Chemours™

2020 CORPORATE RESPONSIBILITY COMMITMENT INDEX REPORT

Resilient and Responsible

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A Message from Our Leadership

Dear Chemours stakeholders, associates, and friends,

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

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

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

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

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

Sincerely,

Mark Newman
President and CEO*

Mark Vergnano
Chairman of the Board*

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

The Chemours Company

Committed to making chemistry as responsible as it is essential.

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

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

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

OUR BUSINESS SEGMENTS

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

TITANIUM TECHNOLOGIES

Our Titanium Technologies segment is a leading global producer of TiO_2 pigment, a premium white pigment used to deliver whiteness, brightness, opacity, and protection in a variety of applications. Our Ti-Pure™ titanium dioxide enhances architectural and industrial coatings, plastics, laminates, coated paper, and coated paperboard used for packaging.

THERMAL & SPECIALIZED SOLUTIONS

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

ADVANCED PERFORMANCE MATERIALS

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

CHEMICAL SOLUTIONS

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

OUR GLOBAL REACH

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

*These are offices that have one or more employees.

OUR VALUES

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

Refreshing Simplicity	Cut complexity, invest in what matters, and get to results faster.
Collective Entrepreneurship	Act like each of us owns the business, while embracing the power of inclusion and teamwork.
Safety Obsession	Live our steadfast belief that a safe workplace is a profitable workplace.
Unshakable Integrity	Do what is right for customers, colleagues, and communities—always.
Customer Centered	Drive customer growth, and our own, by understanding customers' needs and building long-lasting relationships.

OUR PRINCIPLES

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

We recognize that it starts with us.	Our values guide us as we work together to take action and deliver on our Corporate Responsibility Commitments. We invest in our people, our facilities, and our processes to protect the safety and well-being of our employees, our business partners, and the communities in which we operate.
We inspire the brightest minds.	We strive to think differently and to disrupt the status quo by challenging the best and brightest at Chemours to offer original ideas and fresh perspectives in a diverse, inclusive, and rewarding workplace that encourages the development of our employees.
We steward our value chain.	We are setting the standard for how a chemistry company can operate, and we will work with our suppliers, vendors, and customers to have them join us as we advance our responsibility commitment along our value chain.
We encourage our partners to change along with us.	We will make a positive contribution to sustainability through partnering with our communities, industry leaders in our sector, and those our products serve to advance sustainable development at scale.
We hold ourselves to high standards.	We are committed to doing what is right, not just what is required. We strive for continuous improvement and will openly share with our stakeholders how we are doing.
We put responsibility at the center of our businesses.	Environmental, social, and economic considerations sit at the heart of our decision-making and efforts to deliver responsible growth.

OUR 2030 CORPORATE RESPONSIBILITY COMMITMENT GOALS

Our chemistry makes an essential contribution to improving the lives of people everywhere, but our duty to the world we all share drives us to meet essential needs in the most responsible way possible. Those twin imperatives gave rise to our Corporate Responsibility Commitment goals. In 2018, we announced 10 bold goals to bring responsible chemistry to life by 2030. The commitments fall into three pillars—Inspired People, Shared Planet, and Evolved Portfolio—and map to the United Nations Sustainable Development Goals (UN SDGs or SDGs). Our ambitions align most closely with three of the SDGs—clean water and sanitation, responsible consumption and production, and climate action.

OUR PILLARS	OUR 2030 GOALS	OUR CONTRIBUTION TO THE UN SDGS
INSPIRED PEOPLE		
	EMPOWERED EMPLOYEES ▪ Fill 50% of all positions globally with women ▪ Fill 20% of all US positions with ethnically diverse employees	3 4 5 8 10 16
	SAFETY EXCELLENCE ▪ Improve employee, contractor, process, and distribution safety performance by at least 75%	8
	VIBRANT COMMUNITIES ▪ Invest $50M in our communities to improve lives by increasing access to science, technology, engineering, and math (STEM) skills, safety initiatives, and sustainable environment programs	4 6 8 11 15
SHARED PLANET		
	CLIMATE ▪ Reduce absolute GHG emissions from operations by 60% ▪ Journey to net-zero operations by 2050	7 8 12 13
	WATER ▪ Reduce air and water process emissions of fluorinated organic chemicals by 99% or more	6 8 12 14
	WASTE ▪ Reduce our landfill volume intensity by 70%	8 12 15
EVOLVED PORTFOLIO		
	SUSTAINABLE OFFERINGS ▪ Ensure that 50% or more of our revenue comes from offerings that make a specific contribution to the UN SDGs	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	5 6 8 10 12 13 15

SUSTAINABLE DEVELOPMENT GOALS

2020 Year in Review

RESILIENCE DESPITE EXTRAORDINARY CIRCUMSTANCES

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

RESILIENCE IN THE FACE OF HISTORIC CHALLENGES

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

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

RESPONSIBILITY TOWARD ALL

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

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

UNDERTAKING EVEN BIGGER CHALLENGES

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

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

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

Inspired People

PROGRESS IN 2020

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

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

1.2K Logged volunteer hours across 13 countries for **second annual CRC Day**

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

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

9 Chemours facilities received certificates of excellence for safety

OUR COMMITMENTS

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

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

Behind schedule On track

CASE STUDY

Building a Fairer—and Better—Talent Pipeline

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

Shared Planet

PROGRESS IN 2020

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

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

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

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

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

98% of process water recycled at Jesup, GA plant

OUR COMMITMENTS

Our 2030 CRC Goals	Our 2020 Performance*	2030 Goal Progress
60% reduction in absolute greenhouse gas emissions** (in our journey to net-zero operations by 2050)	**6,708,000:** Metric tons (MT) CO_2e	
99%+ reduction of air process emissions and water process emissions of fluorinated organic chemicals (FOCs)	**266:** MT of water process emissions of FOCs	
	566: MT of air process emissions of FOCs	
70% reduction in our landfill volume intensity	**0.42:** m^3/MT of sales product	

Behind schedule On track

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

CASE STUDY

Responsible Mining

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

Evolved Portfolio

PROGRESS IN 2020

- **Chemours Discovery Hub** received 3 out of 4 Green Globes sustainable building
- **Published our EVOLVE 2030** methodology on our website
- **Completed EVOLVE 2030 evaluation** of 40% of portfolio, with 37.5% making a specific contribution to the UN SDGs
- 10% of procurement budget spent with **local suppliers**
- Received **silver certification from EcoVadis** for the second year in a row
- 12 Chemours teams awarded our **Catalyst for Better Award** recognizing their innovation

OUR COMMITMENTS

Our 2030 CRC Goals	Our 2020 Performance*	2030 Goal Progress
50% or more of our revenue will be from offerings that make a specific contribution to the UN SDGs	**37.5%:** Chemours revenue that came from products that made a specific contribution to the UN SDGs	On track
80% of suppliers by spend will have a baseline for sustainability performance and will demonstrate a 15% improvement	**59%:** Suppliers by spend that completed supplier corporate responsibility assessment evaluations	On track
	0%: Improvement in supplier sustainability performance	Behind schedule

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

Behind schedule On track

CASE STUDY

Increasing the Availability of Pure Water

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

2020 GRI Content Index

Forward Looking Statement

This index report contains forward-looking statements, within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, which involve risks and uncertainties. Forward-looking statements provide current expectations of future events based on certain assumptions and include any statement that does not directly relate to a historical or current fact. The words "believe," "expect," "will," "anticipate," "plan," "estimate," "target," "project" and similar expressions, among others, generally identify "forward-looking statements," which speak only as of the date such statements were made.

These forward-looking statements may address, among other things, the outcome or resolution of any pending or future environmental liabilities; the commencement, outcome, or resolution of any regulatory inquiry, investigation, or proceeding; the initiation, outcome, or settlement of any litigation; changes in environmental regulations in the United States (US) or other jurisdictions that affect demand for, or adoption of, our products; anticipated future operating and financial performance for our segments individually and our company as a whole; business plans, prospects, targets, goals, and commitments; capital investments, projects, and target capital expenditures; plans for dividends or share repurchases; sufficiency or longevity of intellectual property protection; cost reductions or savings targets; plans to increase profitability and growth, our ability to make acquisitions, integrate acquired businesses or assets into our operations, and achieve anticipated synergies or cost savings; all of which are subject to substantial risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements.

Forward-looking statements are based on certain assumptions and expectations of future events that may not be accurate or realized. These statements are not guarantees of future performance. Forward-looking statements also involve risks and uncertainties that are beyond Chemours' control.

In addition, the current COVID-19 pandemic has significantly impacted the national and global economy and commodity and financial markets, which has had and, we expect, will continue to have, a negative impact on our financial results. The full extent and impact of the pandemic is unknown, and to date has included extreme volatility in financial and commodity markets, a significant slowdown in economic activity, and increased predictions of a global recession. The public and private sector response has led to significant restrictions on travel, temporary business closures, quarantines, stock market volatility, and a general reduction in consumer and commercial activity globally. Matters outside our control have affected our business and operations and may continue to limit travel of employees to our business units domestically and internationally, adversely affect the health and welfare of our personnel, significantly reduce the demand for our products, hinder our ability to provide goods and services to customers, cause disruptions in our supply chains, adversely affect our business partners, or cause other unpredictable events.

Additionally, there may be other risks and uncertainties that Chemours is unable to identify at this time, or that Chemours does not currently expect to have a material impact on its business. Factors that could cause or contribute to these differences include the risks, uncertainties, and other factors discussed in our filings with the US Securities and Exchange Commission, including in our Annual Report on Form 10-K for the year ended December 31, 2020. Chemours assumes no obligation to revise or update any forward-looking statement for any reason, except as required by law.

General Standard Disclosures

ORGANIZATIONAL PROFILE

102-1 NAME OF ORGANIZATION

The Chemours Company

102-2 ACTIVITIES, BRANDS, PRODUCTS, AND SERVICES

The Chemours Company is a leading global provider of performance chemicals that are key inputs in end products and processes in a variety of industries. We deliver customized solutions with a wide range of industrial and specialty chemical products for markets, including plastics and coatings, refrigeration and air conditioning, general industrial, electronics, mining, and oil refining.

We manage and report our operating results through four reportable segments: Titanium Technologies, Thermal & Specialized Solutions (TSS), Advanced Performance Materials (APM), and Chemical Solutions. The TSS and APM segments were previously combined and reported as the former Fluoroproducts segment.

The Titanium Technologies segment is a leading global provider of Ti-Pure™ titanium dioxide (TiO2) pigment, a premium white pigment used to deliver whiteness, brightness, opacity, and protection in a variety of applications. We also sell a chloride-based TiO2 pigment under the BaiMax™ brand name, which is exclusively produced for customers in Greater China.

The TSS segment is a leading, global provider of refrigerants, propellants, blowing agents, and specialty solvents. Segment brands include Opteon™ and Freon™.

The APM segment is a leading global provider of high-end polymers and advanced materials that deliver unique attributes, including chemical inertness, thermal stability, low friction, weather and corrosion resistance, extreme temperature stability, and di-electric properties. Segment brands include Krytox™, Nafion™, Teflon™, and Viton™.

The Chemical Solutions segment is a leading North American provider of industrial chemicals used in gold production, industrial, and consumer applications. Segment brands include Vazo™, Glypure™, and Glyclean™.

Read more about our business segments, brands, products, and services on pages 3 to 11 of our 2020 Annual Report on Form 10-K.

Chemours is not aware of any brands, products, or services banned in any markets in which it operates. Management and information technology systems are in place to monitor and ensure compliance with global trade and regulatory requirements.

102-3 LOCATION OF HEADQUARTERS

1007 Market Street
Wilmington, Delaware, 19801
United States of America

102-4 LOCATION OF OPERATIONS

Chemours maintains a global network of 30 production facilities (including joint-venture operation), six technical centers, and 28 offices located in cost-effective and strategic locations. We also work with joint-venture partners (four production facilities and two technical centers) and use contract manufacturing to provide regional access or to lower manufacturing costs, as appropriate. Read more about our global locations on page 31 of our 2020 Annual Report on Form 10-K and on our web site.

102-5 OWNERSHIP AND LEGAL FORM

Chemours is incorporated in the state of Delaware and is publicly traded on the New York Stock Exchange under the symbol CC.

102-6 MARKETS SERVED

Chemours serves approximately 3,300 customers in approximately 120 countries across a variety of markets within the performance chemicals sector, including plastics and coatings, refrigeration and air conditioning, general industrial, electronics, mining, and oil refining.

Read more about our markets and segments on pages 3 to 11 of our 2020 Annual Report on Form 10-K.

102-7 SCALE OF THE ORGANIZATION

As of December 31, 2020, Chemours employs 6,525 people around the world and maintains a global network of 30 production facilities (including joint-venture operations) located in nine countries: US, Mexico, Brazil, Belgium, France, the Netherlands, China, Taiwan, and Japan.

We have six standalone technical centers and research and development (R&D) facilities (including joint-venture facilities) located in five countries (US, Mexico, Belgium, Switzerland, and China) to serve our customers and provide technical support. In March 2020, we officially opened The Chemours Discovery Hub, a 312,000 square foot, state-of-the-art, sustainably designed research facility located on the University of Delaware's Science, Technology, and Advanced Research (STAR) Campus. The center showcases Chemours products in action and received a rating of three out of four globes by Green Globes, an online sustainable building rating system, emphasizing our commitment to responsible chemistry.

Our net revenue in 2020 was $4,969 million with total assets at $7,082 million. Please see our 2020 Annual Report on Form 10-K Note 5, page F-22 for our revenue breakdowns.

Read more about where we operate on page 31 of our 2020 Annual Report on Form 10-K.

102-8 INFORMATION ON EMPLOYEES AND OTHER WORKERS

Total number of employees by region as of December 31, 2020					
	Asia Pacific	EMEA[1]	Latin America[2]	North America	Total
Total employees	**746**	**891**	**576**	**4,312[3]**	**6,525**
Employee status					
Full time	744	836	576	4,306	6,462
Part time	2	55	0	6	63
Employee gender					
Men	525	683	433	3,425	5,066
Women	210	208	137	887	1,442
Undeclared	11	0	6	0	17

[1]Europe, Middle East, and Africa.
[2]Includes Mexico.
[3]Total US employee headcount was 4,298 employees.

We gather employee workforce data through a secure, centralized database containing all employee information, which is updated by employees, managers, or human resources as information changes occur. The data represent the global employee population as of December 31, 2020, and include all permanent, full-time, and part-time employees. The data exclude temporary employees, interns, co-ops, and contractors, unless otherwise stated.

Our total global workforce includes both our Chemours employees and contract workers that support our manufacturing sites and other global locations. Our contract workforce provides services for facility maintenance, engineering services and construction support, operations, research and logistics support, equipment service and maintenance, custodial services, and site security services. As of December 31, 2020, approximately 4,300 contractors supported our operations, representing approximately 40% of the total global workforce. However, this number can vary throughout the year due to business needs and seasonal plant activities.

Chemours may also use temporary workers, including student interns and co-ops, to support specific work needs and, in the case of student workers, to develop talent for the future. The total number of temporary/contingent workers is highly variable throughout the year due to business needs and school schedules.

102-9 SUPPLY CHAIN

We serve a wide range of industrial and end-user applications through our business segments. We maintain relationships with more than 10,000 suppliers across over 70 countries. Primary raw materials used in our products include:

- **Titanium Technologies**—Titanium-bearing ores, chlorine, calcined petroleum coke, and energy
- **Thermal & Specialized Solutions**—Fluorspar, sulfur, ethylene, chlorinated organics, chlorine, and hydrogen fluoride
- **Advanced Performance Materials**—Chlorinated organics, hydrogen fluoride, and vinylidene fluoride
- **Chemical Solutions**—Ammonia, methanol, natural gas, hydrogen, and caustic soda

Read more about the supply chain for each of our business segments on pages 4 to 11 of our 2020 Annual Report on Form 10-K.

102-10 SIGNIFICANT CHANGES TO THE ORGANIZATION AND ITS SUPPLY CHAIN

In 2020, Chemours divided our former Fluoroproducts segment into two distinct new reportable segments: Thermal & Specialized Solutions and Advanced Performance Materials. Thermal & Specialized Solutions now provides refrigerants, propellants, blowing agents, and specialty solvents under brands including Opteon™ and Freon™. The Advanced Performance Materials segment provides high-end polymers and advanced materials that deliver unique attributes, including chemical inertness, thermal stability, low friction, weather and corrosion resistance, extreme temperature stability, and di-electric properties. Segment brands include Krytox™, Nafion™, Teflon™, and Viton™. This change allows us to enhance our customer focus and better align our business models, resources, and cost structure to the specific current and future growth drivers of each business.

In the third quarter of 2019, Chemours acquired Southern Ionics Minerals, LLC. This acquisition included two facilities in Georgia, a titanium mine in Folkston, and a mineral sands separation facility in Offerman. In August 2020, as part of the Southern Ionics acquisition, Chemours began mining operations at a surface mine in Jesup, Georgia. This expands Chemours' access to low-cost sources of domestic, high-quality ilmenite ore feedstock for our Titanium Technologies business.

In the fourth quarter of 2020, Chemours' Chemical Solutions segment ceased production of Aniline in its Pascagoula, Mississippi facility. Site closure will be completed in 2021.

102-11 PRECAUTIONARY PRINCIPLE OR APPROACH

Our Environmental Health, Safety, and Corporate Responsibility Policy describes the elements of our approach to protect the environment and human health through our commitment to apply the Responsible Care® Guiding Principles globally. We seek to apply processes or practices with less environmental impact, and through our product sustainability practices, manage potential risks or impacts from our products throughout their entire life cycle, from the design stage to product end-of-life.

102-12 EXTERNAL INITIATIVES

As a part of the company's efforts to remain a sustainable and ethically operating company, we support the Responsible Care® Global Charter and Guiding Principles, the United Nations Guiding Principles on Business and Human Rights, the Organization for Economic Co operation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Declaration on Fundamental Principles and International Labour Standards.

On October 8, 2018, Chemours became a participant in the United Nations Global Compact (UNGC). We are committed to making the UNGC and its principles part of the strategy, culture, and day-to-day operations of Chemours, and to engaging in collaborative projects that advance the UN SDGs. The 17 SDGs are part of the UN 2030 Agenda for Sustainable Development, and are an urgent call to action for all countries—developed and developing—in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth—all while tackling climate change and working to preserve our oceans and forests. Companies have a key role to play in achieving the SDGs, and in response, we have mapped SDG-related opportunities and responsibilities to our responsible growth strategy. Based on this mapping, we believe that we contribute, either directly or indirectly, to most of the SDGs. Read more about our connection to all UN SDGs on page 5 of this report and in our 2018 GRI Content Index disclosure 102-12.

102-13 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 (NGOs) by maintaining board and other leadership positions:

- Air-Conditioning, Heating, and Refrigeration Institute
- Alliance for Responsible Atmospheric Policy
- American Chemistry Council
- American Institute of Chemical Engineers
- American Coatings Association
- 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 Climate and Energy Solutions
- China Petroleum and Chemical Industry Federation
- Chlorine Institute
- European Chemical Industry Council (Cefic)
- Green Chemistry and Commerce Council
- International Code Council
- International Cyanide Management Institute
- International Standards Organization
- Japan Chemical Industry Association
- Japan Hygienic Olefin and Styrene Plastics Association
- Mexican Chemical Producers Association
- National Fire Protection Association
- National Industrial Transportation League
- National Safety Council
- Plastics Europe Fluoropolymer Group
- Plastics Industry Association
- Taiwan Responsible Care Association
- The Conference Board
- Titanium Dioxide Manufacturers Association
- United States Council of International Business
- Wildlife Habitat Council
- World Environment Center
- World Resources Institute

The above is a non-inclusive list of organizations, and rather, serves as an overview and snapshot of the organizations with which Chemours partners. In addition to the above organizations, we are also active members in the local Chambers of Commerce organizations in the communities in which we operate.

STRATEGY

102-14 STATEMENT FROM THE SENIOR DECISION-MAKER

Please read a statement from our president and Chief Executive Officer (CEO) and Chairman of the Board on page 2 of this report.

ETHICS AND INTEGRITY

102-16 VALUES, PRINCIPLES, STANDARDS, AND NORMS OF BEHAVIOR

At Chemours, our purpose is to create a more colorful, capable, and cleaner world through the power of chemistry. Our culture is powered by a steadfast commitment to upholding our five values:

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

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. It also serves as a resource to our customers, suppliers, 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.

The Code of Conduct is available in 11 different languages to enable our employees, agents, and third-party representatives around the world to fully understand our guiding principles. Our chief compliance officer and the Chemours Compliance Committee are responsible for the Code of Conduct and ensuring that appropriate guidance is included to maintain our high ethical standards. The Code was last updated in October 2020 and is regularly reviewed by the Board of Directors (the "board") and the Chemours Executive Team (CET). Our 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.

The Code and our anti-corruption policy reflect the principles set out in the UN Convention against Corruption and the UNGC. 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.

In addition to the Code of Conduct, the following policy statements help us maintain ethical business practices. Please visit the Report Resources section for links to public policies (note: not all policies listed below are public for confidentiality reasons).

- 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 and Non-Discrimination Policy
- Insider Trading Policy
- Non-Retaliation Policy
- Payments for Materials and Services Policy
- Supplier Code of Conduct
- Trade Sanctions Policy
- Trade Secret Policy and Protection Protocol
- Travel and Reimbursement Policy
- US Government Business Gifts and Gratuities Policy

Each global policy is owned by a named subject matter expert, who is responsible for reviewing and updating their assigned policy to ensure it remains relevant and current. Policies are reviewed and updated, if necessary, at a minimum every three years, approved by the CET, and where appropriate, by the board.

Each year, we seek to train 100% of our employees on the Code of Conduct, and all new employees receive relevant ethics training upon joining the company, including anti-bribery training. Similarly, new board members receive training on the Code of Conduct as part of the 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 complete an annual ethics and compliance certification, which includes questions concerning potential conflicts of interest. The Ethics and Compliance Team reviews responses and takes action to appropriately mitigate risk where an actual or apparent conflict exists. Company leadership reviews summaries of disclosures on a year-end basis.

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, internal audits are regularly performed to monitor and validate that internal controls are effective.

Read more about our risk governance processes in 102-30 and on pages 14 and 15 in our 2021 Proxy Statement.

102-17 MECHANISMS FOR ADVICE AND CONCERNS ABOUT ETHICS

At Chemours, we strongly encourage employees to live our Unshakable Integrity value 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 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 and the ethics and compliance organization nominates and confirms our ethics champions, who are located across our global operations and help drive Chemours' commitment to Unshakable Integrity and ethical business conduct at a global, regional, and local level. During their three-year term, ethics champions serve as role models and as 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.

The Chemours Code of Conduct strictly prohibits any form of retaliation for reporting a workplace or ethical concern, which we frequently communicate as part of the speak-up 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. No call tracing, IP address tracking, or recording devices are ever used; 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 those who participate in good faith are protected from retaliation. We conduct root-cause analyses of all confirmed instances of ethical misconduct to understand underlying causes and prevent reoccurrence. 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. Violations are reported to leadership, including the Board of Directors, and communicated to employees, as appropriate, to ensure transparency and provide teaching opportunities to drive learning and improvement.

Our chief compliance officer (CCO) is responsible for ensuring an effective and appropriate ethics and compliance investigation process. The CCO leads quarterly meetings with the Chemours Compliance Committee—composed of the three business presidents, the CCO, and executives in human resources, legal, and finance—to evaluate risks, monitor trends, and assess the effectiveness of our ethics and compliance programming. The CCO 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 2020 included misstatement of company records; conflicts of interest; environmental, health and safety; employee relations; theft; misuse of assets; and others.

GOVERNANCE

102-18 GOVERNANCE STRUCTURE

The Chemours Company Board of Directors has active responsibility for and oversees broad corporate policy and overall company performance. The board has three committees:

- Audit Committee
- Compensation and Leadership Development Committee
- Nominating and Corporate Governance Committee

Because environmental, social, and governance (ESG) matters are integral to our growth and long-term success, we believe that a two-tiered level of oversight provides the best avenue to integrate ESG 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. The Nominating and Corporate Governance Committee is responsible for the oversight of our policies, processes, performance metrics, and reporting in the areas of corporate responsibility, including environmental, social, and governance matters. Our full board is responsible for the oversight of our corporate responsibility strategy, standards, goals, and performance. In addition, oversight of the enterprise risk management framework and cybersecurity risks is the responsibility of the Audit Committee. 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 is the responsibility of the Compensation and Leadership Development Committee.

The board and its committees receive regular updates from senior management on environmental, social, and economic risks and opportunities, including climate; water; environmental, health, and safety (EHS); social issues; regulatory actions; and product stewardship. The full board reviews proposed corporate transactions and overall corporate strategy with input from management on ESG risks and opportunities. Under board oversight, senior management continues to execute on our Corporate Responsibility Commitment (CRC) goals, which focus on three key pillars—Inspired People, Shared Planet, and Evolved Portfolio. 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.

We embed corporate responsibility in our business processes, guiding how we manage and operate our manufacturing sites, and inspiring the new products and offerings we bring to market. Our CRC commitment is integral to our company strategy. We aim to be a different type of chemistry company that manufactures safe and responsible chemistries that solve some of the world's greatest challenges. Our growth strategy is directly linked to corporate responsibility so that we aim not only to grow, but to grow responsibly.

Please read more about our governance structure on our investor relations web site and on pages 10 to 13 in our 2021 Proxy Statement.

102-19 DELEGATING AUTHORITY

The board delegates authority for day-to-day management of economic, environmental, and social risks and opportunities to the president and CEO and members of the CET. Together the president and CEO and CET are responsible for embedding sustainability and ESG opportunities into our business strategy, plans, and budgets; our mergers and acquisitions decisions; and achieving our CRC goals.

The CET operationalizes governance of ESG matters through the Corporate Responsibility Leadership Team (CRLT)—a cross-functional team comprising senior leaders from our four business segments and major corporate functions. Our president and CEO serves as executive sponsor of corporate responsibility and the CRLT. Together the president and CEO and CET are dedicated to accelerating our corporate responsibility journey—growing our company by driving a sustainable portfolio, effectively managing all our resources, and enhancing social and environmental value.

Led by the chief sustainability officer, the CRLT meets bi-monthly with the president and CEO to:

- Develop our CRC purpose, strategy, standards, and goals
- Stay current on emerging economic, social, and environmental trends
- Identify and assess economic, social, and environmental risks and opportunities, including human rights, anti-corruption, climate change, and resource management

- Drive the implementation of our CRC program and make recommendations for short-, mid-, and long-term action
- Ensure continued progress is made toward achieving the 2030 CRC goals
- Track and report our progress to the board, Chemours employees, and external stakeholders

For each of our 2030 CRC goals, we set a leadership structure that includes a CRLT 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 goal, establishing performance metrics, tracking and reporting progress to the CRLT, 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 CRC performance targets. Ultimately, business and function leadership, with assistance from the goal leaders, are accountable for successful goal program execution.

102-20 EXECUTIVE-LEVEL RESPONSIBILITY FOR ECONOMIC, ENVIRONMENTAL, AND SOCIAL TOPICS

Please see 102-19.

102-21 CONSULTING STAKEHOLDERS ON ECONOMIC, ENVIRONMENTAL, AND SOCIAL TOPICS

Shareholders and others interested in communicating directly with the board, Chairman of the Board, or other outside director may do so by writing in care of the corporate secretary at:

The Chemours Company
1007 Market Street
Wilmington, DE 19801
Attention: Corporate Secretary

The board's independent directors have approved procedures for handling such correspondence received by the company and addressed to the board.

102-22 COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND ITS COMMITTEES

We publish the governance structure for Chemours, including board membership, the committees of our board, committee charters, and committee membership, on our investor relations web site and on pages 3 to 9 and 17 to 19 of our 2021 Proxy Statement.

102-23 CHAIR OF THE HIGHEST GOVERNANCE BODY

Our independent Chairman, Mr. Richard H. Brown, leads the Chemours Board of Directors. In addition, all other members of our Board of Directors (except our president and CEO) are independent and have no material relationships with the company other than as a Chemours director.

102-24 NOMINATING AND SELECTING THE HIGHEST GOVERNANCE BODY

The board Nominating and Corporate Governance Committee nominates directors based on their independence, as well as their experience and expertise in a variety of areas, including environmental, health, safety, and other sustainability (ESG) topics. In evaluating each candidate, the committee considers factors such as integrity and character; sound, independent judgment; breadth of experience, insight, and knowledge; business acumen; significant professional accomplishment; and individual qualities and attributes, including diversity in experience, gender, and ethnicity.

We present director nominations to our shareholders as part of our annual shareholder meeting process.

Additional information may be found in our 2021 Proxy Statement on pages 1 to 9 and on our investor relations web site.

102-25 CONFLICTS OF INTEREST

The Chemours board adopted a Code of Business Conduct and Ethics for the Board of Directors, a Code of Ethics for the CEO, Chief Financial Officer, and Controller; and the Chemours Code of Conduct applicable to all Chemours directors and employees. These documents describe the processes and policies for avoiding or managing conflicts of interest. Additional information may be found in our 2021 Proxy Statement on pages 15 and 16 and on our investor relations web site.

Other public company board memberships, supplier/purchaser relationships, and related party disclosures are disclosed in the relevant US Security and Exchange Commission (SEC) filings for Chemours, including the 2021 Proxy Statement, and 2020 Annual Report on Forms 10-K and 10-Q, as appropriate.

102-26 ROLE OF HIGHEST GOVERNANCE BODY IN SETTING PURPOSE, VALUES, AND STRATEGY

Please see sections 102-18 and 102-19.

102-27 COLLECTIVE KNOWLEDGE OF HIGHEST GOVERNANCE BODY

Our Board of Directors continually develops and enhances its knowledge of economic, environmental, and social impacts through activities such as:

- Reviewing economic, environmental, and social impacts at board meetings and board committee meetings as part of integrated discussions on company and business segment strategy, priorities, opportunities, and performance
- Receiving reports from our president and CEO and other CET members regarding CRC strategies, priorities, goals, performance, and impacts
- Overseeing efforts by Chemours management to develop, approve, and update our vision, strategies, policies, and goals related to economic, environmental, and social impacts
- Reviewing the contents of the Chemours CRC report each year and any internal assessments of CRC program maturity
- Overseeing enterprise risk management efforts at Chemours, including ensuring that risks and opportunities associated with economic, environmental, and social impacts are assessed and managed

102-28 EVALUATING THE HIGHEST GOVERNANCE BODY'S PERFORMANCE

The board's Nominating and Corporate Governance Committee oversees the annual self-evaluation process of the entire Board of Directors and its other committees, establishes the evaluation criteria, implements the evaluation process, and reports its findings on the process to the Board of Directors.

The board and each committee review the results from the evaluations and take appropriate actions to address any areas of concern, including addressing opportunities to improve the integration of economic, environmental, and social topics into Chemours' governance and business processes.

While this is an internal self-assessment, members of each committee are independent directors.

102-29 IDENTIFYING AND MANAGING ECONOMIC, ENVIRONMENTAL, AND SOCIAL IMPACTS

We identify potential impacts from economic, environmental, and social topics using input from internal business and function leaders, internal and external stakeholder input collected through the corporate responsibility issue prioritization process delineated in 102-46, and through our shareholder engagement process as described on page 16 in our 2021 Proxy Statement. Collected information is used to update our CRC issue prioritization and is provided to our Enterprise Risk Team for consideration in the Chemours enterprise risk management (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 standing 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 management and board committee reports and engages in periodic discussions with the company's officers, as it may deem appropriate. This enables the board and its committees to effectively coordinate risk oversight and the relationships among the various risks faced by Chemours. The board Audit Committee ensures the quality and implementation of the ERM process during their annual review. For more information about our risk management process, see pages 14 and 15 in our 2021 Proxy Statement and our 2021 CDP Climate Change response.

102-30 EFFECTIVENESS OF RISK MANAGEMENT PROCESS

While our company cannot predict when a crisis event may occur, our organization is prepared to have the strategic, operational, and financial resiliency to recover from emerging global risks. In 2019, we simplified crisis management under a single enterprise management approach, led by our chief security officer, to improve enterprise accountability, governance over business plans, and sharing key learnings across the organization. We are positioned to respond and minimize potential impacts to our personnel and operations. This integrated approach ensured we were prepared for, and successfully responded to, the COVID-19 pandemic, keeping our personnel safe and ensuring continuity of operations.

Today, we design resilience into our normal operations as our program continues to mature. In 2020, we formed our integrated business resiliency program. Each pillar of the 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 and recovery to 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 (i.e., 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.

102-31 EFFECTIVENESS OF RISK MANAGEMENT PROCESS

Our Board of Directors receives regular updates on our economic, environmental, and social topics. Read more in 102-18 and 102-27.

102-32 HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING

The Chemours annual CRC report is reviewed and approved by the president and CEO and the CET, and is provided to the Nominating and Governance Committee and Board of Directors for review.

102-33 COMMUNICATING CRITICAL CONCERNS

Should a critical concern arise regarding corporate responsibility, the Board of Directors would receive a report via the CET, which communicates with all business segments and major corporate functions and is responsible for addressing and resolving such concerns.

102-35 REMUNERATION POLICIES

The board Nominating and Corporate Governance Committee, which consists solely of independent directors, reviews and considers any revisions to directors' compensation. The Compensation Leadership Development Committee (CLDC) reviews and approves compensation for the company's executive officers, establishing the performance goals on which the compensation plans and programs are based, and setting the overall compensation principles that guide the committee's decision-making. The CLDC recommends the compensation for the CEO, which is approved by the Board. Pages 17 to 42 of the 2021 Annual Proxy Statement describe the company's executive pay philosophy and practices.

The CLDC annually engages an independent compensation consultant to make recommendations concerning executive compensation, including input on trends that may be important to investors. The consultants have multiple safeguards and procedures in place to maintain the independence of the consultants in their executive compensation consulting practice. These safeguards include a rigidly enforced code; a policy against investing in client organizations; and separation between their executive compensation consulting and their other administrative and consulting business units from a leadership, performance measurement, and compensation perspective.

102-36 PROCESS FOR DETERMINING REMUNERATION

Chemours provides total compensation packages targeted to be competitive with the markets in which we compete for talent, while allowing individual employee pay to vary based on performance, skills, and experience. We globally align our compensation programs, and where possible, our total rewards plans include base salary, incentives (short and long), financial, physical, and mental well-being programs, and monetary and social recognition. We routinely review total rewards practices in the markets in which we compete to ensure the plans allow us to recruit and retain the talent we need to be successful.

Employee compensation includes two critical components: base salary and annual incentive pay. We review the base salary of each employee annually through the annual compensation planning cycle (ACP). During the ACP, the global Total Rewards Team provides base salary increase guidelines based on country and/or local market pay ranges by function and level. This ensures that pay is both competitive externally and fair and consistent internally. Leaders make compensation decisions for their employees using the guidelines and assess the employee's overall contribution and goal completion, including performance on corporate responsibility goals. Second-level leaders and functional leadership review all compensation decisions for equity and consistency. At the conclusion of the process, we share the final results with the CET. These results include reviews for pay equality.

The annual incentive plan reinforces our pay for performance philosophy for all employees and our belief that individual performance has a collective impact on our success as a company. We define metrics each year ensuring focus on the critical metrics—including some linked to our CRC goals—that reward our colleagues for achieving the company's objectives. Colleagues who make greater contributions to our collective success have more opportunity for rewards. Additionally, we reward some colleagues with equity plans to create a greater link to longer-term objectives of the organization. Performance stock units (PSUs), restricted stock units (RSUs), and stock options are used as vehicles for these awards.

Chemours is firmly committed to paying employees in a fair and equitable manner. Chemours has implemented global total rewards tools to promote equitable remuneration regarding race and gender. These tools include global job family frameworks, universal bonus targets by job level, and salary structures aligned to country and local markets. We routinely review the position of employee rewards versus our standards to ensure individual employee compensation is aligned with these standards, and we are committed to promptly fixing any issues that we discover to assure salary and benefits equity among all employees. Periodically, Chemours contracts with a third party to conduct a global pay equity analysis that allows us to identify and correct for any potential unequal treatment. Chemours is committed to providing a fair or living wage for all employees. Our remuneration practices comply with all applicable laws and regulations.

102-37 STAKEHOLDERS' INVOLVEMENT IN REMUNERATION

Chemours maintains a very active and broad-based investor relations outreach program to solicit input and to communicate with shareholders on a variety of topics related to current business conditions and our business strategy. We also speak to shareholders about governance matters, including our corporate governance profile and our CRC. Throughout the year, our Investor Relations Team and some of our executive officers and other key employees speak with shareholders at investor conferences, at in-person meetings, and in phone conversations. The board and management teams carefully consider the feedback from these meetings, as well as stockholder support when reviewing the business, corporate governance, and executive compensation profiles.

Our most recent "Say on Pay" vote took place in April 2021, and shareholders approved our proposal with more than 93% of the votes cast in support of the executive compensation program. "Say on Pay" allows shareowners to vote, on an advisory basis, on whether they approve the compensation of our executive officers as disclosed in our proxy statement. The Compensation and Leadership Development Committee regularly reviews the program in the context of Chemours' compensation philosophy and continues to consider shareholder input in evaluating executive compensation program design and decisions. Read more on page 27 in our 2021 Proxy Statement.

102-38 ANNUAL TOTAL COMPENSATION RATIO

In 2020, the ratio of CEO pay to the median worker pay was 83:1. For more information on how the CEO total compensation ratio was determined, see page 42 of our 2021 Proxy Statement.

CEO compensation ratio

	2018	2019	2020
CEO total compensation ratio	76:1	81:1	83:1

102-39 PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO

Chemours evaluates annual total compensation on a role-specific basis, aligning pay to the market and reflecting performance and progression over time. In the interest of confidentiality and competitiveness, Chemours does not report ratios based on individual compensation, or make pay decisions based on these ratios. See 102-36 for a description of the process for determining remuneration.

STAKEHOLDER ENGAGEMENT

102-40 LIST OF STAKEHOLDER GROUPS

We regularly engage with a variety of stakeholders to shape our corporate responsibility program. Our key stakeholders include:

- Communities in which we operate
- Current employees
- Customers
- Investment professionals
- Government
- NGOs, academia, and think tanks
- Suppliers
- Shareholders

102-41 COLLECTIVE BARGAINING AGREEMENTS

In 2020, approximately 14% of Chemours global employees were represented by unions or works councils. Management believes that its relations with employees and labor organizations are good. Since it became an independent company in 2015, Chemours has experienced one brief work stoppage over a dispute regarding wage increases, in which the Dutch works council desired a higher wage increase than the company proposed. That single work stoppage occurred during the third quarter of 2019 and was resolved expeditiously. Works council relations at that site and others have continued to be positive throughout 2020 with no work stoppages during the year.

Chemours recognizes and respects applicable labor and employment laws—including those addressing freedom of association, privacy, and equal employment opportunity—wherever we operate. We believe that working positively and directly with employees best serves their interests. Additionally, we strive to work cooperatively with duly chosen employee representatives in the common pursuit of the interests of the employees and the company's vision.

102-42 IDENTIFYING AND SELECTING STAKEHOLDERS

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 corporate responsibility strategies.

102-43 APPROACH TO STAKEHOLDER ENGAGEMENT

We actively engage with stakeholders—including those who may be critical of us—through formal and informal channels to better understand outside perspectives and priorities about our company, the industries and communities in which we operate, and emerging sustainability issues. We conduct our engagement efforts on an ongoing basis for sharing information, participating in active dialogue, and collaborating on issues of mutual interest. Through open and direct communication, we work to develop trusted relationships with our stakeholders, and these conversations shape how we define and execute our corporate responsibility strategy, including issue prioritization, risk management, and new business opportunities.

Please see section 102-46 for more information.

102-44 KEY TOPICS AND CONCERNS RAISED

The following table provides an overview of how we establish and maintain productive relationships with our key stakeholder groups. Additional information on specific stakeholder engagement activities can be found throughout this index report.

Key stakeholder relationships

Stakeholder groups	Typical engagement activities	Key topics of interest
Communities	Meetings, media, social media, events, plant tours, community support and volunteerism, state and local civic associations	Site financials and employment trends, shipments and traffic, environmental impacts, community health impacts and needs, 2030 CRC goals progress

Key stakeholder relationships		
Stakeholder groups	**Typical engagement activities**	**Key topics of interest**
Customers	Events, meetings, emails, calls, surveys, trainings, technical support, media, social media	Market trends, new product development, technology needs, product composition and quality, product footprint, EVOLVE 2030, packaging waste, opportunities, 2030 CRC goals progress
Employees	Town hall meetings, emails, global employee engagement surveys, employee resource groups, recognitions, CRC champions, daily intranet and Chemours News Network, social media	Company strategy, competitive pay and benefits, career and growth opportunities, work environment, 2030 CRC goals progress
Government	Meetings, emails, calls, plant tours and site visits, reporting activities to select state and federal agencies, industry and trade association involvement	Key industry issues and opportunities, company environmental and social impacts
Investment professionals	Calls, emails, meetings, events, media, SEC filings, surveys, Chemours investor center	Market trends, company financial performance, risk management, continued investment in growth opportunities, transparent reporting with credible data, 2030 CRC goals progress
NGOs, academia, and think tanks	Visits, events, meetings, research projects, internships, emails, calls, social media	Industry issues, opportunities, collaboration and partnership opportunities, research
Shareholders	Meetings, mail, media, social media	Company financial performance, risk management, company corporate responsibility performance
Suppliers	Events, meetings, calls, emails, surveys, supplier relationship management, supplier recognitions	Value chain insights, expectations, limitations, opportunities, payment, 2030 CRC goals progress

REPORTING PRACTICES

102-45 ENTITIES INCLUDED IN CONSOLIDATED FINANCIAL STATEMENTS

See our 2020 Annual Report on Form 10-K Notes 1 (p. F-11), 3 (p. F-13), and 16 (p. F-39) for descriptions of entities included in the consolidated financial statements.

Chemours reports annually on the environmental, social, and economic performance of our company, with regular updates to external stakeholders in the interim. Our business segments and corporate functions provided the content and data contained in this CRC report. Financial data included in the report are taken from our 2020 Annual Report on Form 10-K as filed with the SEC. The environmental data were collected through several information management processes, including instrumentation, monitoring, sample collection and analysis, engineering estimates, material balances, and other methods. The data represent global operations within Chemours' operational control at year-end December 31, 2020. We have not included information and data for contract manufacturers or joint ventures not operated by Chemours, nor for providing services to site tenants at some of our larger manufacturing facilities. Office locations, technical centers, research facilities, and warehouses are also not included in environmental metrics, as these locations are either de minimis or not under Chemours' operational control. Data from remediation sites managed under regulatory compliance programs are also not included in our operations environmental footprint. We are committed to including information on newly acquired sites within three years of acquisition.

102-46 DEFINING REPORT CONTENT AND TOPIC BOUNDARIES

Our corporate responsibility issue assessment, also known as a sustainability materiality assessment, helps Chemours recognize and assess the ESG topics that influence the judgment and decisions of—or have an impact on—our internal and external stakeholders (described in sections 102-40 and 102-44). We use the results of the issue assessment as critical input for our responsible growth strategy to identify and manage the ESG opportunities and risks aligned with what is most important to our stakeholders and to our company's success. We have worked with third-party experts to conduct formal issue assessments every two to three years starting in late 2016. We completed our most recent assessment in early 2019, and refreshed it in 2020, using the following three-step process.

Step 1: Identify Issues—We review the priority issues publicly reported by our peers and customers, issues included in major sustainability reporting and third-party rating frameworks, issues included in the UN SDGs, audit issues trending with our external stakeholders, and insights from our business leaders. We compare these issues with our corporate risk assessment to ensure all relevant topics have been captured from a materiality and/or risk and opportunity perspective. During our 2019 issue assessment, we identified around 100 potentially relevant topics and selected and clustered them into 21 unique issue groups for Chemours to monitor and manage. As part of our 2020 refresh, we refined our issue mapping by splitting our responsible business practices issue into three separate sub-issues (ethical business practices, governance, and human rights) and splitting stakeholder engagement into two sub-issues to highlight customer satisfaction as a separate issue.

Step 2: Prioritize Issues—We use a multi-pronged approach to prioritize identified issues, considering both the potential impact on stakeholder decisions and the impact on our businesses. We survey global employees from our business segments and functions and external stakeholders to curate relative importance for each topic. To further vet the prioritized issues identified by the survey results, we conduct detailed interviews internally with global employees and externally with a broad cross-section of stakeholders who have a holistic ESG understanding and knowledge of Chemours. We then combined the results of the external and internal assessments to build the prioritization matrix.

In 2020, we updated our external stakeholder prioritization using Datamaran, a business intelligence tool that harvests information from millions of data points from various public information sources, including annual financial reports, sustainability reports, SEC filings, regulatory initiatives, accredited media, and social media. This approach helps us monitor temporal changes in perceived external stakeholder issue importance and adjust our corporate responsibility strategy and reporting if necessary.

Step 3: Validate and Act—Our CRLT and leaders from our three business segments provide feedback on the prioritized issues and validate the results of the research, survey, interview, and data analytics processes. The CET reviews and approves the final issue assessment results. 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.

ISSUE PRIORITIZATION MATRIX 2020

Our 2020 issue prioritization matrix illustrates the 24 ESG issues that are the most important, or material, to our stakeholders and to Chemours. This matrix reflects the relative importance of issues, and lists issues in alphabetical order within each quadrant. 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. We consider the prioritization results when determining the information included in our public disclosures, including this corporate responsibility index report, and in how we drive progress advancing our CRC ethos.

102-47 LIST OF MATERIAL TOPICS

Please see 102-46.

102-48 RESTATEMENTS OF INFORMATION

All environmental metrics are restated for reporting years 2018 and 2019. These restatements are a result of the acquisition of Southern Ionic Minerals in August 2019, the sale of our methylamines and methylamides business in 2020, as well as baseline adjustments to reflect updated calculation and measurement techniques.

102-49 RESTATEMENTS OF INFORMATION

We annually review our issue prioritization assessment to reflect any changes in the relative priority of topics that are of interest to society and/or may impact our businesses and to identify new emerging issues. No significant changes were identified to our topics prioritized for action.

This year, we made several changes to overall reporting to account for changes in our business, including:

- Our new business structure
- Revisions to our Corporate Responsibility Commitment goals
- Changes in our management approach to various CRC focus areas (please refer to 103-2 in the Environmental Compliance, Land Use and Biodiversity, and Sustainable Supply Chain sections)

102-50 REPORTING PERIOD

This 2020 CRC report presents data and information for the 2020 calendar year (January 1 to December 31, 2020). Significant policy or program activities occurring before or after calendar year 2020 may also be included.

102-51, 52 DATE OF MOST RECENT REPORT AND REPORTING CYCLE

We issue our CRC report on an annual basis. Our previous report was the 2019 CRC Index Report that presented data from the 2019 calendar year. Previous reports may be viewed here.

102-53 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT

Feedback on this report or its contents and our corporate responsibility performance can be provided via email at: CorporateResponsibility@chemours.com

102-54 CLAIMS OF REPORTING IN ACCORDANCE WITH THE GRI STANDARDS (CORE OR COMPREHENSIVE CLAIM)

We prepared this 2020 report in accordance with GRI Standards: Core option. Please see the https://www.globalreporting.org/standards to learn more about the GRI framework.

102-55 GRI CONTENT INDEX

This document, the 2020 Chemours CRC Index Report, serves as our GRI content index.

102-56 POLICY/PRACTICE FOR EXTERNAL ASSURANCE

We currently do not seek external assurance or third-party verification for our report, as the scale of our operations and the resources required are prohibitive. We will continue to explore assurance options as they evolve.

However, we have achieved a limited level of assurance for our 2018 baseline Scope 1 emissions (total prior to excluding emissions attributed to Chemours generated electricity or steam supplied to tenants), Scope 2 emissions and 2018 baseline fluorinated organic process emissions to air. The assurance statement can be found here.

Inspired People

Empowered Employees

SDG 3 SDG 4 SDG 5 SDG 8 SDG 10 SDG 16

GR1 401 EMPLOYMENT

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

Meeting our commitment to responsible chemistry depends on our ability to create a vibrant workplace culture that attracts and retains the best and brightest in their fields to come work in our high-performance company. Our success also depends on creating an empowered workforce—one that holds a multiplicity of viewpoints, stems from a variety of backgrounds, and brings an abundance of different life experiences to work. We need our global workforce to reflect the viewpoints and diversity of the communities in which we operate. That combination of excellence and diversity is essential to continuing our strong track record of uncovering and delivering the innovative solutions society needs.

We align our approach to workplace culture with the UN SDGs, in particular SDG 5—Gender Equity (targets 5.1 and 5.5), SDG 8—Decent Work and Economic Growth (targets 8.5 and 8.8), and SDG 10—Reduced Inequalities (targets 10.2 and 10.3); and to a lesser extent with SDG 3—Good Health and Well-Being (targets 3.4, 3.5, 3.7, and 3.8), SDG 4—Quality Education (target 4.4), and SDG 16—Peace, Justice, and Strong Institutions (target 16.7).

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

At Chemours, we foster a rewarding and productive workplace culture by investing in employee development and well-being, prioritizing inclusion and diversity, displaying strong company values, and recognizing accomplishments. Our culture is underpinned by a long-term strategy to support employees at every stage of their careers—from recruitment and onboarding, to career development and training, to performance management, and finally, to succession planning. We are building and nurturing a culture where our differences are a source of strength and cause for celebration. We believe an inclusive and diverse workforce makes Chemours a great place to work, enhances our innovation and customer experience, and strengthens our understanding of the communities in which we serve and operate.

We emphasize a culture of success that reflects our strong commitment to provide meaningful opportunities for talented people of all backgrounds to grow professionally and personally. This includes promoting interns, co-ops, and other part-time workers into full-time positions, transferring employees into equivalent positions in other departments, and training employees for new assignments with greater responsibility. Our continued growth and ability to compete depend on our investment in our people. We are committed to providing opportunities to help our people thrive, investing in development, and helping employees lay the groundwork for sustainable career growth.

In 2020, we restructured to create an organization within human resources (HR) called Culture and Talent. This group integrates the critical tasks of acquiring the best talent available and ensuring our employees develop with an emphasis on driving an ever-improving culture designed to continually improve results.

Commitment to an inclusive and diverse workforce

Inclusion does not mean homogenization. We will only accomplish our aggressive business goals by tapping into a vibrant and empowered workforce that leverages our differences to solve the world's challenges. Our future and the future of chemistry and science depend on a multiplicity of viewpoints, ideas, actions, and experiences—something that can only be created by a diverse workforce representative of the world in which we live.

Inclusion starts with our leaders. Mark Vergnano, our President and CEO, has signed the CEO Action Pledge affirming his leadership and dedication to inclusion and diversity within Chemours. The CEO Action for Diversity and Inclusion™ aims to rally the business community to advance inclusion and diversity within the workplace by working collectively across organizations and sectors.

We foster inclusion through Chemours' seven employee resource groups (ERGs), covering a range of shared qualities. The ERG program promotes inclusion, diversity, and understanding among employees through employee-led affinity groups. Each group sponsors various events and initiatives to increase diverse representation within the company, build awareness of our unique talents and cultural backgrounds, support community engagement, and celebrate our diversity.

To accelerate progress on inclusion and diversity, we formed an Inclusion and Diversity Council in the third quarter of 2020. Sponsored by our chief operating officer (COO) and complete with diverse leaders from numerous functions and businesses, this team will upgrade our inclusion and diversity strategy and define discrete objectives designed to hit key interim milestones on the way to our 2030 goals.

EMPLOYEE RESOURCE GROUPS

Our commitment is expressed in our 2030 CRC goals, which include bold goals to accelerate creating an inclusive and diverse workplace:

- 50% of all global positions filled with women
- 20% of all US positions filled with ethnically diverse employees

Our gender and diversity goals cover all employee groups, including our global Senior Leadership Team. Employee demographics at year-end 2018 provide the baselines for our 2030 goals, with 22% women in our Chemours global population and 19% ethnically diverse employees in our US workforce. We support our aspiration to achieve a diverse and gender-balanced workforce through our approach for attracting talent, the resources and engagement opportunities we provide our employees, and the trainings we offer to foster an inclusive workplace. Ultimately, we want our workplace community to reflect the diversity of the local communities in which we live and operate.

In 2020, we introduced a new metric focused on increasing the total proportion of women in the global workforce by 1.5% in 2021 versus 2020. The annual bonus structure for all Chemours executives and senior leaders now includes this metric, which we believe is important to drive interim progress toward our 2030 gender diversity goal.

Governance

Our senior vice president of human resources (SVP HR) works directly with our CET and our CRLT in setting the strategy and guiding our approach for creating a workplace culture that empowers and celebrates our employees. The Global HR Team maintains the governance and data management systems to measure our progress, and designs and deploys an integrated suite of programs and processes to ensure we achieve our goal of an inclusive, diverse, and thriving workplace culture. They review our progress with the CET each quarter.

Our governance system is underpinned by our Code of Conduct and strong corporate policies that embrace the principles of the external global frameworks described in section 102-12 and comply with the local laws and regulations in the regions in which we operate. Through our policies, we set behavioral expectations for our global workforce. Our Orange Book complements our policies, which defines our cultural norms, our values, and articulates the competencies expected of our employees and leaders. Learn more about our values, corporate policies, and employee speak-up process for communicating concerns in sections 102-16, 17, and about our CRLT governance process in sections 102-18, 19.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

We conduct internal and external assessments of our performance through our workplace culture survey and third-party certification groups. We also evaluate our performance progressing our 2030 CRC empowered employee goals as a measure toward achieving our aspiration for a diverse workplace.

In 2020, we adopted the Great Place to Work® methodology globally as our single source of employee engagement. This platform enables assessment of the Chemours employee experience, which drives improvements designed to improve the employee experience for all. We administered this survey in November 2020 and were pleased with the 73% employee response rate. Our average global result was 66% positive responses (indicating an answer of 4 or 5 on a 1-5 scale). In the last quarter of 2020, we began interpreting results for each local office and preparing actions designed to drive improvement for each location and team.

We use the collected survey data to identify opportunities to improve our workplace culture, and in response, we honor examples of excellence via the Orange Awards recognition platform and Chemours News Network. The Orange Awards are Chemours' first global reward and social recognition program accessible to all global employees. The awards publicly recognize and celebrate Chemours employees who, every day, are living examples of our five corporate values. The Chemours News Network supplements our weekly company e-newsletter featuring the company's most important developments and local announcements tailored to each site. These initiatives help build a culture in which everyone feels connected and valued.

In recognition of the high correlation of leader effectiveness and the experience of their employees, we also launched the leadership effectiveness index (LEI) survey in 2020. We base this survey on the demonstration of our leaders' embodiment of the five values and 10 competencies as described in our Orange Book. Results direct mandatory 2021 development activities for all exempt employees. In the future, we will complement business results with an assessment of behaviors to form a more complete evaluation of leader effectiveness and performance. We believe the emphasis on leader behavior materially advances our culture as measured in the Great Place to Work® survey.

Our ERGs actively engaged our Chemours community throughout 2020, despite the challenge of moving all engagement to a virtual setting. Approximately 19% of Chemours colleagues were members of ERGs in 2020, up by 65 employees in 2019, and 230 employees participated in the Chemours Women's Network–sponsored mentoring program. In addition to increased participation in the workplace culture survey, we also saw a 1% increase in employee engagement through our ERGs.

The Chemours Women's Network hosted quarterly calls with senior leaders of the company, sharing their stories and providing insight to network members on how they can model the Chemours competencies and values. In May, the Chemours Asian Group hosted a virtual education session to help employees understand the long and complicated history of facial coverings in Asia and discussed the rise in Asian discrimination in the United States during the COVID-19 pandemic. The Chemours Pride Network hosted a virtual event where they educated listeners on the history of Lesbian, Gay, Bisexual, Transgender, Questioning, and Ally (LGBTQA+) rights, shared their own stories, and outlined what it meant to be an ally. In winter 2020, our Chemours Latin America Resource Organization (CLARO) partnered with the United Way of Delaware and donated holiday gifts to over 130 children in need throughout the Wilmington community.

Progress advancing our 2030 empowered employees goals

During 2020, we continued to focus on strengthening and creating programs that will enable us to reach our 2030 diversity goals. Achieving our goals supports our approach for attracting talent through the resources and engagement opportunities we provide our employees, and the trainings we offer to foster an inclusive workplace. Some highlights are:

- The global Great Place to Work® survey results provided tremendous insights on how our employees are experiencing Chemours. Our leaders, along with their teams, are evaluating employee responses and implementing actions to drive improvement with the aim of continually improving Chemours as an employer of choice.
- We developed and rolled out a 2020 training program to teach our leaders about unconscious bias through the Neuroleadership DECIDE program—a virtual self-paced training focused on leadership development by improving decision-making and inclusive leadership capability in managers, creating awareness, and mitigating unconscious bias. Small group discussion sessions supplemented the virtual training led by the CET and senior leaders. The intent was to ensure "stickiness" of the learning and to help leaders at all levels translate the increased awareness into unbiased behavior.
- We embedded DECIDE materials into all our people processes from compensation planning, to performance review, to talent and succession planning. We believe that through persistence, and reoccurring reminders of the importance of understanding biases in our decision-making, we can continue to make progress in this area.
- We virtually attended fairs at various universities, including events at HBCUs, to recruit top talent from these institutions.
- Our manufacturing sites partnered with local trade schools and community colleges to develop degree programs that teach students the unique skills needed for a career in operations and create apprenticeship opportunities at our manufacturing sites.
- We created an Inclusion and Diversity Council sponsored by our COO, complete with diverse leaders from numerous functions and businesses. This team will upgrade our inclusion and diversity strategy and define discrete objectives designed to hit key interim milestones toward our 2030 goals.

We have already benefited from these programs in 2020 and will continue to accelerate progress toward achieving our 2030 goals in 2021 and beyond.

Empowered employees 2030 goals

	2018 baseline	2020	Progress toward 2030 goal
50% women globally	22%	22.1%	⬢
20% US ethnic diversity	19%	19.6%	⬢

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Global new employee hires during 2020—Total 326; Rate 5%

	Number of employees	Percent of total new hires
New hires by age		
Under 30	108	33%
30-50	139	43%
Over 50	65	20%
Undisclosed	14	4%
New hires by gender		
Female	79	24%
Male	234	72%
Undisclosed	13	4%

Global new employee hires during 2020—Total 326; Rate 5%		
	Number of employees	Percent of total new hires
New hires by region		
Asia-Pacific	26	8%
Europe, Middle East, and Asia	53	16%
Latin America[1]	29	9%
North America	218	67%
US new hires by ethnicity[2]		
Ethnically diverse	53	24%
Non-ethnically diverse	160	74%
Undisclosed	5	2%

[1]Includes Mexico.
[2]US employee new hires during 2020—Total: 218, Rate: 5%.

Global employee voluntary attrition during 2020—Total 410; Rate 6%		
	Number of employees	Group annualized attrition[1]
Voluntary attrition by age		
Under 30	60	8%
30-50	193	6%
Over 50	143	6%
Undisclosed	14	4%
Voluntary attrition by gender		
Female	94	7%
Male	302	6%
Undisclosed	14	82%
Voluntary attrition by region		
Asia-Pacific	30	4%
Europe, Middle East, and Asia	33	4%
Latin America[2]	44	8%
North America	303	7%
US Attrition by ethnicity[3]		
Ethnically diverse	56	7%
Non-ethnically diverse	232	7%
Undisclosed	13	10%

[1]Annualized attrition defined as number of employees leaving the company divided by the total number of employees in the demographic group.
[2]Includes Mexico.
[3]US employee voluntary attrition during 2020—Total: 301, Rate: 7%.

During 2020, Chemours had an overall attrition rate (voluntary plus involuntary) of 11% that was in part influenced by restructuring activities during the year. Additional employee data can be found in section 102-8.

401-2 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

Chemours offers paid vacation, holidays, and days of service; leave programs; healthcare plans; financial, physical, and mental well-being programs; Teledoc services; adult and childcare benefits; life insurance; short- and long-disability coverage; business travel accident coverage; parental leave for birthing, non-birthing, and adoptive parents; retirement savings and some pension plans; tuition reimbursement; and stock ownership benefits to all full-time and part-time employees (20 or more hours a week). Benefits align with local laws and requirements. We do not offer benefits to temporary employees, interns, or co-ops. Throughout the COVID-19 pandemic of 2020, Chemours expanded benefits and support to our employees who may be at risk, working remotely, or impacted by the economic shutdown. Our healthcare plans, mental well-being programs, and paid sick days helped our employees weather the pandemic via a safe and supportive working environment. Actions included offering a special one-time open enrollment to allow employees to adjust their benefits programs. Chemours offered numerous well-being opportunities including seminars and tools to support financial, mental, and physical health.

GRI 404 TRAINING AND EDUCATION

404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Chemours provides core competency training throughout all the levels of our organization, focusing on safety, ethics and integrity, cybersecurity, technical training, and other subjects. Individual functions offer many of our current training programs, which makes it difficult to aggregate total employee training hours. See section 403 for additional information on safety training.

404-2 PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

Chemours practices a self-directed development model in which employees and their managers collaborate and plan a range of experiential assignments, peer and leader mentoring, and training programs to support employee career goals. Our development philosophy follows the 70:20:10 development model, where 70% of employee development comes from on-the-job experiences, 20% through exposure opportunities, and 10% through formal training.

We encourage our employees to own their careers by taking the lead in their professional development; we provide multiple learning tools and on-demand trainings to help them in their journey. Starting with new employee orientation training, through career tools such as individual development plans and 360 Feedback tools, employees have many self-development opportunities. The following highlights some of our standard formal training opportunities.

- New Employee Orientation training introduces new hires to Chemours' values, beliefs, and businesses through guest speakers drawn from our executive and senior management teams and HR leaders.
- Ability to Execute (A2E) is a training program comprised of 17 distinct lessons designed specifically around Chemours values and desired competencies and behaviors.
- Amplify is an experiential, cohort-based program for our front-line leaders that includes a three-day session of intense, focused leadership training.
- Udemy™ is the online learning platform we make available to all employees. More than 80,000 courses connected to our values and competencies are available, with specific programs deployed ad hoc to drive knowledge and develop employees in everything from unconscious bias to executive presentations.
- Chemours' mentoring program, sponsored by our Chemours Women's Network, is run annually and is open to all employees.
- Career Development on Demand is an internal offering that houses development resources for all employees and guides them through owning their own careers. This reinforces our 70:20:10 development model.

Given our focus on experiential learning, Chemours leverages special projects, short-term assignments, and cross-functional job rotations to further develop talent and support employees in meeting their personal aspirations. Semi-annual performance reviews combined with annual career development planning and ongoing feedback provide support in performance and development, and help our people know where they excel and how they can improve.

In addition to career development training, Chemours offers programs to assist employees throughout various life events. We provide financial planning services to support employees with savings and retirement planning. For our summer interns and co-op students, we provide basic money management and financial planning resources to help them start their post-school life on the right foot. We also provide career transition assistance services, which may include outplacement counseling services, severance pay, and benefits continuation for those times when employees are separated from the company due to asset sales, asset closures, or strategic reductions in workforce.

404-3 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Our Performance Management Process (PMP) provides a structure to facilitate the alignment of expectations and goals, the integration of ongoing coaching and feedback, and the summary of contributions—including both "what" (core job, goals, impact) and "how" (behaviors/competencies). Both leaders and employees together play a key role in ensuring the effectiveness of the PMP by establishing SMART (specific, measurable, actionable, realistic, and time-bound) goals and reviewing progress throughout the year. Today, only our exempt employees receive a formal performance review. Our non-exempt population receives regular informal feedback to ensure effective job performance and long-term success with the company.

In 2020, 88% of exempt employees completed the annual PMP with their managers. These discussions align on employee strengths 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.

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Inclusion and diversity start with our leaders. The Chemours Board of Directors is composed of nine individuals with diverse experience and credentials, selected for their acumen and ability to challenge and to add value to management. Each director has held significant leadership positions, providing the company with unique insights and fresh perspectives. To learn more about our board, see section 102-22 and our 2021 Proxy Statement.

Gender and age composition and ethnic diversity of Board of Directors as of December 31, 2020	
Gender	
Female	33%
Male	67%
Age	
Under 30	0%
30–50	11%
Over 50	89%
Ethnic diversity	
Ethnic diversity	11%

Our commitment to create an inclusive and diverse workforce makes Chemours a great place to work, enhances our innovation and customer experience, and strengthens our understanding of the communities we serve. At the end of 2020, women made up 22.1% of our total global workforce and ethnically diverse employees made up 19.6% of our US workforce. As of first quarter 2021, we increased representation of women in leadership positions, with women making up over 30% of our global people leaders and 40% of our CET. Additionally, we see increasing representation of ethnically diverse employees in our US team with 22% representation in our US leadership team and 40% in our CET in first quarter 2021.

Read more about our actions to advance our goals in section 103-3.

Gender and age composition of global workforce as of December 31, 2020

	Individual contributors non-exempt	Individual contributors exempt	Managers	Global Leadership Team	Chemours Executive Team	Total global employees
Age						
Under 30	12%	14%	6%	0%	0%	12%
30–50	48%	51%	54%	59%	38%	49%
Over 50	40%	35%	40%	41%	62%	39%
Undisclosed	~0%	~0%	0%	0%	0%	~0%
Gender						
Male	88%	65%	76%	68%	75%	78%
Female	12%	35%	34%	32%	25%	22%
Undisclosed	~0%	~0%	0%	0%	0%	0.3%

US employee ethnic diversity as of December 31, 2020

	Individual contributors non-exempt	Individual contributors exempt	Managers	US Leadership Team	Chemours Executive Team	Total global employees
US Ethnic Diversity						
Ethnically diverse	20%	20%	16%	21%	38%	20%
Non-ethnically diverse	78%	76%	82%	76%	62%	77%
Undisclosed	2%	4%	2%	3%	0%	3%

Safety Excellence

SDG 8

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

Responsible chemistry begins with our focus on the safety and health of our people, and people all along our value chain. For us, a Safety Obsession is deeply rooted in our responsible chemistry ethos and is a core value of our company culture. Our safety commitment extends beyond ourselves and our manufacturing sites to include the communities and the environments in which we live, work, and play.

Developing and producing innovative, essential chemistry solutions involves complex and challenging processes. We have a responsibility to ensure that each step in our operations and value chain is as safe as possible. From people and process to product safety and everywhere in between, our obsession with safety is paramount to our success. Our safety commitment also extends to the communities in the 120 countries through which we transport our products, the safety of our 3,300 customers, and our products themselves.

Protecting the safety and health of people around the world is embedded in the United Nations Sustainable Development Goals (UN SDGs), in particular UN SDG 8—Decent Work and Economic Growth (target 8.8) and to a lesser extent UN SDG 3—Good Health and Well-Being.

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

Safety responsibility 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 safety and to care for the safety and well-being of their co-workers, our communities, and the environment. We rely on our front-line leaders to drive our safety performance and culture. We embed EHS professionals throughout our businesses and manufacturing sites to support our front-line leaders. Our centers of excellence for workplace safety, process safety, and health services provide the tools, systems, and training to enable strong performance.

The Chemours EHS management system guides all our actions, underpinning our Safety Obsession value and culture. The management system 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 is designed to meet the Responsible Care® requirements (see the RC 14001 technical specification). Our EHS management system is a single, comprehensive process that defines leadership practices and performance excellence for environmental, health, safety, and security management. Learn more about the Chemours EHS management system in section 403-1.

Our EHS governance process ensures alignment on our EHS strategic direction throughout the organization, 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. Our chief sustainability officer and vice president of environment, health, and safety (CSO, VP EHS) leads our EHS governance process and EHS Council—and serves as the safety sponsor on the CRLT. Read more about CRLT governance in section 102-18.

The EHS governance process engages all levels of our organization. Our EHS and corporate responsibility policy is approved by our CET, and our EHS Council establishes the EHS standards that define consistent approaches and expectations for our people and processes. We actively seek feedback from our employees and other stakeholders in the spirit of learning and continuous improvement, and integrate that feedback into our policy and standards. Our simple, yet rigorous policy, standards, and management processes ensure protection of people and the environment and differentiate us from our peers.

The CEO, along with the CET, provides oversight of our EHS management system through monthly EHS reviews with the CSO, VP EHS, and our senior manufacturing leaders. The CET annually approves our Environmental, Health, Safety, and Corporate Responsibility (EHS&CR) policy and includes their personal signature to demonstrate their personal commitments. Corporate and site senior leadership assume accountability for the effectiveness of the EHS management system and ensure the EHS&CR policy is consistent with the long-term strategic direction and context of the company. We expect every employee, contractor, and supplier to comply with the policy.

Our EHS council—a cross-functional team comprising senior leaders from manufacturing, supply chain, logistics, health services, and EHS—ensures alignment of our EHS management system across our value chain. The CSO, VP EHS, and EHS Council are responsible for proposing changes to our EHS&CR policy to the CET; setting EHS strategy; approving corporate EHS standards; ongoing monitoring, evaluation, and communication of our EHS performance; defining and resourcing actions to respond to trends; continually improving performance; and ensuring that our EHS business model and associated resourcing are appropriate to achieve our goal of top quartile EHS performance.

The Chemours global EHS center of excellence (COE) organization includes seven distinct COE teams, each representing a different competency area:

- Emergency response
- Environment
- Health services
- Process safety and risk management
- Workplace/occupational health and safety
- Product sustainability
- Security

The COE teams are staffed with business and enterprise resources working together to drive EHS top quartile performance and continuous improvement on our journey to zero incidents and injuries. They sponsor and provide direction to our cross-functional EHS enterprise networks—teams comprising global EHS, legal, logistics, regulatory experts, and other resources—to ensure consistency in how we implement our EHS management system across our operations. These networks share information on incidents—whether environmental, health, or safety—across the enterprise in the spirit of learning and continuously improving our performance.

As an addition to our management approach in 2020, Chemours developed a Pandemic Planning Team to lead and guide our workforce safety through the COVID-19 pandemic. This team consisted of safety and health experts, occupational health and medical experts, as well as an on-staff epidemiologist, and project management support. The Chemours Pandemic Planning Team was responsible for implementing exposure controls and guidance on topics such as:

- Facial covering requirements at our locations
- Active screening and temperature checks
- Testing and return-to-work protocols
- Vaccination access and education
- Defining threat levels for a safe return to work

Communication and education about COVID-19 is essential to minimize exposure—as exposures can be controlled in the workplace, but exposures outside the workplace can have just as large of an impact on the health and safety of our employees. In June 2020, we completed a Work Safe Guidebook for use by site workers, and by extension, their families. This guide covers every aspect of COVID-19 mitigation in one convenient place. At least every week, we communicate by various media to maintain continued vigilance and discipline.

Though there has been COVID-19 illness among our 6,500 employees, to date we have had no work-related COVID-19 "clusters" that would indicate possible workplace transmission. We have had no plant shutdowns due to COVID-19 illness, although one plant was idled briefly due to the impact of required quarantine on staffing levels.

Chemours established the "Chemours COVID-19 Community Fund, a part of our vibrant communities CRC goal," to help protect the safety and health of the communities in which it operates. Globally, we distributed over $370,000 in direct donations or materials (about 83% within the United States). Many Chemours facilities reached out to help their local community—some by applying for funds from the Community Fund or by providing the assistance themselves.

CHEMOURS COVID-19 RESPONSE EFFORT

Communication	Guidance for controls	Community	Planning tools	Governance and policy
▪ Leadership messages ▪ Weekly Catalyst articles ▪ Podcatalyst ▪ Open office hours ▪ Learning and sharing site best practices ▪ SharePoint libraries	▪ Active screening ▪ Masks and PPE ▪ Distance correctly ▪ Auditing controls ▪ Respirator use ▪ Meeting planning ▪ Testing asymptomatic cases for early return to work	▪ PPE donations ▪ Site engagement with individual communities ▪ Chemours COVID-19 Community Relief Fund	▪ Epidemiology expertise ▪ Community data trends ▪ Threat levels defined ▪ Company case tracker ▪ Monitoring Centers for Disease Control and Prevention, World Health Organization, and Occupational Safety and Health Administration	▪ Crisis Support Team ▪ EHS Council ▪ Pandemic Team ▪ Vaccine Steering Team ▪ COVID paid leave ▪ Quarantine expectation ▪ Ergonomics for home worker

Commitments

In 2015, Chemours signed the International Council of Chemical Associations (ICCA) 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 continuous improvement of our EHS program.

Our CRC goals include a safety excellence goal to improve employee, contractor, process, and distribution safety performance by at least 75% by 2030, versus a 2018 baseline on our journey to zero incidents and injuries. This goal measures employee total recordable incident rate (TRIR), contractor TRIR, process safety tier 1 incident rate, and distribution incidents.

Contractor safety management process

Chemours has a corporate standard that establishes the minimum requirements for contractors working on Chemours property, as well as requirements for Chemours personnel responsible for managing contractors. The standard is used to control and/or minimize the risks associated with contracted activity, including operations, construction, and maintenance support, or other facility/site support services. Our management process applies to all resident and nonresident contractors working for Chemours.

Chemours believes that managing contractor safety begins with contractor selection and we only solicit bids from contractors with a demonstrated commitment to EHS. Specifically, where a contractor's personnel will be working on our property, Chemours uses a prequalification step that requires the contractor to have an experience modification rating (EMR) of less than 0.99 and a TRIR of less than 5.0. We further communicate our safety expectations to our contractors through our supplier code of conduct and by including language in our contractual agreements requiring compliance with local laws, including EHS requirements.

We employ contract administrators and field contract administrators to facilitate site orientations and safety trainings, hazard communication, and work coordination and permitting. Contract administrators and field contract administrators conduct safety audits for the duration of their time on site. This helps to both engage the contractors on safety and identify improvement opportunities to reduce the potential for injuries.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

To reinforce our principles and strengthen our EHS management system, we assess our processes regularly through management reviews, data analysis and trending, rigorous auditing, operational learning, and benchmarking EHS performance. We capture all identified improvement opportunities digitally and track them through completion to ensure we are living up to our expectations and commitments. We analyze the findings for trends and monitor progress to make sure that we catch emergent issues and complete any recommended actions.

Management reviews

Chemours corporate and manufacturing site leaders review the EHS management system performance annually to ensure suitability, adequacy, and effectiveness. The management review includes follow-up of previous review action items and assessment of any changes in issues, risks, and opportunities. In addition, the review determines to what extent we achieve our objectives. We assess trends and take an in-depth look at our performance. Lastly, we ensure we have adequate resources and identify any opportunities for improvement.

Internal auditing programs

Chemours has a robust audit program that consists of first-, second-, and third-party audits. Site-specific resources complete first-party audits periodically 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.

Chemours has an effective framework for second-party audits in which we evaluate and rank our sites by risk. This ensures that they are audited by knowledgeable and experienced auditors at the correct frequencies. The audit teams include internal subject matter experts from different sites within the organization. We periodically supplement second-party audits by external third-party consultants with specific knowledge of industry best practices to identify continuous improvement opportunities and enhance Chemours programs. We base the frequency of second-party audits on a risk assessment that takes into account the audit competency and the type of facility, the inherent risk of the facility, the effectiveness of the EHS systems, past EHS performance metrics at the site, and other external factors. The maximum period between second-party audits does not exceed five years for each EHS competency. They also follow specific protocols to meet the requirements of our EHS management systems and achieve long-term continuous improvement.

In 2020, we conducted 28 second-party audits at our global manufacturing sites. These audits evaluated process safety, chemical-specific hazards, workplace safety, occupational health and industrial hygiene, distribution safety, electrical safety, compliance with Responsible Care® RC 14001 requirements, or environmental performance. Audits completed in 2020 were entirely virtual, and we pushed many back into 2021 due to the COVID-19 pandemic.

Chemours also monitors internal leading indicators to track near misses, EHS management system deviations, and challenges to protection layers. Chemours maintains corporate guidelines that describe the criteria for site-level, business, and corporate reporting of EHS management system metrics (corrective actions, recommendations, risk assessments, inspections, etc.) and ACC tier 3 process safety events.

External auditing programs

Chemours believes third-party verification and transparent public reporting are essential elements of world-class EHS performance and for building public trust. We currently audit our EHS management system effectiveness using the RC 14001 environmental, health, safety, and security technical specification and International Organization for Standardization (ISO) 14001 environmental standard. In 2020, Lloyd's Register Quality Assurance Ltd (LRQA) performed third-party RC 14001 and ISO 14001 audits at seven of our locations, including our headquarters in Wilmington, Delaware. We maintained our RC 14001 certification at all 12 US chemical manufacturing sites and our Wilmington, Delaware, headquarters, which is a requirement for ACC membership. Our Starke, Florida, mining site and six sites in Europe, Latin America, and Asia-Pacific maintained their third-party verification for compliance with ISO 14001. We are making progress preparing our mining site and our international sites for RC 14001 certification audits in 2021.

Overall, 76% of Chemours manufacturing facilities and our company headquarters in Wilmington, Delaware, are certified to either RC 14001 or ISO 14001. Similarly, 52% of Chemours manufacturing facilities are certified to a safety standard (RC 14001 or ISO 45001). We are in the process of transitioning seven sites from ISO 14001 to RC 14001, and adding two recently acquired US sites to the RC 14001 multi-site certificate. By the end of 2021, 84% of Chemours manufacturing facilities will be certified under the RC 14001 technical specification. The remaining facilities not currently certified have either been recently acquired or started-up; these will be added to the RC 14001 multi-site certificate in 2022.

A number of individual sites have achieved additional external certifications. In the United States, the Corpus Christi, Texas, and New Johnsonville, Tennessee, sites have achieved and maintained Occupational Safety and Health Administration's (OSHA's) Voluntary Protection Program (VPP) "Star" certification. "Star" is OSHA's highest level of recognition for employers and employees who demonstrate exemplary achievement in the prevention and control of occupational safety and health incidents. The Kuan Yin, Taiwan, site achieved the ISO 45001 safety management system certification. Chemours facilities in the sodium cyanide value chain (Memphis, Tennessee, manufacturing; Memphis, Tennessee, packaging; Carlin, Nevada, terminal; Hermosillo, Mexico, terminal; and San Luis Potosi, Mexico, terminal) have achieved and maintained the International Cyanide Management Code (ICMC) certification.

Safety benchmarking

We benchmark our safety performance using chemical industry safety metrics reported by the US Bureau of Labor Statistics and by the ACC Responsible Care® program. ACC Responsible Care® companies have an employee safety record that is almost three times better than the chemicals industry sector and nearly five times better than the average of the US manufacturing sector. We award our Chemours sites with safety performance equivalent to top quartile ACC large member company process, employee, and contractor safety performance with our EHS excellence award. We also offer a partners in safety award to our joint-venture partners who achieve top quartile safety performance. In 2020, seven of our manufacturing sites achieved zero injuries to employees and contractors. We awarded seven manufacturing sites with the EHS excellence award and six joint ventures with the partners in safety awards.

Similarly, the ACC provides facility safety awards to individual member company facilities with outstanding safety performance. In 2020, the ACC awarded nine Chemours facilities with the certificate of excellence (the highest level award) and five with the certificate of achievement or certificate of honor. Read more about our safety performance in section 403-9.

In 2020, Chemours also maintained its member status with the Campbell Institute of the National Safety Council. The Campbell Institute is a collection of top EHS performers across multiple industries and regions of the world. Chemours continues to collaborate with the Institute for benchmarking and development of innovative new EHS approaches.

Progress advancing our 2030 safety goal

In 2020, we made modest progress toward our safety goals with improvements in the reduction of process safety tier 1 incidents, process safety tier 2 incidents, contractor safety performance, and distribution safety incidents. For employee injury rates, we saw a slight increase in safety incidents in 2020. From analyzing these incidents, we identified that musculoskeletal injuries from slips, trips, falls, and hand injuries accounted for the majority of our contractor and employee incidents. We will continue to use our learnings to help prevent these incidents in the future. Overall, we are continuing to implement our neuroscience-based safety programs to help improve employees' abilities to identify and correct hazards to eliminate these types of injuries.

Safety 2030 goals

Improve safety performance by 75%	2018 baseline	2020	Progress toward 2030 goal
Employee TRIR	0.28	0.36	⬢
Contractor TRIR	0.23	0.30	⬢
Process safety tier 1 rate[1]	0.04	0.01	⬢
Distribution incidents	3	3	⬢

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

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

We continued to train personnel on our redesigned incident analysis process to embed an operational learning mindset and enhance diagnoses of management system root causes. This effort has strengthened our EHS management system and improved our people capability by focusing on systems improvements. The enhanced systems-based approach has highlighted opportunities to improve procedures and human factors. As such, we launched a new procedural excellence initiative to develop training and advanced error reduction tools based on industry best practices in human performance. In 2020, Chemours continued to advance our Brain Centered Safety program while navigating the challenges of the COVID-19 pandemic. This program applies neuroscience research to drive human performance and improve behaviors. From this work, we created the Chemours operational risk and behavioral standards in 2019, following a risk alignment process. We implemented these standards in 2020 to provide the basis for how we prioritize operational risks and behaviors and hold ourselves accountable to ensure we protect our people, our communities, and our environment. Another key part of this program, introduced in 2020, was a four-module training system known as Making Safe Decisions. This training system helps our employees better identify hazards and exposures in their work environment, understand how thinking traps can lead to human error, and how to create a safer work environment in a team setting.

These programs, combined with our core value of Safety Obsession, will help us in our journey to improve our performance in protecting people and the environment, and achieve our 2030 safety goal.

403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

We designed the Chemours EHS management system to provide an organized approach for EHS management with processes to measure performance, as well as identify risks and opportunities, to ensure continual improvement of the system. Our EHS management meets the requirements of the Responsible Care® RC 14001 technical specification for managing environmental, health, safety, and security performance. The plan-do-check-act tenets of the Responsible Care® RC 14001 management approach provide foundational elements driving continuous improvement of our EHS management system.

Responsible Care® is an ICCA initiative governing the safe handling of chemical products throughout their life cycles—from inception in the research laboratory; through manufacture and distribution; to ultimate use, reuse, recycle, and disposal—and includes public involvement in decision-making processes. The Responsible Care® RC 14001 technical specification combines the ISO 14001 environmental management system with the Responsible Care management system into a single process that defines leadership practices and performance excellence for environmental, health, safety, and security management systems. The RC 14001 technical specification also covers most of the ISO 45001 Occupational Health and Safety standard (which has replaced OHSAS 18001) requirements for safety and health processes and many of the ISO/IEC 27001 Information Security Management standard security requirements. Chemours' adherence to the Responsible Care® RC 14001 and its security code provides nearly equivalent coverage to these ISO standards.

Our corporate EHS standards establish the foundation to mitigate hazards and establish safe work practices. We developed the standards in accordance with Responsible Care® RC 14001 and industry best practices. Our EHS policies, standards, and guidelines apply to all Chemours employees and contractors at our global manufacturing and non-manufacturing facilities to ensure standardization across our locations. Each manufacturing site is responsible for establishing site-specific standards to successfully implement our EHS management system and ensure adherence to any local compliance requirements. Employees are also actively encouraged and rewarded for their participation in and development of EHS programs. Read more about our Chemours EHS management system in sections 103-1, 103-2, and 103-3 above and in section 307.

403-2 HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

At Chemours, we focus on the prevention and mitigation of risks that have the potential to impact people, the environment, and our business. Corporate standards for process safety management and workplace safety provide the requirements for managing risks associated with routine and non-routine activities.

Process hazard analyses (PHAs) effectively identify, evaluate, and develop methods to control significant hazards 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 the appropriate levels. PHAs use an organized, methodical study approach; seek to achieve a multi-disciplined consensus on hazard identification and control; and document results for future use in follow-up, emergency planning, and training of personnel involved in operating and maintaining the process. We complete PHAs throughout the life cycle of a process including, but not limited to, new facilities, existing facilities through cyclical reviews, management of change for minor changes and projects, and other decommissioning-related activities. In 2020, Chemours launched a PHA benchmarking study to compare industry best practices and share knowledge among peer companies in the chemical industry.

We constantly seek ways to equip our people with better tools and training to reduce risk. In 2020, Chemours continued to enhance our internal process to analyze incidents for learnings, determine root causes, and implement corrective actions that prevent reoccurrence of future events. This new operational learning process applies a systems-based approach with principles to effectively diagnose equipment and front-line 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 continuous improvement opportunities in enterprise-wide engineering and management systems. Significant improvements to trainings and tools have led to higher quality analyses, recommendations, and improvements to systems.

Our employees and contractors are empowered to stop work when conditions change and reassess job safety by using our PAUSE/STOP process. This process—designed for reevaluating a task or a step to prevent an undesired outcome—can take place at the individual or crew level (PAUSE) or by a larger group to resolve a bigger issue (STOP). Line managers are responsible for creating a culture that empowers employees to pause or stop work and ensures follow-up when stop-work is activated. We communicate the PAUSE/STOP work process frequently—for example, during new hire training, pre-job meetings, contractor engagements, and while performing task/job lineups—to ensure our employees know when and how to use the process. In 2019, we incorporated discussions about the PAUSE/STOP process into our monthly shop floor and partner safety team meetings to demonstrate our continued support for using the process. In addition to our STOP/PAUSE process, we introduced a new tool in 2020 as part of our Making Safe Decisions training to further help employees. In the training, they learn how to engage their cognitive decision-making process and improve their visual recognition of hazards and exposures before completing a task.

Chemours also focuses on the potential risk that transportation of our products presents. To mitigate the risk, we review product transportation hazards and conduct transportation risk assessments for identified high-risk products. During the transportation risk assessment, we review and identify the hazards presented by the product during transportation, the impact the product could present during an incident, and safeguards to prevent and mitigate potential risk. We then make improvements to our process as needed to reduce the potential risk. We review 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.

403-3 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 R&D facilities.

Occupational medicine includes emergency care, fitness for duty and disability management, targeted medical surveillance based on specific risk criteria, as well as travel health and immunization programs. Depending on the region, contract providers give occupational medicine services on site or externally, while always maintaining the confidentiality of personal health information. In 2020, Chemours benchmarked and redesigned our occupational health services model to improve our health services.

Both in-house and contracted providers supply industrial hygiene services globally. For new processes and facilities, we use the same management of change process described in section 103-3 to determine the need for industrial hygiene services. Existing processes are audited using industrial hygiene programs to ensure work conditions remain safe and have not changed. Example auditing programs may include periodic air sampling, noise sampling, and ventilation surveys. We also provide training so that employees and managers can identify potentially unhealthy conditions that may require industrial hygiene assessment, such as air quality and ergonomic issues.

Due to COVID-19, 2020 brought unique challenges that we met with additional ergonomics education, assessment and mitigation for remote teleworkers, as well as increased numbers of respirator users who required fit testing and training. In addition, we improved the ventilation systems in our critical facilities by a combination of increased flow, better filtration, or pathogen destruction. Each site also enhanced their daily sanitation measures, focusing on frequently used areas and surfaces.

The Pandemic Planning Team, with their efforts described in section 103-2, enacted best practices as recommended by regulatory bodies. Employees who worked in-person were also required to practice social distancing in addition to wearing masks, to further protect other employees. We sent out frequent reminders about the importance of washing hands, sanitizing frequently, and talking to leadership if employees felt unwell at work. Each of these measures kept our workforce healthy and able to safely perform day-to-day tasks.

403-4 WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

To achieve our 2030 safety excellence goals, we need to engage employees at all levels in the organization on how to improve our EHS management system and safety performance. In addition to our front-line engagement efforts, many Chemours sites have regular safety leadership and activities teams—composed of members from all job functions and levels. These teams review metrics and audit results and evaluate other performance data to detect trends and identify countermeasures; provide feedback and direction on site standards and practices; and develop and plan safety and health activities. The safety leadership and activities teams typically meet monthly, but meeting frequency can vary by site and business.

Our safety culture survey helps to engage our employees on occupational safety and health. We first launched our Chemours safety culture survey in 2019 in conjunction with the National Safety Council. We asked our employees across the globe to provide feedback on how we currently manage safety and, more importantly, how we can do better. The survey focused on six key elements of safety culture:

- Management participation
- Supervisor participation
- Employee participation
- Safety support activities
- Safety support climate
- Organizational climate

We used outputs from the survey to develop opportunities to improve our EHS systems and employee safety culture. We are currently implementing and tracking these actions, and we will reissue the survey in 2022 to evaluate our effectiveness.

Chemours also supports two Safety Engagement Teams focused on identifying low-risk, high-frequency safety hazards and ways to correct or protect people from these hazards. Both teams use a "safety share" process to identify a site best practice/policy/tool/material to share with the larger group for potential adoption at other sites.

- **Front-Line Safety Team (FLST)**—This team, formerly known as the Shop Floor Safety Team, was renamed in 2020 to more accurately reflect the team's composition. The team continues to function as a critical conduit between the corporate safety functions and the concerns and ideas for improvement from front-line workers. The stated goal for this team is to identify low-hazard, high-frequency injury sources, and work to provide practical solutions that eliminate the hazard. This innovative discovery and resolution loop has resulted in creating special tools for removing pump impellers, carrying bulky replacement parts, and identifying off-the-shelf tools that already exist, but may not have been available on site. The team meets bi monthly and the agenda includes a safety share session where one site spotlights a safety practice, tool, or program that the presenting site believes has made a difference to safety performance. This team also runs the annual hand safety awareness campaign. The campaign occurs over a month, with contests and activities aimed at reducing hand injuries. This work stream, coupled with many sites now requiring the use of a minimum of ANSI A3 cut-resistant gloves, has resulted in reduced hand injuries. In fact, 2020 had a 16% year-over-year reduction in hand incidents and a 40% reduction in recordable hand injuries.
- **Contract Partner Team**—This team is composed of representatives from each of the resident contractors working at US Chemours sites and meets monthly. We formed the team to keep contractors informed of changes to Chemours policies, standards, and guidelines and to provide a forum for contractor feedback.

Over the years, these teams have grown to include representatives from nearly all Chemours sites around the world. This "safety share" process has grown in popularity, with the presentations and follow-up discussions now accounting for nearly 50% of many monthly meetings.

In addition to participation and engagement efforts listed above, Chemours significantly amped up safety and health communications across the globe in 2020 with a modern technology approach. Throughout the year while facing the pandemic, we used tools such as podcasts, video learning series, and virtual Q&A sessions with Chemours leaders to discuss important issues around our focus of keeping our employees safe and well during a challenging year. We also launched a new series of communications where we spotlight our front-line heroes for safety and health during the year, as well as highlighting achievements of our sites for successful safety and health initiatives.

403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

Our Safety Obsession culture requires and encourages employees to seek out training opportunities to increase safety literacy and capability at our sites. To build our employees capabilities and continuous development, we offer different types of training to encompass different learning styles, including:

- 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 trainings

We tailor training programs to individual employee roles to provide the knowledge and skills needed to support safe work. Our corporate-mandated EHS training consists of 49 computer-based training courses offered through our learning management system. Course content ranges from general safety awareness trainings to specialized trainings covering topics like ergonomics, hazardous materials, electrical safety, environmental, process safety, maintenance and reliability, and more. In 2020, our global employees completed approximately 200,000 hours of classroom training and computer-based training.

Chemours has a training and development network that meets monthly to provide leveraged support in training and compliance for sites, as well as share best practices through inclusion and teamwork. In 2019, we began an initiative to improve quality and effectiveness of EHS training. In 2020, efforts continued to ensure that training meets compliance requirements, increases hazard awareness, and continuously improves safety performance. Some of the effort areas include:

- E-learning improvements
- Best practices for training delivery
- Hazard identification and mitigation
- Guidance for webinar training
- Training resource development
- Plant manager training on regulatory responsibilities
- Training and development for process safety and management resources

Products include improvements to our training SharePoint site in support of site training needs, guidance documents, training templates, tools, and training offerings to improve overall quality and effectiveness of EHS training, etc.

Chemours launched our Brain Centered Safety initiative in 2019 and 2020. Training and development for employee workshops are an essential part of our future success with this program. To advance this program during the year 2020, we:

- Completed train-the-trainer workshops for over 100 (1,600 hours) of our employees to become our facilitators of this program at our sites
- We led workshops for over 350 Chemours leaders (1,050 hours) to introduce them to the program and the specific brain-centered hazards that lead to injuries and illnesses
- Began training our workforce at our manufacturing and laboratory sites on this process for making safe decisions for the first module of this program

403-6 PROMOTION OF WORKER HEALTH

Chemours strives to keep all employees safe and healthy—whether in our facilities or at home with their families. We offer each employee a broad range of benefits, which include group medical, dental, vision, and employee assistance plans from local providers in the countries in which we operate, as well as access to insurance coverage. Our employees can choose whether to subscribe to a plan that also includes their family members. Chemours offers comprehensive medical and dental insurance and well-being programs, as we believe access to these services are critical to the health and safety of our employees. In many countries, we offer financial incentives for completing our free tobacco cessation counseling sessions and for annual health screenings, which identify opportunities to improve an employee's health. In the US, our insurance provider, Aetna, offers case management services through the Aetna One Advocate (A1A) program to help employees manage their healthcare needs.

In 2020, we ensured our employees had additional support while managing the changes that came with COVID-19. We provided paid time off for employees who needed to care for their children due to school or daycare closures. We also provided paid time off for employees who we asked to remain home due to quarantine for COVID-19 exposure. These measures further supported overall worker health.

In 2020, Chemours expanded our Safety Obsession value reflected in our Environment, Health, Safety, and Corporate Responsibility Policy to include the aspects of psychological safety. We invest in our people, facilities, and processes to protect the physical safety of our employees and to ensure that they feel safe in any Chemours setting. These changes reflect an effort to create a work environment focused on holistic safety where our employees are not only protected from workplace safety and health hazards, but to ensure they can bring their whole self to work. We will continue to work on this effort in 2021 with additional training and development at our facilities.

We also promote employee wellness through a variety of programs including providing treadmill workstations and wellness rooms at our headquarters office, discounted memberships at local participating fitness centers, and our new corporate Fitbit partnership, through which we subsidized the purchase of 2,100 Fitbit® wearables. On an ongoing basis, through the Fitbit® platform, global and local teams host virtual fitness and health "challenges" to increase employee activity and overall fitness. Though our corporate benefits provide many avenues to voluntarily participate in health promotion activities, we find these programs work best when administered at a local level. Many of our sites promote worker well-being and encourage a healthy lifestyle in their own unique way. For example, our Corpus Christi, Texas, facility hosted a wellness weight loss challenge in 2019 with 169 site participants collectively losing 629 pounds. In 2020, our New Johnsonville, Tennessee, employees participated in several step challenges and encouraged activity through the program. They also challenged each other to share healthy recipes. In our headquarters in Wilmington, Delaware, employees participated in several step challenges, challenging each other and competing against our vice presidents. Additionally, several of our sites have funded local walking and nature trails, which support both our Inspired People and Shared Planet corporate responsibility pillars.

Every year, we remind our employees through training of the importance of—and expectation to—report to supervision and Chemours Health Services any signs or symptoms of illness that could be work-related, that could be aggravated by work, or that could impact others at work. If someone is ill, we want them to make contact before they come to the workplace. If someone played too much softball over the weekend and is stiff and sore, we want them to tell their supervisor as soon as they report to work so we can make appropriate accommodation. If someone feels musculoskeletal pain while performing a task at work, we expect our employees to report that pain when it occurs—so that our safety and health professionals can evaluate the task and modify it as necessary. Besides establishing the requirements for employee training and response to musculoskeletal illness, our company ergonomics program also requires each of our sites to perform proactive assessments to identify and control the risk of musculoskeletal injury or illness to our workers, in a program that is reviewed and refreshed by management each year.

403-7 PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS

Our corporate EHS policy holds that we strategically engage with our value chain to play a role in achieving our commitments, including promotion of sound EHS practices. Our EHS protocol requires that we make a diligent effort to influence affiliated companies and joint ventures in which we have minority interest, to adopt measures that provide EHS protection comparable to our own. We evaluate EHS policies and performance of potential joint-venture partners, and our joint-venture formation agreements contain provisions for establishment of EHS polices, standards, and guidelines considering the member companies' own practices. Joint-venture management reviews EHS performance at their board meetings and Chemours provides EHS-related information including relevant key learnings from our operations. We provide chemical-specific information for materials used in Chemours designed processes. Chemours policies, standards, and guidelines apply to any Chemours employee seconded to a joint venture, and we may also provide dedicated EHS resources to support the joint venture in the development and implementation of EHS standards.

We established the Distribution Safety Strategy Team, which brings together different business leaders, along with corporate functions. The team reviews common safety issues associated with third-party hazardous chemical transportation and regulatory changes that may affect transportation of our materials, and develops strategies to improve our processes and mitigate potential material transportation risks. Read more about our transportation management approach in sections 403-2 and our distribution safety indicator.

We also take actions to ensure our customers safely handle, use, and dispose of our products by providing product safety information and, when applicable, technical support and training. Read more about product safety in the sustainable offerings section.

403-9 WORK-RELATED INJURIES

Chemours considers both employees and contractors in its review of occupational safety. Each month, Chemours corporate EHS releases a report that includes a number of metrics benchmarked against the ACC's large member companies' top quartile (e.g., top 25%) performance, including the total incident rate. The total incident rate is a calculation that finds the number of work injuries and incidents per 100 full-time employees over the 2,000 hours they each work per year. In the US, the Bureau of Labor Statistics provides additional metrics for comparison.

In 2020, Chemours employees worked almost 14 million hours, with 25 recordable injuries. Our contractors worked more than 7 million hours, with 11 recordable injuries. Our 2020 employee TRIR was 0.36, a slight increase from 2019. The 2019 ACC large member company top quartile TRIR average—the most recent year for which there is data—was 0.24, and the 2019 chemical manufacturing average (per the BLS North American Industry Classification System [NAICS]) for total recordable cases was 1.9. Learning from these incidents, we identified that a majority of our incidents are occurring from slip, trip, and fall from a same level, and hand injuries from not identifying a hazard or from human errors. These findings informed the creation of our Brain Centered Safety initiative to help eliminate these incidents.

Work-related injuries

	2018	2019	2020
Employee safety			
Total recordable cases	21	20	25
Total recordable incident rate[1] (TRIR)	0.28	0.27	0.36
Lost workday cases	4	3	3
Lost workday cases rate[1] (LWCR)	0.05	0.04	0.04
Fatalities	0	0	0
Fatality rate[1]	0	0	0

Work-related injuries	2018	2019	2020
Injury severity rate – class A[2]	0	0	0
Injury severity rate – class B[3]	0.07	0.03	0.06
Injury severity rate – class C[4]	0.21	0.24	0.30
Contractor safety			
Total recordable cases	13	13	11
Total recordable incident rate[1] (TRIR)	0.23	0.32	0.30
Lost workday cases	0	1	1
Lost workday cases rate[1] (LWCR)	0.0	0.02	0.03
Fatalities	0	1	0
Fatality rate[1]	0	0.02	0

[1]Rate is defined as number of events per 100 workers per year.
[2]Class A: An injury or illness resulting in a fatality
[3]Class B: An injury or illness resulting in life-threatening, life-altering, or immediate medical intervention
[4]Class C: An injury or illness resulting in minor medical treatment or temporary job reassignment

In 2020, Chemours introduced a new metric for evaluating injuries and illnesses that focuses on preventing serious injuries and fatalities (SIFs) based on the ACC's injury and illness severity classifications. These injury and illness rates are broken down into three categories of Class A, B, and C categories, with A and B representing serious injuries and fatalities and Class C being less severe injuries only requiring minor medical treatment or temporary job reassignment. While Chemours believes strongly that our Safety Obsession should be to prevent all injuries and illnesses, the majority of these incidents are in the Class C category that do not result in life-altering or life-threatening results to our employees. We plan to use this metric moving forward to identify leading causes to our more severe injuries and focus efforts on learning from these incidents in the spirit of prevention.

For contractors, we saw a decrease in total recordable cases when comparing 2019 to the previous year. The Chemours 2020 contractor TRIR was 0.30. The 2019 ACC large member company top quartile contractor recordable injury rate average was 0.19, and the most recent 2018 BLS NAICS code for construction was 2.8.

403-INDICATOR PROCESS SAFETY

At Chemours, 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, and the business through resilient systems and a continuous improvement mindset, never satisfied on our journey to achieve zero harm. Our core values drive a relentless pursuit of process safety excellence to exceed the expectations of employees, communities, and the customers we serve.

The process safety COE continues to execute the 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. A fundamental component of the plan was the adoption of a human performance mindset and enhanced operational learning practices to diagnose and learn from safety incidents. The process safety COE has launched a multi-year redesign of our process safety management framework, which will integrate various industry best practices and continuous improvement philosophies.

In 2020, we redesigned the corporate process safety management operating model to enable an approach that is human-centered, risk-based, and science-driven in 2021 and beyond. Work began in 2020 to deploy human performance tools to improve human reliability in written guidance, and plans are in place to launch the revised process safety standard in 2021. Mechanical integrity and quality assurance continue to be a focus area to catalyze a step-change in equipment performance reliability. This enterprise-wide effort spans all manufacturing facilities and delivers enhanced systems to manage the process technology design basis for all equipment and quality assurance processes, to ensure that equipment is maintained throughout its life cycle. These efforts apply to maintenance procedures, training, quality control, testing, inspections, repairs, changes, reliability engineering, and other ancillary support processes.

Total process safety events	2018	2019	2020
Tier 1 events	5	2	1
Tier 1 rate[1]	0.04	0.02	0.01
ACC top quartile benchmark	0.02	0.02	0.02
Tier 2 events	14	16	14
Tier 2 rate[1, 2]	0.11	0.14	0.13

[1]Rate is defined as number of events per 100 workers per year.
[2]ACC benchmark not available.

We observed fewer tier 1 and tier 2 events in 2020. For tier 1 and tier 2 process safety events, we identified root cause or management system performance gaps to develop sustainable corrective actions. We routinely report process safety incident trends to identify common issues that we leverage across the enterprise through our internal Process Safety Network. In 2020, some of the leading trends involved equipment reliability, equipment inspection, operating procedures, human factors, risk assessment, and training. Chemours maintains robust programs in these areas, but also embraces a continual improvement mindset and allocates resources for improvement initiatives. We believe that strategic initiatives identified for 2021 will address many of the performance gaps recognized in the past year.

Chemours takes a science-based and statistical approach to validating process safety performance, recognizing that leading and lagging performance measures inform strategy. Given the performance trend and expectation of year-over-year improvement, we identified, planned, and initiated enhancements to the EHS management system with the objective of shifting performance in future years.

We continue to develop more advanced capabilities to identify trends and monitor leading indicators, including ACC tier 3 process safety events and other process safety performance indicators. We have committed to a redesigned process safety operating model that will integrate industry best practices as well as enhance foundational elements of our program, including inherently safer process design, human performance and error management, and a competency development framework.

403-INDICATOR EMERGENCY RESPONSE

We plan for the possibility that an incident may occur and make sure our sites are ready to respond to emergency situations. Our emergency preparedness and response (EP&R) approach, managed through the process safety and risk management COE, is led by our global emergency response competency leader and supported by the emergency preparedness and response process safety management leader. We audit the emergency response discipline as part of our RC 14001 protocol. Our corporate standards provide direction and guidance for site-led programs, and first- and second-party program audits help ensure compliance with leading safety standards. Site leadership is accountable for the success of each site's emergency response program.

Chemours uses a multi-tiered approach to manage both on- and off-site incidents where our chemistries may be involved. Our sites are required to have emergency response management plans and must have internal Emergency Response Teams (ERTs), off-site coverage by competent responders, or a combination of the two. All manufacturing sites that have an ERT follow training guidelines set forth in National Fire Protection Association 600 for Industrial Fire Brigades and OSHA for Hazardous Materials Responders, and we conduct audits to verify compliance.

As a Responsible Care® company, we have made a commitment to aid and assist the communities in which we work and live. We conduct community outreach to keep in close touch with the local off-site responders. These relationships are crucial, and the knowledge sharing that results helps our company and our surrounding communities to be better prepared for any situation that may arise. To deepen our partnership with external first responders, we created our community awareness emergency response (CAER) outreach program. In 2020, Chemours reached 2,196 external responders globally. These community members included firefighters, hazardous materials responders, community leaders, emergency management leaders, and law enforcement officers. COVID-19 presented many challenges globally to the emergency response world, including providing training opportunities to responders both in Chemours as well as responders in the community. To help meet these challenges, Chemours engages with TRANSCAER and the Chlorine Institute. Chemours holds a position on the TRANSCAER executive committee as well as the Chlorine Institute's Emergency Preparedness Issues Team. As part of these organizations, Chemours has taken an active role in reshaping training opportunities to meet the needs of emergency responders during these unprecedented times. Through these organizations, we helped develop virtual training webinars for responders. We continue to work toward expanding the audience by translating training materials into Spanish. We will continue to collaborate with other organizations to further training opportunities in these unique times.

For off-site distribution incidents, natural disaster response, or large-scale incidents at potentially affected sites, Chemours relies upon regional response teams in North America, Latin America, and Asia-Pacific. Third-party response contractors, who specialize in dangerous goods response and disaster recovery, support these integrated emergency response (IER) teams. Our regional teams have been trained and operate under the National Incident Management System (NIMS). NIMS is a comprehensive approach to incident management that is applicable at all jurisdictional levels and across functional disciplines. It allows for seamless integration of our teams into outside response organizations. In Europe, Middle East, and Africa (EMEA), we have trained emergency response personnel who provide technical guidance and support to responders in the region. 2020 was an extremely active year for hurricanes in the United States. Our IER teams activated for five tropical weather systems, including Hurricane Zeta, which made a direct hit on our Delisle, Mississippi, site. In a joint effort with the site response team and Business Crisis Team, our IER teams provided incident management oversight to ensure business continuity. To facilitate the recovery from Hurricane Zeta, the IER team activated our disaster response contractor to provide the site with hot meals and sanitary services. In addition, we procured tarps and other supplies to provide to our employees with damage to their homes. We also donated these same supplies to the local community. Along with our severe weather responses, our US IER team responded to one distribution incident. We also responded to our Belle, West Virginia, facility to support the site after one of our on-site tenants experienced a major incident. Our Safety Obsession core value not only covers the sites we manage and the products we produce, but it also covers the entire value chain and the communities in which we operate.

403-INDICATOR DISTRIBUTION SAFETY

Chemours has manufacturing operations in seven countries and transports products to more than 3,300 customers in 120 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.

Three goals drive our management of distribution safety. Our first goal is to 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. Our second goal is to improve efficiency with our value-chain partners, which leads to simpler, more streamlined methods of distribution. Our final goal is to build on our success. To strive for this goal, we chartered a Distribution Safety and Strategy Team (DSST) to challenge ourselves to make distribution safety improvements.

We track total annual distribution safety incidents to evaluate our performance and develop and implement key initiatives aimed at improving and maintaining distribution safety.

Distribution safety			
	2018	2019	2020
Distribution incidents	3	6	3
Severity index	0.07	0.09	0.04

In 2020, Chemours enhanced its distribution safety metrics by establishing visual dashboards and enhanced systems to better understand leading indicators of distribution safety performance including audit trends and near-miss causal factors. We use these metrics during DSST meetings, along with reviewing carrier performance, the number of dangerous goods incidents versus the number of dangerous goods shipped, and the ACC distribution severity index to evaluate incident severity. The ACC distribution severity index considers not only the number of the incidents, but also the severity of the incident versus the number of dangerous goods shipments. This index helps to reduce not only the total number of distribution incidents, but also determines the severity of any incident. Our incident severity rating is included in the chart above. In 2020, both the total number of incidents and severity of incidents decreased. All distribution incidents were at the lowest level on our severity scale. Across all modes of transportation, we had no significant incidents that required immediate notification to a government entity in 2020. The Association of American Railroads (AAR) awarded Chemours with the 2020 AAR Non-Accident Release Grand Slam Award, a recognition given to leaders in hazardous material safety. This was the fourth year in a row that Chemours received this recognition.

GRI 307 ENVIRONMENTAL COMPLIANCE

103-1, 2, 3 MANAGEMENT APPROACH

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 EHS management system ensures that we meet these standards. 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&CR 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 and ISO 14001 certifications. Chemours believes third-party verification and transparent public reporting are essential elements of world-class EHS performance and for building public trust. Our chemical manufacturing sites in the US maintained RC 14001 certification in 2020 (which includes the ISO 14001 requirements), while our Starke, Florida, mine and our sites in Europe, Latin America, and Asia-Pacific maintained their third-party verification for compliance with ISO 14001. We are preparing these sites to transition to RC 14001 certification through third-party certification audits in 2021.

Overall, 76% of Chemours manufacturing facilities, and our company headquarters in Wilmington, Delaware, are certified to either RC 14001 or ISO 14001. Similarly, 52% of Chemours manufacturing facilities are certified to a safety standard (RC 14001 or ISO 45001). We are in the process of transitioning seven sites from ISO 14001 to RC 14001, and adding two recently acquired US sites to the RC 14001 multi-site certificate. By the end of 2021, 84% of Chemours manufacturing facilities will be certified under the RC 14001 technical specification. The remaining facilities not currently certified have either been recently acquired or started-up; these will be added to the RC 14001 multi-site certificate in 2022.

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. In addition, 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.

We track compliance with environmental laws, regulations, and permits applicable to our facilities, and analyze these data for trends and insights to improve performance. An example of how we track and comply with emerging regulation is through our response to a recent change made by the U.S. EPA to add 172 per-and polyfluoroalkyl substances (PFAS) to the list of chemicals covered by the Toxic Release Inventory (TRI) under Section 313 of the Emergency Planning and Community Right-to-Know Act (EPCRA). In addition, a framework was provided for additional PFAS to be added to TRI on an annual basis. Reports under the TRI for 2020 were required by July 1, 2021 and submittals made by Chemours sites can be located on the U.S. EPA website. Lastly, in accordance with our standards, we report and investigate all environmental incidents, and implement all applicable improvement initiatives. We summarize our environmental performance for review at the facility, business, and corporate levels.

Read more on how we engage with the communities where we operate in section 413.

307-1 NON-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 non-monetary 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. In January 2021, we entered into a binding memorandum of understanding with DuPont, Corteva, reflecting the parties' agreement to share potential future legacy perfluoroalkyl substances (PFAS) liabilities arising out of conduct pre-July 1, 2015. Regardless of how these matters arrive, we wish to define Chemours as a company that seeks to address environmental issues proactively.

Information regarding environmental matters is included in several areas of our 2020 Annual Report on Form 10-K, including:

- Item 1A—Risk Factors, beginning on page 16
- Item 3—Legal Proceedings, under the heading "Environmental Proceedings," beginning on page 33
- Item 7—Management's Discussion and Analysis of Financial Condition and Results of Operations, beginning on page 38
- "Note 3—Summary of Significant Accounting Policies," beginning on page F-13
- "Note 22—Commitments and Contingent Liabilities" to the Consolidated Financial Statements, beginning on page F-47

Environmental deviations

We track total annual environmental deviation from our permits and applicable regulations to evaluate our performance. We analyze these data and develop and implement key initiatives aimed at improving and maintaining environmental performance. In 2018, we upgraded our EHS data management system to enable tracking environmental incidents and improvement initiatives.

Environmental deviations

	2018	2019	2020
Total environmental deviations	135	142	169
Water-related[1,2]	–	743	81
Air-related[1,2]	–	48	74
Waste-related[1,2]	–	2	5
Ground-related[1,2]	–	7	3
Other[1,2]	–	15	10

[1]Media-related deviations reporting began partially through 2018.
[2]Media-related deviations exceed total deviations due to multiple media potentially being affected per deviation event.
[3]The 2019 water-related deviations were revised from 75 to 74.

Total environmental deviations increased by approximately 20% year-over-year from 2019 to 2020. Increases were primarily related to an increase in air deviations from 48 to 74 with additional increases in water-related (7) and waste-related (3) deviations. Full-year, media-related metrics were not available until 2019.

Our Advanced Performance Materials business continued to show year-over-year improvement in the reduction of environmental deviations, with a total of 49 in 2020 versus 59 in 2019. The Washington Works facility in Parkersburg, West Virginia, continued to capitalize on sustained improvement efforts to realize a 50% reduction in environmental deviations from the previous year.

The Thermal & Specialized Solutions business increased environmental deviations, with a total of 65 in 2020 versus 30 in 2019. While the La Porte, Texas, site reduced environmental deviations by 86% (22 in 2019 to 3 in 2020), environmental deviations increased at our Corpus Christi, Texas, facility resulting from new permitting requirements for starting up our new HFO-1234yf facility. These permitting requirements went into effect in July 2020. The Corpus Christi site is taking action to improve facility performance with operational learning improvements and capital projects to improve operations and reduce environmental deviations.

Our increase in water-related deviations were primarily related to the acquisition of Southern Ionic Minerals (SIM) in August 2019, and the incorporation of these mining operations into our deviation metrics for the full year 2020. Integration of these sites into our environmental management system is ongoing, with additional resources supporting root-cause analysis and driving environmental compliance as the SIM integration progresses. In 2020, we paid 11 penalties across multiple sites totaling less than $250,000 to resolve regulatory agency allegations made in 2020 or prior years.

306-3 SIGNIFICANT SPILLS

There were no significant spills in 2020 resulting in serious injury or a significant impact on the environment.

Number of significant spills

	2018	2019	2020
Significant spills	0	0	0

Vibrant Communities

SDG 4 SDG 6 SDG 8 SDG 11 SDG 15

GRI 413 LOCAL COMMUNITIES

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

Our approach to stakeholder engagement is rooted in our communities, not only because the communities hosting our global operations and offices are vital to the success of our company, but also because we know supporting our neighbors is simply the right thing to do. Our hometowns provide necessary services for our sites and the families of our employees in addition to a strong pipeline of talented, future workers. We commit to being good citizens, upstanding stewards of our local environmental resources, and good neighbors with Unshakable Integrity. We believe listening to, and investing in, our communities improves the health of our world, our business, and our employees.

That bedrock belief is what shaped our vibrant communities goal, to invest $50 million in our communities by 2030 to improve lives through increased access to Science, Technology, Engineering, and Math (STEM) skills, safety initiatives, and sustainable environment programs. In 2020, the broader issues of social justice and equity facing our world challenged us to reflect on those same challenges within our industry. Facing the glaring lack of diversity in STEM fields, we launched our Diversity Action Plan. Our goal is to convert our zero-tolerance approach for racism into actionable steps to reach more communities, strengthen relationships with nonprofit partners, and create opportunities for a future more diverse STEM workforce, especially within the chemical industry.

This commitment aligns with the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015. At its heart are the 17 UN SDGs, which are an urgent call for action by all countries—developed and developing—in a global partnership. Our community engagement approach supports several SDG targets, including: SDG 4—Quality Education (targets 4.1, 4.3, and 4.4), SDG 6—Clean Water and Sanitation (target 6.6), SDG 8—Decent Work and Economic Growth (target 8.8), SDG 11— Sustainable Cities and Communities (target 11.7), and SDG 15—Life on Land (targets 15.1, 15.5, and 15.8).

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

We operate in a world that demands more from us as a company, and that includes our stakeholders in and around the communities in which we live and work. Whether we are considering philanthropic investments or site operations, community needs and feedback are a critical component of our decision-making process. We knew we could not do this in a vacuum and needed to tap into the existing community relations infrastructure that exists across our locations around the globe.

All Chemours manufacturing locations have active community feedback mechanisms or Community Advisory Boards (CABs), which consist of a diverse group of individuals who live around a Chemours site and represent the voice of the community. Our sites work with existing CAB members, elected officials, and other civic leaders to identify potential CAB members that provide us professional, cultural, and geographically diverse representation so that we gather feedback that accurately reflects the thoughts and perceptions of the community related to our site operations. We identify and contact representatives and, following discussions with site and CAB leadership, determine if they will accept an appointment to our CAB for a defined period. Representatives often come from academia, local government, nearby neighborhood groups and civic organizations, local businesses, economic development experts, real estate or land development experts, and religious organizations.

These panels provide for open and transparent discussion between community representatives and site management, which guides our community presence. The CABs liaise with other community members to share information about plant sites and serve as the pulse of the community by collecting feedback to help guide our understanding of, and engagement with, their local communities. For example, if a Chemours site proposes to undertake a larger-scale improvement project, the site leadership would present the project details to CAB members for discussion and feedback before activity begins, before we file permit applications, or before we engage with the broader community. Additionally, we frequently present CABs with site safety and emissions data to discuss progress related to our responsible manufacturing and CRC commitments, which include safety improvement and emissions reduction goals, to ensure transparency in our operations and gather input for future planning. They also advise site leadership teams of the societal needs of the surrounding communities, which helps us award vibrant communities grants.

Our cross-functional Global Vibrant Communities and Philanthropy Leadership Team—led by our senior vice president of corporate communications and chief brand officer—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.

Our senior vice president of corporate communications and chief brand officer works with our vibrant communities goal leader and the CRLT in setting the strategy and guiding our approach for our community engagement program. The Chemours Code of Conduct and our corporate values and vision guide our community impact decision-making. We continue to refine our policies and procedures as new scenarios and processes arise.

While responsibility for local community engagement rests with the business presidents and the senior vice president of corporate communications and chief brand officer, the daily engagement is carried out by the local plant managers under the guidance of the vice president (VP) of operations (or equivalent), for each business unit. The operations VPs act on behalf of the business presidents to provide oversight and accountability for community engagement activity in accordance with the company standard and EHS&CR policy. The VP of operations is encouraged to participate in a sampling of CAB meetings each year within her or his business area to assess their effectiveness.

Learn more about our values and corporate policies in section 102-16 and about our CRLT governance process in sections 102-18, 19.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

Chemours assurance services and/or independent, third parties regularly audit our donation process to ensure compliance and make recommendations for improvement. In addition, we may audit organizations receiving funding at any time for any reason. To ensure best practices, we review our donation policies regularly. Given the recent launch of our revised vibrant communities programming, we have not yet completed an audit of these policies.

Chemours encourages community members to share issues or concerns with local site leadership or escalate them to the Chemours ethics hotline, a multi-lingual service available 24 hours a day, seven days a week. The hotline is accessible by both employees and the public, including our local communities. In 2020, the hotline received one community-initiated complaint. Appropriate steps were taken to address the complaint.

Progress advancing our 2030 vibrant communities goal

COVID-19 prompted us to pivot our philanthropic investment strategy to help our neighboring communities stay safe and healthy during the pandemic. We established the COVID-19 Community Relief Fund and awarded $371,800 in grants across 21 locations and all regions, benefiting approximately 185,000 community members. Adapting our giving strategy did not affect our 2030 investment roadmap or our progress to our $50 million 2030 goal—and we are pleased to have met our 2020 target.

Vibrant communities 2030 goal			
Invest $50 million in our communities	**2018 baseline**	**2020**	**Progress toward 2030 goal**
Annual vibrant communities investment	N/A	$6.5 M	⬢
Cumulative vibrant communities investment	$0 M	$9.8 M	⬢

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

413-1 OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

Our 2020 vibrant communities and philanthropy grants supported scholarships for high school students pursuing STEM careers, funded digital education programs for remote learning, established outdoor classrooms at schools near our sites, and provided personal protective equipment (PPE) and other safety materials for educators and first responders, to name a few. On Monday, January 20, hundreds of Chemours employees volunteered at events in Delaware, New Jersey, and Mississippi as part of the 5th Annual MLK Day of Service. The day's efforts directly connected to our CRC program and its 10 bold goals. All seven of our ERGs participated in organizing volunteer projects—ranging from hosting 50 Boy Scouts for a series of science experiments to earn their chemistry merit badges; assembling 150 STEM-themed literacy kits for local elementary and middle school students; to co-hosting an event with the City of Wilmington and Mayor Mike Purzycki that included an event with one of our local grant recipients and self-proclaimed 'STEM Queen.' Globally, over 170 employees used their paid day of service, totaling more than 1,200 hours.

We also hosted our second annual Global Corporate Responsibility Commitment Day on November 10. We asked employees around the globe to take one step or action to advance one of our 2030 CRC goals, while adhering to COVID-19 protocols in their respective state or country. Some employees were able to participate in socially distanced community service projects, while many got creative and hosted educational webinars, ideation sessions, or vendor meetings. Hundreds of employees participated in 58 events across 34 locations in 13 countries around the world, totaling over 1,200 hours of service. This year we saw a sizable increase in our number of engaged sites as our Corporate Responsibility Commitment continues to take hold in everything we do as an organization.

Additionally, we expanded our Future of Chemistry scholarship program to Houston, Texas, US, and to Shanghai, China, bringing our total to nine programs. The scholarship program supports students studying STEM, with each site selecting supplemental criteria to address local needs. For example, our Fayetteville, North Carolina, site has partnered with trade and technical institutions.

We took the framework for the Future of Chemistry scholarship program and partnered with the American Institute of Chemical Engineers (AIChE), the ACC, and Historically Black Colleges and University (HBCU) Week Foundation to provide scholarships to students pursuing STEM degrees at HBCUs, connecting those students to internships, leadership development, and mentoring opportunities at participating companies. This program, The Future of STEM Scholars, is opening doors to STEM education and advancing diversity, inclusion, and equity. We are proud to lead this industry-wide effort.

Community Advisory Board engagement updates

In 2020, Chemours began an evaluation of its site-level CABs to assess their effectiveness and ensure they were representative of the community around our sites, with the goal of implementing a more consistent approach to community engagement at all manufacturing locations. The COVID-19 pandemic reduced some of the community engagement activities planned for 2020 and suspended engagement of site-level CABs during the second quarter and part of the third quarter of 2020. By mid-third quarter, manufacturing sites were able to transition the majority of its CAB engagement to virtual formats, making special accommodations for members who lacked the technology to participate via video link. These meetings focused on discussing site projects, providing updates on site operations, and gathering feedback from representatives on any concerns of the neighboring communities.

Examples of site-level community engagement activity include:

- For the second year, the CAB (called the Burenraad) for our manufacturing facility in Dordrecht, the Netherlands, gathered feedback directly from communities located near the manufacturing site. The feedback resulted in upgrades to the site's web site to provide neighbors with additional information they desired.
- The CAB for our manufacturing location in New Johnsonville, Tennessee, welcomed three new representatives to the CAB and provided important feedback to site leadership on an upcoming capital investment to help the site reduce its landfill intensity before the project advanced to its regulatory permitting phase.
- Through regular meetings of the Fayetteville, North Carolina, site CAB, site leadership was able to keep CAB members, as representatives of the community, informed on progress related to emissions reduction and remediation activity. The site also contributed content to the editorial section of the Fayetteville Observer newspaper at different points throughout the year as a way to reach the broader community and share information on site operations.
- The Amelia minerals site in Jesup, Georgia, came online in 2020 and found creative ways to not only engage with the community, but also fill staff positions. The site used local radio and the community newspaper, as well as a community newsletter to accomplish one-way outreach to the community. Each encouraged the community to contact site personnel and leadership if they had questions or any issues to address.
- During COVID-19, our Altamira, Mexico, site was still able to conduct meetings, within COVID-19 guidelines, with a neighboring community near an area of the Chemours Altamira property where we planned project activity. Site leadership used the opportunities to explain the project to neighbors, directly answer questions, and inform community members about employment opportunities with project contractors that could help ease the economic impacts of the pandemic for some within the community. The site also set up a dedicated phone line for neighbors to ask project-related questions. During the interactions, the site was able to identify water drainage issues within the community, not directly connected to our Chemours site, and was able to engage with municipal authorities on the community's behalf to help identify solutions to the community drainage issues.

We are proud of the work done by our employees around the globe to advance our community engagement and vibrant communities efforts in the midst of an unprecedented global pandemic. We look forward to the continued success and growth of our vibrant communities and community engagement programs.

Shared Planet

Climate

SDG 7 SDG 8 SDG 12 SDG 13

CLIMATE CHANGE MITIGATION AND ADAPTATION

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

Climate change is a critical issue for our planet and one of the most urgent challenges facing society today. In December 2015, nearly 200 countries adopted the Paris Agreement, a global climate agreement that seeks to "strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2° Celsius above pre-industrial levels." Achieving the Paris Agreement ambition is part of the UN SDGs—a call for all countries to take action to promote prosperity, protect the environment, and tackle climate change.

The chemicals 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. As the sector grows to meet this need, it must do so while reducing its scope 1 and scope 2 operations emissions, eventually decoupling GHG emissions from production growth. However, the chemical sector's impact on GHG emissions extends beyond the GHG emissions generated by direct manufacturing operations and use of purchased energy. Other indirect GHG emissions arise from sources outside our operations, ranging from the raw materials we purchase to the use and disposal of the products we sell. 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 align our GHG and air emissions management strategy with the targets of the UN SDGs, in particular SDG 12—Responsible Consumption and Production (targets 12.4, 12.5, and 12.6), and SDG 13—Climate Action (targets 13.1 and 13.2), and to a lesser extent SDG 7—Affordable and Clean Energy (target 7.3) and SDG 8—Decent Work and Economic Growth (target 8.4).

103-2 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

At Chemours, we work to address climate change by taking prudent, practical, and cost-effective actions to reduce our emissions as we grow our company, and we strive to help our customers do the same. We are committed to reducing our scope 1 GHG emissions, including air process emissions from fluorinated organic chemicals (FOCs), and scope 2 GHG emissions by improving our resource use and energy efficiency, acting on opportunities to deploy lower emission technologies at our manufacturing sites, increasing our use of renewable energy, and encouraging our employees to reduce their own environmental footprints. We also commit to work with commercial partners to reduce their GHG and FOCs process emissions and to develop products and processes that help our customers and consumers reduce their environmental footprint.

We formalize our commitment to help enable the transition to a low-carbon economy in our 2030 CRC goals. In 2018, we introduced our 2030 CRC climate goals in our inaugural CRC report. However, evolving climate change science, combined with reports published over the past few years, has revealed that we need to take more aggressive action to limit global warming this century to 1.5°C above pre-industrial levels. In April 2021, we updated our climate goals to be more ambitious and set us on a path to achieve net zero GHG emissions from our operations by 2050. Our new goal focuses on a path to reduce absolute carbon emissions from our operations, while our previous goals, announced in 2018, focused on reducing emissions intensity and creating product avoided emissions benefits. We have since retired these 2018 climate goals. Our new absolute emissions reduction goal aligns our climate commitment with the science-based targets needed to meet the goals of the Paris Agreement and UN SDG 13.

2030 CRC climate and air process emissions goals:

- Reduce absolute scope 1 and scope 2 GHG emissions from operations by 60%
- Reduce air process emissions of FOCs by 99% or greater

We measure progress in achieving our climate and FOC goals against our 2018 performance baselines. Read more about our climate and FOC goals in sections 305-1 through 5 and section 303. Our climate team governance process, which includes a team charter and team guidance documents that define the scope, roles, and responsibilities, enables the actions and programs needed to achieve our 2030 goals. We chartered six sub-teams, each responsible for achieving different GHG emission reductions as part of our 2030 goal action plans.

- GHG Reporting Team—Collects and aggregates enterprise scope 1 and 2 GHG emissions data and leads the data quality assurance review process
- Capital Project Solutions Team—Develops and implements technology solutions to reduce GHG emissions and improve energy efficiency at our manufacturing sites
- FOC Process Emissions Team—Develops technology solutions and tracks performance for the reduction of targeted FOC process emissions. Read more about this team in section 303.
- 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, secures leadership support for project execution, and monitors and tracks progress toward meeting internal renewable power targets. This team is also responsible for ensuring that we have sufficient renewable power in our energy portfolio to meet customer requirements specifying low-carbon products
- 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

We also chartered a team to measure the indirect GHG emissions (GHG emissions that are owned and controlled by others, not Chemours) in each of the scope 3 categories applicable to Chemours. The team is responsible for updating the inventory annually and for maintaining the calculation methodologies and guidance included in our scope 3 GHG inventory management plan. The team also has responsibility for developing a future science-based target to reduce scope 3 emissions to complement our new, updated scope 1 and scope 2 absolute emissions target. As part of this effort, the team aims to develop a marketing and advocacy strategy to enable the transition from high global warming potential (GWP) refrigerants to lower GWP refrigerants in alignment with the Kigali Amendment to the Montreal Protocol and the US American Innovation and Manufacturing 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.

Governance

Our climate mitigation and adaptation action strategy and governance are championed by a member of our CRLT, who is accountable for monitoring external trends, assessing climate-related opportunities and risks, assisting with strategy and resource allocation, and providing regular updates to the CRLT. The CRLT climate sponsor works with the climate goal leader and the FOC process emissions goal leader to develop enterprise-wide plans to achieve the 2030 CRC goals, establishes metrics and tracks performance, and works with our business segments to identify and pursue programs to reduce GHG emissions and air FOC process emissions at our operations sites. Ultimately, our four business segments, with assistance from the goal leaders and the CRLT sponsor, are accountable for successful goal program execution. Read more about our CRLT governance process in sections 102-18 and 102-19.

Our emissions reduction actions are guided by our EHS&CR policy, climate change pledge, and EHS management system. Read more about the EHS management system in section 403. Our environmental data management standards and GHG inventory management plans provide direction and guidance for collecting, maintaining, verifying, and reporting 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. We are currently piloting a centralized data management system to further simplify and streamline our data management process, and plan to convert to a centralized system within the next five years.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

We evaluate the effectiveness of our management approach through internal and external audits as part of our EHS management system assessment described in section 403 and by measuring progress toward achieving our climate and FOC process emissions goals. In addition, we have contracted a third-party assurance partner to provide limited level of assurance of our 2018 baseline GHG emissions data using the International Standard for Assurance Engagements (ISAE 3000).

We also independently assess our climate management system maturity and performance through third-party evaluation using the CDP climate change response. In 2020, we incorporated feedback we received from the 2019 CDP climate response, improving our disclosures of climate governance, strategy, and climate-related risks and opportunities for our company. We improved our CDP score from a "C" to a "B" in 2020, and in 2021 will be implementing the new learnings from CDP to further refine our management approach. We also plan to conduct climate physical risk scenario analyses in 2021 to better understand potential risks to our operations and supply chain, and to inform our resiliency planning process. Refer to our 2021 CDP climate change submission for more information on our approach to managing carbon emissions, climate-related risks and opportunities, and how we are piloting the use of an internal carbon price mode to inform business strategy and investments.

Progress advancing our 2030 climate and air emissions goals

Our CRC data manager works closely with the 2030 CRC goal leaders to ensure our data and metrics are timely, accurate, and effective for communicating our environmental performance and impact. We evaluate our annual performance against our 2030 goals and adjust our implementation roadmap annually. These adjustments are then cascaded to each facility in support of our 2030 goals.

In 2020, we made progress reducing GHG emissions largely due to targeted emissions reduction initiatives completed in late 2019 and improved 2020 operational efficiencies at several of our TSS and APM manufacturing sites. In addition, pandemic-related impacts contributed to emissions reductions due to lower production in TSS and APM business segments; however, we expect emissions to rebound some as routine operations resume and production volumes return to normal in 2021. HFC-23 and HCFC-22 emissions generated during HCFC-22 manufacturing currently constitute approximately 49% of our 2020 scope 1 GHG emissions and, as described in section 305-5, we are currently working on capital programs to address these emissions by the end of 2022 and 2024, respectively. We continue to identify opportunities to improve energy efficiency of our operations and source renewable energy.

Climate and air emissions 2030 goals

	2018 baseline	2020	Progress toward 2030 goal
60% absolute reduction in operations carbon dioxide equivalent (CO_2e) emissions (metric ton CO_2e)[1]	9,460,000[2]	6,708,000	⬢
Reduce FOC air process emissions by 99% or greater (metric tons)	1,082	566	⬢

[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.

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

The following examples highlight our progress in 2020:

- In December 2019, we successfully completed installing a thermal oxidizer at our Fayetteville, North Carolina, facility. Verification testing of the thermal oxidizer and other projects completed in 2020 confirmed that we reduced overall FOC air process emissions at our Fayetteville site by 99% when compared to the 2018 baseline.

- Our site in Belgium completed converting its energy supply to 100% renewable wind power and carbon-neutral natural gas in May 2020. This results in an estimated annual reduction of 270 metric tons of carbon dioxide equivalent (CO_2e) emissions.
- Our Dordrecht Works, the Netherlands, site established a partnership with a neighboring waste incineration company to supply our site with steam generated using waste heat from the incinerator. Steam system construction began in 2014, and steam supply has steadily increased over time. Steam use at Dordrecht Works is now over 70% renewably sourced by waste-heat-generated steam thanks to the site leadership team's vision and the partnership with the incineration company.
- The site energy team at Belle, West Virginia, optimized the site compressed air system by installing a new receiver tank to help maintain header pressure when the back-up compressor cycled on. This change enabled the site to run using a single compressor without impacts to site uptime when the back-up compressor cycles on to meet demand surges. By running the site using one compressor versus two, we reduced electric power use for compressed air by 30% and total site electricity demand by almost 3%.
- We continued making progress installing new gas boilers at our Parkersburg, West Virginia, site. We plan to start up the new gas boilers in early 2021, replacing the coal-fed boilers currently in place to produce steam for our operations and site tenants. This conversion to natural gas boilers will reduce annual CO_2e emissions by an estimated 120,000 metric tons.
- We launched a compressed air leak reduction program to survey manufacturing site compressed air process systems and identify and repair leaks to reduce compressor loads and energy demand at our sites. Pandemic-related impacts slowed progress advancing this work in 2020, and we are resuming efforts in 2021.

We also made progress in 2020 reducing air FOC process emissions. We installed additional abatement systems at our Parlin and Chambers Works sites in New Jersey, and utilized existing abatement systems to further reduce emissions at our El Dorado site in Arkansas. We will continue to evaluate the effectiveness of our FOC air process emissions abatement work through direct measurement and refined engineering estimates of air process emissions sources, and track the emissions annually as we progress mitigation programs. We are committed to reducing all air FOC process emissions by 99% or greater, independent of GHG GWP, in response to feedback from our local stakeholders. Read more in section 303.

GRI 302 ENERGY

302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Because energy use is a significant component of our GHG emissions, we manage it as part of our climate change mitigation and adaptation approach. While we do not currently certify our EHS management system to the ISO 50001 energy management standard, we do incorporate many of the standard's elements into our energy management program. We continue to evaluate whether to implement a formal commitment to an energy management program, such as ISO 50001 certification, and/or to participate in the US Environmental Protection Agency (EPA) Energy Star program.

How we source and use energy contributes toward our overall GHG emissions, and we work to reduce energy use and improve energy efficiency as part of our GHG emissions reduction strategy. Our Energy Efficiency Team sets annual energy efficiency improvement targets and develops and executes plans to achieve year-over-year energy intensity reductions. In addition, the team monitors and tracks progress toward meeting annual internal improvement targets and leverages best practices across our manufacturing operations. Progress in improving energy efficiency in 2020 was limited due to pandemic-induced resource constraints. We will begin tracking energy reduction programs in 2021 in pursuit of our internal intensity reduction target and should see full realization of these measures in 2022.

Total nonrenewable fuel consumption by fuel type[1] (MWh[2])	2018	2019	2020
Coal	608,000	708,000	583,000
Diesel	114,000	115,000	79,000
Fuel oil 1, 2	1,000	0	0
Fuel oil 5, 6	0	0	0
Gasoline	11,000	11,000	8,000
Kerosene	35	13	28
Liquefied petroleum gas	19	71	62
Natural gas	4,829,000	4,236,000	4,078,000
Propane	119	157	287
Toluene	113,000	85,000	95,000
Off-gas	325,000	280,000	317,000
Total nonrenewable fuel consumption	**6,001,000**	**5,435,000**	**5,160,000**
Percent nonrenewable fuel in total fuel mix	98%	99%	99%
Chemours-only total nonrenewable fuel consumption[3]	4,712,000	4,291,000	4,138,000

[1]Includes total fuels consumed to support Chemours activities and to provide services for tenants co-located at Chemours sites.
[2]Megawatt-hour
[3]Excludes fuels used to generate electricity and steam for site tenants.

Total fuel usage was flat in 2020 when compared to 2019. However the makeup of our fuels shifted as we implemented projects to help transition to lower carbon or renewable sources of fuel for our sites. For example, we converted from heavy oil (#5 and #6) consuming equipment to natural gas in 2017, and we are currently working to replace our remaining coal-powered boilers with natural gas-powered boilers in Washington Works, West Virginia. Also, our Mechelen, Belgium site pursued renewable energy solutions and converted to using 100% carbon-neutral natural gas that includes Gold Standard Verified Emissions Reductions for voluntary climate action. The project was completed May 2020, and the site expects to see first full-year emissions reduction credits in 2021.

Total renewable fuel consumption by fuel type (MWh)	2018	2019	2020
Biogas/landfill gas	96,000	79,000	95,000
Total renewable fuel consumption	**96,000**	**79,000**	**95,000**
Percent renewable fuels in total fuel mix	2%	1%	2%

The observed decrease in biogas/landfill gas consumption in 2019 was due to issues with landfill gas quality during the first quarter and reduced steam demand at lower production rates. The site worked with the landfill operator to correct the landfill gas quality issues experienced in early 2019, and supply returned to normal in 2020.

Purchased steam consumption[1] (MWh)	2018	2019	2020
Total purchased steam	**2,446,000**	**2,365,000**	**2,190,000**
US purchased steam	1,457,000	1,534,000	1,286,000
Outside-the-US purchased steam	989,000	831,000	904,000

[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] (MWh)	2018	2019	2020
Self-generated electricity—nonrenewable	**5,000**	**0**	**0**
Percent self-generated	0.3%	0%	0%
US	0	0	0
Outside the US	5,000	0	0
Purchased electricity	**1,572,000**	**1,513,000**	**1,583,000**
US	1,231,000	1,174,000	1,234,000
Outside the US	341,000	339,000	349,000
Renewable electricity	87,000	80,000	102,000
Nonrenewable electricity	1,485,000	1,433,000	1,481,000
Total electricity used (self-generated plus purchased)	**1,577,000**	**1,513,000**	**1,583,000**
Renewable	87,000	80,000	102,000
Percent renewable	6%	5%	6%
Nonrenewable	1,490,000	1,433,000	1,481,000
Percent nonrenewable	94%	95%	94%
US electricity used	1,231,000	1,174,000	1,234,000
US renewable	70,000	73,000	79,000
US nonrenewable	1,161,000	1,101,000	1,155,000
Outside-the-US electricity used	346,000	339,000	349,000
Outside-the-US renewable	17,000	8,000	23,000
Outside-the-US nonrenewable	329,000	331,000	326,000
Percent purchased from grid	78%	73%	73%
Percent direct purchased from local provider	22%	27%	27%
Intensity (MWh per metric ton sales product)	0.79	0.91	0.95

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

Our current renewable electricity consumption is a function of the generation mix of the utilities that supply our sites with power. Year-over-year increases in renewable electricity are primarily due to our increase in purchased electricity from sites in regions with higher grid percentages of renewable power. The Renewable Energy Team tracks our global renewable power consumption and is continuously exploring cost-effective technology options for on-site energy generation, purchased renewable energy, or renewable energy credits. In 2020, our team pursued renewable energy solutions at our site in Mechelen, Belgium, converting the site's electricity supply to 100% wind-powered electricity. The project was completed in May 2020, and the site expects to see first full-year emissions reduction benefits in 2021. The team is also pursuing a solar power opportunity for our site in Florida and expects the project to go live in 2021.

Sold electricity, heating, cooling, and steam (MWh)	2018	2019	2020
Electricity sold	7,000	0	0
Steam sold	1,282,000	1,144,000	1,022,000

Total energy consumption is defined as the sum of purchased electricity, purchased steam, and fuel used by Chemours operations, including fuel used to self-generate electricity and steam, minus electricity and steam sold to tenants and other third parties. The observed reduction in 2019 and 2020 total energy consumption, when compared to 2018, is primarily due to lower production volumes in those years. As product demand returns to normal levels, we expect energy consumption to increase relative to 2019 and 2020 consumption levels.

Total energy consumption within the organization[1] (MWh)	2018	2019	2020
Renewable energy	**183,000**	**159,000**	**197,000**
Percent renewable	2%	2%	2%
US renewable energy	166,000	152,000	174,000
Outside-the-US renewable energy	17,000	7,000	23,000
Nonrenewable energy	**8,648,000**	**8,089,000**	**7,809,000**
Percent nonrenewable	98%	98%	98%
US nonrenewable energy	6,510,000	6,287,000	5,876,000
Outside-the-US nonrenewable energy	2,138,000	1,802,000	1,933,000
Total energy consumption	**8,831,000**	**8,248,000**	**8,006,000**
US energy	6,676,000	6,439,000	6,050,000
Outside-the-US energy	2,155,000	1,809,000	1,956,000

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

302-2 ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION

See discussion in section 305-3 on our approach for consumption outside the organization.

302-3 ENERGY INTENSITY

We measure energy intensity per metric ton of sales product and by revenue. Chemours defines sales product at the enterprise level to include all products and co-products produced for sale to third parties. It does not include materials produced on site that we eventually consume on site or transfer as intermediary products for use by other Chemours sites. Year-over-year variations in energy intensity are essentially flat from 2019 to 2020. The slight increase in intensity relative to 2018 is due to differences in production volumes. Our Energy Efficiency Team is working to identify and implement opportunities to improve energy efficiency and reduce intensity.

Energy intensity	2018	2019	2020
Total energy (MWh)	**8,831,000**	**8,248,000**	**8,006,000**
Sales production (metric tons)	2,002,000	1,656,000	1,660,000
Energy intensity (MWh per metric ton of sales product)	4.41	4.98	4.82
Energy intensity (MWh per US dollar revenue)	0.0013	0.0015	0.0016

GRI 305 EMISSIONS

305-1 DIRECT (SCOPE 1) GHG EMISSIONS

Chemours calculates our GHG inventory following the GHG Protocol and includes all sites within our operational control (with one exception, as described in section 302-1, 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 GHG emissions directly 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 US EPA Stationary Emissions Factor database. We sourced 100-year GWPs from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4), 2007.

We report GHG 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 (N_2O), 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.

The tables below present the different emissions categories that make up our total scope 1 emissions and illustrate the interconnection between our 2030 FOC air process emissions reduction goal and our absolute operations GHG emissions reduction goal.

2020 scope 1 emissions by type

	Total FOC emissions (metric tons)	GHG equivalent emissions (metric tons CO_2e)	% of scope 1 emissions
Total scope 1 GHG emissions	**-**	**5,352,000**	**100%**
Energy[1]	-	812,000	15%
Fluorinated process emissions[2]	566	2,939,000	55%
Kyoto Protocol fluorinated gases	225	2,393,000	-
Montreal Protocol fluorinated gases	274	507,000	-
Other fluorinated gases	67	39,000	-
Other process emissions and refrigerant/fugitive emissions	-	1,601,000	30%

[1]Emissions from energy do not include emissions attributed to generating steam for tenants. The total scope 1 emissions from energy including fuels used to generate steam for tenants is 1,019,000 metric tons CO_2e.
[2]Emissions group also covered under CRC goal to reduce fluorinated air process emissions by 99% or greater.

Total direct (scope 1) GHG emissions (metric tons CO_2e)[1]

	2018	2019	2020
US scope 1 emissions	7,581,000	7,073,000	4,766,000
Outside-the-US scope 1 emissions	1,052,000	982,000	793,000
Total scope 1 emissions	**8,633,000**	**8,055,000**	**5,559,000**

Total direct (scope 1) GHG emissions (metric tons CO_2e)[1]	2018	2019	2020
% Emissions covered under regulatory program	99%	99%	99%
% Emissions covered under a regulatory reporting program	99%	99%	99%
% Emissions covered under an emissions-limiting program	6%	5%	10%[2]

[1]2018 data are third-party assured and reported according to GHG Protocol. Includes emissions from generating steam & electricity for tenants.
[2]Includes sites in the EU and Mexico.

In 2020, progress in reducing GHG emissions was largely due to targeted emissions reduction initiatives completed in late 2019 and improved 2020 operational efficiencies at several of our TSS and APM manufacturing sites. In addition, pandemic-related impacts contributed to emissions reductions due to lower production demand in TSS and APM business segments; however, we expect emissions to rebound some as routine operations resume and production volumes return to normal in 2021. HFC-23 and HCFC-22 emissions generated during HCFC-22 manufacturing currently constitute approximately 49% of our 2020 scope 1 GHG emissions and, as described in sections 103-3 and 305-5, we are currently working on capital programs to address these emissions by the end of 2022 and 2024, respectively.

2018 total scope 1 emissions include contributions from a one-time event that is not representative of normal operating conditions. We excluded these one-time contributions (369,000 metric tons CO2e) from our 2018 baseline calculation for our 2030 goal commitment and progress tracking. For more information, refer to section 305-4 and page 27 of our 2018 GRI Index.

305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Scope 2 emissions reflect purchased energy needed to supply our global manufacturing operations with steam and electricity. We calculated these emissions according to the Greenhouse Gas Protocol Scope 2 Guidance, following market-based methods. Where applicable, we use site-specific electricity emissions factors to determine CO_2e emissions. Where site-specific emissions factors are unavailable, we use Energy Information Administration (EIA) CO2e coefficients from state average energy mixes. GWP factors for electricity come from the IPCC Fourth Assessment Report (AR4), 2007. We attribute the slight increase in 2020 indirect scope 2 emissions to increased Titanium Technologies production volumes in 2020 versus 2019.

Total indirect energy (scope 2) GHG emissions (metric tons CO_2e)	2018	2019	2020
Total scope 2 emissions	**1,437,000**	**1,305,000**	**1,356,000**
US scope 2 emissions	962,000	896,000	872,000
Outside-the-US scope 2 emissions	475,000	409,000	484,000

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. Reductions in 2020 total operations emissions are due to changes in scope 1 emissions as discussed in sections 103-3 and 305-1.

Total operations (scope 1 and scope 2) GHG emissions (metric tons CO_2e)	2018	2019	2020
Scope 1 emissions	8,023,000[2]	7,822,000	5,352,000
Scope 2 emissions	1,437,000	1,305,000	1,356,000
Total operations emissions[1]	**9,460,000**	**9,127,000**	**6,708,000**

[1]Operations emissions do not include emissions attributed to generation of steam & electricity for tenants.
[2]2018 GHG emissions adjusted to exclude emissions from a one-time event. See section 305-1 and page 27 of the 2018 GRI Content Index for additional information.

CHEMOURS OPERATIONS GHG EMISSIONS

- Scope 1 FOC Process Emissions
- Scope 1 Other Process Emissions
- Scope 1 Energy Emissions
- Scope 2 Indirect Energy Emissions

305-5 REDUCTION OF GHG EMISSIONS

In 2020 we made significant progress on our 2030 CRC climate goal to reduce operations GHG emissions by 60%, demonstrating a cumulative 29% reduction relative to our 2018 baseline.

Total operations (scope 1 and scope 2) GHG emissions (metric tons CO_2e)	2018 baseline	2020	Progress toward 2030 goal
Total operations emissions[1]	9,460,000[2]	6,708,000	⬢

[1]Total operations emissions do not include emissions attributed to generation of steam & electricity for tenants.
[2]2018 GHG emissions adjusted to exclude emissions from one-time event. The total amount excluded from the one-time event is 369,000 metric tons CO_2e. See page 27 of the 2018 GRI Content Index for additional information.

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

GHG reductions are the result of our continuing efforts to transition from high carbon-intensive fuels to low-carbon-intensive options, efforts to increase purchased renewable energy, and actions taken in 2019 and 2020 to reduce process air emissions of FOCs.

Looking forward, we are setting annual internal energy efficiency improvement goals in our manufacturing operations, continuing to identify opportunities to source more electricity from renewable energy sources, and continuing to investigate additional solutions in support of our climate and air emissions CRC goals. Several large capital projects are planned to deliver significant emissions reductions over the next five years, including completing the boiler conversion project at Washington Works, West Virginia, and efforts to reduce HFC-23 and HCFC-22 process emissions at Louisville, Kentucky, by year-end 2022 and 2024, respectively. For more about our emissions reduction initiatives, see sections 103-3 and 305-7.

305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

Our impact on GHG emissions extends beyond the emissions from our manufacturing operations and use of purchased energy. Our activities connect to various sources of indirect (scope 3) GHG emissions that occur along our value chain, such as the GHG emissions generated to produce the goods we purchase and by how our customers and their customers use our products. 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, CH_4, HFCs, and other fluorinated compounds with GWPs in our calculation of scope 3 GHG emissions. We sourced GWPs for sold products from the IPCC Fourth Assessment Report (AR4), 2007; purchased goods, services, transportation, and distribution life cycle assessment (LCA) emission factors from Ecoinvent3; and fuel and energy-related activities from Argonne National Lab.

Scope 3 indirect emissions (million metric tons CO_2e) by category and percent of total

	2018 emissions	2019 emissions	2020 emissions	2020 % of total
Total scope 3 emissions	**164.9**	**154.6**	**140.2**	**-**
Category 1: purchased goods and services	8.35	7.56	6.18	4%
Category 2: capital goods	0.14	0.16	0.08	<1%
Category 3: fuel and energy-related activities (not included in scope 1 or 2)	0.33	0.29	0.27	<1%
Category 4: upstream transportation and distribution	0.48	0.42	0.33	<1%
Category 5: waste generated in operations	0.02	0.03	0.02	<1%
Category 6: business travel	0.01	0.01	de minimis	–
Category 7: employee commuting	0.01	0.02	de minimis	–
Category 8: upstream leased assets	0.03	0.03	0.03	<1%
Category 9: downstream transportation and distribution	0.44	0.40	0.32	<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	–
Category 11: use of sold products	154.7	145.2	132.6	95%
Category 12: end-of-life treatment of sold products	0.30	0.29	0.21	<1%
Category 13: downstream leased assets	Does not apply	Does not apply	Does not apply	–
Category 14: franchises	Does not apply	Does not apply	Does not apply	-
Category 15: investments	0.12	0.16	0.14	<1%

2020 scope 3 indirect GHG emissions are slightly lower than 2019 due to decreases in category 1 purchased raw material emissions and category 11 emissions from sold refrigerant products. Chemours classified category 6 business travel and category 7 employee commuting emissions as de minimis in 2020 after each contributed less than 0.01% of our total scope 3 footprint for the two prior consecutive years. Furthermore, we expect both business travel and employee commuting emissions to be significantly lower in 2020 due to social distancing and travel restrictions related to the COVID-19 pandemic response.

Chemours is committed to developing products and processes that offer emissions reductions benefits to our customers by providing market options to 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 2020, Opteon™ sales helped prevent 28 million metric tons of CO_2e emissions from being released to the atmosphere by replacing refrigerants with much higher GWPs.

GHG accounting for product avoided emissions benefits (million metric tons CO_2e)	2018	2019	2020
Product avoided emissions	34	27	28

The vast 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 US American Innovation and Manufacturing 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.

305-4 GHG EMISSIONS INTENSITY

We normalize our total operations (scope 1 and scope 2) GHG emissions by sales product and by revenue. Chemours defines sales product at the enterprise level to include all products and co-products produced for sale to third parties. It does not include materials produced on site that eventually get consumed on site or transferred as intermediate products for use by other Chemours sites.

In 2020, we made progress reducing total GHG emissions and GHG emissions intensity; largely due to reductions in FOC process air emissions. Read more about these reductions in sections 103-3, 305-5, and 305-7.

Scope 1 and 2 GHG emissions intensity	2018	2019	2020
Total scope 1 and 2 GHG emissions (metric tons CO_2e)[1]	9,460,000[2]	9,127,000	6,708,000
Sales production (metric tons)	2,002,000	1,656,000	1,660,000
Revenue (million US dollars)	$6,638	$5,526	$4,969
Metric tons CO_2e per metric ton of sales product	4.73	5.51	4.04
Metric tons CO_2e per US dollar revenue	0.0014	0.0017	0.0013

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

305-7 NITROGEN OXIDES (NO_x), SULFUR OXIDES (SO_x), AND OTHER SIGNIFICANT AIR EMISSIONS

Through our issue assessment process, our stakeholders told us air process emissions of FOCs were the most significant air emissions for us to address. In response, we set a 2030 CRC goal to reduce these emissions by 99% or greater (read more in section 303). 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, report select air emissions data to inform our local community stakeholders.

Air emission type (metric tons)	2018	2019	2020
NO_X	1,700	1,900	1,000
SO_X	1,800	1,800	1,000
VOC[1]	3,000	2,300	2,000
HAP[2]	1,800	1,600	1,700
FOC	1,082	986	566

[1]Volatile organic compound.
[2]Hazardous air pollutant. US sites only.

We made substantial progress toward our 2030 CRC goal in 2020, reducing air FOC process emissions by 516 metric tons or 48% from our 2018 baseline. In December 2019, we successfully completed construction and startup of a thermal oxidizer at our Fayetteville, North Carolina, facility. Verification testing completed in 2020 confirmed that we reduced overall FOC air process emissions from the Fayetteville site thermal oxidizer by 99% when compared to the 2018 baseline. Abatement projects implemented in 2019 at our sites in the Netherlands and West Virginia also contributed toward observed 2020 reductions. We are also taking action to reduce OC process emissions at other manufacturing facilities in our global portfolio. In 2020, we installed additional abatement systems at our Parlin and Chambers Works sites in New Jersey, and utilized existing abatement systems to further reduce emissions at our El Dorado site in Arkansas. In addition, pandemic-related impacts also contributed to emissions reductions due to lower production demand in TSS and APM; however, we expect emissions to rebound some as routine operations resume and production volumes return to normal in 2021.

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. Additionally, we are exploring both best available technologies and new technology options to further reduce FOC process emissions. We continue to evaluate the effectiveness of our FOC process emissions abatement work through direct measurement and refined engineering estimates of emissions sources as we progress mitigation programs. Read more about FOC process emissions reduction projects in section 303.

NO_X, SO_X, volatile organic compound (VOC), and hazardous air pollutant (HAP) emissions remained relatively flat over the past three years. We attribute the slight reductions in VOC concentrations to decreased production rates, not specific abatement activities. While 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&CR policy. Our largest opportunity to make reductions is our program to phase out our use of coal and other emissions-intensive fuel sources. We are currently converting coal-fired boilers to natural gas-fired boilers at our Parkersburg, West Virginia, site. We expect further reductions in NO_X and SO_X emissions when we complete that work in early 2021. In addition, we are planning to install a sulfur dioxide scrubber at another site by the end of 2023, reducing SO_X emissions at that site by a projected 85%.

Water

SDG 6 SDG 8 SDG 12 SDG 14

GRI 303 WATER

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

More than 2 billion people across the globe are living with the risk of reduced access to clean, freshwater resources, and by 2050, at least one in four people is likely to live in a region affected by chronic or recurring shortages of freshwater (UN Water). Access to adequate quantities of clean freshwater is vital to our communities, operations, and supply chain. As global average temperatures continue to increase, we can expect more droughts and extreme weather events to create water-related risks for our company and people all along our value chain.

Responsible growth is central to our future success, and we balance that growth with a commitment to responsibly steward 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 or reduce quantity of our discharged water to meet our stakeholders' expectations. We align our water stewardship approach with the targets of the United Nations Sustainable Development Goals (UN SDGs), in particular with SDG 6—Clean Water and Sanitation (targets 6.3, 6.4, and 6.5) and SDG 12—Responsible Consumption and Production (targets 12.4 and 12.6), and to a lesser extent with SDG 8—Decent Work and Economic Growth (target 8.4) and SDG 14—Life Below Water (target 14.1).

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

Our approach to water stewardship begins with our commitment to protecting the environment by doing what we think is right—not just what regulations require—and with listening to what is important to our stakeholders. Our neighbors and surrounding communities expect us to treat our shared water resources with respect. We use feedback from stakeholder engagement activities and input collected through our annual issue prioritization work to identify the water topics our stakeholders care about. Through these activities, we learned that water quality and chemical emissions to water are the most important water stewardship issues for us to address. Read more about stakeholder engagement in sections 102-43, -44, and section 413, and about issue prioritization in section 102-46.

In response, we set our 2030 CRC water goal, focusing on the process emissions most important to our local stakeholders—FOCs. We commit to:

- Reduce water and air FOC process emissions 99% or greater by 2030 versus our 2018 baseline emission levels

We act on our goal through our FOC Process Emissions Reduction Team, which developed and continues to refine our FOC process emission inventory and implementation roadmap to achieve the 2030 goal. The team also tracks and reports annual progress toward reducing these emissions. The roadmap includes site-specific initiatives for emissions treatment using known abatement technologies combined with an aggressive research program to explore new innovative methods and/or closed-loop manufacturing options to further progress our goal. Read more about our approach for air emissions in section 305.

We recognize our stakeholders care about more than just our FOC emissions. Each individual watershed in which we operate has its own local context for the water quality and use needs of its stakeholders. We design our overall water stewardship approach to individually assess each watershed's concerns, including water stress considerations, and tailor our actions to address local stakeholder needs—including our own. Both water quality and water use are important components of how we manage water resources at our manufacturing facilities, and our water stewardship approach considers both aspects.

Water quality

Our stakeholders identified water quality as our highest priority. In response, we currently 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 next focus our efforts on protection, working to prevent 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. Our 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 reoccurrences. Read more about how we work to prevent spills and incidents in section 307.

Lastly, we focus on continuous improvement. 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 are completing comprehensive sustainability assessments at each of our manufacturing facilities, inventorying their emissions and measuring their performance against our 2030 goals. These assessments help us evaluate our manufacturing operations within the context of the surrounding community and environment to identify new opportunities to improve the performance of our manufacturing operations and the quality of our discharged water effluents. Where we identify data gaps or improvement initiatives, we develop action items and management plans. After the initial assessment is completed, we periodically survey the site to monitor progress on implementing improvements and identify new opportunities to improve our operations and the quality of our wastewater effluents. Our CSO, VP EHS sponsors the operations sustainability assessments and reports on progress to the CET.

In addition, Chemours is starting a new initiative in 2021 to collect conventional water quality data, such as total organic carbon, nitrate, ammonia, and total dissolved solids, on our discharges to surface waters consistently across all of our manufacturing facilities. We plan to include this information in the 2021 CRC report.

Water use

When we consider water stewardship, we think about responsible management of both water quality and water quantity. Our operations require water for potable uses, final product formulations, manufacturing process water, and cooling our process equipment—known as non-contact cooling water because the water does not encounter process materials. We monitor our 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 in which we operate has its own local context for water availability and the needs of its stakeholders. We incorporate these data into our operations sustainability assessments, along with local stakeholder feedback, to better understand local watershed conditions, including risks for both surface water and groundwater uses. We then determine the need for a site-specific water stewardship plan, including site water use reduction goals, as part of the recommended actions developed during each facility's operations sustainability assessment. For example, through Minerals Operations' robust community outreach program, we have prioritized stakeholder concerns about the possible effects of mining on surface and groundwater resources. For the issues of greatest concern, we are sponsoring independent research by local university faculty to better understand the local and regional hydrology, improve mine water management, and minimize impacts to aquatic ecosystems.

Governance

Our water stewardship sponsor is accountable for monitoring external trends connected to the issue, assessing water-related opportunities and risks, setting water strategy, chartering programs to advance water initiatives, and providing regular updates to the CRLT. The water stewardship sponsor works with the FOC process emissions goal leader to develop enterprise-wide plans to achieve the 2030 CRC water goals, establish metrics and track performance, and work with our business segments to identify and pursue programs to reduce FOC process emissions at our operations sites. Ultimately, line leadership, with assistance from the goal leader and CRLT sponsor, is accountable for successful goal program execution. The water stewardship sponsor also works with the CSO, VP EHS and the business operations vice presidents to complete site operations sustainability assessments, and review and track annual progress toward implementing identified actions. Read more about our CRLT governance process in sections 102-18 and 102-19.

Our water stewardship and FOC emissions reduction actions are guided by the Responsible Care® principles and our environmental, health, safety, and corporate responsibility (EHS&CR) policy, and are governed by our EHS management system. The EHS management system embodies a continuous improvement philosophy that drives our efforts to reduce our impacts, manage compliance across our 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 our communities at our operating sites. Read more about our EHS management approach in section 403 and our environmental compliance performance in section 307.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

We evaluate the effectiveness of our water stewardship management approach through internal audits of our EHS management system as described in section 403, by completing sustainability assessments of our operations, and by measuring progress toward achieving our FOC process emissions goals. In 2020, Chemours completed initial baseline sustainability assessments at two facilities in 2020 bringing the total to approximately 40% of our planned assessments. These assessments include evaluation of water quality, use, and stress at each site. The outcome of these assessments includes plans for additional evaluation of process emissions and further engagement with stakeholder communities. We also upgraded our process by improving and streamlining our methods, revamping our training documents, and incorporating the action item tracking into our EHS data management system.

Fluorinated organic compounds

In addition to meeting our permit requirements, we have established an industry precedent through our commitment to reduce process water discharges and air emissions of FOCs by 99% or greater by 2030. We are proactively applying this internal discharge requirement across all our manufacturing sites in response to stakeholder interests.

In 2018, we completed a comprehensive inventory of FOC water process emissions to develop the baseline for our 2030 goal. 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. In addition to the startup and operation of the thermal oxidizer at the Fayetteville site, several additional programs have been completed at five Chemours manufacturing sites. These improvements consist of capturing additional emission streams for thermal destruction, installation of adsorption technology for aqueous streams, and recovery projects for reuse in the chemical manufacturing process. In total, Chemours has already achieved a 52% reduction of fluorinated organic process emissions to water when compared to the 2018 baseline.

FOC process emissions (metric tons)

Reduce FOC process emissions to air and water by 99%	2018 baseline	2020	Progress toward 2030 goal
Water emissions[1]	556	266	⬢
Air emissions	1,082	566	⬢

[1]2020 data include 243 metric tons (91%) of FOC process emissions temporarily being captured and sent off-site for deep well disposal.

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

Looking forward, we will continue to advance abatement programs to meet our external FOC process emissions reduction commitments. We are implementing additional interim and final projects at multiple sites and are evaluating the effectiveness of our FOC process emissions abatement work through direct measurement and refined engineering estimates of emissions sources as we progress mitigation programs. To date, we have identified initiatives and existing technologies that we anticipate will result in an 89% reduction. Our teams are exploring both best available technologies and new technology options to further FOC process emissions reductions toward our 2030 goal.

303-1 INTERACTIONS WITH WATER AS A SHARED RESOURCE

At Chemours, we recognize that it is our responsibility to protect water supplies and use them wisely. We monitor our 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 in which we operate has its own local context for water availability and the use 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. Our operations require water for potable uses, final product formulations, manufacturing process, and cooling our process equipment—known as non-contact cooling water because the water does not encounter process materials. Non-contact cooling water may be either single-pass (used one time for cooling before being discharged) or multi-use cooling water (cooling towers are used to remove excess heat to enable recycling cooling water). We typically discharge withdrawn water to nearby surface waterbodies, either directly or through local publicly owned treatment works or other third parties. Consumptive water uses include water contained in products, water discharged through deep well injection disposal activities, evaporative losses in cooling towers, or where the water discharge point is different than the source waterbody.

Our neighbors and surrounding communities expect us to treat our shared water with respect by minimizing the impacts of our manufacturing operations. For us, this means going beyond our legal and regulatory permitted water treatment requirements to address local community expectations now and in the future. We are completing comprehensive sustainability assessments at each of our manufacturing facilities, inventorying their emissions and measuring their performance against our 2030 CRC goals. These assessments also include an analysis of the environmental conditions surrounding the site, such as watershed hydrology and stress (i.e., scarcity) conditions, as well as any gathered feedback from local stakeholders, which helps us further understand local watershed conditions, including surface water and groundwater use risks. The operations sustainability assessments help us identify new opportunities to improve the performance of our manufacturing operations and identify further opportunities to improve how we use water and the quality of our discharged water effluents. We use recommendations and learnings from the operations sustainability assessments to inform manufacturing site strategy to improve operations performance.

The World Resources Institute (WRI) Aqueduct (Version 3.0) screening model and the World Wildlife Fund (WWF) Water Risk Filter (version 5.0) screening tool are key inputs in evaluating local watershed conditions for baseline water stress. Our management approach incorporates watershed baseline stress screening into our operations sustainability assessments for consideration along with site-specific information on local surface water and groundwater uses and concerns. We determine the need for a site-specific water stewardship plan, including site water use reduction goals, through priorities identified at each location from the operations sustainability assessments.

The COVID-19 pandemic curtailed our ability to advance our operations sustainability assessments in 2020. We completed initial baseline assessments at two facilities in 2020 bringing the total to approximately 40% of our planned assessments. Assessments resumed in the latter part of 2020, but ongoing restrictions continue to impact our ability to conduct these assessments. Based on current projections, we continue to expect completion of initial assessments at our remaining sites by year-end 2023. We prioritized assessments at our largest and most complex sites and we are progressing to our smaller 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.

We understand that we operate in a world that demands more from us as a company, and that includes stakeholders in and around the communities in which we live, work, and play. All Chemours manufacturing locations have active community feedback mechanisms in place, with most sites having CABs where members liaise with other community members to share information and collect concerns, provide input to Chemours operations, and help guide our understanding of engagement with their local communities.

The CABs and other stakeholder engagement activities provide valuable input for our operations sustainability assessments to identify the water and other topics most important to our local communities, such as water availability, site water use, and site discharged water quality. In addition, we use feedback from external stakeholders to inform our goal setting process. In 2018, external input, along with input from a panel of NGO experts, helped to develop and refine our 2030 CRC water goal—focusing on the FOC process emissions most important to our local stakeholders. Our current refresh of our issue prioritization assessment reaffirms how important it is to our stakeholders that we continue to improve the water quality of our discharged effluents. Read more about stakeholder engagement in section 413 and the issue assessment in sections 102-46, 47.

The following three examples illustrate how we work with stakeholders to steward water as a shared resource.

Example 1: Our Memphis, Tennessee, facility continues to engage with the local community and conservation group to assess and protect the Memphis sands aquifer—a vital water resource to the region and plant operations. In 2020, Chemours continued its graduate-level scholarship at the University of Memphis Center for Applied Earth Science and Engineering Research (CAESER). Began in 2018, this initiative will further aquifer research in support of more comprehensive public water oversight and policy development. In the summer of 2020, we hired a post-doctoral researcher specifically for this project. The work in the fall 2020 centered around methodology selections. As part of Chemours CRC day in November 2020, the CAESER group presented a webinar entitled "Water Source and Research Goals" which was available corporate-wide. The webinar provided an overview of the Memphis Sands Aquifer and details on the graduate research being conducted with the Chemours grant.

Example 2: Our Fayetteville Works plant in Fayetteville, North Carolina, continues to meet our commitments to the North Carolina Department of Environmental Quality and Cape Fear River Watch, to deliver on the emissions control and remediation commitments made by Chemours in 2018. These commitments are contained in the February 25, 2019, consent order addressing concerns related to detections of FOCs in the Cape Fear River basin. Significant investments—exceeding $100 million—have been made at the site to install state-of-the-art emissions control technology and remediation facilities, including designing, building, and installing a thermal oxidizer, which began operating at year-end 2019. The thermal oxidizer continues to control process emissions at an average destruction efficiency exceeding 99.99%.

Chemours initiated stormwater and non-contact cooling water separation efforts during the annual facility turn-around in October 2020, separating water types to facilitate the stormwater capture and treatment on the site.

We continue to demonstrate our progress at Fayetteville Works in a transparent and collaborative way, as we know that actions are far more powerful than words. We maintain a dedicated web site to publicly share the latest information on our actions, and we continue to engage with the many stakeholder groups and individuals in our community, including elected officials. We provided virtual site updates to community organizations during the COVID-19 pandemic and expect site tours to resume when current COVID-19 restrictions are lifted. In 2020, plant leaders continued to meet virtually with the site's CAB, adding new members to ensure balanced representation and diversity across the three counties of Bladen, Cumberland, and Robeson, North Carolina. This energetic team has productive interactions that lead to a better understanding of community needs and concerns. In 2021, the CAB will be providing essential input for stakeholder engagement plans in the community to support new growth opportunities at the site.

Example 3: Our mining operations in Florida and Georgia engage with local stakeholders to advance water stewardship goals important to each area. In Florida, we worked cooperatively with the Suwannee and St. Johns River Water Management Districts, Bradford County, Florida Department of Environmental Protection (DEP), and Camp Blanding to develop an alternative mine reclamation design to address flooding concerns in areas downstream of the reclamation area. Working closely with Suwannee and DEP, we altered the design to attenuate flooding by rerouting peak flow through the reclamation area. Additionally, with the permitted design, future projects such as aquifer recharge via injection wells could occur by the Suwannee River Water Management District.

We also work with stakeholders in the Keystone Heights area located south of our Florida mine operations to support recharge of the Floridian Aquifer. In coordination with the City of Keystone, Clay County, the Suwannee and St. Johns River Water Management Districts, and the Save Our Lakes Organization, we provide treated wastewater from our facility to the lake system interconnected by Alligator Creek in the region. Since 2005, we have diverted approximately 7,655 megaliters to this water basin for recharge.

Employees of the Chemours minerals operations in Georgia participate in the state's Adopt-A-Stream program, monitoring water quality in surface streams and rivers around the mines and mineral separation plant. We take quarterly water samples, analyze the samples for physical and biochemical parameters, and enter the information in the Georgia Department of Natural Resources Non-Point Source Pollution database, so that we can understand the long-term effects on watersheds of land use, climate, and other influences. The Chemours team participates in training and coordinates sampling with other volunteers from conservation partners such as the Satilla Riverkeeper.

303-2 MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS

Chemours strives for site operations to abide by all local laws and regulations, and all our operating sites are covered by local discharge permit requirements. Local regulations and parameters strictly govern wastewater quality, and set parameters specifically for each receiving waterbody through the discharge permitting process. We monitor our sites' compliance by tracking deviations from regulatory requirements and requiring investigation and improvement actions, as applicable. In addition, we require our manufacturing facilities to assess vulnerabilities to spills and develop management approaches. Read more about our environmental compliance approach and spills reporting in sections 307 and 306-3.

In addition to meeting our regulatory permit requirements, we established an ambitious 2030 CRC goal to reduce air and water process emissions of FOCs by 99% or greater. Both emission types have the potential to impact water quality. We can directly discharge water emissions to surface water systems through manufacturing site effluents, and air emissions can enter both surface water and groundwater systems through atmospheric deposition or rainfall. We proactively apply this 99% reduction target across all our sites with FOC process emissions to water.

303-3 WATER WITHDRAWAL

We understand water use may be important to some local communities, and therefore, report our water use data to inform our stakeholders. We evaluate water use as part of our operations sustainability reviews, with site-specific initiatives and management approaches as applicable. We practice responsible water use across all our global operations and evaluate opportunities to reduce, reuse, or recycle water as part of our continuous improvement approach described in our EHS&CR policy. Reported water withdrawal data do not include water withdrawn for remediation purposes. We will evaluate reporting on this use in the future. We continue to work with our operating sites to improve our water use measurements and refine our site water balances. Overall, water withdrawal intensity has stayed relatively flat from 2018 to 2020 reflecting consistency in water use in manufacturing while total water withdrawals reflect overall production.

Total water withdrawal (megaliters)

	2018	2019	2020
Surface water	192,000	166,000	160,000
Groundwater	33,000	29,000	27,000
Third party	7,000	7,000	7,000
Total water withdrawals	**232,000**	**202,000**	**194,000**
US withdrawals	218,000	190,000	181,000
Outside-the-US withdrawals	14,000	12,000	13,000
Water withdrawal intensity (megaliters per metric ton sales product)	0.12	0.12	0.12

Water stress

We use screening models to help us understand the potential for local baseline water stress conditions. In 2019, we updated our baseline stress screening analysis using the newly released version 3.0 of the World Resources Institute (WRI) Aqueduct screening tool and included version 5.0 of the WWF Water Risk Filter. Both tools identified the same seven sites (two in the US, three in Mexico, and two in Europe) located in watersheds with either high or extremely high predicted baseline stress levels. These sites account for only approximately 4% of Chemours' total water withdrawals and 2% of total Chemours consumptive water use. The results of our baseline water stress screening indicate that a small amount of our total consumptive water use occurs in water stressed areas; however, each individual watershed in which we operate has its own local context for water availability and the use needs of its stakeholders.

We attribute the change in our analysis between 2018 and 2019 to updated model data sets and improved resolution of the 2019 WRI Aqueduct version 3.0 screening tool versus the previous version. When compared with 2018 results, these improvements in the screening tool resulted in a reduced number and mix of facilities identified in predicted areas of high or extremely high watershed stress.

Water withdrawal from predicted water stressed areas[1] (megaliters)

	2018	2019	2020
Surface water	11,000	8,000	7,000
Groundwater	19	300	400
Third party	2,000	2	37
Total water withdrawals	**13,000**	**8,000**	**8,000**
% Total withdrawal from water stressed areas	6%	4%	4%

[1]Water stress areas was determined using WRI Aqueduct tool version 2.1 in 2018 and version 3.0 in 2019 and 2020.

Water use

Our operations require water for potable uses, final product formulations, manufacturing process, and for cooling our process equipment—known as non-contact cooling water, because the water does not encounter process materials. Non-contact cooling water may be either single-pass (used one time for cooling before being discharged) or multi-use cooling water (cooling towers are used to remove excess heat to enable recycling cooling water).

In addition to supplying our water use needs by new withdrawals, we also explore opportunities to reuse/recycle water, focusing on water use in areas with potential water stress conditions. In 2020, we improved our data collection regarding water use and recognize that our mining sites in Florida and Georgia recycle a significant amount of process water during operations. At these mining and mineral separation operations, groundwater withdrawal is minimized by continually recycling water between the active pit, the wet mill, and the tails pit as we move sand ore around the mine sites and separate the desirable minerals. We eventually return the surficial aquifer water that we withdraw from an active pit into the aquifer via discharge into the tails pit.

In 2020, non-contact cooling water accounted for 36% of Chemours' water use, with recirculating (i.e., reused/recycled) non-contact water accounting for approximately 7% of Chemours' total water use. Total recycled water (including recirculating non-contact water and recycled process water account for approximately 55% of Chemours' total water use. The table below summarizes total water use across Chemours operating sites. The increase in recycled process water in 2020 compared to 2018 and 2019 is due to increased reporting accuracy of recycled process water at our mining sites in Florida and Georgia.

Total water use (megaliters)	2018	2019	2020
Process water	**86,000**	**68,000**	**258,000**
Single pass	80,000	63,000	60,000
Recycled	6,000	5,000	198,000
Non-contact cooling water	**174,000**	**156,000**	**154,000**
Once-through non-contact	142,000	128,000	124,000
Recirculating non-contact	32,000	28,000	30,000
Potable water	**10,000**	**11,000**	**10,000**
Total water use	**270,000**	**235,000**	**422,000**

WATER USE IN 2020

In megaliters per year

Withdrawal*

194,000

Use

422,000

Discharge*

182,000

Surface water	160,000
Ground water	27,000
Third party	7,000

Process water**	70,000
Recycled process	198,000
Cooling Water	
▪ Once-through non-contact cooling water	124,000
▪ Recirculating non-contact cooling water and recycled water	30,000

Surface water	173,000
Deep-well injection	1,000
Third party	8,000

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

303-4 WATER DISCHARGE

Chemours manufacturing sites typically discharge withdrawn water to nearby surface waterbodies, either directly after treatment or through local publicly owned treatment works or other third parties. The following tables summarize water discharge information for 2020. Discharged water is a combination of both process wastewater and non-contact cooling water. In 2020, 85% of our water discharges were to freshwater systems.

2020 Total water discharges (megaliters)

Discharge destination	Total discharge	Freshwater discharge	Other water discharge
Surface water	173,000	146,000	27,000
Groundwater	0	0	0
Third-party	8,000	8,000	0
Deep well injection	1,000	0	1,000
Total water discharges	182,000	154,000	28,000
US water discharges	172,000	151,000	21,000
Outside-the-US water discharges	10,000	3,000	7,000
Discharges in water stress areas[1]	19,000	19,000	0
% Discharges in water stress areas	10%	10%	0%

[1]Learn more about our water management in water stressed areas in section 303-3.

Wastewater effluent quality is strictly governed by local regulatory frameworks, and parameters are set specifically for each receiving waterbody through the discharge permitting process. As a result, wastewater discharge quality is not reported consistently across all sites. However, in early 2021, we begun a new initiative to collect conventional water quality data such as total organic carbon, nitrate, ammonia and total dissolved solids on our discharges to surface waters consistently across all of our manufacturing facilities. We plan to include this information in next year's report.

Compliance with our permitting obligations is tracked through our EHS governance process and standards. Read more about our environmental compliance performance in section 307.

303-5 WATER CONSUMPTION

Consumptive water uses include water contained in products, water discharged through deep well injection disposal activities, evaporative losses in cooling towers, or where the water discharge point is different than the source waterbody (e.g., discharging groundwater or potable water to surface water). Cooling tower evaporative losses and consumption from product manufacturing are estimated using site-specific methodology due to differences in site manufacturing technologies. Water consumption decreased slightly from 2019 to 2020 continuing the 2018 to 2019 trend due to decreases in production at specific sites.

Water consumption (megaliters)

	2018	2019	2020
Total consumption	**52,000**	**45,000**	**43,000**
Consumption in water stressed areas[1]	2,000	1,000	1,000
% Consumption from water stressed areas[1]	4%	2%	2%

[1]Learn more about our water management in water stressed areas in section 303-3.

Waste

SDG 8 SDG 12 SDG 15

GRI 306 EFFLUENTS AND WASTE

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

Chemours transforms raw materials and natural resources into the essential chemicals and products needed to improve the lives of people and support global population growth and urbanization. Our stakeholders expect us to responsibly manage the way we produce goods and dispose of our waste, which is not only good for the environment, it also reduces operating and compliance costs and makes good business sense. Efficiently using our planet's shared natural resources and how we manage waste are integral to our responsible chemistry approach and our efforts to reduce our ecological footprint in support of the broader global agenda outlined in the UN SDGs.

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

Chemours is committed to improving our resource-use efficiency, acting on opportunities to reduce our waste volumes, encouraging our employees to reduce their own waste footprint, and enhancing the circular economy throughout our value chain. In addition to taking practical, cost-effective actions to reduce waste as we grow our operations, we will also consider making capital investments when needed to improve our manufacturing processes and reduce waste generated at our sites.

We demonstrate our commitment by aligning our waste management efforts with the targets of the UN SDGs, in particular with SDG 12—Responsible Consumption and Production (targets 12.4, 12.5, and 12.6) and SDG 15—Life on Land (targets 15.3, 15.5, and 15.8), and, to a lesser extent, with SDG 8—Decent Work and Economic Growth (target 8.4).

Our approach follows a waste management hierarchy designed to minimize the impact of wastes and emissions on the environment. We first work to eliminate generating waste or emissions through improved process design, plant operations, and maintenance. This includes engaging each of our business segments, as well as our R&D community, to identify opportunities to redesign processes or generate less waste, where possible. If we cannot design the waste out of our processes, we seek opportunities to creatively reuse or recycle materials, exploring how our wastes could become raw materials for others in a circular economy.

Finally, when there is no other option but disposal, we classify, handle, and dispose of our hazardous and non-hazardous waste in accordance with local government regulations. Waste management activities occur at both Chemours and non-Chemours facilities, and we have specific requirements for waste transferred to non-Chemours facilities, including periodically auditing these facilities. Our internal standards and procedures guide our waste management efforts to ensure we safely send our waste for disposal only after considering other options. We are identifying alternate disposal outlets for our waste, including increasing the use of deep disposal wells for underground waste injection, which a US EPA analysis supports.

Currently, disposal is the best option we have for managing a significant percentage of our waste stream. However, we will continue to investigate alternatives both to reduce total waste generated and for beneficial waste reuse, as evidenced by us contracting a third-party partner to identify possible outlets for the remaining solids from a deep disposal well at one of our sites. We are encouraging every part of our company to rethink our waste management strategies in an effort to reduce our landfilling impact on land and habitat.

We follow a rigorous waste accounting process at our manufacturing sites—measuring and tracking our production wastes, chemical wastes, and business wastes by quantity, material type, and disposal method. Through this process, we learned that landfilling makes up the single largest component of our waste disposal activities, with most of our manufacturing sites sending waste to a landfill, using either on-site, self-constructed, and managed landfills, or off-site commercial landfills.

Unfortunately, building landfills for waste disposal consumes land, a valuable natural resource that provides habitat to support diverse ecosystems, increases the availability of clean water, and sequesters CO_2. We identified reducing our non-hazardous and hazardous waste landfill footprint as the waste management strategy where we can make the most impact, both on reducing our environmental footprint and potentially reducing operating costs. We balance the responsible growth of our company with a commitment to care for the environment by reducing the landfill volume needed to produce our products and have set a 2030 CRC goal to:

- Reduce our landfill volume intensity by 70% versus our 2018 baseline of 0.39 cubic meter (m3) landfill waste per metric ton (MT) of sales product

Our EHS&CR policy and commitment to the Responsible Care® principles guide our actions and challenge us to continuously reduce impacts from waste, air, and water emissions (read more about our EHS management system in sections 307 and 403). Together, our waste leader and CRLT sponsor set our waste management strategy and targets, provide organizational guidance, and charter programs to advance waste reduction initiatives. Additional information on our corporate responsibility governance process is included in section 102-19.

We chartered several teams to work with our waste leader and sponsor in achieving our goal:

Landfill Waste Reduction Core Team—Composed of representatives from R&D and our business segments, this team 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.

Operations Landfill Improvement Team—Composed of representatives from each manufacturing facility, this team is responsible for creating and implementing plant site CRC waste reduction initiatives and leveraging best practices across our operations network.

Landfill Champions Network—Composed of volunteers from across our operations and office locations, the champions work in concert with the core team and operations improvement team to support waste goal programs.

Our 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.

We also work with our vendors to reduce waste through several endeavors, including reducing the amount of packaging materials sent to us, developing new processes or equipment to reduce landfill intensity, and recycling more waste materials, such as pallets and boxes. In addition, we continually look for product packaging alternatives that our customers can recycle or return to us for reuse. Our product packaging has a direct impact on the amount of waste generated and landfill space used by our customers. As we work to reduce our landfill impact, we are thinking about how we can help our customers reduce their footprint as well.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

We evaluate the effectiveness of our waste management approach as an integrated part of our EHS management system evaluation described in sections 307 and 403. In addition, our waste tracking and data management process includes a critical evaluation of data quality and identifies opportunities to improve our measurement practices.

We have established our Waste Goal Teams and governance process to lay the groundwork for progressing toward our goal. We have also initiated programs to strengthen our waste characterization and measurement practices at our manufacturing sites to support ongoing waste management activities.

We evaluate the effectiveness of our landfill waste management approach effectiveness by monitoring progress toward meeting our 2030 CRC goal and internal interim targets. Our landfill volume intensity increased in 2020 versus our 2018 baseline, mainly due to the shutting down of a co-product facility, the addition of a stabilizing agent, and changes in the ore blend at one of our top landfill sites, which resulted in an overall higher landfill volume intensity for the company. Plans are underway, however, to reduce the intensity at this site in the next five years.

Landfill intensity 2030 goal

Reduce landfill volume intensity by 70%	2018 baseline	2020	Progress toward 2030 goal
Process landfill volume intensity (m^3/MT)	0.35	0.39	–
Business landfill volume intensity (general trash) (m^3/MT)	0.04	0.03	–
Landfill volume intensity (m^3/MT)	0.39	0.42	⬢

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

As our Waste Goal Team begins implementing local improvement efforts, we expect to see modest improvements in our landfill intensity. However, we will need larger capital efforts to show a measurable change in landfill volume intensity due to the inherent nature and waste profile of our TiO_2 production process.

As announced in 2017, we have completed the conversion of our last coal-fired boiler, which is located in Parkersburg, West Virginia, to natural gas, which will eliminate the coal ash landfill waste. We are planning further capital investments for production waste, as well, in the next few years. The landfill waste reduction core team is evaluating new process options with tentative plans for implementation after 2025.

In 2020, our CRC landfill champions created the Power of Small campaign throughout the company to encourage a small activity each month that an employee could perform without too much effort, such as not printing out documents, reading digital magazines versus having them mailed, and bringing a coffee cup to work for reuse.

We are also exploring becoming Green Circle or UL Certified, which would include an in-depth, third-party assessment of our progress, management, and approaches to our landfill use as we move to zero landfill facilities. Four Chemours operating sites are currently zero landfill sites.

In addition, we are exploring opportunities with both customers and suppliers to recover and reuse packaging materials that we formerly landfilled.

306-2 WASTE BY TYPE AND DISPOSAL METHOD

We track and report hazardous and non-hazardous production waste (which includes chemical waste) and general business waste (e.g., general trash) by disposal type and quantities recycled or recovered for beneficial reuse. We saw a decrease in recycled waste in 2020 versus 2019. The approximate 47% decrease in 2020 total waste versus 2019 is due to decreased material usage at our sites from business changes in 2020 driven by the COVID-19 pandemic.

Hazardous waste quantities by disposal method (metric tons)			
	2018	2019	2020
Recycling/reuse	1,000	3,000	1,000
Composting	0	0	0
Recovery (including energy recovery)	1,000	1,000	1,000
Incineration	11,000	14,000	13,000
Deep well injection[1]	388,000	263,000	270,000
Landfill	7,000	9,000	7,000
On-site storage	17	0	0
Total hazardous waste	**408,000**	**290,000**	**292,000**
Hazardous waste intensity (MT/MT sales product)	0.20	0.18	0.18
Outside-the-US hazardous waste	7,000	8,000	7,000
US hazardous waste	401,000	282,000	285,000

[1]Reported on dry-basis.

Non-hazardous waste quantities by disposal method (metric tons)			
	2018	2019	2020
Recycling/reuse	93,000	112,000	59,000
Composting	0	0	0
Recovery (including energy recovery)	4,000	2,000	3,000
Incineration	22,000	12,000	12,000
Deep well injection[1]	11,000	12,000	10,000
Landfill	1,043,000	927,000	933,000
On-site storage	0	0	0
Total hazardous waste	**1,173,000**	**1,065,000**	**1,017,000**
Hazardous waste intensity (MT/MT sales product)	0.59	0.64	0.61
Outside-the-US non-hazardous waste	533,000	450,000	497,000
US non-hazardous waste	640,000	615,000	520,000

[1]Reported on dry-basis.

Total waste quantities by disposal method (metric tons)			
	2018	2019	2020
Recycling/reuse	94,000	115,000	60,000
Composting	0	0	0
Recovery (including energy recovery)	5,000	3,000	4,000
Incineration	33,000	26,000	25,000
Deep well injection[1]	399,000	275,000	280,000
Landfill	1,050,000	936,000	940,000
On-site storage[1]	17	0	0
Total waste	**1,581,000**	**1,355,000**	**1,309,000**

Total waste quantities by disposal method (metric tons)	2018	2019	2020
Total waste intensity (MT/MT sales product)	0.79	0.82	0.79
Outside-the-US waste	543,000	461,000	506,000
US waste	1,038,000	894,000	803,000

[1]Reported on dry-basis.

When measuring our landfill intensity, Chemours considers only manufacturing waste generated as part of our routine operations, including production/chemical waste and business waste/general trash. We do not include waste generated as part of a one-time event, such as construction activities, which may vary widely year-over-year and are not directly connected to our manufacturing operations. For 2020, our manufacturing waste volume sent to landfills was 692,000 m^3.

Landfill volume by type (m^3)	2018 (m^3)	2019 (m^3)	2020 (m^3)
Production waste	697,000	636,000	648,000
Business waste (general trash)	76,000	47,000	44,000
Landfill manufacturing waste	**773,000**	**683,000**	**692,000**
One-time event waste	39,000	59,000	1,000
Total landfill waste	**812,000**	**742,000**	**693,000**

Landfill volume quantities for 2020 were calculated using measured waste quantities and site-specific waste density information. Landfill volume increased in 2020 versus our 2018 baseline, mainly due to the shutting down of a co-product facility, the addition of a stabilizing agent, and changes in the ore blend at one of our top landfill sites, which resulted in an overall higher landfill volume for the company. Landfill volume intensity is calculated on a per unit sales product basis.

In 2020, our landfill volume intensity was 0.42 m^3/MT of sales product. Although 2020 landfill volume intensity appears to increase versus 2019, much of this increase was due to changes in raw materials and variations in manufacturing efficiencies due to lower production volumes at our TiO_2 production facilities. As we begin to implement landfill waste reduction programs and production volumes return to normal rates, we expect the intensity to decrease.

Total landfill volume (m^3)	2018	2019	2020
Hazardous landfill volume (m^3)	6,000	11,000	8,000
Non-hazardous landfill volume (m^3)	767,000	672,000	684,000
Total landfill volume (m^3)	**773,000**	**683,000**	**692,000**
Landfill volume intensity (m^3/MT)	0.39	0.41	0.42

306-4 TRANSPORT OF HAZARDOUS WASTE

Chemours follows 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 (e.g., 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.

Hazardous waste transported	2018	2019	2020
Hazardous waste transported[1] (MT)	13,000	19,000	16,000
Hazardous waste imported (MT)	0	0	0
Hazardous waste exported (MT)	0	0	0
Hazardous waste treated (MT)	13,000	19,000	16,000

[1]Transported waste includes any waste materials that are moved off-site.

Percentage of hazardous waste shipped internationally	2018	2019	2020
Waste shipped internationally	0%	0%	0%

306-INDICATOR PACKAGING WASTE

Our product packaging directly impacts the amount of waste generated and landfill space used by our customers. As we work to reduce our landfill impact, we aim to also reduce our customers' landfill impact as well. We continually look for packaging alternatives that our customers can recycle or return to us for reuse.

In 2020, we shipped 46% of our products to our customers in packaging that was either reusable or recyclable. 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 (FIBC-D), plastic drums and pails, and metal drums.

Percent of products sold in reusable or recyclable packaging	2018	2019	2020
Titanium Technologies	39%	41%	39%
Thermal & Specialized Solutions	75%[1]	77%[1]	51%
Advanced Performance Materials	N/A	N/A	17%
Chemical Solutions	50%	66%	80%
Chemours total	47%	48%	46%

[1]Reflects percent of products sold in reusable and recyclable packaging for TSS and APM combined. Individual business breakdown not available for 2018 and 2019 data.

For additional information on our hazardous waste accounting methodology and governance of solid waste emissions, refer to the waste section in our 2020 CRC report.

Land Use and Biodiversity

GRI 304 BIODIVERSITY

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

At Chemours, we strive to be good stewards of the lands we own and lease to support our operations. We align our approach to managing land use and biodiversity with the UN SDGs, in particular SDG 15—Life on Land (targets 15.1 and 15.5) and to a lesser extent SDG 12—Responsible Consumption and Production (targets 12.2, 12.4, and 12.5), SDG 14—Life Below Water (targets 14.2 and 14.5), and SDG 17—Partnerships for the Goals (targets 17.16 and 17.17). Protecting and restoring natural habitats helps increase availability of clean water in watersheds, provides protection from the impacts of severe weather events, enhances natural carbon dioxide sequestration processes, and supports rich, diverse ecosystems and their services.

Chemours land holdings fall into several categories including operational footprint, former operating sites (remediation sites), and open, undeveloped space. Our operational footprint includes chemical manufacturing operations and mineral mining operations. These varying uses affect the lands in different ways. Chemical operations have a smaller land use footprint than mining operations, but these activities occur over an extended period, potentially spanning many decades. Mining operations, on the other hand, impact a larger land footprint with substantial temporary impacts on land, water, and biological resources. These operations take place over a much shorter timeline, allowing restoration to begin quickly thereafter. Following the acquisition of Southern Ionics Minerals in 2019, Chemours expanded our heavy mineral sand mine operations in Georgia and Florida. As mining potentially has a more substantial impact on the land than our chemical manufacturing plants, much of the information shared in this report is focused on these mining operations.

Chemours is committed to returning former operating sites to beneficial reuse based on conditions of the site, stakeholder input, and needs for the surrounding communities. This can include redevelopment opportunities, sustainable land practices, habitat restoration and enhancement, and managed open space for employee and community enjoyment.

At several of our land holdings, there are large areas of open space supporting natural habitats and recreational activities. Through our CRC vibrant communities goal, and with the help of external partners, sites have established programs and activities that support STEM education, enhance natural habitats, promote native species, and encourage employee and community engagement.

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

Chemours manages lands that support current and past manufacturing operations in addition to lands we manage for mining. 2019 was the first year we provided data on land use. In 2020, Chemours established a Land Use and Biodiversity Team to evaluate our current approaches to land use and identify upgrades and improvements that can be made to further support biodiversity. We planned this initiative for completion in 2021, which will include the development and implementation of a land use and biodiversity policy. This policy will provide all sites with a framework to support decision-making processes with respect to land use/reuse and biodiversity.

The Land Use and Biodiversity Team is also tasked with updating our land use inventory for owned and leased lands to better understand our current footprint and define our land use categories in a consistent approach. This effort will enable us to assess biodiversity on our lands and identify our connectivity to natural and cultural resources within the surrounding communities.

All development activities that support or expand operations at our chemical manufacturing and mining sites are conducted in accordance with local laws and regulations to assess and mitigate potential impacts on habitat and biodiversity resources. Examples of typical actions include completing an environmental site assessment (ESA) and implementing plans to mitigate potential impacts on biodiversity based on the ESA findings. Our business segment line organizations manage responsible manufacturing and mining development activities as part of our business strategy. (Read more about our governance processes in sections 102-18 and 102-19). In addition to our business-led efforts, many facilities have active, employee-led environmental stewardship teams to advance projects that enhance habitat and biodiversity at their local sites as described in section 304-3.

Our Titanium Technologies business segment operates mineral sands mining and separation operations in Florida and Georgia to supply our facilities with titanium dioxide mineral feed and recover other valuable mineral products. Much of the land that Chemours mines is leased from private individuals and corporations. During mining operations, a succession of mine pits is opened within the overall mine footprint. Each mine pit is open for approximately one month and then excavation of the next pit begins. Reclamation of each pit begins as soon as excavation moves to the next pit. We are committed to leaving each mining site in a similar or better shape than when we arrived, and we strive for continuous reclamation so that mined areas are reclaimed and returned to productive land use as soon as possible.

At the earliest stages of mine planning, we complete a multidisciplinary environmental analysis to avoid, minimize, and/or compensate for environmental impacts. This analysis includes identification of sensitive terrestrial and aquatic resources, including wetlands and habitats, and species of state and federal concern. Initial screenings and intensive field surveys follow established protocols of the Florida Fish and Wildlife Conservation Commission, Florida DEP, Georgia Department of Natural Resources, the US Fish and Wildlife Service, and the US Army Corps of Engineers. Our approach involves classifying current land use and land cover, reviewing element occurrence records for state and federal species of concern, making effects determinations for each species, analyzing mine options for avoiding sensitive habitats and species, developing impact mitigation strategies, and obtaining permits or otherwise coordinating with relevant agencies. In addition to assessing sensitive natural resources that may be impacted by mining, we conduct comprehensive cultural resource surveys of proposed mine sites. We identify archeological and historic resources to determine eligibility of listing on the National Register of Historic Places and develop plans, as appropriate for each resource, to avoid and minimize impacts. Chemours also collects a wide range of information on surface water and groundwater conditions and water quality to establish a baseline for understanding impacts of mining and success of reclamation efforts.

Before mining operations begin, Chemours submits surface mining land use plans to the state, via either the Florida DEP or the Georgia Department of Natural Resources. These plans provide a description of the proposed mining activities and schedule, and include reclamation plans for disturbed areas, including mine infrastructure such as tailings ponds. Permits are made available to the public through the respective state permitting process.

Once mining activities are completed, we manage reclaimed areas until the land surface is stabilized and permanent vegetation is established. Afterwards, the areas may be inspected by state regulators and released from the surface mining permits. For leased lands reclaimed as upland pine forest, no additional monitoring is required after the lands are released from the surface mining permit. Areas reclaimed as wetlands may require several years of additional monitoring as a condition of a Clean Water Act permit.

We regularly report the amount of land permitted for mining, disturbed by mining, and reclaimed, submitting annual reports to the Florida DEP and the Georgia Department of Natural Resources, and 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 biodiversity, 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. Additionally, we partner with academic researchers and wildlife resource managers to support local and regional conservation efforts.

Chemours is a member of the Forest Landowners Association; however, we are not directly involved in forest management in connection with our mining activities since much of the land on which Chemours mines is leased from private individuals and corporations. The forest products corporations from which we lease mineral rights actively manage their lands for sustainable forest production and are certified by the Sustainable Forestry Initiative.

In addition to state and federal environmental regulations and permits, Chemours is investigating opportunities to obtain independent third-party certification for responsible mining. Responsible mining assurance can complement our Corporate Responsibility Commitment while addressing customer supply chain concerns. Responsible mining assurance assesses a range of social and environmental aspects of our operations, with a focus on land and water management and biodiversity. The process of examining options for responsible mining assurance was initiated in 2020.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

See sections 304-2 and 304-3 for discussions on the progress we are making.

304-1 OPERATIONAL SITES OWNED, LEASED, OR MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

We estimate Chemours owns and manages nearly 17,500 acres of land globally that are used to either support current manufacturing operations or were former operating sites, and we lease approximately 300 acres for offices, technical centers, and distribution facilities. We estimate 34% of our total owned acreage has been developed to support current or past manufacturing operations (including capped and closed landfills) and 66% remains undeveloped and not directly involved in manufacturing activities. These undeveloped land areas include buffer lands, wetlands, and waterways. We provide information describing our land management and use practices for our leased mining lands in sections 304-2 and 304-3.

The table below summarizes our global distribution of Chemours managed land.

Land portfolio on December 31, 2020

Location	Operation type	Total acres	Owned acres	Leased acres
Manufacturing operations				
US and Canada	Manufacturing	12,481	12,358	123
US and Canada	Office, Lab, Distribution	152	6	146
US and Canada	Former operating site	3,866	3,866	0
Asia-Pacific	Manufacturing	99	99	0
Asia-Pacific	Office, Lab, Distribution	6	0	6
Europe	Manufacturing	18	16	2
Europe	Office, Lab, Distribution	3	0	3
Latin America	Manufacturing	1,186	1,182	4
Latin America	Office, Lab, Distribution	1	0	1
Latin America	Former operating site	17	17	0
Total acres	–	17,829	17,544	285
Percent developed	–	36%	35%	100%
Mining operations				
US and Canada	Mining	44,326	17,098	27,228

Many of our sites are located within 10 kilometers of culturally significant sites (e.g., UNESCO sites or National Historic Places) or near conservation areas. Additionally, many sites are located along significant waterways (e.g., the Delaware River) and regional or international migration pathways that support a variety of species, including migrating shorebirds and spawning and migrating fish. The Land Use and Biodiversity Team will complete an assessment of cultural significant sites and biodiversity value near our sites in 2021.

304-2 SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY

Chemours strives to be a responsible steward of the lands we use to support our mining operations and our chemical manufacturing sites. The impacts from these operations vary both temporally and by significance of impact, with our mining operations accounting for most of our land use impacts. While we currently focus our efforts on addressing land use impacts in our mining operations, we are beginning to assess and address land use impacts from our manufacturing facilities, even though these impacts are smaller in scale. Land use impacts at our manufacturing sites are primarily due to the physical footprint of our operations facilities and supporting infrastructure and the construction and maintenance of on-site landfill cells for waste management. These land uses may occur over long periods and may significantly alter or degrade local habitats due to facility construction and operation. Our land management approach for our manufacturing sites is to identify opportunities at or near our sites and work with partners to enhance or restore local habitat quality to offset land use impacts caused by our manufacturing operations. At our Washington Works facility in Parkersburg, West Virginia, the site's Nature's Environmental Support Team (NEST) maintains over two miles of nature trails that are open to the public from dawn to dusk. This area provides outdoor learning opportunities for students and local scout programs and hosts a variety of activities for site employees including team building events, nature trail maintenance, and programs to monitor wildlife. To date, the site has identified over 150 species of flowering plants with the help of NEST volunteers and area naturalists.

Mining operations cause substantial, but temporary impacts to the natural terrestrial environment. Trees are first harvested to prepare the area prior to mining. The topsoil layer is then removed and stockpiled until the end of mining activities, when it is replaced as the final step in closing the mine cell. Reserving and replacing the topsoil preserves the diverse rootstock, seedbank, and microbial community in the topsoil and accelerates reestablishing native understory plant species and habitats post-mining. Lastly, the mined areas are replanted with upland or wetland native plant species, per landowner or regulatory requirements, to restore habitat. The sands rejected during the extraction of heavy minerals are replaced back into the mine pits from where they were excavated. The replaced sediments are homogenized compared to natural stratification that may have been present prior to mining, and some stakeholders have questioned whether this change alters the character of the surficial aquifer and wetlands at the mine site. We are sponsoring independent research projects by university faculty to help us understand the impacts of mining and reclamation and to allow us to improve our mining operations.

When Chemours mines by truck and shovel or mobile mining units, rather than by floating dredges, there is a temporary, highly localized, drawdown of the surficial aquifer. An extensive hydrologic monitoring program in Georgia has demonstrated that the temporary drawdown of the water table in the immediate vicinity of an active mine pit is not significantly different in terms of magnitude or duration from the natural fluctuations of the water table during wet and dry periods. Post-mine aquifer characteristics may differ slightly due to the homogenization of the replaced sand, but reestablishment of pre-mine topography and the unaltered character of adjacent land limit the influence of any alteration to aquifer characteristics. No impacts to wetlands adjacent to mined areas or to reestablished wetlands on reclaimed lands have been identified and no specific evidence of a substantial differences in the pre-mine versus post-mine surficial aquifer has been identified. Chemours is expanding the hydrologic monitoring program to study these issues more carefully and is sponsoring projects by independent researchers to analyze the hydrologic monitoring data collected to date and to implement additional investigations to address these types of questions. In 2020, we expanded our hydrologic monitoring program to include both mines in Georgia and one of our mines in Florida.

While mining operations have the potential to impact more total acres of land, these activities typically occur on leased lands during a limited period, with lands restored to pre-mine conditions and released back to the landowners. Mining activities can impact land use and biodiversity through disruption to natural habitats, changes in the biological community, and changes to the soil and groundwater systems. Many wildlife species are mobile and will abandon an area as mine activities approach and return as areas are reclaimed. Undisturbed habitat is typically available to wildlife within 1,000 feet of an active mine cell, because mining occurs in a patchwork of activity that follows the natural occurrence of the mineralized sand deposits. Some species; however, like the gopher tortoise (Gopherus polyphemus) and indigo snake (Drymarchon couperi), require relocation assistance to keep them safe during mining activities. To protect these species, we proactively survey areas during the early stages of mine planning to identify burrow locations with active subpopulations. This is particularly important during the winter when tortoises are less active and indigo snakes may be overwintering in the tortoise burrows. Prior to mining locations with active tortoise subpopulations, Chemours uses a fiber optic camera to inspect all tortoise burrows, stumps, armadillo digs, and similar hollows. If the borrow is unoccupied, it is collapsed to render it uninhabitable. If any snakes, tortoises, or other commensal species are present, the burrow is excavated, the animals are retrieved for relocation, and the burrow is collapsed. To date, more than 400 tortoises have been relocated to state-approved relocation sites in Florida and wildlife management areas (WMAs) in Georgia. These relocated subpopulations have greatly enhanced Georgia's Gopher Tortoise Initiative, which aims to establish reproductively viable populations on at least 65 protected landscapes. No indigo snakes have been observed on Chemours mine sites.

304-3 HABITATS PROTECTED OR RESTORED

We conduct both mining and chemical manufacturing operations, which may have different impacts on the surrounding environment and habitats. The following describes our habitat protection and restoration activities for both mining and chemical manufacturing lands.

Mined lands

Chemours' mining operations are committed to continuous reclamation so that lands are restored to their pre-mined condition at the same rate at which they are disturbed. This commitment requires that Chemours constantly replace tailings into mined areas, replace stockpiled topsoil, and replant permanent vegetation to restore areas to pre-mined conditions. Since we lease land from private owners and corporations, most Chemours mining sites have already experienced habitat disturbance from commercial forest management practices. Typically, 95% of the mined land use is commercial pine production with less than 5% of the areas characterized by undisturbed, forested uplands or forested wetlands habitat. Forested uplands are reclaimed according to the requirements of the landowner, so most mined land is returned to managed pine plantation. Some small areas are reclaimed as pasture or replanted as a native forest community. Forested wetlands are reestablished after mining by replacing stockpiled wetlands topsoil and planting native wetland tree seedlings, as required by state and federal permits. Once restoration is complete, the areas are field inspected by the permitting agency for approval to release the area from the surface mining permit.

2019 was our first year providing data on mining land use, and we are continuously working to improve our land use inventory for future reporting of total lands managed, including areas protected, disturbed, in rehabilitation, and restored. The following discussions provide a brief summary of our current activities.

We currently have 15,000 acres subject to Florida Environmental Resource Permits. Most of this acreage is undisturbed or was reclaimed prior to 2020. Approximately 1,000 acres are devoted to mineral separation facilities and water treatment ponds; approximately 1,000 acres are impacted by mine site preparation, mining, tailing, and other mine-related activities and infrastructure. In 2020, approximately 200 acres of upland reclamation was completed.

In 2020, Chemours leased the mineral rights on approximately 9,500 acres in Georgia. Of this leased acreage, about 4,000 acres were subject to Georgia surface mining permits. Most of this acreage was undisturbed, with approximately 70 acres devoted to mine support infrastructure (office, scales, laydown yards, etc.); 60 acres impacted by construction of a new mining facility; and 800 acres disturbed by mining and mine-related activities. Of the 800 acres of mine disturbance, 400 acres were newly disturbed in 2020. Rehabilitation activities were started by replacing topsoil onto 200 acres in anticipation of final planting, and approximately 10 acres of wetland were restored. In addition to operating in permitted mine areas, Chemours operates a mineral separation facility that occupies approximately 40 acres for offices, mineral processing circuits, mineral stockpiles, and loading facilities. Since initiation of mining in Georgia in 2014, we mined and successfully restored approximately 450 acres.

Chemours has limited opportunity to directly protect important wildlife habitat on the lands we mine because we lease the mineral rights and carry out our mining operations on land owned and managed by others. Where practicable, mine plans are crafted to avoid sensitive resources including wetlands and gopher tortoise and indigo snake subpopulations, but there is no long-term protection for these resources once Chemours returns the land to the landowners' control. We partner with other organizations to assist us in providing long-term conservation solutions to protect recovered gopher tortoises. Indigo snakes have not been observed at our mining operations to date.

Chemours is an active participant in the Gopher Tortoise Initiative, a public-private partnership between mineral and timber producers, the US Fish and Wildlife Service, the Georgia Department of Natural Resources, The Nature Conservancy, and other groups. The purpose of the initiative is to establish 65 reproductively viable populations of gopher tortoises on protected lands throughout southern Georgia to help the species thrive and mitigate the need for federal regulation. The program has succeeded to date in establishing almost 50 populations. Chemours' relocation of tortoises from the Georgia mine sites is the primary reason that two WMAs have achieved reproductively viable populations. Since 2015, Chemours has participated in partnership with the University of Georgia (UGA), to survey approximately 4,700 acres in Georgia to identify gopher tortoise habitat and subpopulations. Since 2016, more than 400 adult and juvenile tortoises have been relocated in support of this initiative; more than 350 tortoises were relocated to WMAs and more than 50 tortoises to specially monitored reclaimed mine lands. Additionally, since 2016 more than 200 collected eggs have been hatched, raised to juveniles, and then released at WMAs to augment relocated populations. Of the previously mentioned totals, 60 adult tortoises were relocated in 2020 and 38 eggs were collected and hatched. In addition to relocating tortoises, Chemours supports UGA researchers in carrying out multiple studies of tortoise health, demographics, and behavior. UGA is conducting a wide range of research on gopher tortoises at the relocation areas and in areas not impacted by mining.

In Florida, Chemours complies with regulations of the Florida Fish and Wildlife Conservation Commission (FWCC) to protect gopher tortoises, which the state identifies as a "threatened" species. Chemours surveys mine lands and obtains permits from the FWCC to relocate tortoises from mine areas to state-approved conservation centers.

Chemours also supports numerous organizations that work to protect land and water resources, including the Satilla Riverkeeper, St. Mary's Riverkeeper, One Hundred Miles, and the Georgia Conservancy.

Former operating sites

Chemours is committed to protecting people and the environment while meeting all regulatory requirements governing legacy cleanup wherever we operate. We work with our regulatory and community stakeholders to return former operating sites to active reuse and redevelopment.

Over and above the regulatory-driven cleanup process, Chemours has made considerable progress in cleaning up and returning former operating sites to productive reuse. As of year-end 2020, Chemours has sold or donated eight under-utilized former manufacturing site properties, leading to beneficial reuse and redevelopment opportunities. Total acreage transferred to date is roughly 3,600 acres, including over 1,400 acres of developable property. Each of these site transfers represents major economic opportunities for the communities in which they are located. Highlights include the Potomac River Works and the Antioch Plant:

Potomac River Works, Falling Waters, West Virginia

The 1,249-acre facility is located on the Potomac River in Falling Waters, West Virginia. Our final cleanup plan was approved by the EPA and the State of West Virginia in 2017, clearing the way to sell the site to a regional developer based in Winchester, West Virginia. Under the sale agreement, Chemours completed active cleanup, while the new owner began revitalizing the site for mixed uses including primarily new industrial and commercial construction. Of note, Torch Clean Energy, a Colorado-based clean energy company, will install a 100-megawatt solar production facility on 250 acres at this former site, making the site one of the largest US brownfield renewable energy projects.

Antioch Plant, Oakley, California

This former manufacturing site occupied roughly 350 acres along the San Joaquin River at the east end of San Francisco Bay. Remediation activities were concluded in 2020. In 2019, Chemours sold the site to a national development company that is redeveloping the site into the Contra Costa Logistic Center, a major new warehousing and distribution center expected to create 1,400 new jobs.

Manufacturing sites

Our land management approach for our manufacturing sites is to identify opportunities at or near our sites and work with partners to enhance or restore local habitat quality to offset land use impacts by our operations. This can include actions ranging from surveying areas prior to facility construction to identify and relocate protected plant and animal species, to improving habitat on adjacent or nearby lands.

To help us in this endeavor, Chemours partners with the Wildlife Habitat Council (WHC), a nonprofit organization that promotes and certifies habitat conservation and management on corporate lands through partnerships and education. With a focus on building collaboration for conservation between corporate employees, conservation organizations, government agencies, and community members, WHC programs focus on healthy ecosystems and connected communities. The WHC's certification program is the only voluntary sustainability standard designed for broad-based biodiversity enhancement and conservation education activities on corporate landholdings. The certification recognizes meaningful wildlife habitat management and conservation education programs, provides third-party credibility, and is an objective evaluation to help companies demonstrate a long-term commitment to managing quality habitat for wildlife, conservation education, and community outreach initiatives.

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 habitat, providing conservation education (related to wildlife or habitats), or a combination of all three. We currently have habitat enhancement programs at six sites with 51 actively managed WHC projects covering 1,600 acres of land. These programs are run by Chemours employee volunteers and include projects impacting habitat management (19), species management (20), and community education and outreach (12). Example projects include:

- Avian projects benefiting Osprey, Kestrel, Bald Eagles and various cavity nesters in New Jersey, Delaware, Mississippi, and Tennessee
- Grassland and forestry projects in Delaware, Mississippi, and North Carolina
- Pollinator garden projects aimed at supplying critically needed bee habitat at sites in New Jersey, Delaware, Mississippi, and Tennessee
- Nature trails creation through the mountains of West Virginia for use as field classrooms by local elementary schools

During 2020, one of our sites renewed their programs achieving gold level certification, the highest level of certification, and another site applied certification for the first time, and achieved silver level certification. In total, six of our sites now have received WHC certification—three each at the gold and silver levels. Two sites are currently working on their recertification applications. The Chambers Works site is highlighted below.

Chambers Works, Deepwater, New Jersey

The Chambers Works site sits at the base of the Delaware Memorial Bridge in Deepwater, New Jersey. In addition to almost 700 acres of developed industrial property, the site is also home to several hundred acres of undeveloped natural habitat including grasslands, mature forests, wetlands, and freshwater ponds. The Salem Canal and Delaware River border the site, providing adjacent open water habitat to many species. The Wildlife Habitat Council certified the site and the sites Wildlife Habitat Team promotes conservation activities through habitat enhancement projects and participation in Citizen Science projects. Many of the active projects involve avian species. This project has identified over 160 different bird species on the site to date and the New Jersey Division of Fish and Wildlife listed nine of the species as threatened or endangered. Three of these species have active projects at Chambers Works to provide appropriate habitat and nesting opportunities: Bald Eagle, Osprey, and American Kestrel.

Chambers Works has been home to two Eagle's nests over the last 12 years and employees have monitored these nests as part of the Bald Eagle Project. The site has recorded eight successful breeding seasons with 13 Eagles fledged—reports published by Conserve Wildlife Foundation of New Jersey and the New Jersey Division of Fish and Wildlife's Endangered and Nongame Species Program provides information on the health of the now thriving Bald Eagle population in New Jersey. Osprey have also used light towers, utility poles, and piping structures to support nests. Nests have been monitored by site employees since 2016. With 4 to 10 active nests reported each year from 2016 to 2020, a total of 32 young Osprey have fledged at the site. In 2020, with the support and guidance from Steven Eisenhauer from Natural Lands, we started a Kestrel nest box monitoring program. We installed three new nest boxes on site, and in May 2020, site employees found that one of the nest boxes was active and contained five eggs.

304-4 IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS

As part of the initiative to develop a land use and biodiversity policy, Chemours plans to complete a screening analysis for the potential presence of International Union for the Conservation of Nature (IUCN) Red List species at all operating sites in the future. We will use results from this screening study to inform land use and management practices at operating sites and identify opportunities for WHC certification projects and/or environmental stewardship programs through our vibrant communities programs.

Due to the nature of our mining operations, we have focused most efforts to date evaluating species potentially present at mining sites. Chemours mineral sands mining and separation operations in Florida and Georgia occur on sand ridges with well-drained soils that provide habitat for the gopher tortoise and indigo snake.

The gopher tortoise is listed on the IUCN Red List as "vulnerable" due to severely fragmented habitat and declining numbers of mature individuals. In addition, it is a state protected species in Florida and a federally protected species outside Florida and Georgia. To date, more than 400 tortoises have been collected and relocated to state-approved relocation sites in Florida and WMAs in Georgia.

The eastern indigo snake is classified by the IUCN Red List as "least concern" due to fragmented habitat and continued decline of mature individuals. The species is federally listed as "threatened" throughout its range. This species has a range that overlaps with Chemours' mining operations in Florida and Georgia. To date, we have not observed any individuals at our mining operations.

Evolved Portfolio

Sustainable Offerings

SDG 2 | SDG 3 | SDG 6 | SDG 7 | SDG 8 | SDG 9 | SDG 11 | SDG 12 | SDG 13

GRI 416 CUSTOMER HEALTH AND SAFETY

GRI 417 MARKETING AND LABELING

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

At Chemours, we aspire to improve the lives of people everywhere by harnessing the power of chemistry. From providing life-saving medical application materials, such as membranes and lubricants for ventilators, to using lower GWP refrigerants for cooling homes and keeping food cold in trucks, warehouses, and supermarket shelves—what is good for the world is also good for our business. However, we must deliver progress, innovation, and growth by solving problems without creating new ones. Providing the essential products and applications required by our modern world places greater demands on our planet's resources.

Expectations and behaviors are changing, and our customers expect greater choices with more transparency. We work closely with our customers to understand their needs and their customer's needs, to deliver product transparency so we can continue to offer the value, quality, and peace of mind that our customers expect from Chemours.

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 UN SDGs, and we strive to be a trusted source of safe and sustainable offerings that can help address those challenges.

We align our product sustainability strategy with delivering products and offerings that support UN SDG 2—Zero Hunger (target 2.1), SDG 3—Good Health and Well-Being (targets 3.3 and 3.9), SDG 6—Clean Water and Sanitation (targets 6.1 and 6.4), SDG 7—Affordable and Clean Energy (targets 7.1, 7.2, and 7.3), SDG 8—Decent Work and Economic Growth (targets 8.2 and 8.4), SDG 9—Industry, Innovation, and Infrastructure (target 9.4), SDG 11—Sustainable Cities and Communities (target 11.6), and SDG 12—Responsible Consumption and Production (targets 12.2, 12.3, 12.4, and 12.5).

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

Product sustainability is how we meet our commitment and responsibility to minimize human health and environmental impacts of our offerings throughout their entire life cycle. It includes product stewardship; product regulatory compliance and advocacy; product regulatory data and systems; and toxicology, epidemiology, and risk assessment. Together, they form the foundation of our product sustainability management system, which we fully integrate into our business processes and enterprise-wide programs. Our management system is the thread that connects all phases of the product life cycle from raw material selection during R&D, to manufacturing, storage and transport, to customer use, and finally to end-of-life. Our people, processes, and culture form the heart of product sustainability and carry out our never-ending quest to always do better and deliver more sustainable offerings.

Our management system helps us conform to the ACC Responsible Care® Product Safety Code in our business planning, risk management, and operational practices, and uphold the 10 principles of the UN Global Compact (UNGC). Each year, the CET reviews and endorses our product sustainability commitment, which is included in our EHS&CR policy. Additionally, we responsibly manage our EHS and regulatory impact of Chemours' raw materials, products, and services via a set of internally developed standards and guidelines designed to assist our employees and businesses. Read more about our EHS&CR policy and EHS management system in section 403.

The business president of each of Chemours' reporting segments is accountable for overseeing the implementation of our product sustainability approach within their product portfolio. They are supported by our global, leveraged product sustainability organization, which is responsible for establishing enterprise-wide procedures, maintaining product sustainability management systems, and providing services to all business segments. Our product sustainability senior director provides strategy and direction for the leveraged organization and sponsors product sustainability on the CRLT. Read more about CRLT governance in sections 102-18, and -19.

We are committed to identifying and minimizing risks to our stakeholders throughout our products' entire life cycle, from raw materials sourcing, product development, product manufacture and use, to disposal or recycling. Our comprehensive, holistic approach includes systems for managing and maintaining hazard and exposure evaluations, risk assessments, product registrations, and classification and labeling. Our product sustainability approach acts as a catalyst to ensure our products are safe, legal, and trusted. This approach is guided by three principles:

- **Safe**—Ensure product safety and sustainability
- **Legal**—Comply with all laws and regulations
- **Trusted**—Maintain the trust of our stakeholders

Safe—Product safety and sustainability

Animal welfare

- **Chemours animal testing policy**—The Chemours Company will not own or operate any animal testing facility. The Chemours Company will not support any animal testing except where legally required or where it is deemed essential to protect the environment, health, and safety. The Chemours Company is committed to the responsible reduction, refinement, and replacement of animal testing by using the best available non-animal approaches and techniques, including new alternative methods and those approved and accepted by regulatory bodies having jurisdiction over product safety testing. Where animal testing is required, we will use the best and most appropriate testing standards, and testing will be conducted in laboratories certified by the AAALAC (Association for Assessment and Accreditation of Laboratory Animal Care) and/or meet the government animal welfare requirements of the country in which the testing laboratory operates. Our animal testing program helps us meet the commitments outlined in this policy.
- **Chemours animal testing program**—The Chemours animal testing program is designed to ensure that the commitments in the Chemours animal testing policy are met by assigning a single point of responsibility for review, assessment, and implementation of the best available technology to reduce, refine, and replace (RRR) animal testing. The RRR single point of responsibility will be a senior toxicologist certified as a Diplomat of the American Board of Toxicology. The Chemours director of toxicology and risk assessment has managerial responsibility of the Chemours animal testing program and they will conduct annual audits of all animal testing practices to assess compliance with the commitments outlined in the Chemours animal testing policy. Employees must report any animal welfare or compliance issues without undue delay to the Chemours product stewardship and regulatory senior director for appropriate follow-up action.

The Chemours animal testing policy and program can be found on the Chemours Positions and Policy page.

- **Hazardous substances management**—We strive to meet the global demand for our products while meeting the expectation that we produce, distribute, and manage them responsibly. Our product sustainability risk assessment and new product development programs cover all new and existing products and services, and help determine the safety of raw materials, intermediates, products, and byproducts in our portfolio. Hazard assessments are a critical element of these evaluations—and consider current and emerging regulations, societal, and regulatory trends, as well as industry standards and NGO restricted substance lists—to make informed product development and portfolio decisions. Systematically assessing safer alternatives, applying risk reduction measures, and eliminating hazardous substances are all part of our commitment to product sustainability.

- **Product sustainability risk assessment (PSRA)**—The PSRA process is the foundation of our approach to ensure our products are legal, safe, and trusted. The PSRA provides a broad and comprehensive view of the challenges and opportunities that exist throughout the life cycle of a product or set of products. Our process includes three steps: risk assessment review, risk management review, and executive review by senior business leaders. The process includes review of the latest regulatory and toxicology information, as well as perception, emerging issues, and customer user experience. The process is thoroughly documented, with action items from individual reviews tracked to closure and metrics, and overall effectiveness annually reviewed by the product sustainability senior director and business presidents. By leveraging data and knowledge, we can better anticipate risks with the potential to impact our products or processes, and we can make more informed and responsible decisions.
- **Training**—Chemours offers a wide range of education and training to our employees, customers, and interested stakeholders through our learning platform. General product sustainability training is available online to all employees though our ethics and compliance training portal. In addition, we provide on-demand targeted product sustainability training to employees in accordance with their roles, responsibilities, and personal development interests. We also offer training to our customers to ensure the safe handling, use, and disposal of our products.

Legal—Product regulatory compliance

- **Hazard communications compliance**—We manage component data and apply regulatory rules required to author safety data sheets (SDSs) and hazard warning label documents for all languages and regulatory jurisdictions in which we do business. Our communications management system automates distribution of SDSs based on the location of a customer order. This enables distribution of updated SDSs after any revisions, 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 management compliance**—Chemours continuously monitors and evaluates the impact of changes in global chemical management regulations to prepare for new regulatory requirements. We use a robust, integrated global substance data management system to ensure compliance and prepare notifications to regulatory authorities, including those that manage the Toxic Substances Control Act (TSCA) in the US; Registration, Evaluation, Authorization, and Restriction of Chemicals in Europe (EU-REACH); the Technical Regulation of the Eurasian Economic Union (EAEU) on Safety of Chemical Products (Eurasia-REACH); the Act on the Registration and Evaluation of Chemicals in Korea (Korea AREC); the Chemical Substances Control Law in Japan; Ministry of Ecology and Environment (MEE) Order No. 12 in China; the Toxic Chemical Substance Control Act in Taiwan; and many more. Compliance processes are also in place to ensure compliance with other relevant laws and regulations such as food contact compliance and drug precursor requirements. We proactively engage with regulatory bodies and participate in trade associations and expert groups to support these efforts.

Trusted—Product regulatory advocacy and stakeholder engagement

- **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. Our goal is to ensure that we listen and understand their perspectives and needs and, in return, they understand our position and societal need for safe and sustainable offerings. To assess stakeholder views, we use a variety of tools, practices, and frameworks. By gaining insights from a diverse group of stakeholders, we can better understand relevant issues and trends that inform our business strategy and priorities. Read more about stakeholder engagement in sections 102-40, 42-44 and report sections 303 and 413.
- **Advocacy**—Chemours is active in public forums and a valuable partner to inform many public policy processes at the international, national, and local levels. Our employees engage with trade associations, governmental authorities, and the general public in the areas of sustainability and the environment. We have a global advocacy strategy team supplemented by regional advocacy execution teams for our prioritized opportunities. Our advocacy approach ensures clear direction, alignment with businesses priorities and integration into our business strategies. Examples of current advocacy focus areas include:
  - Chemours' commitment to support the phase-down of hydrofluorocarbons (HFCs) through the Kigali Amendment to the Montreal Protocol and US legislation (American Innovation and Manufacturing Act)
  - The EU Green Deal and the Chemicals Strategy for Sustainability

- Support for science-based PFAS segmentation and regulatory decisions
- 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

- **Product quality**—Embedding quality in our managing processes enables us to operate in an environment in which employees consistently take quality-focused actions and understand how every role at Chemours contributes to delivering the highest quality products to our customers. To address business-specific needs and rising product quality expectations:
  - We use end-to-end, standardized business-wide tools to advance product quality, and each business drives strategic initiatives to advance our quality capabilities. The recently revised new product development stage-gated process further strengthens our focus on product quality planning and fit-for-purpose in our products.
  - Each of our businesses maintain 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.
  - Currently, 86% of our Chemours-operated manufacturing facilities are ISO 9001 certified. Additionally, our HFO-1234yf manufacturing process became certified for the automotive International Automotive Task Force (IATF) 16949 standard in 2020. These certificates are located on our company web site.

Our mission is clear, simple, and communicated across the enterprise to achieve our product sustainability commitment and Chemours' vision. Every day, it drives our activities with passion and clarity of purpose and helps us live our Corporate Responsibility Commitment and deliver our 2030 sustainable offerings goal:

- By 2030, 50% or more of our revenue will be from offerings that make a specific contribution to the UN SDGs.

Demonstrating progress against our goal requires us to measure our products' impacts and how they contribute to the SDGs. We do this through EVOLVE 2030, our product assessment methodology developed in partnership with Anthesis Group, a global sustainability advisor. This methodology considers GHG, landfill waste, and FOC emission intensities during manufacture, as well as life cycle climate impact, social impact, and risks to human health and the environment. In 2019, we received third-party assurance from LRQA on the EVOLVE 2030 methodology and are using the methodology to evaluate our current offering portfolio and all new offerings, thus providing better insights with which to adjust our business priorities and decisions. The assessments help us maximize the SDG contributions of our product portfolio, investing in products and offerings with positive benefits and guiding choices to improve, or phase out, products with negative impacts. In other words, evolving to a more resilient portfolio.

We update product evaluations on a specific frequency or as material changes occur to a product or its application. Using EVOLVE 2030, we will drive rapid progress through innovation, collaboration, and partnership that can provide unmatched solutions to achieve the SDGs.

Partnerships for the goals

Target 17.6: Knowledge sharing and cooperation for access to science, technology, and innovation.

Against the headwind of the pandemic, we made progress to further our partnerships efforts within imposed constraints. Since we could not continue in-person workshops in 2020, we pivoted our attention to adapting contents and building capabilities to deliver the workshops virtually in 2021. Like so many other examples, this unexpected temporary setback forced us to take steps that will ultimately bring greater flexibility and opportunity to all stakeholders. We look forward to continuing to support Asia-Pacific Economic Cooperation (APEC) Chemical Dialogue and other organizations that seek to advance sustainable development by strengthening cooperation between government authorities, industry, and trade stakeholders to foster innovation, promote high standards of protection for human health and the environment, facilitate economic development, and promote social progress.

Target 17.16: Enhance the global partnership for sustainable development complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technologies, and financial resources to support the achievement of sustainable development goals in all countries, particularly developing countries.

To increase our transparency, we shared the EVOLVE 2030 method on our web site in 2020. This allows interested parties to better understand how we are evaluating our portfolio to identify the sustainable offerings we provide. Through transparency, we want to benefit from the insights, experiences, and perspectives of others in our unrelenting pursuit of improving the quality of our evaluation outputs. In this way, we can continuously refine our evaluations and inform decisions that drive us toward our sustainable offerings goal of 50% or more of Chemours' revenue coming from offerings that make a specific contribution to the UN SDGs.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

Management system and review

Product sustainability competency leaders are responsible for implementing the product sustainability management system and ensuring adherence with Chemours' values, the Chemours Code of Conduct, the Responsible Care® Guiding Principles, the Responsible Care® Product Safety Code, and the 10 principles of the UNGC. A review of the management system and metrics is included in annual management reviews with business and company leadership.

Auditing

In 2019, we completed the remaining Responsible Care® Product Safety Code Practices, as well as internal and external audits of our processes, to finalize our membership to the ACC. The stewardship management practices include product design and improvement; value-chain communication, cooperation, and outreach; information sharing; and performance assessment and continuous improvement. Read more about our product sustainability management system certification as part our RC 14001 certification discussed in safety excellence sections 103-3 and 403-1.

Incident management

Chemours established a process for ensuring incidents and near misses related to product sustainability are consistently captured, causal factors identified, communicated for learning, managed, and closed after we implement corrective actions. We govern our definition and management of product sustainability incidents through our overarching product sustainability management system standard. We assign and follow our collective actions until closure. In 2020, we identified, investigated, and closed one leading indicator and one incident. Read more about our incident management in section 403-2.

Progress advancing our 2030 sustainable offerings goal

We measure progress toward our 2030 sustainable offerings goal by using our third-party assured EVOLVE 2030 methodology to certify that our products and offerings contribute toward the UN SDGs and their targets. In 2019, we piloted the tool with an initial group of four product application combinations to demonstrate and verify the methodology effectiveness. Evaluations in 2020 verified 37.5% of our revenue came from products that contribute to the UN SDGs. We will continue evaluating existing portfolio products and offerings in 2021, in addition to evaluating new products and offerings.

Sustainabile offerings 2030 CRC goal

	2018 baseline	2020	Progress toward 2030 goal
50% revenue from offerings that contribute to the UN SDGs	9.5%	37.5%	⬢

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

Building on the momentum of 2019, during which we developed and verified our EVOLVE 2030 assessment methodology, we were able to make appreciable progress in 2020, increasing revenues from products and offerings that contribute toward the UN SDGs. As we continue to evaluate our existing portfolio and bring new products and offerings to market, we expect our percent revenue from sustainable offerings to grow.

Examples of our EVOLVE 2030 evaluations are shown below.

Ti-Pure™ TS-6300 pigment in one-coat architectural coatings

Ti-Pure™ TS-6300 pigment is so effective at scattering light that high-opacity paints with this pigment can cover and protect surfaces in one coat, reducing the quantity of materials used and waste generated.

This material efficiency is not limited to only the pigment. Because less paint is required to cover the same surface, the effectiveness of the pigment amplifies the material efficiency of all the other components of the paint (e.g., binders, water, and additives), as well as the packaging.

With less paint required, Ti-Pure™ TS-6300 enables a lower transportation distribution footprint, generating lower CO_2e emissions. Fewer coats also means less time to complete a project, fewer rinses of brushes, rollers, and sprayers for cleaning, as well as less packaging and reduced equipment (e.g., brushes, rollers, trays) waste to landfill.

Ti-Pure™ TS-6300 pigment mainly contributes to Target 9.4: Upgrade all industries and infrastructure for sustainability.

UN SDG Target 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resorce-use efficiency and greater adoption of industrial processes, with all countries taking action in accordance with their respective capacbilities

Many of our EVOLVE 2030 evaluations also identify contributions to other goals and targets. The following targets meet our threshold for a specific contribution.

- **UN SDG target 6.4**—By 2030, substantially increase water use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.
- **UN SDG target 8.2**—Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.
- **UN SDG target 8.4**—Improve progressively, through 2030, global resource efficiency in consumption and production, and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programs on sustainable consumption and production, with developed countries taking the lead.
- **UN SDG target 11.6—**By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.
- **UN SDG target 12.5**—By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

Nafion™ N2050WX, N2030 membranes in the chlor-alkali process to generate chlorine, hydrogen, and sodium hydroxide

As the world population grows, so does the demand on potable water. The World Health Organization writes "[O]f the drinking water disinfectants, free chlorine is the most widely used, the most easily used, and the most affordable. It is also highly effective against nearly all waterborne pathogens…." Therefore, the main contribution of Nafion™ products used in the chlor-alkali application is to target 3.3: Fight communicable diseases.

Of course, chlorination cannot occur without chlorine, and membrane cell is the cleanest and most energy-efficient mechanism for creating chlorine. The Nafion™ cell membrane enables the chlorine production in a safe and environmentally friendly manner. At the heart of the membrane cell is the ion selective membrane, without which the technology would not work. In addition to requiring less energy than its alternatives, the cell membrane alleviates significant health concerns prevalent in the competing technologies of mercury and asbestos diaphragm cells. Mercury is subject to an international treaty (UN Environmental Programme Minamata Convention), while asbestos is banned in dozens of countries.

UN SDG Target 3.3: By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, waterborne diseases and other communicable diseases

For this evaluation, the other targets meeting our threshold for a specific contribution are listed below.

- **UN SDG target 9.4**—By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.
- **UN SDG target 3.9**—By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.
- **UN SDG target 7.3**—By 2030, double the global rate of improvement in energy efficiency.
- **UN SDG target 6.1**—By 2030, achieve universal and equitable access to safe and affordable drinking water for all.

GRI 416 CUSTOMER HEALTH AND SAFETY

416-1 ASSESSMENT OF HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE CATEGORIES

We assess 100% of all existing product offerings for health and safety impacts and improvement areas using our PSRA process prior to commercial launch. As part of our product sustainability commitment and our new EVOLVE 2030 methodology, Chemours is constantly looking for alternatives with reduced human and/or environmental impact.

416-2 INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES

In 2020, Chemours did not identify any non-compliance of regulations and/or voluntary codes resulting in a fine, penalty, or warning.

Health and safety impacts of products and services compliance

	2018	2019	2020
Incidents of non-compliance with regulations resulting in a fine or penalty	13,000	19,000	16,000
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0

417-1 REQUIREMENTS FOR PRODUCT AND SERVICE INFORMATION AND LABELING

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 EHS management system. We use the data to evaluate our products and to create 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. For more information, see section 102-3.

We assess 100% of products for regulatory compliance.

417-2 INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING

In 2020, Chemours did not identify any non-compliance of product and service information and labeling resulting in a fine, penalty, or warning.

Product and service information and labeling compliance

	2018	2019	2020
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0

Sustainable Supply Chain

SDG 2 | SDG 3 | SDG 5 | SDG 6 | SDG 8 | SDG 10 | SDG 12 | SDG 13 | SDG 15

GRI 204 PROCUREMENT PRACTICES

GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 414 SUPPLIER SOCIAL ASSESSMENT

103-1 EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY

At Chemours, we are committed to operating responsibly, in line with our five corporate values and the 10 principles of the UNGC. We recognize that actions within our supply chain could both positively or negatively impact a wide range of Chemours' stakeholders, potentially creating social, environmental, or economic impacts. Our CRC Evolved Portfolio pillar guides how we action our corporate responsibility ethos across our entire value chain—upstream through our sustainable supply chain programs and downstream through our Evolved Portfolio programs.

Responsible procurement is a key element of our sustainable supply chain program, and it is how we ensure our ability to reliably manufacture and deliver products that meet our customers' needs. We view our suppliers as an extension of Chemours, and we are committed to working with suppliers who share our commitment to operate responsibly and add value for us and our customers. Each year, Chemours spends approximately $4 billion with more than 10,000 suppliers, and manages product shipments using all modes of transport to approximately 3,300 external customers in more than 120 countries. We operate an extensive, integrated global supply chain that includes suppliers for raw materials, energy, contract manufacturing, carriers, warehousing, distributors, and other goods and services—and we are committed to making it more sustainable.

As we consider our responsible procurement program, we focus on the UN SDGs and respective targets that most closely align with our vision of a sustainable supply chain. In particular, we consider SDG 6—Clean Water and Sanitation (targets 6.3 and 6.4), SDG 12—Responsible Consumption and Production (targets 12.4, 12.5, 12.6), SDG 13—Climate Action (targets 13.1 and 13.2), and to a lesser extent SDG 5—Gender Equality (targets 5.1, 5.5), SDG 8—Decent Work and Economic Growth (targets 8.4, 8.5, 8.7, 8.8), SDG 10—Reduced Inequalities (target 10.2), and SDG 15—Life on Land (targets: 15.1, 15.3, 15.5, and 15.8).

103-2 THE MANAGEMENT APPROACH AND ITS COMPONENTS

Creating a sustainable supply chain includes more than just setting expectations for our 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.

How we work

Chemours has a clear strategy and objectives for how we conduct and manage procurement activities. Buyers operate as integrated partners, supporting business segment strategies in delivering on cost competitiveness, cash generation, and growth imperatives, while driving quality, reliability, and sustainability through value-adding, refreshingly simple procurement services. This approach enables the procurement team to build relationships with internal business stakeholders and embed procurement as a proactive, accountable member, and trusted thought partner in key business decisions.

We build a sustainable supply chain through responsible procurement across three strategic buy areas: direct procurement (e.g., everything inherently connected to sold products), indirect procurement (e.g., goods and services indirectly connected to the production of our products), and logistics procurement (e.g., transportation and warehouse services). This structure helps consolidate disparate buy areas, providing for a more holistic view and broader buy strategy. Leveraged procurement excellence, source to pay operations, and major programs teams provide 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.

Our global team structure supports career growth and mobility, as well as leadership and professional development—building capabilities and knowledge in core critical and differentiating areas.

Supplier management

We not only expect reliability, quality, and service from our suppliers, but also innovation, flexibility, a partnership mindset, and alignment with Chemours' values. Our aim is to not settle on best price alone, but to add value in a way that contributes to Chemours' long-term success and our commitment to operating responsibly. We choose to work with suppliers who:

- 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

We have made supplier management a priority with actions underway to improve our process to identify and select qualified suppliers, assess supplier sustainability performance, and engage suppliers on improving their performance. 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 actively working on standardizing the supplier onboarding, risk assessment, and qualification processes to ensure supply chain partners are appropriately evaluated and monitored. This approach enables improved central reporting of supplier risk and performance to the CRLT, CET, and Board of Directors. These actions will advance our commitment to building a sustainable supply chain while forging business relationships and collaborations with like-minded suppliers.

We measure our sustainable supply chain progress through our 2030 CRC sustainable supply chain goal:

- Baseline the sustainability performance of 80% of our suppliers by spend and demonstrate 15% performance improvement

Currently, 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. Our SCRA evaluates suppliers' ESG management system effectiveness across four 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. We are also exploring the use of other third-party ESG ratings assessments to further build out our SCRA approach, and are exploring the use of on-site supplier sustainability audits as part of our supplier sustainability evaluations. The combination of supplier assessments with audit capability will help us better understand supplier performance and opportunities to partner with suppliers for meaningful improvements.

Governance

Our chief procurement officer (CPO) works directly with the CET and CRLT in setting procurement strategy, guiding our approach for responsible procurement, and directing procurement activities. Together, the CPO and our global responsible procurement leaders 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. These documents reflect Chemours' values and align with our company's broader Code of Conduct and policies. Read more about our values and policies in section 102-16 and our CRLT governance process in section 102-19.

Our Supplier Code of Conduct establishes clear expectations for upstream supply chain partners and invites them to join us in our commitment to work responsibly, with the needs of our stakeholders as our focus. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized ESG standards. We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors throughout their own supply chain. Inspired by the 10 principles of the UNGC, the United Nations Guiding Principles on Business and Human Rights, and the chemical sector's Responsible Care® initiative, our Supplier Code of Conduct represents our understanding of these corporate responsibility standards. We include our Supplier Code of Conduct in supplier agreements and also 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.

103-3 EVALUATION OF THE MANAGEMENT APPROACH

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 of our responsible procurement management processes to evaluate our performance, identify opportunities to improve our program, and discuss emerging risks and opportunities. These reviews also include evaluating program effectiveness and follow-up on open action items from prior assessments.

Internal assessments

The Chemours Assurance Services Team (i.e., internal audit) routinely audits the procurement function, as well as our corporate responsibility program. Identified improvement opportunities and timing to implement are agreed upon during the audit closing meeting, and tracked through completion by the Assurance Services Team. In addition, we leverage third-party supply chain sustainability management system maturity frameworks to self-assess our program and prioritize improvements to align with industry best management practices.

We also assess our own sustainability performance using the EcoVadis platform and, upon request, will share our EcoVadis scorecard with our customers and suppliers. Throughout 2019 and 2020, we addressed several of the improvement opportunities identified in our prior assessment, and in 2020, we improved our EcoVadis rating by more than 30%—achieving silver certification for the second year in a row. Demonstrating strong sustainability performance through the EcoVadis assessment is important to many of our customers, is an integral part of their supply chain sustainability programs, and helps us model to our suppliers the value of participating in the SCRA.

External auditing programs

Chemours uses third-party verification of enterprise corporate systems, which includes procurement, to evaluate system effectiveness and identify opportunities to improve our processes. We capture and track identified improvement opportunities through completion to ensure we live up to our expectations and commitments. We currently audit our procurement management system effectiveness as part of our headquarters' Responsible Care® 14001 (RC 14001) environmental, health, safety, and security technical specification audits. In 2020, LRQA completed RC 14001 auditing and certification. The 2020 audit did not identify any improvement opportunities for the procurement function.

Procurement's supplier control processes that support our manufacturing facilities are also certified to the International Organization for Standardization (ISO) 9001 quality standard. In 2020, DQS audited and certified procurement's supplier control system to ISO 9001 as part of the TSS and APM combined business audit. In addition, the IATF certified our corporate functions and HFO-1234yf manufacturing process under the 16949 quality standard. The 2020 ISO 9001 and IATF 16949 audits did not identify any improvement opportunities for the procurement function.

Read more about our responsible procurement management system certifications as part of our RC 14001 certification discussed in section 403 and as part of our ISO 9001 and IATF 16949 certifications discussed in the Sustainable Offerings section 103-2. Copies of our external third-party certificates are located on our company web site.

Progress Advancing our 2030 Sustainable Supply Chain Goal

In 2020, we completed a refresh of our Supplier Code of Conduct to better align our supplier expectations with the 10 principles of the UNGC and the requirements of the chemical sector Responsible Care® program. We shared the updated code with all our suppliers via email communications and through our supplier portal, and we trained our buyers on the refreshed code to prepare them to answer any supplier questions.

We also focused on measuring our supplier sustainability baseline with incumbent suppliers with high spend. This enabled us to continue building a solid relationship with EcoVadis and for our buyer team to strengthen their relationships with current suppliers and gain a thorough understanding of their assessment scorecards. By the end of 2020, we grew supplier participation in the SCRA to cover approximately 59% of our suppliers by spend, making significant progress toward part one of our goal—baselining the sustainability performance of 80% of suppliers by spend. Approximately 43% of our assessed suppliers have a procurement sustainability policy in place and 49% audit or assess their suppliers on sustainability issues, demonstrating an increasing recognition along the supply chain to advance sustainability considerations.

We are training our buyers on how to engage suppliers to increase SCRA participation, discuss assessment results, and set improvement objectives. This focus will help the organization understand the insights provided by the assessment and how to use the assessments to drive meaningful improvement. In 2020, 35% of our buyers attended live training on the value of responsible procurement and the SCRA process. We also made a recording of the training session available to the procurement organization for on-demand viewing.

Sustainable supply chain 2030 CRC goals

	2018 baseline	2020	Progress toward 2030 goal
Baseline performance of 80% of suppliers by spend	5%	59%	⬢
15% improvement in supplier sustainability performance	0%	Not Started	⬢

⬢ Commitment progress behind schedule. ⬢ Commitment progress on track.

At this time we have not set specific targets for the second part of our 2030 goal—to improve supplier sustainability performance by 15%. During 2021 we plan to develop these targets, and a supplier engagement plan, to advance improvement opportunities.

Recognition

Chemours prefers to work with partners who are committed to improving their corporate sustainability performance and helping us improve ours. For this reason, we decided to recognize companies that share these aims and values with Chemours and who have become valued partners beyond the supply of goods or services.

In 2020, we established the Chemours Supplier Awards to acknowledge suppliers that have distinguished themselves by driving quality, innovation, and sustainability improvements in Chemours' supply chain. Long-term partnership and sustainability performance improvement were the key elements guiding the selection for the 2020 Supplier Awards winners. Chemours selected The Shepherd Chemical Company, Clean Harbors, and DSV Panalpina from more than 10,000 global suppliers to receive a 2020 Chemours Supplier Award. We thank these suppliers for their long-term partnerships with Chemours and congratulate them on their commitment to progress on their sustainability journey.

204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS

Chemours is committed to supporting businesses in the local communities in which we operate. In 2020, we spent approximately 10% of our global procurement budget with local suppliers in significant locations of operation. Chemours defines a local supplier as any supplier with an address, as listed in our supplier master database, located within the same state (or equivalent state structure if outside the US) as a significant location of Chemours operations, which includes 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 2020, US spend supporting diverse US suppliers was approximately 2.5% and US spend supporting small businesses was approximately 5%. Read more about our approach in our Supplier Diversity Letter.

308-1 NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

414-1 NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA

During 2020, we continued to focus on completing our supplier performance baseline with incumbent suppliers with high spend. We completed new sustainability assessments with 54 incumbent suppliers, increasing our coverage to 59% of our suppliers by spend. As our responsible procurement strategy matures, we are standardizing our supplier qualification, risk assessment, and onboarding process to ensure new suppliers are appropriately evaluated and assessed for environmental and social criteria as we qualify and onboard them. For more information on the assessment methodology see sections 308-2 and 414-2.

308-2 NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

We currently rely on a third-party assessment methodology administered by EcoVadis to evaluate supplier environmental performance as part of our SCRA. Participating suppliers are assessed against the following categories: Energy Consumption and GHGs; Water; Biodiversity; Local and Accidental Pollution; Materials, Chemicals, and Waste; Product Use; Product End-of-Life; Customer Health and Safety; and Environmental Services and Advocacy. We plan to review assessment results with suppliers during business review meetings and discuss mitigation options.

Output from the assessment includes an environmental score and recommended action plan for individual suppliers to improve their performance. The average environmental score for our assessed suppliers was 52% (on a scale of 0 to 100), which is higher than the EcoVadis benchmark of 43% (based upon all the participating companies in their network). Approximately 53% of our assessed suppliers have established environmental reporting and 45% of our assessed suppliers are ISO 14001 certified at one or more operational site. The breakdown of participating supplier scores is shown below by percentile, with the gray line indicating average performance of all participating companies in the EcoVadis network.

2020 SUPPLIER ENVIRONMENTAL PRACTICE SCORE DISTRIBUTION

We identify supplier sustainability issues through ethics hotline reports, industry sources, or those self-reported by suppliers. We thoroughly review significant supplier sustainability issues within our supply chain to ensure identification of root cause and effective remediation to prevent reoccurrence. Examples of potential significant supplier environmental sustainability issues may include unsafe work conditions, regulatory violations, environmental damages, etc. In 2020, no significant supplier environmental incidents were reported.

414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

We currently rely on a third-party assessment administered by EcoVadis to evaluate supplier Labor and Fair Business (i.e., social) performance as part of our SCRA. Participating suppliers are assessed against the following categories: Employee Health and Safety; Working Conditions; Social Dialogue; Career Management and Training; Child Labor, Forced Labor, and Human Trafficking; Diversity, Discrimination, and Harassment; and External Stakeholder Human Rights. We plan to review assessment scores with suppliers during business review meetings and discuss improvement options.

Output from the assessment includes labor practices and fair business practices scores and a recommended action plan for individual suppliers to improve their performance. The average labor practices score for our current assessed suppliers is 54% (on a scale of 0 to 100), which is higher than the EcoVadis benchmark of 46% (based upon all the participating companies in their network). Approximately 48% of our suppliers completing the assessment have established reporting on health and safety indicators.

The average fair business practices score for our current assessed suppliers is 50% (on a scale of 0 to 100), which is also higher than the EcoVadis benchmark of 41% (based upon all the participating companies in their network). A total of 71% of our assessed suppliers have an anti-corruption policy in place and 69% have whistle-blowing procedures in place for stakeholders to report concerns. The breakdown of participating supplier social performance scores is shown below by percentile, with the gray lines indicating average performance of all participating companies in the EcoVadis network.

2020 SUPPLIER LABOR PRACTICE SCORE DISTRIBUTION

2020 SUPPLIER FAIR BUSINESS PRACTICE SCORE DISTRIBUTION

We identify supplier sustainability issues through ethics hotline reports, industry sources, or those self-reported by suppliers. We thoroughly review significant supplier sustainability issues within our supply chain to ensure identification of root cause and effective remediation to prevent reoccurrence. Examples of potential significant supplier sustainability issues may include unsafe work conditions, child or forced labor, bribery and corruption, environmental damages, etc. In 2020, we investigated two sustainable supply chain social impact incidents and worked with the suppliers and/or appropriate authorities to ensure suppliers took appropriate corrective actions.

Chemours™

2020 Other Reporting

Sustainability Accounting Standards Board (SASB) Index

The index below summarizes our metrics and highlights where more detailed information may be found in our report.

Workforce health and safety		
Accounting metric	**Code**	**Response**
Employee total recordable incident rate[1]	RT-CH-320a.1	0.36
Employee fatality rate[1]	RT-CH-320a.1	0
Contractor total recordable incident rate[1]	RT-CH-320a.1	0.30
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 safety section of our 2020 CRC report.

[1]Rate is defined as number of incidents per 100 workers per year.

Operational safety, emergency preparedness, and response		
Accounting metric	**Code**	**Response**
Total process safety incidents	RT-CH-540a.1	1 tier 1 incident 14 tier 2 incidents
Process safety total incident rate (PSIR)	RT-CH-540a.1	0.01 tier 1 PSIR 0.14 tier 2 PSIR
Process safety incident severity rate (PSISR)	RT-CH-540a.1	Not applicable[1]
Total transportation incidents[2]	RT-CH-540a.2	3 incidents

[1]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.
[2]Chemours uses ACC Metrics for Scoring DOT 5800.1 Incident Reports to define transportation incidents.

Operational safety, emergency preparedness, and response		
Accounting metric	**Code**	**Response**
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 Corporate Responsibility Commitment and our 10 ambitious CRC goals, including at least a 99% reduction in fluorinated emissions, a 60% reduction in absolute GHG emissions and longer-term carbon goals, the company is a proponent of the Paris Climate Agreement, the Kigali Amendment to the Montreal Protocol and the recently passed bipartisan American Innovation and Manufacturing Act that will begin the national phase-down of HFCs. Chemours has also invested in a more sustainable product offering including Opteon™ low GWP refrigerants and Nafion™ ion exchange membranes that enable green hydrogen gas production and low-emitting vehicles. Refer to sections 102-18, 19 of the general standard disclosures, as well as the environmental compliance section of our 2020 CRC report.

Community relations

Accounting metric	Code	Response
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	For information regarding our stakeholder engagement process, refer to the vibrant communities and water section, and to sections 102-40-44 of the general standard disclosures, of our 2020 CRC report.

Greenhouse gas emissions

Accounting metric	Code	Response
Gross scope 1 emissions	RT-CH-110a.1	5,559,000 MT CO_2e
Percent gross scope 1 emissions covered under emissions-limiting regulations	RT-CH-110a.1	10%
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	For information on our GHG accounting methodology and governance of GHG emissions, refer to the climate section of our CRC report.

Air quality

Accounting metric	Code	Response
Global NO_X emissions	RT-CH-120a.1	1,000 MT
Global SO_X emissions	RT-CH-120a.1	1,000 MT
Global VOC emissions	RT-CH-120a.1	2,000 MT
US HAP emissions[1]	RT-CH-120a.1	1,700 MT

[1]US sites only. Data is not available for international sites.

Energy management

Accounting metric	Code	Response
Total energy consumed	RT-CH-130a.1	28,825,000 gigajoules
Percentage grid electricity	RT-CH-130a.1	15%
Percentage renewable energy	RT-CH-130a.1	2%
Total self-generated energy	RT-CH-130a.1	2,711,000 gigajoules

Water management

Accounting metric	Code	Response
Total water withdrawn	RT-CH-140a.1	194,000 thousand m^3
Total water consumed	RT-CH-140a.1	43,000 thousand m^3
Percentage withdrawn in regions with high baseline water stress	RT-CH-140a.1	4%
Percentage consumed in regions with high baseline water stress	RT-CH-140a.1	2%
Number incidents of non-compliance with water quality permits, standards, and regulations[1]	RT-CH-140a.2	11
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	For information on our water stewardship approach and actions to reduce emissions to water, refer to the water section of our 2020 CRC report.

[1]For a discussion of environmental deviations as well as how Chemours defines environmental deviations internally, refer to the environmental compliance section of our 2020 CRC report.

Hazardous waste management		
Accounting metric	**Code**	**Response**
Total hazardous waste generated	RT-CH-150a.1	292,000 MT
Percentage hazardous waste recycled	RT-CH-150a.1	<1%

Product design for use-phase efficiency		
Accounting metric	**Code**	**Response**
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	We continue to invest in R&D 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 2020 CRC report.

Safety and environmental stewardship of chemicals		
Accounting metric	**Code**	**Response**
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	For more information, refer to the sustainable offerings section of our 2020 CRC report.
Percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Refer to the sustainable offerings section of our 2020 CRC report.
Discussion of strategy to manage chemicals of concern	RT-CH-410b.2	Refer to the sustainable offerings section of our 2020 CRC report.
Discussion of strategy to develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	Refer to the sustainable offerings section of our 2020 CRC report.

Taskforce on Climate-related Financial Disclosures Index

GOVERNANCE Disclose the organization's governance around climate-related risks and opportunities.	STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	RISK MANGEMENT Disclose how the organization identifies, assesses, and manages climate-related risks.	METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.
Chemours disclosures	**Chemours disclosures**	**Chemours disclosures**	**Chemours disclosures:**
Describe the board's oversight of climate-related risks and opportunities. GRI Index 102-18-Governance Structure CDP C1.1b-Board oversight of climate-related issues 2021 Proxy-Board Oversight of Corporate Sustainability	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. CDP C2.1-Description of Chemours' definition of short, medium and long term CDP C2.3 and 2.3a-List of climate-related risks with potential to have substantive financial/strategic impact CDP C2.4 and 2.4a-List of climate-related opportunities to have substantive financial/strategic impact	Describe the organization's processes for identifying and assessing climate-related risks. GRI Index 102-29-Identifying and managing economic, environmental, and social impacts CDP C2.2-Chemours' process for identifying and assessing climate-related risks CDP C2.2a-List of risks considered in Chemours' climate-related risk assessment 2021 Proxy-Board Oversight of Risk Management	Disclose the organization's metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process. Chemours measures the following climate-related metrics: 1. Energy 2. Greenhouse gases 3. Water (303-3 and 303-4) 4. Waste (103-3, 306-3, 306-4) Past reports can be found on the Climate page of our web site.
Describe management's role in assessing and managing climate-related risks and opportunities. GRI Index 102-30-Effectiveness of risk management process CDP C1.2-Highest management position for climate-related issues below board	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. GRI Index 102-46-Defining report content and topic boundaries CDP C2.3a-Impacts of climate-related risks with potential to have substantive financial/strategic impact CDP C2.4a-Impacts of climate-related opportunities with potential to have substantive inancial/strategic impact	Describe the organization's processes for managing climate-related risks. GRI Index 102-29-Identifying and managing economic, environmental, and social impacts GRI Index 102-30-Effectiveness of risk management process GRI Index Climate 103-1 through 103-3, 102-29 and 102-30	Disclose scope 1, scope 2, and, if appropriate, scope 3 GHG emissions, and the related risks. **Scope 1 emissions:** GRI Index 305-1 CDP C6.1-Gross scope 1 emissions **Scope 2 emissions:** GRI Index 305-2 CDP C6.3-Gross Scope 2 emissions

GOVERNANCE Disclose the organization's governance around climate-related risks and opportunities.	STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	RISK MANGEMENT Disclose how the organization identifies, assesses, and manages climate-related risks.	METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.
Chemours disclosures	**Chemours disclosures**	**Chemours disclosures**	**Chemours disclosures:**
CDP C1.2a-Organizational structure and associated responsibilities for climate-related issues 2021 Proxy-Board Oversight of Risk Management	CDP C3.1-Statement on if climate-related issues are integrated into Chemours' business strategy CDP C3.1d-How climate-related issues are integrated into Chemours' overall strategy	CDP C2.2 -Chemours' process for managing climate-related risks 2021 Proxy-Board Oversight of Risk Management	**Scope 3 emissions:** GRI Index 305-3 CPD C6.5-Scope 3 emissions
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. CDP C3.1b-Details of Chemours' use of climate-related scenario analysis	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. GRI Index 102-30-Effectiveness of Risk Management Process CDP C2.2-Process for identifying, assessing, and managing climate-related risk and how these risks are integrated into the organization's overall risk management	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. GRI Index-Shared Planet Section CDP C4.1b-Details of Chemours' emissions target and progress on targets CDP C4.2-Details of other climate-related targets

UN Global Compact Communication on Progress

On October 8, 2018, Chemours became a UNGC participant. As such, we commit to annual reporting on our progress toward implementing the UNGC's 10 principles covering human rights, child and forced labor, the environment, and anti-corruption.

COMMUNICATION ON PROGRESS

UN GLOBAL COMPACT

This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

This 2020 CRC index report serves as our annual UNGC Communication on Progress, describing our actions to integrate the UNGC and its principles into our business strategy, culture, and daily operations.

Chemours applies the standards of the UNGC to our Code of Conduct; our business ethics policies; our human resources policies; our environmental, health, safety, and corporate responsibility policy; and our responsible procurement program. Read more about our policies in section 102-16 and our implementation strategy for each of the UNGC principles in the sections referenced on page 5.

Read more about our Corporate Responsibility Commitment in the letter from our president and CEO.

Title		
Principle	**Principle description**	**Content index links**
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Organizational Profile Reporting Practices Vibrant Communities Sustainable Offerings Safety Excellence Sustainable Supply Chain
2	Businesses should make sure they are not complicit in human rights abuses.	Organizational Profile Ethics and Integrity Reporting Practices Sustainable Supply Chain
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Organizational Profile Ethics and Integrity Stakeholder Engagement Reporting Practices Vibrant Communities Sustainable Supply Chain
4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Organizational Profile Ethics and Integrity Reporting Practices Sustainable Supply Chain
5	Businesses should uphold the effective abolition of child labor.	Organizational Profile Ethics and Integrity Reporting Practices Sustainable Supply Chain

Title		
Principle	**Principle description**	**Content index links**
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Organizational Profile Ethics and Integrity Reporting Practices Vibrant Communities Sustainable Supply Chain
7	Businesses should support a precautionary approach to environmental challenges.	Organizational Profile Reporting Practices Climate Change Mitigation and Adaptation Sustainable Offerings Sustainable Supply Chain Waste Water
8	Businesses should undertake initiatives to promote greater environmental responsibility.	Organizational Profile Ethics and Integrity Reporting Practices Climate Change Mitigation and Adaptation Sustainable Offerings Sustainable Supply Chain Waste Water
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Organizational Profile Ethics and Integrity Reporting Practices Climate Change Mitigation and Adaptation Sustainable Supply Chain Waste Water
10	Businesses should work against corruption in all ts forms, including extortion and bribery.	Organizational Profile Ethics and Integrity Governance Reporting Practices Sustainable Supply Chain

Chemours 2020 Performance Scorecard

Principle	FY2018	FY2019	FY2020	2030 goal progress
Business Overview *(USD in Millions)*				
Economic Value Generated				
Net Sales	6,638	5,526	4,969	
Adjusted EBITDA	1,740	1,020	879	
Economic Value Distributed				
Operating Costs[1]	5,373	5,098	4,509	
R&D	82	80	93	
Payments to Providers of Capital[2]	998	690	372	
Payments to Governments[3]	75	85	78	
Capital Expenditures	498	481	267	
Economic Value Retained				
Change in Retained Earnings[4]	887	-217	54	
Inspired People				
Empowered Employees				
Total Number Employees at Year End[6]	7,021	6,953	6,525	
Women in Total Global Workforce	**22%**	**22%**	**22.1%**	**0%**
Women in Global Leadership Team	33%	33%	32%	
Women in Chemours Executive Team	13%	13%	25%	
Women on the Board of Directors	25%	33%	33%	
Ethnic Diversity in Total US Workforce	**19%**	**19%**	**19.6%**	**0%**
Ethnic Diversity in US Leadership Team	26%	21%	21%	
Ethnic Diversity in Chemours Executive Team	13%	25%	38%	
Ethnic Diversity on the Board of Directors	13%	11%	11%	
Workplace Culture-Survey Participation	80%	89%	73%	
Workplace Culture-Benchmark Ranking	2nd Quartile	2nd Quartile	N/A	
Vibrant Communities				
Charitable Giving *(USD in Millions)*	2.1	2.5	6.5	
Cumulative Charitable Giving towards 2030 Goal *(USD in Millions)*	**0**	**2.5**	**9.8**	**20%**
Chemours-Supported Employee Volunteering *(Hours)*	5,860	5,417	1,200	
Safety Exellence				
Employee Total Reportable Incident Rate *(Number of incidents x 200,000 / total hours worked)*	**0.28**	**0.27**	**0.36**	**0%**
Employee Lost Time Incident Rate *(Number of incidents x 200,000 / total hours worked)*	0.05	0.04	0.04	

Principle	FY2018	FY2019	FY2020	2030 goal progress
Employee Fatalities	0	0	0	
Contractor Total Reportable Incident Rate ***(Number of incidents x 200,000 / total hours worked)***	**0.23**	**0.32**	**0.30**	**0%**
Contractor Lost Time Incident Rate *(Number of incidents x 200,000 / total hours worked)*	0.00	0.02	0.03	
Contractor Fatalities	0	1	0	
Tier 1 Process Safety Event Rate ***(Number of events per 100 workers per year)***	**0.04**	**0.02**	**0.01**	**100%**
Tier 2 Process Safety Event Rate *(Number of events per 100 workers per year)*	0.11	0.14	0.13	
Distribution Incidents	**3**	**6**	**3**	**0%**
Total Number Significant Spills	0	0	0	
Shared Planet				
Energy Use				
Total Purchased Electricity Use (MWH)[5]	1,577,000	1,513,000	1,583,000	
Electricity Use - Nonrenewable Sources (MWH)	1,490,000	1,433,000	1,481,000	
Electricity Use - Renewable Sources (MWH)	87,000	80,000	102,000	
Renewables as Percent of Total Electricity Use[5]	6%	5%	6%	
Total Fuel Use (MWH)[5]	4,808,000	4,370,000	4,233,000	
Fuel Use - Nonrenewable Sources (MWH)	4,712,000	4,291,000	4,138,000	
Fuel Use - Renewable Sources (MWH)	96,000	79,000	95,000	
Total Purchased Steam Use (MWH)[5]	2,446,000	2,365,000	2,190,000	
Total Energy Use (MWH)[5]	8,831,000	8,248,000	8,006,000	
U.S. Energy Use	6,676,000	6,439,000	6,050,000	
Outside U.S. Energy Use	2,155,000	1,809,000	1,956,000	
Energy Intensity (MWH / Metric Tons of Sales Product)[5]	4.41	4.98	4.82	
Renewables as Percent of Total Energy Use[5]	2%	2%	2%	
Greenhouse Gas Emissions				
Direct (Scope 1) GHG Emissions *(Metric Tons of CO_2e)*[5]	8,633,000	8,055,000	5,559,000	
Indirect (Scope 2) GHG Emissions *(Metric Tons of CO_2e)*[5]	1,437,000	1,305,000	1,356,000	
Total Scope 1 and 2 GHG Emissions *(Metric Tons of CO_2e)*[5]	10,071,000	9,360,000	6,915,000	
U.S. GHG Emissions *(Metric Tons of CO_2e)*	8,543,000	7,969,000	5,638,000	
Outside U.S. GHG Emissions *(Metric Tons of CO_2e)*	1,528,000	1,391,000	1,277,000	
Total Scope 1 and 2 GHG Intensity *(Metric Tons of CO_2e / Metric Tons of Sales Product)*[5,6]	4.73	5.51	4.04	
Total Scope 1 and 2 GHG Intensity *(Metric Tons of CO_2e / $ Net Sales)*[5,6]	0.0014	0.0017	0.0013	
Total Scope 1 and 2 GHG Intensity *(Metric Tons of CO_2e / $ Adjusted EBIDTA)*[5,6]	5,437	8,948	7,631	
2018 Adjusted Scope 1 and 2 Absolute GHG Emissions ***(Metric Tons of CO_2e)***[5,6]	**9,460,000**	**9,127,000**	**6,708,000**	**29%**
Indirect (Scope 3) GHG Emissions *(Million Metric Tons of CO_2e)*[5]	165	155	140	

Principle	FY2018	FY2019	FY2020	2030 goal progress
Total Scope 1, 2, and 3 GHG Emissions *(Million Metric Tons of CO_2e)*[5]	175	164	147	
Avoided GHG Emissions Enabled by Products *(Million Metric Tons of CO_2e)*	34	27	28	
Air Emissions				
Total Fluorinated Organic Compound Process Emissions to Air *(Metric Tons)*[5]	**1,082**	**986**	**566**	**48%**
Total NO_X + SO_X Emissions *(Metric Tons)*[5]	3,500	3,700	2,000	
Total NO_X Emissions *(Metric Tons)*	1,700	1,900	1,000	
Total SO_X Emissions *(Metric Tons)*	1,800	1,800	1,000	
Total Volatile Organic Carbon Emissions *(Metric Tons)*[5]	3,000	2,300	2,000	
U.S. Hazardous Air Pollutants *(Metric Tons)*[5]	1,800	1,600	1,700	
Water Stewardship				
Total Water Use *(Megaliters)*[5]	270,000	235,000	422,000	
Total Water Withdrawals *(Megaliters)*[5]	232,000	202,000	194,000	
Total Water Recycled *(Megaliters)*[5]	38,000	33,000	230,000	
Total Water Discharged *(Megaliters)*[5]	208,000	193,000	182,000	
Total Water Consumption *(Megaliters)*[5]	52,000	45,000	43,000	
Water Use Intensity *(Megaliters / Metric Tons of Sales Product)*[5]	0.12	0.12	0.12	
Number of Sites in Stressed Watersheds per Aqueduct Screen	8	7	7	
Stressed Watershed Withdrawals/Total Withdrawals[5]	6%	4%	4%	
Total Fluorinated Organic Compound Emissions to Water *(Metric Tons)*[7]	**556**	**548**	**266**	**52%**
Waste Generation				
Total Waste Generated *(Metric Tons)*[5]	1,581,000	1,355,000	1,309,000	
Total Waste to Landfills *(Metric Tons)*	1,050,000	936,000	940,000	
Total Waste to Incineration/Controlled Combustion *(Metric Tons)*	33,000	26,000	25,000	
Total Waste to Deep Wells *(Metric Tons)*	399,000	275,000	280,000	
Total Waste to Other Disposal Methods *(Metric Tons)*	17	0	0	
Total Waste Recycled *(Metric Tons)*	94,000	115,000	60,000	
Total Waste Incinerated for Energy Recovery *(Metric Tons)*	5,000	3,000	4,000	
Total Waste Intensity *(Metric Tons / Metric Tons of Sales Product)*[5]	0.79	0.82	0.79	
Total Hazardous Waste Generated *(Metric Tons)*[5]	408,000	290,000	292,000	
Hazardous Waste Recycled/Recovered *(Metric Tons)*[5]	1,000	3,000	1,000	
Total Nonhazardous Waste Generated *(Metric Tons)*[5]	1,173,000	1,065,000	1,017,000	
Nonhazardous Waste Recycled/Recovered *(Metric Tons)*[5]	93,000	112,000	59,000	
Total Waste Volume to Landfills *(m^3)*[5]	773,000	683,000	692,000	
Landfill Volume Intensity *(m^3/ Metric Tons of Sales Product)*[5]	**0.39**	**0.41**	**0.42**	**0%**

Principle	FY2018	FY2019	FY2020	2030 goal progress
Evolved Portfolio				
Sustainable Offerings				
Revenue from Products that Support the UN SDGs	**9.5%**	**10.4%**	**37.5%**	**69%**
Products Sold in Renewable/Reusable Packaging	47%	48%	42%	
Sustainable Offerings				
Procurement Spend Covered by Sustainability Assessments	**5%**	**39%**	**59%**	**72%**
Procurement Spend with Local Suppliers	16%	14%	10%	
Improvement in Supplier Sustainability Score	**0%**	**0%**	**0%**	**0%**

[1]Operating Costs is comprised of cost of good sold, selling, general, and adminstrative expense, and restructuring, asset-related, and other charges, as disclosed in the Company's Annual Reports on Form 10-K for the year ended December 31, 2020.
[2]For the years ended December 31, 2018, 2019, and 2020 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 Report on Form 10-K for the year ended December 31, 2020.
[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 year ended December 31, 2020.
[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, and 2020. 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, 2019 and 2020 for futher information.
[5]We are restating our historic planet data because of business acquisitions and divestitures as well as increase data accuracy and quality.
[6]Values adjusted to remove contributions from a one-time emissions release event in 2018. Values do not include emissions from generating steam & electricity for tenants.
[7]Includes 243 metric tons of emissions currently captured and sent off-site for deep-well injection.

Bolded entries represent our 2018 baseline values and progress towards our 2030 CRC goals.

Report Resources

COMMITMENTS, POLICIES, AND POSITIONS

Inspired People

- Code of Conduct
- Ethics Hotline
- Environment, Health, Safety, and Corporate Responsibility Policy
- Environment, Health, and Safety 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
- 2020 Proxy Statement
- 2018 GRI Content Index
- 2018 CRC Report

Shared Planet

- Climate Change: Our Pledge
- Environment Management System Certifications

Shared Planet

- Conflict Minerals: Specialized Disclosure Report
- REACH General Statement
- Animal Use Principles
- 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

ACRONYMS

A2E ..... Ability to Execute
AAALAC..... Assessment and Accreditation of Laboratory Animal Care
AAR..... Association of American Railroads
ACC..... American Chemistry Council
ACP ..... annual compensation planning cycle
AIChE..... American Institute for Chemical Engineering
ANSI..... American National Standards Institute
APEC ..... Asia-Pacific Economic Cooperation
APM ..... advanced performance materials
AR4 ..... IPCC Fourth Assessment Report
CAB..... Community Advisory Board
CAER ..... Community Awareness Emergency Response
CAESER ..... Center for Applied Earth Science and Engineering Research
CCO ..... chief compliance officer
CDP..... Carbon Disclosure Project
CEO..... chief executive officer
CET ..... Chemours Executive Team
CFC..... chlorofluorocarbon
CH_4..... methane
CLARO..... Chemours Latin American Resource Organization
CLDC ..... Compensation Leadership Development Committee
CO_2..... carbon dioxide
CO_2e ..... carbon dioxide equivalent
COE..... Center of Excellence
COO ..... chief operating officer
COVID-19 ..... coronavirus disease 2019
CPO..... chief procurement officer
CRC..... Corporate Responsibility Commitment
CRLT..... Corporate Responsibility Leadership Team
DEP ..... Florida Department of Environmental Protection
DSST..... Distribution Safety Strategy Team
EAEU ..... Eurasian Economic Union
EHS..... environmental, health, and safety
EHS&CR ..... environmental, health, safety, and corporate responsibility
EMEA..... Europe, Middle East, and Africa
EMR ..... experience modification rating
EP&R..... emergency preparedness and response
EPA ..... US Environmental Protection Agency
ERG..... employee resource group
ERM ..... enterprise risk management
ERT..... Emergency Response Team
ESG..... Environmental, Social, and Governance

FIBC-D ..... dissipative flexible intermediate bulk containers
FOC ..... fluorinated organic compound
FWCC ..... Fish and Wildlife Conservation Commission
GHG ..... greenhouse gas
GRI ..... Global Reporting Initiative
GWP ..... global warming potential
HAP ..... hazardous air pollutant
HBCUs ..... Historically Black Colleges and Universities
HCFC ..... hydrochlorofluorocarbon
HFC ..... hydrofluorocarbon
HFO ..... hydrofluoroolefin
HR ..... Human Resources
IATF ..... International Automotive Task Force
ICCA ..... International Council of Chemical Associations
ICMC ..... International Cyanide Management Code
IEC ..... International Electrotechnical Commission
IER ..... integrated emergency response
ILO ..... International Labour Organization
IP ..... Internet protocol
IPCC ..... Intergovernmental Panel on Climate Change
ISO ..... International Organization for Standardization
IUCN ..... International Union for the Conservation of Nature
LCA ..... life cycle assessment
LEI ..... leadership effectiveness index
LGBTQA+ ..... lesbian, gay, bisexual, transgender, questioning, and ally
LRQA ..... Lloyd's Register Quality Assurance
LWCR ..... lost workday cases rate
m3 ..... cubic meter
MEE ..... China Ministry of Ecology and Environment
MLK ..... Martin Luther King, Jr.
MT ..... metric ton
MWh ..... megawatt-hour
N_2O ..... nitrous oxide
NAICS ..... North American Industry Classification System
NEST ..... Nature's Environmental Support Team
NF_3 ..... nitrogen trifluoride
NGO ..... nongovernmental organization
NIMS ..... National Incident Management System
NO_X ..... nitrogen oxides
OECD ..... Organisation for Economic Co-operation and Development
OH&S ..... Occupational Health and Safety
OHSAS ..... Occupational Health and Safety Assessment Series
OSHA ..... Occupational Safety and Health Administration
PFAS ..... perfluoroalkyl substances
PFC ..... perfluorocarbon
PHA ..... process hazard analysis
PMP ..... performance management process
PSIR ..... process safety total incident rate
PSISR ..... process safety incident severity rate
PSRA ..... product sustainability risk assessment
PSU ..... performance stock units
Q&A ..... question and answer
R&D ..... research and development
RC ..... Responsible Care
RRR ..... reduce, refine, and replace
RSU ..... restricted stock units
SASB ..... Sustainability Accounting Standards Board
SCRA ..... supplier corporate responsibility assessment
SDG ..... Sustainable Development Goal
SDS ..... Safety Data Sheet
SEC ..... Security and Exchange Commission
SF_6 ..... sulfur hexafluoride
SIF ..... serious injuries and fatalities
SIM ..... Southern Ionic Minerals
SMART ..... specific, measurable, actionable, realistic, and time-bound
SO_X ..... sulfur oxides
STAR ..... Science, Technology, and Advanced Research
STEM ..... Science, Technology, Engineering, and Math
SVHC ..... substance of very high concern
SVP HR ..... senior vice president of human resources
TSCA ..... Toxic Substances Control Act
TiO_2 ..... titanium dioxide
TRANSCAER ..... transportation community awareness emergency response
TRIR ..... total recordable incident rate
TSS ..... Thermal & Specialized Solutions
UGA ..... University of Georgia
UL ..... Underwriters Laboratories
UN ..... United Nations
UNESCO ..... United Nations Educational, Scientific and Cultural Organization
UNGC ..... United Nations Global Compact
US ..... United States
USDA ..... United States Department of Agriculture
VOC ..... volatile organic compound
VP ..... vice president
VP EHS ..... vice president of environmental, health, safety
VPP ..... Voluntary Protection Program
WBCSD ..... World Business Council of Sustainable Development
WHC ..... Wildlife Habitat Council
WMA ..... Wildlife Management Area
WRI ..... World Resources Institute
WWF ..... World Wildlife Fund

GENERAL DEFINITIONS

American Chemistry Council (ACC)

The ACC represents a diverse set of companies engaged in the business of chemistry.

bluesign®

The bluesign® system is the solution for sustainable textile production. It eliminates harmful substances right from the beginning of the manufacturing process and sets and controls standards for environmentally friendly and safe production.

Carbon Footprint

The total amount of direct and indirect GHG emissions, expressed as CO_2e.

CEO Action for Diversity and Inclusion

A coalition of more than 1,000 CEOs, who have committed to taking actions to advance diversity and inclusion in the workplace.

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 non-hazardous waste into deep, isolated rock formations that are thousands of feet below the lowermost 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 Compound (FOC) Process Emissions

These are emissions of FOCs to air and water from our manufacturing processes. FOCs are defined as compounds containing one or more carbon-fluorine bonds. Air emissions of these compounds 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 greenhouse gases covered by the Kyoto Protocol: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3). It was updated in 2015 with the Scope 2 Guidance, which allows companies to credibly measure and report emissions from purchased or acquired electricity, steam, heat, and cooling. Companies may additionally report GHG emissions from gases not covered by the Kyoto Protocol, such as chlorofluorocarbons and other fluorinated compounds. CO2e stands for carbon dioxide equivalent and is a standard unit for measuring carbon footprints.

GHG Scope 1

Scope 1 emissions are the GHGs produced directly from sources that are owned or controlled by Chemours—for example, from our manufacturing processes and equipment or from combustion of fuel in vehicles, boilers, and furnaces. Emissions produced from renewable fuel sources (e.g., landfill gas or biogas) are not reported as scope 1 emissions.

GHG Scope 2

Scope 2 emissions are the indirect GHGs resulting from the generation of electricity, heating and cooling, and steam off-site but purchased by the entity. Scope 2 emissions physically occur at the facility where electricity and steam are generated and not at Chemours locations.

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.

Green Globes

Green Globes is an online assessment protocol, rating system, and guidance for green building design, operation, and management. It is interactive, flexible, and affordable, and provides market recognition of a building's environmental attributes through third-party assessment.

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 its OH&S performance. This standard replaced the OHSAS 18001 safety standard.

ISO 50001

An international standard developed by ISO that determines the general requirements for use of an energy management system with a main purpose of using energy more efficiently.

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.

Land Protected

Undisturbed land (not affected by any operations) that remains in its original state and that is actively protected from operations to maintain a healthy, functioning ecosystem.

Land Disturbed

Areas that are used during or affected by operational activities, including operational plants and units (including tanks, maintenance facilities, etc.), office buildings, infrastructure (roads, parking lots, ditches, etc.), waste treatment/storage areas or ponds, and mining operations (from area prep through backfilling).

Land in Rehabilitation

Former or operational areas where topsoil has been placed, but rehabilitation is not complete.

Land Restored

Areas where rehabilitation has been completed to achieve a specified quality level as agreed upon with regulatory agencies, third-party requirements, or internal standards.

Location-Based Emissions

Reflect the average GHG emissions intensity of grids on which electricity consumption occurs (using mostly national grid-average emissions factor data). The corresponding emissions factor is in most cases the national emissions factor.

Market-Based Emissions

Reflect GHG emissions from electricity supplies that companies have purposefully chosen and contracted (or decided against). Corresponding emissions factors: supplier-specific emissions factor (provided by the supplier) and residual emissions factor (country-based grid factor, corrected for allocated purchased electricity from renewable resources).

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.

Sales Product

Manufactured products or co-products that are sold to a third party.

REACH

A European Union regulatory framework for the registration, evaluation, authorization, and restriction of chemicals; it was implemented gradually and took full effect by 2018. Companies are obligated to collect data on the properties and uses of produced and imported substances and to assess any risks.

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 14001 certification into a single, cost-effective process.

Science-Based Targets

The Science-Based Targets initiative (SBTi) champions science-based target-setting as a powerful way of boosting companies' competitive advantage in the transition to a low-carbon economy. A science-based target is one that is adopted by companies to reduce GHG emissions according to the level of decarbonization required to keep global temperature increase below 2°C compared to pre-industrial temperatures, as described in the Fifth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC AR5).

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.

United States Department of Agriculture-Certified Bio-Based Product

The USDA's BioPreferred® Program Catalog assists users in identifying products that qualify for mandatory federal purchasing and are certified through the voluntary labeling initiative.

United States Occupational Safety and Health Administration's Voluntary Protection Programs (VPPs)

The VPPs recognize employers and workers in the private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries.

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 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 (office waste, food waste, pallets, etc.) at our operating sites and technical centers.

Chemical Waste Management Program

All chemicals are included in the production waste totals and are not reported separately.

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.

Non-Hazardous 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 non-hazardous 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 non-product 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

Shipped to wastewater treatment plant is 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.

Non-Contact

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 Intake

Sources include water drawn directly from surface water, pumped from groundwater wells, and purchased from local municipal treatment facilities.

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 3.0 of the Aqueduct tool.

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