



Partnering for Progress

2023 Sustainability Report
Executive Summary

Whether it's helping to address climate change, supporting the next generation in STEM education, or depending on one another in our daily work—strong partnerships are essential to making progress. In this year's report, learn more about how our partners are helping us strengthen environmental stewardship and social responsibility.

Because together, we can create a better world through the power of our chemistry.





Essential Partners to Build Business Value

Our chemistry is essential and so are our partnerships—both internally and externally. Throughout this year's report, we highlight partnerships that are helping us deliver products responsibly and sustainably, share our successes with others and, most importantly, drive business value. Here are a few examples.

Furthering greener transportation

Fuel cell technology holds great potential to make transportation less carbon intensive. During 2023, our Advanced Performance Materials business formed a joint venture (JV) to accelerate capacity to manufacture fuel cell and humidifier membranes for mobility applications for long-term customers. The JV integrates the unique capabilities, resources, and technological expertise of each company and will supply fuel cell and humidifier membranes globally. The intent is to enable downstream customers to accelerate conversion to green, hydrogen-powered heavy-duty transportation, driving green goals and sustainable policy frameworks in the European Union, United States, and elsewhere.

Chilling more and warming less

Influenced by regulation and sustainability commitments, the commercial refrigeration industry's transition to lower global warming potential refrigerants is inevitable. Chemours' Thermal & Specialized Solutions has partnered with Hensley Beverage Company and American

Refrigeration Supplies, Inc., to implement a system utilizing a new-generation refrigerant, Chemours Opteon™ XL20 (R-454C). Completed in 2023, the product paves the way for companies throughout the commercial refrigeration industry to embrace refrigerant technologies that are both cost-effective and environmentally sustainable.

Sharing sustainable best practices

As a [U.S. Department of Energy's \(DOE\) Better Climate Challenge](#) partner, Chemours has committed to portfolio-wide reductions of Scope 1 and 2 greenhouse gas (GHG) emissions of at least 50% within 10 years without using offsets—as aligned with our Corporate Responsibility Commitment (CRC) process emissions goal. In 2023, our Titanium Technologies' [New Johnsonville](#), Tennessee, site was featured on the U.S. DOE's Better Climate Challenge Road Show to demonstrate how the site is reducing its GHG emissions. Experts from the DOE and Oak Ridge National Laboratory learned about the site's waste heat recovery system for steam generation, its creative approach to water and energy efficiency, and how data helps optimize energy savings in real time.

About Our Company and Our Chemistry

We offer solutions that are better, safer, more reliable, and more sustainable through the power of our chemistry across three principal operating segments.

Titanium Technologies is a leading, global manufacturer of high-quality titanium dioxide (TiO₂) pigment. This premium white pigment is used to deliver whiteness, brightness, opacity, durability, efficiency, and protection in applications, including architectural and industrial coatings, flexible and rigid plastic packaging, polyvinylchloride, laminate papers used for furniture and building materials, coated paper, and coated paperboard used for packaging. Our team delivers high-quality Ti-Pure™ pigment through industry-leading innovation.

Thermal & Specialized Solutions is a leading global provider of refrigerants, thermal management solutions, propellants,

foam-blowing agents, and specialty solvents. We have an industry-leading safety culture and apply world-class research and development and technical expertise to ensure that our operations run safely and reliably and to improve our process technology. The team drives innovation in low global warming potential thermal management solutions to support customer transitions to more sustainable products.

Advanced Performance Materials draws on vast experience in fluoropolymer chemistry as a leading, global provider of performance solutions and advanced materials that solve challenging problems in emerging technologies and deliver unique capabilities in products and applications that people around the world use every day—from clean energy and medical devices to semiconductors and advanced electronics.

Net Sales by Segment

(in millions)

\$85

Other Segment

\$1,443

Advanced Performance Materials



\$2,680

Titanium Technologies

\$1,819

Thermal & Specialized Solutions



~6,200

employees



~2,700

customers



~110

countries where products are sold



60+

sites including offices, plants, and labs



28

major production facilities

Our Commitment to Sustainability

Chemours Stakeholders, Colleagues, and Friends



Amber Wellman
Chief Sustainability Officer

As the modern world continues to progress faster each year, we are facing both societal challenges and opportunities for creating a more sustainable world. Climate change, nature loss, social inequality, and public health are some of the most pressing issues of our time, and they require bold and collaborative action from all sectors of society. We believe in the power of partnerships to find the best solutions to big challenges. By working together with our customers, regulators, policymakers, and communities, our products can help enable important applications that deliver on societal goals, such as transitioning to clean energy, advancing electronics, electrifying transportation, progressing a greener and more inclusive future, and helping improve lives everywhere.

That's why we are leaning in and deepening our commitment to sustainability, putting it at the center of everything we do, from the way we operate our facilities to the way we innovate our products, and to the way we engage with our stakeholders and employees.

We organize our sustainability strategy around four pillars: Environmental Leadership, Innovation and Sustainable Solutions, Community Impact, and Greatest Place to Work for All. These pillars are built upon our values, inspired by our vision, and guide

our actions and decisions every day. We know we cannot achieve our goals alone, and that is why we are strengthening our partnerships as a way to accelerate progress. I want to highlight just a few examples of the progress that makes us proud and the partnerships that we know will allow us to go even further:

Under the Environmental Leadership pillar, we are focused on reducing our environmental footprint and enhancing our positive impact. We set an ambitious target for 2030 to reduce our Scope 1 and 2 GHG emissions by 60%, and we are thrilled that Science Based Targets initiative (SBTi) recently approved our near-term target. Our Scope 3 target for 2030 to reduce by 25% per ton of production was also approved by SBTi, and we look forward to providing further detail on that goal in next year's report. In this report, we celebrate that we have already achieved a 52% reduction in our Scope 1 and 2 GHG emissions since 2018, and we are sharing our decarbonization roadmap to 2030 and beyond. Looking toward the future, we recognize that we must go beyond climate and understand our intersections with nature. That is why we partnered with the Wildlife Habitat Council in 2023 to begin assessing our impacts and dependencies on nature and continue that partnership through the launch of a Chemours signature initiative aimed at natural habitat renewal across our sites.

Through the Innovation and Sustainable Solutions pillar, we are developing and delivering products and solutions that enable our customers and end-users to achieve their own sustainability goals. We have already demonstrated that 48% of our revenue comes from products that make a specific contribution to the United Nations Sustainable Development Goals (UN SDGs). For example, our Nafion™ membranes play a vital role in hydrogen production, fuel cells, and energy storage—three transformative energy areas. Through the Clean Hydrogen Partnership, an innovative public-private collaboration that brings together the U.S. Department of Defense, the University of Delaware, Chemours, Plug, and the U.S. Department of Energy’s National Renewable Energy Laboratory (NREL), we expect to further advance membrane performance in order to drive down the cost of clean hydrogen production and improve efficiency in converting hydrogen to energy. Further, the Center for Clean Hydrogen at the University of Delaware, supported by a \$3 million investment from Chemours and part of the Clean Hydrogen Partnership, will enable real-world fabrication and testing of hydrogen technologies at commercial scale.

In the Community Impact pillar, we are making a positive difference in the communities where we live and work. In 2023, we awarded more than \$5.6 million in grants for initiatives that increased access to STEM skills, advanced safety, and created more sustainable environments within our communities—bringing our total investment since 2018 to more than \$24 million. Our partnership with Discovery World Museum in Parkersburg, West Virginia, will provide a hands-on entry point to STEM concepts, activities, and experimentation for young visitors. The Chemours grant helps fund Science

Saturdays, supplies admission passes for underserved children and families, and gives Chemours volunteers the opportunity to share their passion for STEM with the next generation of problem-solvers while creating a pipeline of future talent for our industry.

Finally, **under the Greatest Place to Work for All pillar,** we are committed to living our values and supporting the safety and well-being of our employees. We celebrated having 15 global regions certified as a Great Place to Work® in 2023, covering more than 92% of our global workforce. We also added an eighth Employee Resource Group (ERG) in 2023, with the launch of the Native American Employee Network. Our ERGs act as internal partners to help us recognize and celebrate the strength that lies in our diversity.

We are proud of what we have achieved so far, and we know that there is still more work to do. Guided by our values, we are constantly looking for ways to improve our performance, increase our impact, and strengthen our partnerships. We are grateful for your support and collaboration, and we look forward to working with you to create a more sustainable world for generations to come.

Sincerely,



Amber Wellman
Chief Sustainability Officer





INSPIRED BY OUR VISION. BUILT UPON OUR VALUES.
ACHIEVED BY WORKING TOGETHER.



OUR VISION
 Together, We Create a Better World
 Through the Power of Our Chemistry

STRATEGIC PILLARS



Innovation and Sustainable Solutions



Environmental Leadership



Community Impact



Greatest Place to Work for All

OUR GOALS

- » Sustainable Offerings
- » Sustainable Supply Chain

- » Climate
- » Water
- » Waste

- » Vibrant Communities

- » Empowered Employees
- » Safety Excellence

OUR SHARED VALUES



Collective Entrepreneurship



Unshakable Integrity



Safety Obsession



Customer Centered



Refreshing Simplicity

Partnerships and Recognitions

100 Best Corporate Citizens for 2023
 3BL Media

Best Companies to Work for—Chemical Industry
 U.S. News & World Report

Champion of Board Diversity
 Forum of Executive Women

Faces of Philanthropy
 Philadelphia Business Journal



Our Progress

Chemours is more than 85% of the way to achieving our 2030 absolute GHG emissions goal, and almost 60% of the way to achieving our air and water FOC process emissions goal.

OUR PILLARS	OUR 2030 CRC GOALS	PROGRESS THROUGH 2023	STATUS	UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS
INNOVATION AND SUSTAINABLE SOLUTIONS	Sustainable Offerings <ul style="list-style-type: none"> Ensure that 50% or more of our revenue comes from offerings that make a specific contribution to the UN SDGs 	48% contributing	On track	2, 3, 6, 7, 8, 9, 11, 12, 13
	Sustainable Supply Chain <ul style="list-style-type: none"> Establish a baseline for the sustainability performance of suppliers by 80% of suppliers by spend and demonstrate 15% improvement 	81% of suppliers by spend completed evaluations and 24% improved performance	Achieved	5, 6, 8, 10, 12, 13, 15
ENVIRONMENTAL LEADERSHIP	Climate <ul style="list-style-type: none"> Reduce absolute GHG emissions from operations by 60% Journey to net-zero operations by 2050 	52% reduction	On track	7, 8, 12, 13
	Water <ul style="list-style-type: none"> Reduce air and water process emissions of FOCs by 99% or more 	59% reduction	On track	6, 8, 12, 14
	Waste <ul style="list-style-type: none"> Reduce our landfill volume intensity by 70% 	0% reduction	Behind schedule	8, 12, 15
COMMUNITY IMPACT	Vibrant Communities <ul style="list-style-type: none"> Invest \$50 million in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs 	\$24 million committed	On track	4, 6, 8, 11, 15
GREATEST PLACE TO WORK FOR ALL	Empowered Employees <ul style="list-style-type: none"> Fill 50% of director level positions and above with women globally Fill 35% of all positions globally with women Fill 30% of all U.S. positions with ethnically diverse employees 	36.1% women 23.8% women 21.3% diverse	On track	3, 4, 5, 8, 10, 16
	Safety Excellence <ul style="list-style-type: none"> Improve employee, contractor, process, and distribution safety performance by at least 75% 	Employee Total Recordable Incident Rate (TRIR): 0% reduction Contractor TRIR: 0% reduction Process safety Tier 1 rate: 50% reduction Distribution incidents: 67% reduction	On track	8

◻ Behind schedule ▶ On track ● Achieved





Innovation and Sustainable Solutions

2023 Actions

- » **Completed circularity method development** and piloting for EVOLVE 2030 2.0, our method of evaluating the total amount of revenue that contributes to the U.N. SDGs
- » **Started third-party assurance of EVOLVE 2030** and product-application combination evaluations that were completed in January 2024
- » **Contributed to the conversation of Green Chemistry and Sound Chemical Management** by presenting at U.S. EPA-organized Asia-Pacific Economic Cooperation workshop
- » **Supported two Tennessee State University environmental engineering classes** in teaching risk assessment
- » **Continued to expand STEM workshops for schools** beyond the 2021-2022 Phase 1 demonstration of concept
- » **Increased Chemours' sustainable procurement** theme score by 10 points in our EcoVadis Assessment
- » **Achieved 84% of assessed supply chain partners** meeting or exceeding Chemours' current expectations of a score >45 in our supplier sustainability assessment
- » **Initiated on-site Together for Sustainability audits** to contribute toward our key performance indicators as a member. While we have not yet achieved the audit target, we remain committed to continuous improvement
- » **Recognized companies** that have distinguished themselves by driving quality, innovation, and sustainability improvements across our supply chain with the annual 2023 Chemours' Responsible Supplier awards
- » **Nominated by EcoVadis** for the Outstanding Program Management award for the second time



PARTNERING FOR PROGRESS:

We collaborate with a global network of chemical companies—Together for Sustainability—that are working to define a global standard for supply chain.





Environmental Leadership

2023 Actions

- » **Received two U.S. Department of Energy Better Plants Program awards—the Better Project award and the Better Practice award—for the second year in a row**
- » **Implemented a centralized data management system** to further simplify and streamline our data management process for sites that comprise approximately 90% of our GHG emissions
- » **Realized a 3.9% energy efficiency improvement** since 2022 through company-wide implementation of over 60 individual projects
- » **Completed construction of underground barrier wall** with a groundwater extraction system at Fayetteville Works in North Carolina to reduce the total volume of per- and polyfluoroalkyl substances reaching the Cape Fear River
- » **Completed investments at three sites—in the Netherlands, France, and Kentucky—to significantly reduce FOC emissions**
- » **Continued progress to complete initial operational sustainability reviews**, with 75% of sites completed through year-end 2023
- » **Reduced waste from a unit operation in Corpus Christi, Texas**, by over 60%, while increasing yield, using a recycle stream, and saving more than \$1 million annually. Though this project does not go toward our landfill goal, it was recognized with a 2024 Department of Energy Better Plants Project award
- » **Utilized a circularity program** to recycle or reuse super bags from customers
- » **Continued to perform assessments** with customers to explore product presentation and shipping to reduce waste
- » **Awarded Wildlife Habitat Council's highest-level goal certification at the DeLisle site in Mississippi**, in part for its long-term monitoring of least tern nests; this site also partnered with Audubon Delta to enhance their efforts in protecting these birds
- » **Completed ninth year of a partnership** between the University of Georgia and our mineral resources team to conduct gopher tortoise conservation research



PARTNERING FOR PROGRESS:

The Clean Hydrogen Partnership, co-developed with the University of Delaware (UD), is an innovative public-private collaboration that brings the U.S. Department of Defense, UD, Chemours, Plug, and the U.S. Department of Energy's NREL together to solve the challenges of producing clean hydrogen at low cost and converting the hydrogen to energy in an efficient way.





Community Impact

2023 Actions

- » **Invested \$3 million in the Center for Clean Hydrogen** as part of the Clean Hydrogen Partnership between the U.S. Dept. of Defense, the University of Delaware, Chemours, Plug, and the U.S. Dept. Energy's National Renewable Energy Laboratory, which will work to solve the challenges of creating low-cost clean hydrogen and efficient hydrogen energy conversion
- » **Expanded ChemFEST**, our middle school partnership program, at five sites in the U.S. and Belgium
- » **Donated \$350,000 to Discovery World Museum** in Parkersburg, West Virginia, and announced a 10-year STEM education partnership
- » **Hosted a community celebration** for our Washington Works plant's 75th anniversary alongside longstanding nonprofit partners
- » **Awarded Ingleside Independent School District with a \$90,000 grant** to advance STEM education at our Corpus Christi, Texas, site to celebrate 50 years of manufacturing excellence
- » **Funded \$250,000 to the Diversity in Safety Scholarship** in partnership with the National Safety Council to support students from historically marginalized backgrounds who are pursuing degrees at Historically Black Colleges and Universities and Hispanic Serving Institutions



PARTNERING FOR PROGRESS:

ChemFEST focuses on providing exposure to and experience with STEM topics to middle school students to build early excitement for the sciences.





Greatest Place to Work for All

2023 Actions

- » **Earned Great Place to Work® Certification™ in 15 global regions**, representing approximately 92% of locations in which Chemours' global workforce operates
- » **Recognized as Best Workplace in Asturias, Korea, and Belgium**
- » **Recognized by U.S. News & World Report** as one of the Best Chemical Companies to Work For as part of its Best Companies to Work For by Industry lists
- » **Recognized as a Delaware Top Workplace for the third consecutive year**
- » **Established the Chemours Native American Employee Network**, our eighth ERG, which supports the professional and personal development of Native American employees and raises awareness of Native American culture and perspectives through networking and community outreach
- » **Developed a library of site Highly Toxic Materials (HTMs) treatment protocols and medications** for the nursing staff to review and utilize, as necessary. This information will assist new nurses in learning about Chemours HTMs
- » **Developed incident analysis tools** and delivered training on the use of them for investigation
- » **Expanded our Emergency Response Program** by adding forward observers in strategic locations to better support our Emergency Response capabilities in southern U.S. and Latin America
- » **Enhanced Emergency Preparedness module** in ETQ Reliance, an internal tracking system, for improved site drill tracking capabilities
- » **Implemented a new digital solution** to manage the contractor Environment, Health, and Safety (EHS) requalification process at U.S. sites for improved visibility and a streamlined process



PARTNERING FOR PROGRESS:

Our Employee Resource Groups bring individuals with a common touchpoint together to support each other professionally and personally as well as to positively impact local communities.



Forward-Looking Statements and Other Information

This 2023 Sustainability Report Executive Summary 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, 2023, 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 2023 Sustainability Report Executive Summary reflects our approach at the date of this document and is subject to change without notice. We do not undertake to update any information in this 2023 Sustainability Report Executive Summary. Any references to “green,” “social,” “sustainable,” or a similarly labeled project or investment, or to “ESG,” “sustainability,” or similar terms in this 2023 Sustainability Report Executive Summary 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 2023 Sustainability Report Executive Summary 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 2023 Sustainability Report Executive Summary, 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 2023 Sustainability Report Executive Summary 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 2023 Sustainability Report Executive Summary are unaudited. In addition, historical, current, and forward-looking information included in this 2023 Sustainability Report Executive Summary 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 2023 presented, discussed, referenced or otherwise included in this 2023 Sustainability Report Executive Summary 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 2023 Sustainability Report Executive Summary nor the continued availability of this 2023 Sustainability Report Executive Summary in archive form or otherwise on our website should be deemed to constitute an update or re-affirmation 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 2023 Sustainability Report Executive Summary, 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 2023 Sustainability Report Executive Summary, 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 2023 Sustainability Report Executive Summary does not constitute or imply an endorsement by the Company of any or all of the positions or activities of such organization.



Chemours™

Read our comprehensive 2023 Sustainability Report and learn more about how we are partnering for progress to create a better world through our essential chemistry at chemours.com/sustainability.