

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	

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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	

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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	

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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%	

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PRINCIPLE	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	2023 GOAL PROGRESS
Greenhouse Gas Emissions							
Direct (Scope 1) GHG Emissions (Metric Tons of CO ₂ e) ⁶	8,527,000	7,824,000	5,434,000	6,350,000	5,369,000	3,572,000	
Indirect (Scope 2) GHG Emissions (Metric Tons of CO ₂ e) ⁶	1,401,000	1,299,000	1,372,000	1,473,000	1,331,000	1,059,000	
Total Scope 1 and 2 GHG Emissions (Metric Tons of CO ₂ e) ⁶	9,928,000	9,123,000	6,806,000	7,823,000	6,700,000	4,631,000	
U.S. GHG Emissions (Metric Tons of CO ₂ e)	8,401,000	7,665,000	5,447,000	5,736,000	5,392,000	3,592,000	
Outside U.S. GHG Emissions (Metric Tons of CO ₂ e)	1,527,000	1,458,000	1,358,000	2,087,000	1,308,000	1,039,000	
Adjusted Scope 1 and 2 Absolute GHG Emissions (Metric Tons of CO₂e)^{6,7}	9,258,000	9,075,000	6,460,000	7,659,000	6,560,000	4,451,000	On track
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/Metric Tons of Sales Product) ⁶	5.05	6.14	4.29	4.22	4.20	3.52	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/\$ Net Sales) ⁶	0.0014	0.0014	0.0012	0.0012	0.0010	0.0007	
Total Scope 1 and 2 GHG Intensity (Metric Tons of CO ₂ e/\$ 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 ₂ e) ⁶	161	155	140	144	145.5	137.6	
Total Scope 1, 2, and 3 GHG Emissions (Million Metric Tons of CO ₂ e) ⁶	170	164	147	152	152	142	
Avoided GHG Emissions Enabled by Products (Million Metric Tons of CO ₂ e)	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	

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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

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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 (m³/Metric Tons of Sales Product)⁶	0.42	0.45	0.45	0.47	0.55	0.63	Behind schedule

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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.