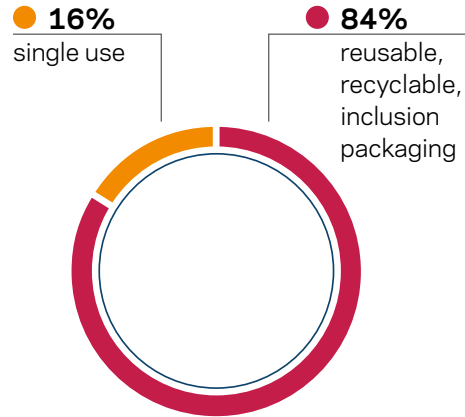
Re-imagining Bulk Packaging to Reduce Waste

Our Titanium Technologies business changed the design of our bulk bags by eliminating excess polypropylene, rigid carboard and plastic clips. This change reduced almost 300 MT of waste in 2024, and is expected to drive further waste reductions in the future. Such packaging improvements are not only reducing costs but also the weight of our packaging being sent to customers and potential packaging waste along the product’s life cycle, which is critical to upcoming regulatory requirements in some regions.

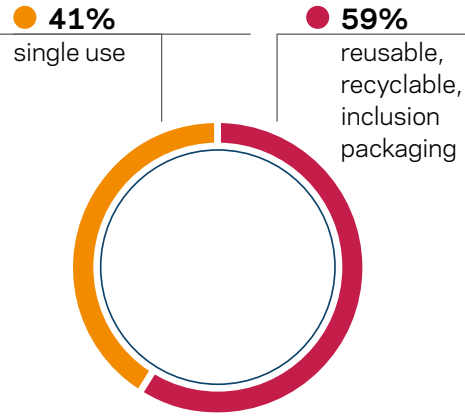
Assessing Circular Packaging Use

Our businesses are committed to packaging solutions that are reusable and recyclable. Here’s a snapshot of their performance in 2024.

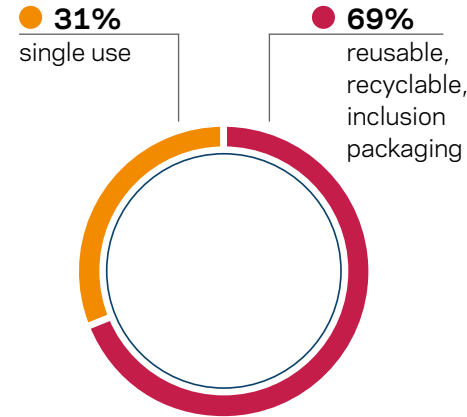
Thermal & Specialized Solutions



Titanium Technologies



Advanced Performance Materials



Trusted Employer

Health and Safety	37
Empowered Employees	41



Trusted Employer

We aspire to use our chemistry and creativity to improve quality of life everywhere. To do so, we must perform at our best. Our culture is built on mutual respect, shared values, and a commitment to employee growth and development. We also are focused on creating a healthy workplace by promoting all aspects of safety and well-being—physical, emotional, and psychological.



Aspirations and Goals

Safety: Foster a safe working environment through continued demonstration of top-tier safety performance.

- Improve employee, contractor, process, and distribution safety by 75% by 2030.

Workforce: Continue cultivating an inclusive global workplace where diversity is valued and respected, and where every employee is welcomed, engaged, and supported to reach their full potential.

- New goals focused on workplace culture, career development, and more are under development.

// Health and Safety

Our Approach to Health and Safety

Accountability for health and safety is at the core of our company culture. Every employee, from our executive leadership to those working on the front lines, shares responsibility for their own safety and the well-being of their colleagues.

We operate our manufacturing facilities with a strong focus on process safety and continuous improvement. We invest in robust emergency preparedness and response programs to ensure we are prepared to protect our people, our neighbors, and the environment in the event of an emergency. We also evaluate new risk reduction strategies—including the substitution or elimination of hazardous substances—to continuously strengthen safety performance.

On our journey to zero incidents and injuries, we continue to work toward our 2030 safety excellence goal to improve employee, contractor, process, and distribution safety

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 management system.

performance by at least 75% against a 2018 baseline. The goal measures Total Recordable Incident Rates (TRIR) for employees and contractors, process safety Tier 1 incident rates, and distribution incidents.

Our frontline leaders are instrumental in driving safety performance and shaping a strong safety culture throughout our organization. They are supported by dedicated Environment, Health, and Safety (EHS) professionals embedded within our businesses and manufacturing sites. Our EHS Centers of Excellence (CoEs) provide teams with tools, systems, and training to enable robust performance and continual improvement.

Our commitment to safety takes a comprehensive approach that addresses both the physical and psychological aspects of safety and is embedded in our values. We want every employee to feel empowered to speak up, exercise “stop work authority,” and actively engage in incident investigations. This supports an operational learning environment that is focused on the elimination or reduction of physical accidents.

Operational learning, previously referred to as incident investigation, is closely linked to understanding and improving human performance. Through operational learning, we systematically examine incidents and near-miss events to uncover underlying causes, potential risks, and system vulnerabilities. By identifying these factors, we are able to implement targeted actions that support continuous improvement. This approach enables our organization to adapt processes, enhance safety practices, and create a safer, more efficient work environment for everyone.

We empower our workforce with tools and training focused on risk reduction. We rigorously analyze incidents to capture learnings, identify root causes, and implement corrective actions to prevent recurrence. This operational learning process applies a systems-based methodology to assess deviations in equipment and personnel performance. By integrating human performance principles, we have fostered a new perspective on managing and mitigating human error.

Internal and External Auditing Programs

Chemours has robust auditing programs that consist of first-, second-, and third-party audits. Site 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 frontline 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. During 2024, we conducted the following second-party audits:

- RC 14001 management systems/PSM audit
- Workplace safety/electrical safety/occupational health/environmental audit
- Fire safety/emergency planning and response/distribution safety audit

Beyond our internal auditing programs, we focus on third-party verification and transparent public reporting to ensure world-class EHS performance and build public trust.

// Health and Safety

2024 Actions Toward Health and Safety

Assessing Our Progress

In 2024, year-over-year progress toward our overall safety goals was reinforced by fostering a positive and proactive safety culture, diligently tracking key metrics, monitoring leading indicators, and analyzing data to guide improvements.

We faced challenges during the year in meeting our employee safety performance targets. Our Total Recordable Incident Rate (TRIR) was above our internal benchmarks, but below the American Chemistry Council’s (ACC) industry

average benchmark. In response, we have applied learnings and initiated improvements to our safety standards and first-party audit program. We also are focusing on leading indicators and proactive risk management by enhancing our pre-job planning processes. These actions are part of a broader strategy to foster a culture of safety and continuous improvement across all levels of the organization.

Our process safety and distribution safety performance remains on track to meet our 2030 CRC goal. Our contractor safety performance,

while showing a year-over-year improvement in 2024, is behind schedule.

Chemours employees worked over 13 million hours with 29 recordable injuries, and our contractors worked over 8 million hours with 9 recordable injuries in 2024. The leading causes of our employee safety incidents were slip and fall events and being struck by or against an object.

Read more about our safety performance in the Appendix.

Holistic safety is essential to employee well-being.

We recognize that:

- Our workplace plays a significant role in our employees’ lives.
- Work affects both our physical and mental well-being in both good and bad ways.
- Creating the conditions for physical and psychological safety is a critical foundation for ensuring protection from harm.



Respect

We treat people well, include others, and value diverse perspectives.

We foster an inclusive culture where employees are empowered to be themselves. In 2024, our manufacturing sites developed their third set of action plans to further an inclusive environment, build our talent pipeline, and recruit locally. Following the implementation of the 2024 action plans, we conducted our fourth annual audit to gauge the impact of this work. The results showed a 5% increase in positive responses, confirming the effectiveness of the action plans.

// Health and Safety

2024 Safety Dashboard

2030 Goal

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

75%

Benchmarking Against Industry Partners

We use ACC's top quartile benchmark to evaluate our performance on specific safety metrics. By regularly tracking and comparing our performance against these benchmarks, we can identify areas for improvement and implement strategies to enhance our overall sustainability performance.

In 2024:

- Employee safety performance declined but remained above the ACC average for all member companies.
- Process safety management (PSM) performance exceeded ACC's Top Quartile benchmark for large member companies and ACC's average for all member companies.
- Contractor safety performance improved in 2024, exceeding the ACC average for all member companies.
- Distribution safety performance was within the range of the ACC Top Quartile for large member companies and surpassed the ACC average for all member companies.

Progress to Date

OUR 2030 GOALS	2018 BASELINE	2021	2022	2023	2024	2030 PROGRESS
Employee TRIR	0.28	0.29	0.27	0.29	0.44	Behind schedule
Contractor TRIR	0.23	0.15	0.23	0.37	0.23	Behind schedule
Process safety Tier 1 rate	0.04	0.03	0.03	0.02	0.01	On track
Distribution incidents	3	2	3	1	0	On track

EMPLOYEE TRIR BENCHMARKING	2018 BASELINE	2021	2022	2023	2024
Chemours Employee TRIR	0.28	0.29	0.27	0.29	0.44
ACC Top Quartile	0.19	0.24	0.20	0.20	0.20
ACC Average	0.69	0.73	0.65	0.69	0.74
BLS Chemical Manufacturers ¹	1.7	2.0	2.0	N/A	N/A

PROCESS SAFETY TIER 1 INCIDENT RATE BENCHMARKING	2018 BASELINE	2021	2022	2023	2024
Chemours Process Safety Tier 1 Incident Rate	0.04	0.03	0.03	0.03	0.01
ACC Top Quartile	0.02	0.02	0.02	0.03	0.03
ACC Average	0.07	0.09	0.09	0.11	0.08

CONTRACTOR TRIR BENCHMARKING	2018 BASELINE	2021	2022	2023	2024
Chemours Contractor TRIR	0.23	0.15	0.23	0.37	0.23
ACC Top Quartile	0.19	0.16	0.16	0.16	0.17
ACC Average	0.07	0.09	0.09	0.11	0.31

¹ BLS Chemical Manufacturers: Performance rates per Bureau of Labor Statistics for all U.S. companies reporting under the 325 North American Industry Classification System Code as Chemical Manufacturers

United Nations Sustainable Development Goal Alignment



// Health and Safety



Focusing on Human Performance to Improve Process Safety

Improvements in training and analytical tools have resulted in more robust hazard analyses and meaningful system enhancements. This has led to a focus on human performance improvement that is informed by a multi-year review of data. By analyzing data, we can better highlight procedural usability and human factors as key contributors to performance deviations among frontline personnel.

These insights have led us to launch the Procedure Excellence initiative—an enterprise-wide effort to develop science-based guidance and implement advanced error-reduction techniques. Ongoing training in our refined incident analysis process supports an operational learning mindset and strengthens our capability to identify and address root causes of management system issues.

Helping Keep Contractors Safe on the Job

We initiated several key enhancements to our contractor safety management process as part of our ongoing commitment to excellence. The corporate standard for contract administration and EHS was upgraded, with a focus on strengthening our prequalification criteria. These criteria now place greater emphasis on contractor performance regarding significant injuries and fatalities, ensuring a more rigorous selection process. We also introduced new requirements for contractors to implement short service-employee programs, ensuring less experienced employees receive adequate supervision and support while working on our sites.

Upgrading Responsible Care® Certification

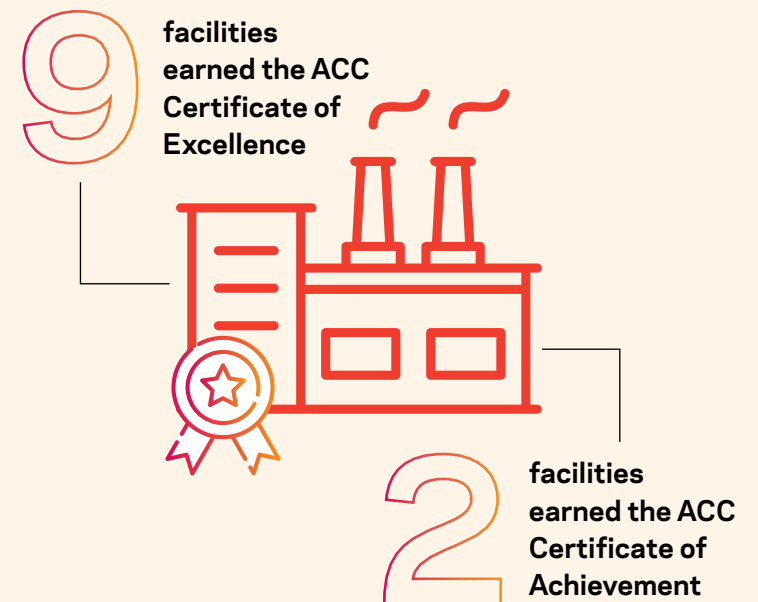
In 2024, we upgraded our Responsible Care® Management System from RC14001:2015 to RC14001:2023 certification at our previously certified chemical and mineral manufacturing sites in the United States, Mexico, China, France, Belgium, and the Netherlands, as well as our headquarters. In total, 18 out of 21 manufacturing facilities, or 86% of all Chemours manufacturing facilities, are certified.

In 2024, Chemours enhanced our distribution safety performance by delivering new Site Rail Management Standards and increased focused on our distribution safety auditing.



2023 ACC Awards

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.



// Empowered Employees

Our Approach to Empowered Employees

Chemours is committed to cultivating an inclusive and safe workplace that reflects the diverse communities in which we operate. We focus on cultivating a diversity of skills, perspectives, identities, and experiences to create a vibrant culture that attracts, retains, and empowers the best and brightest in their fields.

Learning and development plays a strategic role within Chemours by helping us to motivate, engage, and empower employees, while also building our team's capabilities to achieve critical business and organizational goals. Chemours' 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 learning from others, and 10% through formal training.

Semiannual performance reviews, combined with career development planning and ongoing just-in-time feedback, provide performance support and help our people know where they excel and how they can improve. By providing a range of learning and development opportunities, from on-demand eLearning to multi-month curriculums and mentoring, employees and their managers can plan a development path that best suits their needs and future aspirations.

To further support a culture of continuous growth, we also use the "Anytime Feedback" capability within Workday that enables

employees to gather both solicited and unsolicited feedback from other employees. The platform saw a 77% increase in employee usage in 2024, a year after its initial launch.

As a global business, our workforce should reflect the viewpoints and diversity of the communities in which we operate. That helps support our strong track record of discovering and delivering the innovative solutions society needs.

Our eight employee Resource Groups (ERGs) play a critical role in fostering an inclusive culture by offering Chemourians from diverse backgrounds a supportive space to share experiences, network and develop their skills. Participation is voluntary and open to all employees. Each ERG is sponsored by at least one member of the Chemours Executive Team (CET) and Executive Leadership Team to help provide strategic direction and ensure attention at the highest level. The ERGs set annual goals aimed at supporting talent acquisition, developing their members, and enhancing our local communities. Comprehensive updates are presented to the CET biannually and ERGs also convene at an annual summit to discuss key topics and showcase best practices.

Chemours offers compensation and benefits programs that recognize employees' contributions to our success, are

competitive in the markets where we operate, and support employees' diverse needs. We provide 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 physical and financial health 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, non-birthing, and adoptive parents
- Parent and childcare benefits
- Financial support for continuing education
- Life insurance and short- and long-term disability coverage
- Financial, physical, and mental well-being programs

// Empowered Employees

2024 Actions Toward Empowered Employees

Refreshing Goals for an Engaged and Inclusive Workforce

We seek to continually develop and engage employees and foster an inclusive workplace that is driven by a diversity of identities, perspectives, experiences, backgrounds, and skillsets. In 2025, we introduced a new aspirational statement reflecting this ambition, which states we will “continue to cultivate an inclusive global workplace where diversity is valued and respected, and where every employee is welcomed, engaged, and supported to reach their full potential.” This broadened aspirational statement is the basis upon which we will develop our next-generation employee engagement and inclusion goals.

Implementing a Grassroots Approach to Refreshing Our Values

As our company evolves, so must our values. As part of the process of refreshing our values in 2024, we engaged employees across the organization, collecting over 1,600 survey responses and conducting more than 50 focus groups with more than 1,200 participants across more than 20 sites. This work enabled us to land on a set of employee-driven values that are easy to understand, authentic, relevant, and accurately reflect who we are, who we want to be, and what matters most to us.



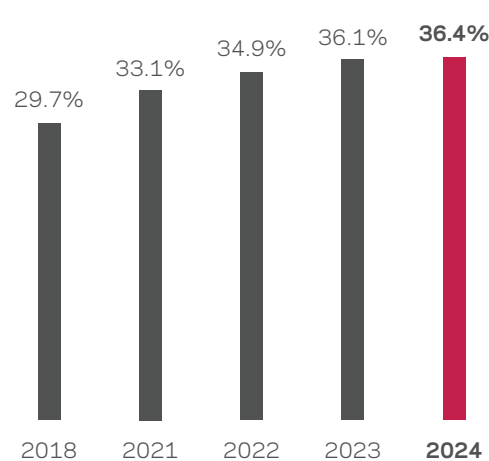
Learn more about our ERGs on our [website](#).

Measuring Our Workplace Culture

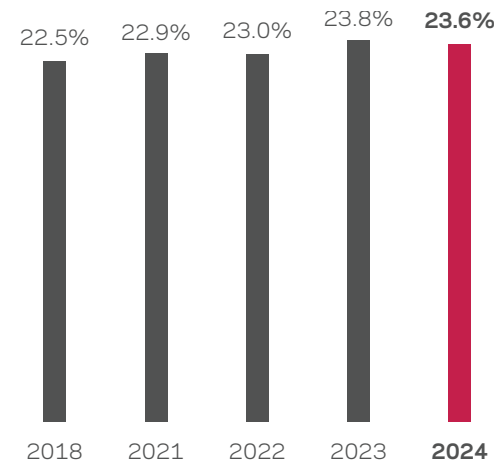
We closely monitor employee engagement through our workplace culture survey and third-party certification groups. In 2024, we implemented the Great Place to Work® survey methodology and saw strong participation in the engagement survey, with a 70% employee response rate. An average of 66% of all survey statements earned an “Almost always true” or “Often true” response, indicating approximately 7 out of 10 employees have a consistently positive experience. Site leaders and teams reviewed their results and conducted focus groups to identify opportunities for improvement and develop action plans for 2025.



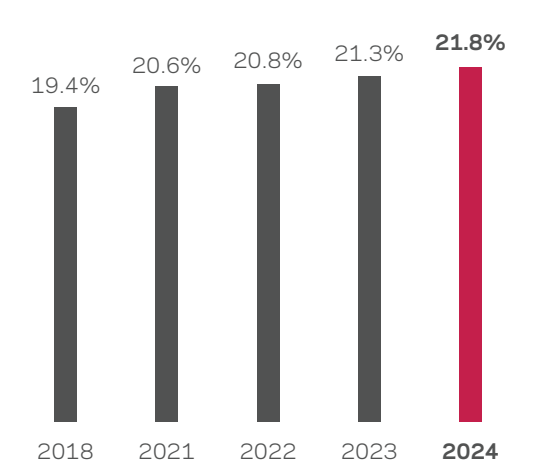
Women in Director Level Roles and Above Globally



Women Globally



U.S. Ethnically Diverse Employees



// Empowered Employees

Greatest Place to Work

In 2024, Chemours was certified as a Great Place to Work® in 13 countries globally, namely Belgium, Brazil, Greater China, France, Germany, India, Japan, Mexico, Singapore, Spain, South Korea, Switzerland, and Thailand.

Enhancing Employee Learning

In 2024 we launched the Chemours Career Hub, a comprehensive resource for learning and development, to equip employees with the skills and competencies they need to be their best selves and meet our business needs. The hub was developed based on feedback from across the organization and provides employees with clear, best-fit support to help achieve their career ambitions and managers with straightforward tools and resources to foster employee and team success. It also provides businesses with greater alignment and delivery of the skills needed to meet their strategic priorities.

To help employees better manage and showcase their skills in their Career Profile, we introduced Workday Skills Cloud. Implementation of this tool is part of our ongoing commitment to using data-driven insights for talent development.

Taking Employee Mentorship Global

We launched a global mentorship program in 2024 to replace existing regional initiatives. The global program leverages data from Workday Skills Cloud to match mentors and mentees based on their profile. This enables employees to connect with mentors, no matter their location, whose expertise aligns with their career goals.

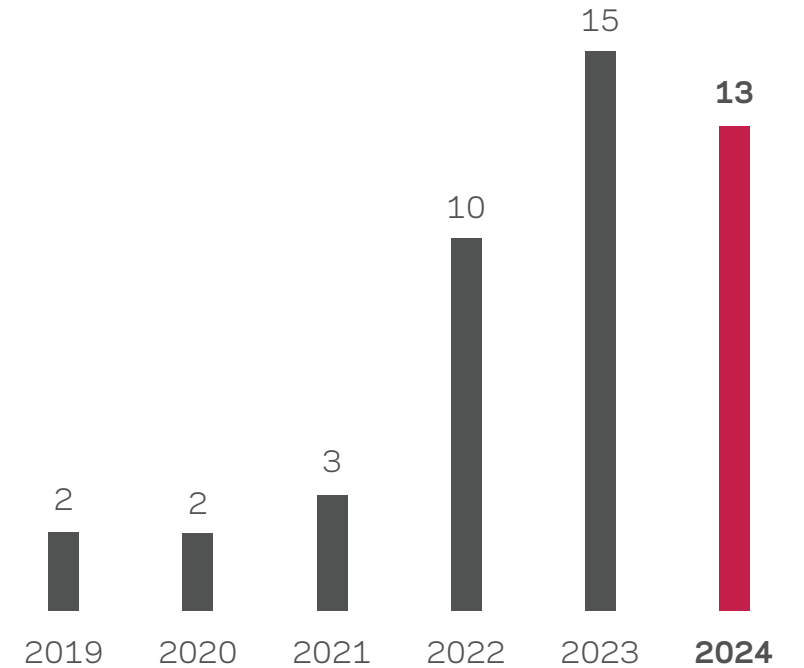
Reinforcing an Inclusive Culture

The PRIDE ERG Leadership team collaborated across Chemours to update health and wellness messaging, revise non-discrimination policies, and enhance outreach and engagement with the LGBTQ+ community. With the PRIDE team’s support, Chemours was able to improve its score from 60 to 85 (out of 100) on the Human Rights Council (HRC) Corporate Equality Index (CEI). The survey is a national benchmarking tool that evaluates businesses on their policies and practices related to LGBTQ+ workplace equality and assesses criteria such as non-discrimination policies, equitable benefits for LGBTQ+ employees and their families, organizational competency, and public commitment to LGBTQ+ equality.

Translating Military Experience into Civilian Job Opportunities

We value and support veterans for their commitment to the service and the skills they bring to the workforce. In 2024, our talent acquisition team partnered with the Chemours Veterans Network (VetNet) ERG and Recruit Rooster, which develops employee recruiting tools, to implement a web-based military skills translator. Veterans can input their military occupation code into the translator to find jobs at Chemours that directly align to their skill set. The initiative is designed to help address barriers to employment that may exist for veterans transitioning to the civilian workforce.

Number of Great Place to Work® Certifications™



Orange Awards Recognition

The Chemours recognition program, the Orange Awards, provides a recognition opportunity to celebrate colleagues worldwide for the valuable contributions they bring to the company. The program is a channel to recognize colleagues across regions, roles and levels who exemplify our values or who have had a meaningful impact. In 2024, over \$400,000 in awards were issued.

Trusted Neighbor

Vibrant Communities

46



Trusted Neighbor

We aim to be a trusted neighbor who makes a positive impact in the communities where we live and operate. We actively listen to our community members and work to understand their needs and opportunities for our support. We collaborate with non-profits and other organizations to further science, technology, engineering, and math (STEM) education opportunities, community safety, and environmental sustainability. These focus areas help drive long-term impact, strengthen our local relationships, and support employee engagement.



Aspiration and Goal

Make a positive impact in the communities where we operate through philanthropic investments and volunteerism.

- Invest \$50M in our communities by 2030 to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environmental programs.

// Vibrant Communities

Our Approach to Vibrant Communities

Our Vibrant Communities goal is to invest \$50 million in our communities by 2030. Through employee volunteerism and philanthropic giving, we engage in areas that are important to our business, employees, and communities:

This commitment to responsible chemistry goes beyond our plants, labs, and offices. We work to build a more diverse and inclusive STEM workforce and inspire a new generation of STEM professionals through enterprise-level programs and local partnerships. Key initiatives include:

- **ChemFEST School Partnership Program**, which engages middle school students near key Chemours sites, provides financial support, mentorship, and hands-on STEM experiences to spark early interest in science and technology.
- **Future of Chemistry Scholarship Program**, now in its seventh year, offers scholarships and internships to underrepresented students pursuing STEM degrees, fostering access and professional growth.
- **Future of STEM Scholars Initiative (FOSSI)**, of which Chemours is a founding member, supports scholarships and career development for students attending historically black colleges and universities, reflecting our commitment to broaden access to STEM skills.

Chemours is dedicated to safety excellence in the workplace and in communities as well as building community resiliency. We share information on environmental performance, safety, and emergency preparedness, and collaborate on a range of topics, such as

economic development, health and wellness, infrastructure, poverty, housing, and food security. In times of disaster and other humanitarian crises, Chemours also provides funding and supplies to aid recovery efforts in the communities where we work.

In addition, we actively engage communities and employees in fostering conservation and enhancing nature and ecosystem resilience. We also support research on sustainable technologies, including our collaboration with universities, government agencies, and other companies to advance clean hydrogen technology.

Environmental justice is a part of our corporate Environment, Health, Safety, and Sustainability (EHS&S) policy. Using the Environmental Protection Agency tool, EJScreen, we have an environmental justice evaluation of U.S. manufacturing sites that provides a deeper understanding of the communities around these sites.

Community Advisory Panels

Most sites have developed site engagement and communications plans that include identification of potential partners, management of their Community Advisory Panels (CAPs), and development of local awareness campaigns to educate community members about the essential role that Chemours products play in everyday life.

CAPs are instrumental in helping our sites engage with their local communities, foster transparent discussions, and

build trusting relationships. Comprised of a diverse group of community members who represent the voices of those living near each site, CAPs provide a forum for education about Chemours processes, businesses, and products and a place for community members to ask questions, raise concerns, and offer insight into local needs and expectations. CAP members regularly share information they learn in meetings with others in the community and offer additional feedback to site leadership.

Research Partnerships

Chemours engages with colleges, universities, and other institutions to understand critically important operational and environmental issues, promote high-quality scientific scholarships, and develop opportunities for students to become Chemours interns and employees. In 2024, we were selected to receive over \$40M in federal funding to advance research in the Hydrogen Economy in the state of Delaware through partnerships with the University of Delaware and Delaware State University.

Employee Volunteerism and Philanthropy

Chemours supports and encourages employee volunteerism by offering a paid day of service and a wide range of opportunities to get involved in their communities. For example, employees can volunteer through Chemours' Global Day of Service activities on Martin Luther King Jr. Day, regional United Way employee campaigns, STEM programs such as our ChemFEST School Partnership, and additional employee-led opportunities. Activities range from mentoring students to environmental efforts such as tree plantings or river cleanups.

// Vibrant Communities

2024 Vibrant Communities Dashboard

2030 Goal

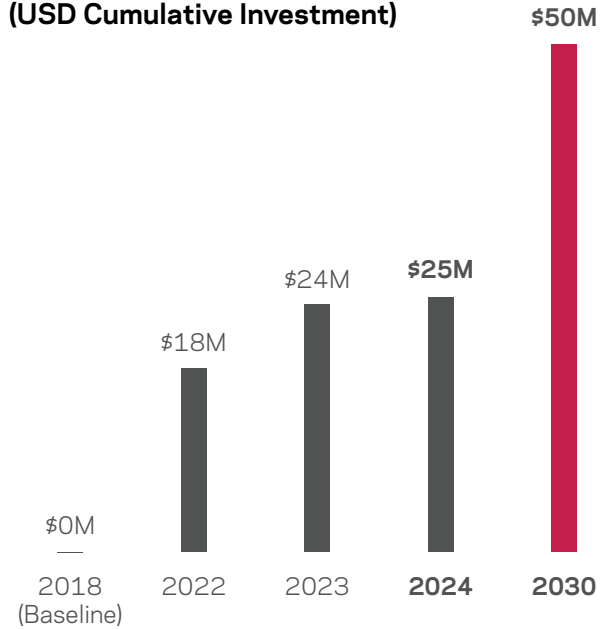
Invest

\$50 million

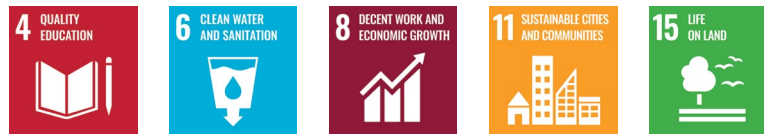
in our communities by 2030 to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs

Progress to Date

(USD Cumulative Investment)



United Nations Sustainable Development Goals Alignment



Ownership

We are each accountable for the company's success.

Volunteering provides a way for our employees to take an active role in addressing community challenges, supporting our corporate responsibility goals, and developing a sense of ownership over their work and impact. In 2024, we held our first Community Impact Quarter, focused on giving back and getting involved in the local communities around our global sites. Employees worldwide supported their Chemours neighbors in unique and valuable ways, leading to more than 900 hours of service.

// Vibrant Communities

2024 Actions Toward Vibrant Communities

Mutual success is the driving force behind our Vibrant Communities goal. Our 2030 investment roadmap remains on track, having reached 50% of our \$50 million goal through continued investments in 2024.

Supporting STEM Education

To inspire the next generation of the STEM workforce, we are collaborating within our communities to spark young people's interest in science and technology. In Belgium, we launched a three-year partnership with Technopolis, a Flemish science and technology discovery center, to contribute to the development of new interactive exhibits and experiments in science and technology. We also invested in the Chemours Community STEM Hub, which officially opened its doors at EastSide Charter School in North Wilmington, Delaware, in January 2025. The new building houses the school's APEX honors and STEM programs and includes a maker's space, 3D printing, engineering, and other STEM-related activities. EastSide Charter School is part of the ChemFEST School Partnership Program.

Promoting Community Resilience

In the Altamira community in Mexico, which has been our home for more than 60 years, we responded to a severe drought by distributing food, drinking water, and 200-liter rain barrels to our employees and the community. We also provided disaster relief for U.S. employees and communities impacted

by Hurricane Helene, collecting food, water and toiletries and dispatching crews to assist with cleanup for some of the hardest-hit employees and their families.

Funding New Scholarships

We partnered with National Safety Council, America's leading nonprofit safety advocate, to launch the [Safety for All Scholarship Funded by Chemours](#). This scholarship supports students pursuing undergraduate degrees in safety. Five academic scholarships of \$5,000 have been awarded.

Investing in Environmental Resilience and Next-Generation Sustainable Technologies

To help advance our Nature strategy, we launched the Power of ChemisTREE program in partnership with Tandem Global, formerly the Wildlife Habitat Council, to renew habitats and foster conservation across our operational sites and in the communities where we work. The Power of ChemisTREE focuses on multiple fronts, including tree planting, invasive species removal, and the creation of pollinator gardens, all of which play crucial roles in enhancing environmental resilience.

Exposure to the outdoors fosters creativity, sparks curiosity, and provides opportunities for hands-on STEM learning in real-life contexts. Our Parkersburg, West Virginia, team opened the Outdoor STEM Classroom on the Chemours Washington Works Nature Trail to provide a safe place for community members and students to learn about STEM and the environment. The Outdoor STEM Classroom was dedicated to former U.S. Senator Joe Manchin III for his shared passion for advancing and expanding access to education to create opportunity. The Chemours site team also partnered with local Eagles scouts to make two more paths wheelchair accessible.



We are committed to using the power of our chemistry to advance the clean energy transition and support workforce development in this area. Chemours and the University of Delaware (UD) hosted a 2024 Regional Meeting of the National Academy of Engineering. During the public symposium, nearly 150 attendees gathered at UD's Science, Technology and Advanced Research (STAR) Campus to hear presentations on how to tackle challenges and embrace opportunities relating to the production, storage, transportation, and conversion of hydrogen for powering clean and efficient fuel cells. UD, along with Chemours and other public and private partners, has established the Center for Clean Hydrogen and is actively involved in workforce development initiatives.

¹ udel.edu/udaily/2024/may/national-academy-engineering-clean-hydrogen-energy-transition/

Trusted Business

Corporate Governance	51
Ethics	54
Environmental Compliance	56



Trusted Business

We put our values—Safety, Integrity, Partnership, Ownership, Respect—first in every action and decision. Our values are the foundation of our culture, are critical to our success, and help build trust within our company and among our external stakeholders. We believe strong governance contributes to long-term growth and resilience. A two-tiered level of oversight effectively integrates sustainability risks and opportunities into our overall business strategy and helps us meet the changing demands of our stakeholders.



// Corporate Governance

Our Approach to Corporate Governance and Risk Management

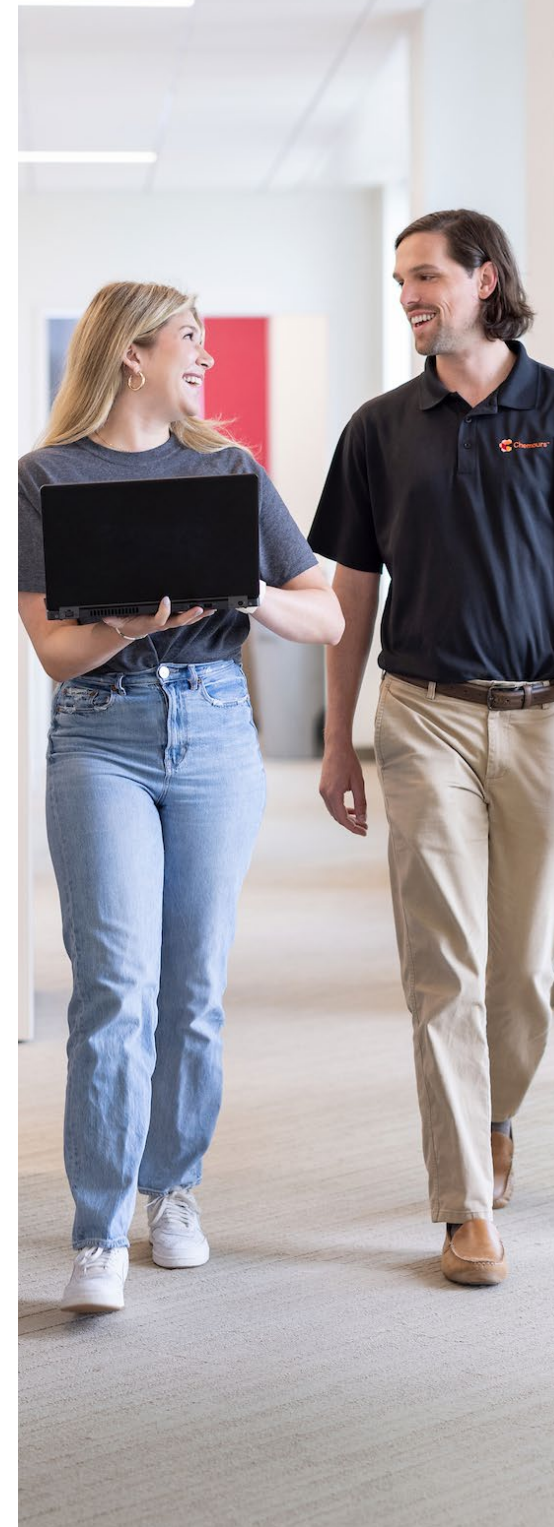
The Chemours Company [Board of Directors](#) oversees broad corporate policy and overall performance, as well as our sustainability strategy, standards, goals, and performance.

The board also oversees the company's risk management framework and ensures its effectiveness and alignment with strategic goals. This includes regularly reviewing and discussing significant risks, and the steps management has taken to monitor, mitigate, and report them. In addition, each Board Committee considers the risks within its areas of responsibility:

- The Nominating and Corporate Governance Committee oversees policies, processes, performance metrics, and sustainability reporting, including environmental, social, and governance matters.
- The Audit, Risk, and Finance Committee is responsible for oversight of the enterprise risk management (ERM) framework, the Ethics & Compliance program, cybersecurity risks, auditing, and the integrity of the company's financial statements.

- The Compensation and Leadership Development Committee oversees 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 Environment, Health, and Safety & Operational Performance (EHS&O) Committee oversees our environmental, health, and safety risks, the operational performance of our manufacturing facilities, and reviews our programs for identifying, assessing, managing, and mitigating such risks.

The [Chemours Executive Team](#) (CET) provides day-to-day oversight of risk management. Business, functional and operations teams manage risks as part of their standard processes. Additionally, management has created the enterprise risk management function to help identify, assess, and develop mitigation strategies for enterprise-wide risks. This function provides periodic reports to the CET and board on its activities and findings.



Integrity We do what's right.

Integrity at Chemours is the cornerstone of our ethical workplace, reflecting our commitment to doing what is right, always. While our Code of Conduct is the foundational document for Chemours' expectations of ethical business practices, we also emphasize the importance of good judgment and proactive communication. In 2024, this commitment was reinforced through initiatives such as refreshing our Code of Conduct, which included extensive employee and stakeholder feedback, and updating our Speak-Up Policy, which encourages employees, suppliers, and contractors to voice concerns when something does not seem right.

// Corporate Governance

Sustainability Governance

Sustainability is embedded in our business processes, guides how we manage and operate our manufacturing sites, and inspires the new products and offerings we bring to market. Our Pathway to Thrive strategy is directly linked to sustainability, tying our business performance and growth to safe, efficient, and reliable operations and strategic investments in sustainable innovations enabling industries such as data centers, transportation, and more. Proposed corporate transactions and overall corporate strategy are reviewed by the full board with input from management on sustainability risks and opportunities.

The following illustrates how we manage and govern our sustainability priorities, goals, progress, and disclosure.



Sustainability Governance



Legal, Sustainability, and Corporate Affairs Reporting Structure



- The board and its committees receive regular updates from senior management on sustainability matters, including EHS and social issues, regulatory actions, and product stewardship
- Under the oversight of the board, senior management executes our CRC goals. Our Chief Sustainability Officer and Sustainability team are part of our Legal, Sustainability, and Corporate Affairs function, reporting to our CEO.
- The Chemours Sustainability Council (CSC) is a cross-functional decision-making team comprising senior leaders from our three business segments and major corporate functions. Led by the Chief Sustainability Officer, the CSC meets quarterly and develops our sustainability purpose, strategy, standards, and goals; identify and assess sustainability risks and opportunities; and drive progress against our CRC goals.
- Business Sustainability Leadership Teams (SLTs) are led by the Business Sustainability Leader and consist of senior leaders from the respective business and corporate sustainability representatives. The business SLTs meet monthly to define and prioritize initiatives to advance sustainability for the business, in alignment with the Corporate Sustainability strategy.



2024 Actions Toward Corporate Governance

Enhancing Internal Controls

Under management's leadership and with oversight from the Board of Directors, we took decisive actions to strengthen internal controls and procedures and remediated all four of the material weaknesses previously disclosed in the 2023 10-K by year-end 2024.

In early 2024, the Audit, Risk, and Finance Committee launched an internal review to evaluate the company's internal control over financial reporting. The review was prompted after Chemours found three former members of the executive leadership team acted with a lack of transparency with the Board of Directors when reporting actions related to working capital.

The Audit, Risk, and Finance Committee actively engaged with and oversaw management's comprehensive work plan for internal control remediation. This work included the establishment of a Remediation Management Office (RMO) to monitor progress toward internal control enhancements. After successfully remediating the material weaknesses identified in 2023, we have concluded that internal control over financial reporting is now effective.

Embedding Sustainability in Business Decisions

In 2024, we established dedicated Sustainability Leaders for each of our business units as well as Operations Sustainability and Data, Analytics & Reporting Leader roles. This new embedded structure has further reinforced the importance of consistently and deliberately considering sustainability in business decisions, strategies, and actions.



[Learn more about our
Corporate Governance Guidelines](#)

Our Approach to Ethics

Every employee, no matter their role, has the responsibility to make ethical business decisions that embody our shared values. Chemours' [Code of Conduct](#) outlines our expectations for high ethical conduct. All employees are trained annually on our Code of Conduct and certify that they understand and agree to comply with the Code and all company policies and applicable laws. The Code also serves as a resource for our customers, suppliers, partners, 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.

We expect every employee at every level to comply with our [Human Rights Policy](#) and expect the same from our joint ventures, contractors, customers, and suppliers. We ensure that everyone who interacts with us in the course of business is treated in a way that is consistent with the laws of the countries in which we operate and with our Code of Conduct.

Anti-Corruption and Compliance

The Code of Conduct and our [Anti-Corruption Policy](#) reflect the principles set out in the United Nations Convention against Corruption and the United Nations Global Compact. Our Anti-Corruption Policy provides definitions on what constitutes a bribe, discusses the ways employees may encounter demands for bribes and/ or extortion, and makes clear that we prohibit bribery in all circumstances. We follow anti-bribery and anti-corruption laws and expect our business partners to do the same.

Chemours maintains a risk-based, comprehensive anti-corruption compliance program that includes a 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.

Raising Ethical Concerns

A key component of maintaining a culture of integrity and compliance is our [Speak Up Policy](#), which encourages employees, suppliers, and partners to report any potentially unethical conduct or suspected violations of our Code of Conduct, company policies, or applicable laws without fear of retaliation.

We have many avenues for reporting concerns regarding potential violations. Employees may reach out to a manager, HR representative, member of the Chemours Ethics & Compliance, Assurance Services or Legal teams, or an ethics champion. An independent, multi-lingual, Chemours Ethics Hotline also is available by phone or online 24 hours a day, seven days a week. The Chemours Ethics Hotline is publicly available and published to our partners and key business partners.

Allegations of any policy violation or illegal conduct are reviewed and investigated by trained investigators. We assure anyone who participates in an investigation that confidentiality is maintained to the extent possible, and that we do not allow retaliation for good faith reports.



// Ethics

Educating Employees on Ethics

We believe talking about the importance of ethics as a company—and encouraging employees to talk about it too—helps foster responsible business practices. We build ethics awareness and engagement through initiatives such as:

- Requiring every employee to complete our mandatory online compliance trainings, “Living Integrity.” Each year, Living Integrity provides employees with new content on important aspects of our Code and related policies, including the expectation that employees will Speak Up with concerns. This process also includes an annual conflict of interest review and certification and a Business Ethics Certification. 100% of our employees complete the Living Integrity training.
- Appointing ethics champions, who are nominated by senior leadership and serve as role models and the primary ethics contacts and resources for employees.
- Integrating relevant ethics training into new employee onboarding within 30 days of joining the company.
- Conducting Speak Up awareness and education campaigns 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.
- Providing online and in-person training on specific compliance areas such as anti-bribery/anti-corruption, Trade Compliance and Export Controls/Sanctions, and Misstatement of Records.

2024 Actions Toward Ethics

Updating Our Code of Conduct

Our board and CET regularly review the Code of Conduct. In 2024, we undertook an even more in-depth process to review and update the Code of Conduct to reflect our refreshed values and emphasize our strong Speak Up culture. The review included gathering feedback from employees across various functions and levels of the company. The result is a Code of Conduct that is practical, relevant, and aligned to our current business, environmental, social, and strategic objectives.

100%

of employees complete an annual Code of Conduct training course and certified their understanding and commitment to its principles in 2024.



// Environmental Compliance

Our Approach to Environmental Compliance

Our EHS data management system tracks total annual environmental deviations from our permits and applicable regulations, as well as improvement initiatives, to evaluate our performance. We analyze this data and implement targeted site initiatives and investments aimed at improving and maintaining environmental performance. Over the last two years, this work has yielded improvements in our performance, and we expect further improvements moving forward as we continue executing these initiatives. In 2024, we paid five penalties across multiple sites totaling \$38,630 to resolve regulatory agency allegations made in 2024 or prior years.

Environmental Deviations¹

	2019	2020	2021	2022	2023	2024
Total environmental deviations	141	169	172	971	561	356
Water-related ²	74	80	66	67	91	114
Air-related ²	47	75	72	858	435	168
Waste-related ²	2	6	3	9	0	5
Ground-related ²	7	3	9	6	5	8
Other	15	9	28	32	32	61

	2019	2020	2021	2022	2023	2024
Significant spills	0	0	0	0	0	0

¹Media-related deviations exceed total deviations due to multiple media potentially being affected per deviation event.
²Total and media-specific deviations revised to reflect updated data; Media-related deviations reporting began partially through 2018.



Appendix

About This Report	58	Report Resources	103
Supplemental Content and Data	59	Acronyms	104
2030 CRC Performance Scorecard	80	Definitions	106
Membership Associations	89	Forward-Looking Statements and Other Information	109
GRI Index	90		
SASB Index	100		



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 (GRI) Standards: Core Option and includes responses to the Sustainability Accounting Standards Board (SASB) framework. This report covers certain sustainability metrics and data for Chemours as of and during the year ended December 31, 2024, as applicable, unless otherwise stated. This report was published on August 26, 2025.



Supplemental Content and Data

Trusted Employer

GENDER AND AGE COMPOSITION OF GLOBAL WORKFORCE AS OF DECEMBER 31, 2024

	INDIVIDUAL CONTRIBUTORS NON EXEMPT	INDIVIDUAL CONTRIBUTORS EXEMPT	MANAGERS	GLOBAL LEADERSHIP TEAM	CHEMOURS EXECUTIVE TEAM	TOTAL GLOBAL EMPLOYEES
Age						
Under 30	13%	13%	4%	1%	0%	12%
30-50	50%	53%	57%	60%	43%	52%
Over 50	37%	34%	39%	39%	57%	36%
Undisclosed	0%	0%	0%	0%	0%	0%
Gender						
Male	88%	62%	72%	63%	57%	76%
Female	12%	38%	28%	37%	43%	24%
Undisclosed	0%	0%	0%	0%	0%	0%

U.S. EMPLOYEE ETHNIC DIVERSITY AS OF DECEMBER 31, 2024¹

Ethnically diverse	21%	23%	17%	22%	29%	22%
Non-ethnically diverse	78%	75%	80%	78%	71%	78%

¹ Excludes employees who have not self-identified.

// Supplemental Content and Data

GENDER AND AGE COMPOSITION AND ETHNIC DIVERSITY OF BOARD OF DIRECTORS AS OF DECEMBER 31, 2024
Gender

Female	50%
Male	50%

Age

Under 30	0%
30-50	10%
Over 50	90%

Ethnic diversity

Ethnically diverse	0%
Non-ethnically diverse	100%

GLOBAL NEW EMPLOYEE HIRES DURING 2024

	NUMBER OF EMPLOYEES	PERCENT OF TOTAL NEW HIRES
Total	423	Rate: 7% ¹
New hires by age		
Under 30	165	39%
30-50	209	49%
Over 50	47	11%
Undisclosed	2	<1%
New hires by gender		
Female	94	22%
Male	327	77%
Undisclosed	2	<1%

¹ Reflects total percentage of new employees out of total 2024 employees.

// Supplemental Content and Data

GLOBAL NEW EMPLOYEE HIRES DURING 2024 (continued)

	NUMBER OF EMPLOYEES	PERCENT OF TOTAL NEW HIRES
New hires by region		
Asia-Pacific	11	3%
Europe, Middle East, and Asia (EMEA)	43	10%
Latin America ²	90	21%
North America	279	66%
U.S. new hires by ethnicity³		
Ethnically diverse	74	25%
Non-ethnically diverse	188	64%
Undisclosed	17	11%

² Includes Mexico.

³ U.S. employee new hires during 2024—Total: 293, rate 7%.

// Supplemental Content and Data

GLOBAL EMPLOYEE VOLUNTARY ATTRITION DURING 2024

	NUMBER OF EMPLOYEES	GROUP ANNUALIZED ATTRITION ¹
Total	459	Rate: 8% ²
Voluntary attrition by age		
Under 30	56	9%
30-50	182	6%
Over 50	221	10%
Undisclosed	4	25%
Voluntary attrition by gender		
Female	113	8%
Male	345	8%
Undisclosed	4	0%
Voluntary attrition by region		
Asia-Pacific	18	4%
Europe, Middle East, and Asia (EMEA)	60	6%
Latin America ³	17	3%
North America	364	9%
U.S. attrition by ethnicity⁴		
Ethnically diverse	75	9%
Non-ethnically diverse	276	9%
Undisclosed	11	9%

OVERALL ATTRITION RATE

During 2024, Chemours had an overall attrition rate (voluntary plus involuntary) of 11% 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 2024 employees.

³ Includes Mexico.

⁴ U.S. employee voluntary attrition during 2024—Total: 362, rate: 8%.

// Supplemental Content and Data

Health and Safety

WORK-RELATED INJURIES					
	2020	2021	2022	2023	2024
Employee safety					
Total recordable cases	25	20	19	20	29
Total recordable incident rate	0.36	0.29	0.27	0.29	0.44
Lost workday cases	3	4	5	8	5
Lost workday cases rate ¹	0.04	0.06	0.07	0.12	0.08
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	0.06	0.06	0.07	0.03	0.06
Injury severity rate—class C ⁴	0.30	0.23	0.20	0.26	0.37
Contractor safety					
Total recordable cases	11	6	9	14	9
Total recordable incident rate¹	0.30	0.15	0.23	0.37	0.23
Lost workday cases	1	1	1	4	1
Lost workday cases rate ¹	0.03	0.03	0.03	0.11	0.02
Fatalities	0	0	0	2	0
Fatality rate ¹	0	0	0	0.06	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

TOTAL PROCESS SAFETY EVENTS

	2020	2021	2022	2023	2024
Tier 1 events	1	3	3	2	1
Tier 1 rate ¹	0.01	0.03	0.03	0.03	0.01
American Chemistry Council (ACC) Tier 1 top quartile benchmark	0.02	0.02	0.02	0.03	0.03
Tier 2 events	14	13	11 ³	7	12
Tier 2 rate ^{1,2}	0.13	0.12	0.10 ³	0.07	0.11

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

² ACC benchmark not available.

³ Values updated from those reported in 2022 as one incident was reviewed, determined not to meet Tier 2 classification and reclassified to Tier 3.

DISTRIBUTION SAFETY

	2020	2021	2022	2023	2024
Distribution incidents	3	2	3	1	0

// Supplemental Content and Data

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)

	2020	2021	2022	2023	2024
Coal	583,000	65,000	0	0	0
Diesel	111,000	116,000	154,000	178,000	201,000
Fuel oil 1, 2	0	0	0	0	0
Fuel oil 5, 6	0	0	0	0	0
Gasoline	8,000	9,000	10,000	10,000	11,000
Kerosene	28	48	0	0	0
Liquefied petroleum gas	62	58	59	33	23
Natural gas	3,941,000	5,097,000	4,883,000	4,365,000	5,109,000
Propane	446	497	65	239	62

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

// Supplemental Content and Data

TOTAL NONRENEWABLE FUEL CONSUMPTION BY FUEL TYPE¹ (MEGAWATT HOURS) (continued)

	2020	2021	2022	2023	2024
Toluene	95,000	108,000	102,000	76,000	84,000
Off-gas	0	0	0	0	0
Total nonrenewable fuel consumption	4,738,000	5,395,000	5,149,000	4,629,000	5,405,000
Percent nonrenewable fuel in total fuel mix	98%	98%	98%	98%	99%
Chemours-only total nonrenewable fuel consumption ²	3,765,000	4,204,000	4,015,000	3,552,000	4,202,000

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)

	2020	2021	2022	2023	2024
Biogas/landfill gas	95,000	85,000	65,000	46,000	34,000
Total renewable fuel consumption	95,000	85,000	65,000	46,000	34,000
Percent renewable fuels in total fuel mix	2%	2%	2%	2%	1%

PURCHASED STEAM CONSUMPTION¹ (MEGAWATT HOURS)

	2020	2021	2022	2023	2024
Total purchased steam¹	2,190,000	2,538,000	2,281,000	1,990,000	2,032,000
U.S.-purchased steam	1,286,000	1,429,000	1,383,000	1,198,000	1,300,000
Outside-the-U.S.-purchased steam	904,000	1,109,000	898,000	792,000	732,000

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

ELECTRICITY CONSUMPTION¹ (MEGAWATT HOURS)

	2020	2021	2022	2023	2024
Self-generated electricity—nonrenewable	0	0	0	0	0
Percent self-generated	0%	0%	0%	0%	0%
U.S.	0	0	0	0	0
Outside-the-U.S.	0	0	0	0	0
Purchased electricity	1,503,000	1,525,000	1,444,000	1,381,000	1,422,000
U.S.	1,139,000	1,174,000	1,144,000	1,048,000	1,121,000
Outside-the-U.S.	364,000	351,000	300,000	333,000	301,000
Renewable electricity	102,000	112,000	170,000	168,000	138,000
Nonrenewable electricity	1,401,000	1,413,000	1,274,000	1,213,000	1,284,000
Total electricity used (self-generated plus purchased)	1,503,000	1,525,000	1,444,000	1,381,000	1,422,000
Renewable	102,000	112,000	170,000	168,000	138,000
Percent renewable	7%	7%	12%	12%	10%
Nonrenewable	1,401,000	1,413,000	1,274,000	1,213,000	1,284,000
Percent nonrenewable	93%	93%	88%	88%	90%
U.S. electricity used	1,186,000	1,173,000	1,178,000	1,048,000	1,121,000
U.S. renewable	79,000	90,000	73,000	69,000	117,000
U.S. nonrenewable	1,107,000	1,083,000	1,105,000	979,000	1,004,000
Outside-the-U.S. electricity used	364,000	351,000	331,000	333,000	301,000
Outside-the-U.S. renewable	23,000	22,000	97,000	99,000	127,000
Outside-the-U.S. nonrenewable	327,000	329,000	234,000	234,000	174,000
Percent purchased from grid	73%	75%	73%	70%	68%
Percent direct-purchased from local provider	27%	25%	27%	30%	32%
Intensity (MWh per metric ton sales product)	1.0	0.84	0.92	1.09	1.08

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

// Supplemental Content and Data

SOLD ELECTRICITY, HEATING, COOLING, AND STEAM (MEGAWATT HOURS)					
	2020	2021	2022	2023	2024
Electricity sold	0	0	0	0	0
Steam sold	973,000	1,191,000	1,135,000	1,077,000	1,202,000

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION¹ (MEGAWATT HOURS)					
	2020	2021	2022	2023	2024
Renewable energy	197,000	197,000	235,000	230,000	270,000
Percent renewable	3%	2%	3%	3%	5%
U.S. renewable energy	174,000	175,000	138,000	85,000	143,000
Outside-the-U.S. renewable energy	23,000	22,000	97,000	145,000	127,000
Nonrenewable energy	7,474,000	8,396,000	7,655,000	6,967,000	5,404,000
Percent nonrenewable	97%	98%	97%	97%	95%
U.S. nonrenewable energy	5,516,000	6,265,000	5,822,000	5,155,000	5,919,000
Outside-the-U.S. nonrenewable energy	1,958,000	2,131,000	1,833,000	1,812,000	1,468,000
Total energy consumption	7,671,000	8,593,000	7,890,000	7,197,000	7,657,000
U.S. energy	5,690,000	6,440,000	5,960,000	5,240,000	6,062,000
Outside-the-U.S. energy	1,981,000	2,153,000	1,930,000	1,957,000	1,595,000

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

ENERGY INTENSITY					
	2020	2021	2022	2023	2024
Total energy (MWh)	7,671,000	8,270,000	7,890,000	7,197,000	5,674,000
Sales production (metric tons)	1,506,000	1,816,000	1,562,000	1,264,000	1,314,000
Energy intensity (MWh per metric ton of sales product)	5.09	4.55	5.05	5.69	4.32
Energy intensity (MWh per U.S. dollar revenue)	0.0015	0.0014	0.0012	0.0012	0.0010

// Supplemental Content and Data

2024 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		3,351,000	100%
Energy		790,000	24%
Fluorinated process emissions ¹	370	1,471,000	44%
Kyoto Protocol fluorinated gases	169	1,082,000	
Montreal Protocol fluorinated gases	150	334,000	
Other fluorinated gases	51	55,000	
Other process emissions and refrigerant/fugitive emissions		1,090,000	33%

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

	2020	2021	2022	2023	2024
U.S. Scope 1 emissions	4,566,000	4,789,000	4,501,000	2,860,000	3,012,000
Outside-the-U.S. Scope 1 emissions	868,000	1,561,000	868,000	712,000	533,000
Total Scope 1 emissions	5,434,000	6,350,000	5,369,000	3,572,000	3,545,000
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	10% ²	15% ²	11% ²	19% ²	15% ²

¹ All data is reported according to GHG protocol. 2018 through 2023 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)

	2020	2021	2022	2023	2024
Total Scope 2 emissions	1,371,000	1,473,000	1,331,000	1,059,000	1,044,000
U.S. Scope 2 emissions	881,000	947,000	891,000	732,000	759,000
Outside-the-U.S. Scope 2 emissions	490,000	526,000	440,000	327,000	285,000

// Supplemental Content and Data

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.

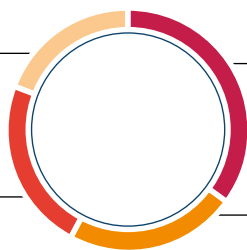
TOTAL OPERATIONS (SCOPE 1 AND SCOPE 2) GHG EMISSIONS (METRIC TONS CO₂e)

	2020	2021	2022	2023	2024
Scope 1 emissions	5,089,000	6,186,000	5,229,000	3,392,000	3,351,000
Scope 2 emissions	1,371,000	1,473,000	1,331,000	1,059,000	1,044,000
Total operations emissions¹	6,460,000	7,659,000	6,560,000	4,451,000	4,395,000

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

21% Scope 1
Energy Emissions



32% Scope 1
Other Process
Emissions

23% Scope 2
Indirect Energy

24% Scope 1
FOC Process
Emissions

SCOPE 1 AND 2 GHG EMISSIONS INTENSITY

	2020	2021	2022	2023	2024
Total Scope 1 and 2 GHG emissions (metric tons CO₂e)¹	6,460,000	7,659,000	6,560,000	4,451,000	4,395,000
Sales production (metric tons)	1,506,000	1,816,000	1,562,000	1,264,000	1,314,000
Revenue (million U.S. dollars)	\$4,969	\$6,345	\$6,831	\$6,078	\$5,782
Metric tons CO ₂ e per metric ton of sales product	4.29	4.22	4.20	3.52	3.34
Metric tons CO ₂ e per U.S. dollar revenue	0.0013	0.0012	0.0010	0.0007	0.0008

¹ Scope 1 emissions do not include emissions attributed to generation of steam and electricity for tenants.

// Supplemental Content and Data

SCOPE 3 INDIRECT EMISSIONS (MILLION METRIC TONS CO₂e) BY CATEGORY AND PERCENT OF TOTAL

	2020 EMISSIONS	2021 EMISSIONS	2022 EMISSIONS	2023 EMISSIONS	2024 EMISSIONS	2024 % OF TOTAL
Total Scope 3 emissions	140.2	144.0	145.5	137.6	134.4	100%
Category 1: purchased goods and services	6.18	6.94	6.75	5.31	5.27	3.9%
Category 2: capital goods	0.08	0.09	0.11	0.12	0.09	<1%
Category 3: fuel- and energy-related activities (not included in Scope 1 or 2)	0.27	0.33	0.29	0.28	0.31	<1%
Category 4: upstream transportation and distribution	0.33	0.32	0.30	0.22	0.25	<1%
Category 5: waste generated in operations	0.02	0.05	0.06	0.01	0.01	<1%
Category 6: business travel	de minimis	de minimis	0.003	0.003	0.002	<1%
Category 7: employee commuting	de minimis	de minimis	0.01	0.01	0.01	<1%
Category 8: upstream leased assets	0.03	0.03	0.023	0.029	0.03	<1%
Category 9: downstream transportation and distribution	0.32	0.39	0.35	0.26	0.31	<1%
Category 10: processing of sold products	Not possible for our businesses and products	Not possible for our businesses and products	2.61	2.10	1.46	1.1%
Category 11: use of sold products	132.6	135.6	134.8	129.01	126.5	94.1%
Category 12: end-of-life treatment of sold products	0.21	0.56	0.06	0.04	0.03	<1%
Category 13: downstream leased assets	Does not apply	Does not apply	0	0	0	0%
Category 14: franchises	Does not apply	Does not apply	0	0	0	0%
Category 15: investments	0.14	0.18	0.17	0.17	0.16	<1%

AIR EMISSION TYPE (METRIC TONS)

	2020	2021	2022	2023	2024
NOx	900	700	400	200	500
SOx	800	700	400	300	200
VOC ¹	2,500	2,500	1,700	1,700	1,900
FOC	566	717	518	426	370

¹ Volatile organic compound.

// Supplemental Content and Data

Water Stewardship

TOTAL WATER WITHDRAWAL (MEGALITERS)

	2020	2021	2022	2023	2024
Surface water	160,000	180,000	175,000	166,000	142,000
Groundwater	17,000	19,000	18,000	16,000	22,000
Third party	6,000	7,000	7,000	7,000	4,000
Total water withdrawals	183,000	206,000	200,000	189,000	168,000
U.S. withdrawals	170,000	192,000	187,000	175,000	159,000
Outside-the-U.S. withdrawals	13,000	14,000	13,000	14,000	9,000
Water withdrawal intensity (megaliters per metric ton sales product)	0.12	0.11	0.12	0.15	0.13

WATER WITHDRAWAL FROM PREDICTED WATER-STRESSED AREAS (MEGALITERS)¹

	2020	2021	2022	2023	2024
Surface water	7,000	12,000	13,000	16,000	6,000
Groundwater	400	500	500	500	500
Third party	37	3	2	4	2,000
Total water withdrawals	8,000	13,000	14,000	17,000	9,000
Percent total withdrawal from water-stressed areas	4%	6%	7%	10%	5%

¹ Water-stressed areas were determined using World Resources Institute Aqueduct tool version 2.1 in 2018, version 3.0 in 2019, 2020, 2021, and 2022 and version 4.0 in 2023 and 2024.

// Supplemental Content and Data

TOTAL WATER USE (MEGALITERS)

	2020	2021	2022	2023	2024
Process water	258,000	192,000	206,000	163,000	82,000
Single pass	60,000	68,000	46,000	38,000	34,000
Recycled	198,000	124,000	160,000	125,000	48,000
Noncontact cooling water	154,000	174,000	168,000	287,000	203,000
Once-through noncontact	124,000	138,000	136,000	100,000	88,000
Recirculating noncontact	30,000	36,000	32,000	187,000	115,000
Total water use	412,000	366,000	374,000	450,000	285,000

2024 TOTAL WATER DISCHARGES (MEGALITERS)

DISCHARGE DESTINATION	TOTAL DISCHARGE	FRESHWATER DISCHARGE	OTHER WATER DISCHARGE
Surface water	153,000	130,000	23,000
Groundwater	1,000	200	800
Third party	4,000	2,000	2,000
Deep-well injection	1,000	0	1,000
Total water discharges¹	159,000	132,000	27,000
U.S. water discharges	151,000	131,000	20,000
Outside-the-U.S. water discharges	8,000	1,000	7,000
Discharges in water-stressed areas	20,000	20,000	0
Percent discharges in water-stressed areas	13%	13%	0%

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

// Supplemental Content and Data

2024 CONVENTIONAL POLLUTANTS (METRIC TONS/YEAR)

	Total	Freshwater	Saltwater
Biochemical Oxygen Demand (BOD)	228	19	209
Total Nitrogen	323	271	52
Total Suspended Solids (TSS)	509	391	118

WATER CONSUMPTION (MEGALITERS)

	2020	2021	2022	2023	2024
Total consumption	42,000	46,000	39,000	62,000	60,000
Consumption in water-stressed areas	1,000	1,000	1,000	20,000	13,000
Percent consumption from water-stressed areas	2%	2%	3%	32%	22%

// Supplemental Content and Data

Waste

HAZARDOUS WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2020	2021	2022	2023	2024
Recycling/reuse	1,000	1,000	0	500	1,000
Composting	0	0	0	0	0
Recovery (including energy recovery)	1,000	1,000	1,000	500	300
Incineration	13,000	11,000	12,000	12,000	11,000
Deep-well injection ¹	270,000	389,000	364,000	797,000	1,036,000
Landfill	7,000	9,000	8,000	9,000	7,000
On-site storage	0	0	0	0	0
Total hazardous waste	292,000	411,000	385,000	819,000	1,055,000
Hazardous waste intensity (MT/MT sales product)	0.19	0.22	0.24	0.64	0.80
Outside-the-U.S. hazardous waste	7,000	8,000	6,000	7,000	12,000
U.S. hazardous waste	285,000	403,000	379,000	812,000	1,043,000

¹ Reported on dry-basis.

// Supplemental Content and Data

NONHAZARDOUS WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2020	2021	2022	2023	2024
Recycling/reuse	58,000	74,000	19,000	235,000	174,000
Composting	0	0	0	0	0
Recovery (including energy recovery)	3,000	2,000	5,000	3,000	2,000
Incineration	12,000	13,000	16,000	9,000	9,000
Deep-well injection ¹	10,000	9,000	4,000	5,000	38,000
Landfill	931,000	1,096,000	1,195,000	1,128,000	1,183,000
On-site storage	0	0	0	0	0
Total Nonhazardous waste	1,014,000	1,194,000	1,239,000	1,380,000	1,406,000
Nonhazardous waste intensity (MT/MT sales product)	0.66	0.64	0.77	1.09	1.07
Outside-the-U.S. nonhazardous waste	497,000	580,000	575,000	1,216,000	782,000
U.S. nonhazardous waste	517,000	614,000	664,000	164,000	624,000

¹ Reported on dry-basis.

// Supplemental Content and Data

TOTAL WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2020	2021	2022	2023	2024
Recycling/reuse	59,000	75,000	19,000	236,000	175,000
Composting	0	0	0	0	0
Recovery (including energy recovery)	4,000	3,000	6,000	4,000	2,000
Incineration	25,000	24,000	28,000	21,000	20,000
Deep-well injection ¹	280,000	398,000	368,000	802,000	1,074,000
Landfill	938,000	1,105,000	1,203,000	1,137,000	1,190,000
On-site storage ¹	0	0	0	0	0
Total waste	1,306,000	1,605,000	1,624,000	2,200,000	2,461,000
Total waste intensity (MT/MT sales product)	0.85	0.86	1.01	1.74	1.87
Outside-the-U.S. waste	506,000	588,000	581,000	1,223,000	794,000
U.S. waste	800,000	1,017,000	1,043,000	976,000	1,667,000

¹ Reported on dry-basis.**LANDFILL VOLUME BY TYPE (CUBIC METERS)**

	2020	2021	2022	2023	2024
Production waste	646,000	820,000	806,000	781,000	863,000
Business waste (general trash)	43,000	49,000	45,000	12,000	13,000
Landfill manufacturing waste	689,000	869,000	851,000	793,000	876,000
One-time event waste	1,000	1,000	1,000	1,000	5,000
Total landfill waste	690,000	870,000	852,000	794,000	881,000

// Supplemental Content and Data

HAZARDOUS WASTE TRANSPORTED (METRIC TONS)					
	2020	2021	2022	2023	2024
Hazardous waste transported	16,000	14,000	15,000	25,000	16,000
Hazardous waste imported	0	0	0	0	0
Hazardous waste exported	0	0	0	0	0
Hazardous waste treated	16,000	14,000	15,000	25,000	16,000

PERCENTAGE OF HAZARDOUS WASTE SHIPPED INTERNATIONALLY					
	2020	2021	2022	2023	2024
Waste shipped internationally	0%	0%	0%	0%	0%

PERCENT OF PACKAGING THAT IS REUSABLE, RECYCLABLE OR INCLUSION ¹					
	2020	2021	2022	2023 ²	2024
Titanium Technologies	39%	39%	44%	62%	59%
Thermal & Specialized Solutions	51%	70%	70%	80%	84%
Advanced Performance Materials	17%	30%	17%	44%	69%

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

² Due to improved data collection processes, starting with 2023 data more accurately reflects packaging activities. Historical data reflects percent of products sold in reusable, recyclable or inclusion packaging.

// Supplemental Content and Data

Sustainable Offerings

HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE COMPLIANCE

	2020	2021	2022	2023	2024
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

	2020	2021	2022	2023	2024
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

2030 Corporate Responsibility Commitments (CRC) Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
BUSINESS OVERVIEW (USD IN MILLIONS)								
Economic Value Generated								
Net Sales	6,638	5,526	4,969	6,345	6,831	6,078	5,782	
Adjusted EBITDA	1,740	1,020	879	1,313	1,361	1,013	768	
Economic Value Distributed								
Operating Costs ¹	5,373	5,098	4,509	5,562	5,941	6,215	5,298	
Research and Development	82	80	93	107	118	108	109	
Payments to Providers of Capital ²	998	690	372	517	813	441	415	
Payments to Governments ³	75	85	78	149	131	54	73	
Capital Expenditures	498	481	267	277	307	370	360	
Economic Value Retained								
Change in Retained Earnings ⁴	887	-217	54	433	424	-389	-80	

// 2024 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
TRUSTED PARTNER								
Sustainable Offerings								
Revenue from Products That Support the United Nations Sustainable Development Goals	10%	10%	38%	47%	48%	48%	50%	Achieved
Responsible Procurement								
Procurement Spend Covered by Sustainability Assessments	5%	39%	59%	82%	90%	81%	81%	Achieved
Procurement Spend with Local Suppliers	16%	14%	10%	10%	8%	10%	10%	
Improvement in Supplier Sustainability Score	0%	0%	0%	15%	22%	24%	29%	Achieved

// 2024 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
TRUSTED MANUFACTURER								
Energy Use								
Total Purchased Electricity Use (Megawatt Hours) ⁶	1,492,000	1,477,000	1,560,000	1,682,000	1,509,000	1,405,000	1,422,000	
Electricity Use—Nonrenewable Sources (Megawatt Hours)	1,405,000	1,397,000	1,458,000	1,570,000	1,339,000	1,236,000	1,284,000	
Electricity Use—Renewable Sources (Megawatt Hours)	87,000	80,000	102,000	112,000	170,000	169,000	138,000	
Renewables as Percent of Total Electricity Use ⁶	6%	5%	7%	7%	11%	12%	10%	
Total Fuel Use (Megawatt Hours) ⁶	4,364,000	3,946,000	3,921,000	4,207,000	4,075,000	3,598,000	4,236,000	
Fuel Use—Nonrenewable Sources (Megawatt Hours)	4,268,000	3,867,000	3,826,000	4,122,000	4,010,000	3,552,000	4,202,000	
Fuel Use—Renewable Sources (Megawatt Hours)	96,000	79,000	95,000	85,000	65,000	46,000	34,000	
Total Purchased Steam Use (Megawatt Hours) ⁶	2,446,000	2,365,000	2,190,000	2,705,000	2,306,000	1,990,000	2,032,000	
Total Energy Use (Megawatt Hours) ⁶	8,302,000	7,788,000	7,671,000	8,593,000	7,890,000	7,197,000	5,674,000	
U.S. Energy Use	6,147,000	5,979,000	5,690,000	6,440,000	5,960,000	5,240,000	4,950,000	
Outside U.S. Energy Use	2,155,000	1,809,000	1,981,000	2,153,000	1,930,000	1,957,000	724,000	
Energy Intensity (Megawatt Hours/Metric Tons of Sales Product) ⁶	4.49	5.15	4.98	4.63	4.28	5.69	4.32	
Renewables as Percent of Total Energy Use ⁶	2%	2%	2%	2%	2%	3%	3%	

// 2024 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
TRUSTED EMPLOYER								
Empowered Employees								
Total Number Employees at Year End	7,021	6,953	6,525	6,388	6,600	6,200	6,000	
Women in Total Global Workforce	23%	22%	22%	23%	23%	24%	24%	
Women in Director Level or Above	30%	32%	32%	33%	35%	36%	36%	
Women in Global Leadership Team	33%	33%	32%	32%	33%	37%	37%	
Women in Chemours Executive Team	13%	13%	25%	44%	56%	33%	43%	
Women on the Board of Directors	25%	33%	33%	36%	44%	40%	50%	
Ethnic Diversity in Total U.S. Workforce	19%	19%	20%	21%	21%	21%	22%	
Ethnic Diversity in U.S. Leadership Team	26%	21%	21%	18%	19%	22%	22%	
Ethnic Diversity in Chemours Executive Team	13%	25%	38%	44%	44%	56%	29%	
Ethnic Diversity on the Board of Directors	13%	11%	11%	27%	33%	30%	0%	
Workplace Culture-Survey Participation	80%	89%	73%	73%	72%	76%	70%	
Workplace Culture-Benchmark Ranking	2nd Quartile	2nd Quartile	2nd Quartile	N/A	N/A	N/A	N/A	

// 2024 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
Greenhouse Gas Emissions								
Direct (Scope 1) GHG Emissions (Metric Tons of CO ₂ e) ⁶	8,527,000	7,824,000	5,434,000	6,350,000	5,369,000	3,572,000	3,545,000	
Indirect (Scope 2) GHG Emissions (Metric Tons of CO ₂ e) ⁶	1,401,000	1,299,000	1,372,000	1,473,000	1,331,000	1,059,000	1,044,000	
Total Scope 1 and 2 GHG Emissions (Metric Tons of CO ₂ e) ⁶	9,928,000	9,123,000	6,806,000	7,823,000	6,700,000	4,631,000	4,589,000	
U.S. GHG Emissions (Metric Tons of CO ₂ e)	8,401,000	7,665,000	5,447,000	5,736,000	5,392,000	3,592,000	3,771,000	
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	1,039,000	818,000	
Adjusted Scope 1 and 2 Absolute GHG Emissions (Metric Tons of CO₂e)^{6,7}	9,258,000	9,075,000	6,460,000	7,659,000	6,560,000	4,451,000	4,395,000	On track
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/Metric Tons of Sales Product) ⁶	5.05	6.14	4.29	4.22	4.20	3.52	3.34	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/\$ Net Sales) ⁶	0.0014	0.0014	0.0012	0.0012	0.0010	0.0007	0.0008	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/\$ Adjusted EBITDA) ⁶	5,321	8,898	7,349	5,833	4,819	4,394	5,723	
Indirect (Scope 3) GHG Emissions (Million Metric Tons of CO ₂ e) ⁶	161	155	140	144	145.5	137.6	134.4	
Total Scope 3 Emissions Intensity (Metric Tons CO₂e/Metric Tons of Sales Product)⁶	93	105	93	79	93	109	102	On track
Avoided GHG Emissions Enabled by Products (Million Metric Tons of CO ₂ e)	34	27	28	34	35	36	47	
Air Emissions								
Total Fluorinated Organic Chemical Process Emissions to Air (Metric Tons)⁶	1,082	986	566	717	518	426	370	On track
Total Nitrogen Oxides and Sulfur Oxides Emissions (Metric Tons) ⁶	2,800	3,100	1,700	1,400	800	500	700	
Total NOx Emissions (Metric Tons)	1,000	1,300	900	700	400	200	500	
Total SOx Emissions (Metric Tons)	1,800	1,800	800	700	400	300	200	
Total Volatile Organic Carbon Emissions (Metric Tons) ⁶	2,900	2,200	2,500	2,500	1,700	1,700	1,900	
U.S. Hazardous Air Pollutants (Metric Tons) ⁶	1,800	1,600	1,700	1,400	1,200	1,400	1,400	

// 2024 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
Water Stewardship								
Total Water Use (Megaliters) ⁶	270,000	235,000	422,000	358,000	374,000	450,000	285,000	
Total Water Withdrawals (Megaliters) ⁶	217,000	190,000	183,000	206,000	200,000	189,000	168,000	
Total Water Recycled (Megaliters) ⁶	38,000	33,000	230,000	160,000	192,000	312,000	163,000	
Total Water Discharged (Megaliters) ⁶	193,000	180,000	173,000	198,000	185,000	182,000	159,000	
Total Water Consumption (Megaliters) ⁶	46,000	42,000	42,000	46,000	39,000	62,000	60,000	
Water Use Intensity (Megaliters/Metric Tons of Sales Product) ⁶	0.12	0.13	0.12	0.11	0.13	0.15	0.13	
Stressed Watershed Withdrawals/Total Withdrawals ⁶	6%	4%	4%	6%	7%	10%	5%	
Total Fluorinated Organic Chemical Emissions to Water (Metric Tons)⁸	556	548	266	267	252	251	15	On track

// 2024 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
Waste Generation								
Total Waste Generated (Metric Tons) ⁶	1,579,000	1,352,000	1,306,000	1,605,000	1,624,000	2,200,000	2,461,000	
Total Waste to Landfills (Metric Tons)	1,049,000	934,000	938,000	1,105,000	1,203,000	1,137,000	1,189,000	
Total Waste to Incineration/Controlled Combustion (Metric Tons)	33,000	26,000	25,000	24,000	28,000	21,000	20,000	
Total Waste to Deep Wells (Metric Tons)	399,000	275,000	280,000	398,000	368,000	802,000	1,074,000	
Total Waste to Other Disposal Methods (Metric Tons)	17	0	0	0	0	0	0	
Total Waste Recycled (Metric Tons)	93,000	114,000	59,000	75,000	19,000	236,000	175,000	
Total Waste Incinerated for Energy Recovery (Metric Tons)	5,000	3,000	4,000	3,000	6,000	4,000	3,000	
Total Waste Intensity (Metric Tons/Metric Tons of Sales Product) ⁶	0.85	0.89	0.85	0.86	0.98	1.74	1.87	
Total Hazardous Waste Generated (Metric Tons) ⁶	409,000	290,000	292,000	411,000	385,000	819,000	1,055,000	
Hazardous Waste Recycled/Reused (Metric Tons) ⁶	1,000	3,000	1,000	1,000	0	500	700	
Total Nonhazardous Waste Generated (Metric Tons) ⁶	1,171,000	1,062,000	1,014,000	1,194,000	1,239,000	1,380,000	1,406,000	
Nonhazardous Waste Recycled/Reused (Metric Tons) ⁶	92,000	111,000	58,000	74,000	19,000	235,000	174,000	
Total Waste Volume to Landfills (m ³) ⁶	771,000	682,000	689,000	869,000	851,000	793,000	867,000	

// 2024 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	2024 GOAL PROGRESS
TRUSTED NEIGHBOR								
Vibrant Communities								
Annual Vibrant Communities Charitable Giving (U.S. Dollars in Millions)	0	2.8	6.8	5.9	3.0	6.0	0.6	
Cumulative Charitable Giving Toward 2030 Goal (U.S. Dollars in Millions)	0	2.8	9.1	15	18	24	24.6	On track

CRC Performance Scorecard Footnotes

- ¹ 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, 2022, 2023, and 2024.
- ² 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, 2022, 2023, and 2024.
- ³ 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, 2022, 2023, and 2024.
- ⁴ 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, 2022, 2023, and 2024. 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, 2022, 2023, and 2024 for further information.
- ⁵ Values updated from those reported in 2022 as one incident was reviewed, determined not to meet Tier 2 classification and reclassified to Tier 3.
- ⁶ Where applicable we restate our historic Environmental Leadership data because of business divestitures and according to our data management standards.
- ⁷ Values adjusted to remove contributions from a one-time emissions release event in 2018, and to remove emissions attributed to generating steam for tenants.
- ⁸ Includes 243 metric tons of emissions currently captured and sent off-site for deep-well injection.

// Membership Associations

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 membership, which could include board and other leadership positions:

- Air-Conditioning, Heating, and Refrigeration Institute
- Alliance for Responsible Atmospheric Policy
- American Centre for Life Cycle Analysis (ACLCA)
- 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 Chemical Process Safety
- China Petroleum and Chemical Industry Federation
- Chlorine Institute
- Community for Human and Organizational Learning
- Dangerous Goods Advisory Council
- European Chemical Industry Council (CEFIC)
- Hydrogen Council
- International Code Council
- International Standards Organization
- Japan Chemical Industry Association
- Japan Chemical Innovation and Inspection Institute (JCII)
- Mexican Chemical Producers Association
- National Association for Environmental, Health & Safety, and Sustainability (EHS&S) Management (NAEM)
- National Association of Manufacturers (NAM)
- National Fire Protection Association
- National Industrial Transportation League
- National Mining Association
- National Safety Council
- Plastics Industry Association
- Procedure Professionals Association
- Product Stewardship Society
- Semiconductor Equipment and Materials International (SEMI)
- Semiconductor Industry Association (SIA)
- Society of Toxicology
- Society of Women Engineers
- Taiwan Responsible Care Association
- Tandem Global (Formerly Wildlife Habitat Council and World Environment Center)
- The Conference Board
- Titanium Dioxide Manufacturers Association
- Together for Sustainability (TfS)
- Transportation Community Awareness Emergency Response Nat'l Task Group (TRANSCAER NTTG)
- Women in Manufacturing
- World Business Council for Sustainable Development (WBCSD)

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.



// GRI Index

Global Reporting Initiative (GRI) Index

The Chemours Company has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
The organization and its reporting		
2-1	Organizational details	The Chemours Company Wilmington, Delaware
2-2	Entities included in the organization’s sustainability reporting	2024 Form 10-K , page 1
2-3	Reporting period, frequency, and contact point	Annual Year ended December 31, 2024 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, 2020, 2021, 2022 and 2023 GHG emissions data.
Activities and workers		
2-6	Activities, value chain, and other business relationships	2024 Form 10-K , Business, pages 4-11
2-7	Employees	2024 Form 10-K , Human Capital, page 14-16 2024 Sustainability Report > Empowered Employees
2-8	Workers who are not employees	2024 Form 10-K , Human Capital, page 15
Governance		
2-9	Governance structure and composition	2025 Proxy , Corporate Governance, pages 28-32
2-10	Nomination and selection of the highest governance body	2025 Proxy , Election of Directors, pages 12-27 2025 Proxy , Board Structure and Committee Composition, pages 37-41
2-11	Chair of the highest governance body	2025 Proxy , Board Leadership Structure, page 31
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy , Corporate Governance, pages 28-35
2-13	Delegation of responsibility for managing impacts	2025 Proxy , Board Structure and Committee Composition, pages 37-41

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
2-14	Role of the highest governance body in sustainability reporting	2025 Proxy , Sustainability, page 34-35, Board Structure and Committee Composition, page 40
2-15	Conflicts of interest	2025 Proxy , Corporate Governance, page 28-30, Board Structure and Committee Composition, pages 37-41 Code of Conduct
2-16	Communication of critical concerns	Should a critical concern arise regarding corporate responsibility, the Board of Directors would receive a report via the Chemours Executive Team, which communicates with all business segments and major corporate functions and is responsible for addressing and resolving such concerns. 2025 Proxy , Corporate Governance, pages 28-36
2-17	Collective knowledge of the highest governance body	2025 Proxy , Corporate Governance, pages 15-27
2-18	Evaluation of the performance of the highest governance body	2025 Proxy , Director Compensation, pages 42-44 2025 Proxy , Security Ownership of Certain Beneficial Owners and Management, page 44
2-19	Remuneration policies	2025 Proxy , Executive Compensation, pages 47-93
2-20	Process to determine remuneration	2025 Proxy , Executive Compensation, pages 47-93
2-21	Annual total compensation ratio	2025 Proxy , CEO Pay Ratio, page 86-87

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	2024 Sustainability Report > A Message from our Chief Executive Officer
2-23	Policy commitments	<ul style="list-style-type: none"> Anti-corruption and Anti-bribery Policy Anti-trust Policy Business Resiliency Program Overview Chemours Animal Testing Policy and Program California Transparency Supply Chains Act of 2010 Chemours Anti-Corruption Policy Chemours Position on Child Labor, Forced Labor, and Modern Slavery Update, 2017 Chemours Position Statement on Responsible Mining Conflicts of Interest Policy Conflict Minerals Specialized Disclosure Report Conflict Minerals Statement Cyber and Information Security Policy Environment, Health, Safety, and Sustainability 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 Non-Discrimination Insider Trading Policy ISO 14001 and 9001 Certificates Korea AREC General Statement Non-Retaliation Policy Payments for Materials and Services Policy Substances of Very High Concern (SVHC) General Statement Supplier Code of Conduct Trade Sanctions Policy Trade Secret Policy and Protection Protocol Travel and Reimbursement Policy US 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

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
2-24	Embedding policy commitments	<p>2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings 2024 Sustainability Report > Trusted Partner > Our Approach to Responsible Procurement 2024 Sustainability Report > Trusted Manufacturer > Our Approach to a Low-Carbon Future 2024 Sustainability Report > Trusted Manufacturing > Our Approach to Responsible Manufacturing and Mining 2024 Sustainability Report > Trusted Manufacturer > Our Approach to Circularity 2024 Sustainability Report > Trusted Employer > Our Approach to Health & Safety 2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees 2024 Sustainability Report > Trusted Neighbor > Our Approach to Vibrant Communities 2024 Sustainability Report > Trusted Business > Our Approach to Corporate Governance and Risk Management 2024 Sustainability Report > Trusted Business > Our Approach to Environmental Compliance 2024 Sustainability Report > Trusted Business > Our Approach to Ethics</p>
2-25	Processes to remediate negative impacts	<p><u>Chemours Ethics Hotline</u> 2024 Sustainability Report > Trusted Business > Our Approach to Ethics 2024 Sustainability Report > Trusted Neighbor > Our Approach to Vibrant Communities 2024 Sustainability Report > Trusted Partner > Our Approach to Responsible Procurement</p>
2-26	Mechanisms for seeking advice and raising concerns	<p><u>Chemours Ethics Hotline</u> 2024 Sustainability Report > Trusted Business > Our Approach to Ethics 2024 Sustainability Report > Trusted Neighbor > Community Advisory Panels (CAPs) 2024 Sustainability Report > Trusted Partner > Our Approach to Responsible Procurement</p>

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
2-28	Membership associations	<ul style="list-style-type: none"> Air-Conditioning, Heating, and Refrigeration Institute Alliance for Responsible Atmospheric Policy American Centre for Life Cycle Analysis (ACLCA) 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 Chemical Process Safety China Petroleum and Chemical Industry Federation Chlorine Institute Community for Human and Organizational Learning Dangerous Goods Advisory Council European Chemical Industry Council (Cefic) Hydrogen Council International Code Council International Standards Organization Japan Chemical Industry Association Japan Chemical Innovation and Inspection Institute (JCII) Mexican Chemical Producers Association National Association for Environmental, Health & Safety, and Sustainability (EHS&S) Management (NAEM) National Association of Manufacturers (NAM) National Fire Protection Association National Industrial Transportation League National Mining Association National Safety Council Plastics Industry Association Procedure Professionals Association Product Stewardship Society Semiconductor Equipment and Materials International (SEMI) Semiconductor Industry Association (SIA) Society of Toxicology Society of Women Engineers Taiwan Responsible Care Association Tandem Global (Formerly Wildlife Habitat Council and World Environment Center) The Conference Board Titanium Dioxide Manufacturers Association Transportation Community Awareness Emergency Response Nat'l Task Group (TRANSCAER NTTG) United States Council of International Business Women in Manufacturing

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2024 Sustainability Report > Double Materiality Assessment
2-30	Collective bargaining agreements	Approximately 15% of our employees are represented by unions or works councils.
Material topics		
GRI 3: MATERIAL TOPICS		
3-1	Process to determine material topics	2024 Sustainability Report > Double Materiality Assessment
3-2	List of material topics	2024 Sustainability Report > Double Materiality Assessment
GRI 200: ECONOMIC		
GRI 204: Procurement Practices		
3-3	Management of material topic	2024 Sustainability Report > Trusted Partner > Our Approach to Responsible Procurement
204-1	Proportion of spending on local suppliers	2024 Sustainability Report > Appendix
GRI 205: Anti-corruption		
3-3	Management of material topic	2024 Sustainability Report > Trusted Partner > Our Approach to Responsible Procurement 2024 Sustainability Report > Trusted Business > Our Approach to Ethics
205-1	Operations assessed for risks related to corruption	2024 Sustainability Report > Trusted Business > Our Approach to Ethics
205-2	Communication and training about anti-corruption policies and procedures	2024 Sustainability Report > Trusted Business > Our Approach to Ethics 2024 Sustainability Report > Trusted Business > 2024 Actions Towards Responsible Procurement
GRI 300: ENVIRONMENTAL		
GRI 302: Energy		
3-3	Management of material topic	2024 Sustainability Report > Trusted Manufacturer > Our Approach to a Low-Carbon Future
302-1	Energy consumption within the organization	2024 Sustainability Report > Appendix

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
GRI 302: Energy (continued)		
302-2	Energy consumption outside of the organization	2024 Sustainability Report > Appendix
302-3	Energy intensity	2024 Sustainability Report > Appendix
302-4	Reduction of energy consumption	2024 Sustainability Report > Trusted Manufacturer > 2024 Actions Toward a Low-Carbon Future
302-5	Reductions in energy requirements of products and services	2024 Sustainability Report > 2024 Actions Toward a Low-Carbon Future
GRI 303: Water and Effluents		
3-3	Management of material topic	2024 Sustainability Report > Trusted Manufacturer > Our Approach to Circularity
303-1	Interactions with water as a shared resource	2024 Sustainability Report > Trusted Manufacturer > Our Approach to Circularity
303-2	Management of water discharge-related impacts	2024 Sustainability Report > Trusted Manufacturer > 2024 Actions Toward Circularity
303-3	Water withdrawal	2024 Sustainability Report > Appendix
303-4	Water discharge	2024 Sustainability Report > Appendix
303-5	Water consumption	2024 Sustainability Report > Appendix
GRI 305: Emissions		
3-3	Management of material topic	2024 Sustainability Report > Trusted Manufacturer > Our Approach to a Low-Carbon Future
305-1	Direct (Scope 1) GHG emissions	2024 Sustainability Report > Appendix

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
GRI 305: Emissions (continued)		
305-2	Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report > Appendix
305-3	Other indirect (Scope 3) GHG emissions	2024 Sustainability Report > Appendix
305-4	GHG emissions intensity	2024 Sustainability Report > Appendix
305-5	Reduction of GHG emissions	2024 Sustainability Report > Trusted Manufacturer > 2024 Actions Toward a Low-Carbon Future
305-6	Emissions of ozone-depleting substances (ODS)	2024 Sustainability Report > Appendix
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2024 Sustainability Report > Appendix
GRI 306: Waste		
3-3	Management of material topic	2024 Sustainability Report > Trusted Manufacturer > Our Approach To Circularity
306-1	Waste generation and significant waste-related impacts	2024 Sustainability Report > Trusted Manufacturer > Our Approach to Circularity
306-2	Management of significant waste-related impacts	2024 Sustainability Report > Trusted Manufacturer > 2024 Actions Toward Circularity
306-3	Waste generated	2024 Sustainability Report > Appendix
306-4	Waste diverted from disposal	2024 Sustainability Report > Appendix
306-5	Waste directed to disposal	2024 Sustainability Report > Appendix
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	2024 Sustainability Report > Trusted Partner > Our Approach to Responsible Procurement
308-1	New suppliers that were screened using environmental criteria	2024 Sustainability Report > Trusted Manufacturer > 2024 Actions Toward a Low-Carbon Future
308-2	Negative environmental impacts in the supply chain and actions taken	2024 Sustainability Report > Trusted Manufacturer > 2024 Actions Toward a Low-Carbon Future

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
GRI 400: SOCIAL		
GRI 401: Employment		
3-3	Management of material topic	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees
401-1	New employee hires and employee turnover	2024 Sustainability Report > Appendix
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees
401-3	Parental leave	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-1	Occupational health and safety management system	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-3	Occupational health services	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-5	Worker training on occupational health and safety	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-6	Promotion of worker health	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-8	Workers covered by an occupational health and safety management system	2024 Sustainability Report > Trusted Employer > Our Approach to Health and Safety
403-9	Work-related injuries	2024 Sustainability Report > Appendix
403-10	Work-related ill health	2024 Sustainability Report > Appendix

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2024 RESPONSE
GRI 404: Training and Education		
3-3	Management of material topic	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees
404-1	Average hours of training per year per employee	On average, approximately 50,000 hours of health and safety training are provided to employees.
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees
405-1	Diversity of governance bodies and employees	2024 Sustainability Report > Trusted Employer > Our Approach to Empowered Employees 2024 Sustainability Report > Appendix
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	2024 Sustainability Report > Trusted Partner > Our Approach to Responsible Procurement
414-2	Negative social impacts in the supply chain and actions taken	2024 Sustainability Report > Trusted Partner > 2024 Actions Toward Responsible Procurement
GRI 416: Customer Health and Safety		
3-3	Management of material topic	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings
416-1	Assessment of the health and safety impacts of product and service categories	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings 2024 Form 10-K , Note 22: Commitments and Contingent Liabilities, pages F-47-F-43
GRI 417: Marketing and Labeling		
3-3	Management of material topic	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings
417-1	Requirements for product and service information and labeling	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings
417-2	Incidents of non-compliance concerning product and service information and labeling	0 incidents
417-3	Incidents of non-compliance concerning marketing communications	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings

// SASB Index

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	2024 RESPONSE
WORKFORCE HEALTH & SAFETY		
Employee total recordable incident rate	RT-CH-320a.1	0.44
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 2024 Sustainability Report.
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS, AND RESPONSE		
Total process safety incidents	RT-CH-540a.1	1 Tier 1 incidents 12 Tier 2 incidents
Process safety total incident rate (PSIR)	RT-CH-540a.1	0.01 Tier 1 PSIR 0.11 Tier 2 PSIR
Process safety incident severity rate (PSISR)	RT-CH-540a.1	Not applicable. 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.
Number of transport incidents	RT-CH-540a.2	0 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	<p>Consistent with our 2030 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, the E.U. Green Deal and the Chemicals Strategy for Sustainability, 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.</p> <p>Refer to the Introduction, Sustainable Offerings, and Environmental Compliance sections of our 2024 Sustainability Report.</p>

// SASB Index

ACCOUNTING METRIC	CODE	2024 RESPONSE
COMMUNITY RELATIONS		
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	2024 Sustainability Report > Double Materiality Assessment 2024 Sustainability Report > Trusted Neighbor > Our Approach to Vibrant Communities 2024 Sustainability Report > Trusted Manufacturer > Our Approach to Circularity
Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	RT-CH-110a.1	15%
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	2024 Sustainability Report > Trusted Manufacturer > Our Approach to a Low-Carbon Future
AIR QUALITY		
Global NOx emissions	RT-CH-120a.1	500 MT
Global SOx emissions	RT-CH-120a.1	200 MT
Global VOC emissions	RT-CH-120a.1	1,900 MT
Hazardous air pollutants (HAPs)	RT-CH-120a.1	1,400 MT
ENERGY MANAGEMENT		
Total energy consumed	RT-CH-130a.1	5,674,000 MWh
Percentage grid electricity	RT-CH-130a.1	68%
Percentage renewable energy	RT-CH-130a.1	5%
Total self-generated energy	RT-CH-130a.1	0 MWh
WATER MANAGEMENT		
Total water withdrawn	RT-CH-140a.1	168,000 megaliters
Total water consumed	RT-CH-140a.1	60,000 megaliters
Percentage withdrawn in regions with high baseline water stress	RT-CH-140a.1	5%
WATER MANAGEMENT (continued)		

// SASB Index

ACCOUNTING METRIC		CODE	2024 RESPONSE	
Number incidents of non-compliance with water quality permits, standards, and regulations		RT-CH-140a.2	For more information on environmental compliance, please refer to the Environmental Compliance section of the 2024 Sustainability Report.	
Description of water management risks and discussion of strategies and practices to mitigate those risks		RT-CH-140a.3	2024 Sustainability Report > Trusted Manufacturer > Our Approach to Responsible Manufacturing and Mining 2024 Sustainability Report > Trusted Manufacturer > Our Approach to Circularity	
HAZARDOUS WASTE MANAGEMENT				
Total hazardous waste generated		RT-CH-150a.1	1,055,000 MT	
Percentage hazardous waste recycled		RT-CH-150a.1	<1%	
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 2024 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	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings	
Percentage of such products that have undergone a hazard assessment		RT-CH-410b.1	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings	
Discussion of strategy to manage chemicals of concern		RT-CH-410b.2	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings	
Discussion of strategy to develop alternatives with reduced human and/or environmental impact		RT-CH-410b.2	2024 Sustainability Report > Trusted Partner > Our Approach to Sustainable Offerings	
GENETICALLY MODIFIED ORGANISMS				
Percentage of products by revenue that contain genetically modified organisms (GMOs)		RT-CH-410c.1	0%	
ACTIVITY METRIC		DISCLOSURE NUMBER	CATEGORY	2024 RESPONSE
Production by Reportable Segment		RT-CH-000.A	Quantitative	1,314,000 MT

Report Resources

Commitments, Policies, and Positions



Trusted Partner

- [Conflict Minerals: Specialized Disclosure Report](#)
- [REACH General Statement](#)
- [Animal Testing Policy and Program](#)
- [Statement on California Transparency in Supply Chains Act](#)
- [Statement on Conflict Minerals](#)
- [Substances of Very High Concern \(SVHC\) General Statement](#)
- [Supplier Code of Conduct](#)
- [Chemours Quality Policy](#)
- [Quality Management System Certifications](#)

Trusted Manufacturer

- [Environment Management System Certifications](#)

Trusted Employer

- [Environment, Health, Safety, and Corporate Responsibility Policy](#)
- [Environment, Health, Safety, and Security Management System Certifications](#)
- [Human Rights Policy](#)
- [Statement of Principles on Child Labor, Forced Labor, and Modern Slavery](#)

Trusted Business

- [Code of Conduct](#)
- [Ethics Hotline](#)
- [Investor Relations](#)
- [SEC Filings: 10-K, 10Q](#)
- [2025 Proxy Statement](#)
- [2023 Sustainability Report](#)

// Acronyms

Acronyms

ACC	American Chemistry Council	COVID-19	coronavirus disease 2019	GRI	Global Reporting Initiative
ANSI	American National Standards Institute	CPO	chief procurement officer	GWP	global warming potential
APEC	Asia-Pacific Economic Cooperation	CRC	Corporate Responsibility Commitment	HBCUs	Historically Black Colleges and Universities
APM	Advanced Performance Materials	CSC	Chemours sustainability council	HCFC	hydrochlorofluorocarbon
BU SLTs	business unit sustainability leadership teams	CWN	Chemours Women’s Network	HFC	hydrofluorocarbon
CAG	Chemours Asian Group	DOE	U.S. Department of Energy	HFO	hydrofluoroolefin
CAP	community advisory panel	ECN	Chemours Early Career Network	HFPO-DA	hexafluoropropylene oxide dimer acid
CBEN	Chemours Black Employee Network	EHS	environment, health, and safety	HTMs	Highly Toxic Materials
CDH	Chemours Discovery Hub	EHS & S	environment, health, safety, and sustainability	ICCA	International Council of Chemical Associations
CDP	Carbon Disclosure Project	EHS & O	Environment, Health and Safety & Operational	ID&E	inclusive, diverse, and equitable
CECO	chief ethics and compliance officer	EMEA	Europe, Middle East, and Africa	IP	Internet protocol
CEO	chief executive officer	EP&R	emergency preparedness and response	IPCC	Intergovernmental Panel on Climate Change
CET	Chemours Executive Team	EPA	U.S. Environmental Protection Agency	ISAE	International Standard for Assurance Engagements
CFC	chlorofluorocarbon	ERG	employee resource group	ISO	International Organization for Standardization
CH ₄	methane	ERM	enterprise risk management	JV	joint venture
CIM	Community Impact Month	ESG	environmental, social, and governance	LGBTQIA+	lesbian, gay, bisexual, transgender, queer/questioning, intersex, and ally
CLARO	Chemours Latin American Resource Organization	EV	electric vehicle	LRQA	Lloyd’s Register Quality Assurance
CNAEN	Chemours Native American Employee Network	F-gas	fluorinated gases	m ³	cubic meter
CO ₂	carbon dioxide	FOC	fluorinated organic chemical	MT	metric ton
CO ₂ e	carbon dioxide equivalent	FOSSI	Future of STEM Scholars Initiative	MWh	megawatt-hour
CoEs	Centers of Excellence	GHG	greenhouse gas		

// Acronyms

N ₂ O	nitrous oxide	PSMS	product sustainability management system	SVP	senior vice president
NAMs	new approach methodologies	PSRA	product sustainability risk assessment	TCFD	Task Force on Climate-related Financial Disclosures
NF ₃	nitrogen trifluoride	PVC	polyvinylchloride	TfS	Together for Sustainability
NGO	nongovernmental organization	R&D	research and development	TiO ₂	titanium dioxide
NO _x	nitrogen oxides	RC	Responsible Care	TNFD	Taskforce on Nature-related Financial Disclosures
NREL	U.S. Department of Energy's National Renewable Energy Laboratory	SASB	Sustainability Accounting Standards Board	TRANSCAER	transportation community awareness emergency response
NSC	National Safety Council	SBTi	Science Based Target initiative	TRIR	total recordable incident rate
OH&S	Occupational Health and Safety	SCRA	supplier corporate responsibility assessment	TSS	Thermal & Specialized Solutions
OHSAS	Occupational Health and Safety Assessment Series	SDG	Sustainable Development Goal	UN	United Nations
OSHA	Occupational Safety and Health Administration	SDS	Safety Data Sheet	UNGC	United Nations Global Compact
PFAS	per- and polyfluoroalkyl substances	SEC	Security and Exchange Commission	U.S.	United States
PFC	perfluorocarbon	SF ₆	sulfur hexafluoride	VetNet	Veterans' Network
PHA	process hazard analysis	SMART	specific, measurable, actionable, realistic, and time-bound	VOC	volatile organic compound
PMP	performance management process	SO _x	sulfur oxides	WBCSD	World Business Council of Sustainable Development
PRIDE	Chemours LGBTQIA+ Network	STAR	Science, Technology, and Advanced Research	WHC	Wildlife Habitat Council
PSIR	process safety total incident rate	STEM	science, technology, engineering, and mathematics	WRI	World Resources Institute
PSISR	process safety incident severity rate	SVHC	substance of very high concern		

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.

// Definitions

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.

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) is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

We develop standards, tools and guidance which allow companies to set greenhouse gas (GHG) emissions reductions targets in line with what is needed to keep global heating below catastrophic levels and reach net-zero by 2050 at latest.

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.

// Definitions

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.

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

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 4.0 of the Aqueduct tool.



Forward-Looking Statements and Other Information

This 2024 Sustainability Report contains certain “forward-looking statements,” including statements regarding future economic conditions; climate change and its impact; our future business plans, strategies, objectives, programs, products, and activities; the impact and benefits of our plans, strategies, programs, products, and activities; and the risks to our business and the factors that will impact them. These forward-looking statements are based on management’s current assumptions regarding numerous factors and are subject to change. Actual outcomes may differ materially from those reflected in these forward-looking statements due to a variety of factors, including, but not limited to, those described in

“Forward-Looking Statements” and “Risk Factors” in our annual report on Form 10-K for the year ended December 31, 2024, and otherwise described in our SEC filings. Any forward-looking statements made by us speak only as of the date on which they were made. We are under no obligation to, and expressly disclaim any obligation to, update or alter our forward-looking statements, whether as a result of new information, subsequent events, or otherwise.

The information provided in this 2024 Sustainability Report reflects our approach at the date of this report and is subject to change without notice. We do not undertake to update any information in this report. Any references to “green,” “social,” “sustainable,” or a similarly labeled project or investment, or to “ESG,” “sustainability,” or similar terms in this report are intended as references to the internally defined criteria of our businesses only, as applicable, and not to any jurisdiction specific regulatory definition. Our approaches to the disclosures included in this report may be different from those included in mandatory regulatory reporting, including under SEC regulations, and we can provide no representation or assurance that our internal approach is consistent with other investment criteria, taxonomies, standards, or guidelines. The inclusion of information or references in this report, including the use of “materiality” or similar terms, should not be construed as a characterization regarding the materiality of such information to our business or financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws.

The goals, targets, and commitments presented in this 2024 Sustainability Report or made available on or through our website are aspirational and not guarantees or promises that such goals, targets, or commitments will be achieved. Some statistics and metrics in these disclosures are based on assumptions, and many of the figures in this report are unaudited. In addition, historical, current, and forward-looking

information included in this 2024 Sustainability Report may be based on standards, methodology, and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change. Accordingly, such historical, current, and forward-looking information, including goals, targets, and commitments and underlying assumptions and data, may be subject to modifications in future reports due to such developing standards, methodology, practices and controls, and processes.

This document is based upon information and assumptions (including financial, statistical, or historical data and computations based upon such data) that we consider reliable and reasonable, but we do not represent that such information and assumptions are accurate or complete, or appropriate or useful in any particular context, including the context of any investment decision, and it should not be relied upon as such. No liability whatsoever is or will be accepted by us for any loss or damage howsoever arising out of or in connection with the use of, or reliance upon, the information contained in this document. Opinions and estimates expressed herein constitute management's judgment as of the date indicated and are subject to change without notice. They should not be construed as either projections or predictions of value, performance, or results, nor as legal, tax, financial, or accounting advice. No representation is made that any strategy, performance, or result illustrated herein can or will be achieved or duplicated. The effect of factors other than those assumed, including factors not mentioned, considered, or foreseen, by themselves or in conjunction with other factors, could produce dramatically

different performance or results. We do not undertake to update any information, data, or computations contained in this document or to communicate any change in the opinions, limits, requirements, and estimates expressed herein.

Certain sustainability- and ESG-related historical data for dates and periods prior to 2024 presented, discussed, referenced or otherwise included in this 2024 Sustainability Report has been revised to reflect updates made as a result of our internal processes and developing standards, methodology, practices, and controls and processes. Neither future distribution of this 2024 Sustainability Report nor the continued availability of this 2024 Sustainability Report in archive form or otherwise on our website should be deemed to constitute an update or reaffirmation of this data as of any future date.

No reports, documents, websites, or third-party publications that are cited or referred to in this document shall be deemed to form part of this report, including but not limited to references to information on our website, www.chemours.com. We are not responsible for the information contained on third-party websites, nor do we guarantee their accuracy and completeness. The information and data provided by a link to a website or publication is being referenced as of the date of this report, may be superseded by a later website or publication, and is subject to change without notice. Any reference to the Company's support of, work with, or collaboration with a third-party organization within this 2024 Sustainability Report does not constitute or imply an endorsement by the Company of any or all of the positions or activities of such organization





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