Chemours™

Partnering for Progress

2023 Sustainability Report

Contents

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 success 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. Our 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.

Great Partners Make Great Progress Possible

Learn more about internal and external partners who help us deliver products responsibly and sustainably as well as share our mutual success.

Asia-Pacific Economic Cooperation
An intergovernmental group that brings together 21 Pacific Rim countries, industries, and other groups to further sustainable development.

Together for Sustainability
A global network of chemical companies working to define a global standard for chemical supply chains.

Clean Hydrogen Partnership
An innovative public-private collaboration, co-developed with the University of Delaware, to advance clean hydrogen.

Fayetteville Community Advisory Panel (CAP)
Community engagement is a cornerstone of our presence in the greater Fayetteville, North Carolina, area. Our active CAP has helped guide our work and contributions.

International F-gas Life Cycle Program
This program, which began as region and country-specific initiatives, will now include global oversight to drive additional adoption, partnerships, and reclamation.

Wildlife Habitat Council
Our partnership represents the only voluntary sustainability standard designed for broad-based biodiversity enhancement and conservation education activities on corporate landholdings.

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

ChemFEST
Focused on providing exposure to and experience with science, technology, engineering, and math (STEM) to middle school students to build early excitement for the sciences.

Industry Partnerships
We partner with peers and industry organizations so that our safety knowledge and perspective is as broad as possible and aligned with leading-edge thinking.

A Message from Our Chief Executive Officer

In a year shaped by external and internal challenges and change, Chemours' commitment to sustainability and our values remained unwavering. This is reflected in the significant progress we made against our Corporate Responsibility Commitment goals, which prioritize actions that improve lives, power modern progress, and protect our planet for future generations. We are focused on priorities that matter to our company and our stakeholders, and we fully integrate sustainability into our business decisions and actions across our organization. We are firm in our belief that what is good for the world is also good for business.

This past year, we've seen our values in action as we confronted challenges head-on, turning hurdles into opportunities. We've taken decisive action in advancing sustainable innovations, strengthening our environmental leadership, and reducing our operational impact while delivering important products that our customers and the world need for a more sustainable future.

Partnering for Progress

The growing needs to address climate change, preserve biodiversity, and ensure that prosperity and progress are inclusive are not only essential for our society, but also essential to our business. The products we make enable sustainable technologies and applications that intersect with these global priorities, and our chemistry is inseparable from meeting the world's demand for clean energy, next-generation semiconductor chips, and data centers that consume less energy and water. The scale and complexity of these global challenges can make them appear insurmountable; no single organization can solve these problems alone. The need for partnerships with stakeholders across the public and private sectors is more vital than ever as the shared pursuit of solutions, diverse perspectives, and expertise are the cornerstones of transformative progress.

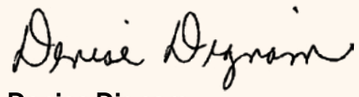
Responsible Manufacturing

We can each do our part to create a better world. In our daily operations, sustainability begins with our employees and the responsible manufacturing of our products. Across our manufacturing network, we have invested in ground-breaking emissions control technologies to reduce our environmental impact, worked to reduce our energy and water consumption, and continue to partner across industry and academia on pathways to promote greater circularity. While the products we produce are critical, how we produce them is equally as important. That is why we set ambitious environmental goals and every day apply the investments, creativity, and energy needed to achieve them. We have been, and continue to be, an environmental leader in our industry and recognize that our most important responsibility is to protect the well-being of our people and the communities surrounding our plants.

Moving Forward

As we lean into the year ahead, our belief in what we can achieve together is stronger than ever. I am excited to renew our commitment to our goals and pledge our ongoing support to the Ten Principles of the United Nations Global Compact. I invite you to explore this report to see the milestones we've proudly reached with full acknowledgment that there remains more work to be done on our sustainability journey. We hope you'll find that this report, a collection of data and narratives, is a plain-spoken chronicle of our shared commitment and a roadmap for the future we are striving to create. I invite you to join us in celebrating our achievements and to partner with us to forge a more sustainable path forward for us all.

Thank you for your continued support.



Denise Dignam
President and CEO

"Partnering with stakeholders to find solutions to our biggest sustainability challenges brings together unique capabilities and expertise that powers innovation and modern progress."

Denise Dignam
President and CEO

About Our Company and Our Chemistry

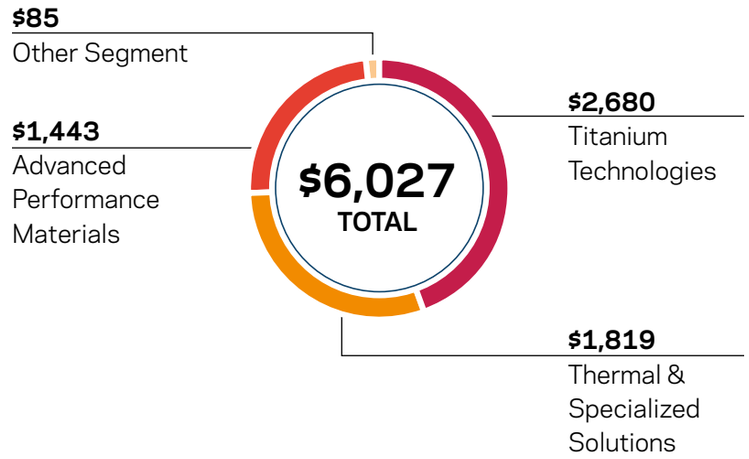
We offer solutions that are better, safer, more reliable, and more sustainable through the power of our chemistry across three principal operating segments.

Titanium Technologies is a leading, global manufacturer of high-quality titanium dioxide (TiO_2) 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 (PVC), 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)



~6,200
employees

~2,700
customers

~110
countries where products are sold

60+
sites including offices, plants, and labs

28
major production facilities

Our Values

At Chemours, we are guided by five values that form the foundation for how we operate:

Safety Obsession

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

Unshakable Integrity

Doing what's right for customers, colleagues, and communities—always.

Customer Centered

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

Collective Entrepreneurship

Empowering our employees to act like they own our business, while embracing the power of inclusion and teamwork.

Refreshing Simplicity

Cutting complexity, investing in what matters, and getting to results faster.

Our Principles

Born of our values, our guiding principles help shape our commitment to drive responsible chemistry. They provide the foundation for developing our commitments and inform our ongoing, focused efforts to responsibly grow our company.

We recognize that it starts with us.
Our values guide us as we work together to take action and deliver on our sustainability commitments. We invest in our people, our facilities, and our processes to protect the safety and well-being of our employees, our business partners, and the communities in which we operate.

We inspire the brightest minds.
We strive to think differently and to disrupt the status quo by challenging the best and brightest at Chemours to offer original ideas and fresh perspectives in a diverse, inclusive, and rewarding workplace that encourages the development of our employees.

We steward our value chain.
We are setting the standard for how a chemistry company can operate, and we will work with our suppliers, vendors, and customers to have them join us as we advance our responsibility commitment along our value chain.

We encourage our partners to change along with us.
We will make a positive contribution to sustainability through partnering with our communities, industry leaders in our sector, and those our products serve to advance sustainable development at scale.

We hold ourselves to high standards.
We are committed to doing what is right, not just what is required. We strive for continuous improvement and will openly share with our stakeholders how we are doing.

We put responsibility at the center of our businesses.
Environmental, social, and economic considerations sit at the heart of our decision-making and efforts to deliver responsible growth.

2023 Sustainability Highlights

Innovation and Sustainable Solutions

- **Completed circularity method development** and piloting for EVOLVE 2030 2.0
- **Continued to expand STEM workshops** for schools from 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
- **Nominated by EcoVadis** for the Outstanding Program Management Award for the second time

Environmental Leadership

- **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
- **Realized a 3.9% energy efficiency improvement** vs. 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 (PFAS) reaching the Cape Fear River
- **Completed investments at three sites**—in the Netherlands, France, and Kentucky—to significantly reduce fluorinated organic chemical (FOC) emissions
- **Developed a framework with Wildlife Habitat Council** to conduct a nature assessment and to implement a corporate-wide, nature-based initiative in 2024

Community Impact

- **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. of 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

Greatest Place to Work for All

- **Earned Great Place to Work® Certification** in 15 global regions, representing approximately 92% of locations in which Chemours' global workforce operates
- **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
- **Implemented new second-party audit process**
- **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
- **Implemented a new digital solution** to manage the contractor environment, health, and safety (EHS) prequalification process at our U.S. sites, resulting in improved visibility and a streamlined process

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 & 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 to Discovery World 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 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

- **Innovation and Sustainable Solutions**
  - » Sustainable Offerings
  - » Sustainable Supply Chain
- **Environmental Leadership**
  - » Climate
  - » Water
  - » Waste
- **Community Impact**
  - » Vibrant Communities
- **Greatest Place to Work for All**
  - » 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

Better Climate CHALLENGE U.S. DEPARTMENT OF ENERGY PARTNER

Great Place To Work. Certified JUL 2023–JUL 2024 USA

TOGETHER FOR SUSTAINABILITY

wbcsd

WHC CERTIFICATION WHC-Certified

WEC World Environment Center

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	2023 PROGRESS	UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS
INNOVATION AND SUSTAINABLE SOLUTIONS	**Sustainable Offerings** ▪ Ensure that 50% or more of our revenue comes from offerings that make a specific contribution to the UN SDGs	On track	2, 3, 6, 7, 8, 9, 11, 12, 13
	Sustainable Supply Chain ▪ Establish a baseline for the sustainability performance of 80% of suppliers by spend and demonstrate 15% improvement	Achieved	5, 6, 8, 10, 12, 13, 15
ENVIRONMENTAL LEADERSHIP	**Climate** ▪ Reduce absolute GHG emissions from operations by 60% ▪ Journey to net-zero operations by 2050	On track	7, 8, 12, 13
	Water ▪ Reduce air and water process emissions of FOCs by 99% or more	On track	6, 8, 12, 14
	Waste ▪ Reduce our landfill volume intensity by 70%	Behind schedule	8, 12, 15
COMMUNITY IMPACT	**Vibrant Communities** ▪ Invest $50 million in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs	On track	4, 6, 8, 11, 15
GREATEST PLACE TO WORK FOR ALL	**Empowered Employees** ▪ Fill 50% of director level positions and above with women globally ▪ Fill 35% of all positions globally with women ▪ Fill 30% of all U.S. positions with ethnically diverse employees	On track	3, 4, 5, 8, 10, 16
	Safety Excellence ▪ Improve employee, contractor, process, and distribution safety performance by at least 75%	On track	8

⬡ Behind schedule ❯ On track ⬢ Achieved

SUSTAINABLE DEVELOPMENT GOALS

Sustainability Governance

Sustainability permeates every level of our organization—from the Chemours Board of Directors to front-line employees at our operating sites. Our chief sustainability officer and Sustainability team are part of our Legal, Sustainability, and Corporate Affairs function, reporting to our CEO. The following diagram illustrates how we manage and govern our sustainability priorities, goals, progress, and disclosure.

Sustainability Governance

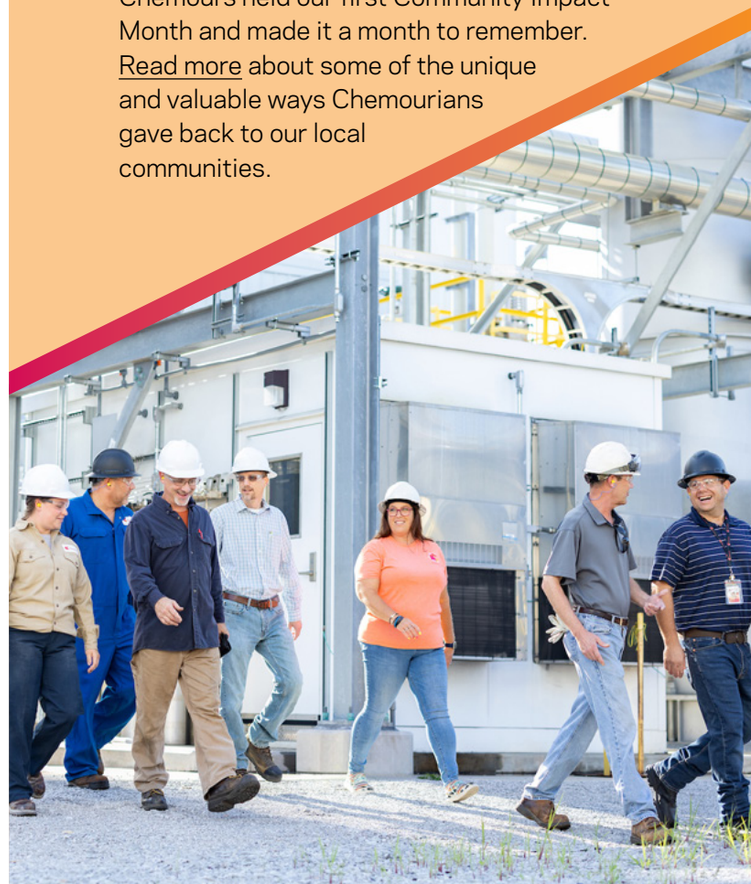
- Board of Directors
- CEO
- Chemours Executive Team
- Chemours Sustainability Council (CSC)
- Business Sustainability Leadership Teams (BU SLTs)
- Chemours Employees

Legal, Sustainability, and Corporate Affairs Reporting Structure

- CEO
- SVP, General Counsel & Corporate Secretary
  - CSO and Sustainability Team
  - Commercial Legal
  - Corporate Remediation
  - Ethics and Compliance
  - Global Security
  - Government Affairs
  - Intellectual Property
  - Legal Operations
  - Litigation and Environment
  - Office of the Corporate Secretary

CRC Goal Champions

We believe that all our employees around the globe can be sustainability leaders. Across Chemours, we have over 120 employees who have volunteered to be CRC Goal champions regardless of their title, job responsibility, or location. As CRC Goal champions, these employees have access to a list of "gig" assignments that are related to our CRC goals and that we update regularly. In 2023, Chemours held our first Community Impact Month and made it a month to remember. Read more about some of the unique and valuable ways Chemourians gave back to our local communities.

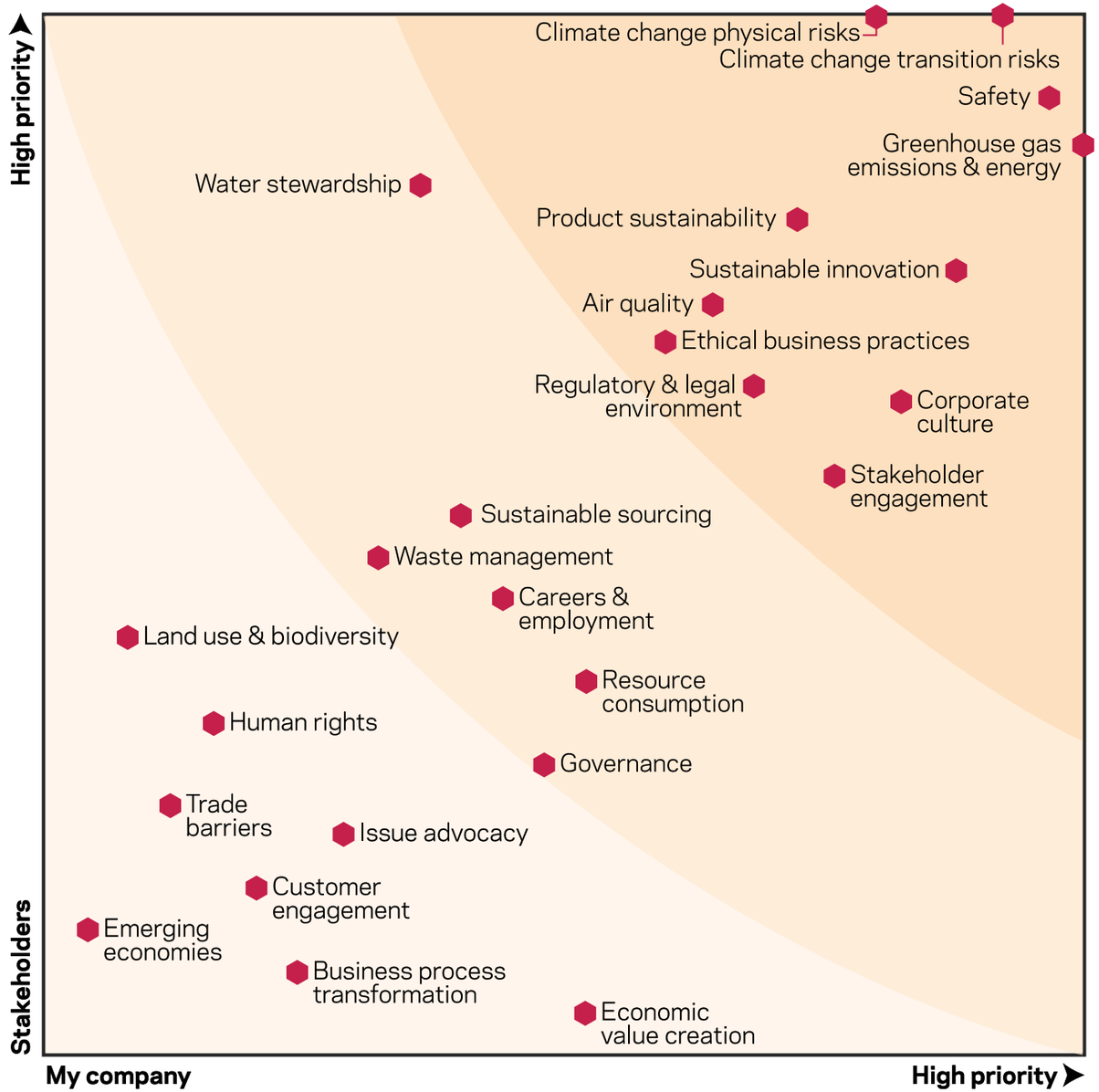


Sustainability Issue Prioritization

Our sustainability assessment helps Chemours recognize and understand the environmental, social, and governance topics that influence the judgment and decisions of—or have an impact on—our internal and external stakeholders.

We use the results as critical input for our responsible growth strategy to identify and manage the sustainability opportunities and risks aligned with what is most important to our stakeholders and to our company's success.

The assessment is refreshed annually through interviews of a cross-section of employees, as well as various business intelligence tools and benchmarks. Our CSC and leaders from our three BU SLTs provide feedback on the prioritized issues and validate the results of the research, survey, interview, and data analytics processes. We then combine the results from the issue prioritization assessment with other business inputs to identify areas of focus and refine our commitments and disclosure practices. Prioritization and effective management of these issues and opportunities are integrated into our strategy, business models, risk management, and governance processes to drive continued commercial success.



Chemours Material Topics

Action Issues
Evaluate company-specific potential impacts for issues with potential enterprise risk impact or opportunity for business

Assessed Issues
Understand specific potential company/business unit risk/ opportunity and assess risk tolerance

Monitored Issues
Monitor for increasing external activity/importance and changing company/business impact potential

Stakeholder Engagement

We consider stakeholder engagement an essential aspect of corporate governance. Each of our businesses, functions, and locations is expected to effectively engage its stakeholders, whom we identify as those entities that can affect or be affected by our actions, objectives, and policies. Regular dialogue with our stakeholders is essential to conducting our business, as well as developing and implementing our sustainability strategies. Below we show the primary key interest for each set of stakeholders.

Communities

Key Interests

Site financials and employment trends, shipments and traffic, environmental impacts, community health impacts and needs, 2030 CRC goals progress

Suppliers

Key Interests

Value chain insights, long-term partnerships, supply chain resilience and risk management, ethical sourcing, expectations, limitations, opportunities, 2030 CRC goals progress, innovation and collaboration, regulatory compliance

Shareholders and Investment Professionals

Key Interests

Company financial performance, capital appreciation, dividend reliability, low earning volatility, long-term growth prospects, company sustainability performance, 2030 CRC goals progress, corporate strategy, litigation exposure, capital allocation, transparent reporting with credible data

Customers

Key Interests

Market trends, new product development, technology needs, product composition and quality, residuals and recycled content, product footprint, EVOLVE 2030, packaging waste, opportunities, 2030 CRC goals progress and plans, regulatory impacts and actions, EHS performance

Employees

Key Interests

Company strategy, competitive pay and benefits, career and growth opportunities, work environment and culture, safety, 2030 CRC goals progress, employee engagement, volunteer opportunities

Nongovernmental Organizations, Academia, and Think Tanks

Key Interests

Industry issues, opportunities, collaboration and partnerships, chemical regulations and management, product **disclosures** and transparency, emerging issues, new approach methodologies for non-animal testing

Government

Key Interests

Key industry issues and opportunities, 2030 CRC progress goals, new product development, company environmental, community, and social impacts

Innovation and Sustainable Solutions

Sustainable Offerings

Our mission is clear, simple, and communicated across the enterprise—we want to improve people's lives through our chemistry and create a better world. Innovation and sustainable solutions comprise one of Chemours' four strategic pillars, and our commitment to product sustainability, deep knowledge, and technical capabilities helps solve our customers' toughest problems and meet their own sustainability targets and desire for more sustainable solutions.

Sustainable Offerings Dashboard

2030 Goal

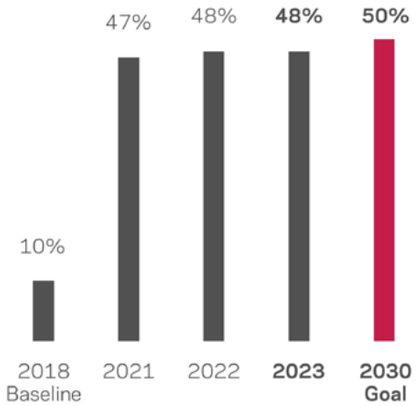
50%

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

2023 Actions

- Completed circularity method development and piloting for EVOLVE 2030 2.0
- Started third-party assurance of EVOLVE 2030 and product-application combination evaluations that were completed in January 2024
- Contributing to the conversation of Green Chemistry and Sound Chemical Management by presenting at US EPA organized APEC workshop
- Supported two Tennessee State University environmental engineering classes in teaching risk assessment
- Continued to expand science, technology, engineering, and math (STEM) workshops for schools from 2021-2022 Phase 1 demonstration of concept

2030 Progress to Date



United Nations Sustainable Development Goals Alignment

3
Good Health and Well-Being
Targets: 3.3, 3.4, 3.6, 3.8, and 3.9

4
Quality Education
Target: 4.7

6
Clean Water and Sanitation
Targets: 6.1 and 6.4

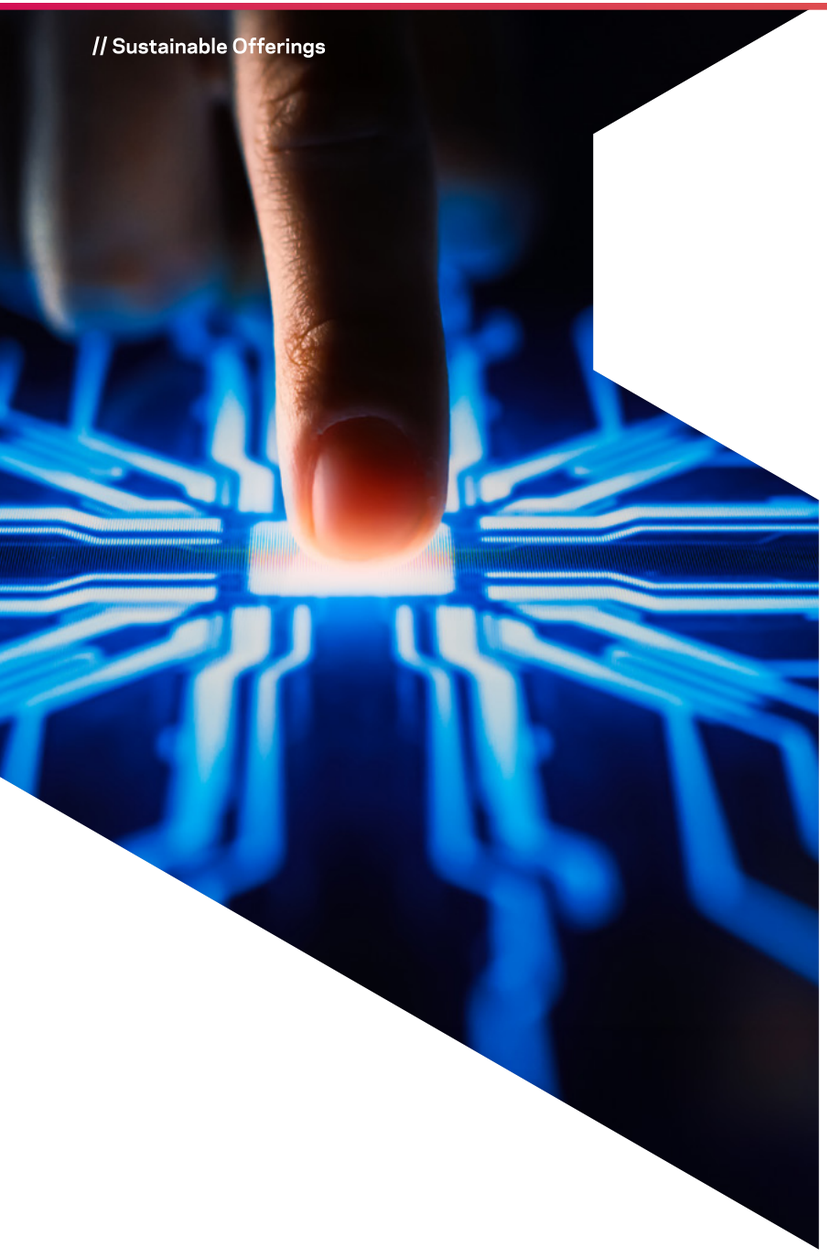
7
Affordable and Clean Energy
Targets: 7.1, 7.2, and 7.3

8
Decent Work and Economic Growth
Targets: 8.2 and 8.4

9
Industry, Innovation, and Infrastructure
Target: 9.4

11
Sustainable Cities and Communities
Target: 11.6

12
Responsible Consumption and Production
Targets: 12.2, 12.3, 12.4, and 12.5



Our Approach to Sustainable Offerings

As part of the global community, we recognize the critical importance of helping to solve some of the world's most challenging needs outlined in the United Nations Sustainable Development Goals (UN SDGs). We strive to be a trusted provider of safe and sustainable chemical products and packaging by partnering along our value chains—from selecting raw materials to understanding the safe and beneficial use of them. 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

To truly create a better world through the power of our chemistry, we must make societal contributions responsibly. To this end, we strive to continually reduce the operational emission intensities of our products, as well as their risks to human health and the environment.

Progress Toward 2030 Goal

Our 2030 Sustainable Offerings goal is for 50% or more of revenue to be from offerings that make a specific contribution to the UN SDGs. Demonstrating progress against this goal requires us to measure product impacts and how they contribute to the UN SDGs. We do so through EVOLVE 2030, our product sustainability assessment methodology developed in partnership with Anthesis Group, a global sustainability advisor. This methodology considers Greenhouse Gas (GHG) emissions, landfill waste, and fluorinated organic chemical (FOC) emission intensities during manufacture, as well as life cycle climate impact, social impact, and risks to human health and the environment at a product level. Our goal is to continually optimize our imprint, reducing our footprint while improving our handprint for all our existing and new product applications.

The assessment initially screens the entire product portfolio at a high level. Then, we apply the EVOLVE 2030 methodology to evaluate products and their applications, a process known as a product-application combination (PAC), in a prioritized queue. Evaluations through 2023 verified that 48% of our revenue came from products that make specific contributions to the UN SDGs.

Our experiences over the years have shown that the qualifying revenue is very dynamic, affected by macroeconomic ebbs and flows, new regulations, scientific developments, media coverage, and changes in reference scenarios for our analyses that result from market adoption of new technologies. In other words, as technology advances and expectations change, the bar against which we measure our products gets progressively higher. Hence, progress toward our 2030 goal for 50% of our products to contribute to the UN SDGs is likely to fluctuate with the pace of scientific advances and social progress.

While the qualifying revenues may change with macro-economics, the science-based and data-driven analyses conducted through EVOLVE 2030 do not. By identifying improvement opportunities through our PAC evaluation

process, we aim to steer our portfolio toward supporting a more sustainable future and increase our qualifying revenue through the short-term market fluctuations.

The EVOLVE 2030 methodology, which has received third-party assurance from Lloyd's Register Quality Assurance (LRQA), helps us to evaluate our current offering portfolio and potential new offerings in our development pipeline. Use of EVOLVE 2030 provides better knowledge and insights with which to adjust our business priorities and make informed decisions. The assessments help us maximize the UN SDG contributions of our product portfolio, so we invest in products and offerings with positive benefits and guide choices to improve, or phase out, products with negative impacts. In other words, we're evolving to a more resilient and sustainable portfolio.

Evolving EVOLVE 2030

A key part of the EVOLVE 2030 evaluation process is the identification and prioritization of product improvement opportunities, with the most important part being the commitment to take improvement actions. For example, in the manufacturing of Nafion™ products, we have reduced FOC emissions to the air by more than 99% and GHG emissions by more than 85%.

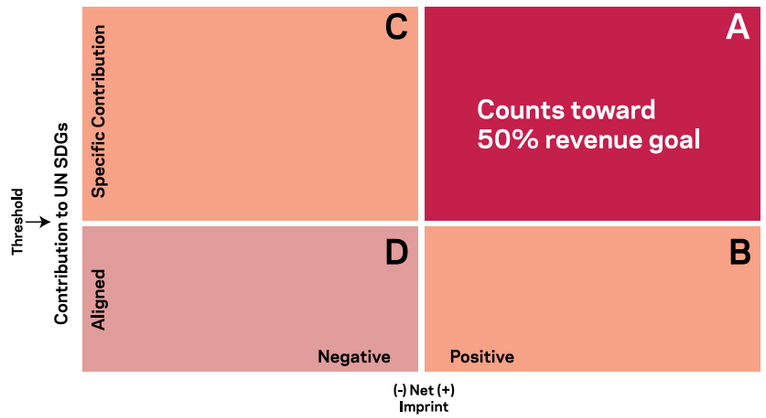
To avoid the pitfalls of complacency, we continue to improve—our footprint, our societal contributions, our data, our method, and our mindset. As a result, we are staying true to its name by further evolving EVOLVE 2030 to enhance our ability to evaluate circularity and incorporate lessons learned. Improvements 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, as well as tracking of product improvement recommendations made to each business team.
- A visualization system to better communicate findings to business teams.

During the past year, we also have finalized incorporating product and packaging material circularity into the EVOLVE 2030 methodology. The concept of circularity aims to minimize the consumption of natural resources and waste by keeping products and materials in use at their highest value for as long as possible. This attribute has been added in response to increasing concerns about resource extraction and depletion, as well as waste generation and pollution. Later in 2024, we will begin reevaluating our product portfolio against this more stringent methodology. As a result, there is the potential for the percentage of products contributing to the UN SDGs to decrease from its 2023 level.

Our continuous improvement approach is experience-led and strives to raise the bar by experimenting, listening, being reflective, and appreciating uncertainty. We invite you to take a look at our recently updated EVOLVE 2030 methodology that we openly share on our website as part of our commitment to transparency. We seek suggestions, advice, and critical comments, thus reaping the benefits from the insights, experiences, and perspectives of others.

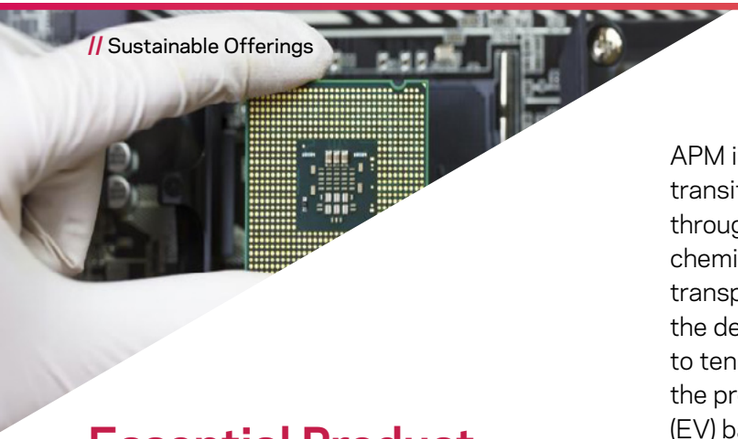
EVOLVE 2030 Framework



Sustainable Offerings 2030 CRC Goal

OUR 2030 GOAL	2018 BASELINE	2021	2022	2023	2030 PROGRESS
50% or more of revenue to be from offerings that make a specific contribution to the UN SDGs	10%	47%	48%	48%	On track

⬡ Behind schedule ◗ On track ⬢ Achieved



// Sustainable Offerings

Essential Product Applications

Our products play a critical role in our daily lives, the global economy, and in shaping a more sustainable future. As an example, our Advanced Performance Materials (APM) business' high-performance fluoropolymer resins and coatings make it possible to manufacture advanced chips and printed circuit boards that enable the faster processing speeds that the world demands. Fabricating these chips is only viable under extremely high-purity conditions. Our chemically inert Teflon™ and Nafion™ fluoropolymers can meet these challenging requirements. This ensures that increasingly advanced semiconductors are available to keep us connected and safe, while making our cars, appliances, and other devices more energy efficient with a lower environmental footprint.

APM is also helping to drive the energy transition and electrification of transportation through the power of our fluorine-based chemistry. The electrification of the transportation sector is projected to increase the demand for lithium-ion batteries by five to ten times in the next decade. To shorten the production times of electric vehicle (EV) battery components, the removal of solvents from electrode manufacturing is currently being explored by all major original equipment and battery manufacturers globally. Teflon™ PTFE Fluoropolymers, used in the development of solvent-free battery electrode manufacturing, can enable more cost-effective and energy efficient vehicles. Solvent-free battery manufacturing has several benefits for electrode manufacturing —more environmentally friendly, reduced production costs, and improved overall battery performance if adopted at scale. This manufacturing process also eliminates the need for use of a hazardous solvent and significantly reduces the physical manufacturing footprint required to create the same level of electrode output. The net result is a less expensive battery that can lead to more EV adoption.

Nafion™ proton exchange membrane technology is a critical component in water electrolyzers for hydrogen production, flow batteries for power storage, and fuel cells to generate electricity in transport and stationary applications—all of which contribute to the clean energy transition. In 2023, we announced a $200 million investment to increase capacity and advance technology for Nafion™ at our manufacturing facility in Villers-Saint-Paul, France. This investment builds on the existing efforts in the U.S. to have a reliable supply chain and robust capacity to enable the hydrogen economy.

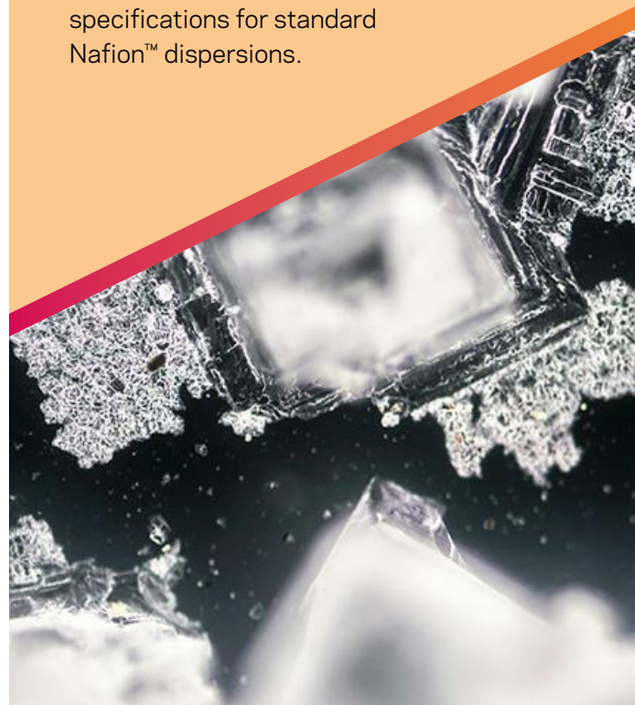
In our Thermal & Specialized Solutions (TSS) business, we announced a three-horizon innovation roadmap to deliver a next-generation refrigerant to the market. The roadmap includes commercial product adoption, new blend development collaboration and next-generation low-global warming potential product development. Chemours has worked—alongside industry leaders—to advance each horizon and continues to raise the bar for sustainability.

Also in 2023, TSS announced important achievements in the development and manufacture of Opteon™ 2P50*, a new heat-transfer fluid for two-phase immersion cooling. As chips grow faster and hotter, the performance cap of traditional air-, water- and single-phase immersion cooling technologies is quickly approaching. Next-generation computing technologies and AI capabilities

* Pending regulatory approval.

Furthering the Circular Economy

With the aim to reduce reliance on virgin materials and contribute to the circular economy, the Nafion™ technology team in 2023 undertook a feasibility study to determine whether it was possible to isolate, recover, purify, and recycle Nafion™ polymers from used chlor-alkali (CA) membranes. Using post-industrial CA membranes collected from customers, a multistep process resulted in recycled Nafion™ dispersion with levels of contaminants at <1 ppm; values lower than the purity and performance specifications for standard Nafion™ dispersions.



will require innovative approaches to ensure peak performance and reliability. Two-phase immersion cooling using Opteon™ 2P50* has the potential to be that solution by nearly eliminating water use and reducing data center cooling energy consumption by up to 90% in a physical footprint up to 60% smaller. Immersion cooling also has potential applications for EVs, such as supporting fast charging, increasing driving range, and reducing weight.

Heat pumps are an essential technology to help enable decarbonization through the electrification of heating. The choice of refrigerant within a pump is a critical energy efficiency factor. The adoption of Opteon™ XL20 in heat pumps can enable energy savings and avoid over 50 million tons of CO_2 emissions through 2030 compared to alternatives.

* Pending regulatory approval.

Essential Chemistry for Essential Healthcare

Among the many essential applications that our chemistry enables, those involved in making healthcare more effective provide some of the greatest societal benefits.

Product:
Fluoropolymers, such as Teflon™ resins and Teflon™ coatings

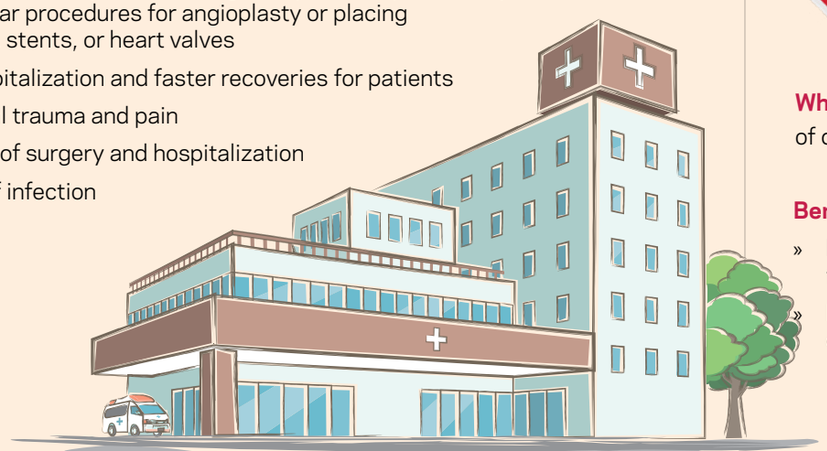
Application: Medical guidewire coatings and delivery catheter liners

Why It's Essential: The guidewires used to place medical devices in the body must navigate through extremely narrow blood vessels. Fluoropolymer coatings are used to keep the guidewire inert to the body while providing extremely high lubricity that enables navigation to the correct location.

Catheters are another delivery device that function as a "tunnel" from the exterior of the body to the interior to place a device or tool. The interior of these catheters is composed of Teflon™ PTFE, which offers the highest lubricity of any polymer in air, water, or blood and is crucial to pushing devices through narrow passageways toward the heart.

Benefits:

- Makes many minimally invasive surgeries possible, particularly cardiovascular procedures for angioplasty or placing pacemakers, stents, or heart valves
- Shorter hospitalization and faster recoveries for patients
- Less physical trauma and pain
- Lower costs of surgery and hospitalization
- Lower risk of infection



Product:
Thermal solutions, such as Opteon™ refrigerants

Application: Drug storage and distribution

Why It's Essential: Our refrigerants for very low temperatures are critical to the manufacturing of many drugs and vaccines, while Opteon™ refrigerants are used for low temperatures required for the distribution and storage of many medications, including vaccines.

Benefits:

- Enables widespread distribution of vaccines and other drugs
- Prolongs drug shelf life

Product:
Teflon™ coatings

Application: Pressurized metered dose inhalers

Why It's Essential: Pressurized metered dose inhalers enable the delivery of drugs directly to the lungs and can be used by virtually all patients.

Benefits:

- Improves the stability of the drug by inhibiting the drug substance from interacting with the canister walls
- Enables better dosage consistency and maximizes the number of doses available by eliminating adhesion to the canister wall

Product Safety and Sustainability Management

The global regulatory environment and societal expectations of our offerings are increasing in complexity and uncertainty for our suppliers, our businesses, and all along our value chains. The ability to successfully develop new offerings, maintain compliance, monitor evolving risk, and proactively track regulatory changes requires a robust, automated, and laser-focused approach to stay ahead of challenges and seize potential opportunities. Our mission to ensure Chemours' offerings are safe, legal, and trusted remains the cornerstone of our product sustainability program and drives and sharpens our strategy to embed sustainability into everything we do.

The strategic use of EVOLVE 2030 for our existing and developmental offerings has helped our businesses build portfolio resilience and advance opportunities for new products, applications, and markets. Our global Compliance Register enhances our proactive approach to identifying regulatory or stewardship impacts as well as rigorous management of compliance plans and tracking.

Our Product Sustainability mission is to deliver safe, legal, and trusted solutions to our customers and downstream users. A strong product sustainability culture is embedded in all our global businesses, led by cross-functional teams focused on product safety, product regulatory compliance, and product sustainability. These competency areas converge to form our Product Sustainability Risk Assessment (PSRA) process, which includes three steps: risk assessment, risk management review, and executive review.

Product Safety and Sustainability

Product safety and sustainability is a top priority and the foundation of our responsible innovation and product stewardship processes. Our internal toxicology, epidemiology, and risk assessment professionals collaborate across internal businesses and participate in external industry groups to ensure we design and manufacture our products so they deliver sustainable performance and are safe for their intended uses.

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.

Product Sustainability Competency Areas

- Product Stewardship
- Product Compliance
- Regulatory Science (toxicology, epidemiology, and risk assessment)
- Regulatory Management (data, analytics, and reporting)

Chemours Animal Testing Policy and Program

Regulatory authorities require toxicological and ecotoxicological data to ensure the safety of our products. Guided by our animal testing policy, we are committed to conducting risk assessments by evaluating the use and feasibility of New Approach Methodologies (NAMs). The Chemours Company will not own or operate any animal testing facility nor support any animal testing except where legally required or where it is deemed essential to protect the environment, health, and safety.

Hazardous Substances Management

We strive to meet the global demand for our products and the expectation that we produce, distribute, and manage them responsibly. Our PSRA and new product development programs cover all new and existing offerings, and help determine the safety of raw materials, intermediates, products, and byproducts in our portfolio. Hazard assessments are a critical element of these evaluations. They evaluate current and emerging regulations, societal and regulatory trends, as well as industry standards and nongovernmental organization (NGO) restricted substance lists to make informed product development and portfolio decisions. The goal of our hazard assessments is to provide a current understanding of the existing information on relevant health effects data, chemical and physical properties, and any environmental effects. We are constantly looking for suitable alternatives with a lower human health or environmental impact. Systematically assessing safer alternatives, applying risk reduction measures, and eliminating hazardous substances are all part of our commitment to product sustainability.

Chemours follows a standard product sustainability procedure to gather all relevant regulatory information about the sourced components used in Chemours products or services. We manage the regulatory content for all substances in Chemours products in our Environment, Health, and Safety (EHS) management system. We use the data to evaluate our products and to create safety data sheets (SDSs) and regulatory labels, which provide information to help our customers fulfill their application-specific requirements, prevent the misuse of products, and protect people and the environment. Chemours provides safe use and disposal information on SDSs and regulatory labels for all products.

Training

Each year we provide innovative and interactive training opportunities within the Product Sustainability organization and hold a Developmental and Growth Learning Series for our global team to build skills and capabilities and help advance career opportunities. In 2023, we conducted focused in-depth training related to our Product Sustainability Management System (PSMS), which is designed to assist Chemours businesses and employees to responsibly manage the EHS and regulatory impacts of Chemours raw materials, products, and services throughout their life cycle. The PSMS is integrated into our business and corporate strategy to drive continuous improvement, minimize risks, and maximize business value.

PARTNERING FOR PROGRESS:

Sharing Green Chemistry Practices

Chemours works to advance sustainable development by strengthening cooperation among government authorities, industry, and trade stakeholders that foster innovation, promote high standards of protection for human health and the environment, facilitate economic development, and promote social progress. An example is our participation in the Asia-Pacific Economic Cooperation (APEC), an intergovernmental forum for 21 member economies in the Pacific Rim that promotes free trade throughout the Asia-Pacific region.

In 2023, this participation included the APEC Green Chemistry and Sound Chemicals Management Workshop. This hands-on workshop provides experiential learning of efficient chemical risk assessment practices that support the effective sound management of chemicals efforts across various organizations and countries to further harmonization of practices. In addition to presentations, speakers took part in a panel discussion on chemical source reduction practices, tools, and barriers to implementation. A report synthesizing the information gleaned from the workshop was developed to assist APEC member economies' efforts to adopt and/or strengthen their green chemistry and chemical source reduction practices.

Hazard Communications Compliance

We manage component data and apply regulatory rules required to author SDSs and hazard warning label documents for all languages and regulatory jurisdictions in which we do business. Our SDS management system automates distribution of SDSs based on order frequency and SDS revision, ensuring our customers receive the latest safety data. The system also facilitates regulatory compliance requirements to notify supporting poison centers in providing effective emergency response.

Chemical Compliance

Chemours continuously monitors and evaluates the impact of changes in global chemical management regulations to prepare for new or changing applicable regulatory requirements. We use a robust, integrated global substance data management system and compliance register to ensure compliance and prepare notifications to regulatory authorities when required by regulation in a country/jurisdiction. We proactively engage with regulatory authorities and participate in trade associations and expert groups to support these efforts.

Product Regulatory Advocacy and Stakeholder Engagement

Transparency, communication, and collaboration with stakeholders are critical to establishing trust and driving positive progress. We engage with key stakeholders, including customers, communities, government agencies, NGOs, and other stakeholders with interest in our company and activities. By gaining insights from these stakeholders, we can better understand relevant issues and trends that inform our business strategy and priorities.

Chemours is active in public forums and a valuable partner to inform many public policy processes at the international, national, state, and local levels. Examples of current advocacy focus areas include:

- Supporting the phase-down of hydrofluorocarbons through the Kigali Amendment to the Montreal Protocol and the American Innovation and Manufacturing Act
- Engaging on the E.U. Green Deal and specifically the Chemicals Strategy for Sustainability element of the zero-pollution target
- Supporting science-based per- and polyfluoroalkyl substances segmentation and regulatory decisions, including promotion of responsible manufacturing principles for fluoropolymers
- Informing chemical control laws on the use of science-based risk assessments and risk management options
- Supporting the development of standardized practices for evaluating contributions to the UN SDGs
- Accelerating the adoption of NAMs for use in human health risk assessments

Auditing

Our internal and external auditing program incorporates regulatory compliance and the safety of our products for people and the environment. Audit results are used to:

- Confirm/demonstrate product compliance with appropriate laws and regulations
- Identify and address potential business risks or improvement opportunities regarding organizational performance and capabilities

» Identify potential gaps or improvement opportunities with respect to conformance with internal company policies, standards, and work processes

Chemours uses third-party verification of enterprise corporate systems, which includes product sustainability, to evaluate system effectiveness and identify opportunities for improvement. We track improvement opportunities through completion to ensure we meet expectations and commitments. Our PSMS effectiveness is evaluated as part of our headquarters' RC 14001 EHS and security technical specification audits.

Incident Management

We are committed to learning from every event, including all product sustainability incidents and near misses. We have refreshed our operational learning approach with a global standard set of guiding principles, clear processes, and automated workflows for investigating and managing incidents and/or near misses. We also have communication requirements to share applicable learnings and increase opportunities to improve performance.

We assess 100% of our products for regulatory compliance. In 2023, Chemours did not identify any noncompliance of product and service information and labeling resulting in a fine, penalty, or warning.

Product Quality

Chemours' quality commitment, which is documented in our quality policy, emphasizes the connection between quality performance and day-to-day job performance. We manage quality with an "end-to-end" approach, regardless of the specific product or manufacturing locations, to align our quality focus with growing customer expectations for superior products, solutions, and services.

Each of our businesses maintains quality management system(s) in accordance with applicable internationally recognized quality standards. Self-assessments and management reviews of product quality performance foster an environment of continual improvement. These reviews also help effectively manage risks and opportunities and ensure our products and services conform to customer, regulatory, statutory, and industry requirements.

All eligible Chemours-operated manufacturing facilities are certified to ISO 9001:2015 standards and managed under a multi-site, umbrella certification. Additionally, our hydrofluoroolefin (HFO)-1234yf manufacturing and supply process is certified to the International Automotive Task Force 16949:2016 standard. These certificates are available on our corporate website. The APM business is continuing its work to achieve compliance to Minimum Automotive Quality Management System Requirements, where applicable, and work is ongoing to certify our IXM product offering to the automotive standard.

Responsibility for Sustainable Offerings

Our longstanding commitment to continually improve our PSMS drives our actions and results that support our products' safety and compliance for their intended uses throughout their life cycle. In 2022, the American Chemistry Council board of directors adopted updated Responsible Care® Product Safety Codes of Management Practices. In 2023, we conducted a gap analysis of our program against the new Code. We found our program to conform with the updated Code but also found several areas for improvement. We chartered teams to conduct the improvement initiatives.

Each year, the Chemours Executive Team (CET) reviews and endorses our product sustainability commitment, which is included in our Environment, Health, Safety and Sustainability policy. Additionally, we responsibly manage the EHS and regulatory impact of Chemours' raw materials, products, and services through a set of internally developed standards and guidelines. The business president of each of Chemours' reporting segments is accountable for overseeing the implementation of our product sustainability approach within their product portfolio. Our product sustainability senior director provides strategy and direction for the leveraged organization and represents product sustainability on the Chemours Sustainability Council.

Sustainable Supply Chain

We recognize that actions within our supply chain could positively and/or negatively impact a wide range of Chemours' stakeholders, with unintentional social, environmental, or economic outcomes.

Chemours' Innovation and Sustainable Solutions pillar guides our entire value chain—upstream through our Sustainable Supply Chain programs and downstream through our Sustainable Offerings programs. Responsible procurement is a key element of this sustainable supply chain program, ensuring our ability to reliably manufacture and deliver products that meet our customers' needs.

Sustainable Supply Chain Dashboard

2030 Goals

Establish a baseline for the sustainability performance of

80%

of suppliers by spend and demonstrate

15%

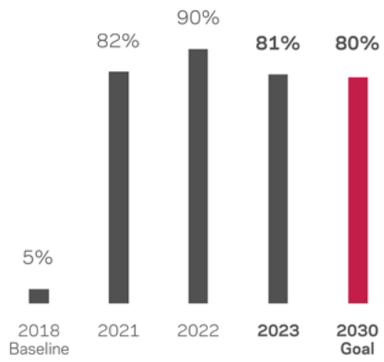
improvement

2023 Actions

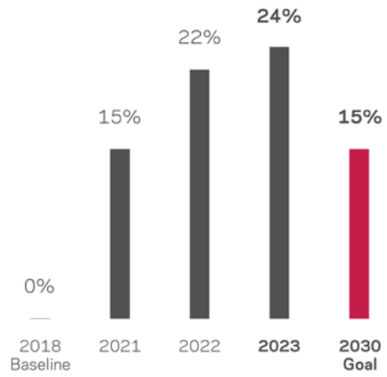
- Increased Chemours' sustainable procurement theme score by 10 points in our EcoVadis Assessment
- Achieved 84% of assessed supply chain partners meeting or exceeding Chemours' current expectations of a score ⩾45 in our supplier sustainability assessment
- Initiated on-site Together for Sustainability (TfS) 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

2030 Progress to Date

Percent of Suppliers by Spend



Improvement in Supplier Sustainability Performance



United Nations Sustainable Development Goals Alignment

4 — **Quality Education**
Targets: 4.1, 4.3, and 4.4

6 — **Clean Water and Sanitation**
Target: 6.6

8 — **Decent Work and Economic Growth**
Targets: 8.5 and 8.8

10 — **Reduced Inequalities**
Target: 10.2

12 — **Responsible Consumption and Production**
Targets: 12.4, 12.5, and 12.6

13 — **Climate Action**
Targets: 13.1 and 13.2

15 — **Life on Land**
Targets: 15.1, 15.5, and 15.8

Our Approach to a Sustainable Supply Chain

Creating a sustainable supply chain includes more than setting expectations for suppliers; it requires that we set an ambition for ourselves that addresses the unique needs of our internal and external stakeholders. This includes fundamental sustainability attributes—like safety and security, continuity and resilience, and social and environmental responsibility—in addition to profitability, reliability, and quality. This vision guides our business strategies in a manner that encourages and delivers longer-term, more responsible performance.

Chemours has a clear strategy and objectives for how we conduct and manage procurement activities. We are courageous and proactive, and we collaborate with supply chain partners and communities to create a more sustainable supply chain. Our Responsible Procurement Team is sponsored by our chief procurement officer and adds new members periodically to contribute fresh perspective and leverage their knowledge. This team executes our strategy with the goal of driving accountability for all procurement team members' actions.

Our buyers are partners who support Chemours' business strategies by delivering cost competitiveness, cash generation, and growth imperatives, while driving quality, reliability, and sustainability. This proactive approach leads to stronger relationships between our procurement team and internal business stakeholders, with procurement acting as a trusted partner in key business decisions.

We support our procurement team in career growth and mobility, leadership, and professional development, and we provide resources for building capabilities and knowledge in sustainable procurement practices.

Elements of Responsible Procurement

We strive to design compliant, simple, and easy-to-use procurement processes, tools, and resources to meet industry best practices and help our business teams responsibly source the goods and services they need.

Chemours has a holistic approach to procurement by consolidating disparate buy areas into four strategic categories:

- **Direct procurement—**everything inherently connected to sold products
- **Indirect procurement—**goods and services indirectly connected to the production of our products
- **Logistics procurement—**transportation and warehouse services
- **Capital procurement—**engineered equipment and construction services

We work with suppliers who align with our values to:

- Provide a safe workplace and comply with all applicable regulations
- Protect and advance human rights
- Share our commitment to environmental stewardship
- Collaborate with us for great results

In summary, we work with suppliers that help Chemours continue to create a more sustainable future and who are aligned with our sustainability commitments and our Supplier Code of Conduct, which is available in our Supplier Center in Chinese, Dutch, English, French, German, Japanese, Korean, Portuguese, and Spanish.

Our Global Supply Chain

$6 billion+
annual spend

7,250+
parent company suppliers

9,000+
total suppliers

2,900+
external customers

60+
countries

Key Categories

- Raw materials
- Energy
- Contract manufacturing
- Carriers
- Warehousing
- Distributors
- Other goods and services

Progress Toward 2030 Goals

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 (ESG) 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 ESG performance.

On average, the EcoVadis scores of our assessed suppliers in 2023 were higher than the EcoVadis benchmark scores, on a scale of 0 to 100 and based upon all participating companies in their network.

Approximately 76% of assessed suppliers have established environmental reporting, and 50% of assessed suppliers are ISO 14001 certified at one or more operational sites. The breakdown of participating supplier scores is shown below by percentile, with the orange line indicating average performance of all participating companies in the EcoVadis network.

Labor and Fair Business Categories Evaluated

Approximately 52% of our suppliers completing the assessment have established reporting on health and safety indicators. A total of 91% of our assessed suppliers have an anti-corruption policy in place, and 78% have whistle-blowing procedures in place for stakeholders to report concerns. The breakdown of participating supplier social performance scores is shown in the charts below by percentile, with the orange lines indicating average performance of all participating companies in the EcoVadis network.

AREA ASSESSED	CHEMOURS SUPPLIERS	EcoVadis BENCHMARK
Environmental » Energy Consumption and greenhouse gas emissions (GHGs), Water, Biodiversity, Local and Accidental Pollution Materials, Chemicals, and Waste; Product Use; Product End-of-Life; Customer Health and Safety; Environmental Services and Advocacy	61.6	46.4
Labor Practices » Environment, Health, and Safety (EHS) Working Conditions, Social Dialogue, Career Management and Training, Child Labor, Forced Labor, Human Trafficking; Diversity, Discrimination, and Harassment; External Stakeholder; Human Rights	59.3	49.1
Fair Business Practices	56.6	43.8
Supplier Sustainability	50.3	37.7

Sustainable Supply Chain 2030 CRC Goals

OUR 2030 GOALS	2018 BASELINE	2021	2022	2023	2030 PROGRESS
Baseline sustainability performance of 80% of suppliers by spend	5%	82%	90%	81%	Achieved ⬢
15% improvement in supplier sustainability performance	0%	15%	22%	24%	Achieved ⬢

⬡ Behind schedule ❯ On track ⬢ Achieved

In 2023, in addition to focusing on spend, we continued to widen the net of suppliers we assess by matching our supplier segmentation—allowing us to ensure we are assessing our most critical supply base.

While we are proud of reaching our 2030 targets ahead of schedule, we understand that there is much more we can do to influence and support our suppliers in their own sustainability journeys. We will continue to evaluate progress, set targets, and design programs in support of cascading sustainable practices throughout our supply chain. As an example, our percentage of assessed suppliers dropped 9% in 2023 versus 2022. This resulted from a comprehensive review of 153 non-addressable spend categories and subsequent reclassification of 137 into addressable categories, which increased the number of suppliers eligible for assessment. This reclassification demonstrates our commitment to continuously improve processes and methodology to raise our performance bar even higher.

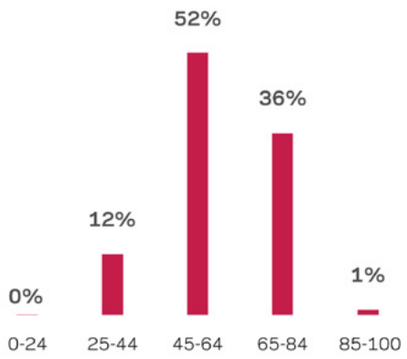
Demonstrating our strong sustainability performance through the EcoVadis assessment is important to many of our customers and helps them with their own supply chain sustainability programs. Over the past several years, we have addressed many opportunities identified by EcoVadis to improve our own performance and, in 2023, achieved an 86th percentile rank compared to all companies ranked by EcoVadis. By working with our suppliers on their performance, we were able to increase our own Sustainable Procurement score by 10 points.

We continue to explore the use of other third-party ESG ratings assessments to further build our SCRA approach, including the use of on-site supplier sustainability audits. This will help us better understand supplier performance and opportunities to partner with suppliers for meaningful improvements

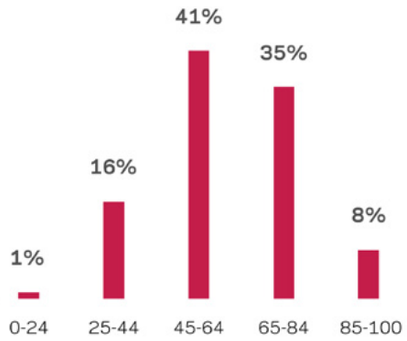
We are also training our buyers to engage with suppliers to increase SCRA participation, discuss assessment results, and set improvement objectives. This focus will help us understand the insights provided by the assessments and how to use them to drive meaningful improvement. In 2023, 62% of procurement staff participated in live training, which was mandatory for all buyers and their managers and optional for other procurement team members.

EcoVadis Scoring

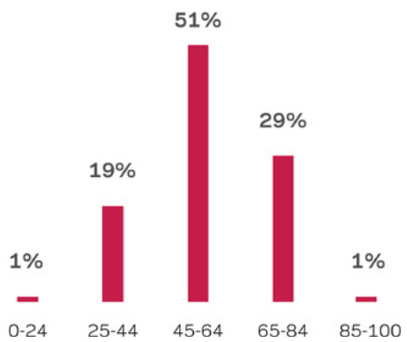
2023 Supplier Labor & Human Rights Practice Score Distribution



2023 Supplier Environmental Practice Score Distribution



2023 Supplier Fair Business Practices Score Distribution



Supplier Management

Chemours is committed to building a sustainable supply chain and forging business relationships and collaborations with like-minded suppliers. We are working to improve processes to identify and select qualified suppliers, assess their sustainability performance, and engage them in performance improvement.

We work with each of our businesses to maintain integrated quality management systems in accordance with applicable internationally recognized quality standards. As our responsible procurement strategy matures, we are ensuring a process to standardize supplier onboarding, risk assessment, and qualification to include responsible procurement criteria and to ensure we appropriately evaluate and monitor supply chain partners. We report supplier risk and performance to our Procurement Leadership Team.

We regularly assess our sustainable supply chain programs using stakeholder feedback, management reviews, industry benchmarking, and internal and external audits. Supply chain partners and other stakeholders are welcome to ask questions or report concerns through the Chemours Ethics Hotline, the ProcurementCOE@chemours.com mailbox, or during routine business review meetings with procurement team members. Our procurement leaders combine this feedback with the results from internal and external assessments to evaluate our performance, identify opportunities for improvement, and discuss emerging risks and opportunities. These reviews also include evaluating program effectiveness and follow-up on open action items from prior assessments.

We thoroughly review significant supplier sustainability issues within our supply chain to ensure the identification of root causes and effective remediation to prevent recurrence. Examples may include unsafe work conditions, child or forced

Chemours Responsible Supplier Awards

Chemours strives to work with partners who are committed to improving their sustainability performance and to helping us improve ours. To honor this ethos, we recognize companies that share values and goals with us and who have become valued partners beyond the supply of goods or services. The annual Chemours Responsible Supplier Awards recognizes companies who have:

- Demonstrated that they share our aims and values
- Become valued partners beyond the supply of goods or services
- Distinguished themselves by driving quality, innovation, and sustainability
- Made improvements across Chemours' supply chain

Long-term partnership and sustainability performance improvements were key factors in selecting four of our more than 9,000 suppliers in 2023.

- **Star Supplier:** Nobian
- **Logistics Award:** Landstar System Inc.
- **Indirect Materials Award:** Polimade SA DE CV
- **Direct Materials Award:** Perstorp Holding AB

We also presented the annual Carrier of the Year award for excellence in transportation of Ti-Pure™ TiO_2 to Chemours customers. For the second consecutive year, both Marten Transport (platinum award) and Hirschbach Transportation Services (gold award) have been recognized.

We appreciate our partners for joining us to help create a better world through the power of our Courageous Chemistry™.

PARTNERING FOR PROGRESS:

Setting Supply Chain Standards

Chemours is a member of Together for Sustainability (TfS), a joint initiative and global network of 40+ chemical companies defining the global standard for ESG performance of chemical supply chains. TfS members represent a global annual turnover of over €800 billion (as of April 2023), and an estimated global spend of over €500 billion in the chemical industry. Several Chemours team members are involved in TfS workstreams.

TfS aims to foster a safe and ethical chemical industry dedicated to climate protection and supports the principles of the United Nations Global Compact and Responsible Care®. Through TfS assessments and audits, members can measure the management, EHS, labor and human rights, and governance performance of their suppliers. Areas requiring improvement are addressed through Corrective Action Plans. Results are shared with all TfS members, enhancing efficiency and cost-effectiveness while simultaneously encouraging industry-wide collaboration and continuous improvement.

labor, bribery, and corruption, or environmental damages. We identify and evaluate human rights risks in our supply chain through the SCRA process conducted by EcoVadis. The identification and evaluation of human rights risks involves a thorough examination of our suppliers' policies, practices, and performance in relation to human rights. By following these steps, EcoVadis aims to not only identify human rights risks in our supply chain, but also provide a guide in developing and implementing effective corrective measures to enhance their overall sustainability and social responsibility performance, which our suppliers put into action with the support of our buyers.

Evaluation

The Chemours Assurance Services Team (i.e., internal audit) routinely audits the procurement function and our sustainability program. We determine opportunities for improvement and related schedules during the audit closing meeting, and the Assurance Services Team tracks them through completion.

Chemours uses third-party verification of enterprise corporate systems, which includes procurement, to evaluate system effectiveness and identify opportunities for process improvement. We track improvement opportunities through to completion to ensure we meet expectations and commitments. Our procurement management system effectiveness is evaluated as part of our headquarters' RC 14001 EHS, and security technical specification audits. In 2023, LRQA completed RC 14001 auditing and recommended continued certification. This audit did not identify any nonconformances or improvement opportunities for procurement. Copies of our external third-party certificates are located on our corporate website.

Supplier Diversity

Chemours is committed to supporting businesses in the local communities where we operate. In 2023, we spent approximately 10% of our global procurement budget with local suppliers in significant locations of operation. Chemours defines a local supplier as one with an address (as listed in our supplier master database) located within the same state (or equivalent state structure if outside the United States) as a significant location of Chemours operations, including our headquarters and operating sites. We do not include utility providers in our local supplier analysis.

Chemours is also committed to ensuring the fair inclusion and utilization of small and/or diverse businesses, many of which are located near our operations. Supporting small and diverse suppliers helps create innovation opportunities for our businesses while promoting equity in our local communities. In the United States in 2023, Chemours spent approximately 2.17% supporting diverse suppliers and approximately 6.5% supporting small businesses. Read more about our approach in our Supplier Diversity Letter.

Responsibility for Sustainable Supply Chain

Our chief procurement officer (CPO) works directly with the Chemours Executive Team and Chemours Sustainability Council in setting procurement strategy, guiding our approach for responsible procurement, and directing procurement activities. Together, the CPO and our global procurement leadership team establish internal supplier engagement processes and define our expectations for responsible supply chain operations.

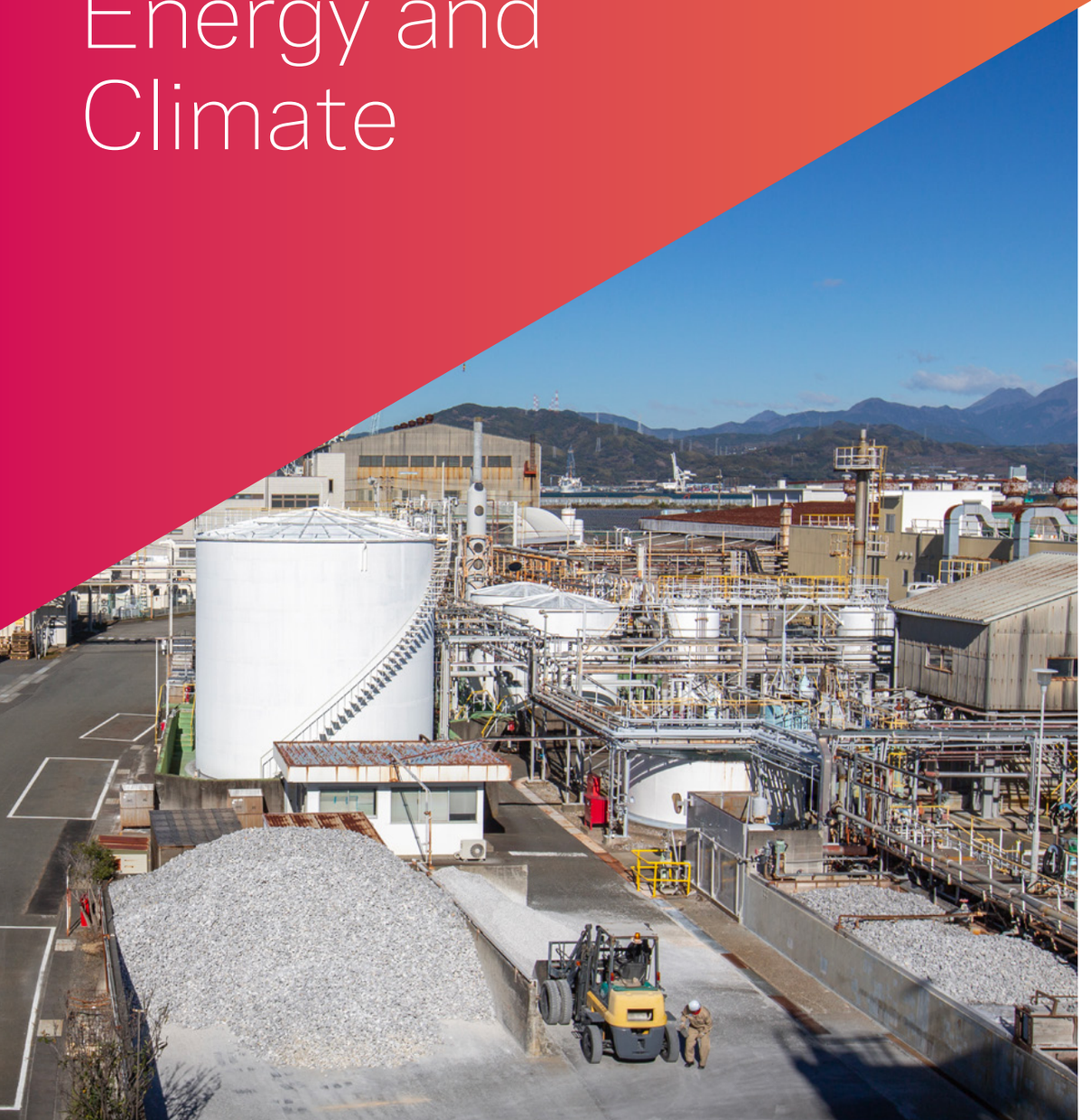
Our global procurement policy and Supplier Code of Conduct underpin this governance approach. Inspired by the Ten Principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the chemical sector's Responsible Care® initiative, our Supplier Code of Conduct reflects Chemours' values and aligns with our company's broader Code of Conduct and policies.

Chemours' Supplier Code of Conduct establishes clear expectations for upstream supply chain partners and invites them to join us in our commitment to work responsibly. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized ESG standards. We also expect our suppliers to work with their suppliers and subcontractors to implement these standards.

We include our Supplier Code of Conduct in our supplier agreements and make it available to suppliers through our external supplier portal. Thoughtful, clear, and consistent communication helps ensure understanding of our expectations, and is critical to building strong relationships with our suppliers. We believe that by partnering with our suppliers, we can make changes together that are not only good for business, but good for people and the planet, too.

Environmental Leadership

Energy and Climate



Climate change is a critical issue for our planet and one of the most urgent challenges facing society today. The chemical sector, including Chemours, plays a central and complex role in the transition to a low-carbon economy due to the current and future demand for chemicals that enable low-carbon and energy-saving technologies.

Energy and Climate Dashboard

2030 Goal

Reduce absolute GHG emissions from operations by

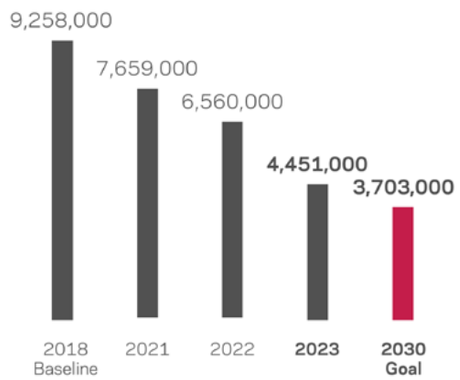
60%

Journey to net-zero operations by 2050

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
- Partnered on the Appalachian Regional Clean Hydrogen Hub (ARCH2)—one of the seven hydrogen hubs selected for funding by the U.S. Department of Energy

2030 Progress to Date



In May 2024, the Science Based Target initiative (SBTi) approved Chemours' near-term science-based emissions reduction targets. This includes our existing 2030 goal of a 60% absolute reduction and a new Scope 3 target of reducing emissions by 25% per ton of product by 2030. More detailed reporting will be available in next year's Sustainability Report.

United Nations Sustainable Development Goals Alignment

7 **Affordable and Clean Energy**
Targets: 7.4, 7.5, 7.7, and 7.8

12 **Responsible Consumption and Production**
Targets: 12.4, 12.5, and 12.6

8 **Decent Work and Economic Growth**
Targets: 8.5 and 8.8

13 **Climate Action**
Targets: 13.1 and 13.2

Our Approach to Energy and Emissions

As the chemical sector grows to meet increased demand, it must do so while reducing its Scope 1, Scope 2, and Scope 3 emissions, eventually decoupling greenhouse gas (GHG) emissions from production growth. That means 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 work to address climate change by taking prudent, practical, and cost-effective actions. That commitment starts at our plant sites with responsible manufacturing, where we take steps to operate in a manner that reduces emissions, conserves water, enhances biodiversity, and minimizes and disposes of waste properly. While many of these areas are regulated, we work hard to exceed regulation by doing what is right for people and the planet.

We have established a roadmap that incorporates planned energy efficiency improvement, renewable electricity, and process emissions reductions. This roadmap includes charter teams to identify new decarbonization levers, such as electrification and renewable thermal energy. These teams meet monthly to identify appropriate changes for each region and technology and help identify the best transition from natural gas and steam-powered equipment to either renewable electric equipment or renewable thermal solutions, such as hydrogen—insights that further inform our pathway to net zero.

Responsible manufacturing is at the heart of our approach in our own operations and in our work with our suppliers and customers. We are committed to reducing Scope 1 and 2 GHG emissions, including air process emissions from fluorinated organic chemicals (FOCs), by improving our resource use, increasing energy efficiency, deploying lower-emission technologies at manufacturing sites, and increasing use of renewable electricity.

Our Environment, Health, Safety, and Sustainability (EHS & S) policy and EHS management system guide actions to reduce emissions. Environmental data management standards and GHG inventory management plans provide direction and guidance for collecting, maintaining, verifying, and reporting of complete and accurate GHG emissions and other environmental performance data. Our data analysis processes use automated analytics platforms to aggregate and calculate cumulative annual environmental metrics—thereby reducing opportunities for manual errors. In 2023, we 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. We are in the process of expanding this system in 2024 to remaining sites.

We evaluate the effectiveness of our management approach through internal and external audits as part of our EHS management system assessment and by measuring progress toward achieving our climate and FOC process emissions goals. In addition, a third-party assurance partner has provided a limited level of assurance of our 2018, 2019, and 2020 GHG emissions data, with 2021, 2022, and 2023 expected to be completed in 2024, using International Organization for Standardization (ISO) 14064—Part 3. The assurance provider's procedure is based on current best practices and is in accordance with International Standard for Assurance Engagements (ISAE) 3000 and ISAE 3410. Assurance statements can be found here.

Our sustainability data manager coordinates GHG inventory management plans with the 2030 Corporate Responsibility Commitment (CRC) goal leaders. We evaluate our annual performance against our 2030 goal and adjust our implementation roadmap annually. We then cascade these adjustments to each of our facilities in support of our 2030 goals.

Progress Toward 2030 Goal

Through our sustainability issue assessment process, our stakeholders have cited air FOC process emissions as the most significant emissions for us to address. In response, we set a 2030 CRC goal to reduce these emissions by 99% or more. Other non-GHG air emissions were not among our most significant sustainability issues. However, we understand that certain air emissions may be important to some stakeholders and, therefore, we report select air emissions data to inform our local community stakeholders.

We made significant progress toward our 2030 CRC goal in 2023, reducing FOC process emissions by 961 MT, or 59% from our 2018 baseline. Looking forward, we will continue to advance abatement programs to meet our external FOC emissions-reduction commitments. We are implementing additional interim and final projects at multiple sites. We also are exploring both best available technologies and new technology options to further reduce FOC process emissions.

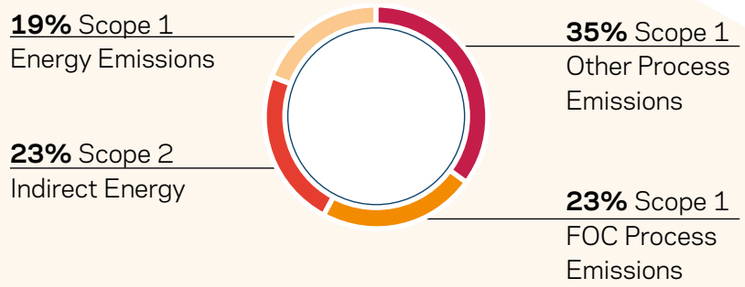
We also have set a 2030 CRC goal to reduce absolute GHG emissions from operations by 60% from a 2018 baseline and are making significant progress through FOC air reduction projects, renewable electricity contracts, and energy efficiency projects. Our absolute emissions-reduction goal aligns our climate 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 also commit to work with commercial partners to reduce their GHG and FOC process emissions and to develop products and processes that help our customers and consumers reduce their environmental footprint.

Climate and Air Emissions 2030 CRC Goals

OUR 2030 GOALS	2018 BASELINE	2021	2022	2023	2030 PROGRESS
60% absolute reduction in operations[1] emissions (MT CO_2e)	9,258,000[2]	7,659,000	6,560,000	4,451,000	On track
Reduce FOC air process emissions by 99% or greater (MT)	1,082	717	518	426	On track

⬡ Behind schedule ◗ On track ⬢ Achieved

Chemours Operations GHG Emissions



We define 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. In 2023, total production decreased slightly and total emissions decreased by approximately 1.9 million metric tons carbon dioxide equivalent (CO_2e) from 2022. Emissions reductions from our 2018 baseline, as well as year over year, are primarily due to emissions-abatement projects, energy efficiency, and renewable power.

[1] Operations emissions do not include emissions due to generating steam or electricity for tenants.
[2] 2018 baseline GHG emissions adjusted to exclude emissions from a one-time release (representing 369,000 MT) and to reflect the sale of our methylamines business in 2019, the sale of our Memphis site to Draslovka in 2021, and sale of glycolic acid in 2023.

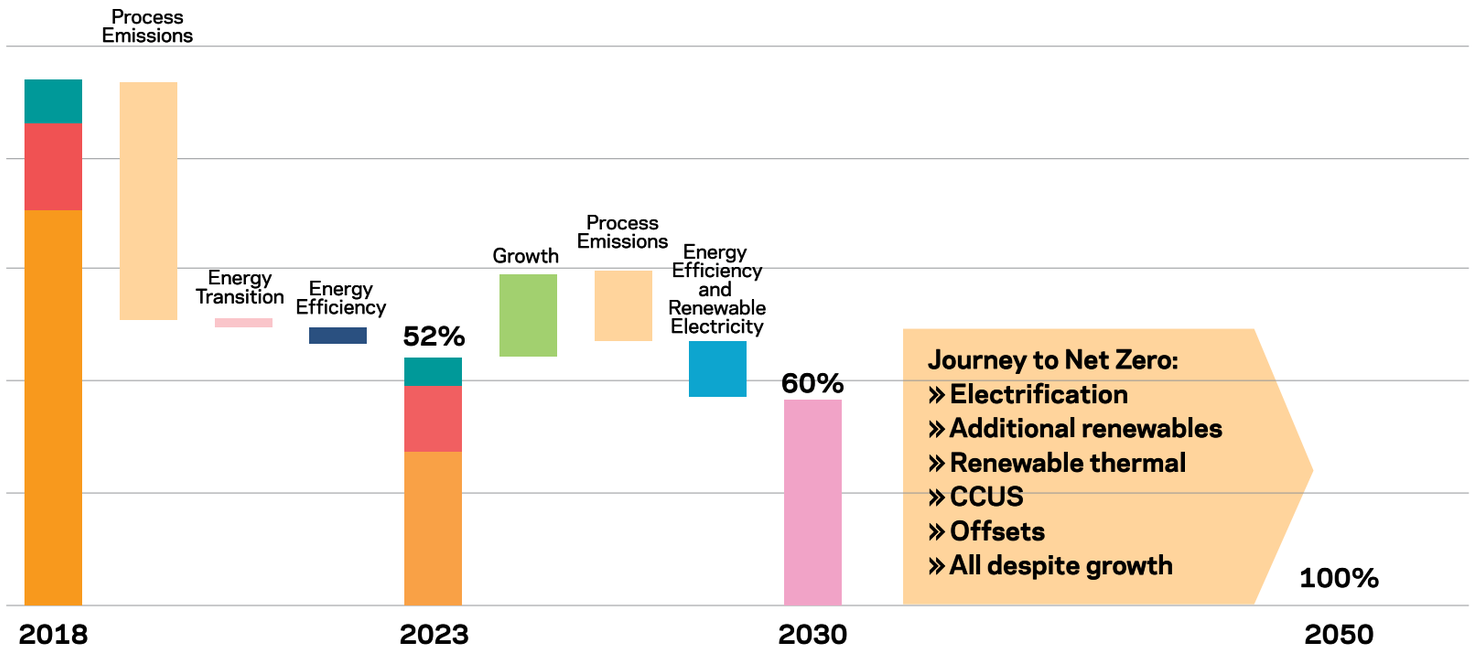
Chemours 2050 Roadmap

In 2023, we made progress reducing GHG emissions largely due to the full-year benefit of targeted emissions-reduction initiatives completed in 2022, and improved operational efficiencies at several of our Thermal & Specialized Solutions and Advanced Performance Materials manufacturing sites. Hydrofluorocarbon-23 (HFC-23) and Hydrochlorofluorocarbon-22 (HCFC-22) emissions generated during HCFC-22 manufacturing constituted approximately 39% of our 2022 Scope 1 GHG emissions.

The HFC-23 recovery facility at our Louisville, Kentucky, site saw its first full year of demonstrated operation in 2023, and performed as expected. This resulted in reducing HFC-23 process emissions by 85 MT compared to 2022. We are currently working on a capital program to recover and recycle HCFC-22 emissions at this site by the end of 2024. Also in 2023, the Dordrecht Works site completed multiple air emission-reduction projects to reduce sitewide FOC emissions by 80% from the baseline permitted values.

We continue to make progress in reducing air FOC process emissions, with 14 active projects underway globally. We also continue to evaluate the effectiveness of our air FOC process emissions-abatement work through direct measurement and refined engineering estimates of air process emissions sources and tracking emissions annually as we progress mitigation programs. We are committed to reducing all air FOC process emissions by 99% or greater, independent of GHG global warming potential (GWP), in response to feedback from our local stakeholders.

Chemours Carbon Reduction Roadmap



Recognition for Emissions Reduction

In 2024, Chemours received two awards from the U.S. Department of Energy's Better Plants Program for work carried out in 2023. The Better Plants Practice award is presented to partners for innovative and industry-leading accomplishments in implementing and promoting practices, principles, and procedures of energy management. Chemours received this award for launching an internal bonus metric based on implementing sustained energy efficiency projects that, in the first year, reduced energy intensity by 3.9% company-wide and our carbon footprint by over 80,000 MT CO_2e. The new program improved energy efficiency across 14 sites through process improvements, small capital projects, and control strategies.

The Better Project award, which recognizes outstanding achievements in implementing energy, water, and waste projects at individual facilities, was awarded to Chemours for a waste reduction project in Corpus Christi, Texas. This project reduced waste by 60% in a single process step and achieved over $1 million in annual savings on waste disposal costs through performance optimization of an existing distillation column. This is the second consecutive year that Chemours has won these two awards. You can read about our 2023 awards here.

As shown in our roadmap on page 42, improving our process emissions is a major lever toward achieving our goal to reduce absolute GHG emission by 60% by 2030. As Chemours continues to grow and supply products, we will continue to leverage improvements in energy efficiency as well as increase the acquisition of renewable electricity to ensure that we meet this 2030 goal. Our Energy Efficiency Team and the Renewable Electricity Team largely drive these improvements and anticipate continuing progress past 2030 in support of our net-zero 2050 vision.

In pursuit of this vision, Sustainability Technology charters have been developed to investigate the major technology areas that will enable our net-zero journey. 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. The Carbon Capture Utilization and Sequestration charter is enabling us to understand the applicability of carbon capture technology to our processes. Through these charters, we are able to begin our journey with a better understanding of which decarbonization methods will be available to different equipment in our processes, identify regional barriers, and determine which technologies are currently ready for implementation.

Energy Consumption

Because energy use is a significant component of our GHG emissions, we manage it as part of our climate change mitigation and adaptation approach.

Our Energy Efficiency Team sets annual improvement targets and develops and executes plans to achieve year-over-year energy intensity reductions. The team also monitors and tracks progress toward meeting annual internal improvement targets and leverages best practices across manufacturing operations. In 2022, brainstorming sessions identified pathways to improve our energy efficiency and, in 2023, 62 identified projects were executed that resulted in savings of 305,000 megawatt hours (MWh) and 80,000 MT CO_2e. 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. This metric resulted in a 2024 U.S. Department of Energy Better Plants Program Better Practice award.

Renewable Energy

Our path to reduce GHG emissions includes not only reducing energy used in our operations, but also transitioning to renewable energy sources where feasible. The company's current renewable electricity consumption is a combination of the power generation mix with which utilities supply our sites and purchased renewable energy through several types of market mechanisms.

The Renewable Electricity Team tracks our global renewable power consumption, secures internal support for projects, creates internal guidelines and principles to ensure best practices for renewable energy procurement, and continuously explores cost-effective technology options for on-site energy generation, purchased renewable energy, or renewable

PARTNERING FOR PROGRESS:

Advancing Clean Hydrogen

Chemours has continued work on the Clean Hydrogen Partnership (CHP) announced in late 2022. The CHP, 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 National Renewable Energy Laboratory together to solve the challenges of producing clean hydrogen at low cost and converting the hydrogen to energy in an efficient way. The CHP will drive research focused on lowering the cost and acceleration of clean hydrogen and fuel cells by enabling the discovery of innovative materials, stack designs, and manufacturing improvements. The research results will be tested in the Center for Clean Hydrogen, a first-of-its-kind research facility that enables real-world testing of new components at scale located at UD.

electricity credits. Where possible, we prioritize projects that support the increase of renewables into the local electricity grids where we operate.

We have secured renewable electricity solutions at our sites in Mechelen, Belgium; Dordrecht, the Netherlands; Louisville, Kentucky; Starke, Florida; New Johnsonville, Tennessee; and Belle, West Virginia. The first full year of benefits was realized in 2023. Overall, by year-end 2023, we committed to procure approximately 380,000 MWh per year of renewable power.

In addition to renewable power solutions, our site in the Netherlands, Dordrecht Works, has established a partnership with a neighboring waste incineration company to supply steam generated by using waste heat from its incinerator. Since 2014, steam supply has steadily increased over time to currently represent more than 67% renewably sourced by waste-heat-generated steam.

Scope 3 Greenhouse Gas Emissions

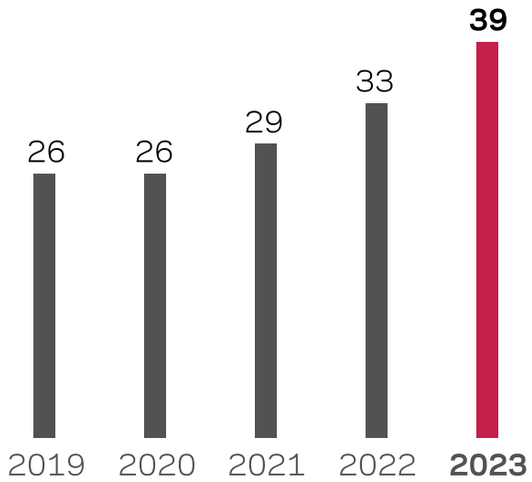
Our GHG emissions impact extends beyond the emissions from our manufacturing operations and use of purchased energy. Activities connected to various sources of Scope 3 emissions occur along our value chain, such as the GHG emissions generated to produce the goods we purchase and use of our products by our customers and their own customers. These Scope 3 emissions are directly generated and managed by others and are not owned or controlled by Chemours. We aspire to influence reductions in Scope 3 emissions by partnering with our suppliers and customers, as well as by bringing low-carbon products to market.

We based our Scope 3 inventory on the GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard. We included CO_2, methane (CH_4), HFCs, and other FOCs with GWPs in our calculation of Scope 3 GHG emissions. We sourced GWPs for sold products from the Intergovernmental Panel on Climate Change Fourth Assessment Report, 2007; purchased goods, services, transportation, and distribution life cycle assessment emission factors from Ecoinvent3; and fuel- and energy-related activities from Argonne National Laboratory.

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. We calculate the avoided emissions benefits from using our products based on sales of our low GWP Opteon™ hydrofluoroolefin (HFO) refrigerants. In 2023, Opteon™ sales helped prevent the release of 39 million MT of CO_2 emissions into the atmosphere by replacing refrigerants with much higher GWPs. We are on track to achieve, by the end of 2025, our estimated goal that low-GWP products will result in 325 million tons of avoided emissions of CO_2 equivalents on a global basis.

The majority of Scope 3 indirect GHG emissions associated with our operations are due to customer use of our HFC refrigerant products. As we advance our plan to transition our current refrigerant portfolio to low-GWP product offerings, like our low-GWP Opteon™ HFO products, we will reduce Scope 3 product-use emissions while helping our customers and consumers avoid generating excess CO_2e emissions. The Kigali Amendment to the Montreal Protocol and the American Innovation and Manufacturing (AIM) Act support this transition as part of the global strategy to achieve the Paris Agreement goals. We value collaborative change and commit to continue working with policymakers, our value chain, and other organizations to encourage collective action for reducing GHG emissions.

GHG Accounting for Product-Avoided Emissions Benefits[1]
(million MT CO_2e)



Other Emissions

Nitrogen oxide (NOx) and sulfur oxide (SOx) emissions have decreased compared to 2022, while volatile organic compounds (VOCs) have remained flat and hazardous air pollutants slightly increased. Although we have not set specific public targets to reduce these emissions, we continuously look for opportunities to improve our performance as part of our commitment to Responsible Care® and our EHS & S policy.

Most processes at our manufacturing operations are already utilizing best achievable control technologies to abate criteria pollutants. Our largest opportunity remains to phase out emissions-intensive fuel sources. For example, we transitioned steam generation from coal to natural gas at our Washington Works facility in 2021 and at our Chambers Works facility in 2022. The full year benefit from both projects in 2023 was a reduction of 55,000 MT CO_2e. We also have completed the installation of a sulfur dioxide scrubber at our site in New Johnsonville, Tennessee, reducing SOx emissions at that site by a projected 85%. In addition, Leak Detection and Repair programs are in the process of being implemented at several sites to further reduce VOC fugitive emissions.

Responsibility for Energy and Climate Management

The Chemours Sustainability Council (CSC), alongside our sustainability technology director, is responsible for overseeing plans to achieve our 2030 and 2050 goals and working with our Business Sustainability Leadership Teams (BU SLTs) to identify and pursue programs to reduce GHG emissions and FOC process emissions at our sites. Ultimately, our business segments, with assistance from goal leaders and the CSC, are accountable for successful goal program execution.

[1] 2019–2022 data has been updated from manufacturing volumes reported in previous years to sales volumes, to align with our Scope 3 Category 11 reporting prescribed by the Greenhouse Gas Protocol.

// Energy and Climate

Our climate team governance process, which includes a charter and guidance documents that define the team's scope, roles, and responsibilities, enables the actions and programs needed to achieve our 2030 goals. Six sub-teams execute our 2030 and 2050 goal action plans, each responsible for achieving different GHG emission reductions.

- **Decarbonization Steering Team:** Brings together operations directors, technical directors, and sustainability leaders to review commitments, progress, and decarbonization strategy, as well as to identify technologies needed to achieve 2050 goals.
- **GHG Reporting Team:** Collects and aggregates enterprise Scope 1 and 2 GHG emissions data and leads the data quality assurance review process.
- **FOC Air and Water Technology Team:** Develops technology solutions and tracks performance for the reduction of targeted FOC process emissions. Learn more about this team's work.
- **Energy Efficiency Team:** Sets annual improvement targets, develops and executes energy intensity reduction programs, and tracks progress toward meeting annual targets.
- **Renewable Power Team:** Tracks Chemours' consumption of renewable power as a percentage of the corporate electricity portfolio, identifies renewable power opportunities, sets principles, and ensures sufficient renewable power in energy portfolio to meet corporate targets and customer requirements that specify products made with renewable electricity.
- **Refrigerant Maintenance and Management Team:** Responsible for tracking and reporting refrigerant leaks at manufacturing sites and developing and leveraging improved maintenance practices across our global operations to reduce or eliminate refrigerant losses.

An additional team measures indirect GHG emissions—those that are owned and controlled by others, not Chemours—in each of the Scope 3 categories applicable to Chemours. This team is responsible for updating the inventory annually and maintaining the calculation methodologies and guidance included in our Scope 3 GHG inventory management plan. As part of this effort, the team aims to develop a marketing and advocacy strategy to enable the transition from high-GWP refrigerants to lower GWP refrigerants in alignment with the Kigali Amendment to the Montreal Protocol and the AIM Act. We value collaborative change and commit to continue working with policymakers, our value chain, and other organizations to encourage collective action for reducing GHG emissions.

Chemours has also launched several Sustainable Technology teams to further our understanding of the applicability of various decarbonization levers in support of our net-zero 2050 vision. These team charters include Electrification, Renewable Thermal and Carbon Capture, Utilization, and Sequestration charters. The teams are responsible for monitoring and identifying the applicability of future technologies in support of our net-zero 2050 vision. They deliver upon specific annual goals to support long-term objectives to identify effective and time-appropriate solutions for various equipment on a regional basis. These teams will also help us understand the impact of various decarbonization levers on our processes.

Water Stewardship

Access to adequate quantities of clean freshwater is vital to our communities, operations, and supply chain. As global average temperatures continue to increase, our operations may experience more droughts and extreme weather events that may create water-related risks for our company and people all along our value chain.

Water Stewardship Dashboard

2030 Goal

Reduce air and water process emissions of fluorinated organic chemicals (FOCs) by

99%

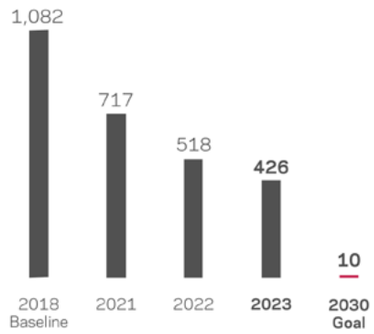
or more

2023 Actions

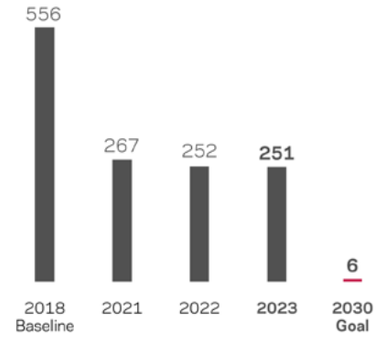
- Completed construction of underground barrier wall with a groundwater extraction system at Fayetteville Works in North Carolina to reduce the total volume of per- and polyfluoroalkyl substances (PFAS) reaching the Cape Fear River
- Completed investments at three sites—in the Netherlands, France, and Kentucky—to significantly reduce FOC emissions
- Continued progress to complete initial operational sustainability reviews, with 75% of sites completed through year-end 2023

2030 Progress to Date

Air Emissions



Water Emissions[1]



United Nations Sustainable Development Goals Alignment

6
Clean Water and Sanitation
Targets: 6.3, 6.4, and 6.5

14
Life Below Water
Target: 14.1

12
Responsible Consumption and Production
Targets: 12.4 and 12.6

[1] 2022 and 2023 data include 243 MT of FOC process emissions temporarily being captured and sent off-site for deep-well disposal.

Our Approach to Water Stewardship

Our neighbors and surrounding communities expect us to treat and respect water as a shared resource. Water quality and chemical emissions to water are important topics to our stakeholders based on feedback from community advisory panels (CAPs) and other stakeholder engagement activities, along with information collected through our annual sustainability issue prioritization work.

We are committed to responsible growth, and that includes responsible stewardship of the water resources we need to produce our products. We track the volumes of water used by our sites, follow specific water quality criteria to ensure our discharges are compliant with local permits, manage our facilities to protect water resources, and seek opportunities to improve the quality of—and reduce the quantity of—our discharged water based on site-specific locations to meet our local stakeholders' expectations.

We are committed to protecting the environment by doing what we think is right—not just what regulations require—and by listening to what is important to our stakeholders. We consider both water quality and water use in managing water resources at our manufacturing facilities.

Progress Toward 2030 Goal

The FOC Air and Water Technology Team developed and continues to refine our FOC inventory and implementation roadmap to achieve our 2030 goal of reducing FOC process emissions by 99%. The team 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 and/or closed-loop manufacturing options to make further progress.

This goal's 2018 baseline is based upon a comprehensive inventory of FOC process emissions. At each manufacturing site, we followed a standardized approach to report emissions data, using both measured data and calculated estimates when measured data were not available.

Water Stewardship 2030 CRC Goals

OUR 2030 GOALS	2018 BASELINE	2021	2022	2023	2030 PROGRESS
Reduce FOC water process emissions by 99% or greater (MT)[1]	556	267	252	251	On track ❯
Reduce FOC air process emissions by 99% or greater (MT)	1,082	717	518	426	On track ❯

⬡ Behind schedule ❯ On track ⬢ Achieved

[1] 2022 and 2023 data include 243 MT of FOC process emissions temporarily being captured and sent off-site for deep-well disposal.

Progress in 2023 reflects continued investment at facilities to reduce FOC emissions. As an example, our Villers-Saint-Paul site demonstrated a 92% reduction in FOC water emissions in 2023 compared with 2022. In 2023, Dordrecht Works realized the first full year in operation of the state-of-the-art water treatment facility designed to remove greater than 99% of targeted FOC water emissions from the site process contact water streams.

Looking forward, we will continue to advance abatement programs to meet our external FOC process water emissions-reduction commitments. We are implementing additional interim and final projects at multiple sites and evaluating the effectiveness of our FOC process emissions abatement work through direct measurement and refined engineering estimates of emissions sources. Our teams are exploring both best available technologies and new technology options to further FOC process emissions reductions.

Although completed in 2022, a ribbon-cutting ceremony was held in early 2023 for the new water treatment facility at Dordrecht Works.

Reducing Emissions and Resolving Legacy Impacts

The past year marked a milestone in a significant investment to address emissions and legacy remediation at our Fayetteville Works plant in North Carolina. The fluorinated products made at Fayetteville Works are critical to improving the U.S. supply chain for semiconductors and electric vehicles, and for producing green energy to slow global warming. Over the years, we've made significant investments—exceeding $400 million—at the site to install state-of-the-art emissions-control technology and remediation facilities, including designing, building, and installing a thermal oxidizer, which controls process emissions at an average destruction efficiency exceeding 99.99%.

Our remediation work to address legacy issues includes systems to intercept, collect, and treat PFAS in groundwater and surface water discharges at the site. In 2023, we completed work on an underground barrier wall adjacent to the Cape Fear River that spans over one mile and is on average six stories deep, as well as a state-of-the-art groundwater extraction and treatment system, further reducing the amount of PFAS compounds reaching the river.

These actions have reduced the total volume of PFAS compounds reaching the Cape Fear River and have specifically reduced the amount of hexafluoropropylene oxide dimer acid (HFPO-DA) reaching the river by 99% or greater.

As an additional part of our remediation commitments, we continued to serve the Fayetteville area by installing permanent replacement drinking water infrastructure that includes providing drinking water treatment systems as well as connections to public water for over 4,000 eligible residences as of December 31, 2023. We also began a similar program in the Wilmington, North Carolina area, and three other neighboring counties to serve eligible residents. As of December 2023, over 800 residents have received permanent replacement drinking water that includes drinking water treatment systems and connection to public water supply.

Learn more about how the underground barrier wall works.

PARTNERING FOR PROGRESS:

Being an Essential Community Partner

Community engagement is a cornerstone of our presence in the greater Fayetteville area. In addition to an active CAP, the site continues to expand its investment in local science, technology, engineering, and math (STEM) education. In 2023, the Fayetteville Works team hosted many site visitors, including elected officials and the North Carolina Chamber of Commerce. The local team continued to partner with the community in several ways, including:

- Hosting Pope Airforce Base's leadership development program for a visit to help its members gain insights from community leaders about best practices and challenges from a non-Department of Defense perspective.
- Expanding its relationship with Cumberland County Schools by hosting a second group of high school interns for a summer of work-based training and investing nearly $30,000 in Mac Williams Middle School. This new investment in Mac Williams provided the school with STEM-focused lab modules to offer students hands-on learning opportunities. Employees also enjoyed the opportunity to volunteer in the classroom and support students working in the lab.
- Achieving gold level certification through the Wildlife Habitat Council for its 1,500 acres of wildlife habitat area. The certification acknowledges excellence across the six programs the Fayetteville Works site has established and maintains.
- Giving time and goods to the community through its partnership with the United Way. Employees held drives to collect items like books and toiletries for area nonprofits, and many gave their time through the United Way's annual Day of Caring.
- Awarding a fifth year of Future of Chemistry scholarships to students from Robeson, Bladen, and Cumberland counties. In 2023, scholars enjoyed a celebration on-site with their families along with recognition from site employees, their schools, and local media.

Water Stewardship Management

Each individual watershed in which we operate has its own local context for water availability, quality, and use needs of its stakeholders. 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. We evaluate the present requirements and consider future needs and opportunities for water stress management. As part of our comprehensive sustainability assessments, we analyze environmental conditions surrounding the site, such as watershed hydrology and local watershed conditions, including surface water and groundwater use risks.

Our operations sustainability review process emphasizes water stewardship by aligning the assessment with an external water stewardship set of best practices. We completed initial baseline assessments at three facilities in 2023, bringing the total to 75% of our planned assessments. We prioritized assessments at our largest and most complex sites. After we complete the initial assessment at a site, we periodically survey the site to monitor its progress toward implementing identified improvements. These assessments are also a critical element in meeting our goal to reduce air and water process emissions of FOCs by 99% or greater and are vital to identifying future opportunities to improve the quality of our wastewater discharges. Based on current projections, we expect completion of initial assessments at our remaining sites by year-end 2025.

Water Quality

We focus our water stewardship efforts on understanding and addressing the quality of our discharged water effluents. We start by first requiring our site operations to abide by all local laws and regulations and adhere to local requirements governing the quality of water effluents at our sites. Wastewater quality is strictly

regulated, and discharge parameters are set specifically for each receiving waterbody through the regulatory permitting processes.

We also focus our efforts on preventing future impacts to water quality by setting internal environmental standards that govern how we construct, operate, and maintain our facilities to protect against leaks or releases to the environment. Chemours' standards require our manufacturing facilities to inventory potential locations within the facility where spills or leaks of materials may cause impacts to water resources, and to develop preventive measures to provide protection. Additionally, our standards require that we track and investigate incidents resulting in a release to the environment, and where needed, make improvements to guard against future recurrences.

In addition to meeting our legal and regulatory obligations, we proactively take action to evaluate and manage our emissions to improve the quality of our discharges. We complete comprehensive operational sustainability assessments at each of our manufacturing facilities, inventorying their emissions and measuring their performance against our 2030 goal. These assessments help us evaluate manufacturing operations within the context of the surrounding community and environment to identify new opportunities to improve performance and the quality of discharged water effluents. When we identify data gaps or improvement initiatives, we develop action items and management plans. After we complete the initial assessment, we periodically survey the site to monitor progress and identify new opportunities to improve our operations and the quality of our wastewater effluents.

Water Use

We monitor water use and work to improve our water management practices, paying close attention to water availability and water stress in regions in which we operate. Each individual watershed has its own local context for water availability and the needs of its stakeholders. Most of the water we withdraw for manufacturing is from nearby surface waterbodies, with the balance of our needs sourced from on-site groundwater wells or purchased water. Currently, all water withdrawn for Chemours operating sites is from freshwater sources. In 2023, water withdrawal intensity and water consumption intensity were slightly higher compared to 2022.

How We Use Water

PROCESS USES

Final product formulations

Manufacturing process

Noncontact process equipment cooling (processes in which water does not encounter process materials)

CONSUMPTIVE USES

Water contained in products

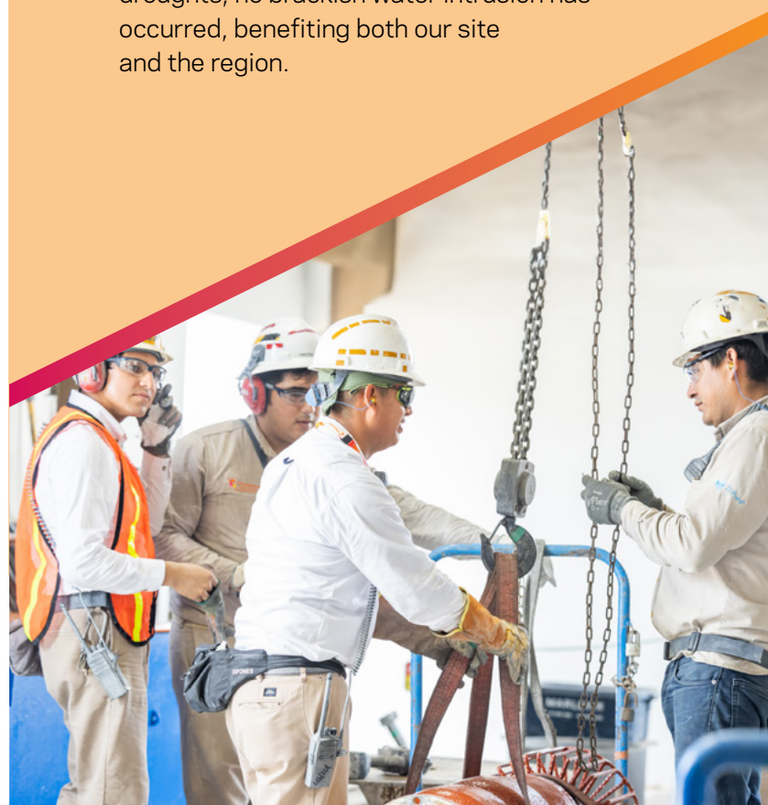
Water discharged through deep-well injection disposal activities

Evaporative losses in cooling towers (using site-specific methodology)

Water discharged at points different from where sourced

Managing Water at Our Mexico Site

Our Altamira site is located near a freshwater-stressed region in Mexico. Common concerns for such water sources are low levels or contamination with nearby brackish water. After a drought in 2021, in which brackish water intrusion occurred to our freshwater source, also impacting the local public, farmers and other industry, Chemours invested $100,000 USD in a system designed to prevent similar future intrusions. During more recent droughts, no brackish water intrusion has occurred, benefiting both our site and the region.



In addition to supplying our water use needs by new withdrawals, we explore opportunities to reuse and recycle water, focusing on water use in areas with potential water stress conditions. 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. For example, approximately 10 million gallons of water per day are used to transport and separate mineral sands at the Amelia Mine in Georgia. Less than 0.5 million gallons of water per day is withdrawn from the active mine pit to supply this amount. 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.

Water Discharge

We typically discharge withdrawn water to nearby surface waterbodies, either directly or through local publicly owned treatment works or other third parties. Discharged water is a combination of both process wastewater and noncontact cooling water. In 2023, 88% of our water discharges were to freshwater systems.

Wastewater effluent quality is strictly governed by local regulatory frameworks, and with parameters set specifically for each receiving waterbody through the discharge permitting process. As a result, we do not report wastewater discharge quality consistently across all sites. To gain further insight into water quality across our sites, we collect common water quality parameters from all sites. This data is summarized in the Appendix. We track compliance with our permitting obligations through our EHS governance process and standards including our second-party audit system.

Water Stress

We use screening models to help us understand the potential for watershed baseline water stress conditions. 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. For more information on operations in water-stressed areas, please refer to the Appendix.

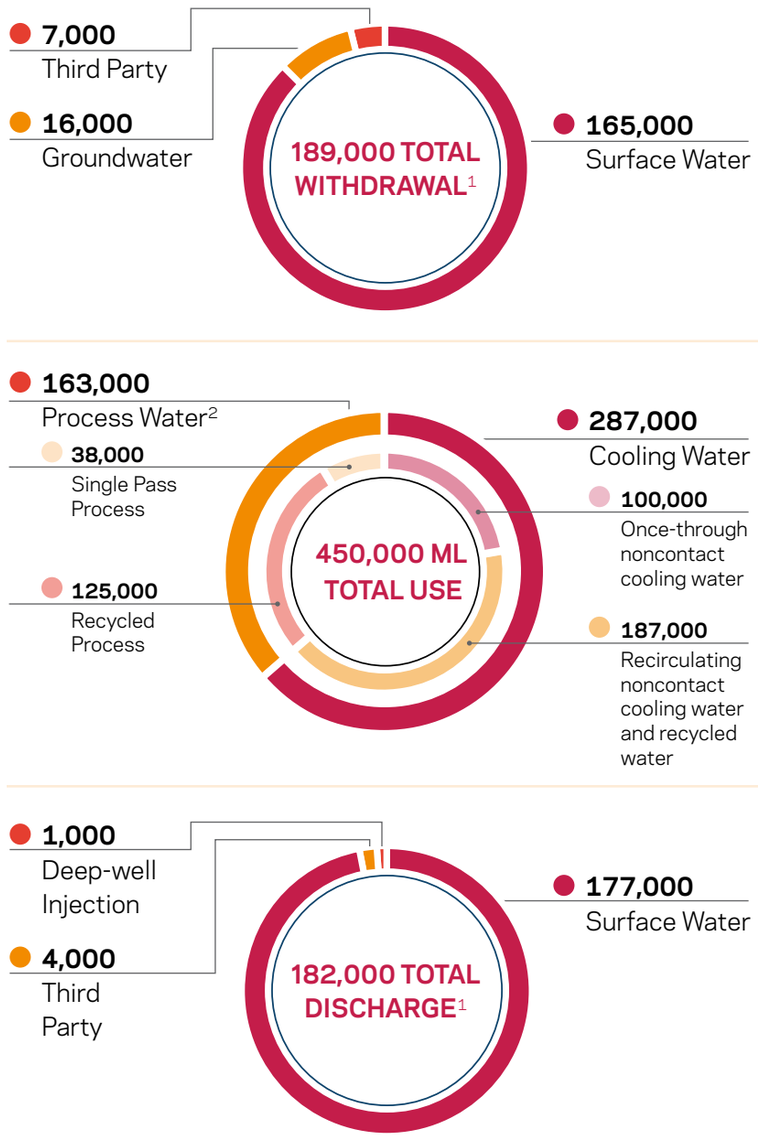
Responsibility for Water Stewardship

Our EHS management system governs water stewardship initiatives, which Responsible Care® principles and our EHS & S policy also guide. The EHS management system embodies a continuous improvement philosophy to reduce our impacts, manage compliance across global operations, reduce costs, and increase efficiencies.

Our environmental standards and guidance documents provide direction for protecting water resources, reporting environmental performance data, and engaging communities at our operating sites.

Water Use in 2023

(in megaliters per year)



[1] The difference between the volume of water withdrawn and the volume discharged is largely due to consumption losses such as evaporation or use in our products.
[2] Process water includes water used for production and in final products, as well as potable water.

// Water Stewardship

PARTNERING FOR PROGRESS:

Collaborating to Improve Water Management

A critically important water stewardship research program is Chemours' sponsorship of independent research projects by University of Georgia faculty and students and private consultants. This team has analyzed surface and groundwater systems at Chemours mine sites, reviewed regional water resource conditions, and developed an advanced model of the Floridan Aquifer in southeast Georgia to help us understand the effects of mine operations and to improve water management. The hydrologic model will eventually be publicly available, providing a state-of-the-art tool for water resource managers. The surficial aquifer analysis has provided a precise understanding of the relationship between mining activities and the water table, which will improve on-site water management and wetland reclamation. To date, all of the independent research has demonstrated that mining has not significantly impacted adjacent waterbodies.

In Florida, we continue to work with the Suwannee and St. Johns River Water Management districts, Clay and Bradford counties, City of Keystone, Save Our Lakes Organization, Florida Department of Environmental Protection, and Camp Blanding to:

- Implement an alternative mine reclamation approach to attenuate potential flooding by rerouting peak flows.
- Enable future aquifer recharge projects by the Suwannee River Water Management District.
- Provide treated wastewater to the regional system of interconnected lakes to assist in maintaining lake levels and enhance recreation.

In Georgia, Minerals Operations employees continued their participation in the state's Adopt-A-Stream program, monitoring water quality in surface streams and rivers around the mines and mineral separation plant. Operational improvements focused on improving the operation of the Mobile Mining Units to utilize mine water for efficient transport of ore and modifying the mine site water management to assist in returning tails to mined pits and ensure effective water treatment prior to discharge.

Chemours has a designated water stewardship sponsor that monitors external trends, assesses water-related opportunities and risks, sets water strategy, charters programs to advance water initiatives, and provides regular updates to leadership. This sponsor also develops enterprise-wide plans, establishes metrics, tracks performance, and works with our business segments through our BU SLTs and CSC to identify and pursue programs to manage water. Working with the chief sustainability officer, director of EHS, and business operations leaders, the sponsor completes site operations sustainability assessments, including detailed analysis of site emissions, and reviews and tracks annual progress toward implementing identified actions.

All Chemours manufacturing locations have active community feedback mechanisms in place, with most sites having CAPs that provide valuable input to our operations' sustainability assessments of water availability, site water use, and site discharged water quality. Please see page 73 for more information about our CAPs.

Waste

Chemours transforms raw materials and natural resources into the essential chemicals and products that improve the lives of people and support the transformation to a lower-carbon economy. Our stakeholders expect us to responsibly manage how we produce these chemicals and dispose of waste, which helps the environment and reduces operating and compliance costs.

We are committed to improving our resource-use efficiency, acting on opportunities to reduce waste, encouraging our employees to reduce their own waste footprints, and enhancing the circular economy throughout our value chain.

// Waste

Waste Dashboard

2030 Goal

Reduce our landfill volume intensity by

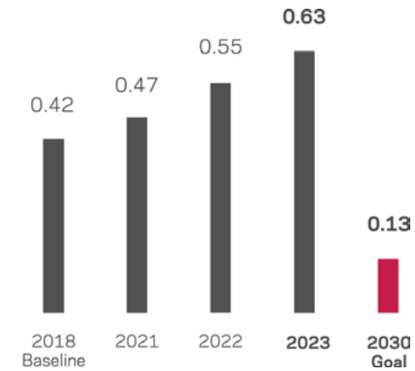
70%

2023 Actions

- 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
- Continued to explore opportunities to reuse waste from internal TiO_2 landfills

2030 Progress to Date

Landfill Volume Intensity (m^3/MT)



United Nations Sustainable Development Goals Alignment

8

Decent Work and Economic Growth
Targets: 8.5 and 8.8

12

Responsible Consumption and Production
Targets: 12.4, 12.5, and 12.6

15

Land Use
Targets: 15.3, 15.5, and 15.6

Our Approach to Waste

We take practical, cost-effective actions to reduce waste as we grow our operations, in addition to considering capital investments that improve manufacturing processes and reduce waste generated at our sites. We encourage everyone at Chemours to rethink and improve waste management strategies to reduce our impact on communities and the environment. Waste management activities occur at both Chemours and non-Chemours facilities. We have specific requirements for waste transferred to non-Chemours facilities, including periodic audits.

Currently, due to the lack of recycling infrastructure for the type of waste we produce, disposal is the best option for managing a significant percentage of our waste stream. We continue, however, to investigate alternatives to reduce and reuse waste.

In Corpus Christi, Texas, for example, our plant won a Better Plants Practice award for efforts to increase the amount of a recycle stream in a distillation column. This reduced waste in this process step by more than 60% and increased yield, with no loss of quality or catalyst integrity. This approach is being examined for other distillation columns throughout the company. We also are investigating alternate disposal outlets for current waste streams that are not being recycled or reused.

We follow a rigorous waste accounting process at manufacturing sites—measuring and tracking production wastes, chemical wastes, and business wastes by quantity, material type, and disposal method. Through this process, we have learned that landfilling makes up the single-largest component of our waste disposal activities and recognize that building new landfills compounds negative environmental impacts. As such, we have identified reduction of our nonhazardous and hazardous waste landfill footprint as the strategy where we can make the most impact—reducing both our environmental footprint and operating costs.

As our landfill goal team implements local improvement efforts, we expect modest reductions in our landfill intensity. Due to the inherent nature and waste profile of our TiO_2 production process, significant progress will take more time. We are planning further capital investments to reduce production waste volumes over the next few years as the Landfill Waste Reduction Core Team evaluates new process options. We are also planning to leverage ideas to reduce waste not directly related to production, as well as examine our waste profile for reduction opportunities beyond landfill waste. The team's goal is to drive accountability for meeting Chemours' waste-reduction targets.

Chemours Waste Hierarchy:

Chemours follows a waste management hierarchy designed to minimize the impact of waste and emissions on the environment.

1. Work on improved processes, plant operations, and maintenance to eliminate generating waste or emissions.
2. Redesign processes and ways to generate less waste.
3. Seek opportunities to creatively reuse or recycle materials, exploring how our waste could become raw materials for us or others in a circular economy.
4. Classify, handle, and dispose of hazardous and nonhazardous waste in accordance with local government regulations when there is no other option but disposal.

Hazardous Waste

Chemours tracks and reports hazardous and nonhazardous production waste, which includes chemical waste, and general business waste, such as general trash, by disposal type and quantities recycled or recovered for beneficial reuse. We follow all local laws and regulations for the treatment, storage, transportation, and disposal of hazardous waste. In addition, we follow an internal corporate standard governing the use of approved off-site, i.e., non-Chemours, vendors and facilities for waste disposal. These vendors and facilities are qualified through auditing and due diligence with both our procurement and EHS organizations.

Progress Toward 2030 Goal

We have committed to reduce landfill volume intensity by 70% by 2030. However, in 2023 our landfill volume intensity increased. While there are several contributing factors, this increase is primarily due to the closure of an asset that produced zero landfill waste. As our understanding of circularity, product carbon footprint, and life cycle analysis matures, we recognize the intersections between our waste goal and our climate and sustainable offerings goals. We expect progress toward our 2030 landfill intensity goal to be delayed as we continue to evaluate all sustainability opportunities.

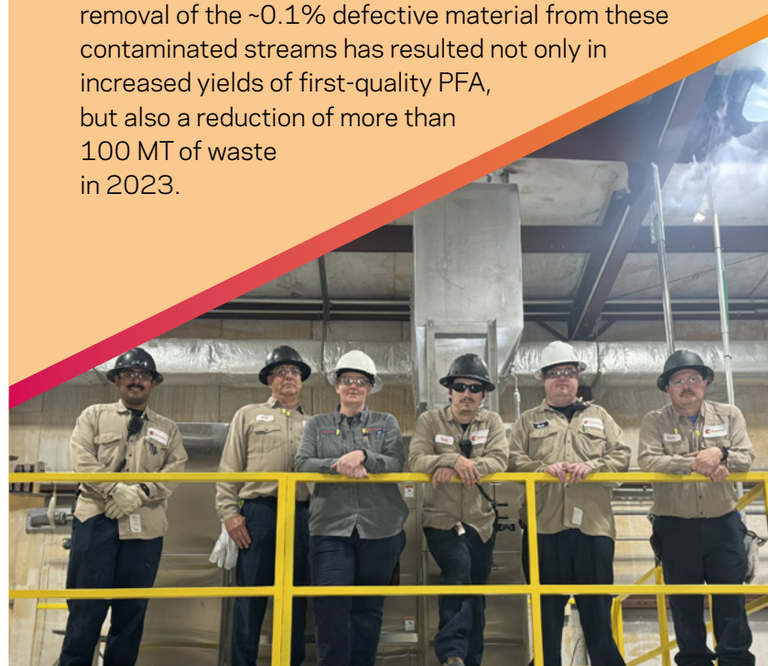
Waste 2030 CRC Goal

OUR 2030 GOAL	2018 BASELINE	2021	2022	2023	2030 PROGRESS
Reduce landfill volume intensity by 70%	0.42	0.47	0.55	0.63	Behind schedule ⬡

⬡ Behind schedule ◗ On track ⬢ Achieved

Deploying AI to Reduce Product Waste

In early 2023, our Washington Works site completed the installation of an optical sorter in its PFA production facility. The optical sorter uses advanced analytical tools to detect and remove defective material from the produced product. PFA waste streams have existed for decades and typically consist of 99.9% in-specification material, with a small amount of contamination. In the past, any contamination of the product meant the loss of the entire batch with the material sent to landfill or, where possible, being sold as second- or third-quality material. The optical sorter scans the material with >100 cameras and uses puffs of air, directed by AI, to remove the defective material. The removal of the ~0.1% defective material from these contaminated streams has resulted not only in increased yields of first-quality PFA, but also a reduction of more than 100 MT of waste in 2023.



// Waste

PARTNERING FOR PROGRESS:

Creating a More Sustainable, Circular Future

Reinforcing Chemours' commitment to resource efficiency, our Thermal & Specialized Solutions business in 2023 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.

In addition to offering the potential for circularity, Chemours' portfolio of F-gas technologies plays an important role in decarbonization applications and delivers significant socioeconomic value through innovation, reliability, safety, and efficiency. Chemours continues to invest in and expand reclaim channels across regions, including the 2023 extension of its EU and UK program to reclaim low-GWP refrigerants.

Managing Impact with Customers and Suppliers

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.

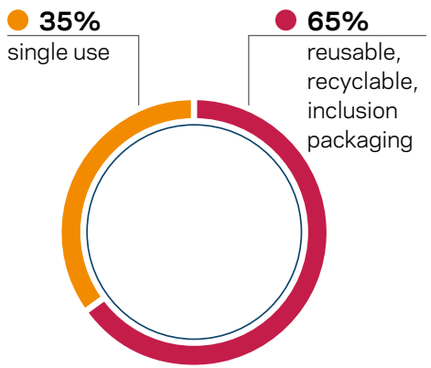
Examples of reusable packaging include railcars, tank and bulk trucks, ISO containers, Flo-Bins, and barges. Examples of recyclable packaging include static-dissipative; flexible, intermediate bulk containers; plastic drums and pails; and metal drums.

We are also working with our vendors on several waste-reduction initiatives, including reducing the amount of packaging materials sent to us, designing new processes and/or equipment to reduce landfill intensity, and recycling more waste materials, such as pallets and boxes.

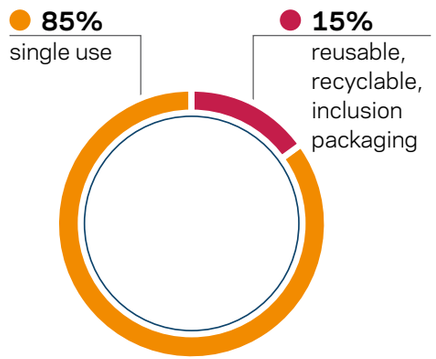
For the past four years, we have been participating in a recycling research project, Remove2Reclaim. This project brought together industry, academic, and government experts to develop a more sustainable process for recovering TiO_2 and polymers from plastic end-use products. In 2023, we demonstrated that the TiO_2 recovered from high-impact polystyrene meets the fundamental standards for a second life in a variety of plastic applications. This demonstration brings the current project to a close. Future projects could focus on partnerships that work to translate lab scale actions into an industrial process.

Percent of Reusable, Recyclable, and Inclusion Packaging by Business in 2023[1]

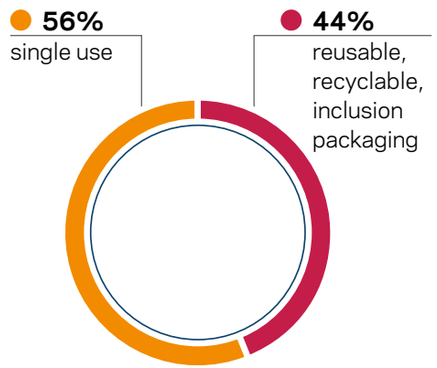
Titanium Technologies[2]



Thermal & Specialized Solutions



Advanced Performance Materials



1 Reflects primary packaging only; inclusion packaging is included in customer final product.
2 We are in the process of updating our data collection methods, 2023 data reflects total product shipped in reusable, recyclable, and inclusion packaging.

Responsibility for Waste Management

Our EHS & S policy and commitment to the Responsible Care® principles guide our actions and challenge us to continuously reduce impacts from waste, air, and water emissions. Together, our waste leaders and the CSC sponsor our waste-management strategy and targets, provide organizational guidance, and charter programs to advance waste-reduction initiatives.

The Landfill Waste Reduction Core Team—composed of representatives from Research and Development (R&D) and our business segments—is responsible for identifying and enacting large-scale efforts to reduce landfill waste. The team also develops internal interim targets to inform annual action plans and identifies local initiatives to drive performance at each of our manufacturing sites.

The Operations Landfill Improvement Team, with representatives from each manufacturing facility, is responsible for creating and implementing plant site waste-reduction initiatives and leveraging best practices across our operations network. Finally, our Landfill Champions Network consists of volunteers from across our operations and office locations. These champions work in concert with the core team and operations improvement team to support waste goal programs.

Operations representatives and waste champions communicate regularly to share best management practices and encourage each other to further reduce landfill waste. The champions also sponsor employee education activities and challenge our employees both at our operating sites and our offices to think about how they can take action to reduce waste at work and at home.

Waste Reduction Is a Team Effort

TEAM	TEAM	TEAM
Landfill Waste Reduction Core Team	Operations Landfill Improvement Team	Landfill Champions Network
WHO	**WHO**	**WHO**
Representatives from R&D and our business segments	Representatives from each manufacturing facility	Volunteers from across our operations and office locations
WHAT	**WHAT**	**WHAT**
» **Identify** and enact large-scale efforts to reduce landfill waste. » **Develop** internal interim targets to inform annual action plans. » **Identify** local initiatives to drive performance at each manufacturing site.	» **Create** and implement plant site CRC waste-reduction initiatives. » **Leverage** best practices across our operations network.	» **Work** in concert with the core team and operations improvement team to support waste goal programs.

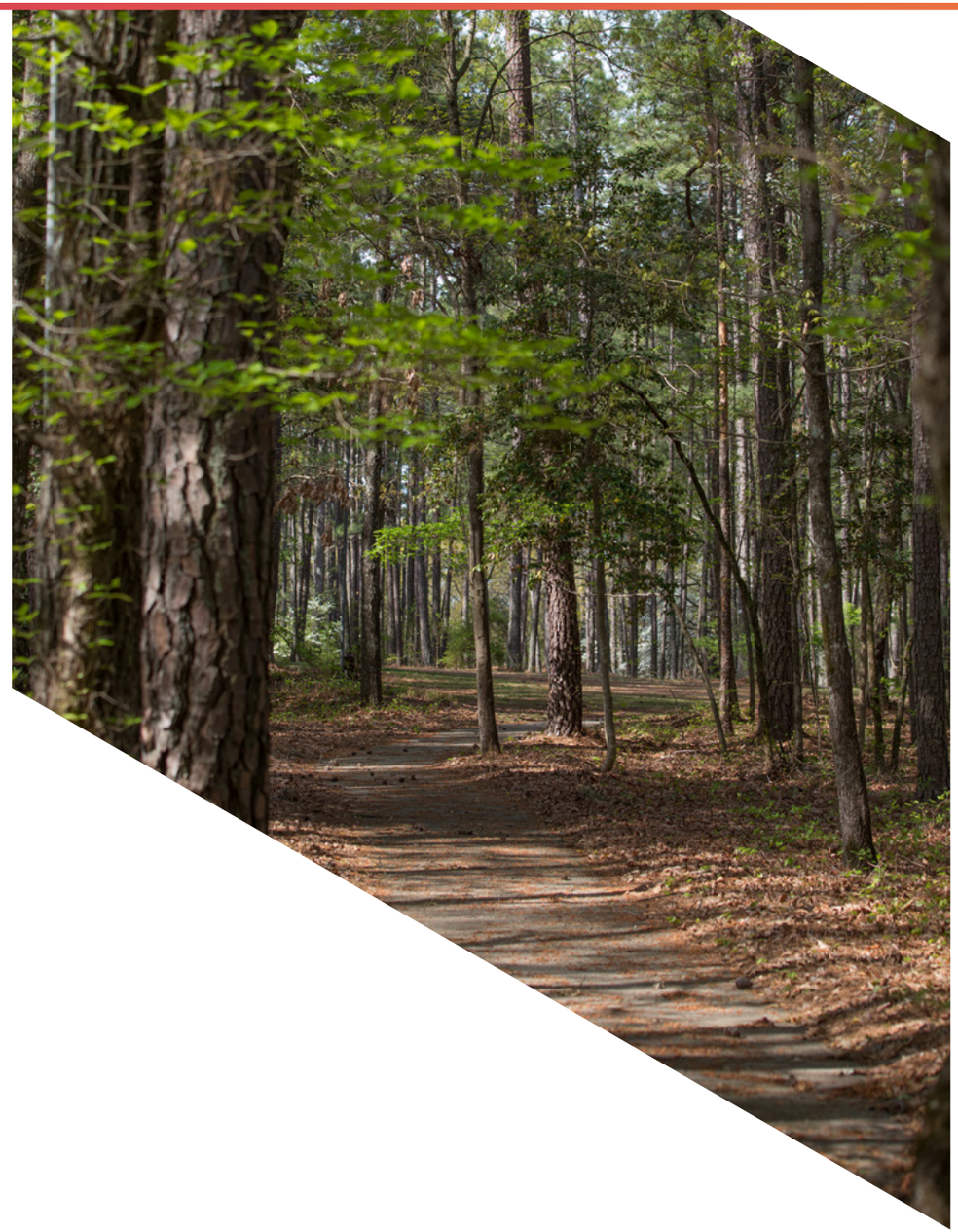
Nature

Protecting and restoring natural habitats helps increase the availability of clean water in watersheds; provides protection from the impacts of severe weather events; enhances natural CO_2 sequestration processes; and supports rich, diverse ecosystems and their services. As a company committed to doing the right thing for our environment and communities, we strive to be good stewards of the lands we own and lease to support our operations.

Nature Dashboard

2023 Achievements

- Developed a framework with Wildlife Habitat Council (WHC) to conduct a nature assessment and to implement a corporate-wide, nature-based initiative in 2024
- Awarded WHC's highest-level gold 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



United Nations Sustainable Development Goals Alignment

12
Responsible Consumption and Production
Targets: 12.2, 12.4, and 12.5

14
Life Below Water
Targets: 14.2 and 14.5

15
Life on Land
Targets: 15.1 and 15.5

17
Partnerships for the Goals
Targets: 17.16 and 17.17

Our Approach to Nature

Chemours' land holdings fall into three categories, as the table below outlines. These varying uses affect the land in different ways. While chemical operations have a smaller land-use footprint than mining operations, they occur over an extended period—potentially spanning decades. Mining operations impact a larger land footprint—with substantial temporary impacts on land, water, and biological resources—however, these operations occur over a shorter timeline, allowing restoration to begin quickly thereafter. While our mining operations include lands that have been mined and reclaimed, we still consider those properties to be operational because many of the reclaimed areas remain subject to mining permits. We also utilize portions of them for water management and infrastructure needs.

Chemours Land Holdings

LAND HOLDING TYPE	Operating sites that include chemical manufacturing and/or mineral mining operations	Open, undeveloped space at operating sites that support natural habitats and recreation activities	Former operating (remediation) sites
APPROACH	» Partnership with WHC on certification program, the only voluntary sustainability standard designed for broad-based nature enhancement and conservation education activities on corporate landholdings » Development activities that support or expand operations to comply with all local laws and regulations » Consultation with key conservation stakeholders to assess and mitigate potential impacts on habitat and biodiversity resources » Environmental site assessments, including wetland delineations and endangered species surveys, and implementation plans to mitigate potential impact on local biodiversity » Employee-led environmental stewardship teams to advance projects that enhance habitat and biodiversity at many local sites	» Establishment of programs and activities that support STEM education; enhance natural habitats; promote native species; and encourage employee and community engagement through Vibrant Communities grants and external partners » Management of commercial pine production for areas of undisturbed and reclaimed land at most mining sites	» Commitment to returning former operating sites to beneficial reuse based on the conditions of the site, stakeholder input, and the needs of surrounding communities » Identification of opportunities for redevelopment, sustainable land practices, habitat restoration and enhancement, and managed open space for use by our employees and the local community

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. We mine minerals that contain the elements titanium and zirconium, which are included in the U.S. Department of the Interior's 2018 list of critical minerals as vital to the nation's security and economic prosperity. These critical minerals are produced in limited quantities domestically, and Chemours' domestic monazite sales and production are used in U.S. rare earth mineral processing.

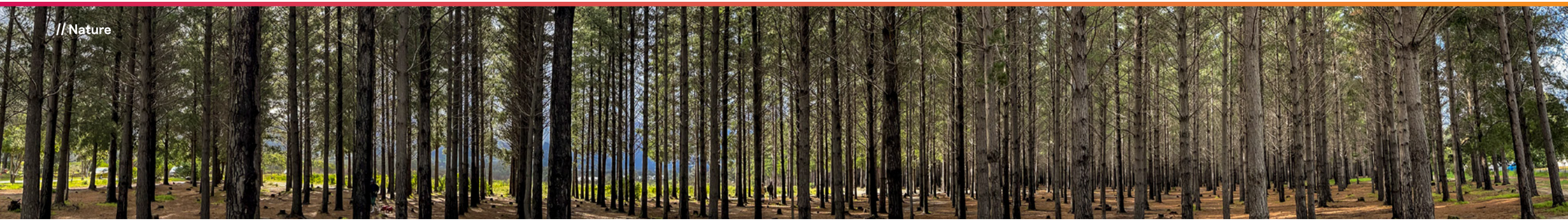
Our Titanium Technologies business segment operates mineral sands mining and separation operations in Florida and Georgia to supply our facilities with TiO_2 mineral feedstock and to recover and sell other valuable mineral products. Mineral sands mining is distinct from other forms of mining, with operations advancing steadily through large tracts. Mine pits are successively opened then refilled with sand tails within a few months. As a result, mining affects hundreds of acres per year, but the impact is temporary, and the land is continually reclaimed.

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 soils and plant vegetation in mined areas as soon as possible after mineral extraction is complete, which in turn allows native wildlife to quickly return. At the end of 2023, our mining activities included the following:

Mining Activities

	FLORIDA	GEORGIA
Surface Mining Permits including lands mined in the past, lands currently being mined, and mines reclaimed	15,545 acres	6,804 acres
Lands in some state of disturbance, including topsoil removed, actively being mined, in use for infrastructure, or being reclaimed but not yet replanted	1,756 acres	1,236 acres
Newly disturbed land in 2023	94 acres	384 acres
Land reclaimed in 2023 with topsoil replaced and trees replanted	0[1]	174 acres

[1] In 2023, no recently mined areas in Florida were available to be reclaimed: At the Maxville Mine, recently mined areas hosted equipment and infrastructure that was being decommissioned in advance of mine closure; at the Trail Ridge South Mine, active mining and tailing had not advanced far enough to allow topsoil to be replaced.

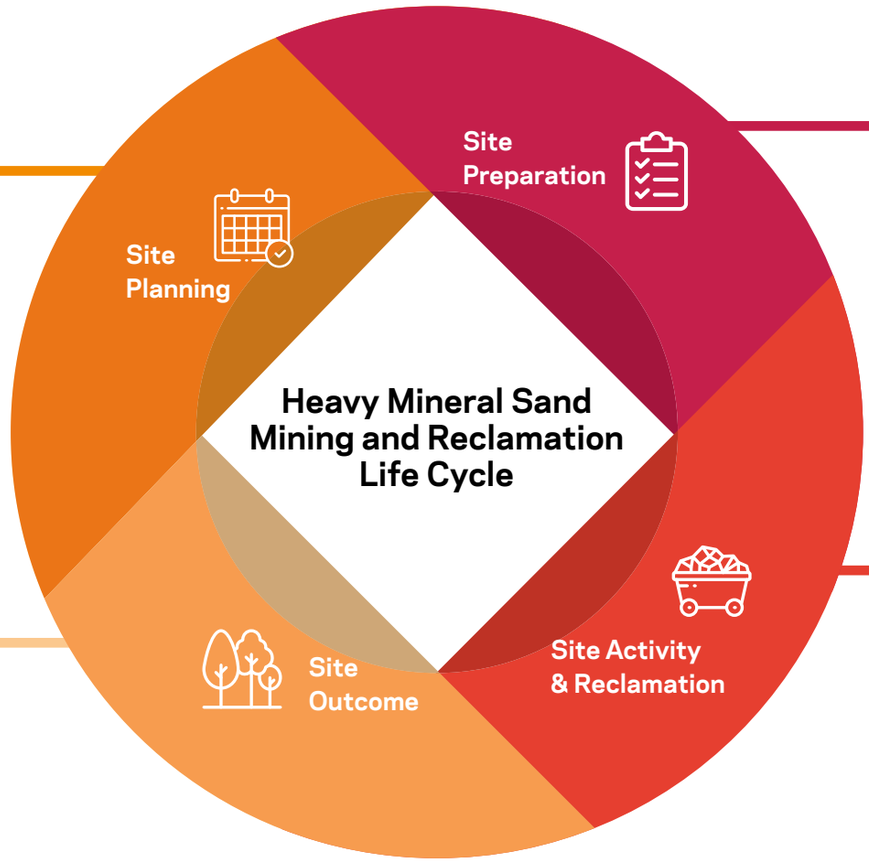


1. Site Planning

Years before mining is commenced, Chemours undertakes mineral exploration and conducts environmental studies to understand the pre-mine conditions and engages local conservation groups, regulatory agencies, and community leaders in order to avoid and minimize impacts to sensitive resources.

4. Site Outcome

The mined lands are returned to productive land use as directed by the landowner, so that the typical post-mine condition is naturally functioning wetland or commercial pineland.



2. Site Preparation

Once mine plans are finalized and all necessary permits are obtained, we harvest trees, remove stumps, and place the topsoil in berms along the edge of the permit boundary. The topsoil berms prevent stormwater from leaving the mine site. Additionally, by preserving the topsoil's diverse rootstock, seed bank, and microbial community, we can more quickly re-establish native plants and habitats by replacing the topsoil post-mining.

3. Site Activity and Reclamation

After clearing trees and removing the topsoil, we begin advancing the mine in sequences of approximately 10-acre blocks. Ore is excavated from one pit, the desirable heavy minerals are removed, and the rejected quartz sand mined the previous month refills the pit. After allowing the refilled pits to settle, the replaced sands are graded; topsoil is replaced; and trees are planted so that a mined area is typically in a disturbed condition for less than three years.

// Nature

PARTNERING FOR PROGRESS:

Partnering to Protect Local Wildlife and Habitats

Opportunities to directly protect wildlife habitats on the lands that we mine are limited because we lease mineral rights and carry out mining operations on land owned and managed by others. However, our mining operations teams support numerous organizations that work to protect area land and water resources, including the Satilla Riverkeeper, St. Marys Riverkeeper, and the Okefenokee Swamp Park.

Where practical, we craft our mine plans to avoid sensitive resources, such as wetlands and uplands that are habitats for gopher tortoise and indigo snake subpopulations. We also partner with external organizations to assist us in providing long-term conservation solutions to protect translocated gopher tortoises (indigo snakes have not been observed at our mining operations to date). Over nine years of mining in Georgia, Chemours' research partners have translocated more than 400 tortoises and moved 181 hatchlings reared from collected eggs to Wildlife Management Areas.

In 2023, Chemours expanded wildlife protection research by partnering with academic institutions to examine the impacts of mining and mine reclamation on bird communities and rare plants and to assess soil development and plant re-establishment in wetlands constructed on mined lands.

Responsible Mining

We regularly report the amount of land permitted for mining, disturbed by mining, and reclaimed, submitting annual reports to the Florida Department of Environmental Protection and the Georgia Department of Natural Resources, as well as making our surface mining plans publicly available. In addition, we actively engage with community stakeholders, landowners, and regulators to communicate our goals and efforts with respect to nature—including land management, habitat restoration, and protected species conservation.

We seek input from stakeholders early in our mine planning process to understand biodiversity concerns and develop impact mitigation programs, and we partner with academic researchers and wildlife resource managers to support local and regional conservation efforts.

Building on our current process of stakeholder engagement and state and federal compliance, and in partnership with a TiO_2 customer, Chemours works to continuously pursue and apply responsible mining principles. One way to do so is by meeting independent, third-party sustainability certification standards and implementing associated management systems that align with our CRC goals and address customer supply chain concerns. In 2023, we maintained Responsible Care®/RC 14001 certification of 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.

Operating Sites

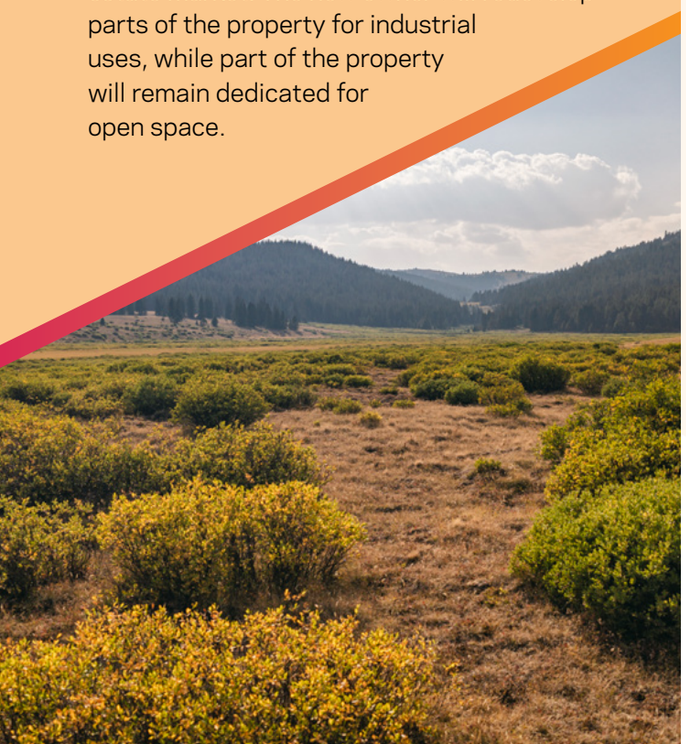
At manufacturing sites, our primary land-use impact is related to the physical footprint of our facilities and supporting infrastructure, as well as the construction and maintenance of on-site landfill cells for waste management. These uses may occur over long periods of time and significantly alter or degrade local habitats due to facility construction and operation. To offset our manufacturing operations impact, we seek partnerships and opportunities at or near our sites to enhance or restore the local habitat.

Many of our sites are located within 10 km of culturally significant sites, such as United Nations Educational, Scientific and Cultural Organization sites or sites on the National Register of Historic Places, or near conservation areas. Additionally, many are located along significant waterways, such as the Delaware River, and regional or international migration pathways, which support a variety of species, including migrating shorebirds and spawning and migrating fish.

// Nature

New Opportunity for Louviers, Colorado

This former operating site, roughly 350 acres, was a long operating dynamite production facility that permanently closed in 1990. Environmental investigations of the former manufacturing area began in the early 1990s, in coordination with the Colorado State Hazardous Waste Division, with Chemours completing all remediation requirements in 2020. In 2023, Chemours sold the Louviers site to an adjacent landowner who is also an established developer in the Denver real estate market. The new owner will redevelop parts of the property for industrial uses, while part of the property will remain dedicated for open space.



Restoring and Returning Former Operating Sites

We work with regulatory and community stakeholders to return former operating sites to active reuse and redevelopment—another example of how Chemours brings our environmental and social justice ethos to life. Beyond a regulatory-driven cleanup process, we have made considerable progress in cleaning up and returning former operating sites to productive reuse. As of 2023, Chemours has sold or donated 10 underutilized former manufacturing site properties totaling roughly 4,500 acres of land, including over 1,800 acres of developable property, which, in many cases, can provide economic opportunity for surrounding communities.

Manufacturing Sites

Our land management for manufacturing sites is similar to former operating sites: We seek opportunities at or near each site and work with partners to enhance or restore the local habitat. Our efforts can range from surveying areas prior to facility construction to identify and relocate protected plant and animal species to improving the habitats located on adjacent or nearby lands.

To help us in this endeavor, Chemours partners with WHC, 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.

WHC-Certified Programs and Projects

Chemours' WHC programs are led by our sites, enabling employee volunteers to engage with, and give back to, the local communities in which we operate. Programs can include managing wildlife, creating or improving habitats, providing conservation education, or a combination of all three.

Overview of Chemours Facilities

~16,300

acres owned or managed globally supporting current or former operating sites

~36%

total-owned acreage developed to support current or past manufacturing operations

~200

acres leased for office space, technical centers, and distribution facilities

64%

total-owned undeveloped acreage that includes buffer lands, wetlands, and waterways

// Nature

During 2023, Chemours' WHC site in Newport, Delaware, was recertified at the gold level for another three years through 2026. The Newport site has several projects managed by Chemours employees and site partners. These include bug hotels and three designated pollinator meadows where native plant species grow that are beneficial to pollinators. In 2023, 10 Chemours employees volunteered their time in honor of Earth Day to clean and restock the bug hotels and put new native plants in the meadows to better compete with non-native grasses and other invasive plant species. There are nine nesting boxes on site to provide potential nest locations for tree swallows and other cavity-nesting bird species. These boxes are actively monitored from late spring through summer to determine which species, if any, have occupied the boxes and/or laid eggs.

Chemours is committed to ecosystem resilience and nature leadership at our sites and in our communities. We are supporting this commitment with guidance from WHC by assessing the recently published Taskforce on Nature-related Financial Disclosures (TNFD); identifying our nature-related dependencies, impacts, risks, and opportunities; and launching a signature nature-focused initiative to support action for habitation restoration on-site and within our communities. As part of this effort the following activities and decisions were made in 2023:

- Developed a theme statement to steer our nature programs: "Committed to ecosystem resilience and nature leadership at our sites and in our communities."
- Developed a program to assess and align to TNFD.
- Developed a framework to conduct a corporate-wide nature assessment in 2024 to identify nature-related dependencies, impacts, risks, and opportunities.
- Planned a signature nature-related initiative across all Chemours sites with an aim to support action on-site and within Chemours' communities. The program was launched during Earth Month, which we have designated as Environmental Leadership Month for Chemours, in April 2024.

Chemours Wildlife Habitat Council Partnership By-the-Numbers in 2023

6 WHC-CERTIFIED SITES

5 Gold

1 Silver

65 ACTIVE PROJECTS

25
projects impacting habitat management

30
projects impacting species management

10
projects focused on community education and outreach

PROJECT EXAMPLES

Avian projects benefiting osprey, kestrel, bald eagles, least terns, and various cavity nesters in Delaware, Mississippi, New Jersey, and the Tennessee grasslands, and forestry projects in Delaware, Mississippi, and North Carolina.

Pollinator garden projects aimed at supplying critically needed bee habitats at sites in Delaware, Mississippi, New Jersey, and Tennessee.

Nature trails creation along the Delaware River in New Jersey and through the mountains of West Virginia for use as field classrooms by local elementary schools.

Projects impacting species management.

Outdoor and environmental learning opportunities for school children local to our sites.

// Nature

PARTNERING FOR PROGRESS:

Protecting Least Terns in Mississippi

The Mississippi Gulf Coast is home to one of the largest least tern nesting sites in the world and is also where our DeLisle plant is located. The site sits on the Bay of St. Louis, on the northwest side of Pass Christian, Mississippi. Here, more than 500 employees produce TiO_2 for paints, resins, and plastics.

In 2023, the site received WHC's highest-level gold certification, in part for its long-term monitoring of least tern nests. The least tern is the smallest of the tern species and is often seen hovering over water before plunging for tiny prey. Populations are endangered in many areas because of human impacts on nesting areas, especially along beaches.

In 2018, a plant operator who was formerly a game warden began noticing a few least terns near some cooling ponds. He began monitoring their activities, including their arrival time, how long they nested, and how many eggs hatched. In 2023, the site partnered with Audubon

Delta to enhance our efforts. The Audubon Delta team members were able to band some of the birds as well as provide more information on types of habitats the terns prefer. Site employees also learned about housekeeping and other practices to protect the birds as much as possible while continuing our daily operations. We plan to continue our partnership into 2024 and beyond when we hopefully see some returning guests.

Responsibility for Nature Management

Our Nature Team, alongside the CSC, evaluates current approaches to land use while identifying potential improvements to further support nature and biodiversity. The team is working to develop a nature framework and has partnered with WHC, a nonprofit organization that promotes and certifies habitat conservation and management on corporate lands through partnerships and education. By building collaborations among corporate employees, conservation organizations, government agencies, and community members, WHC programs create healthy ecosystems and more connected communities. WHC continues to work with our Nature Team to create a comprehensive framework that will establish priorities aligning with our corporate vision and enable our manufacturing sites to begin or further build upon their nature efforts.

Community Impact

Vibrant Communities

When we refer collectively to “us,” it very much includes communities where we live, work, and play. Our mutual success is one and the same. We have a vested interest in ensuring and enhancing the communities’ vibrancy through the positive impacts we can make. Whether we are considering philanthropic investments or site operations, the needs and feedback of our communities are critical to our decision-making process. We strive to hear the voice of the communities where we operate to help inform how we run our facilities.

Vibrant Communities Dashboard

2030 Goal

Invest

$50 million

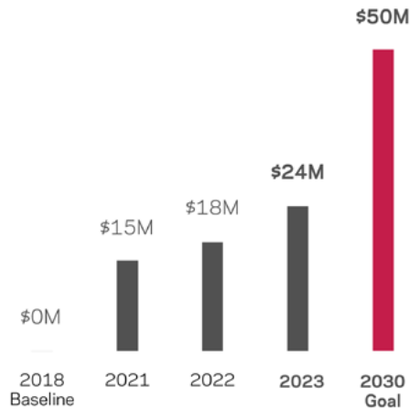
in our communities to improve lives by increasing access to science, technology, engineering, and math (STEM) skills, safety initiatives, and sustainable environment programs

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. of 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 launch 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 (HBCUs) and Hispanic Serving Institutions

2030 Progress to Date

Cumulative Vibrant Communities Investment



United Nations Sustainable Development Goals Alignment

4 **Quality Education**
Targets: 4.1, 4.3, and 4.4

11 **Sustainable Cities and Communities**
Target: 11.7

6 **Clean Water and Sanitation**
Target: 6.6

15 **Life on Land**
Targets: 15.1, 15.5, and 15.8

8 **Decent Work and Economic Growth**
Targets: 8.5 and 8.8

Our Approach to Vibrant Communities

Our commitment to communities incorporates social and environmental justice into our Environment, Health, Safety, and Sustainability (EHS & S) policy. We engage with local communities through our own programs and channels, and those in each community.

Environmental justice is now a part of our corporate EHS & S policy. Our initial work in this area has included completing an environmental justice evaluation of manufacturing sites in the U.S. utilizing the Environmental Protection Agency tool, EJScreen, to gain a deeper understanding of the communities around our sites. Subsequently, seven sites have developed site engagement and communications plans with their neighbors. These plans included the identification of potential partners, strategies to refresh 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.

Community Advisory Panels (CAPs)

CAPs are a critical part of all Chemours manufacturing location efforts to engage with their local community, foster transparent discussion, and build a trusting relationship. CAPs provide a forum for education about Chemours processes, businesses, and products.

Most importantly, they are a forum for the community to ask questions and offer insight into the needs and expectations of the local area. CAP members regularly share information they learn in meetings with others in the community and offer additional feedback to site leadership. This process helps to guide Chemours community engagement activities. For example, if a Chemours site proposes a large-scale improvement project, site leaders will present the details to the CAP for discussion before any activity begins. We also present CAPs with site safety and emissions data related to our responsible manufacturing and Corporate Responsibility Commitment (CRC) goals, and CAPs advise site leadership teams on the societal needs that inform our Vibrant Communities grants.

Chemours encourages community members to share issues or concerns with local site leadership or escalate them to the 24-hour Chemours ethics hotline. The hotline offers a global, multilingual service, accessible to both employees and the public.

Since the pandemic, during which many CAPs were forced to curtail meetings and other activities, Chemours has been assessing and re-invigorating our CAPs in a three-step process that involves:

» Ensuring that CAP membership is representative of the local community in terms of socioeconomic status, age, gender, race, and geographic location.

» Evaluating meeting agendas to ensure relevant content is being provided and that CAP members have ample opportunity to ask questions and offer feedback.

» Identifying a meeting cadence that provides the best opportunity for engagement with the CAP and any communications opportunities that may be available between meetings.

Through 2023 and as of early 2024, we have launched CAPs in Florida and Georgia to support our mineral operations; in Belle, West Virginia; and at the Chemours Discovery Hub in Newark, Delaware.

Our Chambers Works site revamped its CAP in early 2023 to include diverse voices representing organizations and neighborhoods throughout Salem County, New Jersey. The panel met quarterly and toured the site to better understand its role in manufacturing critical products for the automotive, medical, aerospace, and electronics industries. They also learned about the site's sustainability initiatives, management of safety processes, and emergency response plans. The CAP facilitated a strong two-way dialogue that enabled the Chambers Works team to receive actionable feedback about opportunities to help improve community engagement.

We are evaluating ways to revitalize our CAPs in New Johnsonville, Tennessee, and Fayetteville, North Carolina, with remaining sites to be addressed in the future.

Progress Toward 2030 Goal

Mutual success is the driving force behind our Vibrant Communities goal to invest $50 million in our communities by 2030. Through that investment, we aim to enhance the communities where we live and operate by:

- Increasing access to STEM education
- Engaging in safety initiatives
- Expanding sustainable environment programs

This goal is aligned with the 2030 Agenda for Sustainable Development's 17 United Nations Sustainable Development Goals (UN SDGs)—an urgent call for global partnership and sustainable action by developed and developing countries alike.

Our 2030 investment roadmap remains on track, having reached 46% of our $50 million goal through continued investments in 2023.

Vibrant Communities 2030 CRC Goal

OUR 2030 GOAL	2018 BASELINE	2021	2022	2023	2030 PROGRESS
Cumulative Vibrant Communities Investment	0	$15M	$18M	$24M	On track

⬡ Behind schedule ◗ On track ⬢ Achieved

Research Partnerships

Chemours engages with colleges, universities, and other institutions to understand critically important operational and environmental issues, promote high-quality scientific scholarship, and develop opportunities for students to become Chemours interns and employees.

As an example, Chemours initiated an electric vehicle (EV) research venture in 2022, to explore new applications for products in the growing electric vehicle market. After a year, the venture reported results for a novel dry-battery manufacturing method for EVs, published by a Chemours-sponsored PhD student.

The research focused on cobalt-free high-voltage battery technology, which offers the potential for greener and more cost-efficient alternatives to manufacturing high-energy-density EV batteries. The research addresses key challenges in the EV industry, such as increasing power and energy densities for faster charging and longer ranges, as well as eliminating cobalt from the manufacturing process. The implications of this research are significant for the expanding battery market and demonstrate Chemours' commitment to advancing research and exploring new applications in the clean energy sector.

STEM Education Programs

Our Diversity Action Plan uses both corporate-level programs and local partnerships to enhance outreach within our communities and advance industry-wide commitments for a more diverse and inclusive STEM workforce. This work is an integral part of our environmental and social justice ethos.

Chemours Future of Engineering, Science, Trades, and Technology (ChemFEST)

Through ChemFEST, the Chemours Future of Engineering, Science, Trades, and Technology School Partnership Program, we're focusing on providing exposure to and experience with STEM to middle school students to build early excitement for the sciences. The program includes financial support and hands-on volunteering and mentoring from Chemours employees who are committed to making a difference.

ChemFEST includes programs near our New Johnsonville, Chambers Works, and Louisville Works sites and our Wilmington, Delaware, headquarters.

// Vibrant Communities

PARTNERING FOR PROGRESS:

More ChemFEST, More Impact

During 2023, our ChemFEST partnerships expanded in five communities where we have operations.

Fayetteville, North Carolina
This site unveiled a partnership with Mac Williams Middle School as part of the ChemFEST program. The school prepares students for high school and future careers in a globally competitive society. As an initial step in the ChemFEST collaboration, Chemours provided nearly $30,000 in funding for seven Paxton Patterson lab modules covering various STEM topics. These labs offer students hands-on experiences to explore potential careers in STEM fields. Chemours employees will actively support the implementation of these modules and engage with students to discuss STEM career opportunities throughout the year. This partnership reflects Chemours' commitment to promoting diversity in the STEM workforce and ensuring that students have access to STEM education from an early age, aligning with the company's mission to address global challenges through innovation.

La Porte, Texas
In 2023, students from Alief Middle School benefited from two significant opportunities to engage with STEM subjects through a partnership with ChemFEST in its inaugural year with the school. In a field trip, students visited the La Porte site, where they participated in plant tours, equipment demonstrations, and emergency response exercises. Subsequently, Chemours sponsored a four-week STEM summer camp for Alief Middle School students that featured sessions on chemistry, engineering, forensics, and robotics. La Porte site employees actively contributed to the camp, teaching lessons and accompanying students on field trips to educational museums. The camp concluded with a student showcase, where participants demonstrated their projects and were recognized for their dedication to STEM learning.

Corpus Christi, Texas
Chemours has forged a $90,000 partnership with Ingleside Independent School District to advance STEM education in the community through the ChemFEST school partnership program. The partnership will bolster the STEM curriculum at Leon Taylor Middle School for grades 6 through 8, benefiting students and providing professional development for staff. Chemours employees will engage with students through various activities, including STEM showcases, mentorship programs, and science fairs.

Louisville, Kentucky
Chemours has partnered with Farnsley Middle School to promote early engagement in STEM education through the ChemFEST program, aimed at fostering a more diverse STEM workforce. The school, known for its focus on math, science, and technology, offers the Explore Pathways program to help students learn about various fields through hands-on learning. The ChemFEST partnership will support students in grades 6 – 8 enrolled in Farnsley's Engineering and Design Explore Pathway, with activities such as STEM showcases, mentorship programs, and science fairs. A recent contract-signing celebration highlighted the importance of diversity and inclusion in STEM professions and emphasized the significance of providing representation for marginalized communities to inspire future generations in STEM education and careers.

Mechelen, Belgium
This site initiated a three-year partnership with Technische Scholen Mechelen (TSM) through the ChemFEST program, aimed at promoting STEM education through an initial $5,000 contribution. Leveraging proximity to the Mechelen plant, TSM students will gain practical insights into industrial chemical applications. Chemours will provide mentorship through events such as STEM days and Think&Do-Days, aiming to engage students and support teachers. Additionally, Chemours will offer guidance on safety, lab setups, sustainability, and a Day of Service. The partnership also involves refurbishing TSM's science and STEM lab.

The Chemours Future of Chemistry Scholarship Program

In its fifth year, the Chemours Future of Chemistry Scholarship program has awarded scholarships to over 72 students, totaling more than $1.5 million in financial assistance. The program provides scholarship support and internships to underrepresented students from our communities who are seeking a STEM degree.

In 2023, the program expanded to include Corpus Christi, Texas, in the U.S. The program awarded $550,000 across seven different sites worldwide and included two employee resource groups, The Chemours Women's Network and Chemours Latin American Resource Organization, in dispersing these awards.

The HBCU Week Gala in 2023 recognized some of the first exceptional recipients of the Future of Chemistry Scholarship: Nia Anderson and Kayla Bell-Davis from Howard University and Simone Josey and Jazmine Harrison from North Carolina A&T State University. Awarded the $40,000 Future of Chemistry Scholarship in 2019, these scholars have since graduated with honors from their respective institutions. Notably, Nia Anderson has also undertaken an internship within our organization. Our investment in the Future of Chemistry Scholarship will continue to yield successful and impactful contributions to advancing scientific knowledge.

Future of STEM Scholars Initiative (FOSSI)

Chemours is a founding member of FOSSI, which provides scholarships to students pursuing STEM degrees at HBCUs and connects them to internships and leadership development and mentoring opportunities at participating companies.

In 2023, the HBCU Week event welcomed 8,000 high school students across Delaware to connect with 30 HBCUs and 10 corporations, enabling discussions on admissions, scholarships, and internship opportunities. Chemours volunteers were present to connect with students about FOSSI scholarships through interactive STEM displays at the Chemours booth. Volunteers highlighted an iPad submerged in immersion cooling fluid continuing to function, a hydrocar that converts water into fuel to demonstrate Nafion™ membrane's use in green hydrogen fuel cells, and a virtual reality oculus that took participants on a tour of Chemours Discovery Hub, where they performed virtual experiments in the titanium dioxide (TiO_2) and Nafion™ labs.

FOSSI By-the-Numbers

$5.3 million
2023 Scholarships

625+
Scholarships funded to date

32
States represented

$30 million
Investment to date

132
2023 Scholars

4,000+
High school applicants

42
HBCUs

3rd class
welcomed in 2023

Employee Volunteerism and Philanthropy

Chemours supports and encourages employee volunteerism using a paid day of service and offering a range of opportunities to get involved and give back. For example, employees can volunteer through Chemours' Global Day of Service activities on Martin Luther King Jr. Day, our Vibrant Communities grants, regional United Way employee campaigns, and additional employee-led opportunities. Activities range from participation in community projects to environmental efforts such as tree plantings or beach cleanups.

Chemours' inaugural Community Impact Month (CIM) marked an outstanding month of engagement worldwide. In place of Global CRC Day, CIM kicked off this shift to a month-long initiative in October for all employees to support their local communities. Whether through existing partnerships, new initiatives, or virtual efforts, our sites responded with impactful contributions, demonstrating the depth of Chemourians' commitment. Here's a glimpse of the diverse and meaningful ways we made a difference in our neighborhoods.

A Call to Action for Employees during Community Impact Month

Changshu, China
Initiated a version of the highly popular Chemours Magical Science Camp for 48 teenagers from the local community who embarked on a scientific adventure alongside mentors from the plant.

Shanghai, China
Orchestrated a "Public Science Day," with the Shanghai Institute of Organic Chemistry, captivating over 1,500 teenagers and parents with the wonders of chemistry.

Altamira, Mexico
Participated in the CZECH 2023 drill, a community safety event that simulated a $TiCl_4$ leak with a possible impact on the community, and asked teams to work with community organizations and emergency responders to ensure a safe outcome.

Monterrey, Mexico
Renovated a kindergarten with help from the General Services Department of Apodaca City that benefited 400 students through refurbished equipment, rooms, and a playground.

Deepwater, New Jersey
Attended Ag Day at the fairgrounds near the plant, where employees spoke with 309 7th and 8th grade students from nearby schools about Chemours, its local operations, agriculture applications, and more.

Fayetteville , North Carolina
Worked closely with two Chemours employee resource group chapters to donate 50 books by Black, Brown, and Native American authors to a local walk-in day resource center serving single women and women with children who are homeless or at risk of homelessness.

Greater Wilmington, Delaware & Statewide
Participated in the company's annual United Way campaign, with the goal to raise $350,000 in donations and 1,000 volunteer hours. The campaign raised a total of $454,088 and 1,473 volunteer hours.

Responsibility for Vibrant Communities

Led by our senior vice president of corporate communications and chief brand officer, our cross-functional Global Vibrant Communities and Philanthropy Leadership Team reviews and approves our community grants. This team leverages an internal management system to capture and manage grant requests, with an emphasis on volunteerism, employee engagement, and multi-year sustainable programming. The online grant request system provides a positive end-user experience for all our internal and external grant requestors and more accuracy in our reporting process.

To ensure best practices, we review our donation policies regularly and may audit organizations receiving funding at any time for any reason. Our senior vice president of corporate communications and chief brand officer works with our Vibrant Communities goal leader and the Chemours Sustainability Council (CSC) in setting the strategy and guiding our approach toward community engagement. The Chemours Code of Conduct and our values and vision guide our community impact decision-making, and we continue to refine our policies and procedures as new scenarios and processes arise.

Responsibility for local community engagement rests with the business presidents and senior vice president of corporate communications and chief brand officer. In turn, daily engagement is carried out by local plant managers under the guidance of the vice presidents of operations (or equivalent) for each business unit. Operations vice presidents act on behalf of the business presidents to provide oversight and accountability for community engagement activity in accordance with the company standard and EHS & S policy.

Greatest Place to Work for All

Empowered Employees

Meeting our commitment to responsible chemistry depends on our ability to create a vibrant workplace culture. To do so, we must attract and retain the best and brightest minds who push our business and industry forward. Underpinning that objective is building an empowered workforce.

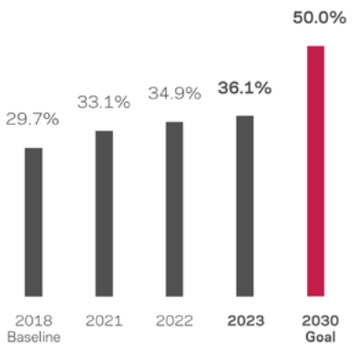
One that creates space for and celebrates a broad range of viewpoints, backgrounds, and experiences. By emphasizing workplace excellence and creating a work environment that reflects the local community, we continue to deliver the innovative solutions our society needs.

// Empowered Employees

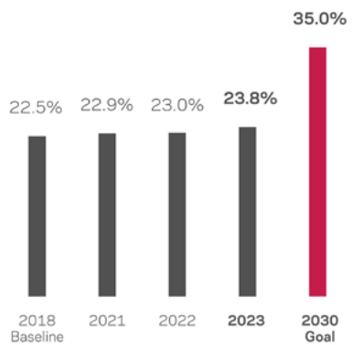
Empowered Employees Dashboard

2030 Goals and Progress to Date

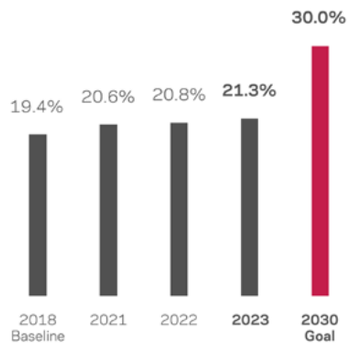
Fill 50%
of director level positions and above with women globally[1]



Fill 35%
of all positions globally with women[2]



Fill 30%
of all U.S. positions with ethnically diverse employees[2]



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 Employee Resource Group (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

United Nations Sustainable Development Goals Alignment

3 / **Good Health and Well-Being**
Targets: 3.4, 3.5, 3.7, and 3.8

8 / **Decent Work and Economic Growth**
Targets: 8.5 and 8.8

4 / **Quality Education**
Target: 4.4

10 / **Reduced Inequalities**
Targets: 10.2 and 10.3

5 / **Gender Equality**
Targets: 5.1 and 5.5

16 / **Peace, Justice, and Strong Institutions**
Target: 16

[1] Includes executive employees who are women.
[2] Excludes employees who have not self-identified.

Our Approach to Empowered Employees

We foster a rewarding and productive workplace culture by investing in development; prioritizing inclusion, diversity, and equity (ID&E); and living our company values. These actions are part of a long-term strategy to support employees and create an environment of trust in which employees own their career, can be an engaged member of the team, and always do the right thing. In return, employees can trust Chemours to treat them with respect, transparency, and care.

Building on this foundation of trust, we are committed to providing meaningful opportunities that foster both personal and professional growth for individuals at all levels and backgrounds, including:

- Hiring interns and co-op students into full-time positions after graduation
- Moving employees within and across functional and business roles to broaden their experiences
- Providing mentoring opportunities to foster personal and professional growth
- Encouraging all employees to join one or more of our ERGs
- Developing employees for new assignments with greater responsibility
- Investing in leadership through development efforts such as coaching, assessments, and other learning and development programs

Through these investments in our people, we fuel our company's growth and further Chemours' ability to advance. We also empower employees to thrive by providing a mix of remote work, time off, and flexible schedules for resting, recharging, and enjoying life. By working to actively build and foster an inclusive, diverse, and equitable culture, we create a workplace that will allow each member of our Chemours family to bring their best self to work each day, which in turn bolsters our innovation, enriches the customer experience, and deepens our understanding of the communities we impact.

Learn more about our workplace demographics in the Supplemental Content and Data section.

Progress Toward 2030 Goals

Throughout the past year, we have made significant progress to advance our goals of employee empowerment through various initiatives across the company. The initiatives highlighted in this report have been instrumental in enhancing talent recruitment and maintaining a workforce rich in diversity.

Empowered Employees 2030 CRC Goals

OUR 2030 GOALS	2018 BASELINE	2021	2022	2023	2030 PROGRESS
50% women director level positions and above[1]	29.7%	33.1%	34.9%	36.1%	On track
35% women globally[2]	22.5%	22.9%	23.0%	23.8%	On track
30% U.S. ethnic diversity[2]	19.4%	20.6%	20.8%	21.3%	On track

⬡ Behind schedule ◗ On track ⬢ Achieved

[1] Includes executive employees who are women.
[2] Excludes employees who have not self-identified.

// Empowered Employees

Employee Engagement

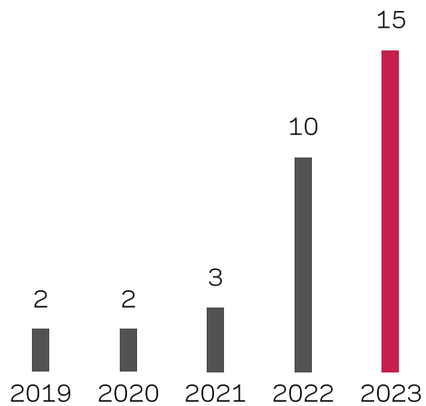
We conduct internal and external assessments of performance through our workplace culture survey and third-party certification groups. We also evaluate our performance in terms of our 2030 Empowered Employees goals, which help us measure our progress in achieving a truly diverse workplace.

We use the Great Place to Work® survey methodology globally as our primary tool to measure employee engagement. This platform helps us assess the Chemours employee experience to drive an improved workplace environment for all. We administered this survey in mid-2023, and were pleased with a 76% employee response rate, our highest level of participation yet since implementation of the survey globally in 2020. Our global average of all statements kept its solid position at 73% since 2022. This reflects responses that frequently scored a 4 (often true) or a 5 (almost always true) on a scale ranging from 1 to 5 when asked to what degree the recipient agreed with a statement.

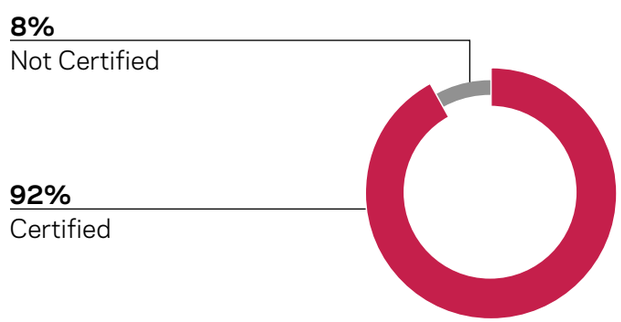
As we aspire to be the greatest place to work, we are proud that in 2023, 15 global regions were certified as a Great Place to Work®, namely Belgium, Brazil, Greater China, France, Germany, India, Japan, Mexico, Singapore, Spain, South Korea, Switzerland, Thailand, and the United States. Nearly 92% of our employees work in one of those countries.

In recognition of the high correlation between leader effectiveness and employee experience, we utilize our Leadership Effectiveness Index (LEI) survey. This survey is based on the demonstration of our leaders' embodiment of our five values and the 10 competencies described in the "Orange Book," which articulates our purpose and defines our cultural norms and values.

Number of Great Place to Work® Certifications™



Percentage of Employees Working in a Great Place to Work® Certified™ Location



From 2022 to 2023, we observed a modest improvement in our LEI score from 82% to 83%. Additionally, we saw a notable 5% increase in the number of leaders who achieved scores of 90% or higher. Concurrently, we have sustained a minimal number of leaders who averaged scores below 60%. The survey results are tied to the performance management process (PMP) and provide input to the development plans of all leaders. Our mantra is to give feedback, provide support for improvement, and then drive accountability and consequence management through our PMP. We believe that focusing on leader behavior helps the advancement of our company culture, an aspect that is also reflected in the results of the Great Place to Work® survey.

Drawing on the valuable feedback gathered from the surveys, our leaders analyze the results and comments, identifying potential improvement areas, and formulating action plans. To support our leadership in these endeavors, we enlist the aid of our Orange Book Ambassadors as well as team members at our various regional sites who have a passion for driving improvement and volunteer to help champion positive change. These ambassadors are instrumental in providing guidance on interpretation and action planning and championing the ongoing evolution of our culture. Their contribution is key to enabling Chemours to become the greatest place to work.

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 help say thank you to colleagues who display our values and behaviors or who have had a meaningful impact. This program allows all employees, in all locations, to recognize colleagues top-down, bottom-up, peer to peer, and across departments, businesses, and locations. Over 95% of our population utilized the recognition program in 2023, and gave over 102,000 awards.

Building upon the Orange Awards, we launched the Act of Courage award in mid-2022 to recognize employees who embody our values and display the leadership, fortitude, and integrity needed to act when it would have been easier to do otherwise. After nearly 2,900 submissions in 2023, the Act of Courage award had 11 total recipients across all global regions.

Learning and Professional Development

Learning and development play a strategic role within Chemours by helping us to motivate, engage, and empower employees and develop our people capabilities to meet 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. By providing a range of learning and development opportunities, from on-demand eLearning to multi-month curriculums and mentoring to on-the-job assignments, employees and their managers can collaborate and plan a development path that best suits the employee's needs and future aspirations.

In addition to these internal and external resources, we partner with other organizations to provide historically marginalized employees with expanded learning opportunities, including:

- Exceptional Women in Chemicals panel
- McKinsey & Company: Connected Leaders Academy
- National Society of Black Engineers Convention
- Out & Equal Workplace Summit
- Pennsylvania Conference for Women
- Society for Women Engineers conference, career fairs, and webinars
- Women in Manufacturing leadership meetings, webinars, and events

In addition to a breadth of programs, processes, and tools to support professional growth, Chemours offers programs to assist employees throughout various life events so they can live their best life now and in the future:

- Financial planning services to support savings and retirement planning
- Basic money management and financial planning resources to help interns start their post-school life on the right foot
- Virtual and in-person financial counseling and relevant topical seminars, like how to maximize Health Savings Accounts, to ensure that all employees can get the most out of our programs
- Short-term and long-term incentive plans
- A one-time stipend for interns and co-ops may be applicable, determined by hiring practices at each of our locations

Chemours Training Programs

Chemours employees are encouraged to follow the 70:20:10 Learning Model to maximize the effectiveness and impact of their learning experience.

On-the-Job Experiences 70%

"Gig" assignments—Special projects such as internal opportunities published on our Gig Board, where employees apply to short-term projects that help them meet development goals by practicing and refining new skills, expanding their network, or exploring a future role.

Committee leadership and participation—ERGs, Ethics champions, CRC champions, local communications leads, United Way campaign leaders.

Short-term assignments—These may be role assignments within a department or cross-functional department based on the employee's developmental needs and aspirations.

Commercial Development Program—Rotational program designed to drive early career talent development within key commercial functions.

Field Engineering Program—Rotational program for engineers to provide exposure to various engineering roles across the company.

Toastmasters Club—Members practice communications, leadership, influence, and team-building skills in a supportive environment.

Learning Through Others 20%

Participation in ERGs—As a member who identifies with the ERG or is an ally of the ERG.

360˚ Assessments—Process for leaders to gather feedback from their manager, peers, direct reports, and others.

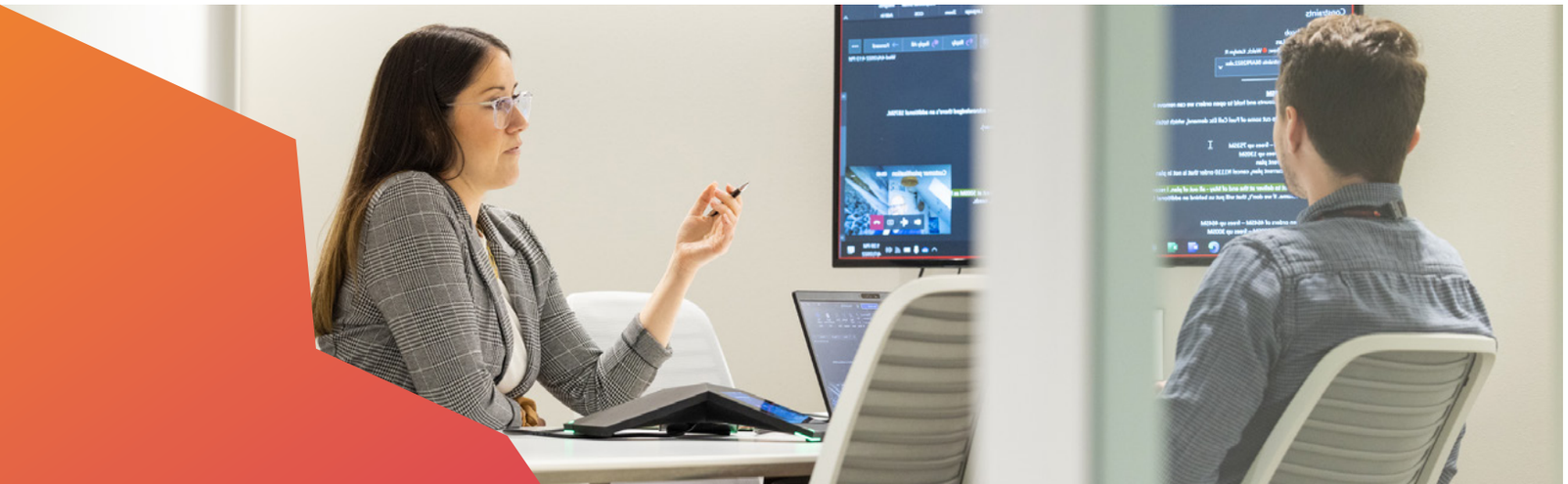
Mentoring Programs—Regional mentoring programs where mentees and mentors are matched based on their identified development preferences.

Participation in industry trade associations, professional organizations, and other external organizations.

Fireside Chats and other leader-led discussions—Organized by various internal groups including ERGs, functional and business teams, and learning and development team.

SpeedNetworking—An internal, virtual event platform designed to foster employee connections within a time-bound event.

Analytics Community of Practice—A community developed to leverage knowledge sharing and skills development around analytics and key technology-based tools and programs.



Formal Training 10%

Core Competency Training—Focused on safety, ethics and integrity, cybersecurity, technical training, and other subjects.

Career Development on Demand—An internal platform that houses development resources for all employees and guides them through owning their careers, from goals and aspirations identification to development planning.

Udemy™ Business—An online learning platform available to all employees, with more than 25,000 courses in multiple languages curated to align with our values and competencies.

Workday Learning—Houses over 100 eLearning courses available in multiple languages and to all employees that relate to Chemours' "Orange Book" vision, values, and competencies.

Vector Solutions—Designed for our operations team, Vector contains industry-specific training, operational readiness, workforce management, and risk management training.

Influential Communicator Certificate Program—An executive education course designed for leaders to enhance their ability to be an impactful communicator.

Herrmann Brain Dominance Instrument—A leading assessment tool designed to help individuals identify their thinking preferences in order to improve their communications, team building, and problem-solving skills.

In-Person and Virtual Facilitated Courses—Live, facilitated courses on over 40 development themes and delivered by regional trainers covering five languages.

Aspiring Leader Curriculum—A nine-month learning journey for individual contributors considering future roles in management.

Chemours Online Information Library—Offers employees access to a wide range of books, articles, and other resources to support their personal and professional development.

Performance Reviews

Our Performance Management Process (PMP) provides a structure to align expectations and goals; integrates ongoing coaching and feedback; and summarizes individual contributions—including both "what" (core job, goals, and impact) and "how" (behaviors and competencies).

Leaders and employees collaborate to establish SMART (specific, measurable, actionable, realistic, and time-bound) goals, and they review progress throughout the year. This approach ensures the PMP's effectiveness and sets clear expectations for the employee and the company's success. Today, all our employees receive feedback to ensure effective job performance and long-term success with the company, whether formally through the PMP process or informally through discussions with their supervisors.

Semiannual performance reviews, combined with annual career development planning and ongoing just-in-time feedback, provide support in performance and development, and help our people know where they excel and how they can improve. During 2023, we began using the "Anytime Feedback" capability within the Workday platform that enables employees to gather both solicited and unsolicited feedback from other employees. We also delivered training to employees on how to give and receive feedback to ensure the feedback is useful and is provided in a psychologically safe manner.

In 2023, all eligible employees completed the annual PMP with their managers. These discussions align employee strengths with development areas and encourage individuals to focus on career goals and competency growth. We analyze performance ratings across several demographics, including gender and ethnicity, to ensure the process is equitable.

Compensation and Benefits

Chemours is committed to offering compensation and benefits programs that recognize our employees' contributions to our success, are competitive in the markets where we operate, and support our employees' diverse needs. We do so by providing 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
- Life insurance
- Short- and long-term disability coverage
- Business travel accident coverage
- Financial support for continuing education
- Financial, physical, and mental well-being programs


// Empowered Employees

In 2023, we once again conducted listening sessions with our U.S.-based employees to gather their feedback and ideas on our pay practices and benefits offerings. As we reflected on the feedback, specifically the importance of our benefits to our employees, we made three important decisions regarding our 2023 plans:

- Chemours absorbed a significant portion of medical and prescription drug cost inflation.
- We agreed to offer a weight management concierge service to our employees. This expands on the chronic condition care we have previously made available to our employees.
- Finally, we introduced a virtual primary care physician alternative, which guarantees availability of a new patient visit in every county in all 50 states within five business days as a new patient and then one to two days for future visits.

Inclusion, Diversity, and Equity

Our commitment to creating an inclusive, diverse, and equitable (ID&E) workplace makes Chemours a great place to work, broadens our access to talent, enhances innovation and the customer experience, and strengthens our understanding of the communities we serve. By building teams that are diverse in thought, background, and experience, we will continue to position Chemours at the forefront of our industry.

Recognizing the importance of representation at all levels, Chemours' dedication to ID&E extends within our broader workforce and into the highest levels of our leadership. We are proud of the diversity of our Board of Directors and Chemours Executive Team (CET). At year-end 2023, women comprised 44% and ethnically diverse individuals comprised 22% of our Board of Directors. In our CET, we have developed and promoted internal talent that resulted in women and/or ethnically diverse executives representing 78% of the team at the end of 2023.

To further our goals in the broader organization, we have maintained diligent efforts in implementing our Gender Diversity Playbook at our manufacturing sites, which continues to concentrate on the following areas:

- Building a talent pipeline
- Recruiting locally
- Creating an inclusive environment
- Enabling radical, equitable flexibility

In 2023, our manufacturing sites developed their second set of action plans, followed by the completion of their third annual audits at the outset of 2024, which resulted in a 5% improvement in positive responses to the audit questions. Subsequent to the latest audit, new action plans have been developed and incorporated into the objectives for each site for 2024.

// Empowered Employees

As part of our diversity playbook, our manufacturing sites are committed to attracting and developing diverse talent from the communities in which we operate. We collaborate with local educational institutions to provide students with opportunities to learn about our businesses, our products, and our sustainability goals. We also offer internships, scholarships, and full-time positions to students who exhibit high potential and interest in the chemical industry. We believe that by investing in the future of chemistry, we strengthen our diverse talent pipeline and foster an inclusive culture. Here are some select accomplishments from 2023 demonstrating our sites' commitment to building a diverse talent pipeline:

The mineral operations team has established a strong relationship with the Environmental Science Program at the College of Coastal Georgia, providing students with hands-on experience in gopher tortoise conservation, minerals and coastal geology, and independent study projects.

The Fayetteville Works site is proud of its continued participation in the Cumberland County Schools' Innovative Career Opportunities Now (ICON) program, where high school students can gain valuable experience interning at the site. Our student interns who work with us gain valuable experience across disciplines with increasing responsibility, positioning them for success in their future careers.

The Dordrecht Works site in the Netherlands has hosted multiple school visits from schools in the region, providing them with an overview of our business, sustainability investments, and site operations. The site aims to inspire students to pursue a career in the chemical industry and showcase the opportunities available at Chemours.

The Changshu site in China has partnered with the largest local community, Lidu, and the Changshu Institute of Technology, awarding Future of Chemistry scholarships to 18 outstanding diverse students and providing internships for students to help them connect theory with practice.

The Altamira early career employee development program "GenNext" in Mexico has been a great source of diverse talent and staffing renewal for the site over the past decade. Partnering with local and other state universities, the Altamira plant has hired approximately 60 individuals, of whom almost half are female and who are now integrated across our organization.

The DeLisle team has held several events, hosting a full day of activities for the Girls in STEM camp in Pass Christian, Mississippi, and a Manufacturing Discovery Day for girls interested in manufacturing careers. Each event welcomed approximately 25 participants who were introduced to the diverse elements of our operations as well as our dedication to sustainability and a diverse workforce.

// Empowered Employees

Our ERGs play a critical role in fostering inclusion within our organization. They provide representation from diverse backgrounds and offer a space for Chemourians to share experiences and broaden their horizons. To embed ID&E values deeply into our culture, ERGs gather quarterly to review their strides to integrate these principles into daily activities. These gatherings are an opportunity to navigate through challenges, gather insight, and identify opportunities for improvement.

Structured to ensure executive engagement, each ERG benefits from the guidance of at least one member from the CET and the Executive Leadership Team. This executive sponsorship not only provides ERGs with strategic direction but also ensures their initiatives receive attention at the highest level. Comprehensive updates are presented to the CET biannually. Beyond these regular touchpoints, our ERGs host an annual Summit, where we showcase best practices for embedding an inclusive culture across the organization and provide learning and development opportunities for our ERG leaders.

As we continue to provide ways to support our employees in achieving their full potential and becoming their best selves, the Chemours Talent Acquisition team and the Chemours Women's Network (CWN) partnered to join the Society of Women Engineers (SWE) Corporate Partnership Council and to become a corporate member of Women in Manufacturing (WiM). These partnerships have provided new opportunities for learning and development and allowed us to access industry best practices and tools to leverage across our technology and manufacturing organization. They have also helped strengthen efforts to recruit the best and brightest talent in our industry.

Continuing with this theme of inclusivity and leveraging partnerships for growth, the Chemours Talent Acquisition team and the Chemours Veterans Network (VetNet) engaged in a new partnership with Orion Talent HirePurpose® in 2023. This partnership has allowed us to amplify our commitment to ID&E by providing us with a custom Inclusion Guide that lives on the HirePurpose® website and highlights our Chemours Inclusion Allies and spotlights our work to create a culture of inclusion and belonging.

// Empowered Employees

PARTNERING FOR PROGRESS:

Celebrating the Impact of Our Employee Resource Groups

Partnerships are equally as important inside Chemours as outside the company. Our ERGs are a great example of how individuals with a common touchpoint come together throughout the year to support each other professionally and personally as well as to positively impact local communities. Here are a few examples of how our ERGs made an impact in 2023.

Chemours Latin American Resource Organization (CLARO)

For the second consecutive year, executed a Future of Chemistry scholarship program for college students of Hispanic or Latin American ethnicity studying fields of STEM applicable to Chemours. Five scholarships were awarded for the 2023-2024 school year totaling $50,000, an increase from the $25,000 scholarship offered in 2022. This year's recipients included individuals from the communities near our Corpus Christi plant, DeLisle plant, and Wilmington office.

Chemours Asian Group (CAG)

Co-sponsored "Why Gender Equality Is Good for Everyone" call with CLARO and CWN, featuring author and speaker, Kate Mangino. The event focused on cognitive labor and women's glass ceiling; how both gender and cultural norms impact our lives; and how we can better support ourselves, our families, and our colleagues. Over 100 Chemours employees participated in this event.

Chemours Black Employee Network (CBEN)

Held a virtual event in honor of Martin Luther King Jr. Day, attended by nearly 300 employees virtually and in person. The event featured a keynote speaker, musical selections, and an author and poet. The theme for the program was "Continuing the Dream, Together," with the keynote focused on the life and legacy of Dr. King and the work Chemours is doing to make sure STEM resources are accessible to those in underserved communities.

Chemours Native American Employee Network (CNAEN)

Launched as our eighth ERG, CNAEN's mission is to contribute to a diverse workplace through providing professional and personal development of Native American employees and raising awareness of our culture and perspectives through networking and community outreach.

In July 2023, we hosted students from the North Carolina Louis Stokes Alliance for Minority Participation STEM Pathways and Research Alliance at our Fayetteville, North Carolina, site. We introduced these students to our manufacturing and analytical processes, environmental and wildlife programs, and internship opportunities.

Chemours Women's Network (CWN)

For the first time, sent 10 representatives from Chemours to the SWE 2023 Conference—supporting the career fair and interview booths, attending various presentations and sessions, and presenting a panel session. With over 21,000 attendees, Chemours was able to network with thousands of SWE members.

Chemours Early Career Network (ECN)

Hosted quarterly developmental learning sessions with leaders of the company to help educate members on the value of Chemours and the unique benefits it offers, for various career paths. More than 80 members attended each session. The ECN engaged with company leaders on investor relations, Aetna health and benefit resources, and career transitions.

Chemours LGBTQIA+ Network (PRIDE)

Successfully sponsored the inaugural, in-person Pride Month event, showcasing a distinguished lived-experience guest speaker, Andreena Leeanne, who spoke about organizational growth in the realms of inclusion and well-being. Her impactful presentations delve into crucial topics such as intersectionality, authenticity, and allyship within the workplace.

Veterans' Network (VetNet)

Participated for the third consecutive year in the VetFest 2023, an in-person and virtual event including a 5K Run-Ruck-Walk to benefit the Town of Whitehall and Stop Soldier Suicide. More than 80 participants, including 30 from our Fayetteville, North Carolina site, represented team Chemours at the event, raising nearly $4,000 for this cause.

Responsibility for Empowered Employees

Our senior vice president of people works directly with our CET and our CSC to set our strategy and guide our approach to creating a workplace culture that empowers and celebrates employees. The Global People Team maintains the governance and data management systems to measure progress and designs and deploys an integrated suite of programs and processes to help achieve our goal of an inclusive, diverse, equitable, and thriving workplace culture. This team reviews our progress with the CET each month.

Our Code of Conduct underpins our governance system. Strong corporate policies that set behavioral expectations, embrace the principles of external global frameworks, and comply with local laws and regulations where we operate also support our governance. Our "Orange Book," which articulates our purpose and defines our cultural norms and values, complements this system and articulates the competencies that we expect employees and leaders to represent.

Health and Safety

We live our Safety Obsession value every day by empowering our people to recognize and control risk by learning from our experiences, and by focusing on the excellent execution of our Environment, Health, and Safety (EHS) systems to continually improve our EHS performance. We demonstrate our Safety Obsession value every day through:

- Proactive risk management
- A culture of learning
- Execution of our management systems
- Industry-leading performance

Health & Safety Dashboard

2030 Goal

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

75%

2023 Actions

- Implemented a new second-party audit process
- 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 EHS prequalification process at U.S. sites for improved visibility and a streamlined process
- Updated and reissued Contractor Safety Handbook

2030 Progress to Date

United Nations Sustainable Development Goals Alignment

8

Decent Work and Economic Growth
Target: 8.8

Our Approach to Health and Safety

Developing and producing innovative, essential chemistry solutions involves complex and challenging processes. Accordingly, we take responsibility for ensuring safety throughout each step of our operations and value chain. From our people to our processes to our products and our communities, our obsession with safety is paramount to Chemours' success. It is a commitment that extends to 2,700 customers and communities in approximately 110 countries in which we do business worldwide. While our performance is excellent when benchmarked within our industry, our Safety Obsession drives us to continuously improve to protect our people, our communities, and our environment.

We operate our manufacturing facilities with a strong focus on process safety, always striving for better performance. We invest in robust emergency preparedness and response to ensure we are ready should an emergency occur. We assess innovations to apply to our risk reduction measures, including the replacement or elimination of hazardous substances.

Holistic safety is essential to employee well-being and our goal of being the Greatest Place to Work. 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.

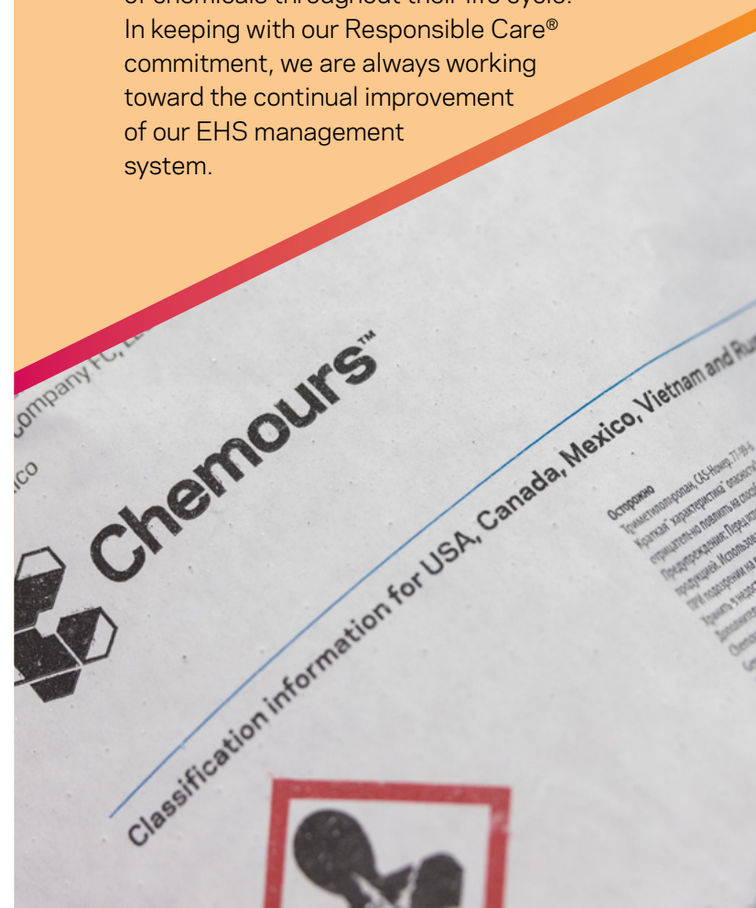
Accountability for health and safety is deeply embedded in all aspects of our business. We expect all employees—from executive leadership to front-line employees—to be accountable for their personal health and safety and to care for the health, safety, and well-being of their co workers, communities, and the environment. We rely on front-line leaders to drive our health and safety performance and culture, and we embed EHS professionals within our businesses and manufacturing sites to support them. Centers of Excellence (CoEs) provide the tools, systems, and training to enable robust performance and continual improvement.

At Chemours, our people are our most important asset. Having leaders who are committed to unwavering safety excellence are foundational to our company's success. We focus on both physical and psychological safety as part of our holistic safety approach to protect employees, partners, and our communities from potential harm. We invest in people, facilities, and processes to protect the physical safety of our employees and we are equally committed to holistic safety to ensure that they feel safe in any Chemours setting.

Holistic safety and business performance are interconnected, as a workplace supporting psychological safety creates an environment where employees feel supported to exercise a "stop work authority" approach, and to participate openly in incident investigations. This leads to operational learning that is focused on the elimination or reduction of physical accidents. The way we work is grounded in our Safety Obsession, which encompasses the physical and psychological dimensions of safety. Holistic safety also acknowledges our aspiration to be a diverse, equitable, and inclusive company, where each employee can perform at their best.

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.



Progress Toward 2030 Goals

On our journey to zero incidents and injuries, we have established a 2030 Corporate Responsibility Commitment (CRC) safety excellence goal to improve employee, contractor, process, and distribution safety 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.

In 2023, year-over-year our progress toward our safety goals was flat. Process safety performance slightly improved in 2023, met ACC Top Quartile performance for large member companies, and exceeded ACC average performance for all ACC companies. Our contractor safety performance declined in 2023, while distribution safety performance greatly improved and was within ACC Top Quartile performance for large member companies and exceeded ACC average performance for all ACC member companies.

In 2023, Chemours employees worked over 13 million hours with 20 recordable injuries, and our contractors worked almost 7.5 million hours with 14 recordable injuries. The leading causes of our employee safety incidents were slip/fall events and being struck by or against an object. Read more about our safety performance in the Appendix.

We share with heavy hearts that Chemours experienced two contractor fatalities in 2023 at our Kuan Yin site in Taiwan. The seriousness of this event has had a profound impact on our families, the community, and the company. It serves as a stark reminder that the work we do every day requires an intense focus on safety—always.

In response to this devastating incident, we immediately launched a full investigation, and all our businesses held safety stand downs. Lessons learned have been shared throughout the entire company, and we have taken actions at both the site and enterprise levels through our leveraged learning process. Leadership also chartered a team that is focused on driving improvements in job planning and safe execution of high-risk activities.

[1] ACC Top Quartile: The top 25% of ACC large-member company performers (based on a three-year average).
[2] ACC Average: Average of all ACC large-member companies (based on a three-year average).

Safety 2030 CRC Goals

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

⬡ Behind schedule ◗ On track ⬢ Achieved

Benchmarking Against Industry Partners

EMPLOYEE TRIR BENCHMARKING	2018 BASELINE	2021	2022	2023
Chemours Employee TRIR	0.28	0.29	0.27	0.29
ACC Top Quartile[1]	0.19	0.24	0.20	0.20
ACC Average[2]	0.69	0.73	0.65	0.69
BLS	1.7	2.0	2.0	N/A
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				
PSM TIER 1 INCIDENT RATE BENCHMARKING	**2018 BASELINE**	**2021**	**2022**	**2023**
PSM Tier 1 Incident Rate	0.04	0.03	0.03	0.03
ACC Top Quartile[1]	0.02	0.02	0.02	0.03
ACC Average[2]	0.07	0.09	0.09	0.11
CONTRACTOR TRIR BENCHMARKING	**2018 BASELINE**	**2021**	**2022**	**2023**
Chemours Contractor TRIR	0.23	0.15	0.23	0.37
ACC Top Quartile[1]	0.19	0.16	0.16	0.16
ACC Average[2]	0.30	0.36	0.34	0.34

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.

2023 ACC Awards

1 facility earned the ACC Certificate of Achievement

1 facility earned the ACC Certificate of Honor

6 facilities earned the ACC Certificate of Excellence

1 initiative earned ACC's honors for energy efficiency and facility safety performance

Finalist One initiative was a finalist (one of two) for the Responsible Care® Initiative of the Year award

10 manufacturing sites received Chemours EHS Excellence awards

3 joint ventures and contract manufacturing sites received the Chemours Partners in Safety award

Other Awards and Recognitions

- Non-Accident Release Grand Slam award received from the Association of American Railroads for safe shipping of hazardous materials
- Villers-Saint-Paul site recognized for a 92% reduction in fluorinated organic chemical (FOC) emissions to water by French authorities
- Corpus Christi and La Porte sites received the Texas Chemical Council Sustained Excellence in Caring for Texas award
- Altamira, Mexico, site received the Empresa Socialmente Responsible certification as a socially responsible company; and Programa de Autogestión en Seguridad y Salud en el Trabajo certification for a self-management program in occupational health and safety
- Johnsonville, Tennessee, site recognized with TN OSHA STAR certification that recognizes and promotes effective safety and health management; an Energy Excellence award from the Tennessee Chamber of Commerce for outstanding achievement in environmental protection and enhancement; and The Chlorine Institute Bronze Level award for personnel and process safety
- DeLisle, Mississippi, site recognized with The Chlorine Institute Platinum award for personnel safety for five years without a Chlor-Alkali process-related recordable injury and the Chlorine Institute Bronze Level award for process safety

Chemours considers both employees and contract partners in our review of health and safety. Each month, Chemours corporate EHS issues a report that includes metrics benchmarked against the ACC's large-member companies' top-quartile performance, including the total incident rate for injury-illness and Process Safety Management (PSM). The total incident rate reflects the number of work injuries and incidents per 100 full-time employees over the 2,000 hours they each work each year. In the United States, the Bureau of Labor Statistics provides additional metrics for comparison.

// Health and Safety

PARTNERING FOR PROGRESS:

Progressing with Partners

The safety of our people and communities is far too important to limit our learning to our company. We partner with peers and industry organizations so that our safety knowledge and perspective is as broad as possible and to keep abreast of leading-edge thinking about safety in chemical manufacturing. Memberships that we hold are:

American Chemistry Council
Collaborate with other member and partner companies to improve safety throughout the supply chain, address climate change issues and impacts, and help develop products and technology that will benefit society.

Center for Chemical Process Safety
Learn and share best process safety management practices to prevent incidents.

Community for Human and Organizational Learning
Share information, concepts, and best practices on human performance improvement, organizational effectiveness, and error reduction tools and techniques.

Procedure Professionals Association
Share information on best practices in the design, development, implementation, and use of procedures to increase reliability, improve performance, and ensure safe and efficient facility operation.

National Safety Council
Participate in thought leadership efforts to eliminate the leading causes of death and injury.

The Conference Board
Exchange knowledge, best practices, and ideas across industries and geographies about the effectiveness of health and safety programs.

Campbell Institute
Share proven knowledge, actionable solutions, and best practices from leading-edge organizations to achieve and sustain well-integrated EHS management systems.

Dangerous Goods Advisory Council
Understand best practices for the safe and efficient transportation of hazardous materials.

The Chlorine Institute
Ensure the safe and proper handling of products throughout the value chain by developing and sharing technical information, industry training, and best practices, and sharing the ever-changing complexities of emergency response.

Process Safety Management

We are committed to safely managing high-hazard chemical processes and achieving world-class process safety performance. We strive to eliminate and reduce risk to people, the environment, neighboring communities, and our business through resilient systems and relentless continual improvement.

We use process hazard analyses (PHAs) to effectively identify, evaluate, and develop methods to control significant hazards, particularly those associated with high-hazard processes. During a PHA, we consider the risk of hazardous events and develop recommendations for additional safeguards to reduce the risk to acceptable levels. The PHA process:

- Uses an organized, methodical study approach
- Seeks to achieve a multi-disciplined consensus on hazard identification and control

- Documents results for future use in follow-up, emergency planning, and training of personnel involved in operating and maintaining the process
- Considers the potential for external events involving natural hazards

We complete PHAs throughout the life cycle of a process, including, but not limited to:

- The creation of new facilities
- Cyclical reviews of existing facilities
- Management-of-change for minor and significant changes and projects and other decommissioning-related activities

We constantly seek ways to equip our people with better tools and training to reduce risk. We analyze incidents for learnings, determine root causes, and implement corrective actions that prevent recurrence of future events. This Operational Learning process applies a systems-based approach with principles to effectively diagnose equipment and frontline personnel performance deviations. Introducing human performance principles has created a new mindset for how we manage and respond to human error. We continue to develop advanced analytics, visualizations, and automated processes to seek improvement opportunities in enterprise-wide engineering and management systems. Significant improvements to training and tools have led to higher-quality analyses, recommendations, and improvements to systems.

Our strategy to improve human performance stems from a multi-year data review, in which procedural usability issues and human factors emerged as leading trends related to performance deviations by our frontline personnel.

Human Performance is about understanding how and why people make mistakes and what Chemours can do to prevent, mitigate, and reduce the likelihood of human error. Procedural Excellence is about understanding how written guidance influences human performance and success. Based on that understanding, Chemours has developed a strategy to establish a more human-centric model to manage process risk, which we have built into our corporate process safety standard.

These insights prompted Chemours to undertake an enterprise-wide Procedure Excellence project focused on developing more effective written guidance that uses science-based tools and advances error-reduction techniques. This new methodology has been critical in achieving stakeholder commitment and establishing a comprehensive, procedural-integrity life cycle to drive continual improvement. By taking a holistic approach, we are working to integrate this methodology into all levels of our organization.

We continue to train personnel on our redesigned incident analysis process to encourage an operational-learning mindset and enhance our ability to diagnose the root causes behind management system issues. Building on this progress, we have advanced efforts to introduce Human and Organizational Performance concepts through training and error reduction tools based on industry best practices in human performance.

Executing Our Plan

Our Process Safety CoE Team continues to execute a three-year strategic improvement plan to enhance process risk management programs, develop organizational resilience, and drive a culture that promotes year-over-year process safety improvement.

We redesigned the corporate process safety management system to integrate the continuous improvement cycle and incorporate industry best practices and essential features of Human and Organizational Performance. This innovative, human-centered approach to process safety is unique in that it embraces the role of the leader to manage organizational systems that positively influence worker behavior and recognizes the role of individual and human fallibility in the performance of work. Furthermore, this human-centered approach enables psychological safety in the workplace and is an integral part of holistic safety at Chemours.

Mechanical integrity and quality assurance also continue to help catalyze a step-change in how we approach equipment performance reliability. This enterprise-wide effort spans all manufacturing facilities and delivers enhanced systems to ensure that we maintain equipment throughout its life cycle.

Contractor Safety Management

We believe that managing contractor safety begins with contractor selection. That is why we select contractors with a demonstrated commitment to EHS. Specifically, when a contractor's personnel will be working on our property, Chemours uses a prequalification step that evaluates a contractor's EHS performance in the areas of recordable injury rates, fatal events, experience modification ratings, history of citations and violations, as well as EHS written programs.

In 2023 as part of continuous improvement, Chemours implemented a new digital solution to manage safety prequalification at our U.S. sites, leading to improved visibility, streamlined verification of requirements, and improved data analysis that will enable future capabilities in each phase of the contractor safety management process. This process further establishes clear accountabilities and communication of safety expectations with our contract partners to prevent harm to anyone working at our sites. We also communicate our safety expectations to contractors through our Supplier Code of Conduct and by including language in our contractual agreements requiring compliance with local laws and EHS requirements.

Distribution Safety Management

Chemours has manufacturing operations in eight countries and transports products to more than 2,700 customers in 110 countries. As our transportation and distribution activities span many miles, we find it imperative to responsibly manage, monitor, and improve safety in the transportation of raw materials to our production facilities and the shipment of our products to customers.

We bring together various business leaders and corporate functions to review common safety issues associated with third-party hazardous chemical transportation and regulatory

Three goals drive our management of distribution safety:

1. Simplify the way we work by making our transportation model efficient and effective: This includes completing transportation and distribution assessments to minimize hazards for routes used to transport high-risk or hazardous materials.
2. Improve efficiency with our value-chain partners: This leads to simpler, more streamlined methods of distribution.
3. Build on our success: To strive for this goal, we challenge ourselves to make continual distribution safety improvements.

changes that may affect the transportation of our materials. The team also develops strategies to improve our processes and mitigate potential material transportation risks. Through our Transportation Risk-Assessment process, Chemours identifies:

- Potential hazards presented by high-risk products during transportation
- The impact a product could have during a potential incident
- Safeguards to prevent and mitigate potential risks

Chemours reviews these risk assessments with leadership for concurrence and assignment of any identified improvement actions. We also revalidate all transportation risk assessments every five years or whenever significant changes occur with the transportation process. To ensure that customers safely manage, use, and dispose of our products, we provide product safety information and, when applicable, technical support and training.

We track total annual distribution safety incidents to evaluate our performance and develop and implement key initiatives aimed at improving and maintaining distribution safety. In 2023, Chemours enhanced our distribution safety performance by delivering new railcar training to better equip operators on basic railcar components and inspection, developing new consequence criteria for our transportation risk assessments, and updating our internal distribution audit protocol.

Internal and External Auditing Programs

Chemours has a robust internal auditing program that consists 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 front-line 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 2023, we conducted a second-party audit at each site for one of the following:

- An RC 14001 management systems/PSM audit
- A workplace safety/electrical safety/occupational health/environmental audit
- A fire safety/emergency planning and response/distribution safety audit

Also, the auditing protocols for each competency were reviewed and simplified to eliminate redundancy.

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. Maintaining our RC 14001 certification requires annual EHS management system audits for a sampling of all certified facilities from an accredited third-party organization. In 2023, Lloyd's Register Quality Assurance Ltd performed third-party RC 14001 audits at four manufacturing facilities, along with our Wilmington, Delaware, headquarters.

In 2023, we maintained our RC 14001 certification at our previously certified chemical and mineral manufacturing sites in the United States, Mexico, Taiwan, China, France, Belgium, and the Netherlands, as well as our headquarters. In total, 19 out of 23 manufacturing facilities, or 83% of all Chemours manufacturing facilities, are certified. In Brazil, the country's chemical manufacturing association certified the Barueri and Manaus sites as meeting the requirements of the Responsible Care Management System. The Responsible Care Program in Brazil is industry-driven and designed to show its voluntary commitment to continuous improvement of its performance in health, safety, and environment.

Emergency Response

Through our emergency preparedness and response approach, we plan for the possibility that an incident may occur and ensure that sites are ready to respond. Managed through the Process Safety and Risk Management CoE, the multitiered approach addresses both on- and off-site incidents where our chemistries may be involved. Guided by our corporate standards, site leadership is accountable for the success of each site's emergency response program. And as part of our RC 14001 protocol, we use first- and second-party program audits to ensure safety standard compliance.

As a Responsible Care® company, we have also made a commitment to aid and assist the communities in which we work and live. Based on that commitment, we created our Community Awareness Emergency Response outreach program to help our company and surrounding communities prepare for any situation that may arise. In 2023, Chemours reached 3,537 external responders globally, including firefighters, hazardous materials responders, community leaders, emergency management leaders, and law enforcement officers.

Chemours holds a position on the TRANSCAER® National Task Group as well as the Chlorine Institute's Emergency Preparedness Issues team. As part of these organizations, we take an active role in reshaping training opportunities and have helped to develop virtual training webinars for responders in the United States, Canada, and Mexico. Additionally, we have taken a leadership role as a charter member of the newly formed TRANSCAER Mexico expansion, and we will continue to collaborate with other organizations to further training opportunities in these unique times.

We benchmark our safety performance using chemical industry safety metrics reported by the U.S. Bureau of Labor Statistics and by the ACC Responsible Care® program. ACC Responsible Care® companies have an employee safety record nearly three times better than the chemicals sector average and nearly five times better than the average of the U.S. manufacturing sector.

Proactive Health and Safety Indicators

As we work toward our 2030 CRC safety goals, we are taking a more proactive approach to ensure that our EHS systems and controls are effective and implemented correctly to prevent incidents. With that in mind, our individual CoEs periodically track leading indicators to ensure that we are proactively doing the right things to keep our people safe and have launched programs to track and focus on these indicators for workplace, process, and distribution safety as well as emergency response. We continue to use a combination of leading and lagging indicators at the site, business, and corporate level, which we review periodically and continuously improve.

Funding Diversity in Safety Scholarship

The National Safety Council (NSC) is committed to building a workforce of occupational, safety, and health professionals that reflects U.S. cultures and ethnicities. To help achieve this vision, Chemours, an NSC member company, funded a new scholarship to foster diversity and support a more inclusive generation of safety professionals.

Environment, Health, and Safety Training

Our Safety Obsession culture requires and encourages employees to seek out training opportunities to increase safety literacy and capability at our sites. In 2023, our global employees completed approximately 49,248 hours of classroom and computer-based training. To build upon their capabilities and continuous development, we offer several types of training to encompass different learning styles, such as:

- E-learning
- Classroom-style training
- In-field simulation training
- On-the-job training
- Proficiency demonstrations
- Mentoring and apprenticeship training for skill development
- Vendor or external-provider training

We have tailored our training programs to individual employee functions to provide the knowledge and skills needed to support safe work. Our corporate-mandated EHS training consists of 56 computer-based training courses, which we offer through our learning management system. We work with subject matter experts to validate course content on a regular basis. Course content ranges from general safety awareness to specialized training, covering pertinent EHS topics.

In 2023 Chemours participated in a working group with The Campbell Institute / National Safety Council to develop a white paper titled: A Foundation for Evaluating Safety Training Effectiveness.

Proactive Illness and Injury Reporting

Holistic safety is included in our comprehensive workplace impairment initiative. We understand impairment can be caused by fatigue; substance use or abuse; or emotional, psychological, and physical reasons. We train employees on impairment awareness and provide resources to ensure they are mentally, emotionally, and physically able to work safely. Each year, we train and engage employees on the importance and expectation of reporting any signs or symptoms of illness. We remind employees that it is good to ask their co-workers if they are OK. We also remind employees to alert supervisors and Chemours Health Services of any signs of their own impairment or that of a co-worker, such as:

- If someone is ill, we want them to contact us before they come to the workplace.
- If someone is stiff and sore from too much activity over the weekend, we want them to tell their supervisor so that we can make appropriate accommodations.
- If someone sees another employee struggling, we encourage them to report this behavior to provide resources before an incident occurs.

Our company ergonomics program requires each of our sites to annually review and refresh site ergonomic risk reduction programs including proactive assessments to identify and control the risk of musculoskeletal injury or illness.

Occupational Health Services

Chemours provides occupational medicine and industrial hygiene services at each of our manufacturing sites and many of our other locations, such as corporate offices and research and development facilities. Our occupational medicine services include:

- Best-in-class nursing care for both emergent and acute care support
- Fitness for duty assessments to determine employee physical and/or psychological ability to safely perform their current role
- Occupational and personal medical case management
- Risk-based medical surveillance and medical clearance
- Travel health and immunization programs
- Focused wellness activities
- Monitoring of geographical potential personal health risks
- Around-the-clock site support

Depending on the region, contract providers give occupational medicine services on-site or externally, while always maintaining the confidentiality of personal health information. Industrial hygiene services are provided by both in-house and contracted resources. We audit existing processes, using methods such as periodic air sampling, noise sampling, and ventilation surveys to ensure that workplace conditions are safe and healthy. We train employees and managers to identify potentially unhealthy conditions, such as air quality or ergonomic issues, which may require an assessment.

Employee Benefits and Well-Being Programs
Chemours is committed to supporting employees by providing tools and resources that allow individuals to prioritize their overall well-being. We know that offering robust benefit programs including group medical, Employee Assistance Program, dental, and vision to support the physical, financial, and emotional needs of our employees is a critical component to creating the Greatest Place to Work.

We continue to invest in concierge programs such as Teladoc Primary360 Virtual Care, Complete Chronic Care Plus Weight Management, Livongo, and Hinge Health, to provide support in managing diabetes, hypertension, musculoskeletal conditions, mental health, and weight. We offer these programs to support integrated whole-person care for our employees and their families. In addition, Chemours realizes that COVID is not the only infectious concern for our workforce and has a process to assess infectious diseases and emerging pandemic threats globally.

Responsibility for Health and Safety Management

By engaging all levels of our organization, our EHS governance process ensures alignment with our operations teams on our EHS strategic direction, consistent execution of our EHS management system, and effective auditing and monitoring of performance metrics. It also provides a structured decision-making process for adjustments.

Learn more about our EHS & Sustainability policy on our corporate website.

The foundation of our Safety Obsession value is the Chemours EHS management system, which guides our actions and leadership practices. Designed as an organized approach to EHS management, the system enables us to measure our EHS performance, identify key risks and opportunities, and ensure continual system improvements. It aligns with the principles of Responsible Care®—a voluntary initiative of the global chemical industry to safely manage chemical products throughout each stage of their life cycle—and meets the RC 14001 technical specification requirements for managing EHS and security performance.

In the spirit of continual learning and improvement, we seek feedback from our employees and other stakeholders, which we integrate into our EHS & S policy and standards. By taking a simple, yet rigorous, approach, we differentiate our company from industry peers and empower our teams to protect people and the environment.

Environment, Health, and Safety Governance At-A-Glance

Transparent Governance

Corporate Governance

The Chemours Company Board of Directors has active responsibility for and oversees broad corporate policy and overall company performance. Because sustainability is integral to our growth and long-term success, we believe that a two-tiered level of oversight provides the best avenue to integrate sustainability risks and opportunities into our overall business strategy and help us meet the changing demands of all our stakeholders—customers, partners, investors, employees, and communities.

Our full board is responsible for the oversight of our sustainability strategy, standards, goals, and performance. The board has four committees:

- The Nominating and Corporate Governance Committee is responsible for oversight of our policies, processes, performance metrics, and sustainability reporting, including environmental, social, and governance matters.
- The Audit Committee is responsible for oversight of the enterprise risk management (ERM) framework and cybersecurity risks.
- The Compensation and Leadership Development Committee has oversight of 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 provides oversight of our environmental, health, and safety risks, and reviews our programs for identifying, assessing, managing, and mitigating such risks.

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 growth strategy is directly linked to sustainability. Proposed corporate transactions and overall corporate strategy are reviewed by the full board with input from management on sustainability risks and opportunities. Our board and its committees receive regular updates from senior management on sustainability matters, including EHS and social issues, regulatory actions, and product stewardship.

Under board oversight, senior management continues to execute on our Corporate Responsibility Commitment (CRC) goals, which focus on four key pillars—Innovation and Sustainable Solutions, Environmental Leadership, Community Impact, and Greatest Place to Work for All. With the board's guidance, we developed, and are advancing, progress on goals for climate change, water stewardship, waste management, diversity and inclusion, vibrant communities, safety, product sustainability, and sustainable sourcing.

The president and CEO and members of the Chemours Executive Team (CET) manage sustainability risks and opportunities. Together, the president and CEO and CET are responsible for embedding sustainability opportunities into our business strategy, plans, and budgets; our mergers and acquisitions decisions; and achieving our CRC goals.

Sustainability Governance

In 2023, we implemented a new governance structure for sustainability within Chemours. We designed the new structure, which included the restructuring and rebranding of the Corporate Responsibility Leadership Team to the Chemours Sustainability Council (CSC) and the creation of Business Sustainability Leadership Teams (BU SLTs), to make sustainability a differentiator by better integrating it across the entire company and driving execution of sustainability strategy and initiatives through the businesses.

The 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 to:

- Embed sustainability into every part of Chemours by driving the implementation of our sustainability program and making recommendations for action
- Develop our sustainability purpose, strategy, standards, and goals
- Stay current on emerging sustainability trends and propose actions to respond to external trends and stakeholder demands
- Identify and assess sustainability risks and opportunities, including human rights, anti-corruption, climate change, and resource management
- Drive progress against our 2030 CRC goals and challenge whether we need to go further
- Track and report our progress to the board, Chemours employees, and external stakeholders

Please read more about our governance structure on our investor relations website and on pages 16 to 23 in our 2024 Proxy Statement.

Our BU SLTs are led by the Business Sustainability Leader and consist of senior leaders from the respective business and corporate sustainability representatives. The BU SLTs meet monthly to define and prioritize initiatives to advance sustainability for the business, in alignment with the Corporate Sustainability strategy.

For each of our 2030 CRC goals, we set a leadership structure that includes a sponsor who is accountable for goal strategy, execution, and resource allocation; a goal leader who is responsible for achieving the goal; and a team of cross-functional subject matter experts. The goal leaders with their teams are responsible for developing the enterprise-wide plans to achieve their respective goal, establishing performance metrics, tracking and reporting progress to the BU SLTs and CSC, and working with our business segments to identify and pursue short-term and mid-term opportunities to achieve our 2030 CRC goals. Additionally, each goal leader supports business team leaders in establishing business-specific plans and/or teams for meeting business-level, annual sustainability performance targets. Ultimately, business and function leadership, with assistance from goal leaders, is accountable for successful goal program execution.

Should a critical concern arise regarding sustainability, the Board of Directors would receive a report from the president and CEO and members of the CET, who are responsible for addressing and resolving such concerns with all business segments and major corporate functions.

Risk Oversight and Management

We identify potential impacts from sustainability topics using input from internal business and function leaders, internal and external stakeholder input collected through the sustainability issue prioritization process, and through our shareholder engagement process as described in our 2024 Proxy Statement. We use this collected information to update our sustainability issue prioritization and share with our Enterprise Risk Team for consideration in the Chemours ERM process. Risk management is a strategic activity within Chemours, and our ability to identify and manage risk creates opportunity as well.

The CET reviews major risks identified through the ERM process to ensure alignment and communicates those risks to the board. Responsibility for managing risk rests with the president and CEO and the CET, while the committees of the board and the full board oversee the process. Specifically, the board oversees the strategic planning process and reviews and monitors management's execution of the corporate and business plan. Each board committee oversees specific risk areas relevant to their respective charters. This process includes an ongoing review of Chemours' comprehensive cybersecurity and information security programs.

In fulfilling its oversight responsibility, the board receives various quarterly management and board committee reports and engages in enterprise risk management discussions with the entire CET two times a year. It also engages in periodic discussions with the company's officers as deemed appropriate. This enables the board and its committees to effectively coordinate risk oversight and relationships among the various risks faced by Chemours. The board Audit Committee ensures the quality and implementation of the ERM process during its annual review. We also have an external third party periodically review our ERM strategy and process to ensure evolving best practices are incorporated. For more information about our risk management process, see page 21 in our 2024 Proxy Statement and our 2023 CDP Climate Change Response.

While our company cannot predict when a crisis event may occur, our organization is prepared with the strategic, operational, and financial resiliency to recover from emerging global risks. Crisis management is under a single enterprise management approach, led by our chief security officer, to ensure enterprise accountability, governance over business plans, and the sharing of key learnings across the organization. We are positioned to respond and minimize potential impacts to our personnel and operations.

Today, we design resilience into our normal operations as our program continues to mature. Each pillar of our integrated business resiliency program has an accountable corporate officer, with an accountable business resilience program

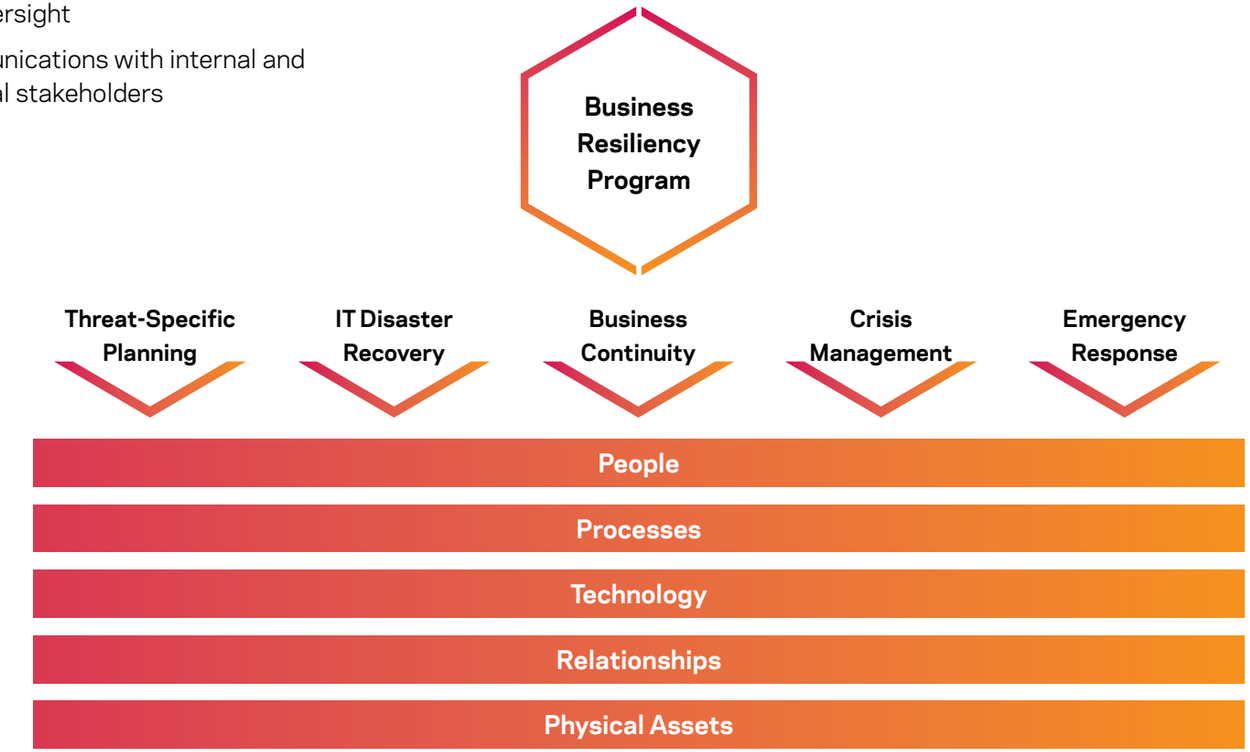
manager integrated within the Global Security Group, under the senior vice president, general counsel and corporate secretary. Resiliency involves employees at all levels of the company to develop, implement, align, maintain, and continuously improve our state of readiness.

We have developed specific plans and strategies to address risks and opportunities within an established management system to support a coordinated response to and recovery from a wide variety of threats.

These strategies and plans include:

- Immediate response to life and safety incidents
- Overall response and recovery guidance, direction, and oversight
- Communications with internal and external stakeholders
- Recovery of critical processes and resources (e.g., people, technology, physical assets, and relationships)
- Recovery of critical information technology infrastructure, applications, and data

The business resiliency process establishes an overall management system to implement, operate, monitor, review, and maintain the program.



Ethics and Compliance

Our vision is that together, we can create a better world through the power of our chemistry. Our culture is powered by a steadfast commitment to upholding our five values:

- **Safety Obsession** Living our steadfast belief that a safe workplace is a profitable workplace.
- **Unshakable Integrity** Doing what's right for customers, colleagues, and communities—always.
- **Customer Centered** Driving customer growth, and our own, by understanding customers' needs and building long-lasting relationships.
- **Collective Entrepreneurship** Empowering our employees to act like they own our business, while embracing the power of inclusion and teamwork.
- **Refreshing Simplicity** Cutting complexity, investing in what matters, and getting to results faster.

// Ethics and Compliance

In 2023, we conducted a periodic third-party maturity assessment to determine the current state of the Ethics and Compliance function, compare the program to industry peers, and identify opportunities for improvement. These included simplified conflict of interest disclosure processes and tools and more robust antitrust monitoring.

These values create the chemistry of Chemours and are outlined in the Chemours Code of Conduct. The Code applies to our employees, officers, and directors—and forms the foundation for the ethical behaviors that guide everything we do. We are all expected to understand and comply with all company policies and applicable laws, and to adhere to the guiding principles outlined in the Code. This document 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.

Our chief ethics and compliance officer (CECO) and the Chemours Compliance Committee are responsible for the Code of Conduct and ensuring that it includes appropriate guidance to maintain our high ethical standards.

Our board and the CET regularly review the Code, which was last updated in 2021. Top leaders, including our board, are committed to helping every Chemours employee live our Unshakable Integrity value. Our Code prescribes expected behavior covering areas such as receiving and giving gifts; preventing conflicts of interest; maintaining a respectful workplace; protecting company assets and data; and complying with anti-trust and competition laws, anti-bribery laws, anti-corruption laws, trade compliance laws and regulations, and insider trading laws. In addition to the Code of Conduct, we have specific internal policies, procedures, and controls to guard against corruption, including a risk-based, third-party, due diligence process and contractual obligations requiring our relevant business partners to comply with anti-bribery laws.

Policies and Position Statements

In addition to the Code of Conduct, the following policy statements help us maintain ethical business practices. Please visit Chemours Policy and Position Statements on our website for links to public policies. (Note: For confidentiality reasons, not all policies listed below are public.)

- Anti-corruption and Anti-bribery Policy
- Anti-trust Policy
- Chemours Statement on Human Rights
- Chemours Statement of Principles on Child Labor, Forced Labor, and Modern Slavery
- Conflict Minerals Statement
- Conflicts of Interest Policy

- Cyber and Information Security Policy
- Environment, Health, Safety, and Corporate Responsibility Policy
- Financial Reporting Policies and Procedures
- Gift and Entertainment Policy
- Global Procurement Policy
- Global Trade Compliance Policy
- Guidance on Interactions with Government
- Inclusive Environment
- Insider Trading Policy
- Nondiscrimination Policy
- Nonretaliation Policy
- Payments for Materials and Services Policy
- Supplier Code of Conduct
- Trade Sanctions Policy
- Trade Secret Policy and Protection Protocol
- Travel and Reimbursement Policy
- U.S. Government Business Gifts and Gratuities Policy

A named Chemours subject matter expert owns each global policy and is responsible for reviewing and updating their assigned policy to ensure it remains relevant and current. We review policies and update them, if necessary, at a minimum of every three years. The CET and board, where appropriate, approve them.

Ethics Training

In 2023, 100% of all employees met the annual corporate ethics and compliance training requirement by completing the Living Integrity training on the Code of Conduct, which is tailored to employees in both operations and non-operations functions to ensure relevancy and applicability to daily responsibilities.

All new employees receive relevant ethics training, including anti-bribery training, within 30 days of joining the company. Similarly, new board members receive training on the Code of Conduct as part of their onboarding process. Select employees receive electronic and targeted live training on specific company policies, such as anti-corruption or anti-trust, based on their areas of responsibility. All Chemours directors, executives, and select employees, based on their roles, are required to certify annually that they have complied to complete an annual ethics and compliance certification, which includes acknowledging compliance with the Code of Conduct and answering answer questions concerning potential conflicts of interest. The Ethics and Compliance Team reviews executive and employee responses and acts to appropriately mitigate risk where an actual or apparent conflict exists. Company leadership reviews summaries of disclosures on a year-end basis.

In 2023, we increased focus significantly on delivering ethics resources, tools, and education to operations colleagues, including operations-focused, leader-led training to drive conversations by highlighting local examples. This training also includes different scenarios that managers can use to work through with their teams. We also extended the Ethics Champion network to our joint ventures and provided resources and expertise to assist in ensuring appropriate ethics and compliance controls. During the year, our ethics and compliance function also elevates certain topics to increase recognition and awareness. For example, an annual Anti-trust Awareness month focuses on increased employee communication and training opportunities to underscore Chemours' commitment to a fair marketplace.

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 commitment to Unshakable Integrity means we all play a part in the effort to eliminate bribery and corruption worldwide. We follow anti-bribery and anti-corruption laws and expect our business partners to do the same.

Our anti-corruption policy provides definitions on what constitutes a bribe, discusses the ways employees may encounter demands for bribes and/or extortion, makes clear to employees that we do not engage in bribery under any circumstances, and assures employees that they will not suffer negative consequences for refusing to pay a bribe.

Chemours maintains a risk-based, comprehensive anti-corruption compliance program as an important component of our ethics and compliance program. After identifying specific compliance risks, we implement policies, procedures, and controls, and employ a risk-based, 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. We inform high-risk third parties of, and expect them to acknowledge, Chemours' expectation of ethical business conduct, and we provide targeted online training on bribery and corruption risk. In addition, we perform internal audits regularly to monitor and validate the effectiveness of internal controls.

Anti-corruption is one of many compliance risk programs at Chemours. Others cover areas such as anti-trust, trade, privacy, government contracts, and joint venture governance.

Raising Ethical Concerns

We strongly encourage employees to live our value of Unshakable Integrity by listening, observing, and speaking up whenever they have an ethics question and need advice or want to raise a concern. Our comprehensive ethics and compliance engagement program shares speak-up campaign messaging 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.

Senior leadership nominates the ethics champions and the Ethics and Compliance Team confirms the nominations and leads the network, who are located across our global operation sites and help drive Chemours' commitment to Unshakable Integrity and ethical business conduct at the global, regional, and local levels. During their three-year term, ethics

champions serve as role models and the primary ethics contacts and resources for employees. By partnering with leadership and the Ethics and Compliance Team, ethics champions promote, enhance, and help execute the Chemours ethics and compliance program, including the local speak-up campaign. Ethics champions sense and observe the local culture of integrity and provide feedback to our corporate Ethics and Compliance Team.

The Chemours Code of Conduct and Non-Retaliation Policy strictly prohibit any form of retaliation for reporting a workplace or ethical concern, which we frequently communicate as part of the speak-up campaign messaging. Employees may ask a question or raise a concern by reaching out to business leadership, a compliance officer, or an ethics champion or by contacting the ethics hotline. The multi-lingual Chemours Ethics Hotline is available by phone or online 24 hours a day, seven days a week, and we provide business partners a link to the ethics hotline in our contracting process. An independent company operates the hotline and provides a secure and confidential mechanism for employees, contractors, agents, distributors, business partners, and community members to raise concerns. The hotline never uses call tracing, IP address tracking, or recording devices; in some countries, as allowed by local law, callers may remain anonymous.

Chemours' trained investigators review all allegations and conduct investigations and/or direct them to the appropriate functions and/or teams for follow-up. Confidentiality is essential to maintain the integrity of the investigation, and we protect those who participate in good faith from retaliation. We conduct root-cause analyses of confirmed instances of ethical misconduct to understand underlying causes and prevent recurrence. A committee comprised of appropriate business leaders, human resources, and experienced ethics and compliance professionals review substantiated violations of the Code to ensure a fair and consistent disciplinary response to confirmed violations of the Code. The committee reports violations to leadership, including the Board of Directors, and communicates to employees, as appropriate, to ensure transparency and provide teaching opportunities to drive learning and improvement.

Our CECO is responsible for ensuring an effective and appropriate ethics and compliance investigation process. The CECO leads quarterly meetings with the Chemours Compliance Committee—composed of the three business presidents, the CECO, and executives in human resources, legal, and finance—to evaluate risks, monitor trends, and assess the effectiveness of our ethics and compliance programming. In addition, the CECO meets with and reports quarterly to the board's Audit Committee on the company's ethics and compliance initiatives and related metrics. Types of issues reported in 2023 included misstatement of company records, concealment, theft, employee relations, misuse of assets, and others.

Environmental Compliance

We are committed to operating with Unshakable Integrity and complying with all environmental laws and regulations in the global regions in which we operate. While we are persistent in our efforts to uphold our own environmental standards, we are equally committed to improving them. Our robust environment, health, and safety (EHS) management system ensures that we meet these standards.

// Environmental Compliance

We conduct first-, second-, and third-party audits at our facilities to maintain compliance with complex global regulatory requirements. We review and update our EHS & S policy every year and make the improvements that our auditing processes identify.

We demonstrate the performance of our EHS management system through our Responsible Care® (RC) 14001 certification. Chemours believes third-party verification and transparent public reporting are essential for world-class EHS performance and building public trust. In addition to the sites below, we are evaluating remaining facilities for addition to the current RC 14001 multi-site certification in the future.

Our EHS management system includes standards that require each of our facilities that manage hazardous materials in bulk to install, operate, and maintain equipment to prevent spills to soil, surface water, or groundwater. The standard requires that each applicable facility develops a spill and leak prevention equipment inventory and implements measures to prevent spills and leaks. These measures include spill/leak prevention provisions in the siting, construction, operations, maintenance, and repair of equipment.

RC 14001 Certification In 2023, we maintained this certification at chemical and mineral manufacturing sites in:

- Belgium
- China
- France
- Mexico
- The Netherlands
- Taiwan
- United States

19 of 23 manufacturing sites

Compliance with Environmental Laws and Regulations

Chemours is committed to preventing unpermitted releases to the environment at our manufacturing sites to keep our people and communities safe and to be good stewards of the environment. Our EHS policies reflect this commitment. There are times when fines and nonmonetary sanctions may arise from environmental liabilities that include claims for matters that are liabilities of DuPont and its subsidiaries, which we may be required to indemnify pursuant to the separation-related agreements executed prior to the 2015 separation.

Information regarding environmental matters is included in several areas of our 2023 Annual Report on Form 10-K, including:

Beginning on page	
16	**Item 1A—** Risk Factors
39	**Item 3—** Legal Proceedings, under the heading "Environmental Proceedings"
44	**Item 7—** Management's Discussion and Analysis of Financial Condition and Results of Operations
F-14	**"Note 3—** Summary of Significant Accounting Policies"
F-48	**"Note 22—** Commitments and Contingent Liabilities" to the Consolidated Financial Statements

Environmental Deviations

We track total annual environmental deviations from our permits and applicable regulations to evaluate our performance. We analyze this data and develop and implement key initiatives aimed at improving and maintaining environmental performance. Our EHS data management system tracks environmental incidents and improvement initiatives. In 2023, we paid eight penalties across multiple sites totaling $159,525 to resolve regulatory agency allegations made in 2023 or prior years.

Air-related deviations were primarily related to Washington Works and Chemours Discovery HUB (CDH). We completed investigations into these deviations at the two sites. At CDH, we identified additional training, management systems and data tracking, and reporting and communication process improvements. These corrective actions have resulted in the site achieving zero environmental deviations in the second half of 2023.

// Environmental Compliance

At Washington Works, we engaged a third party to evaluate the site's environmental compliance and a separate third party to complete an independent root cause analysis. The site has and continues to implement a number of the recommendations from these assessments. In 2023, the company entered into an Administrative Order on Consent with the U.S. Environmental Protection Agency (EPA) to address deviations related to water discharge at Washington Works primarily resulting from stormwater discharges and lower discharge limits that became effective in January 2022. In August 2023, we developed an Alternatives Analysis and Implementation Plan to address the deviations. The plan proposed a number of actions and a schedule for implementation, and the EPA is reviewing it.

In 2023, we initiated a third-party review of environmental compliance at our global Advanced Performance Materials sites. We plan to complete those assessments in 2024, and incorporate recommendations into site-specific implementation plans.

We take seriously our responsibility to manufacture and conduct research responsibly. We are committed to operating transparently and consistent with our values, to do what is right—**always**.

Environmental Deviations[1]

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

Number of Significant Spills

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

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

Appendix

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 and the Financial Stability Board Task Force on Climate-related Financial Disclosures (TCFD). This report covers certain sustainability metrics and data for Chemours as of and during the year ended December 31, 2023, as applicable, unless otherwise stated. This report was published on June 11, 2024.

Supplemental Content and Data

Greatest Place to Work for All

GENDER AND AGE COMPOSITION OF GLOBAL WORKFORCE AS OF DECEMBER 31, 2023						
	INDIVIDUAL CONTRIBUTORS NON EXEMPT	INDIVIDUAL CONTRIBUTORS EXEMPT	MANAGERS	GLOBAL LEADERSHIP TEAM	CHEMOURS EXECUTIVE TEAM	TOTAL GLOBAL EMPLOYEES
Age						
Under 30	11%	14%	5%	1%	0%	11%
30-50	50%	52%	59%	60%	44%	52%
Over 50	39%	35%	36%	39%	56%	37%
Undisclosed	0%	0%	0%	0%	0%	0%
Gender						
Male	88%	61%	71%	63%	67%	76%
Female	12%	39%	29%	37%	33%	24%
Undisclosed	0%	0%	0%	0%	0%	0%
U.S. EMPLOYEE ETHNIC DIVERSITY AS OF DECEMBER 31, 2023[1]						
Ethnically diverse	22%	22%	19%	22%	56%	21%
Non-ethnically diverse	78%	78%	81%	78%	44%	79%

[1] Excludes employees who have not self-identified.

GENDER AND AGE COMPOSITION AND ETHNIC DIVERSITY OF BOARD OF DIRECTORS AS OF DECEMBER 31, 2023

Gender	
Female	40%
Male	60%
Age	
Under 30	0%
30-50	10%
Over 50	90%
Ethnic diversity	
Ethnically diverse	30%
Non-ethnically diverse	70%

GLOBAL NEW EMPLOYEE HIRES DURING 2023

	NUMBER OF EMPLOYEES	PERCENT OF TOTAL NEW HIRES
Total		
	450	Rate: 7%[1]
New hires by age		
Under 30	179	27%
30-50	227	7%
Over 50	44	2%
Undisclosed	0	0%
New hires by gender		
Female	137	9%
Male	311	7%
Undisclosed	2	100%

GLOBAL NEW EMPLOYEE HIRES DURING 2023 (continued)

	NUMBER OF EMPLOYEES	PERCENT OF TOTAL NEW HIRES
New hires by region		
Asia-Pacific	31	5%
Europe, Middle East, and Asia (EMEA)	82	9%
Latin America[2]	44	9%
North America	293	7%
U.S. new hires by ethnicity[3]		
Ethnically diverse	76	9%
Non-ethnically diverse	206	6%
Undisclosed	11	10%

[1] Reflects total percentage of new employees out of total 2023 employees.
[2] Includes Mexico.
[3] U.S. employee new hires during 2023—Total: 293, rate 7%.

GLOBAL EMPLOYEE VOLUNTARY ATTRITION DURING 2023

	NUMBER OF EMPLOYEES	GROUP ANNUALIZED ATTRITION[1]
Total		
	451	Rate: 7%[2]
Voluntary attrition by age		
Under 30	69	10%
30–50	203	6%
Over 50	179	8%
Undisclosed	0	0%
Voluntary attrition by gender		
Female	109	7%
Male	342	7%
Undisclosed	0	0%
Voluntary attrition by region		
Asia-Pacific	24	4%
Europe, Middle East, and Asia (EMEA)	63	7%
Latin America[3]	25	5%
North America	339	8%
U.S. attrition by ethnicity[4]		
Ethnically diverse	59	7%
Non-ethnically diverse	274	9%
Undisclosed	5	5%

OVERALL ATTRITION RATE

During 2023, Chemours had an overall attrition rate (voluntary plus involuntary) of 14% 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 2023 employees.
[3] Includes Mexico.
[4] U.S. employee voluntary attrition during 2023—Total: 338, rate: 8%.

Health and Safety

WORK-RELATED INJURIES

	2019	2020	2021	2022	2023
Employee safety					
Total recordable cases	**20**	**25**	**20**	**19**	**20**
Total recordable incident rate	**0.27**	**0.36**	**0.29**	**0.27**	**0.29**
Lost workday cases	3	3	4	5	8
Lost workday cases rate[1]	0.04	0.04	0.06	0.07	0.12
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]	0.03	0.06	0.06	0.07	0.03
Injury severity rate—class C[4]	0.24	0.30	0.23	0.20	0.26
Contractor safety					
Total recordable cases	**13**	**11**	**6**	**9**	**14**
Total recordable incident rate[1]	**0.32**	**0.30**	**0.15**	**0.23**	**0.37**
Lost workday cases	1	1	1	1	4
Lost workday cases rate[1]	0.02	0.03	0.03	0.03	0.11
Fatalities	1	0	0	0	2
Fatality rate[1]	0.02	0	0	0	0.06

[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

	2019	2020	2021	2022	2023
Tier 1 events	2	1	3	3	2
Tier 1 rate[1]	0.02	0.01	0.03	0.03	0.02
American Chemistry Council (ACC) Tier 1 top quartile benchmark	0.02	0.02	0.02	0.02	0.03
Tier 2 events	16	14	13	11[3]	7
Tier 2 rate[1, 2]	0.14	0.13	0.12	0.10[3]	0.07

[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

	2019	2020	2021	2022	2023
Distribution incidents	6	3	2	3	1
Severity index	0.09	0.04	0.04	0.03	0.03

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 (CO_2e) emissions for gases covered under both the Kyoto Protocol and the Montreal Protocol as listed below:

» Kyoto Protocol gases: Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3)

» 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 TYPE[1] (MEGAWATT HOURS)

	2019	2020	2021	2022	2023
Coal	708,000	583,000	65,000	0	0
Diesel	114,000	111,000	116,000	154,000	178,000
Fuel oil 1, 2	0	0	0	0	0
Fuel oil 5, 6	0	0	0	0	0
Gasoline	9,000	8,000	9,000	10,000	10,000
Kerosene	13	28	48	0	0
Liquefied petroleum gas	71	62	58	59	33
Natural gas	3,680,000	3,941,000	5,097,000	4,883,000	4,365,000
Propane	157	446	497	65	239

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

TOTAL NONRENEWABLE FUEL CONSUMPTION BY FUEL TYPE[1] (MEGAWATT HOURS) (continued)

	2019	2020	2021	2022	2023
Toluene	85,000	95,000	108,000	102,000	76,000
Off-gas	0	0	0	0	0
Total nonrenewable fuel consumption	**4,596,000**	**4,738,000**	**5,395,000**	**5,149,000**	**4,629,000**
Percent nonrenewable fuel in total fuel mix	98%	98%	98%	98%	98%
Chemours-only total nonrenewable fuel consumption[2]	3,817,000	3,765,000	4,204,000	4,015,000	3,552,000

[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)

	2019	2020	2021	2022	2023
Biogas/landfill gas	79,000	95,000	85,000	65,000	46,000
Total renewable fuel consumption	**79,000**	**95,000**	**85,000**	**65,000**	**46,000**
Percent renewable fuels in total fuel mix	2%	2%	2%	2%	2%

PURCHASED STEAM CONSUMPTION[1] (MEGAWATT HOURS)

	2019	2020	2021	2022	2023
Total purchased steam[1]	**2,365,000**	**2,190,000**	**2,538,000**	**2,281,000**	**1,990,000**
U.S.-purchased steam	1,534,000	1,286,000	429,000	1,383,000	1,198,000
Outside-the-U.S.-purchased steam	831,000	904,000	1,048,000	923,000	792,000

[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.

ELECTRICITY CONSUMPTION[1] (MEGAWATT HOURS)

	2019	2020	2021	2022	2023
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	1,410,000	1,503,000	1,525,000	1,444,000	1,381,000
U.S.	1,110,000	1,186,000	1,173,000	1,178,000	1,048,000
Outside-the-U.S.	339,000	364,000	351,000	331,000	333,000
Renewable electricity	80,000	102,000	112,000	170,000	168,000
Nonrenewable electricity	1,330,000	1,401,000	1,413,000	1,274,000	1,213,000
Total electricity used (self-generated plus purchased)	**1,410,000**	**1,503,000**	**1,525,000**	**1,444,000**	**1,381,000**
Renewable	80,000	102,000	112,000	170,000	168,000
Percent renewable	6%	7%	7%	12%	12%
Nonrenewable	1,330,000	1,401,000	1,413,000	1,274,000	1,213,000
Percent nonrenewable	94%	93%	93%	88%	88%
U.S. electricity used	1,110,000	1,186,000	1,173,000	1,178,000	1,048,000
U.S. renewable	73,000	79,000	90,000	73,000	69,000
U.S. nonrenewable	1,037,000	1,107,000	1,083,000	1,105,000	979,000
Outside-the-U.S. electricity used	339,000	364,000	351,000	331,000	333,000
Outside-the-U.S. renewable	7,000	23,000	22,000	97,000	99,000
Outside-the-U.S. nonrenewable	332,000	327,000	329,000	234,000	234,000
Percent purchased from grid	73%	73%	75%	73%	70%
Percent direct-purchased from local provider	27%	27%	25%	27%	30%
Intensity (MWh per metric ton sales product)	0.95	1.0	0.84	0.92	1.09

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

SOLD ELECTRICITY, HEATING, COOLING, AND STEAM (MEGAWATT HOURS)

	2019	2020	2021	2022	2023
Electricity sold	0	0	0	0	0
Steam sold	1,082,000	973,000	1,191,000	1,135,000	1,077,000

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION[1] (MEGAWATT HOURS)

	2019	2020	2021	2022	2023
Renewable energy	159,000	197,000	197,000	235,000	230,000
Percent renewable	2%	2%	2%	3%	3%
U.S. renewable energy	152,000	174,000	175,000	138,000	85,000
Outside-the-U.S. renewable energy	7,000	23,000	22,000	97,000	145,000
Nonrenewable energy	7,629,000	7,474,000	8,396,000	7,655,000	6,967,000
Percent nonrenewable	98%	97%	98%	97%	97%
U.S. nonrenewable energy	5,827,000	5,516,000	6,265,000	5,822,000	5,155,000
Outside-the-U.S. nonrenewable energy	1,802,000	1,958,000	2,131,000	1,833,000	1,812,000
Total energy consumption	**7,788,000**	**7,671,000**	**8,270,000**	**7,890,000**	**7,197,000**
U.S. energy	5,979,000	5,690,000	6,441,000	5,960,000	5,240,000
Outside-the-U.S. energy	1,809,000	1,981,000	2,153,000	1,930,000	1,957,000

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

ENERGY INTENSITY

	2019	2020	2021	2022	2023
Total energy (MWh)	**7,788,000**	**7,671,000**	**8,270,000**	**7,890,000**	**7,197,000**
Sales production (metric tons)	1,478,000	1,506,000	1,816,000	1,562,000	1,264,000
Energy intensity (MWh per metric ton of sales product)	5.27	5.09	4.73	5.05	5.69
Energy intensity (MWh per U.S. dollar revenue)	0.0014	0.0015	0.0014	0.0012	0.0012

2023 DIRECT (SCOPE 1) GHG EMISSIONS

	TOTAL FLUORINATED ORGANIC CHEMICAL (FOC) EMISSIONS (METRIC TONS)	GHG EQUIVALENT EMISSIONS (METRIC TONS CARBON DIOXIDE EQUIVALENT (CO_2e))	% OF SCOPE 1 EMISSIONS
Total Scope 1 GHG emissions		**3,392,000**	**100%**
Energy		701,000	21%
Fluorinated process emissions[1]	249	1,218,000	36%
Kyoto Protocol fluorinated gases	165	1,015,000	
Montreal Protocol fluorinated gases	38	171,000	
Other fluorinated gases	46	32,000	
Other process emissions and refrigerant/fugitive emissions		1,473,000	43%

[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 CO_2e)[1]

	2019	2020	2021	2022	2023
U.S. Scope 1 emissions	6,775,000	4,566,000	4,789,000	4,501,000	2,860,000
Outside-the-U.S. Scope 1 emissions	1,049,000	868,000	1,561,000	868,000	712,000
Total Scope 1 emissions	**7,824,000**	**5,434,000**	**6,350,000**	**5,369,000**	**3,572,000**
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	5%	10%[2]	15%[2]	11%[2]	19%[2]

[1] All data is reported according to GHG protocol. 2018 through 2020 are third-party assured, and 2021, 2022, and 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 CO_2e)

	2019	2020	2021	2022	2023
Total Scope 2 emissions	**1,299,000**	**1,371,000**	**1,473,000**	**1,331,000**	**1,059,000**
U.S. Scope 2 emissions	890,000	881,000	947,000	891,000	732,000
Outside-the-U.S. Scope 2 emissions	409,000	490,000	526,000	440,000	327,000

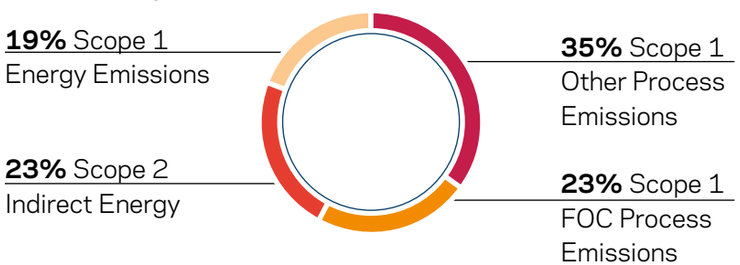
Total Operations GHG Emissions

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 CO_2e)					
	2019	**2020**	**2021**	**2022**	**2023**
Scope 1 emissions	7,776,000	5,089,000	6,186,000	5,229,000	3,392,000
Scope 2 emissions	1,299,000	1,371,000	1,473,000	1,331,000	1,059,000
Total operations emissions[1]	**9,075,000**	**6,460,000**	**7,659,000**	**6,560,000**	**4,451,000**

[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



SCOPE 1 AND 2 GHG EMISSIONS INTENSITY					
	2019	**2020**	**2021**	**2022**	**2023**
Total Scope 1 and 2 GHG emissions (metric tons CO_2e)[1]	**9,075,000**	**6,460,000**	**7,659,000**	**6,560,000**	**4,451,000**
Sales production (metric tons)	1,478,000	1,506,000	1,816,000	1,562,000	1,264,000
Revenue (million U.S. dollars)	$5,526	$4,969	$6,345	$6,794	$6,027
Metric tons CO_2e per metric ton of sales product	6.14	4.29	4.22	4.20	3.52
Metric tons CO_2e per U.S. dollar revenue	0.0016	0.0013	0.0012	0.0010	0.0007

[1] Scope 1 emissions do not include emissions attributed to generation of steam and electricity for tenants.
[2] 2018 GHG emissions adjusted to exclude emissions from one-time event. See 2018 Global Reporting Initiative Content Index for additional information.

SCOPE 3 INDIRECT EMISSIONS (MILLION METRIC TONS CO_2e) BY CATEGORY AND PERCENT OF TOTAL

	2019 EMISSIONS	2020 EMISSIONS	2021 EMISSIONS	2022 EMISSIONS	2022 % OF TOTAL	2023 EMISSIONS	2023 % OF TOTAL
Total Scope 3 emissions	**154.6**	**140.2**	**144.0**	**145.5**		**137.6**	
Category 1: purchased goods and services	7.56	6.18	6.94	6.75	5%	5.31	4%
Category 2: capital goods	0.16	0.08	0.09	0.11	<1%	0.12	<1%
Category 3: fuel- and energy-related activities (not included in Scope 1 or 2)	0.29	0.27	0.33	0.29	<1%	0.28	<1%
Category 4: upstream transportation and distribution	0.42	0.33	0.32	0.30	<1%	0.22	<1%
Category 5: waste generated in operations	0.03	0.02	0.05	0.06	<1%	0.01	<1%
Category 6: business travel	0.01	de minimis	de minimis	0.003	<1%	0.003	<1%
Category 7: employee commuting	0.02	de minimis	de minimis	0.01	<1%	0.01	<1%
Category 8: upstream leased assets	0.03	0.03	0.03	0.023	<1%	0.029	<1%
Category 9: downstream transportation and distribution	0.40	0.32	0.39	0.35	<1%	0.26	<1%
Category 10: processing of sold products	Not possible for our businesses and products	Not possible for our businesses and products	Not possible for our businesses and products	2.61	2%	2.10	2%
Category 11: use of sold products	145.2	132.6	135.6	134.8	93%	129.01	94%
Category 12: end-of-life treatment of sold products	0.29	0.21	0.56	0.06	<1%	0.04	<1%
Category 13: downstream leased assets	Does not apply	Does not apply	Does not apply	0	0	0	0%
Category 14: franchises	Does not apply	Does not apply	Does not apply	0	0	0	0%
Category 15: investments	0.16	0.14	0.18	0.17	<1%	0.17	<1%

AIR EMISSION TYPE (METRIC TONS)

	2019	2020	2021	2022	2023
NOx	1,300	900	700	400	200
SOx	1,800	800	700	400	300
VOC[1]	2,200	2,500	2,500	1,700	1,700
FOC	986	566	717	518	426

[1] Volatile organic compound.

Water Stewardship

TOTAL WATER WITHDRAWAL (MEGALITERS)

	2019	2020	2021	2022	2023
Surface water	166,000	160,000	180,000	175,000	166,000
Groundwater	17,000	17,000	19,000	18,000	16,000
Third party	7,000	6,000	7,000	7,000	7,000
Total water withdrawals	**190,000**	**183,000**	**206,000**	**200,000**	**189,000**
U.S. withdrawals	178,000	170,000	192,000	187,000	175,000
Outside-the-U.S. withdrawals	12,000	13,000	14,000	13,000	14,000
Water withdrawal intensity (megaliters per metric ton sales product)	0.13	0.12	0.11	0.12	0.15

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

	2019	2020	2021	2022	2023
Surface water	8,000	7,000	12,000	13,000	16,000
Groundwater	300	400	500	500	500
Third party	2	37	3	2	4
Total water withdrawals	**8,000**	**8,000**	**13,000**	**14,000**	**18,000**
Percent total withdrawal from water-stressed areas	4%	4%	6%	7%	10%

[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.

TOTAL WATER USE (MEGALITERS)

	2019	2020	2021	2022	2023
Process water	**68,000**	**258,000**	**192,000**	**206,000**	**163,000**
Single pass	63,000	60,000	68,000	46,000	38,000
Recycled	5,000	198,000	124,000	160,000	125,000
Noncontact cooling water	**156,000**	**154,000**	**174,000**	**168,000**	**287,000**
Once-through noncontact	128,000	124,000	138,000	136,000	100,000
Recirculating noncontact	28,000	30,000	36,000	32,000	187,000
Total water use	**235,000**	**422,000**	**366,000**	**374,000**	**450,000**

2023 TOTAL WATER DISCHARGES (MEGALITERS)

DISCHARGE DESTINATION	TOTAL DISCHARGE	FRESHWATER DISCHARGE	OTHER WATER DISCHARGE
Surface water	177,000	157,000	20,000
Groundwater	1,000	500	500
Third party	4,000	3,000	1,000
Deep-well injection	1,000	0	1,000
Total water discharges[1]	**182,000**	**161,000**	**21,000**
U.S. water discharges	173,000	143,000	20,000
Outside-the-U.S. water discharges	9,000	18,000	1,000
Discharges in water-stressed areas	23,000	23,000	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.

2023 CONVENTIONAL POLLUTANTS (METRIC TONS/YEAR)

	Total	Freshwater	Saltwater
Biochemical Oxygen Demand (BOD)	243	231	12
Total Nitrogen	74	55	19
Total Suspended Solids (TSS)	509	391	118

WATER CONSUMPTION (MEGALITERS)

	2019	2020	2021	2022	2023
Total consumption	**42,000**	**42,000**	**46,000**	**39,000**	**62,000**
Consumption in water-stressed areas	1,000	1,000	1,000	1,000	20,000
Percent consumption from water-stressed areas	2%	2%	2%	3%	32%

Waste

HAZARDOUS WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)					
	2019	**2020**	**2021**	**2022**	**2023**
Recycling/reuse	3,000	1,000	1,000	0	500
Composting	0	0	0	0	0
Recovery (including energy recovery)	1,000	1,000	1,000	1,000	500
Incineration	14,000	13,000	11,000	12,000	12,000
Deep-well injection[1]	263,000	270,000	389,000	364,000	797,000
Landfill	9,000	7,000	9,000	8,000	9,000
On-site storage	0	0	0	0	0
Total hazardous waste	**290,000**	**292,000**	**411,000**	**385,000**	**819,000**
Hazardous waste intensity (MT/MT sales product)	0.19	0.19	0.22	0.24	0.64
Outside-the-U.S. hazardous waste	8,000	7,000	8,000	6,000	7,000
U.S. hazardous waste	282,000	285,000	403,000	379,000	812,000

[1] Reported on dry-basis.

NONHAZARDOUS WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2019	2020	2021	2022	2023
Recycling/reuse	111,000	58,000	74,000	19,000	235,000
Composting	0	0	0	0	0
Recovery (including energy recovery)	2,000	3,000	2,000	5,000	3,000
Incineration	12,000	12,000	13,000	16,000	9,000
Deep-well injection[1]	12,000	10,000	9,000	4,000	5,000
Landfill	925,000	931,000	1,096,000	1,195,000	1,128,000
On-site storage	0	0	0	0	0
Total Nonhazardous waste	**1,062,000**	**1,014,000**	**1,194,000**	**1,239,000**	**1,380,000**
Nonhazardous waste intensity (MT/MT sales product)	0.70	0.66	0.64	0.77	1.09
Outside-the-U.S. nonhazardous waste	450,000	497,000	580,000	575,000	1,216,000
U.S. nonhazardous waste	612,000	517,000	614,000	664,000	164,000

[1] Reported on dry-basis.

TOTAL WASTE QUANTITIES BY DISPOSAL METHOD (METRIC TONS)

	2019	2020	2021	2022	2023
Recycling/reuse	114,000	59,000	75,000	19,000	236,000
Composting	0	0	0	0	0
Recovery (including energy recovery)	3,000	4,000	3,000	6,000	4,000
Incineration	26,000	25,000	24,000	28,000	21,000
Deep-well injection[1]	275,000	280,000	398,000	368,000	802,000
Landfill	934,000	938,000	1,105,000	1,203,000	1,137,000
On-site storage[1]	0	0	0	0	0
Total waste	**1,352,000**	**1,306,000**	**1,605,000**	**1,624,000**	**2,199,000**
Total waste intensity (MT/MT sales product)	**0.89**	**0.85**	**0.86**	**1.01**	**1.74**
Outside-the-U.S. waste	461,000	506,000	588,000	581,000	1,223,000
U.S. waste	891,000	800,000	1,017,000	1,043,000	976,000

[1] Reported on dry-basis.

LANDFILL VOLUME BY TYPE (CUBIC METERS)

	2019	2020	2021	2022	2023
Production waste	636,000	646,000	820,000	806,000	781,000
Business waste (general trash)	46,000	43,000	49,000	45,000	12,000
Landfill manufacturing waste	**682,000**	**689,000**	**869,000**	**851,000**	**793,000**
One-time event waste	56,000	1,000	1,000	1,000	1,000
Total landfill waste	**738,000**	**690,000**	**870,000**	**852,000**	**794,000**

HAZARDOUS WASTE TRANSPORTED (METRIC TONS)

	2019	2020	2021	2022	2023
Hazardous waste transported	19,000	16,000	14,000	15,000	25,000
Hazardous waste imported	0	0	0	0	0
Hazardous waste exported	0	0	0	0	0
Hazardous waste treated	19,000	16,000	14,000	15,000	25,000

PERCENTAGE OF HAZARDOUS WASTE SHIPPED INTERNATIONALLY

	2019	2020	2021	2022	2023
Waste shipped internationally	0%	0%	0%	0%	0%

PERCENT OF PACKAGING THAT IS REUSABLE, RECYCLABLE OR INCLUSION[1]

	2019	2020	2021	2022	2023[3]
Titanium Technologies	41%	39%	39%	44%	65%
Thermal & Specialized Solutions	52%[2]	51%	70%	70%	15%
Advanced Performance Materials	N/A	17%	30%	17%	44%

[1] Refers to primary packaging only; inclusion packaging refers to materials able to be processed into customer product.
[2] Reflects percent of products sold in reusable and recyclable packaging for Thermal & Specialized Solutions and Advanced Performance Materials combined. Individual business breakdown not available for 2019 data.
[3] Due to improved data collection processes, 2023 data more accurately reflects packaging activities. Historical data reflects percent of products sold in reusable, recyclable or inclusion packaging.

Land Use and Biodiversity

LAND PORTFOLIO ON DECEMBER 31, 2023				
LOCATION	**OPERATION TYPE**	**TOTAL ACRES**	**OWNED ACRES**	**LEASED ACRES**
Manufacturing operations				
U.S. and Canada	Manufacturing	12,031	11,905	126
U.S. and Canada	Office, Lab, Distribution	77	0	77
U.S. and Canada	Former operating site	2,747	2,747	0
Asia-Pacific	Manufacturing	99	99	<1
Asia-Pacific	Office, Lab, Distribution	7	0	7
Europe	Manufacturing	16	16	0
Europe	Office, Lab, Distribution	2	0	2
Latin America	Manufacturing	1,162	1,162	0
Latin America	Office, Lab, Distribution	5	0	5
Latin America	Former operating site	17	17	0
Total acres	—	16,162	15,946	216
Mining operations				
U.S. and Canada	Mining	31,483	17,297	14,186

Sustainable Offerings

HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE COMPLIANCE					
	2019	2020	2021	2022	2023
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					
	2019	2020	2021	2022	2023
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	2023 GOAL PROGRESS
BUSINESS OVERVIEW (USD IN MILLIONS)							
Economic Value Generated							
Net Sales	6,638	5,526	4,969	6,345	6,794	6,027	
Adjusted EBITDA	1,740	1,020	879	1,313	1,361	1,054	
Economic Value Distributed							
Operating Costs[1]	5,373	5,098	4,509	5,562	5,904	6,164	
Research and Development	82	80	93	107	118	108	
Payments to Providers of Capital[2]	998	690	372	517	813	441	
Payments to Governments[3]	75	85	78	149	131	54	
Capital Expenditures	498	481	267	277	307	370	
Economic Value Retained							
Change in Retained Earnings[4]	887	-217	54	433	424	-388	

⬡ Behind schedule ◗ On track ⬢ Achieved

// 2023 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 GOAL PROGRESS
GREATEST PLACE TO WORK							
Empowered Employees							
Total Number Employees at Year End	7,021	6,953	6,525	6,388	6,600	6,200	
Women in Total Global Workforce	**23%**	**22%**	**22%**	**23%**	**23%**	**24%**	**On track**
Women in Director Level or Above	**30%**	**32%**	**32%**	**33%**	**35%**	**36%**	**On track**
Women in Global Leadership Team	33%	33%	32%	32%	33%	37%	
Women in Chemours Executive Team	13%	13%	25%	44%	56%	33%	
Women on the Board of Directors	25%	33%	33%	36%	44%	40%	
Ethnic Diversity in Total U.S. Workforce	**19%**	**19%**	**20%**	**21%**	**21%**	**21%**	**On track**
Ethnic Diversity in U.S. Leadership Team	26%	21%	21%	18%	19%	22%	
Ethnic Diversity in Chemours Executive Team	13%	25%	38%	44%	44%	56%	
Ethnic Diversity on the Board of Directors	13%	11%	11%	27%	33%	30%	
Workplace Culture-Survey Participation	80%	89%	73%	73%	72%	76%	
Workplace Culture-Benchmark Ranking	2nd Quartile	2nd Quartile	2nd Quartile	N/A	N/A	N/A	

// 2023 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 GOAL PROGRESS
Vibrant Communities							
Annual Vibrant Communities Charitable Giving (U.S. Dollars in Millions)	0	2.8	6.8	5.9	3.0	6.0	
Cumulative Charitable Giving Toward 2030 Goal (U.S. Dollars in Millions)	0	2.8	9.1	15	18	24	**On track**
Safety Excellence							
Employee Total Reportable Incident Rate (Number of Incidents x 200,000 /Total Hours Worked)	**0.28**	**0.27**	**0.36**	**0.29**	**0.27**	**0.29**	**On track**
Employee Lost Time Incident Rate (Number of Incidents x 200,000 / Total Hours Worked)	0.05	0.04	0.04	0.06	0.07	0.12	
Employee Fatalities	0	0	0	0	0	0	
Contractor Total Reportable Incident Rate (Number of Incidents x 200,000 /Total Hours Worked)	**0.23**	**0.32**	**0.30**	**0.15**	**0.23**	**0.37**	**Behind schedule**
Contractor Lost Time Incident Rate (Number of Incidents x 200,000 / Total Hours Worked)	0.00	0.02	0.03	0.03	0.03	0.11	
Contractor Fatalities	0	1	0	0	0	2	
Tier 1 Process Safety Event Rate (Number of Events per 100 Workers per Year)	**0.04**	**0.02**	**0.01**	**0.03**	**0.03**	**0.02**	**On track**
Tier 2 Process Safety Event Rate (Number of Events per 100 Workers per Year)	0.11	0.14	0.13	0.12	0.11[5]	0.07	
Distribution Incidents	**3**	**6**	**3**	**2**	**3**	**1**	**On track**
Total Number Significant Spills	0		0	0	0	0	

⬡ Behind schedule ❯ On track ⬢ Achieved

// 2023 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 GOAL PROGRESS
ENVIRONMENTAL LEADERSHIP							
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	
Electricity Use—Nonrenewable Sources (Megawatt Hours)	1,405,000	1,397,000	1,458,000	1,570,000	1,339,000	1,236,000	
Electricity Use—Renewable Sources (Megawatt Hours)	87,000	80,000	102,000	112,000	170,000	169,000	
Renewables as Percent of Total Electricity Use[6]	6%	5%	7%	7%	11%	12%	
Total Fuel Use (Megawatt Hours)[6]	4,364,000	3,946,000	3,921,000	4,207,000	4,068,000	3,598,000	
Fuel Use—Nonrenewable Sources (Megawatt Hours)	4,268,000	3,867,000	3,826,000	4,122,000	4,010,000	3,552,000	
Fuel Use—Renewable Sources (Megawatt Hours)	96,000	79,000	95,000	85,000	65,000	46,000	
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	
Total Energy Use (Megawatt Hours)[6]	8,302,000	7,788,000	7,671,000	8,593,000	7,890,000	7,197,000	
U.S. Energy Use	6,147,000	5,979,000	5,690,000	6,440,000	5,960,000	5,240,000	
Outside U.S. Energy Use	2,155,000	1,809,000	1,981,000	2,153,000	1,930,000	1,957,000	
Energy Intensity (Megawatt Hours/Metric Tons of Sales Product)[6]	4.49	5.15	4.98	4.63	4.28	5.69	
Renewables as Percent of Total Energy Use[6]	2%	2%	2%	2%	2%	3%	

// 2023 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 GOAL PROGRESS
Greenhouse Gas Emissions							
Direct (Scope 1) GHG Emissions (Metric Tons of CO_2e)[6]	8,527,000	7,824,000	5,434,000	6,350,000	5,369,000	3,572,000	
Indirect (Scope 2) GHG Emissions (Metric Tons of CO_2e)[6]	1,401,000	1,299,000	1,372,000	1,473,000	1,331,000	1,059,000	
Total Scope 1 and 2 GHG Emissions (Metric Tons of CO_2e)[6]	9,928,000	9,123,000	6,806,000	7,823,000	6,700,000	4,631,000	
U.S. GHG Emissions (Metric Tons of CO_2e)	8,401,000	7,665,000	5,447,000	5,736,000	5,392,000	3,592,000	
Outside U.S. GHG Emissions (Metric Tons of CO_2e)	1,527,000	1,458,000	1,358,000	2,087,000	1,308,000	1,039,000	
Adjusted Scope 1 and 2 Absolute GHG Emissions (Metric Tons of CO_2e)[6,7]	**9,258,000**	**9,075,000**	**6,460,000**	**7,659,000**	**6,560,000**	**4,451,000**	**On track**
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO_2e/Metric Tons of Sales Product)[6]	5.05	6.14	4.29	4.22	4.20	3.52	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO_2e/$ Net Sales)[6]	0.0014	0.0014	0.0012	0.0012	0.0010	0.0007	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO_2e/$ Adjusted EBIDTA)[6]	5,321	8,898	7,349	5,833	4,819	4,222	
Indirect (Scope 3) GHG Emissions (Million Metric Tons of CO_2e)[6]	161	155	140	144	145.5	137.6	
Total Scope 1, 2, and 3 GHG Emissions (Million Metric Tons of CO_2e)[6]	170	164	147	152	152	142	
Avoided GHG Emissions Enabled by Products (Million Metric Tons of CO_2e)	34	27	28	34	35	36	
Air Emissions							
Total Fluorinated Organic Chemical Process Emissions to Air (Metric Tons)[6]	**1,082**	**986**	**566**	**717**	**518**	**426**	**On track**
Total Nitrogen Oxides and Sulfur Oxides Emissions (Metric Tons)[6]	2,800	3,100	1,700	1,400	800	500	
Total NOx Emissions (Metric Tons)	1,000	1,300	900	700	400	200	
Total SOx Emissions (Metric Tons)	1,800	1,800	800	700	400	300	
Total Volatile Organic Carbon Emissions (Metric Tons)[6]	2,900	2,200	2,500	2,500	1,700	1,700	
U.S. Hazardous Air Pollutants (Metric Tons)[6]	1,800	1,600	1,700	1,400	1,200	1,400	

⬡ Behind schedule ❯ On track ⬢ Achieved

// 2023 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 GOAL PROGRESS
Water Stewardship							
Total Water Use (Megaliters)[6]	270,000	235,000	422,000	358,000	374,000	450,000	
Total Water Withdrawals (Megaliters)[6]	217,000	190,000	183,000	206,000	200,000	189,000	
Total Water Recycled (Megaliters)[6]	38,000	33,000	230,000	160,000	192,000	312,000	
Total Water Discharged (Megaliters)[6]	193,000	180,000	173,000	198,000	185,000	182,000	
Total Water Consumption (Megaliters)[6]	46,000	42,000	42,000	46,000	39,000	62,000	
Water Use Intensity (Megaliters/Metric Tons of Sales Product)[6]	0.12	0.13	0.12	0.11	0.13	0.15	
Stressed Watershed Withdrawals/Total Withdrawals[6]	6%	4%	4%	6%	7%	10%	
Total Fluorinated Organic Chemical Emissions to Water (Metric Tons)[8]	**556**	**548**	**266**	**267**	**252**	**251**	**On track**

// 2023 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 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	2,199,000	
Total Waste to Landfills (Metric Tons)	1,049,000	934,000	938,000	1,105,000	1,203,000	1,137,000	
Total Waste to Incineration/Controlled Combustion (Metric Tons)	33,000	26,000	25,000	24,000	28,000	21,000	
Total Waste to Deep Wells (Metric Tons)	399,000	275,000	280,000	398,000	368,000	802,000	
Total Waste to Other Disposal Methods (Metric Tons)	17	0	0	0	0	0	
Total Waste Recycled (Metric Tons)	93,000	114,000	59,000	75,000	19,000	236,000	
Total Waste Incinerated for Energy Recovery (Metric Tons)	5,000	3,000	4,000	3,000	6,000	4,000	
Total Waste Intensity (Metric Tons/Metric Tons of Sales Product)[6]	0.85	0.89	0.85	0.86	0.98	1.74	
Total Hazardous Waste Generated (Metric Tons)[6]	409,000	290,000	292,000	411,000	385,000	819,000	
Hazardous Waste Recycled/Reused (Metric Tons)[6]	1,000	3,000	1,000	1,000	0	500	
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	
Nonhazardous Waste Recycled/Reused (Metric Tons)[6]	92,000	111,000	58,000	74,000	19,000	235,000	
Total Waste Volume to Landfills (m^3)[6]	771,000	682,000	689,000	869,000	851,000	793,000	
Landfill Volume Intensity (m^3/Metric Tons of Sales Product)[6]	**0.42**	**0.45**	**0.45**	**0.47**	**0.55**	**0.63**	**Behind schedule** ⬡

⬡ Behind schedule ◗ On track ⬢ Achieved

// 2023 Performance Scorecard

PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 GOAL PROGRESS
INNOVATION AND SUSTAINABLE SOLUTIONS							
Sustainable Offerings							
Revenue from Products That Support the United Nations Sustainable Development Goals	**10%**	**10%**	**38%**	**47%**	**48%**	**48%**	**On track**
Sustainable Supply Chain							
Procurement Spend Covered by Sustainability Assessments	**5%**	**39%**	**59%**	**82%**	**90%**	**81%**	**Achieved**
Procurement Spend with Local Suppliers	16%	14%	10%	10%	8%	10%	
Improvement in Supplier Sustainability Score	**0%**	**0%**	**0%**	**15%**	**22%**	**24%**	**Achieved**

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, and 2023.

[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, and 2023.

[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, and 2023.

[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 and 2023. 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, and 2023 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

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
- The Conference Board
- Titanium Dioxide Manufacturers Association
- Together for Sustainability (TfS)
- Transportation Community Awareness Emergency Response Nat'l Task Group (TRANSCAER NTTG)
- Wildlife Habitat Council
- Women in Manufacturing
- World Business Council for Sustainable Development (WBCSD)
- World Environment Center

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.

Global Reporting Initiative (GRI) Index

The Chemours Company has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 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	**2023 Form 10-K**, page 1
2-3	Reporting period, frequency, and contact point	Annual Year ended December 31, 2023 **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, and 2020 GHG emissions data, with 2021, 2022, and 2023 expected to be completed in 2024.
Activities and workers		
2-6	Activities, value chain, and other business relationships	**2023 Form 10-K**, Business, pages 3-14
2-7	Employees	**2023 Form 10-K**, Human Capital, page 13 2023 Sustainability Report > Empowered Employees
2-8	Workers who are not employees	**2023 Form 10-K**, Human Capital, page 13
Governance		
2-9	Governance structure and composition	**2024 Proxy**, Corporate Governance, pages 16-23
2-10	Nomination and selection of the highest governance body	**2024 Proxy**, Election of Directors, pages 7-9 **2024 Proxy**, Board Structure and Committee Composition, pages 24-26
2-11	Chair of the highest governance body	**2024 Proxy**, Board Leadership Structure, page 20
2-12	Role of the highest governance body in overseeing the management of impacts	**2024 Proxy**, Corporate Governance, pages 16-23
2-13	Delegation of responsibility for managing impacts	**2024 Proxy**, Board Structure and Committee Composition, pages 24-26

// GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
2-14	Role of the highest governance body in sustainability reporting	**2024 Proxy**, Board Structure and Committee Composition, pages 24-26
2-15	Conflicts of interest	**2024 Proxy**, Board Structure and Committee Composition, pages 24-26 **Code of Conduct** **Code of Business Conduct and Ethics for the Board of Directors** **Code of Ethics for the CEO, CFO, and Controller**
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. **2024 Proxy**, Corporate Governance, pages 16-23
2-17	Collective knowledge of the highest governance body	**2024 Proxy**, Corporate Governance, pages 16-23
2-18	Evaluation of the performance of the highest governance body	**2024 Proxy**, Director Compensation, pages 27-28 **2024 Proxy**, Security Ownership of Certain Beneficial Owners and Management, pages 29-30
2-19	Remuneration policies	**2024 Proxy**, Executive Compensation, pages 31-72
2-20	Process to determine remuneration	**2024 Proxy**, Executive Compensation, pages 31-72
2-21	Annual total compensation ratio	**2024 Proxy**, CEO Pay Ratio, page 73

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DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	2023 Sustainability Report > Introduction > CEO Message
2-23	Policy commitments	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 Note: For confidentiality reasons, not all policies listed are public. **Link for all policies**

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DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
2-24	Embedding policy commitments	2023 Sustainability Report > Community Impact > Responsibility for Vibrant Communities 2023 Sustainability Report > Corporate Governance 2023 Sustainability Report > Ethics and Compliance > Our Approach to Ethics and Compliance 2023 Sustainability Report > Empowered Employees > Responsibility for Empowered Employees 2023 Sustainability Report > Environmental Compliance > Our Approach to Environmental Compliance 2023 Sustainability Report > Energy and Climate > How We Manage Energy & Emissions 2023 Sustainability Report > Health and Safety > Responsibility for Health and Safety Management 2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management > Chemours Animal Testing Policy and Program 2023 Sustainability Report > Sustainable Supply Chain > Supplier Management 2023 Sustainability Report > Waste > Responsibility for Waste Management
2-25	Processes to remediate negative impacts	**Chemours Ethics Hotline** 2023 Sustainability Report > Ethics and Compliance > Raising Ethical Concerns 2023 Sustainability Report > Community Impact > Community Advisory Panels (CAPs) 2023 Sustainability Report > Sustainable Supply Chain > Supplier Management
2-26	Mechanisms for seeking advice and raising concerns	**Chemours Ethics Hotline** 2023 Sustainability Report > Ethics and Compliance > Raising Ethical Concerns 2023 Sustainability Report > Community Impact > Community Advisory Panels (CAPs) 2023 Sustainability Report > Sustainable Supply Chain > Supplier Management

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DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
2-28	Membership associations	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 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 Wildlife Habitat Council World Environment Center World Resources Institute

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DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2023 Sustainability Report > Introduction > Sustainability Issue Prioritization; Stakeholder Engagement
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	2023 Sustainability Report > Introduction > Sustainability Issue Prioritization
3-2	List of material topics	2023 Sustainability Report > Introduction > Sustainability Issue Prioritization
GRI 200: ECONOMIC		
GRI 204: Procurement Practices		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Supply Chain > Supplier Management
204-1	Proportion of spending on local suppliers	2023 Sustainability Report > Sustainable Supply Chain > Supplier Diversity
GRI 205: Anti-corruption		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Supply Chain > Progress Toward 2030 Goals > Labor and Fair Business Categories Evaluated 2023 Sustainability Report > Ethics and Compliance > Our Approach to Ethics and Compliance; Anti-Corruption and Compliance
205-1	Operations assessed for risks related to corruption	2023 Sustainability Report > Ethics and Compliance > Anti-Corruption and Compliance
205-2	Communication and training about anti-corruption policies and procedures	2023 Sustainability Report > Ethics and Compliance > Anti-Corruption and Compliance 2023 Sustainability Report > Sustainable Supply Chain > Progress Toward 2030 Goals > Labor and Fair Business Categories Evaluated
GRI 300: ENVIRONMENTAL		
GRI 302: Energy		
3-3	Management of material topic	2023 Sustainability Report > Energy and Climate
302-1	Energy consumption within the organization	2023 Sustainability Report > Appendix > Supplemental Content and Data > Energy and Climate **CDP Climate Change 2023**, C8.2a, C-CH8.2a

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DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
GRI 302: Energy (continued)		
302-2	Energy consumption outside of the organization	2023 Sustainability Report > Appendix > Supplemental Content and Data > Energy and Climate **CDP Climate Change 2023**, C8.2a
302-3	Energy intensity	2023 Sustainability Report > Appendix > Supplemental Content and Data > Energy and Climate
302-4	Reduction of energy consumption	2023 Sustainability Report > Energy and Climate > Energy Consumption
302-5	Reductions in energy requirements of products and services	2023 Sustainability Report > Energy and Climate > Energy Consumption
GRI 303: Water and Effluents		
3-3	Management of material topic	2023 Sustainability Report > Water Stewardship
303-1	Interactions with water as a shared resource	2023 Sustainability Report > Water Stewardship > Our Approach to Water Stewardship; Water Use; Water Discharge
303-2	Management of water discharge-related impacts	2023 Sustainability Report > Water Stewardship > Water Quality; Water Use; Water Discharge
303-3	Water withdrawal	2023 Sustainability Report > Appendix > Supplemental Content and Data > Water Stewardship
303-4	Water discharge	2023 Sustainability Report > Appendix > Supplemental Content and Data > Water Stewardship
303-5	Water consumption	2023 Sustainability Report > Appendix > Supplemental Content and Data > Water Stewardship
GRI 304: Biodiversity		
3-3	Management of material topic	2023 Sustainability Report > Nature
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2023 Sustainability Report > Appendix > Supplemental Content and Data > Land Use and Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	2023 Sustainability Report > Nature > Restoring and Returning Former Operating Sites
304-3	Habitats protected or restored	2023 Sustainability Report > Nature > Responsibility for Land Use and Biodiversity Management
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2023 Sustainability Report > Nature > Responsible Mining; Operating Sites; Manufacturing Sites
GRI 305: Emissions		
3-3	Management of material topic	2023 Sustainability Report > Energy and Climate
305-1	Direct (Scope 1) GHG emissions	2023 Sustainability Report > Appendix > Supplemental Content and Data > Total Operations GHG Emissions **CDP Climate Change 2023**, C6.1

DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
GRI 305: Emissions (continued)		
305-2	Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report > Appendix > Supplemental Content and Data > Total Operations GHG Emissions **CDP Climate Change 2023**, C6.2, C6.3
305-3	Other indirect (Scope 3) GHG emissions	2023 Sustainability Report > Appendix > Supplemental Content and Data > Total Operations GHG Emissions **CDP Climate Change 2023**, C6.5
305-4	GHG emissions intensity	2023 Sustainability Report > Appendix > Supplemental Content and Data > Total Operations GHG Emissions **CDP Climate Change 2023**, C6.10
305-5	Reduction of GHG emissions	2023 Sustainability Report > Appendix > Supplemental Content and Data > Total Operations GHG Emissions **CDP Climate Change 2023**, C6.10
305-6	Emissions of ozone-depleting substances (ODS)	2023 Sustainability Report > Appendix > Supplemental Content and Data > Total Operations GHG Emissions **CDP Climate Change 2023**, C2.2, C7.1a, C7.3c
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2023 Sustainability Report > Appendix > Supplemental Content and Data > Total Operations GHG Emissions
GRI 306: Waste		
3-3	Management of material topic	2023 Sustainability Report > Waste
306-1	Waste generation and significant waste-related impacts	2023 Sustainability Report > Waste > Our Approach to Waste; Responsibility for Waste Management
306-2	Management of significant waste-related impacts	2023 Sustainability Report > Waste > Responsibility for Waste Management
306-3	Waste generated	2023 Sustainability Report > Appendix > Waste Generation
306-4	Waste diverted from disposal	2023 Sustainability Report > Appendix > Waste Generation
306-5	Waste directed to disposal	2023 Sustainability Report > Appendix > Waste Generation
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Supply Chain
308-1	New suppliers that were screened using environmental criteria	2023 Sustainability Report > Sustainable Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	2023 Sustainability Report > Sustainable Supply Chain > Progress Toward 2030 Goals; Supplier Management > Evaluation

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DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
GRI 400: SOCIAL		
GRI 401: Employment		
3-3	Management of material topic	2023 Sustainability Report > Empowered Employees
401-1	New employee hires and employee turnover	2023 Sustainability Report > Appendix > Supplemental Content and Data > Empowered Employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report > Empowered Employees > Compensation and Benefits
401-3	Parental leave	2023 Sustainability Report > Empowered Employees > Compensation and Benefits
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	2023 Sustainability Report > Health and Safety
403-1	Occupational health and safety management system	2023 Sustainability Report > Health and Safety > Occupational Health Services; Responsibility for Health and Safety Management
403-2	Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report > Health and Safety > Proactive Health and Safety Indicators; Proactive Illness and Injury Reporting
403-3	Occupational health services	2023 Sustainability Report > Health and Safety > Occupational Health Services
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report > Health and Safety > Environmental, Health, and Safety Training
403-5	Worker training on occupational health and safety	2023 Sustainability Report > Health and Safety > Environmental, Health, and Safety Training
403-6	Promotion of worker health	2023 Sustainability Report > Health and Safety > Proactive Health and Safety Indicators; Proactive Illness and Injury Reporting
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Sustainability Report > Health and Safety > Responsibility for Health and Safety Management
403-8	Workers covered by an occupational health and safety management system	2023 Sustainability Report > Health and Safety > Occupational Health Services
403-9	Work-related injuries	2023 Sustainability Report > Appendix > Supplemental Content and Data > Health and Safety
403-10	Work-related ill health	2023 Sustainability Report > Appendix > Supplemental Content and Data > Health and Safety

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DISCLOSURE NUMBER	DISCLOSURE TITLE	2023 RESPONSE
GRI 404: Training and Education		
3-3	Management of material topic	2023 Sustainability Report > Empowered Employees > Learning and Professional Development
404-1	Average hours of training per year per employee	Approximately 49,000 total health and safety training hours were provided in 2023.
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report > Empowered Employees > Learning and Professional Development
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Sustainability Report > Empowered Employees > Performance Reviews
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2023 Sustainability Report > Empowered Employees > Inclusion, Diversity, and Equity
405-1	Diversity of governance bodies and employees	2023 Sustainability Report > Empowered Employees > Inclusion, Diversity, and Equity 2023 Sustainability Report > Appendix > Supplemental Content and Data > Empowered Employees
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	2023 Sustainability Report > Sustainable Supply Chain > Progress Toward 2030 Goals; Supplier Management > Evaluation
GRI 416: Customer Health and Safety		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management
416-1	Assessment of the health and safety impacts of product and service categories	2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management **2023 Form 10-K**, Note 22: Commitments and Contingent Liabilities, pages F-43-F-60
GRI 417: Marketing and Labeling		
3-3	Management of material topic	2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management > Product Quality: Take an End-to-End Approach
417-1	Requirements for product and service information and labeling	2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management > Product Quality: Take an End-to-End Approach
417-2	Incidents of non-compliance concerning product and service information and labeling	2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management > Product Quality: Take an End-to-End Approach
417-3	Incidents of non-compliance concerning marketing communications	2023 Sustainability Report > Sustainable Offerings > Product Safety and Sustainability Management > Product Quality: Take an End-to-End Approach

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	2023 RESPONSE
WORKFORCE HEALTH & SAFETY		
Employee total recordable incident rate	RT-CH-320a.1	0.29
Employee fatality rate	RT-CH-320a.1	0
Contractor total recordable incident rate	RT-CH-320a.1	0.37
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 2023 Sustainability Report.
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS, AND RESPONSE		
Total process safety incidents	RT-CH-540a.1	2 Tier 1 incidents 7 Tier 2 incidents
Process safety total incident rate (PSIR)	RT-CH-540a.1	0.02 Tier 1 PSIR 0.07 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	1 incident
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	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. Refer to the Introduction, Sustainable Offerings, and Environmental Compliance sections of our 2023 Sustainability Report.

// SASB Index

ACCOUNTING METRIC	CODE	2023 RESPONSE
COMMUNITY RELATIONS		
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	2023 Sustainability Report > Introduction > Stakeholder Engagement 2023 Sustainability Report > Community Impact > Our Approach to Vibrant Communities 2023 Sustainability Report > Water Stewardship > Our Approach to Water Stewardship
Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	RT-CH-110a.1	19%
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	2023 Sustainability Report > Energy and Climate > How We Manage Energy and Emissions; Progress Toward 2030 Goals
AIR QUALITY		
Global NOx emissions	RT-CH-120a.1	200 MT
Global SOx emissions	RT-CH-120a.1	300 MT
Global VOC emissions	RT-CH-120a.1	1,700 MT
Hazardous air pollutants (HAPs)	RT-CH-120a.1	1,400 MT
ENERGY MANAGEMENT		
Total energy consumed	RT-CH-130a.1	7,890,000 MWh Source: CDP Climate Change 2023, C8.2a
Percentage grid electricity	RT-CH-130a.1	71%
Percentage renewable energy	RT-CH-130a.1	3% Source: CDP Climate Change 2023, C8.2a. Total energy consumption from renewable sources/Total energy consumption
Total self-generated energy	RT-CH-130a.1	0 MWh Source: CDP Climate Change 2023, C8.2a
WATER MANAGEMENT		
Total water withdrawn	RT-CH-140a.1	189,000 megaliters
Total water consumed	RT-CH-140a.1	62,000 megaliters
Percentage withdrawn in regions with high baseline water stress	RT-CH-140a.1	10%

// SASB Index

ACCOUNTING METRIC	CODE	2023 RESPONSE
WATER MANAGEMENT (continued)		
Number incidents of non-compliance with water quality permits, standards, and regulations	RT-CH-140a.2	There were no incidents of non-compliance in 2023.
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	2023 Sustainability Report > Water Stewardship
HAZARDOUS WASTE MANAGEMENT		
Total hazardous waste generated	RT-CH-150a.1	812,000 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 2023 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	2023 Sustainability Report > Sustainable Offerings
Percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	2023 Sustainability Report > Sustainable Offerings
Discussion of strategy to manage chemicals of concern	RT-CH-410b.2	2023 Sustainability Report > Sustainable Offerings
Discussion of strategy to develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	2023 Sustainability Report > 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	2023 RESPONSE
Production by Reportable Segment	RT-CH-000.A	Quantitative	1,264,000 MT

Task Force on Climate-related Financial Disclosures (TCFD) Index

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2023 REFERENCE
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	**2024 Proxy Statement**, Corporate Governance, pages 16-23 2023 Sustainability Report > Introduction > Sustainability Governance **CDP Climate Change 2023**, C1.1a, C1.1b
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	2023 Sustainability Report > Introduction > Sustainability Governance 2023 Sustainability Report > Energy and Climate > Responsibility for Energy and Climate Management **CDP Climate Change 2023**, C1.2
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2023 Sustainability Report > Energy and Climate **CDP Climate Change 2023**, C2.3a, C2.4a, C3.3, C3.4
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	**CDP Climate Change 2023**, C2.3a, C2.4a, C3.3, C3.4
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	**CDP Climate Change 2023**, C3.2a, C3.2b
RISK MANAGEMENT		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	**CDP Climate Change 2023**, C2.2
	b) Describe the organization's processes for managing climate-related risks.	2023 Sustainability Report > Energy and Climate > Responsibility for Energy and Climate Management **CDP Climate Change 2023**, C2.2
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	**CDP Climate Change 2023**, C2.2, C2.2a
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2023 Sustainability Report > Appendix > Supplemental Data > Energy & Climate; Total Operations GHG Emissions
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2023 Sustainability Report > Appendix > Supplemental Data > Total Operations GHG Emissions
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2023 Sustainability Report > Introduction > Our Progress 2023 Sustainability Report > Energy and Climate > Progress Toward 2030 Goals **CDP Climate Change 2023**, C4

Report Resources

Commitments, Policies, and Positions

Innovation and Sustainable Solutions

- 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
- Quality Management System Certifications

Environmental Leadership

- Environment Management System Certifications

Greatest Place to Work for All

- Code of Conduct
- Ethics Hotline
- Environment, Health, Safety, and Corporate Responsibility Policy
- Environment, Health, Safety, and Security Management System Certifications
- Inclusive Environment and Nondiscrimination Policy
- Statement on Human Rights
- Statement of Principles on Child Labor, Forced Labor, and Modern Slavery
- Investor Relations
- SEC Filings: 10-K, 10Q
- 2024 Proxy Statement
- 2023 GRI Content Index
- 2022 Sustainability Report

Acronyms

ACC	American Chemistry Council
ANSI	American National Standards Institute
APEC	Asia-Pacific Economic Cooperation
APM	Advanced Performance Materials
BU SLTs	business unit sustainability leadership teams
CAG	Chemours Asian Group
CAP	community advisory panel
CBEN	Chemours Black Employee Network
CDH	Chemours Discovery Hub
CDP	Carbon Disclosure Project
CECO	chief ethics and compliance officer
CEO	chief executive officer
CET	Chemours Executive Team
CFC	chlorofluorocarbon
CH_4	methane
CIM	Community Impact Month
CLARO	Chemours Latin American Resource Organization
CNAEN	Chemours Native American Employee Network
CO_2	carbon dioxide
CO_2e	carbon dioxide equivalent
CoEs	Centers of Excellence
COVID-19	coronavirus disease 2019
CPO	chief procurement officer
CRC	Corporate Responsibility Commitment
CSC	Chemours sustainability council
CWN	Chemours Women's Network
DOE	U.S. Department of Energy
ECN	Chemours Early Career Network
EHS	environment, health, and safety
EHS & S	environment, health, safety, and sustainability
EHS & O	Environment, Health and Safety & Operational
EMEA	Europe, Middle East, and Africa
EP&R	emergency preparedness and response
EPA	U.S. Environmental Protection Agency
ERG	employee resource group
ERM	enterprise risk management
ESG	environmental, social, and governance
EV	electric vehicle
F-gas	fluorinated gases
FOC	fluorinated organic chemical
FOSSI	Future of STEM Scholars Initiative
GHG	greenhouse gas
GRI	Global Reporting Initiative
GWP	global warming potential
HBCUs	Historically Black Colleges and Universities
HCFC	hydrochlorofluorocarbon
HFC	hydrofluorocarbon
HFO	hydrofluoroolefin
HFPO-DA	hexafluoropropylene oxide dimer acid
HTMs	Highly Toxic Materials
ICCA	International Council of Chemical Associations
ID&E	inclusive, diverse, and equitable
IP	Internet protocol
IPCC	Intergovernmental Panel on Climate Change
ISAE	International Standard for Assurance Engagements
ISO	International Organization for Standardization
JV	joint venture
LGBTQIA+	lesbian, gay, bisexual, transgender, queer/questioning, intersex, and ally
LRQA	Lloyd's Register Quality Assurance
m3	cubic meter
MT	metric ton
MWh	megawatt-hour

// Acronyms

N_2O	nitrous oxide
NAMs	new approach methodologies
NF_3	nitrogen trifluoride
NGO	nongovernmental organization
NOx	nitrogen oxides
NREL	U.S. Department of Energy's National Renewable Energy Laboratory
NSC	National Safety Council
OH&S	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
OSHA	Occupational Safety and Health Administration
PFAS	per- and polyfluoroalkyl substances
PFC	perfluorocarbon
PHA	process hazard analysis
PMP	performance management process
PRIDE	Chemours LGBTQIA+ Network
PSIR	process safety total incident rate
PSISR	process safety incident severity rate
PSMS	product sustainability management system
PSRA	product sustainability risk assessment
PVC	polyvinylchloride
R&D	research and development
RC	Responsible Care
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Target initiative
SCRA	supplier corporate responsibility assessment
SDG	Sustainable Development Goal
SDS	Safety Data Sheet
SEC	Security and Exchange Commission
SF_6	sulfur hexafluoride
SMART	specific, measurable, actionable, realistic, and time-bound
SOx	sulfur oxides
STAR	Science, Technology, and Advanced Research
STEM	science, technology, engineering, and mathematics
SVHC	substance of very high concern
SVP	senior vice president
TCFD	Task Force on Climate-related Financial Disclosures
TfS	Together for Sustainability
TiO_2	titanium dioxide
TNFD	Taskforce on Nature-related Financial Disclosures
TRANSCAER	transportation community awareness emergency response
TRIR	total recordable incident rate
TSS	Thermal & Specialized Solutions
UN	United Nations
UNGC	United Nations Global Compact
U.S.	United States
VetNet	Veterans' Network
VOC	volatile organic compound
WBCSD	World Business Council of Sustainable Development
WHC	Wildlife Habitat Council
WRI	World Resources Institute

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 CO_2e.

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 (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3). 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. CO_2e 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.

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 **Ch**emicals. 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.

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 2023 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, 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 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 2023 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

// Forward-Looking Statements and Other Information

information included in this 2023 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 2023 presented, discussed, referenced or otherwise included in this 2023 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 2023 Sustainability Report nor the continued availability of this 2023 Sustainability Report 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 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 2023 Sustainability Report does not constitute or imply an endorsement by the Company of any or all of the positions or activities of such organization.

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