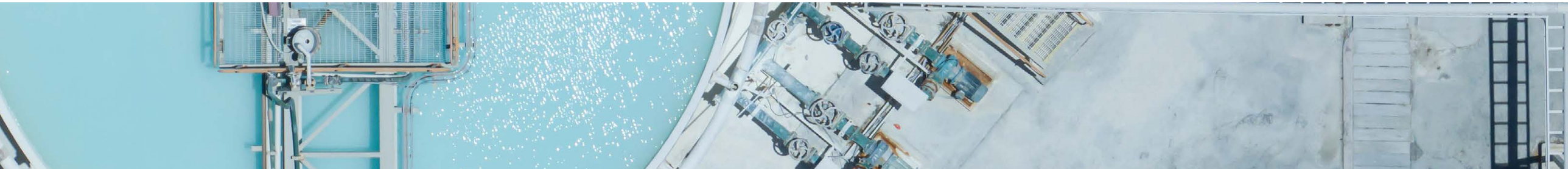
TRONOX

2024 Sustainability Report

Tronox Holdings plc



About This Report

Tronox prides itself on transparent reporting of our sustainability journey. This report highlights progress toward our sustainability goals and targets, and our overall approach to integrating sustainability throughout Tronox's business. We report in-line with a number of global disclosure initiatives to meet the needs of our stakeholders, including the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI). Tronox became a signatory to the United Nations Global Compact (UNGC) in 2021 and considers the United Nations Sustainable Development Goals (SDGs) when setting our strategy.

The content in this report is approved by the CEO and the Chief Sustainability Officer. Before publication, the Board's Governance and Sustainability Committee meets with the Chief Sustainability Officer to review how the report will be prepared. Data covers all sites under Tronox's operational control, including associated offices and warehouses. We exclude certain offices outside of our production sites, such as the R&D Center in Oklahoma and the distribution warehouse in Belgium, because these sites are generally leased offices and/or their contribution to our overall environmental performance is negligible.

We report data based on our financial year, which runs from January 1 to December 31. Greenhouse gases (GHGs) reported are in line with the GHGs covered by the United Nations Kyoto Protocol, the World Resources Institute and the World Business Council for Sustainable Development GHG Protocol Corporate Accounting and Reporting Standard. All financial data is taken from our 2024 Annual Report, prepared in accordance with the U.S. Generally Accepted Accounting Principles. DNV Business Assurance Germany GmbH was commissioned to provide independent limited assurance over selected data and KPIs. For more details, please refer to their assurance statement on page 98.

Table of Contents

Letter From the **CEO**

At Tronox, responsibility and sustainability have been frequent discussion points throughout 2024. They are core to the new purpose and vision we introduced this past year, themes that not only unite our global workforce but also guide our business strategy, making us a stronger, more resilient company.

Like many companies, we are navigating the challenges facing our world, including the impacts of climate change, resource scarcity and geopolitical complexities. However, these challenges strengthen us because we are driven to uphold commitments to our people, communities, planet and business. In fact, we have made significant progress toward our sustainability goals despite a slower industrywide recovery in 2024.

OUR PURPOSE

We responsibly transform the earth's resources into products and opportunities that enhance lives. Our approach to responsible operations is to drive efficiencies and reduce environmental impacts, all while providing safe, reliable working conditions for our employees, leading products for our customers and value for our stakeholders.

In 2024, Tronox:

AUTOMATED many processes across our global facilities and transitioned to more renewable energy generation in South Africa, reducing Scope 1 and 2 GHG emissions intensity by 21% in 2024 compared to our 2019 baseline.

PRODUCED less waste, recycled more material back into our processes and explored circular economy opportunities, reducing waste to external landfills by 13% in 2024, compared to our 2019 baseline.

ACHIEVED one of the lowest total recordable injury rates in decades, supporting safer work environments for every employee every day.

LEVERAGED our vertically integrated business model to benefit customers with low-cost, high-quality TiO_2 and co-products.

Fulfilling our responsibility to the planet and people who rely on us drives how we work, but I believe it is our vision – our why – that sets us apart. Creating a more sustainable future for all is at its heart.

OUR VISION

Be the leader in shaping a sustainable, thriving world through enriched and refined minerals. Our vision is bold and ambitious, and we believe we have the capacity and the duty to rise to the occasion. This report highlights many of the ways we are championing sustainability at our sites around the world. Some noteworthy efforts in 2024 include:

PILOTED plans to better measure and understand water risk so that we can conserve this vital resource.

LEVERAGED rare earths concentrates in our tailings to provide metals that are crucial to the clean energy transition.

PROVIDED the world with products that mitigate climate change, improve air quality, reduce waste and purify water.

CARED for our people and communities by promoting a quality of life centered on safety, respect and dignity.

Guided by our vision and purpose, we are more focused than ever on fulfilling our role as a sustainable, responsible company. I invite you to read more about the progress we are making toward our vision and our plans for a more sustainable future.

Sincerely,

John D. Romano

About Tronox

Tronox is the world's leading vertically integrated manufacturer of titanium dioxide (TiO_2) pigment.

By mining our mineral sands in Australia and South Africa, we are vertically integrated such that we have the capacity to meet 85% of our TiO_2 feedstock needs. This level of control over our own supply chain enables us to more reliably serve customers.

Our **Business**

MINING AND MANUFACTURING

Our core values guide our business operations and reinforce our commitment to maintaining safe, reliable and responsible operations to benefit our employees, our communities and our world. We understand duty to use our global footprint for good. Our TiO_2 product portfolio contributes to essential products that help keep our world healthier and more sustainable.

IMPACTS:

- Fair employment practices
- Local economic development
- Community and rights of Indigenous peoples
- Ethical business practices
- Health and safety
- Diversity and inclusion
- Environmental and climate impact

RESEARCH AND DEVELOPMENT

The majority of our R&D is located in Oklahoma City, Oklahoma, the United States; Stallingborough, the United Kingdom; and Thann, France. The process and product development teams are collaborating on more sustainable, lower carbon footprint technologies for all end use segments, as well as the separation of monazite into rare earth minerals that are in demand for electric vehicle and wind turbine applications.

IMPACTS:

- Product development
- Product stewardship
- Ethical business practices

END MARKETS

TiO_2 is used in essential products, such as paints, paper, plastics, catalysts, packaging, pharmaceutical products and more. The processing of titanium-bearing mineral sands also creates meaningful quantities of zircon and pig iron, which we supply to customers around the world.

Read more **here**.

IMPACTS:

- Value for shareholders
- Economic development
- Ethical business practices
- Product stewardship

Sustainable **Growth**

Tronox proudly offers the broadest TiO_2 product portfolio in the industry. The TiO_2 we produce is used in paints, paper, plastics, catalysts, packaging, pharmaceutical products and more.

REVENUE FROM PRODUCT SALES

- **TiO_2** | 78%
- **Other Products** | 11%
- **Zircon** | 11%

TiO_2 SALES VOLUME DISTRIBUTION BY END USE

- **Paints and Coatings** | 76%
- **Plastics** | 20%
- **Paper and Specialty** | 4%

**Nameplate capacity*

Driven By **Our Values**

We have an uncompromising focus on operating **safe, reliable and responsible facilities**.

We honor our responsibility to **create value** for stakeholders.

We treat others with respect and act with **personal and organizational integrity**.

We build our organization with **diverse, talented people** who make a positive difference, and we invest in their success.

We are **adaptable, decisive and effective**.

We are **trustworthy and reliable,** and we build **mutually rewarding relationships**.

We share **accountability and have high expectations** for ourselves and one another.

We do **the right work the right way** in every aspect of our business.

We celebrate the **joy of working together** to **accomplish great things**.

~6,500
full-time employees

20
mines and manufacturing sites

$3.1B
in revenue

35
ISO certifications

GLOBAL OPERATIONS AND FULL-TIME EMPLOYEES BY REGION

On March 17, 2025, Tronox announced its intention to idle its Botlek facility in the Netherlands.

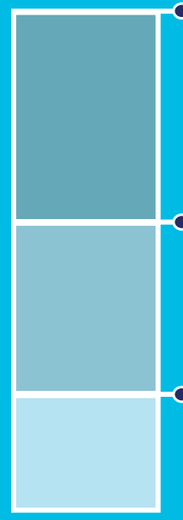
See a list of our global locations on page 97.

Sustainability **Strategy and Goals**

We know that what we do is essential to a sustainable, thriving world. The products we produce play important roles in creating a cleaner, brighter future by mitigating climate change, improving air quality, and reducing resource use and waste. At the same time, we recognize that our operations also have an impact. That is why we have always operated with sustainability integrated into our strategy, operations and culture.

Goals and Targets

ACHIEVE NET ZERO SCOPE 1 AND 2 EMISSIONS BY 2050

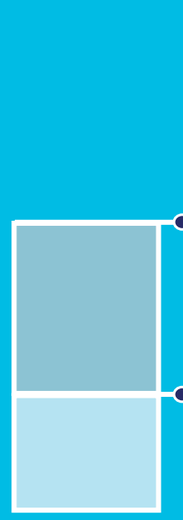


2050[1]
100% Net Zero
Reduce Scope 1 and 2 GHG emissions intensity

2030[1]
50% reduction

2025[1]
25% reduction

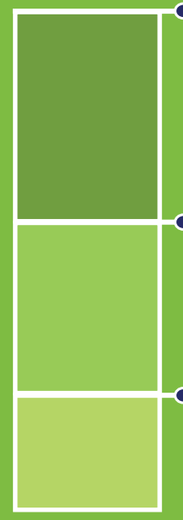
REDUCE SCOPE 3 EMISSIONS IN OUR SUPPLY CHAIN



2030[2]
16% reduction in upstream Scope 3 GHG emissions intensity

2025[2]
9% reduction

ZERO WASTE TO EXTERNAL DEDICATED LANDFILLS



2050[3]
Zero Waste
Reduce absolute waste to external dedicated landfills

2030[3]
25% reduction

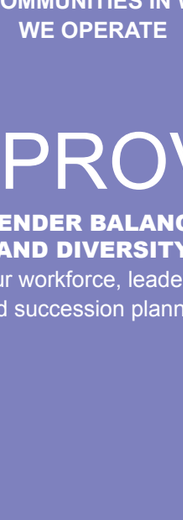
2025[3]
15% reduction

ACHIEVE ZERO HARM BY BUILDING CAPACITY IN OUR PEOPLE, PLANTS AND PROCESSES

ZERO

INJURIES | INCIDENTS | HARM

FOSTER AND BUILD A WORKPLACE THAT REFLECTS THE COMMUNITIES IN WHICH WE OPERATE



IMPROVE

GENDER BALANCE AND DIVERSITY
of our workforce, leadership and succession planning

Our goals cover 100% of our global operations and employees.
[1] Versus 2019 baseline
[2] Versus 2021 baseline
[3] Versus 2019 baseline

Performance **Improvement Targets**

Short-term targets keep us on track toward our global sustainability goals.

◯ LAGGING OR NOT STARTED ◑ ON TRACK ● AHEAD OR COMPLETED

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2024
Sustainability Strategy: Operate with sustainability integrated into our business strategy		◑	
Update materiality assessment to understand evolving goals and needs of stakeholders	2026	◑	Materiality exercises commenced in 2024 to align with new mandatory sustainability reporting requirements in multiple jurisdictions.
Update climate transition risk assessment	2025	●	Completed risk assessment in early 2025 and published results in our 2024 climate report.
Implement data management system for sustainability metrics	2025	◑	Currently launching a new ESG tool and conducting training for users. Expect full implementation in the first half of 2025.
Offer companywide sustainability training	2025	◑	All employees have access to educational sustainability videos, and our commercial, sales and procurement departments have participated in targeted training. Exploring additional training in 2025.
SAFETY			
Health and Safety: Zero injuries, incidents or harm		◑	
Zero fatalities companywide	2024	●	Zero fatalities in 2024.
Achieve 0.31 total recordable injury frequency rate (TRIFR)	2025	◑	Revised stretch goal of 0.33 TRIFR has been established for 2025, building on 2024 performance.
Further evolve Safety Leading Indicator program to reduce frontline safety risk	2025	◑	Expanded existing program to emphasize the higher orders of the control hierarchy and added three new categories related to EHS capital project completion, closure of human element-related insurance recommendations, and completion of global learning teams' action items.
ENVIRONMENT			
Reduce Scope 1 and 2 GHG Emissions Intensity: 25% by 2025 and 50% by 2030		◑	On track to achieve our 2025 target with a 21% reduction in 2024.
Prepare for proposed corporate climate disclosure reporting requirements	2025	◑	Conducted gap assessment against ISSB S2 standards, which is reflected in the 2024 climate report. Completing gap assessments related to CSRD in the EU and ASRS requirements in AU in 2025.

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2024
ENVIRONMENT			
Refine internal carbon costing mechanism	2024	●	Conducted a thorough review on the internal carbon pricing mechanism in 2024. Updated regional carbon pricing based on the review outcomes.
Move South Africa operations to renewable energy	2024	◑	Solar project in South Africa is now online and providing power to Tronox operations. In addition, a second significant renewable project in South Africa is underway.
Align with the Minerals Council of Australia's Enduring Value Framework	2025	◑	In progress and will be completed by the end of 2025.
Expand climate reporting frameworks to include CDP and Science-Based Targets	2026	◑	Reviewed new mandatory reporting frameworks in 2024, and will conduct a gap analysis between mandatory and voluntary frameworks in 2025.
Reduce Upstream Scope 3 GHG Emissions Intensity: 9% by 2025 and 16% by 2030		◑	On track to achieve 2025 target and exceeded published targets in 2024.
Work with top 20 emitters in supply chain to reduce impact	2025	◑	Achieved 19% Scope 3 emissions intensity reduction compared to 2021 baseline and increased the percentage of primary data in Scope 3 emissions calculations. Continuing to explore decarbonization opportunities with top emitters.
Implement a tool to collect Scope 3 data	2025	◑	Selected Sphera to collect supplier sustainability data, including emissions. Intend to deploy in 2025 for supplier screenings, assessment, plan implementation, monitoring and reporting.
Implement action plan for supply chain emissions	2025	◑	Began collecting Scope 3 data to inform Tronox's decarbonization plan.
Reduce Absolute Waste to External Dedicated Landfills: 15% by 2025 and 25% by 2030		◑	On track to achieve 2025 target, with a 13% reduction in 2024.
Pilot process changes to reduce waste at Bahia and Yanbu Pigment Plants	2024	●	Pilots are underway with potential to expand to other sites.
Safe and Responsible Mine Tailings Management		◑	
Achieve full compliance with Global Industry Standards on Tailings Management	2025	◑	Completed audit and each site was rated in terms of progress against all GISTM standards and recommendations we proposed. The target date for follow-up actions is August 2025.
Water Management		◑	
Roll out global program to reduce freshwater use in high water-stress areas	2025	◑	Completed vulnerability risk assessments at all sites and deep-dive pilots at three locations in 2024. Three additional sites will be assessed in 2025 and contextual targets will be developed.

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2024
ENVIRONMENT			
Biodiversity Management		◑	
Align with TNFD and Science-Based Nature Targets for nature disclosures in sustainability reporting	2025	◑	Pilot assessment planned for Australia operations in 2025.
EMPLOYEES			
Improve Gender Balance and Diversity of Our Workforce, Leadership and Succession Planning		◑	
100% of employees receive Diversity & Inclusion training	2025	◑	Training for Band 1 leaders rescheduled from 2024 to 2025. Ongoing training for employees occurred in 2024.
Establish framework for assessing leaders	2026	◑	Launching framework and associated competencies in 2025, with an intention to assess leaders against these in 2026.
Identify future leaders and develop succession plans	2026	◑	Create individual development plans (IDPs) for targeted employees over next two years.
Invest In the Success of Our People		◑	
Conduct employee culture survey and develop employee engagement plan	2024	●	Completed employee culture survey in 2023 and developed employee engagement plan in 2024. Key efforts included rolling out a new purpose, vision and business strategy.
COMMUNITIES			
Be Valued Contributors to Local Economies and the Quality of Life in Our Shared Communities		◑	
Partner with local communities on 2023-2027 Social and Labor Plan for South Africa Operations	2027	◑	Implementing local economic development projects from approved plan.
Advance Cultural Heritage Management and Reconciliation Plans in Australia	2024	●	Delivered on key items from Reflect Reconciliation Action Plan.
Expand community engagement plans	2025	◑	100% of Tronox sites have community engagement plans. Our stakeholder relationship management platform is in place at pilot sites in Australia and South Africa, with plans to expand to all Australian sites and two additional global sites.

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2024
COMMUNITIES			
Increase spend with Indigenous suppliers	2025	◑	Made the business case for increasing procurement from Indigenous-owned businesses, which will be outlined in the Innovate Reconciliation Action Plan in 2025.
Expand “Cultural Conversations” trainings from Traditional Landowners	2024	●	Rolled out training across Australian operating sites.
RESPONSIBLE BUSINESS			
Contribute to a Circular Economy Through More Sustainable Products and Supplier Relationships		◑	
Complete product life cycle assessments	2025	◑	Completed life cycle assessments in accordance with EN15804 standards in 2024. Assessments will be updated in 2025 to reflect 2024 data that included increased renewable energy generation.
Train 100% of targeted supply chain team members in sustainable procurement	2024	●	Completed targeted internal training on the ISO 20400 Guidelines for Sustainable Procurement standard and continued sustainable procurement internal newsletter for ongoing education.
Embed Safe and Sustainable by Design (SSbD) criteria in all new product risk assessments	2024	●	SSbD criteria are embedded into the Stage Gate process and being applied to new product developments.
Complete a horizon scan of long-term regulatory risks for all existing products	2024	●	Scan was completed in 2024, and we will continue to adjust our priorities annually to ensure safety and regulatory compliance for our products.
Identify product sustainability risks across the value chain	2025	◑	Completed exercise to identify risks and opportunities, and will determine product-specific goals in 2025.

We consider the United Nations Sustainable Development Goals (SDGs) when setting goals for our own business. We believe Tronox can most impact:

Setting **Priorities**

Our sustainability strategy is informed by the goals and needs of our stakeholders. We regularly engage with key stakeholder groups to ensure we prioritize sustainability issues that are important to them and our business. Our stakeholders want to know how we plan to prepare for climate change and manage our carbon emissions and other environmental impacts. Likewise, we have customers who partner with us to learn how to reduce their Scope 3 emissions. Tronox also held customer and supplier events where we engaged in deeper conversations about our sustainability efforts.

In 2025, Tronox will update its assessment of material issues as part of preparation for mandatory sustainability reporting. We welcome any additional feedback from our stakeholders to ensure we continue to address what is most important to them. Please send any feedback to ***sustainability@tronox.com.***

ENVIRONMENT

- Climate Change
- Circular Economy
- Product Stewardship
- Water and Effluents
- Biodiversity
- Management of Tailings Storage Facilities

Of interest to the following stakeholders:

Employees, customers, communities, investors, government/regulators, NGOs and industry

SOCIAL

- Health and Safety
- Community and Rights of Indigenous People
- Fair Employment Practices
- Diversity and Inclusion

Of interest to the following stakeholders:

Employees, customers, communities, investors, government/regulators, NGOs and industry

RESPONSIBLE BUSINESS

- Economic Performance
- Financial Disclosure of Climate-related Risks
- Market Presence
- Procurement Practices
- Fair Business Practices

Of interest to the following stakeholders:

Employees, customers, communities, investors, suppliers and industry

GOVERNANCE

- Board Governance
- Sustainability Governance and Grievance Mechanisms
- Compliance

Of interest to the following stakeholders:

Employees, customers, communities, investors, government/regulators and suppliers

Stakeholder **Engagement**

Stakeholder engagement is conducted at the local, regional and corporate levels. We collect input from many external and internal stakeholder groups to understand their expectations of Tronox and make adjustments in our behaviors and actions accordingly.

STAKEHOLDER GROUP	TRONOX REPRESENTATIVE	CHANNELS OF ENGAGEMENT	KEY TOPICS COVERED
EMPLOYEES	• Board Members • Senior Leaders • Managing Directors • General Managers and Site Directors • Functional Directors • HR Managers • Corporate Communications Team • VP Sustainability	• Town halls • Face-to-face meetings • Newsletters • Surveys and focus groups • Email newsletters • Intranet	• Safety, health and wellness • Diversity and inclusion • Fair employment practices • Fair business practices • Company updates, priorities and challenges • Celebrations and employee recognition • Sustainability approach • Environmental stewardship • Community engagement
CUSTOMERS	• CEO • SVP Commercial and Strategy • VPs of Operations • Sales Teams • Sustainability Team • Site Directors	• Customer survey • Face-to-face meetings • Site tours • Website	• Product stewardship • Fair business practices • Market presence • Environmental stewardship • Sustainability approach
COMMUNITIES	• Chief Sustainability Officer and Head of Investor Relations • VP of Safety, Health, Environmental and Quality (SHEQ) • Managing Directors • General Managers and Site Directors • Site Safety, Health and Environmental (SHE) Managers • HR Managers • Corporate Communications Team • Community Engagement Team	• Face-to-face meetings • Site tours • Community forums • External events • Community sponsorships	• Community investments and rights of Indigenous peoples • Fair employment practices • Diversity and inclusion • Environmental stewardship • Procurement practices • Company updates • Job opportunities • Safety performance

STAKEHOLDER GROUP	TRONOX REPRESENTATIVE	CHANNELS OF ENGAGEMENT	KEY TOPICS COVERED
INVESTORS AND LENDERS	• Board Members • CEO • CFO • Chief Sustainability Officer and Head of Investor Relations • SVP General Counsel and Corporate Secretary • SVP Commercial and Strategy • VPs of Operations • VP Treasury	• Sell-side hosted conferences • Externally hosted events • Company-hosted events, including investor days • Face-to-face meetings • Calls • Email newsletters • Website • Press releases	• Economic performance • Risk disclosure, including climate-related risk • Board governance • Sustainability governance and approach • Compliance • Market presence • Circular economy • Environmental stewardship • Community engagement • Labor relations
SUPPLIERS	• SVP Integrated Supply Chain and Digital Transformation • Supply Chain Team • VP Sustainability	• Face-to-face meetings • Site tours • Letters • Contractor safety forums • Supplier day events • Website	• Procurement practices • Market presence • SHE practices, performance and controls • Sustainability governance and approach

STAKEHOLDER GROUP	TRONOX REPRESENTATIVE	CHANNELS OF ENGAGEMENT	KEY TOPICS COVERED
GOVERNMENT AND REGULATORS	• Board Members • CEO • SVP General Counsel and Corporate Secretary • Deputy General Counsel • Assistant General Counsels • Chief Sustainability Officer • VP of SHEQ • Managing Directors • General Managers and Site Directors • Site SHE Managers	• Face-to-face meetings • Site tours • Letters	• Environmental stewardship • Social responsibility • Fair employment practices • Risk disclosure, including climate-related risk • Board governance • Sustainability governance and approach • Economic performance and investment • SHE practices, performance and controls • Procurement practices • Market challenges
NON-GOVERNMENTAL BODIES AND INDUSTRY INITIATIVES	• Chief Sustainability Officer and Head of Investor Relations • VP of SHEQ • Managing Directors • General Managers and Site Directors • Site SHE Managers • VP Sustainability • Corporate Communications Team	• Face-to-face meetings • Site tours • Community forums • Sponsorship agreements	• Environmental stewardship • Fair employment practices • Sustainability grievance mechanisms • Board governance • Sustainability governance • Economic performance and investment • SHE practices, performance and controls

Products for a Sustainable, **Thriving World**

Sustainability at Tronox is about more than how we operate. It also hinges on our ability to transform the earth's resources into products that enhance lives and create a cleaner world.

Almost all the products Tronox provides enable sustainable solutions. We're proud that our products help customers progress toward their sustainability goals and address some of the world's most pressing sustainable challenges.

Approximately 71% of our total revenue comes from products with a sustainable impact.

ESSENTIAL PRODUCTS FOR TODAY'S INDUSTRIES

Titanium Dioxide Products

TiO_2 is an inorganic white pigment used in many industries – and it's all around in the essential products people use every day. Coatings and plastics account for more than 80% of use globally, bringing high opacity, durability and protection that prolongs the life of the treated item.

Specialty TiO_2 products also have powerful properties that aid air quality and GHG emissions reduction efforts and improve energy efficiency, with no negative impact on a product's look, feel or performance. For example, TiO_2-based adsorbers are being developed to help capture CO_2 through direct air capture (DAC) devices or point source capture (PSC). Additional products, like our ultrafine CristalACTiV™, are core to many emerging, high-potential environmental technologies for catalysis, energy storage, electronics performance and more.

Climate Change Mitigation

Several titanium-based products directly counter the negative effects of climate change.

Air Quality Improvement

TiO_2 products address nitrogen oxide (NOx) abatement and serve as photocatalysts for self-cleaning and depollution.

Resource Efficiency and Waste Reduction

TiO_2 paints and coatings extend product life and require fewer applications, reducing cost and waste.

Cleaner Water

TiO_2 has purification and photocatalytic properties that help purify water.

Much of the sulfur Tronox uses in our operations is recovered from the oil and gas industry, thanks to catalysts that may contain TiO_2. The sulfur is then used to help us manufacture more TiO_2, driving a circular economy.

As part of the safe and sustainable by design (SSbD) process, Tronox is exploring alternatives to trimethylolpropane (TMP) surface coatings for those TiO_2 products currently employing them, as well as other chemicals, to ensure the longevity of our product portfolio. Read more on page 77.

Mineral Sands Products

Mineral sands deposits contain a variety of heavy minerals, such as ilmenite, zircon, leucoxene and rutile. In addition to containing the precursors for TiO_2, these minerals enable other essential products.

Zircon

Zircon provides opacity to ceramic tiles and tableware and is an essential component in catalysts, electronics coatings, biomedical products and more.

Compared with alumina, a frequently used opacifier in tile production, zircon generates significantly lower overall impacts across many environmental indicators. Those qualities earned high environmental marks in a Zircon Industry Association (ZIA) life cycle assessment study.

Activated Carbon

Activated carbon has filtering properties that remove toxic substances from water and waste gases from incinerators and furnaces.

It also plays a role in remediating soil at contaminated sites prior to land redevelopment and can extend the reuse of catalysts in industrial processes.

Rare Earth Minerals

Rare earth minerals – such as neodymium (Nd), praseodymium (Pr), dysprosium (Dy) and terbium (Tb) – are magnet metals that are crucial to the clean energy transition.

In 2023, Tronox began selling monazite concentrates to customers that have downstream processing capacity to separate out the oxides of these four magnet metals. Today, we are actively exploring opportunities to develop our own capabilities to separate and process Nd, Pr, Dy and Tb.

Part of **Our World**

Many of the everyday quality-of-life products around us – coatings, batteries, fuels and more – contain materials from Tronox that enhance the sustainability of these products.

TiO_2

1. **ROOF COATINGS:** Absorbs UV radiation and scatters visible and near-infrared light – cooling buildings, saving energy, and reducing strain on air conditioners and building materials.
2. **BATTERY AND ENERGY STORAGE:** Supports electrification of transportation and industry with novel and performance battery components.
3. **SUSTAINABLE FUEL:** Serves as a catalyst in the production of sustainable aviation fuel (SAF) and other e-fuels.
4. **SOLAR CELL USAGE:** Facilitates the production of thin solar cells, which can provide limitless power to connected devices.
5. **PAINT AND COATINGS:** Offers high opacity, durability and protection, leading to fewer reapplications and prolonged life.
6. **NITROGEN OXIDE (NOx) ABATEMENT:** Improves catalyst technologies in power plants, marine applications and heavy-duty diesel.
7. **AIR PURIFICATION:** Converts harmful materials, like NOx, volatile organic compounds (VOCs) and organic matter, into harmless substances when exposed to UV light.
8. **WATER PURIFICATION:** Enhances water purification with its ability to degrade (photocatalysis) and filter (adsorption) contaminants.

ZIRCON

9. **SOLAR REFLECTANCE:** Improves roof and facade tiles, keeping buildings cooler and combating the heat-island effect in large cities.
10. **JET ENGINE TURBINE BLADES:** Enables blades to run at higher temperatures, improving fuel efficiency and extending the life of engine thermal components.

ACTIVATED CARBON

11. **WATER FILTRATION:** Filters drinking water and treats waste and run-off water prior to release into public drains or waterways.

RARE EARTH MINERALS

12. **PERMANENT MAGNETS:** Powers magnets needed for today's electric vehicles and wind turbines.

LEADING WITH **SAFETY**

No other sustainability initiative is as important to us as each and every employee and contractor working at a Tronox site going home uninjured every day.

IN THIS SECTION

Safety Management | Safety Leading Indicators
Workforce Safety Metrics | Safety Training and Audits
Occupational Health | Mental Health

GOAL

ZERO injuries, incidents or harm

2024-2025 TARGETS

ZERO fatalities companywide

ACHIEVE 0.31 total recordable injury frequency rate

EVOLVE Safety Leading Indicator program to reduce front-line risk

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

Safety Management **Approach**

Safety is the cornerstone of all operations at Tronox. As a mining and manufacturing company, we understand there are inherent risks in the work we do, which is why our primary responsibility is to ensure our employees and contractors return home safe and healthy every day.

Tronox sets ambitious goals for safety to drive us closer to a business with zero injuries, zero incidents and zero harm. In 2023, we fell short of our aggressive stretch goal for safety performance in total disabling injury frequency rates (DIFR) and total recordable injury frequency rates (TRIFR), so we set out to achieve these improvements in 2024. Our goal of 0.15 DIFR and 0.36 TRIFR are equivalent to top-quartile peer performance, and we tied 15% of the annual incentive plan to meet our safety targets.

While our 0.17 DIFR score improved compared to 2023, we did not meet the goal. Our TRIFR goal was met with 0.33, a noticeable improvement compared to 0.43 in 2023 and our best rate in decades. This was driven largely by a 40% reduction in injuries in Australia in 2024, which we attribute to rigorous analysis of incidents and near-incidents, as well as training refreshers in key safety topics.

We continue our uncompromising focus on safe operations as we strive to reach both of our safety stretch goals of 0.15 DIFR and 0.31 TRIFR in 2025.

Safety Leading **Indicators**

Our improved safety performance in 2024 was in part due to the continued emphasis on Tronox's Safety Leading Indicator program. The program encourages employees to proactively identify and mitigate workplace hazards across our work sites before incidents occur – and rewards them for their efforts.

In 2024, employees submitted thousands of entries that enabled us to remove risks and raise better safety awareness among the teams. We also implemented a robust validation process, allowing us to look in great detail at the potential impact of the proposed change.

Projects that reduced risk and created a sense of pride in our workplace included:

- Sharing systematic practices for cleaning and sorting (called 5S) across our operations to achieve a more organized and orderly workplace, improving the safety of work.
- Improvement of barrier systems and flooring structures to work at heights more safely.
- Use of drone technology to inspect the insides of tanks and roofing structures in our warehouse and plant buildings.

In 2025, the Safety Leading Indicator program will focus on four key areas: elimination, substitution, engineering and 5S. We will also address the completion of SHE capital projects, the closure of learning teams' actions and the implementation of safety improvement recommendations made by our insurers.

The Safety Leading Indicator program empowers each and every employee to think about how they can improve the safety of their site for themselves and their colleagues every day – creating a greater sense of pride in our work and a 'safer forever' mindset."

JASON MINGA
Vice President of Safety, Health, Environment and Quality

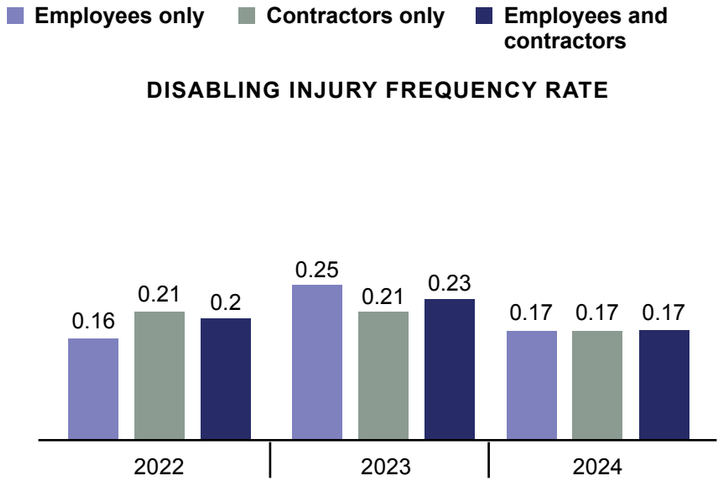
Workforce Safety **Metrics**

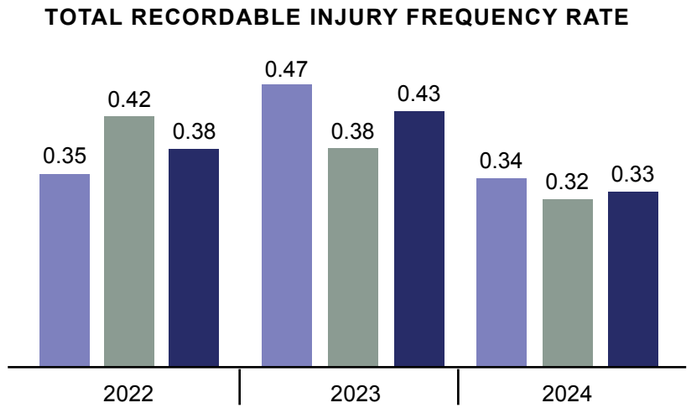
Disabling injuries are defined as fatalities, lost-time injuries and restricted work cases.

Disabling Injury Frequency Rate is the number of disabling injuries per 200,000 hours worked.

Recordable injuries are defined as disabling injuries and medical treatment cases.

Recordable Injury Frequency Rate is the number of recordable injuries per 200,000 hours worked.





	2022			2023			2024		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
Fatalities	0	0	0	0	1	1	0	0	0
Lost-Time Incidents	7	5	12	10	6	16	6	7	13
Restricted Work Cases	5	5	10	5	3	8	4	3	7
Disabling Injuries	12	10	22	15	10	25	10	10	20
Medical Treatment Cases	10	10	20	13	8	21	10	9	19
Recordable Injuries	22	20	42	28	18	46	20	19	39
Reversible Occupational Health Illnesses	0	0	0	0	0	0	0	0	0

For more information about how health and safety incidents are reported, read our guidelines here.

Safety **Training**

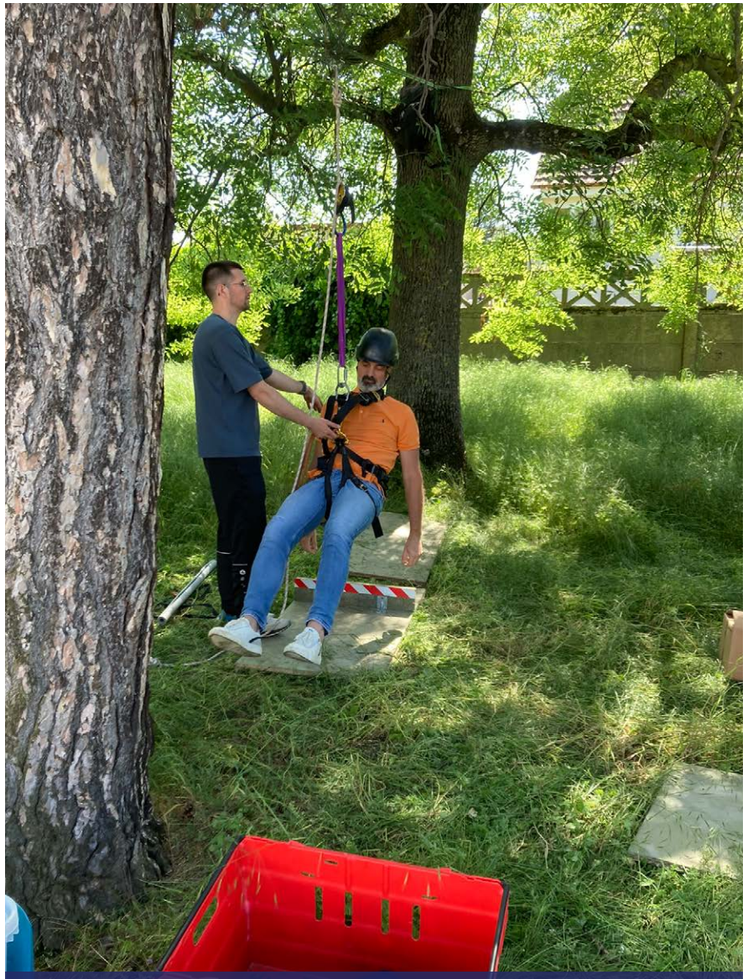
Tronox employees work in a variety of environments, from mines to manufacturing plants to chemical labs. In addition to companywide safety training, sites conduct additional training to reinforce the specific skills employees need to work safely in each job role. Tronox sites implemented several safety training initiatives in 2024:

Australia: Northern Operations continued its Safety Leadership Days program by gathering leaders to learn about how to safely transition through change.

Saudi Arabia: The Yanbu Pigment Plant conducted advanced training for emergency response team members covering hazardous materials awareness and operation.

The Netherlands: At the Botlek Pigment Plant, we continued our ‘step in for safety’ program with monthly safety themes, such as hand safety, for employees and contractors.

United Kingdom: At the Stallingborough Plant, we continued to engage our employees in the immersive Thrive safety leadership training that launched in 2023. In addition, we developed conversation cards to promote better safety dialogue on the job and upskilled teams to use virtual reality and drones to conduct inspections and spot hazards.



Safety training includes refreshers on proper use of personal protective equipment (PPE), such as safety harnesses used when working at heights.

Safety **Audits**

Tronox SHE processes are reviewed via internal audits, external surveillance audits and yearly recertification audits for any relevant ISO standards. In 2024, our expanded team of trained internal auditors conducted on-the-ground audits and assurance activities at all sites. These audits reviewed process safety and organizational health and safety requirements against internal standards and tested major incident scenarios. We also performed grid mesh audits at all sites as a follow-up to the tragic contractor fatality in 2023.

Emergency Response

Emergencies can happen at any company in any location, anytime. It is our responsibility to be prepared to respond. Each Tronox site has an emergency response plan and functions in place. Regular drills enable us to test and improve on those plans and train employees to handle potential scenarios. All Tronox sites conducted emergency response drills in 2024.

To respond to the contractor fatal incident we experienced in South Africa in 2023, we embarked on a variety of training initiatives geared toward improving our level of safety compliance. We retrained our permanent employees and contractors on mesh flooring guidelines to increase awareness of the risks and controls required. We also improved the competency of permit issuers and receivers to enhance their risk awareness and control, and trained supervisors and managers on an IT system developed to verify critical safety controls.

To reinforce the importance of wearing safety helmets, trainers simulated the effect of a dropped item on a human head by releasing heavy items onto a melon.

CASE STUDY

Taking Safety Training to New Heights

At Tronox's pigment plants, employees must work at heights to inspect equipment, conduct maintenance activities, and remove and replace assets. Slips, trips and falls lead to a high number of potential LIFE (Life-altering Injuries and Fatal Event) events at Tronox, and working at heights has been a safety focus across our sites. A dedicated global learning team looked at the commonality in these events and set clear actions to reduce repeat instances.

At the Thann Specialty Plant, the team used out-of-the-box thinking and new technology to deliver inspirational, immersive and engaging site-wide training on working safely at heights:

- Virtual reality goggles recreated the experience of being at heights without adequate protection and simulated the feeling of a fall. This virtual environment gave employees an impactful real-world experience.
- Harnesses simulated the experience of trips and falls in the workplace without the pain and discomfort of an injury.
- A wheelchair obstacle and activity course highlighted the restrictions that injuries can cause when someone suffers a life-changing accident.
- Using a simulation rig, the team demonstrated the effect of a dropped object on a human head. Using various heavy items and allowing them to drop 10 meters onto a melon demonstrated the severity of injury that can occur when not wearing a safety helmet.

"Traditional classroom training can only go so far in helping employees understand the real impact of safety incidents," said Jason Nichol, Regional Director for Safety, Health, Environment and Quality in Europe.

> *By using virtual reality and immersive learning, the Thann team was able to experience firsthand what an incident at heights could be like, and felt a renewed drive to implement the precautions needed to keep themselves and others safe."*
>
> **JASON NICHOL**
> *Regional Director for Safety, Health, Environment and Quality in Europe*

Occupational Health and Process Safety

Operating safely also means reducing our employees' and contractors' exposure to occupational health risks as much as possible. Some of the ways we reduce exposure to health risks include:

IDENTIFYING exposure sources and extent of exposure in the workplace.

USING exposure controls, such as material substitution.

IMPLEMENTING PPE, noise reduction measures and more.

MAINTAINING documentation and employee notification requirements, including a repository of exposure results and work conditions that serves as the baseline for future assessments and a resource for epidemiology.

In 2024, we focused on improving radiation management, including appointing a Regional Senior Occupational Hygiene and Radiation Advisor and upskilling several team members to improve radiation expertise across the team.

Mental Health

Health and safety efforts across all our sites include mental health and wellbeing as critical components of safety. Employees spearhead many of these efforts to provide training, resources and support.

Australia: A Respect at Work online training series was rolled out to all employees covering workplace bullying, workplace discrimination and workplace sexual harassment. Australian operations also continued their commitment to R U OK? Day by checking in on one another.

South Africa: Prostate cancer accounts for about 13% of cancer deaths among South African men, but the issue is not openly discussed. Tronox's SHEQ department invited an oncologist from a local hospital to meet with the entire South African operations to raise awareness about prostate cancer and create a safer space for discussion. The hospital also provided 62 free prostate cancer screening blood tests to KwaZulu-Natal employees. In addition, South Africa hosted multiple wellness days focused on mental health, health screenings, and voluntary counseling and testing for HIV.

Saudi Arabia: Employees were joined by their families to run a 4-kilometer race along the beachfront, reinforcing the importance of taking care of our physical and mental health for the whole family.

Europe: Tronox's European sites also emphasized the importance of exercise and mental health. For example, Stallingborough Pigment Plant introduced yoga classes and Botlek Pigment Plant held a vitality festival that combined sports tournaments with helpful information about mental and physical wellbeing. The Thann Pigment Plant continued to support local charities with funding to provide sports and recreation activities to promote a healthy mind and body for those living with disabilities.

Tronox also provides access to counseling and other professional services through its Employee Assistance Programs.

ADVANCING **ENVIRONMENTAL** STEWARDSHIP

Natural resources are the foundation of our business. We believe in our responsibility to care for our environment.

IN THIS SECTION

Climate and Energy | Waste | Water | Biodiversity

GOALS

REDUCE Scope 1 and 2 GHG emissions intensity: 25% by 2025 and 50% by 2030

REDUCE upstream Scope 3 GHG emissions intensity: 9% by 2025 and 16% by 2030

REDUCE absolute waste to external dedicated landfills:15% by 2025 and 25% by 2030

MANAGE water use

2024-2025 TARGETS

PREPARE for climate reporting requirements

ALIGN with MCA's Enduring Value Framework

OBTAIN external assurance on Scope 1 and 2 data

APPLY internal carbon costing mechanism

MOVE South African operations to renewable energy

WORK with top 20 emitting suppliers to reduce impact and implement action plan for supply chain emissions

PILOT process changes to reduce waste at Bahía and Yanbu Pigment Plants

ROLL OUT global program to reduce fresh water use in high-stress areas

ALIGN with TNFD and Science-Based Nature Targets

6 CLEAN WATER AND SANITATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

13 CLIMATE ACTION

15 LIFE ON LAND

Climate and **Energy Approach**

Climate change has the potential to have a real impact on our business, from the effect of higher-intensity weather events to the need to adjust our restoration efforts to keep pace with changing ecosystems. Everyone has a role to play in reducing the emissions that can contribute to climate change, and we take our responsibility very seriously.

Tronox has established a decarbonization roadmap to help us achieve our goals for Scope 1, Scope 2 and upstream Scope 3 greenhouse gas (GHG) emission reductions – and put us on a path toward net zero by 2050.

We are also committed to mitigating the impacts of climate change beyond our footprint, and we aim to:

ACHIEVE carbon emission reductions upstream from our operations and support our downstream users in achieving their decarbonization goals by lowering the carbon footprint of our products.

ENSURE the resilience of our communities and operations against the physical impacts of climate change.

OFFER products with the lowest reasonably achievable carbon content, as well as develop products that actively contribute to sustainability and help our customers adapt and transition to a low-carbon economy.

GHG Emissions Reduction Performance

SCOPE 1 EMISSIONS

Emissions intensity has decreased by approximately 4% compared to 2019 baseline.
This is largely due to the continued implementation of automated process controls (APCs) at all chlorine pigment plants.

SCOPE 2 EMISSIONS

Emissions were reduced by approximately 40% compared to 2019 baseline.
Our 200 megawatt (MW) solar facility in South Africa came online in April 2024 and contributed significantly to a 35% reduction in Scope 2 emissions in South Africa compared to the previous year. We believe we are on track to achieve our targets for Scope 2 emissions, assuming that future renewable projects are implemented according to our roadmap timing.

SCOPE 3 EMISSIONS

We believe we are on track to meet our 2025 target of 9% reduction for Scope 3 emissions compared to 2021 baseline.
This is mainly attributed to a reduction in Scope 3 energy emissions achieved from the GHG projects completed in the past few years, in addition to the efficiency and chemical yield improvement programs optimizing our raw materials usage. During 2024, we continued our efforts to increase the amount of primary data received from our suppliers and are collaboratively working with our top-emitting suppliers to understand their decarbonization efforts and opportunities for improvement.

ALIGNING WITH IFRS S2 STANDARDS

Tronox has completed climate risk reporting since 2022, which helps us to understand how relevant climate change transition scenarios could impact our business operations and strategy. We have taken measures to address key physical risks at all our sites. In 2024, we updated our physical and transitional risk assessments to help ensure that we maintain our resilience against potential climate risks. We also updated our climate reporting to align with the International Financial Reporting Standards (IFRS) and International Sustainability Standards Board's S2 Standards. We are currently conducting a detailed gap analysis exercise to review additional requirements on climate and wider sustainability reporting regulations, such as the European Corporate Sustainability Reporting Directive (CSRD) and Australian Sustainability Reporting Standards (ASRS). We believe these actions will enable us to enhance our sustainability strategy and be better prepared for current and proposed mandatory reporting requirements in the different jurisdictions where we operate. View our revised climate-related risks and opportunities report.

We have also explored the development and endorsement of Science-Based Targets. As a member of Cefic (the European Chemical Industry Council), Tronox and a number of leading companies signed an open letter to SBTi as part of the public consultation on the second draft of the "Chemical Sector Target-Setting Criteria." The letter reiterated five key areas of improvement to the Science-Based Targets initiative (SBTi) criteria. We will continue monitoring the development of the criteria throughout 2025.

Journey to Net Zero

Since 2022, Tronox has been following a detailed roadmap designed to help us achieve decarbonization by 2050. The decarbonization roadmap covers 100% of our operations and is focused on GHG emissions and energy reduction projects in three key areas: sourcing renewable electricity, phasing out fossil fuel energy for thermal needs (natural gas in particular) and switching to low-carbon reductants. Each year, we update this roadmap based on feedback from stakeholders and our own progress in implementing the various components of the roadmap. To date, achieving our climate-related targets has required minimal capital investments.

Shifting to more renewable energy generation is one of the highest-leverage activities and one of the primary focuses of our decarbonization efforts to date. 2024 marked the commissioning of our 200 MW solar facility in South Africa, achieving 40% renewable electricity for our South African operations and increasing the share of renewables from purchased electricity globally to over 25%. A second project in South Africa is expected to contribute 200 MW of wind and solar power, which we anticipate will increase our South African operations to 70% renewable electricity. Additionally, Tronox's Brazilian operations operate with 99% renewable wind energy.

We have made progress in sourcing renewable energy in other regions by entering into a 26 MW onsite Power Purchase Agreement near our Eastern Operations in Australia and exploring a renewable power purchase agreement for our operations in Europe. We are also exploring an alternative renewable energy supply to replace the fossil-based gas supply at our United Kingdom site.

PERIOD	HOW WE'LL DO IT	TARGET
2024	Tronox reduced its GHG emission intensity by 21% against the 2019 baseline versus the 17% target. The target was based on several initiatives, including the solar renewable power project in South Africa becoming fully operational in the first half of 2024, the implementation of APCs across all our pigment plants, as well as other energy efficiency initiatives and green power purchase agreements.	17%
2025	The 2025 target is based on receiving the full year's benefit of solar renewable power in South Africa. In addition, the target assumes we execute our 2025 production plan and continue to realize the benefits from our power purchase agreements and other renewable initiatives.	25%[1]
2030	The 2030 target is based on the conversion of electricity supply in substantially all of the jurisdictions in which we operate to renewable energy sources. We also intend to commence the conversion of natural gas-fired industrial boilers at our TiO_2 facilities to green electricity or bio-sources. Finally, we are exploring the timing of carbon capture projects at several European facilities.	50%[1]
2050	Achieving net zero carbon emissions by 2050 is dependent on a range of initiatives. First and foremost, we will need to eliminate the use of fossil-based reductants (coal, coke and anthracite) in our ilmenite beneficiation operations and pigment production. All of our purchased power will need to be generated by renewable sources. We will also need to electrify our mining and earthmoving equipment, which currently runs on diesel, or switch to a bio alternative. Though we are not relying on purchasing third-party carbon offset credits, we may need to consider this as a last resort if feasible technologies are not available for "hard-to-abate" carbon sources.	100%[1]

[1] Projects in the pipeline to achieve our GHG emissions reduction roadmap depend on partners and third parties in the jurisdictions in which we operate and, therefore, are subject to adjustments based on delays outside of our control.

Managing Energy Consumption

The majority of Tronox's GHG emissions are generated from energy use at our slag furnaces in South Africa and TiO_2 pigment plants. While renewable energy sourcing is central to our 2030 plans for GHG reduction, we are also working to reduce energy consumption through process improvements.

In 2024, our absolute energy consumption increased by 9%, and energy intensity decreased by 2% compared to the previous year.

This reduction is due in large part to the following actions, all of which build on our previous work to reduce energy use or reuse process emissions:

AUTOMATED PROCESS CONTROLS (APCs) have been implemented at all sites to reduce the use of pet coke and natural gas and improve operational efficiency.

ISO 50001 CERTIFICATIONS have been achieved at Thann, Stallingborough and Yanbu.

SITE-SPECIFIC BUDGETS for energy consumption per ton of product, including steam and electricity usage, have been set for all pigment plants.

REDUCTANT CONSUMPTION per ton of production is being closely monitored.

In addition, some of our existing facilities already have been designed for the use of alternative and efficient energy sources:

Kwinana and Stallingborough Pigment Plants: Combined heat and power plants generate electricity and steam.

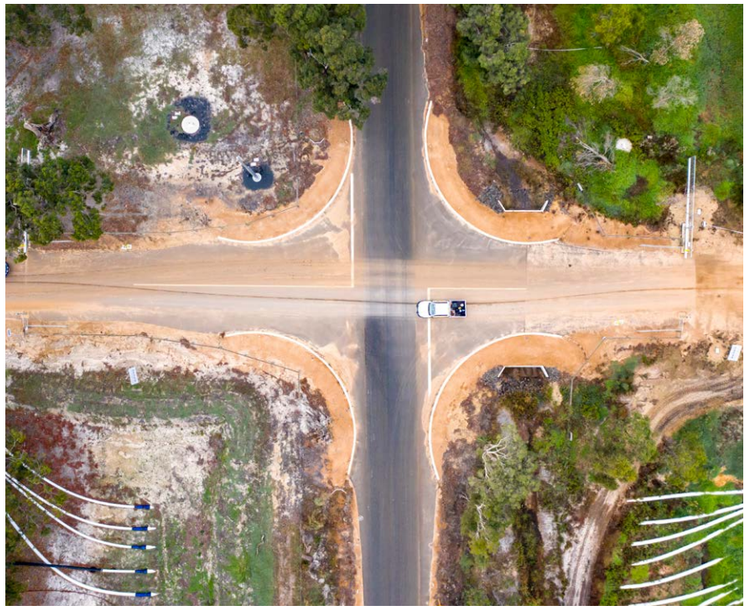
Thann Specialty Plant and Botlek Pigment Plant: Operations have been integrated with the local industrial ecosystem, utilizing byproducts from adjacent processes.

Namakwa Sands smelter: Some electricity is produced from an onsite cogeneration plant.

KwaZulu-Natal smelter: Carbon monoxide (CO) gas from the smelting process is captured and reused.

Tronox's research and development teams are exploring the use of alternative reductants, such as bio sources, to replace pet coke at the TiO_2 pigment plants and metallurgical coal at our smelters and synthetic rutile kiln.

Energy performance, KPIs and short-, medium-, and long-term goals are reviewed with regional and site leadership on a quarterly basis.



RENEWABLE ENERGY IN AUSTRALIA

In 2024, we entered into a power purchase agreement with Pacific Energy to design and deliver a new 26 MW hybrid renewable power system for our Atlas Mine site in New South Wales, Australia. This power system is expected to provide up to 40% renewable energy to the mine site's power supply, which would reduce our annual carbon emissions by approximately 13,000 tonnes and diesel usage by nearly 5 million liters per year. We currently estimate this new system will be operational by mid-2025.

Also in this region, we have developed a strategy to address the Australia 'Safeguard Mechanism' for Scope 1 emissions reduction as it applies to our in-scope facilities – Kwinana Pigment Plant and Chandala Synthetic Rutile Processing Plant.

Scope 3 Emissions Targets

Approximately one-third of Tronox's carbon emissions for our pigment products stem from Scope 3 emissions in our supply chain, primarily from the manufacturing and transportation of the chemicals and other raw materials used in our production processes.

Tronox has set goals for a 9% reduction in upstream Scope 3 emissions by 2025 and a 16% reduction by 2030, compared to a revised 2021 baseline based on the refined GHG emissions calculation methodology. We believe the opportunity to progressively reduce Scope 3 emissions will enable us to continuously reduce our product carbon footprint and offer our customers sustainable TiO_2 products that will help them reduce their own Scope 3 emissions.

In 2024, we achieved a 19% reduction in upstream Scope 3 emissions intensity against our 2021 baseline. By evaluating the high carbon emission raw materials in our supply chain, we can develop plans to either substitute them or collaborate with suppliers to reduce their carbon footprint, as well as consider potential risks to our supply chain arising from any climate changes. More information about responsible sourcing can be found on page 70.

Throughout 2024, we collaborated with our top 20 suppliers to develop integrated decarbonization roadmaps. We also updated our calculation methodology to align with the updated standards and provide more clarity on scope and operational boundaries. We also updated the classification to align with GHG protocol on Scope 3 emission categories.

Downstream use of our products also generates Scope 3 emissions; however, accurately estimating them is difficult due to the number of end markets we serve and the global geographical distribution of our sales.

Internal Carbon Pricing

Tronox applies an internal carbon pricing methodology to measure the financial impact of business decisions that increase or decrease our Scope 1, 2 and 3 emissions based on actual or potential per-ton emission mitigation costs in the countries where we operate. By applying this lens, we can navigate the continually evolving GHG regulations and stress test our investments. Every significant capital project now includes a carbon assessment, which helps us evaluate the viability and value of the project beyond just traditional project economics.

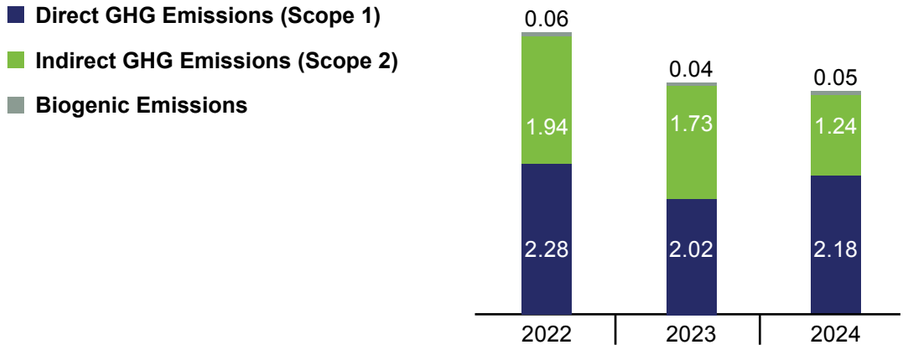
Internal carbon pricing better prepares Tronox for evolving environmental regulations. In 2024, we conducted a detailed evaluation of our internal carbon pricing mechanism, which resulted in updates to regional values in alignment with the most recent climate scenario updates. Read more in our **climate-related risks and opportunities report**.

Emissions Metrics

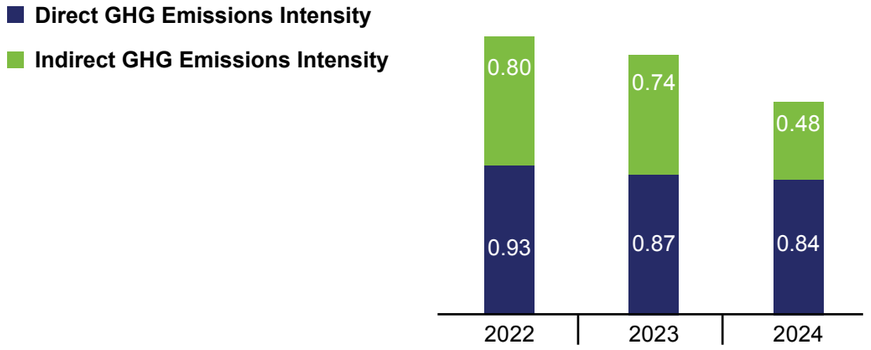
While overall Scope 1 GHG emissions increased in 2024, we achieved reductions in emissions intensity due to the continued implementation of APCs at all chlorine plants. Reductions in Scope 2 emissions were driven by increased renewable power generation in South Africa.

For more details on our overall strategy, view our report on climate-related risks and opportunities **here**.

SCOPE 1 AND 2 GHG EMISSIONS
(millions of metric tons of CO_2 equivalents)



SCOPE 1 AND 2 GHG EMISSIONS INTENSITY
(metric tons of CO_2 equivalents)



SCOPE 3 GHG EMISSIONS *(millions of metric tons of CO_2 equivalents)*

	Raw Materials	Energy	Water	Wastewater	Waste	Total
2022	1,279,815	618,031	3,004	10	6,989	**1,907,850**
2023	1,280,060	345,844	2,605	56	6,324	**1,634,889**

	Category 1 Purchased Goods	Category 2 Capital Goods	Category 3 Fuel and Energy	Category 4 Upstream Transportation	Category 5 Waste Generated	Total
2024	1,064,976	N/A	289,409	204,551	2,950	**1,561,886**

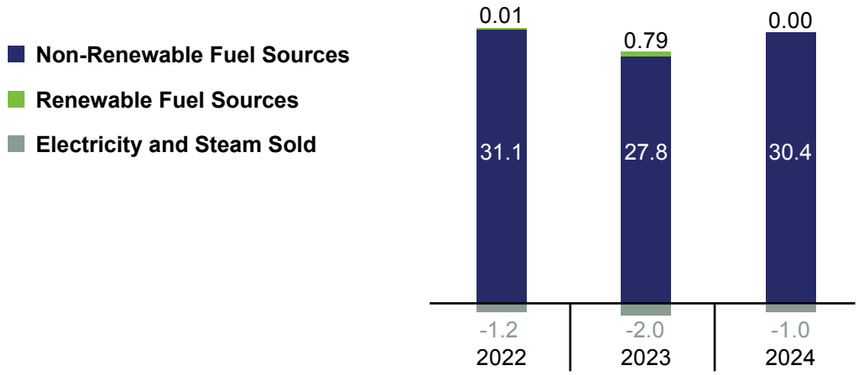
Scope 3 tracking was adjusted in 2024 to align with the Greenhouse Gas Protocol categories.

DNV Business Assurance Germany GmbH provided assurance for the data above.
Environmental data covers all manufacturing and mining sites under our operational control, including associated offices and warehouses. We exclude offices outside of our production sites, the R&D Center in Oklahoma and the distribution warehouse in Belgium, because these sites are generally leased offices and/or their contribution to our overall environmental performance is negligible. Read our environmental reporting guidelines **here**.

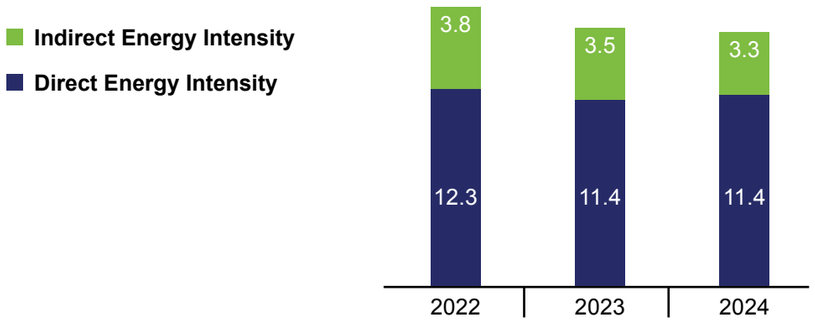
Energy Metrics

While our absolute energy consumption increased by 9% in 2024, ongoing efforts to closely monitor and reduce energy consumption at our pigment plants and smelters, as well as reuse process emissions when possible, enabled us to decrease energy intensity by 2% compared to the previous year.

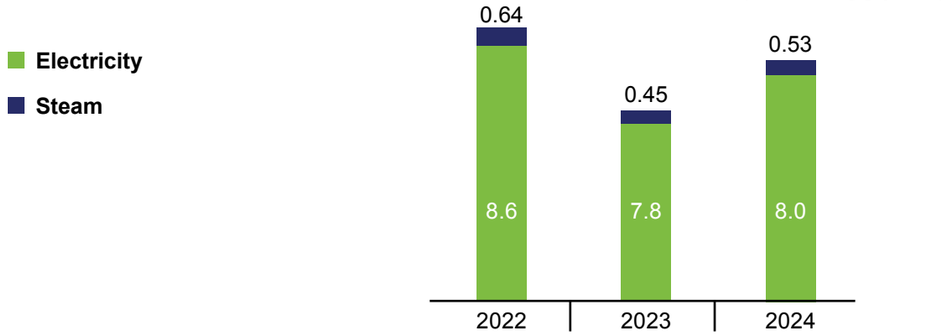
DIRECT ENERGY CONSUMPTION *(millions of gigajoules)*

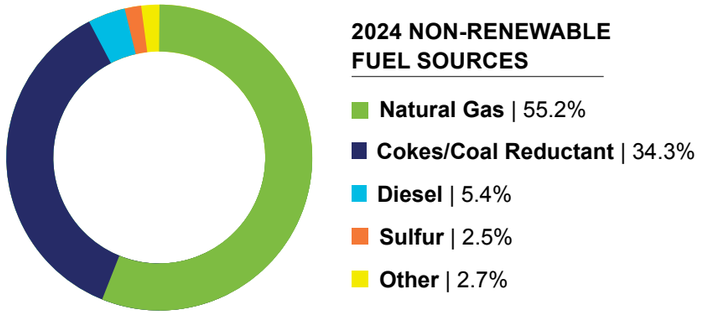


ENERGY INTENSITY *(gigajoules/metric ton produced)*



INDIRECT ENERGY CONSUMPTION *(millions of gigajoules)*





2024 NON-RENEWABLE FUEL SOURCES

- **Natural Gas** | 55.2%
- **Cokes/Coal Reductant** | 34.3%
- **Diesel** | 5.4%
- **Sulfur** | 2.5%
- **Other** | 2.7%

Environmental data covers all manufacturing and mining sites under our operational control, including associated offices and warehouses. We exclude offices outside of our production sites, the R&D Center in Oklahoma and distribution warehouse in Belgium, because these sites are generally leased offices and/or their contribution to our overall environmental performance is negligible. Read our environmental reporting guidelines **here**.

Waste Management Approach

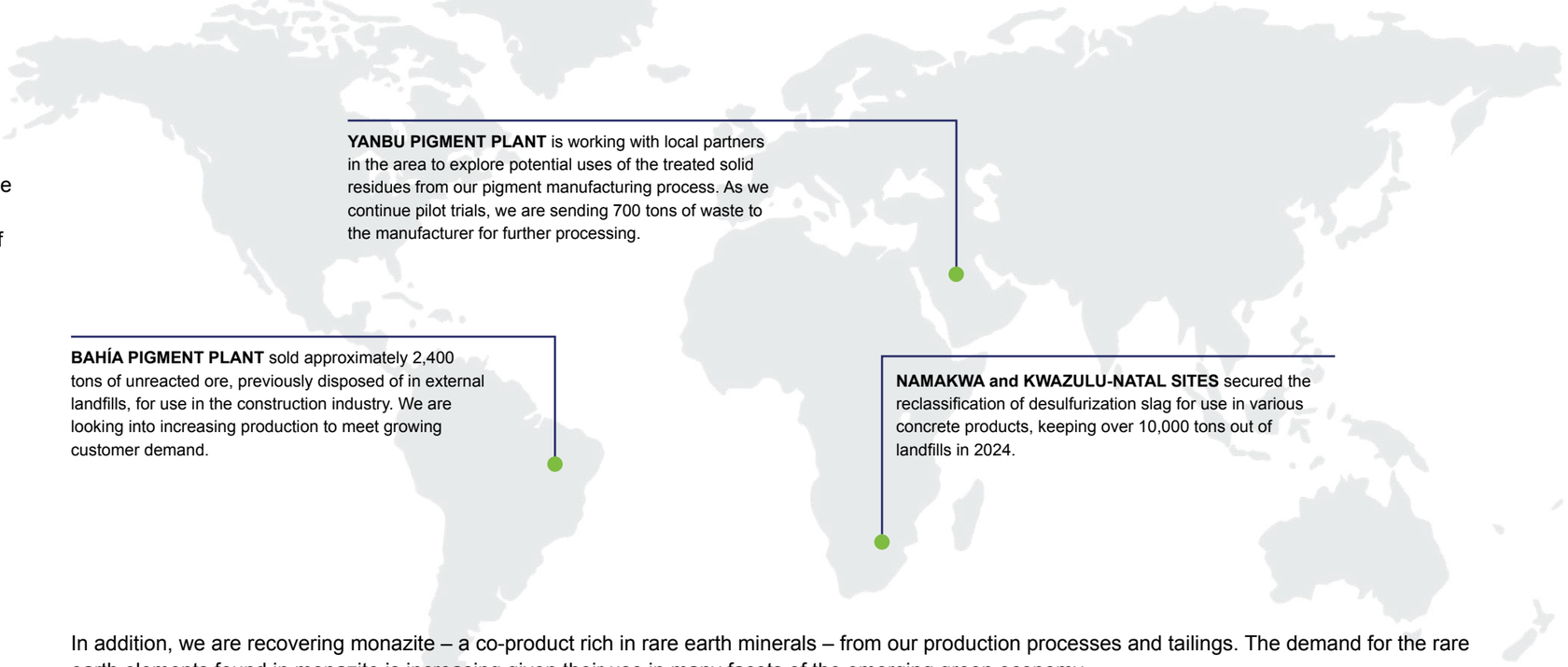
Reducing waste in our mining and manufacturing processes not only minimizes our environmental impact – it also is smart business. Tronox continues to focus on operating more efficiently to produce less waste, recycling waste material back into our processes and exploring byproduct revenue streams. These efforts are bringing us closer to our goal of zero absolute waste sent to external dedicated landfills by 2050.

We are on track to reach our 2025 goal of a 15% reduction to external landfills, achieving a 13% reduction in 2024 compared to our 2019 baseline. In addition, we reduced our overall waste intensity by 11%, and the intensity of waste to landfills decreased by less than 1% compared to 2023. The key improvement in 2024 was the commissioning of a spadable mud project at the Bunbury Pigment Plant. The full benefit of the project will be realized in 2025, which we expect will reduce over 100,000 tons of waste currently transported to an offsite external dedicated landfill.

Tronox has developed a portfolio of projects to help achieve our 2030 target of a 25% reduction to external landfills. We are engaging with research and development institutions and new technology designers to explore metals recovery and separation processes, as well as new applications for utilizing waste material. These efforts are coupled with projects already in progress and continued improvement of the sulfuric acid recovery processes at the Bahía and Thann Pigment Plants.

SUPPORTING A CIRCULAR ECONOMY

We continue to support the transition to a more circular economy by finding ways to recover valuable materials from our waste streams and transform them into new products and revenue opportunities.



YANBU PIGMENT PLANT is working with local partners in the area to explore potential uses of the treated solid residues from our pigment manufacturing process. As we continue pilot trials, we are sending 700 tons of waste to the manufacturer for further processing.

BAHÍA PIGMENT PLANT sold approximately 2,400 tons of unreacted ore, previously disposed of in external landfills, for use in the construction industry. We are looking into increasing production to meet growing customer demand.

NAMAKWA and KWAZULU-NATAL SITES secured the reclassification of desulfurization slag for use in various concrete products, keeping over 10,000 tons out of landfills in 2024.

In addition, we are recovering monazite – a co-product rich in rare earth minerals – from our production processes and tailings. The demand for the rare earth elements found in monazite is increasing given their use in many facets of the emerging green economy.

In partnership with Murdoch University in Australia, Tronox is hosting a Commonwealth Scientific and Industrial Research Organization (CSIRO) Industry Ph.D. Program student to research critical minerals recovery from our mining and manufacturing waste streams.

Tronox continues to pursue opportunities to separate valuable minerals from waste, including tailings and process water.

CASE STUDY

Recovering Metals From Wastewater

While water used during TiO_2 production has typically been considered waste, it still contains valuable metals that can be recovered and sold. At the Stallingborough Pigment Plant, Tronox revisited a previously shelved concept to recover byproducts from sluice water.

“There are significant concentrations of iron in our feedstock, and nearly 20 years ago, we explored the possibility of recovering that iron from sluice water to manufacture water treatment products but abandoned the project because it was not economically viable,” said Hennie Burger, Process Innovation Manager.

> *Now, with an increased demand for water treatment products from industries around the world, and our goals to reduce waste to landfills and think more circularly, it became a prime opportunity to make the most of our resources.”*
>
> **HENNIE BURGER**
> *Process Innovation Manager*

Working with an industrial partner, the Stallingborough team has proven the project to be technically viable and is assessing its commercial viability and the operational infrastructure needed. Should we move forward with building a new plant to accommodate the metal recovery, we expect it would take three years to come online, with the potential to reduce landfilled volumes by approximately 30% in the first phase and eventually a 50% reduction.

Similarly, the Hamilton Pigment Plant has partnered with technology developers and research institutions to test several methods for recovering scandium (Sc), niobium (Nb), vanadium (V) and manganese (Mn). Potential customers for these byproducts have already been identified, and a pilot plant will soon be installed to recover scandium oxide.

Optimizing Processes to **Reduce Waste**

Ongoing efforts are in place to recycle waste back into our processes and reduce overall waste through more efficient operations. Projects in place at the Thann, Bahía and Fuzhou plants continued to reduce the amount of waste produced and sent to landfills.

- The Thann Specialty Plant and the Bahía Pigment Plant are continuing to develop projects to recover waste sulfuric acid. These efforts will extend into 2025.
- In 2024, the polymeric ferric sulfate (PFS) production facility at Fuzhou Pigment Plant reduced total solid waste by 140,000 tons. The facility converts concentrated waste acid, copperas and ferrous sulfate monohydrate from our processes into a PFS solution used for wastewater treatment. The quality of the concentration of recycled waste acid improved from 19% to 22%.
- Other waste management efforts at Fuzhou include process optimizations that reduce iron waste and the lime consumption needed to neutralize it, as well as the sale of ferrous sulfate monohydrate byproducts to external customers.

REDUCING LANDFILL WASTE FROM SLURRY

As Bunbury Pigment Plant experienced increased waste mud from processing lower-grade ore and expanding its chlorination operations, disposal to external landfills became economically and environmentally unsustainable. The plant tested a method for using pressure filtration technology to increase mud solids in slurry leftover from our processes. By removing excess water, the mud can be transformed into a spadable product, for which we are exploring potential uses in road base and cement. Currently, the mud is returned to Tronox's Cooljarloo Mine. In 2025, the process is expected to reduce over 100,000 tons of waste currently transported to an external landfill.

Mine Tailings Management

Certain of our mines and pigment plants rely on tailings dams to contain nonhazardous solid waste from our mining operations. We understand the hazards of these tailings dams – the non-valuable streams from the mining process. Tronox uses tailings facilities that are designed by qualified engineering experts to contain tailings. We are currently in compliance with all relevant local standards. In areas where there is a gap in regulatory requirements, we use more stringent regulatory standards from other regions in which we operate.

Tronox continues to align with Global Industry Standards on Tailings Management (GISTM). A steering committee and regional site leaders continue to work on a short list of remedial actions, primarily administrative, to shore up our GISTM performance. We are on track to be in compliance with GISTM by the 2025 deadline for our facilities that are classified as lower risk.

A list of Tronox's tailing storage facilities can be found on page 92.

Managing **Hazardous Waste**

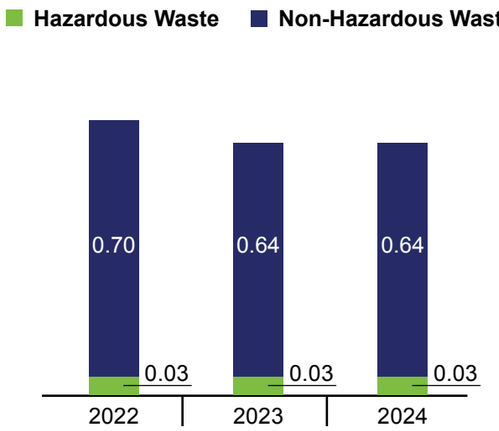
Most of the waste we produce is non-hazardous. However, some operations do produce small quantities of hazardous waste, which is why it is critical that we manage it properly as part of our environmental management policy. Several of our sites have set targets and implemented projects to reduce hazardous waste. The Yanbu Pigment Plant is also reusing waste sulfuric acid in its finishing plant, which has almost eliminated the need for offsite disposal and has reduced the amount of acid we purchase.

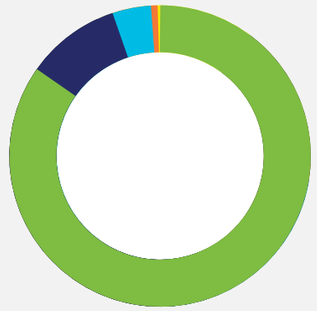
Waste Metrics

Our total amount of hazardous and non-hazardous waste generated increased in 2024 due to higher production volumes compared to 2023. Waste intensity remained the same compared to 2023, but still reflects a 13% reduction against the 2019 baseline; therefore, we are on track to achieve the 15% waste reduction target by 2025.

WASTE BY TYPE AND DISPOSAL METHOD
(metric tons x100,000)

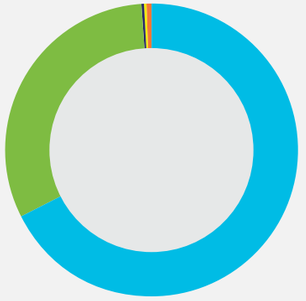
WASTE INTENSITY
(metric tons/metric tons produced)





2024 HAZARDOUS WASTE

- **Onsite Storage** | 85.7%
- **Reuse** | 9.7%
- **Landfill (offsite)** | 3.2%
- **Recycling** | 1.3%
- **Incineration** | 0.1%



2024 NON-HAZARDOUS WASTE

- **Onsite Storage** | 31.4%
- **Reuse** | 0.03%
- **Landfill (offsite)** | 68.1%
- **Recycling** | 0.4%
- **Incineration** | 0.03%
- **Composting** | 0.0%

Environmental data covers all manufacturing and mining sites under our operational control, including associated offices and warehouses. We exclude offices outside of our production sites, the R&D Center in Oklahoma and distribution warehouse in Belgium, because these sites are generally leased offices and/or their contribution to our overall environmental performance is negligible. Read our environmental reporting guidelines **here**.

Water Approach

Water stewardship is an ongoing priority at Tronox, especially as regions where we operate face increased water stress due to climate change. Since water is essential to our ability to mine and process TiO_2, we are planning strategically to use water as efficiently as possible and to balance our needs with those of our communities and ecosystems.

We manage our water use by closely monitoring withdrawal at each of our operating sites. This data is reviewed against previous years' performance and discussed quarterly with company leadership and all site and regional directors in the context of our short-, medium- and long-term goals. Tronox met discharge limits and permits at all our locations in 2024, with the exception of two minor incidents related to discharge limits at our Botlek Pigment Plant. Corrective actions were immediately taken to return to compliance.

To reduce our consumption of municipal water, we take a fit-for-purpose approach to match the quality of water to the operational process, such as using seawater or recycled industrial wastewater instead of freshwater. Tronox leverages water reuse and recycling systems at several operations. In addition, we collect and use rainwater at KwaZulu-Natal Sands and at the Broken Hill Mineral Processing Plant.

Freshwater contributes to 59% of water used at high water-stress sites, compared to 84% in areas with low water-stress.

In areas with high water-stress, Tronox has worked to both reduce consumption and use non-freshwater resources when possible. We have been able to adjust our operations in high water-stress areas through activities such as increasing the reuse of wastewater in process activities that can handle lower-quality water, reducing evaporation losses in our utilities cooling towers, and improving water efficiency in our pigment finishing plants. As a result, freshwater contributes to 59% of water used at high water-stress sites, compared to 84% in areas with low water-stress. Sites operating in high water-stress areas, per the Aqueduct Water Risk Atlas by the World Resources Institute, are:

EASTERN OPERATIONS Mining Site in Australia

SOUTHERN OPERATIONS Mining Site in Australia

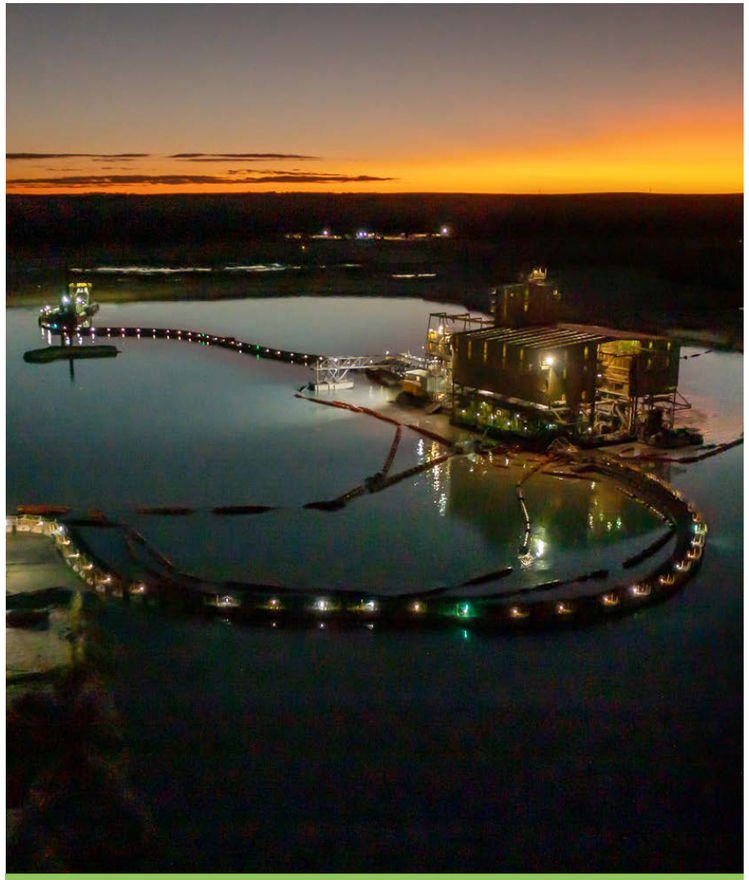
COOLJARLOO Mining Site in Australia

BUNBURY Pigment Plant in Australia

YANBU Pigment Plant in Saudi Arabia

For the upcoming year, we are continuing water management pilots at three locations, with plans to recover more water from tailings at the Yanbu Pigment Plant, evaluate water consumption measures at the Bahía Pigment Plant, and enhance water stewardship at our Chandala Processing Plant. We aim to apply our learnings to other Tronox sites in the future. This will improve our water accounting so we can set targets for our global water management using the ICMM-, CDP- and CSRD-aligned water analysis frameworks. We also are working to enhance our data reporting to improve the classification of water stream quality.

Water scarcity is a persistent issue in Australia, where some of our mines are located. As an active member of Minerals Council Australia (MCA), a number of Tronox employees attended workshops with mining industry stakeholders to discuss sustainable water management for the region.



Tronox is investing in processes and technologies at facilities like this one at Cooljarloo Mine in Australia to help manage water more efficiently.

CASE STUDY

Prioritizing Water Risk Mitigation

As we have done with climate and waste, Tronox is committed to setting specific targets related to water management. To begin this process, we used the globally recognized Waterplan water sustainability platform to measure water risk at our operating sites. The platform combines up-to-date peer-reviewed data, satellite imagery, climate models and local insights to provide high-resolution risk assessments, scenario analyses and mitigation strategies.

We activated multidisciplinary teams representing the technology and improvement, environmental, and sustainability groups to conduct water vulnerability assessments for each site, based on scarcity, flooding, water quality, reputation, regulation and infrastructure. This data helped us prioritize three sites for water use pilots: Yanbu Pigment Plant, Chandala Processing Plant and Bahía Pigment Plant. These sites represent distinct local vulnerabilities and risk scenarios, which should help Tronox set a range of contextual targets.

In addition to the vulnerability assessment for the three pilot sites, we also completed a deeper assessment of water scarcity, potential flood risk and water quality. Within the Waterplan platform, we created customized dashboards to improve data visualization, decision-making and management of these water risks at the pilot sites.

As we continue this work in 2025, key areas for focus will include:

- Updating our site water risk assessments with ongoing site-specific and basin-level data.
- Establishing contextual water targets for the three pilot sites and regularly monitoring data to measure progress and refine our assessments.
- Executing improvement and mitigation actions at pilot sites.
- Expanding the comprehensive water risk and mitigation analyses process to three additional operational sites.
- Commencing targeted stakeholder engagement initiatives centered on water management and sustainability.

> *It is important that the commitments we make and the actions we take are grounded in data, so we can prioritize our water risk mitigation efforts in the areas that have the most meaningful impact."*
>
> **DYLAN AUDEYEV**
> *Vice President, Sustainability*

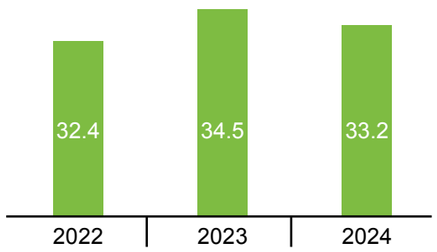
Water Metrics

Tronox's total water withdrawal increased by 7% in 2024 compared to 2023 due to increased production. However, water withdrawal intensity decreased by 4% due to improvements at our pigment plants operating in high water-stress areas in Australia and Saudi Arabia.

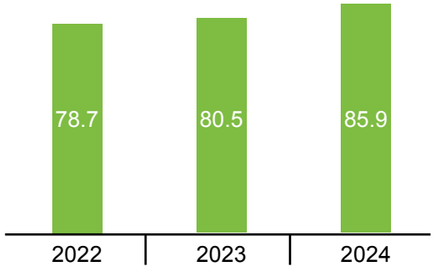
Higher water consumption in 2024 is influenced by annual rainfall events, with rainwater accounted for in discharge totals but not withdrawal.

Withdrawal from freshwater sources, in terms of intensity per ton produced, increased by 4% compared to 2023. This also resulted in increased freshwater withdrawal intensity in high water-stress areas by 3%, a function of the inherent ore body characteristics and mining activities in a given year, including the establishment of new mining areas and annual rehabilitation plans.

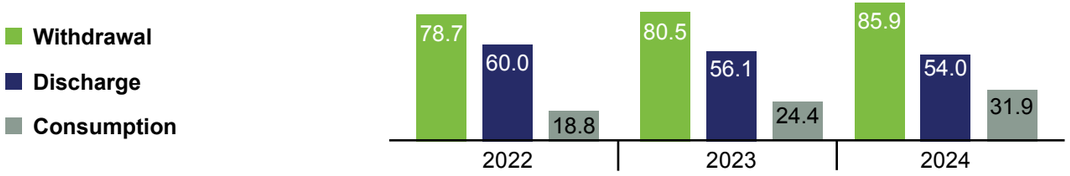
WATER INTENSITY
(millions of cubic meters/metric tons produced)

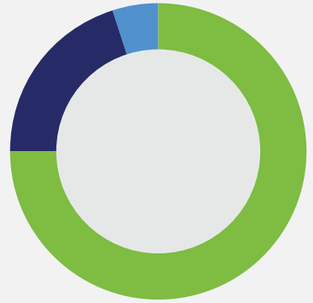


TOTAL WATER WITHDRAWAL
(millions of cubic meters)



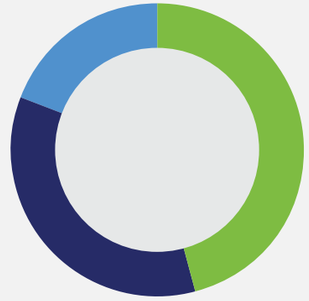
WATER PERFORMANCE (ABSOLUTE) *(millions of cubic meters)*





WATER WITHDRAWAL BY SOURCE

- **Fresh** | 75%
- **Saline/Seawater** | 20%
- **Brackish** | 5%



WATER WITHDRAWAL FROM AREAS OF WATER STRESS

- **Fresh** | 46%
- **Saline/Seawater** | 35%
- **Brackish** | 19%

Environmental data covers all manufacturing and mining sites under our operational control, including associated offices and warehouses. We exclude offices outside of our production sites, the R&D Center in Oklahoma and distribution warehouse in Belgium, because these sites are generally leased offices and/or their contribution to our overall environmental performance is negligible. Read our environmental reporting guidelines **here**.

Biodiversity Approach

While biodiversity has gained attention as a key sustainability topic in recent years, protecting natural habitats has always been part of how Tronox operates. We are dependent on the earth's resources to create essential products people use every day, and it is our responsibility to protect ecosystems and return them to their natural state.

Projects that reduced risk and created a sense of pride in our workplace included:

Put proactive measures in place to protect animal and flora species, land, and water near our sites.

Consider nature-related impacts, opportunities and dependencies when we determine where and how we mine.

Conduct studies as part of our environmental management programs (EMPs) and environmental impact assessments.

Follow EMPs for each mine site that comply with local regulatory requirements and are overseen by site and regional leaders.

Nature-related dependencies were also considered in our decarbonization planning. For example, our assessment of the physical risks associated with climate change examined the increased risk of drought at certain mines and the need to rethink what types of plants we use when revegetating rehabilitation sites. The assessment identified steps we could take to address these risks, including increased investment in closure, continued research into climate-tolerant revegetation and additional protection measures to avoid failure of tailings storage facilities.

Expanded Biodiversity Reporting

While Tronox has always reported on our biodiversity measures and impacts, we intend to deepen our disclosures to better align with newer reporting frameworks. In 2025, we will kick off a pilot program in Australia, including a LEAP (or locate, evaluate, assess, prepare) assessment for our Australian vertically integrated operations, leveraging cutting-edge software to review TNFD (Taskforce on Nature-related Financial Disclosures) metrics and the Global Biodiversity Framework. In the future, we are planning to conduct a gap analysis against the four key elements of TNFD to establish a roadmap for integrating the recommended nature disclosures into Tronox's global operations and business model to support future sustainability-related disclosures and standards.

Rehabilitation

Rehabilitation is part of each mine's life cycle plan to protect, preserve and restore local ecosystems. Rehabilitation measures are included in the EMPs, Rehabilitation Guidelines and Procedures, and Mine Closure Plans. In addition, 100% of Tronox mines and operating sites have plans and provisions for closure under Retirement Obligations, and our finance team oversees these budgets. Rehabilitation and closure measures are monitored and reported on a consistent basis to certify that closure objectives are met.

We strive to immediately implement rehabilitation efforts as our mining areas shift so we disturb the land for a shorter period and facilitate the earlier return of wildlife and reconnection of habitats. Tronox made the following progress on mine rehabilitation projects in 2024:

Australia

Our Australian sites include a variety of ecosystems, such as woodlands, heath and wetland vegetation. At the Cooljarloo Mine site, we restored over 77 hectares (ha) and began rehabilitating another 110 ha in 2024. In our Eastern Operations, we hand-seeded approximately 20 ha at the Crayfish Mine and continued rehabilitation at our Ginkgo and Snapper Mines. In 2025, we plan to prepare a rehabilitation risk assessment and consult with stakeholders to ensure the planned end result for the land meets expectations. Per the rehabilitation management plan, we will continue baseline monitoring and assessing the land for potential uses.

Brazil

Of the 722.31 ha of land impacted by our operations at our Paraíba Mine, 667.43 ha have already been restored, and 42.23 ha are currently in progress, with only 12.65 ha remaining. As part of these efforts, we have planted more than 2.2 million seedlings, representing 245 native species. In addition, we are dismantling and disposing of the remaining operational structures, monitoring surface and groundwater, and performing final surveys and inventory of plant species onsite. All rehabilitation is scheduled to be completed by 2028.

Research carried out by several educational institutions shows that the ecological function of the Paraíba site is thriving. A population of critically endangered blonde capuchin monkeys is flourishing, and we recorded the first baby sloth in the area in 2024. We are proud that Ibama, the Brazilian Environment Regulatory Agency, continues to point to Paraíba as the standard for mine rehabilitation programs.

China

Since closing the Cailai Quarry, the process waste facility for the Fuzhou Pigment Plant, in 2022, we have continued comprehensive environmental monitoring and compliance. In 2024, we conducted groundwater monitoring during the wet, normal and dry seasons to confirm that the water meets the required standards – which is above and beyond typical local post-closure practices. Following two years of groundwater monitoring and compliance, we have concluded that the site is safe and will require no ongoing intervention. The site was handed over to the Fuzhou High-Tech Zone Comprehensive Management Enforcement Bureau with plans to transform it into a public park.

BLONDE CAPUCHIN MONKEYS

Our rehabilitation efforts in Paraíba have resulted in thriving populations of a variety of species, including a number of primates. We have recorded sightings of howler monkeys dating back to 2022, and a large population of around 300 blonde capuchins are now making their home here as well. Blonde capuchins are an endangered species that were thought to be extinct for over 200 years until being rediscovered in 2006.

South Africa

As part of our impact mitigation measures at the Fairbreeze Mine, the company has secured more than 1,500 ha of land in the Siyaya catchment to serve as protected areas. The offset plans are endorsed by KwaZulu-Natal wildlife and are pending regulatory approval.

We also participate in the uMhlathuze Catchment Management Agency and share monitoring data with government authorities to demonstrate that our operations are conducted in an environmentally friendly manner. In addition, we have partnered with the neighboring Mtunzini community to form an Environmental Oversight Committee.

At the rehabilitated Hillendale Mine, we made progress on controlling soil erosion and addressed areas with slightly elevated radioactive levels. Specialized reports on these efforts will be submitted for regulatory approval in 2025. When work at the site is complete, Tronox will donate some buildings and land to the government, return leased plots to their owners, and sell any remaining plots.

In 2024, we began a pilot project to plant various types of trees on a portion of the rehabilitated land at the C-Ore Body in KwaZulu-Natal. The pit at C-Extension is being backfilled, and we expect to have it completed and topsoiled by 2028.

In 2024, we continued conducting studies to increase the number of plant species that can be propagated within our nursery and successfully transplanted to rehabilitation areas to improve species diversity in rehabilitated areas around the Namakwa Sands operations.

RESILIENT LANDSCAPING

At the Atlas-Campaspe Mine, we enlisted GrowAbility Nursery, which specializes in locally propagated waterwise native vegetation, to help with landscaping. Their team, including young adults from Christie Centre, which supports people with disabilities, planted more than 180 trees, shrubs and other groundcover plants. The plants are irrigated with treated water from the sewage treatment plant.

Land Use and **Rehabilitation** Metrics

At all our sites, we measure the amount of land disturbed by our operations, as well as rehabilitated or restored land. The data represents a snapshot at year-end (December 31 of that year). The land use footprint includes all Tronox operations; however, 87% of total land use can be attributed to our six titanium feedstock mines in Australia, Brazil and South Africa.

	2022 Global Hectares	2023 Global Hectares	2024 Global Hectares
Area Disturbed	10,941	11,268	**11,331**
Area in Rehabilitation	4,109	3,275	**3,404**
Area Restored	7,188	8,119	**8,329**

Restored Habitats at Our Mines	Area Opened [Hectares]	Rehabilitation Expenditures [USD]
Eastern Operations	536	$29,570
Southern Operations	32	$3,085,238
KwaZulu-Natal Sands	17	$4,883,042
Namakwa Sands	192	$2,801,442
Northern Operations	77	$718,385
Paraíba	0	$177,635
Total	**854**	**$11,695,311**

INVESTING IN **OUR PEOPLE**

We believe our people make the difference and that living our core values unleashes our full potential.

IN THIS SECTION

D&I | Workforce Metrics | Learning and Development

GOALS

IMPROVE gender balance and diversity of our workforce, leadership and succession planning

INVEST in the success of our people

2024-2025 TARGETS

PROVIDE Diversity & Inclusion training to 100% of employees

CONDUCT employee culture survey and develop employee engagement plan

5 GENDER EQUALITY

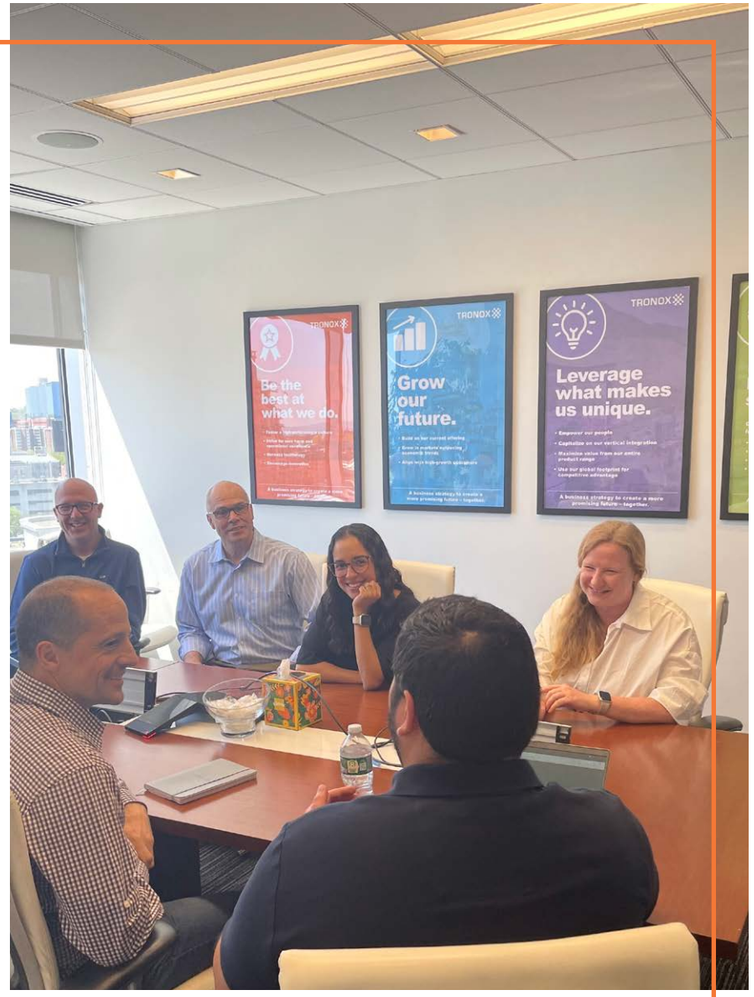
8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Workforce and **Culture Approach**

With a workforce that spans the globe, we represent people from all walks of life. We have committed to serving as the employer of choice in each of our communities by providing fulfilling work, fair compensation, a safe work environment, respect for and inclusion of people of all backgrounds, and opportunities for skills development and career advancement.

At Tronox, we believe that fostering a high-performing culture is every employee's responsibility. We set high expectations for each other and model best practices across countries and operations. It is important that we work together to create a community where everyone is working toward shared goals that help the company and employees grow.



CASE STUDY

Purpose, Vision and Strategy Rollout

After conducting a companywide employee culture survey in 2023, Tronox debuted a new purpose, vision and business strategy in 2024 to more clearly illustrate our roadmap to a successful future and the role employees play within it. Guided by our company values (see page 6), we are building on our strong foundation to realize our full potential and create a more promising future together.

Our Purpose

We responsibly transform the earth's resources into products and opportunities that enhance lives.

Our Vision

The leader in shaping a sustainable, thriving world through enriched and refined minerals.

To do this, we will:

- Be the best at what we do.
- Grow our future.
- Leverage what makes us unique.
- Be the benchmark for sustainability.

The new purpose, vision and strategy were launched companywide through town hall meetings in each region and reinforced with a dynamic video and poster series hanging at each site. Employees also received notebooks and wallet cards to keep as a reminder of these core tenets. Managers facilitated team discussions about how each of us supports the purpose, vision and strategy in our day-to-day activities and used these concepts as a guide for 2025 planning. We are excited that this direction has generated greater alignment and enthusiasm among employees across the company.

Based on the results of the employee culture survey, we have identified specific opportunities for improvement within our regions as well:

- Initiating a 360-degree feedback process in South Africa to give employees the opportunity to provide feedback on leadership.
- Developing the Tronox Leadership Academy at Hamilton.
- Hiring more key maintenance roles in the United Kingdom to support long-term succession needs.
- Working with HR teams across multiple regions to create individual plans for high-potential employees to support their development and succession planning.

Diversity and Inclusion

Tronox operates on a global scale, serving customers and colleagues worldwide. Our work routinely brings together people from many countries, cultures and backgrounds, and we believe this is one of our greatest advantages. Our D&I strategy is one of supporting an inclusive workplace and culture that reflects the diversity of our operations and people, focusing on three key pillars:

1

Building a workforce that is reflective of the community.

In Brazil, our Open Doors program welcomed 167 local high school students to the Bahía Plant for a technical visit to learn about our programs, sustainability and what day-to-day life is like in different roles.

2

Fostering an inclusive culture.

In Australia, we invested in new ergonomic upgrades for employees, including a monorail to deliver equipment to hard-to-reach locations.

3

Developing diverse talent.

In the United States, we revamped our onboarding process at Hamilton Pigment Plant to include supervisor meetings and an assigned training buddy, so new employees quickly feel connected and engaged.

These strategic pillars and the actions taken to support them were determined based on input from our employees and the Company's management team. An executive-sponsored Diversity and Inclusion Steering Committee is responsible for driving efforts supporting these pillars.

Core to our people strategy is the belief that varying backgrounds and perspectives help us improve and find new ideas or ways of working. We expect our leaders, employees and business partners to respect one another, listen to others with diverse perspectives, support new and different approaches, promote fairness and equality in the workplace, encourage others to be open-minded and to appreciate alternative cultural perspectives, and not tolerate discrimination. Policies related to our workforce commitments and human and labor rights are available in our online policy library.

Building Inclusivity

To attract and retain the best employees and teams, we understand that we must create a welcoming workplace where people can be themselves.

In 2024, groups of employees across our regions reviewed the results of our culture survey to identify areas where we can further improve inclusivity. One of the more frequent workforce-related comments was that employees appreciate participating in training opportunities and want to focus more on inclusion. We have identified a partner and are developing new computer-based training content, which will be supplemented with facilitated discussion sessions. We plan to launch the required training with the executive team and site and functional leaders in 2025.

Our industry has historically been dominated by male workers, and as more women have been moving into these roles, we have adapted the workplace. These efforts included improvements to the female change houses across all our regions, as well as uniform modifications to accommodate a variety of body shapes and traditional clothing customs.

It’s important that we take steps to ensure that women are equally prepared for leadership roles. We reviewed our succession planning process to identify opportunities to develop more female leaders companywide. As part of the Women in Leadership program, we have already completed four six-month cohorts providing one-on-one coaching, AI simulation activities, small group sessions and post-program mentoring. Additionally, we are growing our pipeline of female employees through intentional recruiting and partnerships with various women’s associations in the countries where we operate.

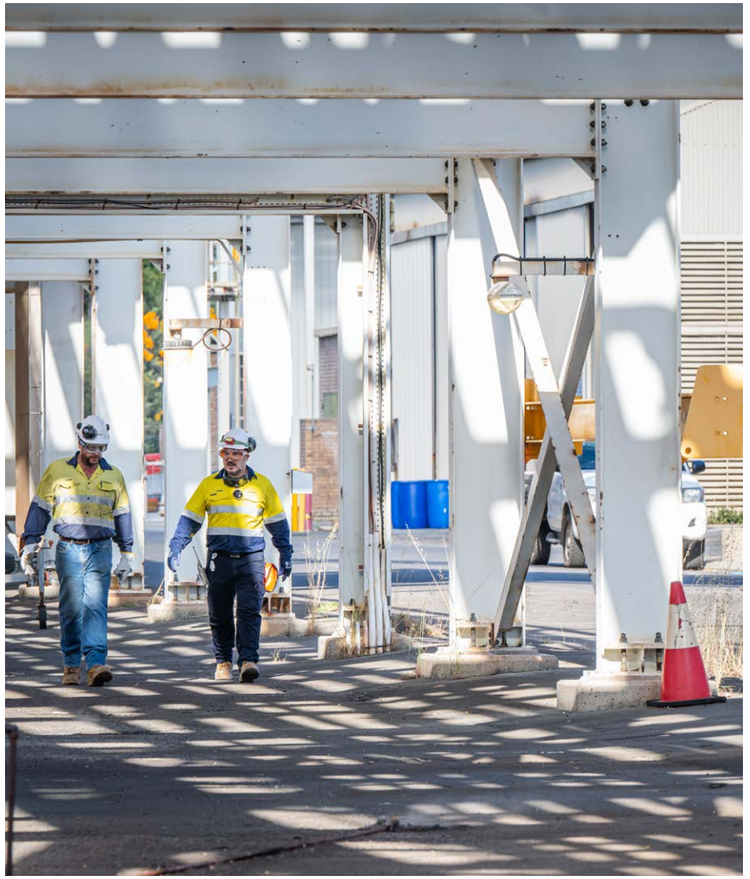
Tronox is also focused on creating more inclusivity around neurodiversity. In 2024, we introduced an education program to HR teams to support the recruitment and management of neurodiverse talent. The training covered the full spectrum of neurodiversity and appropriate terminology and also provided engagement strategies and case studies to help HR team members understand how to communicate and provide more effective support to employees. We also developed an article with further education for our internal channels to help all managers and employees benefit from this training.

Tronox **Diversity** and **Inclusion Network**

Our employee-driven Tronox Diversity and Inclusion Network (TDIN) brings our people priorities to life. Regional chapters work to promote an inclusive environment within our workplace and the broader community. These groups organize celebrations for cultural events, like Pride Month and Cultural Diversity Day. They also serve as Tronox ambassadors to help build diversity in our employee pipeline – and the industry as a whole – by participating in activities, such as the annual Women in Manufacturing and Engineering careers event near the Stallingborough Pigment Plant, and the Kwinana Industries Council iCareer and iScience programs for local high school and university students in Western Australia.

It is important that employees feel welcome starting on their first day with Tronox. In 2024, the TDIN chapters worked on integrating diversity and inclusion training into the onboarding processes in their respective regions. New employees are given information about TDIN and how to join, along with training and links to valuable internal and external resources.

As part of our responsible operations in South Africa, Tronox followed objectives for employment equity and human resources development outlined in the South Africa Mining Charter.



CELEBRATING A PARALYMPIAN

Accessibility is an aspect of an inclusive environment that is often overlooked. For the past two years, Tronox has been sponsoring paratriathlete Michael Herter, who became paralyzed following surgery to remove a tumor from his spine. Herter competed in his first Paralympic Games in France in 2024 – earning ninth place.

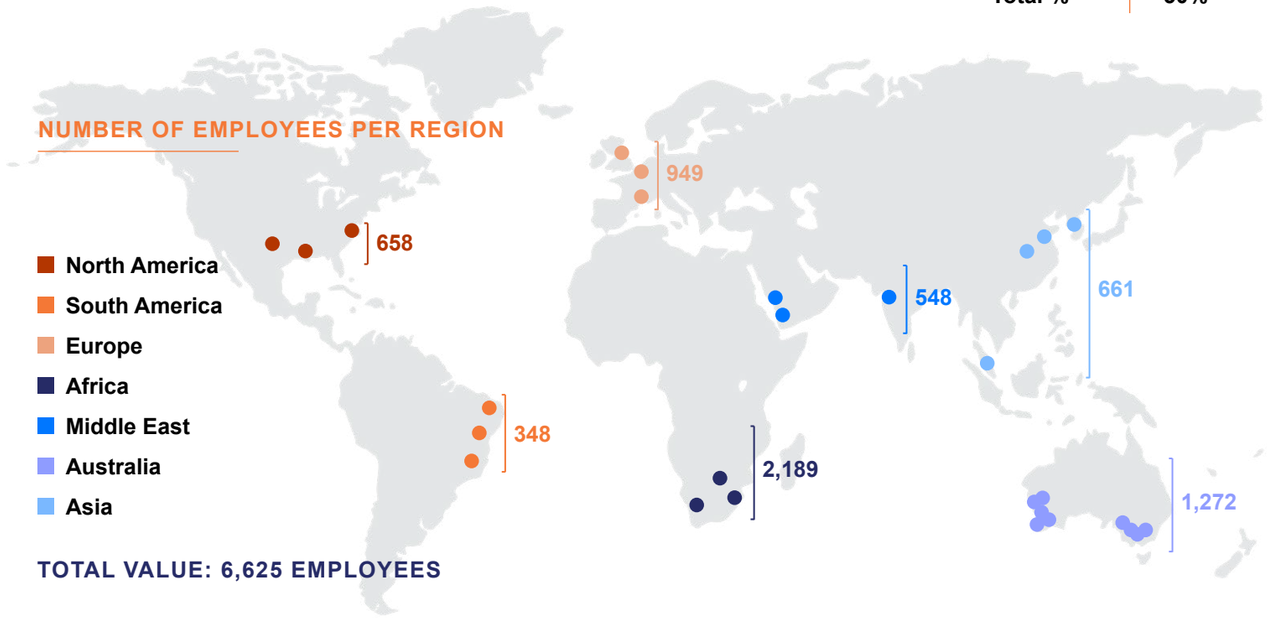
Workforce Metrics

Count of Employees at December 31, 2024

BY EMPLOYMENT CONTRACT

	NON-GUARANTEED HOURS			FIXED TERM EMPLOYEES			INDEFINITE OR PERMANENT			TOTAL EMPLOYEES
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
North America	-	-	-	10	1	11	499	148	647	658
South America	-	-	-	23	10	33	268	47	315	348
Europe	-	-	-	44	12	56	750	143	893	949
Africa	-	-	-	197	133	330	1,465	394	1,859	2,189
Middle East	-	-	-	-	-	-	532	16	548	548
Australia	2	2	4	47	24	71	936	261	1,197	1,272
Asia	-	-	-	36	23	59	423	179	602	661
Total Value	**2**	**2**	**4**	**357**	**203**	**560**	**4,873**	**1,188**	**6,061**	**6,625***
Total %	**50%**	**50%**	**100%**	**64%**	**36%**	**100%**	**80%**	**20%**	**100%**	**100%**

NUMBER OF EMPLOYEES PER REGION



TOTAL VALUE: 6,625 EMPLOYEES

BY EMPLOYMENT TYPE

	PART TIME EMPLOYEES			FULL TIME EMPLOYEES			TOTAL EMPLOYEES
	Male	Female	Total	Male	Female	Total	
North America	11	5	16	498	144	642	658
South America	-	-	-	291	57	348	348
Europe	14	31	45	780	124	904	949
Africa	-	-	-	1,662	527	2,189	2,189
Middle East	-	-	-	532	16	548	548
Australia	9	41	50	976	246	1,222	1,272
Asia	-	-	-	459	202	661	661
Total Value	**34**	**77**	**111**	**5,198**	**1,316**	**6,514**	**6,625***
Total %	**31%**	**69%**	**100%**	**80%**	**20%**	**100%**	**100%**

*Data may not align with total reported employee figure as a result of undisclosed data from some employees.

Workforce Metrics (Continued)

Count of Employees at December 31, 2024

BY GENDER

	HOURLY/ MODERATELY SKILLED			SKILLED/ JUNIOR MANAGEMENT			PROFESSIONAL/ MID-MANAGEMENT			SENIOR MANAGEMENT/ EXECUTIVE			GOVERNANCE BODY		ALL EMPLOYEES		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Male	Female	Total
North America	142	31	173	214	44	258	121	62	183	32	12	44	5	1	509	149	658
South America	137	15	152	113	24	137	40	18	58	1	-	1	-	-	291	57	348
Europe	406	53	459	228	48	276	143	51	194	17	3	20	-	1	794	155	949
Africa	1,220	328	1,548	277	129	406	153	67	220	12	3	15	1	-	1,662	527	2,189
Middle East	238	4	242	202	9	211	90	3	93	2	-	2	1	-	532	16	548
Australia	317	104	421	441	104	545	210	73	283	17	6	23	1	-	985	287	1,272
Asia	261	155	416	120	33	153	76	13	89	2	1	3	-	-	459	202	661
Total Value	**2,721**	**690**	3,411	**1,595**	**391**	1,986	**833**	**287**	1,120	**83**	**25**	108	**8**	**2**	5,232	1,393	6,625*
Total %	**80%**	**20%**	100%	**80%**	**20%**	100%	**74%**	**26%**	100%	**77%**	**23%**	100%	**80%**	**20%**	79%	21%	100%

*Data may not align with total reported employee figure as a result of undisclosed data from some employees.

Workforce Metrics (Continued)

Count of Employees at December 31, 2024

BY AGE

	HOURLY/ MODERATELY SKILLED			SKILLED/ JUNIOR MANAGEMENT			PROFESSIONAL/ MID-MANAGEMENT			SENIOR MANAGEMENT/ EXECUTIVE			GOVERNANCE BODY			ALL EMPLOYEES			
	≥ 51	30-50	≤ 29	≥ 51	30-50	≤ 29	≥ 51	30-50	≤ 29	≥ 51	30-50	≤ 29	≥ 51	30-50	≤ 29	≥ 51	30-50	≤ 29	Total
North America	43	89	41	133	99	26	95	82	7	24	20	-	6	-	-	295	290	74	659
South America	39	72	41	53	67	17	25	33	-	1	-	-	-	-	-	118	172	58	348
Europe	152	189	118	111	133	32	94	96	4	13	7	-	1	-	-	370	425	154	949
Africa	254	1,057	237	133	229	44	97	120	3	10	5	-	1	-	-	494	1,411	284	2,189
Middle East	55	165	22	65	134	12	40	53	-	1	1	-	1	-	-	161	353	34	548
Australia	135	213	74	201	272	72	120	162	1	12	11	-	1	-	-	468	658	147	1,273
Asia	172	239	6	60	83	10	31	57	1	3	-	-	-	-	-	266	379	17	662
Total Value	**850**	**2,024**	**539**	**756**	**1,017**	**213**	**502**	**603**	**16**	**64**	**44**	**-**	**10**	**-**	**-**	2,172	3,688	768	6,628*
Total %	**25%**	**59%**	**16%**	**38%**	**51%**	**11%**	**45%**	**54%**	**1%**	**59%**	**41%**	**0%**	**100%**	**0%**	**0%**	33%	56%	12%	100%

*Data may not align with total reported employee figure as a result of undisclosed data from some employees.

Workforce Metrics (Continued)

Count of Employees at December 31, 2024

BY RACE

	HOURLY/ MODERATELY SKILLED			SKILLED/ JUNIOR MANAGEMENT			PROFESSIONAL/ MID-MANAGEMENT			SENIOR MANAGEMENT/ EXECUTIVE			GOVERNANCE BODY			ALL EMPLOYEES			
	Not Tracked	Black & Minorities	White	Not Tracked	Black & Minorities	White	Not Tracked	Black & Minorities	White	Not Tracked	Black & Minorities	White	Not Tracked	Black & Minorities	White	Not Tracked	Black & Minorities	White	Total
North America	9	58	106	4	74	180	10	35	139	1	6	37	1	-	5	24	173	462	659
South America	152	-	-	137	-	-	58	-	-	1	-	-	-	-	-	348	-	-	348
Europe	459	-	-	276	-	-	193	-	1	18	-	2	-	-	1	946	-	3	949
Africa	-	1,440	108	1	320	85	-	118	102	-	7	8	-	1	-	1	1,885	303	2,189
Middle East	242	-	-	211	-	-	91	2	-	2	-	-	1	-	-	546	2	-	548
Australia	422	-	-	545	-	-	282	-	1	23	-	-	-	-	1	1,272	-	1	1,273
Asia	417	-	-	153	-	-	89	-	-	3	-	-	-	-	-	662	-	-	662
Total Value	**1,701**	**1,498**	**214**	**1,327**	**394**	**265**	**723**	**155**	**243**	**48**	**13**	**47**	**2**	**1**	**7**	**3,799**	**2,060**	**769**	**6,628***
Total %	**50%**	**44%**	**6%**	**67%**	**20%**	**13%**	**64%**	**14%**	**22%**	**44%**	**12%**	**44%**	**20%**	**10%**	**70%**	**57%**	**31%**	**12%**	**100%**

*Data may not align with total reported employee figure as a result of undisclosed data from some employees.

Learning & Development Approach

At Tronox, we provide challenging work and encourage employees to think innovatively to do their best work. And when Tronox grows, our people grow. We are committed to providing a variety of learning and development opportunities so employees can have long, fulfilling careers with us.

Our global Learning and Development (L&D) team provides training and resources to empower people at all levels to foster a culture that both attracts and nurtures talent. We track a range of metrics to ensure we are making progress on career management and training goals. Through our learning management system, we maintain detailed data about the hours our employees devote to learning, the types of training they participate in and further recommended training for each based on their needs.

To ensure we are offering the most valuable learning and development programs for our employees, we established the L&D Center of Excellence, a group of professional learning and development leaders representing Tronox's diverse operations, countries and cultures. They meet eight times per year to create a future-focused learning culture that empowers our people to grow while also preparing for the future of the business.

In 2024, we focused our efforts on expanding career development training, so our employees can improve their leadership and management skills, so they're prepared to earn promotions and grow within our company.

In 2024, Tronox invested over
US$10.8 million
in employee training.

Employees completed nearly
322,000
total hours of training to further their careers.

Ongoing Training Initiatives

Career Pathways

All Tronox employees have been organized into workforce bands, and we are building out clear pathways to advancement for each role – including options for advancements and lateral movements across operational, professional and managerial categories. Custom interview guides for each role have been implemented throughout Human Resources to support consistent selection processes, ensuring that the evaluation criteria are aligned with the specific competencies needed for success.

In 2024, we focused on building career pathways for the engineering and Research & Development groups, and we began meeting with other functional groups to finalize existing role profiles and identify competencies and responsibilities needed. Alongside this work, we are also incorporating role-specific coaching that leaders can use when working with employees on individual development plans. All of these efforts will continue into 2025.

Leadership Training

Developing future leaders is critical to our sustainability as a company. In 2024, we made significant progress on a formal leadership framework that will more clearly articulate expectations and training needs for leaders at every level of the organization. We enrolled 14 leaders from across our businesses to test the framework and ensure it is applicable to different genders, races and cultures. The framework will be fully launched in 2025.

Tronox also provides training programs that prepare new supervisors, further develop existing supervisors and prepare senior leaders to guide business strategy. We leverage local universities and online learning platforms to help facilitate many of these programs.

Internal Skill-Building Programs

We offer programs at our operations around the world for current employees to build new skills. We also partner with local community colleges to provide classes that empower current employees to close skill gaps.

Cross-Departmental Learning Experiences

Small, cross-departmental cohorts are an important way for employees to share the perspectives of their roles. For example, in 2024, Tronox hosted two virtual Global Mining Summits to facilitate more networking and knowledge sharing while growing our global talent pool. These summits cover timely industry topics, such as mine surveying and land rehabilitation. In South Africa, the smelting groups from KwaZulu-Natal Sands and Namakwa Sands also meet weekly to share learnings around the highly specialized process of ilmenite smelting.

Training the Next Generation of Employees

We provide apprentice programs for mechanical and electrical technicians, lab technicians, research and development, engineering, and IT. University students intern in both operational and administrative roles at many of our global facilities. In 2024, 519 apprentices and interns gained valuable experience working at Tronox.

Regional Career Development Programs

While we provide a range of companywide trainings, each region develops their own programs to suit the unique needs of their employees. Many of these programs were created in response to feedback in our employee culture survey.

Preparing Employees for Retirement

At KwaZulu-Natal Sands, we partnered with the Mining Qualifications Authority to provide a voluntary, yearlong agricultural training program for Tronox employees nearing retirement age. These employees learn skills in crop cultivation, animal care and finance, so they can run their own farming business as an alternative source of income after retiring from Tronox.

Diversifying Site Experience

The European regional Learning & Development team developed a three-year, international graduate program with rotations at each of Tronox's European sites. This encourages knowledge sharing across the region, while providing valuable growth and learning opportunities for the participating university students.

Advancing Leadership Development

At the Yanbu Pigment Plant and Jeddah Office, 82 leaders have participated in the Leadership Excellence Program, with a focus on creating a more unified leadership approach that emphasizes proactive coaching and development. The Hamilton Pigment Plant also established a leadership academy to develop senior leaders, with plans to create custom cohorts for key positions, such as shift level supervisors. At the Thann Pigment Plant, managers participated in year two of a three-year program, with a focus on developing and motivating teams.

Fostering Rising Talent

Tronox teams in Australia created the Emerging Leaders program to equip promising employees for future leadership roles. Already, several participants have begun transitioning to leadership positions.

Labor/Management Relations

Tronox respects our employees' rights to collectively bargain. Approximately 41% of Tronox employees worldwide are represented by a union or collective bargaining agreement. There have been no records of strikes or lockouts at any Tronox location in the last 10 years related to Tronox.

Approximately

41%

of Tronox employees worldwide are represented by a union or collective bargaining agreement.

Contractor Management

Contractors are key members of Tronox's extended team, and we work to ensure they receive consistent training and communication that will help them be successful. To that end, we provide specific training to our Tronox team members who coordinate tasks and supervise work performed by contractors. We also rolled out a global vendor management platform that facilitates a common understanding of Tronox expectations and site requirements to strengthen and improve the way that we onboard and communicate with our contractors.

Tronox has continued our relationship with ISNetworld to manage our contractor base in each of our regions and we have plans to expand its applications in 2025.

RESPECTING OUR **COMMUNITIES**

Tronox is honored to be trusted with the privilege to operate in our communities around the world and works closely with partners within each community to provide mutual benefit.

IN THIS SECTION

Indigenous Rights | Local Communities

GOAL

BE valued contributors to local economies and the quality of life in our shared communities

2024-2025 TARGETS

PARTNER with local communities on 2023-2027 Social & Labor Plan for South African operations

ADVANCE Cultural Heritage Management and Reconciliation Plans

EXPAND community engagement plans

INCREASE spend with Indigenous suppliers

EXPAND “Cultural Conversations” trainings from Traditional Landowners

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

8 DECENT WORK AND ECONOMIC GROWTH

15 LIFE ON LAND

Indigenous Rights
Management Approach

Tronox acknowledges and pays respect to the Traditional Custodians of the land where we live, work and operate our business. We greatly value our partnerships with Indigenous communities in Australia and host communities in South Africa and aim to help protect their heritage and cultural values. We also seek opportunities to contribute to the local economy by supporting Indigenous-owned businesses and protecting native lands.

In 2024, we continued to support the economic development and cultural preservation of these communities by:

ACHIEVING the deliverables outlined in our Reflect Reconciliation Action Plan in Australia.

EARNING regulatory approval of Namakwa Sands and KwaZulu-Natal Sands 2023-2027 Social and Labor Plan (SLP) in South Africa, which includes several community projects to support the host communities.

INCREASING education and cultural awareness among our employees.

ENCOURAGING our major contractors to develop their own Indigenous engagement plans.

Our interactions with Indigenous and host communities are guided by our values of acting with integrity, shared accountability, mutual respect and creating value for our stakeholders. We also closely follow our company's policies on human and labor rights, which can be found in our **online policy library**. Our suppliers and customers are held to these same standards when it comes to respecting human rights, including those related to conflict minerals and the preservation of Indigenous and host communities. We are committed to collaborating with our major contractors to develop their Indigenous engagement plans in the coming year.

Australia

Tronox has established long and respectful relationships with the Traditional Custodians and Indigenous peoples of the land where our Australian operations are located. Our teams work closely with our Native Title and Registered Aboriginal Party stakeholders to understand how we can best support Indigenous communities while ensuring sites of cultural significance are identified and protected. We follow processes that include dialogue with Traditional Custodians throughout project life cycles. As part of this commitment, we undertook eight formal heritage surveys and consultations in 2024 relating to projects at our Atlas-Campaspe and Cooljarloo sites.

We developed the processes that govern these engagements to align with the agreements and formal consultations we have established with Traditional Custodians and Native Title holders. These formal agreements acknowledge the importance of working in a manner that respects and protects cultural heritage values. They also outline the processes for ongoing engagement, undertaking new activities, and conducting heritage surveys.

We have the following agreements in place across Australia:

Northern Operations

- Land Access Agreement with the Yued People for the Cooljarloo Mine
- Land Access Agreement with the Amangu People (part of the Yamatji Nation Native Title claimant group) for the Dongara Project
- Noongar Standard Heritage Agreement with the Whadjuk Aboriginal Corporation for the Chandala Processing Plant

Southern Operations

- Heritage Agreement with the South West Boojarah People for the Wonnerup Mine pipeline corridor
- Heritage Agreement with the Harris Family for the Wonnerup Mine pipeline corridor

Eastern Operations

- Ancillary Deed with the Barkandji People for the Ginkgo Mine
- Formal consultation with the Registered Aboriginal Parties for the Atlas-Campaspe Project

These agreements include a number of cultural Heritage Management Plans and provide various provisions to benefit the Indigenous communities and improve cultural awareness to the broader region, such as employment and procurement opportunities, funding for Indigenous community programs and events, as well as cultural awareness training for employees.

MAKING SPACE FOR CONVERSATION

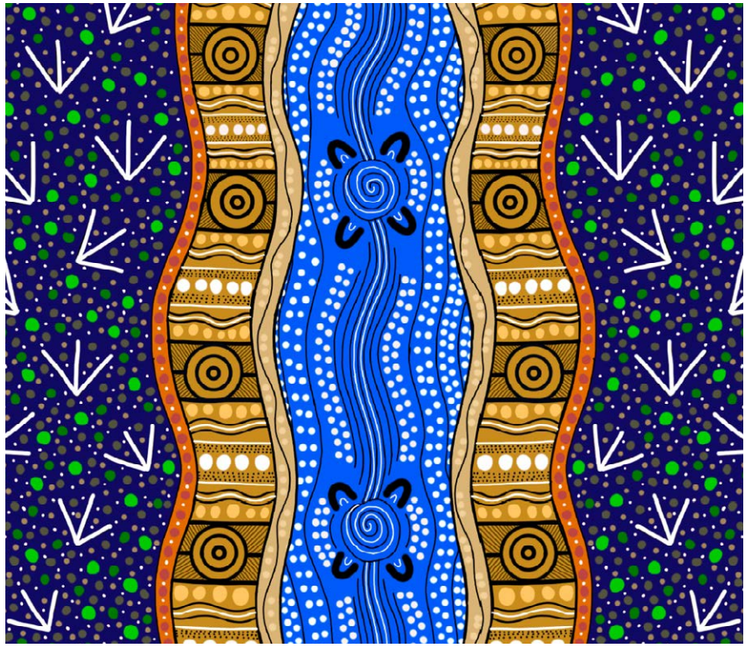
Northern Operations continued its mandatory “Cultural Conversations” trainings in partnership with the Yued People, where employees learn about traditional cultural practices, historical and contemporary social context, and how to create more culturally secure workplaces for our Indigenous colleagues. New employees are encouraged to complete the training in their first six months.

Reconciliation **Action Plan**

In 2024, Tronox received endorsement from Reconciliation Australia for our inaugural “Reflect” Reconciliation Action Plan (RAP), which laid the foundations and prepared our Australian workplace for future reconciliation initiatives. We have delivered on a number of objectives, including:

- Establishing and maintaining a working group to drive the governance of the RAP.
- Developing business cases for Indigenous employment and procurement.
- Conducting a review of our HR policies and procedures to identify future needs.
- Participating in activities to recognize National Reconciliation Week and National Aborigines and Islanders Day Observance Committee (NAIDOC) Week.

Building on this foundation from our inaugural RAP, we are launching our “Innovate” RAP in 2025, which is the next level of the process. It will focus on increasing Indigenous procurement across our Australian business.



EMU WANDERING

As part of our commitment to being active participants in reconciliation, we introduced the “Emu Wandering” polo shirt in 2024 – the latest addition to our corporate uniform offering in Western Australia. The artwork for the shirt was created by emerging Yuat artist Utah John-Furnace and tells the story of our Cooljarloo Mine, where you often see emus wandering through the bush and through our rehabilitation sites.

Visibility is an important aspect of reconciliation, which seeks to strengthen relationships between Indigenous Australians and non-Indigenous people. By wearing shirts that represent an authentic Aboriginal story, our people are promoting understanding and appreciation for Indigenous cultures and demonstrating an inclusive workplace.

South **Africa**

With operations located near nine host communities in South Africa, Tronox is committed to the country's National Development Plan, which aims to eliminate poverty and reduce inequality by 2030. We also align with the Department of Mineral Resources and Energy (DMRE) and are in the midst of our 2023-2027 Social and Labor Plan (SLP) cycle, which includes a number of projects to benefit the communities and people living near our facilities. We have been making significant progress toward these objectives.

We have fostered strong collaborative relationships with the municipalities and host communities at or near our operations in South Africa. The municipalities and host communities adjacent to our South Africa operations include:

SALDANHA Municipality

MATZIKAMA Municipality

MTUNZINI Traditional Authority

DUBE Traditional Authority

MACAMBINI Traditional Authority

MADLEBE Traditional Authority

MKHWANAZI Traditional Authority

NZUZA Traditional Authority

OGAGWINI Traditional Authority

Our South African operations annually measure and report on their progress against the Broad-Based Black Economic Empowerment criteria enacted by the DMRE in South Africa. **View the South African Mining Charter Scorecards.**

Tronox is intentional about supporting local Black-owned, Black youth-owned, and Black women-owned businesses in our South African communities. In 2024, we invested R430.5 million (US$23.6M) to support the development of businesses local to our mining communities, including seven Black-owned enterprises. Four of those were Black women-owned businesses spanning diverse sectors. One key initiative supported the development of a fully furnished restaurant, valued at R650,000 (over US$35,000), for a Black women-owned restaurateur from one of our directly affected communities. The company has since become a catering supplier for events at our Namakwa Sands site.

Additionally, our supply chain management and legal departments delivered training for 60 small, medium and micro enterprises – including 10 Black youth-owned businesses. The training covered key topics like proposal requirements, regulatory compliance, marketing and identifying new business opportunities.

Our 2024 investments in local goods and services across all our South African operations came in at R1.680 billion (US$92.3M), which includes R995.5K (US$54.6K) spent within our direct host communities.

Local **Economic Development**

In compliance with the DMRE, we submit our Local Economic Development (LED) projects for review and approval every five years to ensure they support the local Integrated Development Plans (IDP). We submit these projects every five years as part of our SLP commitment. Our initiatives received endorsement, and we have met all legal requirements under Regulation 46B.

The DMRE also granted approval for the community development projects under the current SLP, building on the successes of our four previous SLP cycles. Near Namakwa Sands, these projects prioritize improvements to existing municipal and rural infrastructure, water security and increasing access to education through new infrastructure for early childhood development centers. In 2024, we extended the learner transport program to give more rural students access to education institutions, some of which are so far away that students must relocate for a week or two at a time. Providing reliable transportation has helped at least 99 students travel to school and maintained zero dropouts since 2020. We also completed development of an e-center in the region in early 2025, providing local communities with computer and internet access.

As part of our SLP commitments, Tronox sponsored the World Play Event, a full day of sports and play for children with disabilities from schools and special care centers in the West Coast Education District near Namakwa Sands. The event was the first of its kind in the region, and featured an obstacle course, wheelchair races and other games. The event reinforced the importance of play for all children – promoting physical, social and emotional development, as well as fostering creativity and problem-solving skills.

BUILDING CRITICAL COMMUNITY INFRASTRUCTURE

In the KwaZulu-Natal Sands Sands region, Tronox completed three SLP projects in 2024, including constructing an administration building for the Ngalangala Primary School and building a public toilet facility in the Mtunzini community. We also purchased 200 goats and built a stable for the Zungu Community Cooperative, and will be providing community members with training in collaboration with the Department of Agriculture.

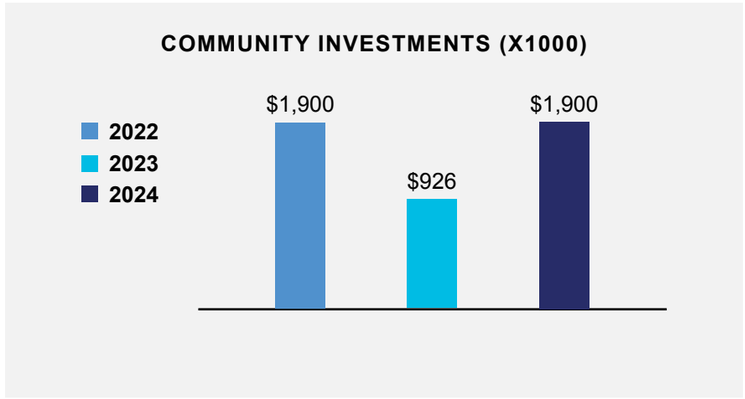
Local Communities
Management Approach

As a significant employer in many of the communities where we are located, we believe we have a responsibility to enrich the wellbeing of our employees and their families, our neighbors, and the communities that host our operations. Our community support takes various forms: providing jobs and economic assistance; enhancing local education; promoting equal rights and diversity; and sustaining the health, sustainability and environment of our regions. In addition, our employees contribute time, talent and donations to initiatives throughout the year.

We often partner with community organizations and other businesses to encourage and amplify their efforts in our communities. We are proud of the many long-standing relationships we have built with partner organizations. For example, 2024 marked our 20th anniversary of supporting Australia's Perth Zoo in delivering educational experiences that promote conservation and sustainability. We also seek opportunities to help local organizations, as needed. In February 2024, our Namakwa Sands, South Africa, site partnered with Security & Cleaning Services to provide cleaning agents, PPE, transportation and volunteers to thoroughly clean medical clinics in Koekenaap and Lutzville, which serve rural areas with limited resources. These are just two examples of the many ways our employees and sites make an impact each year.

Education is another important part of our community involvement – promoting STEM careers, educating our communities about our operations and more. Many of our sites partner with local colleges and universities to offer scholarships, internships and apprenticeships, and our employees visit schools to introduce students of all ages to potential careers in mining and manufacturing. In 2024, Tronox sites across the globe hosted 519 interns, apprentices and co-op students, many of whom came from nearby communities.

We believe that it is important to be visibly present and available to our neighbors. In addition to sponsoring and attending local events where we can interact with the community, we provide communication mechanisms so community members may share questions or concerns with our team. We foster engagement with stakeholders in our operating groups to share information about our operations, provide insight to guide regulation and policy, and identify relevant issues and community needs. Together, we identify the best ways for Tronox to impact the areas of greatest need in our regions.



Tronox joined local industries, volunteer groups and politicians to support Science and Engineering Challenge and Discovery Days – which brought together students from 19 high schools and 16 primary schools located near Bunbury Pigment Plant in Australind.

Tronox supports a wide variety of cultural initiatives and celebrations within our local regions, including the Muslim recognition of Ramadan in our Yanbu community.

CASE STUDY

Caring for Our Neighbors

Part of our responsibility to care for the people and communities who live near our operations is to support the nonprofits and organizations that serve them.

- For many years, our Namakwa Sands site in South Africa has provided assistance with operational costs for the Olifantsrivier Association for Persons with Disabilities, which provides support, placement and employment of elderly persons and children with disabilities in care facilities.
- A Christmas raffle organized by our Stallingborough, United Kingdom, site raised £1,500 (US$1,900) for the Sunflower Children's Action Group, which organizes special, inclusive events and activities for children who suffer from life-limiting and/or life-threatening conditions.
- Tronox employees in Saudi Arabia and members of their families assisted with a Ramadan Community Event, including the preparation and distribution of over 600,000 Iftar meals throughout downtown Yanbu.
- In Muchea, Australia, Tronox supported the development of the $5.5 million Muchea Recreation Centre, ensuring that the kitchen facilities were equipped to meet the needs of various clubs and community events. The center has become a vibrant community hub that promotes social connection and physical wellbeing.
- In 2024, employees at our Hamilton, Mississippi, site donated nonperishable items, such as water, cleaning supplies, diapers, canned goods and other immediate needs to those impacted by Hurricane Helene. Employees in North America also contributed throughout the year to multiple Tronox-organized events that fund food banks and other important organizations.

> *Whether they are out volunteering, or contributing goods or funding to a global organization, our employees care about helping others because we are part of these communities. In 2024, our Australian team members attended over 100 events, including career talks, school graduations and local events."*

IAN RENNIE
Site Director, Southwest Operations, Australia

Continued Dedication to **Education Across the Globe**

Supporting local education contributes to job growth in STEM industries across the world, and by extension, to our talent pipeline.

Encouraging Early Learning in Stallingborough

Tronox's Centre for Industry Education Collaboration Ambassadors welcomed primary school students to the site for a tour and education about the plant as part of the Children Challenging Industry program.

Producing Pigments Together in Botlek

Students in the Process & Food Technology program at The Hague University of Applied Sciences worked with Tronox employees to produce white TiO_2 pigment.

Representing Tronox in Thann

We presented to 100 15-year-old volunteers who were participating in two weeks of Universal National Service in the neighborhood. Our employees spoke about the company, the chemical industry, our products and our action-oriented approach toward the energy transition and decarbonization.

Offering Opportunities in Hamilton

Tronox partners with Itawamba Community College and Mississippi State University to offer co-op and internship positions for local students.

Growing Our Talent Pipeline in Yanbu

Tronox has trained approximately 30 students through its partnership with Yanbu Industrial College and has hired 10 new employees out of the group of trainees in the Tamheer program, which is supported by the Human Resources Development Fund.

Fostering Literacy in Brazil

Through the Tronox Reading Club, employees led reading circles, story time and writing projects for children in Areias, Arembepe and Jauá. These programs help students with core reading and writing skills and set them up for better success in learning STEM subjects.

Providing Educational Equipment in Australia

Through the School Partnership Program, Tronox supported 25 schools and donated $65,000 to be used for purchasing STEM learning-related equipment.

Welcoming Students Onsite in Namakwa Sands

Our South Africa site hosted 14 second-year chemical engineering students from the University of Cape Town for three days, where they engaged in theoretical and hands-on learning activities and gained practical insight into their fields of study.

Celebrating the Future in Kwinana

Tronox partnered with Kwinana Industries Council to deliver the 2024 KIC iCAREER Project. Team members participated in workshops and also hosted a site tour, providing mentorship to the 30 Year 10 students who are completing a Vocational Education Training pathway in Years 11 and 12.

OPERATING A SUSTAINABLE **BUSINESS**

Sustainability is integral to our ability to meet the expectations and needs of our employees, customers, investors and communities.

IN THIS SECTION

Financial Performance | Product Stewardship
Sustainable Procurement

GOAL

CONTRIBUTE to a circular economy through more sustainable products and supplier relationships

2024-2025 TARGETS

COMPLETE product life cycle assessments

TRAIN 100% of supply chain team members in sustainable procurement

EMBED Safe & Sustainable by Design (SSbD) criteria in all new product risk assessments

COMPLETE horizon scan of long-term regulatory risks for all existing products

IDENTIFY product sustainability risks across the value chain

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Financial Performance
Management Approach

When we advance sustainability in our business, we also provide greater value for our stakeholders. This includes mining and manufacturing essential products that support a variety of industries and generating economic impact for our employees and communities through wages, taxes, spending with local suppliers and community investments.

While 2024 proved to be another year of unprecedented slow recovery with the industry's prolonged downturn, we made progress by focusing on what we can control, including lowering operating costs and improving the reliability and efficiency of our sites. Midway through the year, Tronox rolled out a new business strategy that combines what we do best while capitalizing on new opportunities. The four pillars of the strategy reinforce how we are operating a responsible business that will provide continued value and growth.

Be the best at what we do: Efforts to improve operational efficiencies at multiple sites have the dual impact of reducing costs as well as supporting sustainability through reduced emissions and resource use. For example, we successfully completed a multi-year business transformation across all our Australian sites. This program, based on operational excellence, global business processes and digital architecture, will be implemented in the U.S. in 2025, with other regions to follow. Tronox also modernized process control systems at KwaZulu-Natal in 2024, with rollouts expected at Namakwa Sands and Bunbury by 2027.

Grow our future: Tronox continues to evaluate strategic, high-growth opportunities for TiO_2 and other products, including increasing sales to markets with growth potential, such as India. We also are looking to broaden our monazite and rare earth metals concentrate (REMC) tailings for further downstream processing.

Leverage what makes us unique: Tronox's vertically integrated business model sets us apart, providing a secure supply of low-cost feedstock to our pigment plants to benefit our customers and create high-margin revenue streams through the sale of mining co-products, like zircon. In 2024, we continued to invest in our integrated operations through mine extension projects at Namakwa Sands East OFS and KwaZulu-Natal Fairbreeze in South Africa. Similarly, 2024 marked the first full year operating the new Atlas Mine in Eastern Australia, which offsets the closure of our Snapper/Ginkgo mines in 2024.

Be the benchmark for sustainability: As discussed throughout this report, Tronox has made significant progress toward our sustainability goals. Noteworthy projects include the first of two renewable energy contracts in South Africa coming online in 2024, with the second scheduled for completion by the end of 2027. Investments made to create operational efficiencies across multiple facilities provided the added benefit of reduced environmental footprint.

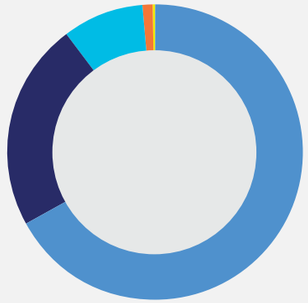
Total revenue for 2024 was US$3.1 billion. We achieved an adjusted EBITDA of US$564 million and an adjusted EBITDA margin of 18.3%. Free cash flow was a use of US$70 million, after investing US$370 million in capital projects. More information is available in our **Annual Report and Proxy Statement**.

CUSTOMER AWARDS

Tronox was honored to receive several awards from our customers in 2024, including Dulux's ultimate accolade, Dulux Supplier of the Year Award. We also were named Supplier of the Year for Dulux's New Zealand business for the third consecutive year and Supplier of the Year for the Dulux Decorative Business. In addition, Tronox received the Paint and Pintura National Award in Brazil and was a finalist for the Innovation and Sustainability Award for our unreacted ore project in Brazil, which transforms 50% of our TiO_2 production waste into valuable construction materials.

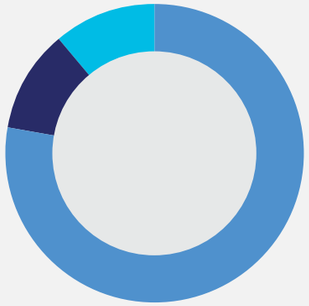
Business Metrics (data)

(MILLIONS OF U.S. DOLLARS, EXCEPT SHARE AND PER SHARE AMOUNTS[1])	2022	2023	2024
Sales	$3,454	$2,850	$3,074
Net income (loss) from continuing operations	$500	$(314)	$(54)
Diluted income (loss) per share from continuing operations	$3.16	$(2.02)	$(0.31)
Dividend paid per share	$0.50	$0.50	$0.50
Total assets	$6,306	$6,134	$6,038
Shares outstanding (as of December 31)	154,496,923	156,793,755	157,938,056



COMPONENTS OF ECONOMIC VALUE DISTRIBUTED

- **Operating Costs** | 67.0%
- **Employee Wages and Benefits** | 22.8%
- **Payments to Capital Providers** | 9.0%
- **Payments to Government** | 1.1%
- **Community Investments** | 0.1%



REVENUE FROM PRODUCT SALES

- **TiO_2** | 78%
- **Other Products** | 11%
- **Zircon** | 11%

$3.1 Billion

[1]The following information is from our Form 10-K for the year ended December 31, 2024, filed with the Securities and Exchange Commission on February 19, 2025

Sustainable **Procurement Approach**

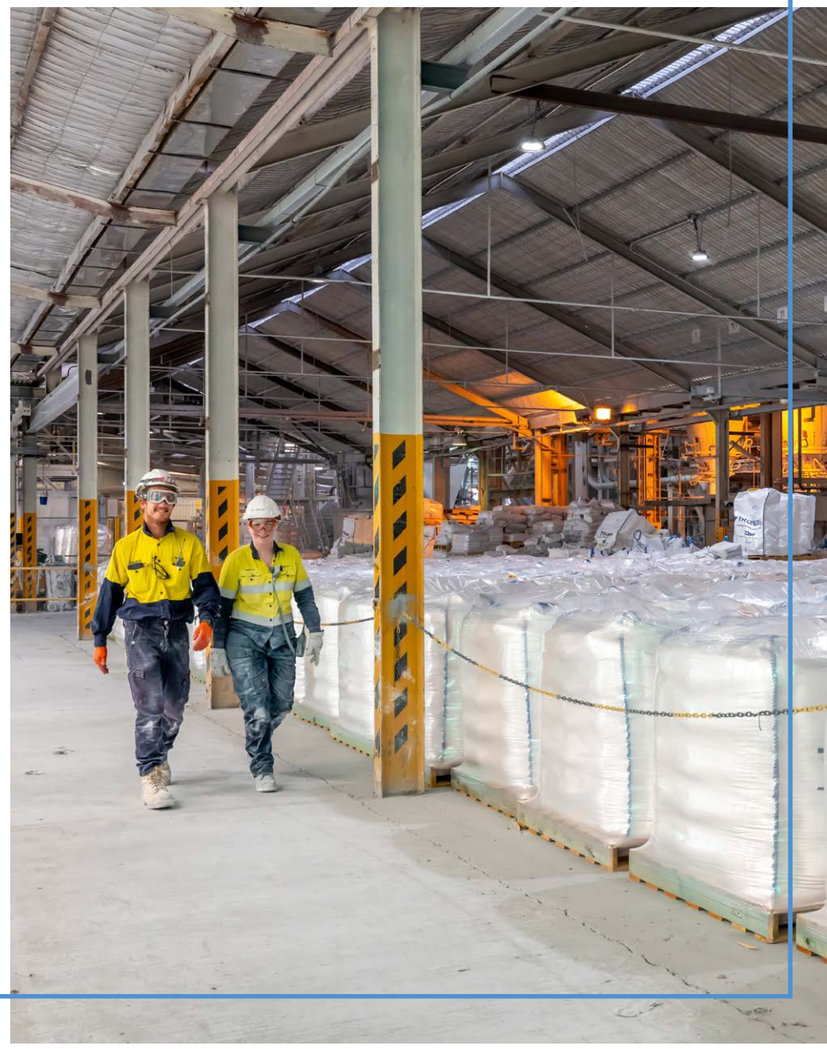
Our suppliers and business partners are a critical component of Tronox's overall sustainability impact. We prioritize suppliers with responsible operations, as well as local and diverse business partners that contribute to socioeconomic advancements in the communities in which we operate. Our Sustainable Procurement policy applies to all suppliers considered high risk from a sustainability and environmental standpoint – with a specific focus on goods with a high carbon impact.

Tronox is on track to achieve a 9% reduction in Scope 3 emissions by 2025 and a 16% reduction by 2030. Our first priority is identifying suppliers with the highest energy use and, therefore, the highest contributors to GHG emissions in our supply chain. We continued discussions with the top 20 emitters to check on progress against their decarbonization plans and have already started to expand these efforts to the top 50+ emitters in late 2024 and 2025.

In 2024, Tronox expanded our supplier sustainability surveys to include our packaging suppliers for the first time. Since first launching this survey in 2022, we have seen improved maturity from suppliers on multiple topics, such as ethical policy, code of conduct, energy management and waste management. The survey provides regular insight into our suppliers' progress and positions on health and safety, working conditions, human rights, employee training and development, anti-corruption and anti-bribery, and/or information security.

Our 2024 survey will also serve as a baseline to categorize our partners based on their ESG maturity level. This segmentation will drive differentiated action plans per category to assist our partners in their decarbonization journey.

It is a great point of pride that EcoVadis has recognized Tronox as being in the top 2% of companies for sustainable supply chains – and we look to continue to improve. In 2024, we began the process of third-party assurance to review the level of maturity of our global program and the program in Thann, France.



Supplier day events at several of our global locations bring together our partners to strengthen relationships, share best practices and improve sustainability.

CASE STUDY

Strengthening Collaboration Through Supplier Days

Tronox held supplier day events in the U.S., United Kingdom, France, South Africa and Kingdom of Saudi Arabia in 2024. More than 220 supplier companies attended to hear about how Tronox is approaching sustainable development, tour our plants and brainstorm best practices with our team and other suppliers. Suppliers provided more than 150 ideas of ways we can improve how we work together, such as reducing carbon emissions in transport by optimizing deliveries, using biofuel and converting to electric vehicles; reducing waste by returning pallets; reducing grammage in paper bags; and increasing PCR content. We also recognized 20 suppliers across the globe for their outstanding commitment to sustainability, cost, innovation and safety.

In the United Kingdom, we enhanced the program by inviting one of our key customers to present its business and sustainability ambitions. This helped suppliers better understand why sustainability is key to end customers and enabled the customer to create alignment deeper into its value chain.

> *Our sustainability journey is not one we can walk alone, hence why our suppliers as our trusted partners are more important than ever. Together, we can drive positive change, innovate with purpose, and leave a lasting, positive impact for the generations to come."*

MARLIN MOORTHI
Regional Director of Supply Chain at KwaZulu-Natal Sands

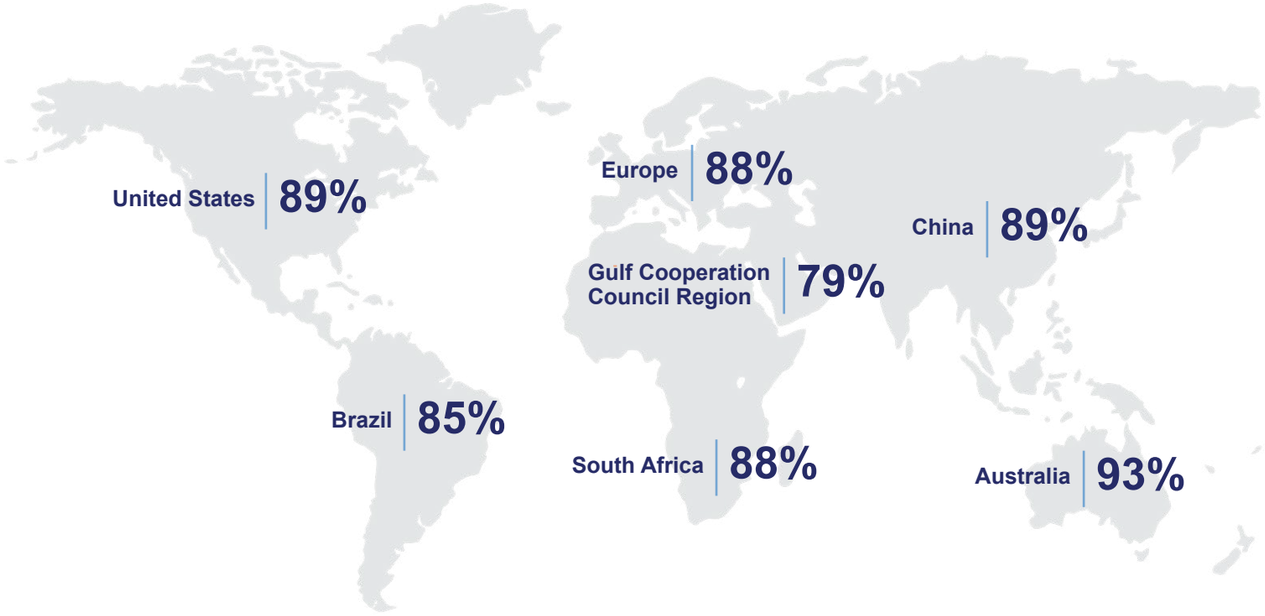
Supplier **Compliance & Audits**

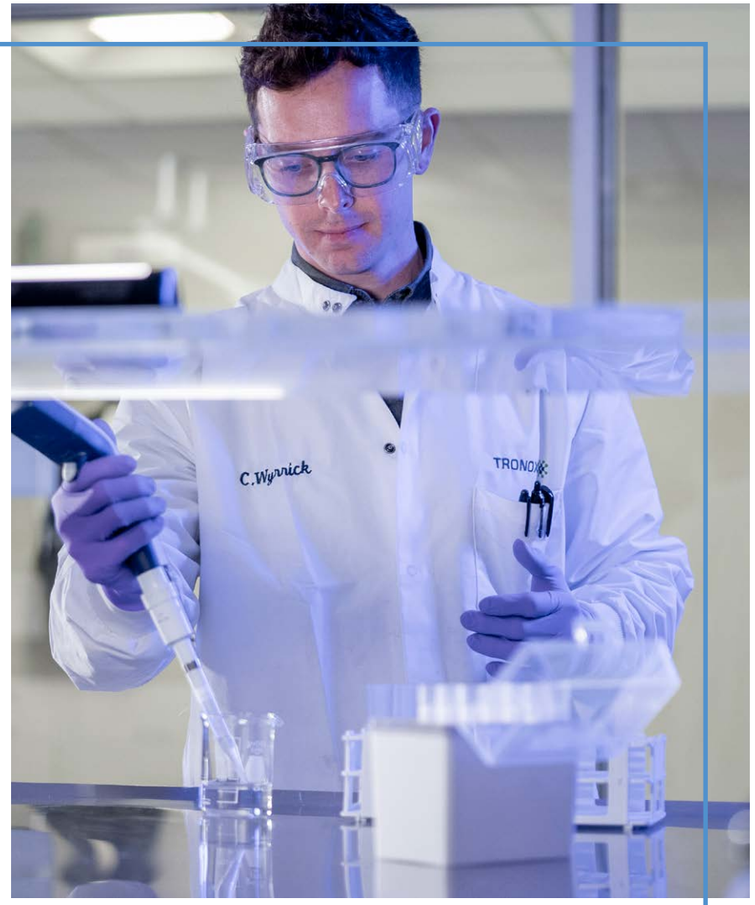
All Tronox vendors must adhere to our Supplier Code of Conduct, which outlines our expectations that suppliers exhibit a shared commitment to the environment, employees, business ethics, human rights and quality. Suppliers also are expected to maintain management systems and controls to facilitate compliance with applicable laws. We segment our global suppliers by risk, industry and carbon impact to understand how they influence our own goals. All suppliers also must view a video and accept Tronox's ESG standards during onboarding.

We conduct onsite audits on a targeted basis, focusing on new critical suppliers or underperforming suppliers. Each Tronox site defines its annual audit plan based on needs and resources. Audits result in an audit report and, if needed, corrective actions or an improvement plan. If a supplier fails to meet our standards and does not take corrective action, Tronox will source alternative options.

One of our key focuses for 2025 is to further expand our supply contracts by including additional ESG clauses and requiring an ESG performance plan together with ESG criteria in our tenders.

% OF SPEND ON LOCAL SUPPLIERS





CASE STUDY

Driving Toward More Post-Consumer Recycled Content (PCR)

As several European countries introduce plastic taxes on single-use plastics, including in packaging, we are receiving more requests from customers to provide packaging that is at a minimum 30% PCR.

Tronox plans to achieve this milestone by 2025 for all of our flexible intermediate bulk containers (FIBCs), and made the following progress in 2024:

- Increased Type A bags from 30% to 32% by increasing post-industrial recycling (PIR) material.
- Tested a Type D bag with 30% PCR content in Australia and the U.S.
- Working with our suppliers to increase PCR to a minimum of 30% for Type D bags and plastic packaging supplies.
- Rolled out a PIR bag at the Stallingborough Pigment Plant and currently piloting one at the Botlek Pigment Plant.

Tronox has created new packaging options with a minimum of 30% PCR, such as the Type D bag being used in Australia and the U.S.

Supporting Our **Procurement Team**

Aligning our procurement team around their role in contributing to a more sustainable business has been a primary training focus over the past two years. Accomplishments include creating a core team dedicated to sustainable procurement practice and defining our sustainable procurement strategy, goals and targets, including setting performance goals for our buyers related to sustainability. We also have provided regular updates about our journey to keep this effort top of mind across the global procurement team.

In 2024, 80% of Tronox buyers had targeted ESG goals, up from 65% the previous year. Part of achieving these has been the completion of a maturity assessment based on ISO 20400 (sustainable procurement) guidelines, with a goal of improving our efforts every year. For example, the team held a customized working session with the global commodity managers to review how they could better integrate sustainability into procurement planning.

All of Tronox's operating regions and the global procurement team completed ISO 20400 Guidelines for Sustainable Procurement training by the end of 2024. This program has prepared procurement teams to better analyze opportunities to reduce the impact of our supply chain and to engage our suppliers in dialogue about their own sustainability progress. In addition, the Tronox sustainable procurement lead has earned certification in sustainable procurement management through the certification body PECB.

To improve the management of supply chain sustainability, we evaluated tools to support more robust risk assessment and supplier questionnaires, anticipate potential supply chain disruption, and collect Scope 3 emissions for our suppliers. This tool is expected to be deployed in 2025.

We are also bringing Tronox employees along on the sustainable procurement journey by providing a bimonthly newsletter that shares our progress toward a more sustainable supply chain, including highlighting regional programs that can be adopted by other sites.

Conflict **Minerals**

Tronox is a member of the **Responsible Minerals Initiative** (RMI) as part of our efforts to ensure responsible mineral sourcing. Tronox is committed to responsible sourcing of 3TGs (tantalum, tin, tungsten and gold) using the Organization for Economic Co-operation and Development (OECD) due diligence framework. Risk within our supply chain relates to the sourcing of tungsten. We have taken steps to ensure our suppliers file an RMI Conflict Minerals Reporting Template and are approved by the Conflict-Free Sourcing Initiative's Conflict-Free Smelter Program. Tronox's **Conflict Minerals Policy** applies to all employees and suppliers.

Product **Stewardship Approach**

We are proud to create products that are essential to a sustainable, thriving world, and are committed to responsible stewardship of these products. This includes maintaining compliance with product legislation around the world to protect people and the environment from potential misuse of our products.

European Regulatory Developments

Many of the regulations that may have an impact on our products have been initiated by the European Commission. Tronox is currently serving as the chair of the Titanium Dioxide Manufacturers Association task force to provide input regarding European legislation that may have an impact on the titanium dioxide industry.

We continue to monitor the EU Green Deal, the main regulatory framework relevant to the chemicals industry, and its component policy initiatives: the Chemical Strategy for Sustainability (CSS), Safe and Sustainable by Design (SSbD), the Ecodesign for Sustainable Products Regulation (ESPR), the Corporate Sustainability Reporting Directive (CSRD) and EU Taxonomy. In addition, Tronox is a signatory to the Antwerp Declaration that calls for a clean industrial deal in Europe.

We believe ESPR will be particularly relevant for titanium dioxide, as products such as paints and varnishes have been shortlisted for further review. These reviews will focus on recyclability, durability and their content of substances of concern (SOCs).

In November 2024, the European Court of Justice heard an appeal from the European Commission and France regarding the annulment by the European General Court of the classification of TiO_2 as a category 2 carcinogen. The final court ruling is expected to occur around May 2025.

The European Food Safety Authority's (EFSA) decision to ban food-grade TiO_2 as a direct additive in food has continued to have a ripple effect inside and outside the EU. We continue to monitor these regulatory developments for potential impacts on food-contact plastics.

Responsible stewardship of our products includes ongoing monitoring of evolving safety regulations.

CASE STUDY

REACH Registration

As regulations, such as REACH in the European Economic Area (EEA), United Kingdom and Turkey, have continued to evolve, we have continued work on our three-year program to upgrade our REACH registration dossiers and enhance product sustainability for our customers. This work is focused on ensuring the EEA REACH dossiers meet the latest legislative requirements and guidance from the European Chemicals Agency (ECHA), and we will apply this work as relevant in other jurisdictions, including Great Britain and Turkey. The work is expected to be completed in the first half of 2025. We are also building capacity to prepare for new REACH-like regulations, such as the one agreed upon in Ukraine in July 2024, and working with customers in South Korea and Taiwan to comply with their new REACH-like regulations.

Additional REACH-related efforts include:

- Beginning a verification process to ensure REACH compliance of the raw materials we purchase from suppliers.
- Initiating a workstream to understand the data and reporting requirements for our products through the value chain.
- Reviewing available techniques and methodologies to address increasing regulations for nanomaterials and meeting with regulators to discuss the suitability and relevance of these regulations to TiO_2.

EXPLORING TMP ALTERNATIVES

Tronox continues to apply safe and sustainable by design (SSbD) principles into the R&D and stage gate processes. As part of the SSbD process, we prioritized the exploration of possible TMP alternatives and other chemicals to help enhance our product portfolio. We intend to offer several TMP-free TiO_2 products to customers in 2025.

Assessing Future Product Stewardship Trends

Horizon scanning to assess the long-term regulatory risks to our products is an integral part of our ongoing product stewardship activities. We monitor changes in the regulatory landscape worldwide; engage with external consultants, industry trade associations, and key regulators and stakeholders to anticipate regulatory changes before they happen; and work with regulators to ensure regulations are fit for purpose. This foresight also provides value to customers in terms of product safety, readiness and compliance assurance.

This year, Tronox prepared tools that will assist us to best adapt to future regulatory changes. These include incorporating SSbD principles into product development and preparing environmental footprints that describe impacts throughout the product life cycles. Furthermore, Tronox is leading an industrywide project to prepare a socio-economic assessment for TiO_2 and its value chains.

Product stewardship priorities in 2025 include:

- **CONTINUING** to apply SSbD principles to product development
- **UNDERSTANDING** sustainability-related regulations and reporting requirements through the value chain for Tronox's product portfolio
- **COMPLETING** the EEA REACH dossier review
- **CONTINUING** raw material REACH verification
- **COMPLETING** the industry socio-economic assessment
- **CONTINUING** REACH registration transfer in-house in South Korea
- **FOCUSING** on emerging regulations in the Americas region

Governance **Approach**

At Tronox, transparency and accountability are core to how we govern our business. Management control is the first line of defense to identify and mitigate a variety of risks that can impact a company, including commercial, financial, environmental and sustainability-related risks. Our robust governance structure and policies are foundational to our risk management and sustainability strategy.

In addition to core business risks, such as human capital management, the viability of our business model and supply chain resilience, Tronox's Board of Directors is actively engaged in monitoring sustainability-related risks, like progress on our decarbonization roadmap to achieve net zero by 2050.

Our Board of Directors represents the diversity of our global operations, with members from South Africa, Saudi Arabia, Australia and the United States. As of May 6, 2025, seven of our 11 Board members were independent under the rules established by the New York Stock Exchange. The four non-independent directors included our current CEO, a former co-CEO and two individuals appointed by our largest shareholder, Tasnee, as outlined in a shareholder's agreement.

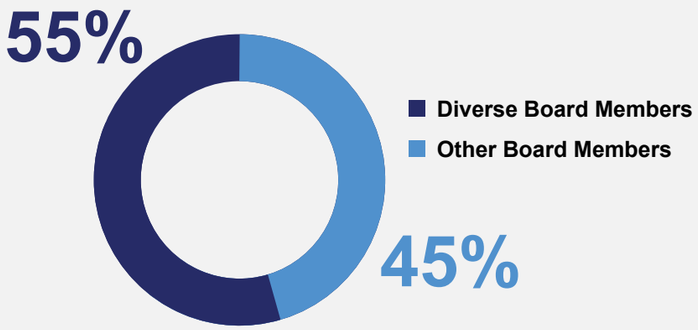
We continually assess whether our Board of Directors maintains the right balance of skills, experience, diversity and business acumen to provide effective oversight of management and drive our strategy forward. The skills matrix we publish in our annual proxy statement represents a realistic assessment of the strengths and weaknesses of the Board members' skills and experiences in the key areas related to Tronox's business.

The Board of Directors continues to undergo significant refreshment. In May 2024, we announced the election of a new board member, Mrs. Lucrèce Foufopoulos-De Ridder, to the Board. Mrs. Foufopoulos-De Ridder has significant executive leadership experience in the chemicals industry, with a focus on technology and innovation. She also has extensive experience in the field of sustainability and serves on our Corporate Governance and Sustainability Committee.

At the February 2025 Board meeting, we elected Ms. Julie Beck as a member. Ms. Beck also serves as a member of the Company's Audit Committee. Her finance and accounting expertise, senior leadership roles, and demonstrated business acumen and experience in several relevant industrial and manufacturing sectors will be valuable assets to us and our stakeholders. With the election of Ms. Beck and the addition of Mrs. Foufopoulos-De Ridder in May 2024, Tronox has continued to progress toward its publicly stated goal to achieve 30% female representation by the 2025 annual general meeting of shareholders. We are proud that, as of May 6, 2025, approximately 40% of the independent directors were gender diverse, with approximately 27% of the total Board represented by women. The Board is focusing on providing these newer directors with the resources, education and access to management so they can satisfy their oversight responsibilities.

The Board of Directors undertakes a self-evaluation at least annually coordinated by the Corporate Governance and Sustainability Committee.

Diversity of Tronox's Board of Directors



≈ 30% racially and ethnically diverse

≈ 40% gender diversity of independent board members

Skills Matrix

	Kaufthal	Johnston	G. Jones	S. Jones	Khan	Nkosi	Romano	Turgeon	Foufopoulos De Ridder	Beck	Total
Core Skills and Experience											
Senior Leadership	●	●	●	●	●	●	●	●	●	●	**10**
Public Company Board	●	●	●	●		●			●	●	**7**
Strategic Planning and M&A	●	●	●	●	●	●	●	●	●	●	**10**
Mining Experience		●				●	●	●		●	**5**
Chemicals Experience	●			●	●	●	●	●	●	●	**8**
Global Business Experience	●	●	●	●	●	●	●	●	●	●	**10**
Environmental and Sustainability	●	●	●	●		●	●	●	●	●	**9**
Finance and Accounting	●	●	●	●	●	●	●	●	●	●	**10**
Risk Management	●	●	●	●	●	●	●	●	●	●	**10**
Additional Skills and Experience											
Logistics and Supply Chain	●	●	●	●	●	●	●	●	●	●	**10**
Technology and Cybersecurity	●				●						**2**
Emerging Green Industries				●			●		●	●	**4**
Relevant End-Market Expertise	●					●	●	●	●		**5**

Sustainability Governance

Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee is responsible for promoting, supporting, monitoring and assessing Tronox's corporate social responsibility and sustainability programs, including environmental initiatives. The committee also ensures the Company's strategic plans and business goals adequately consider corporate social responsibility and sustainability policies, priorities and plans, as well as collaborates with the Human Resources and Compensation Committee on establishing annual environmental sustainability targets for inclusion in the Company's annual incentive plan. The committee also monitors the process for preparing the Company's annual sustainability report. Additionally, the committee has reviewed the Australian Safeguard Mechanism requirements and their potential impact on relevant sites in Tronox's portfolio.

Throughout 2024, the Corporate Governance and Sustainability Committee met regularly with senior management, including the Chief Sustainability Officer and Head of Investor Relations, to review and discuss ESG-related issues, including new and enhanced ESG legislation and guidance from around the world that may apply to Tronox in the coming years. The Chairman of the Committee, who is also the non-executive Chairman of the Board, met with a number of our largest shareholders to hear directly from them about what ESG-related risks are top of mind in the investment community.

We continue to receive investor feedback that Tronox ranks favorably in terms of our progress on sustainability efforts relative to our industry.

The entire Tronox Board of Directors understands the importance of sustainability to our business and takes responsibility for oversight of ESG-related risks. As such, a number of important topics were also covered by the Audit Committee, particularly related to our plans to gain external assurance of Scope 1 and 2 absolute emissions data and prepare for likely new disclosure rules being proposed by the European Commission. The Human Resources and Compensation Committee also provides direction that guides ESG-related risks associated with people, human rights and labor rights.

CHIEF SUSTAINABILITY OFFICER

This role is charged with maintaining our focus on intentional and purposeful progress toward our sustainability goals.

VP – SUSTAINABILITY

The Vice President – Sustainability supports the Chief Sustainability Officer in embedding our sustainability strategy throughout our business operations and driving projects that support our sustainability goals and targets.

GLOBAL SUSTAINABILITY COUNCIL

Executives covering the key areas of Operations, Finance, Commercial, Supply Chain, Investor Relations, Legal and Human Resources form the Sustainability Council, which is chaired by the Chief Sustainability Officer. The Council meets periodically and drives progress on our sustainability strategy. In 2024, the Council's efforts centered on ensuring Tronox has the resources and capabilities to comply with the wide range of new and enhanced ESG legislation and guidance announced by various governmental authorities from around the world. To help ensure our policies comply with these upcoming regulations, the Council established a subcommittee of executives who will be responsible for evaluating the required public disclosures.

CENTERS OF EXCELLENCE

Internal Centers of Excellence bring together formal, cross-functional teams to leverage the cumulative experience within Tronox to address common issues and share best practices and technologies on sustainability matters, such as net zero carbon emissions, waste, and diversity and inclusion.

Code of Conduct and Initiatives
to Create a Culture of Compliance

In alignment with our core values, we are focused on conducting business ethically, honestly and in full compliance with applicable laws and regulations. Leadership sets the tone for our culture of compliance and ethical conduct. Employees and vendors receive ongoing training and are empowered to raise concerns to ensure we continue to operate ethically.

We conduct Code of Conduct training with our employees and contractors at least annually through a variety of methods, including in-person and online. New employees receive and sign a copy of the Code at hiring.

Tronox encourages its employees and other stakeholders to speak up about any violations of its Code and makes an anonymous hotline available to all our employees, suppliers, customers and other stakeholders. Allegations can be reported 24/7 online or through telephone operators who speak all of the languages in which we do business **(tronox.com/speakup)**. Each and every allegation is thoroughly investigated, and for substantiated allegations, we promptly take corrective action consistent with our Code, as well as local laws and regulations. When possible, we inform the person making the allegation about the outcome of our investigation.

Oversight of our business ethics and compliance is vested in both our Audit Committee and Corporate Governance and Sustainability Committee. Quarterly, the Audit Committee receives a report from the Director, Global Compliance on compliance-related activities that occurred in the prior quarter, as well as a detailed report on any allegations that our Code was violated. Our Corporate Governance and Sustainability Committee reviews the Code periodically to ensure that it addresses topics and matters of relevance to Tronox, including anti-corruption, conflicts of interest and antitrust. At the February 2025 Board meeting, the Board approved a new Code of Conduct, which stresses the Company's commitment to strong governance and emphasizes the importance of safety, environmental sustainability, human rights and cybersecurity.

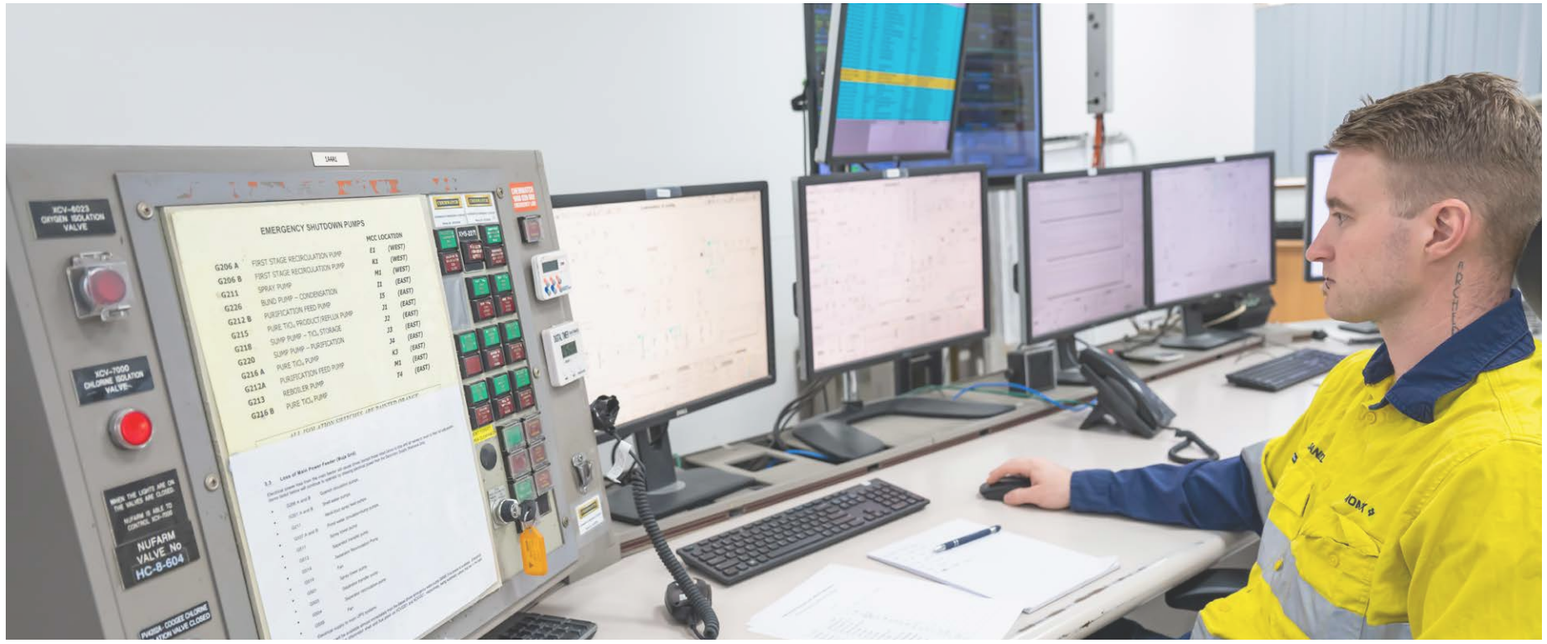
Tronox operates in compliance with all applicable anti-bribery and anti-corruption laws, including the Foreign Corrupt Practices Act and the UK Bribery Act. Our anti-corruption policy and risk management cover all Tronox employees worldwide. Tronox has developed policies, procedures and internal controls for complying with anti-bribery and anti-corruption laws, including conducting third-party due diligence on customers, vendors and agents to mitigate the risk of becoming involved in corruption via third parties.

MEMBERSHIPS

Tronox maintains memberships in a number of organizations that keep us connected to the mining and chemical industries, as well as the regions and communities where we operate. **View a full list of our memberships online**.

Policies

Tronox's Code of Conduct is underpinned by a series of written policies that guide our behavior and business practices. Every year, we seek to refresh and update our policies to ensure they are relevant and address the evolving risk landscape. In 2024, we issued a variety of new policies as well as refreshed existing policies. **View our policies** on a range of topics, including Safety, Health and the Environment, Human and Labor Rights, Compliance, and Supplier Standards.



Data Privacy and Cybersecurity

Tronox is committed to protecting the privacy and personal data of our employees, customers, vendors and others with whom it interacts. That commitment is described in our Privacy Notice and Data Processing Protocol and Data Privacy Policy.

The Tronox Security Council, chaired by our Senior Vice President and General Counsel, continues to actively oversee and improve Tronox's cybersecurity defenses. Our dedicated cybersecurity team routinely conducts exercises to measure the effectiveness of our cybersecurity protocols, identify any risks and test our levels of preparedness in the event of a cyber incident – including conducting desktop simulation ransomware exercises involving key business stakeholders and periodic phishing simulations. Our Security Operations Center also helps us address cyber threats before they compromise data security.

All personnel with any system access must complete new starter training and annual cybersecurity training, which includes acknowledgment of the Tronox Acceptable Use Policy. System access is limited until training is completed, and future failures to complete annual training in the prescribed time may result in revocation of access. In addition, personnel who do not require external email access as part of their job requirements are limited to internal-only email access, which we believe significantly reduces the exposure to external phishing attacks.

At least annually, our Vice President, Global Digital Operations, reports to the Audit Committee. Our General Counsel periodically updates the Board on best practices related to oversight of cybersecurity and disclosure. In addition, the Tronox IT Security Council meets quarterly to help set corporate risk tolerance and related policies. We believe our multi-year operational and business transformation program will continue to advance our cybersecurity protection and IT capabilities. Our cybersecurity systems, procedures, policies and documentation have been designed and implemented by the Tronox Cybersecurity team, based on a blend of ISO 27001 and IEC 62443 internationally recognized standards.

Appendices

GRI Standards Index

Tronox has reported in accordance with the GRI Standards for the period of 2024 calendar year. This report also includes disclosures from GRI's Mining and Metals Sector Disclosure Supplement.

General Disclosures		
2-1	Organizational details	Tronox Holdings plc (Tronox, the company, or we) is headquartered in Stamford, Connecticut, USA. Tronox Holdings plc is a public limited company listed on the New York Stock Exchange (NYSE:TROX) and is incorporated under the laws of England and Wales. For countries of operation, see page 97.
2-2	Entities included in the organization's sustainability reporting	All sites under Tronox's operational control – consistent with our Annual Report.
2-3	Reporting period, frequency and contact point	Period: Fiscal Year 2024 (Jan 1-Dec. 31, 2024) Publication Date: May 2025 Frequency: Annual Contact: Jennifer Guenther, Chief Sustainability Officer and Head of Investor Relations and Financial Planning, sustainability@tronox.com
2-4	Restatements of information	None
2-5	External assurance	Page 98
2-6	Activities, value chain and other business relationships	Page 5, Tronox.com and 2024 Annual Report
2-7	Employees	Pages 51-54
2-8	Workers who are not employees	Page 51
2-9	Governance structure	Page 78-80, Tronox.com and March 2025 Proxy Statement
2-10	Nomination and selection of the highest governance body	March 2025 Proxy Statement
2-11	Chair of the highest governance body	Ilan Kaufthal, Chair of the Board
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 13-15 and 78-80
2-13	Delegation of responsibility for managing impacts	Page 80
2-14	Role of the highest governance body in sustainability reporting	Content of this report is subject to approval by the CEO and the Chief Sustainability Officer and Head of Investor Relations and Financial Planning.
2-15	Conflicts of interest	March 2025 Proxy Statement
2-16	Communication of critical concerns	March 2025 Proxy Statement
2-17	Collective knowledge of the highest governance body	Pages 78-79
2-18	Evaluation of the performance of the highest governance body	March 2025 Proxy Statement
2-19	Renumeration policies	March 2025 Proxy Statement
2-20	Process to determine renumeration	March 2025 Proxy Statement
2-21	Annual total compensation ratio	March 2025 Proxy Statement
2-22	Statement on sustainable development strategy	Page 4

2-23	Policy commitments	Compliance Policy Library
2-24	Embedding policy commitments	Compliance Policy Library
2-25	Process to remediate negative impacts	March 2025 Proxy Statement
2-26	Mechanisms for seeking advice and raising concerns	Page 81
2-27	Compliance with laws and regulations	In 2024, Tronox experienced a fine in the amount of approximately 290,000 GBP related to an incident of non-compliance that occurred in 2022. In addition, in 2024, the company paid a portion of one fine related to an incident that occurred in 2021. The fine amount paid was approximately 100,000 GBP.
2-28	Membership associations	Memberships and Trade Associations
2-29	Approach to stakeholder engagement	Pages 13-15
2-30	Collective bargaining agreements	Tronox respects our employees' rights to collectively bargain. Approximately 41% of Tronox employees worldwide are represented by a union or collective bargaining agreement. There are no records of strikes or lockouts related to Tronox at any Tronox location in the last 10 years. Employees experience the same working conditions, regardless of whether they are covered under a collective bargaining agreement.
Material Topics		
3-1	Process to determine material topics	Page 12
3-2	List of material topics	Page 12
3-3	Management of material topics	Tronox supports the precautionary approach to evaluate and address potential environmental impacts. We are committed to doing business with suppliers and customers that uphold our same sustainability values, including those related to human rights, environmental stewardship, product stewardship and ethical leadership. Information about how we are managing each of our material topics is available on the following pages: 12-15, 21-26, 28-32, 35-37, 39, 42-44, 47-50, 55-57, 59-63, 64-66, 68,70-74, 75-77, and 78-82.
Economic Topics		
3-3	Economic management approach	Page 68
201-1	Direct economic value generated and distributed	Page 69
204-1	Procurement practices	Page 70-74
Environmental Topics		
Energy		
302-1	Energy consumption within the organization	Page 34
302-3	Energy intensity	Page 34
Water		
303-3	Total water withdrawal by source	Page 41

Biodiversity		
G4-MM1	Amount of land disturbed or rehabilitated	Page 45
304-3	Habitats protected or restored	Page 45
Emissions		
305-1	Direct GHG Emissions (Scope 1)	Page 33
305-2	Energy indirect GHG emissions (Scope 2)	Page 33
305-4	GHG emissions intensity	Page 33
Effluents and Waste		
306-2	Total weight of waste by type and disposal method	Page 38
Social Topics		
Labor Practices and Decent Work		
G4-MM4	Number of strikes and lockouts exceeding one week's duration	Page 57
Occupational Health and Safety Management		
403-9	Work-related injuries	Page 23
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Page 52-54 and 78
Human Rights		
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	61% of proved and probable reserves are in or near Indigenous land. Pages 59-63
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	100% of our operations have community engagement and development programs based on local communities' needs.

SASB Disclosure Matrix

Tronox's reporting is aligned with the SASB Chemicals and Metals & Mining industry standards.

Topic	Accounting Metric	Code	Unit of Measure	Disclosure	Scope
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1 EM-MM-110a.1	t CO2e	2,183,724	All global sites
			tCO2e/t product	0.84	All global sites
	Scope 2 emissions		t CO2e	1,238,302	All global sites
			tCO2e/t product	0.48	All global sites
	Scope 3 emissions		tCO2e/ year	1,561,886	All global sites
	Strategy, targets and performance	RT-CH-110a.2 EM-MM-110a.2		Pg. 28-32	
Air Quality	Air emissions of the following pollutants:				
	CO	EM-MM-120a.1	t	1,464.49	All mining sites
	NOx (excluding N2O)	RT-CH-120a.1 EM-MM-120a.1	t	1,408.69	All global sites
	SOx	RT-CH-120a.1 EM-MM-120a.1	t	958.73	All global sites
	Hg	EM-MM-120a.1	t	0.00062	All mining sites
	Pb	EM-MM-120a.1	t	0.8361	All mining sites
	PM10	RT-CH-120a.1 EM-MM-120a.1	t	6448.71	All global sites
	Ozone depleting, VOC, HAPS and POPs	RT-CH-120a.1 EM-MM-120a.1	t	Not material to our business or products.	
Energy Management	(1) Total energy consumed (2) Energy intensity	RT-CH-130a.1 EM-MM-130a.1	GJ GJ/t product	37,962,028 14.67 Pg. 34	All global sites
	Percentage renewable	RT-CH-130a.1 EM-MM-130a.1	%	6.37%	All global sites
	Percentage grid energy	RT-CH-130a.1 EM-MM-130a.1	%	21.17%	All global sites
	Total self-generated	RT-CH-130a.1	GJ	3,278,789	

Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	Cubic meters, %	Water withdrawn: 85,914,259 Water consumed: 31,907,315 Percentages: Pg. 41	All global sites
	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	Cubic meters, %	Pg. 41	All global sites
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2 EM-MM-140a.2	Annual #	3	All global sites
	Water management risks, and strategies and practices to mitigate those risks	RT-CH-140a.3	Discussion and Analysis	Pg. 39-40	All global sites
Hazardous Waste Management	Amount of hazardous waste generated, % recycled	RT-CH-150a.1	t, %	90,075 11.0%	All global sites
Waste & Hazardous Materials Management	Waste generated		t	1,751,904	All global sites
	Waste diverted from disposal		t	390,969	All global sites
	Waste directed to disposal		t	1,360,934	All global sites
	Total weight of non-mineral waste generated	EM-MM-150a.4	t	Not reported. Cover under other waste categories.	All mining sites
	Total weight of tailings produced, % recycled	EM-MM-150a.5	t, %	29,189,177 95.02%	All mining sites
	Total weight of waste rock generated	EM-MM-150a.6	t	Not reported. Cover under other categories.	All mining sites
	Total weight of hazardous waste generated	EM-MM-150a.7	t	79,995	All mining sites
	Total weight of hazardous waste recycled	EM-MM-150a.8	t	Not reported. Cover under other categories.	All mining sites
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9		No significant incidents reported.	All mining sites
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM150a.10	Discussion and Analysis	Pg. 35-37	All mining sites

Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM-540a.1	Various	Pg. 92-96	All mining sites
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2		Pg. 37	All mining sites
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3		Pg. 37	All mining sites
	Tailing impoundments broken down by MSHA hazard potential		Number - Low Hazard	26	All mining sites
			Significant Hazard	2	All mining sites
			High Hazard	11	All mining sites
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1		Pg. 42-44	
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	%	33%	All mining sites
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	%	67%	All mining sites
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	%	None of our facilities operate near areas of conflict.	All mining sites
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-MM-210a.2	%	61%	All mining sites
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-MM-210a.3	Discussion and Analysis	Pg. 59-63	
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community rights and interests	RT-CH-210a.1 EM-MM-210a.3	Discussion and Analysis	Pg. 64-65	
	Number and duration of non-technical delays	EM-MM-210b.2	#, duration	No delays	All mining sites

Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	%	Tronox respects our employees' rights to collectively bargain. Approximately 41% of Tronox employees worldwide (0% in U.S.) are represented by a union or collective bargaining agreement.	All global sites
	Number and duration of strikes and lockouts	EM-MM-310a.2	Number, Days	0	All global sites
Workforce Health and Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Rate	2024 TRIFR (Chemicals): Employees: 0.39 Contractors: 0.38 Fatality rate for all sites: 0.00	All chemical sites
	1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	Rate	2024 NMFR (Mining): 5 LIFE near hits for employees (rate is 0.22) 9 LIFE near hits for contractors (rate is 0.21) 2024 TRIFR (Mining): Employees: 0.25 Contractors: 0.30 Fatality rate for all sites: 0.00 We do not operate mines in the U.S. so the MSHA all-incidence rate is not reported. 81,098 total training hours	All mining sites
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Discussion and Analysis	Pg. 26	

Operational Safety	Process safety Incident Count (PSIC), Process Safety Incident Rate (PSIR), Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Number, Rate	PSIC (Tier 1): 8 PSIR (Tier 1): 0.068 PSISR (Tier 1): 0.051	All chemical sites
	Number of transport incidents	RT-CH-540a.2	Number	0	All global sites
Product Design for Use-phase Efficiency	Revenue from products designed for use phase resource efficiency	RT-CH-410a.1	%	Approximately 71%	
Safety & Environmental Stewardship of Chemicals	1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Percentage (%) by revenue, Percentage (%)	Pg. 75-77	All chemical sites
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	Discussion and Analysis	Pg. 75-77	
Genetically Modified Organisms	Percentage of products by revenue that contain GMOs	RT-CH-410c.1	Percentage (%) by revenue	None of our products contain GMOs.	All chemical sites
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Discussion and Analysis	Pg. 75-77, 80-81 and Tronox.com	All global sites
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Discussion and Analysis	Pg. 81	All global sites
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	t saleable	None	All mining sites

Activity Metrics

Production by reportable segment	RT-CH-000.A	Pg. 5
Total number of employees, percentage contractors	EM-MM-000.B	Pg. 51

Mine Tailings Disclosure

Name	Location	Owner	Status	Current Impoundment Volume (M3)	Last Independent Expert Review	Engineering Records on File	Hazard Category	Stability Concerns Confirmed or Certified by an Independent Engineer	Internal or External Engineering Oversight	Completed Formal Analysis of Downstream Impact
Australia										
Pond 1	Chandala	Tronox Holdings plc	Inactive	N/A	N/A	Original drawings and reports on file	Low hazard	No	Yes	No
Pond 2A	Chandala	Tronox Holdings plc	Active	1046 m3 capacity below freeboard (500mm)	2009	Original drawings and reports on file	Low hazard	No	Yes	No
Pond 2B	Chandala	Tronox Holdings plc	Active	1046 m3 capacity below freeboard (500mm)	2009	Original drawings and reports on file	Low hazard	No	Yes	No
Pond 2C	Chandala	Tronox Holdings plc	Active	5931 m3 capacity below freeboard (500mm)	2012	Drawings and reports on file	Low hazard	No	Yes	No
Pond 3	Chandala	Tronox Holdings plc	Inactive	Not in use as a process pond 8422 m3 capacity below freeboard (500mm)	2011	Drawings and reports on file	Low hazard	No	Yes	No
Pond 4A	Chandala	Tronox Holdings plc	Active	2586 m3 capacity below freeboard (500mm)	2017	Pond 004 earthworks construction report (Soil & Rock Engineering, 2001) & drawings	Low hazard	No	Yes	No
Pond 4B	Chandala	Tronox Holdings plc	Active- however not currently holding liquor	1768 m3 capacity below freeboard (500mm)	2009	Pond 004 earthworks construction report (Soil & Rock Engineering, 2001) & drawings	Low hazard	No	Yes	No

Pond 4C	Chandala	Tronox Holdings plc	Active	10487 m3 capacity below freeboard (500mm)	2013	Pond 004 earthworks construction report (Soil & Rock Engineering, 2001) & drawings	Low hazard	No	Yes	No
POND-5	30° 38’ 55.5901” S 115° 25’ 04.0059” E	Tronox Holdings plc	Active	2,330,000	2019	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
27E Pond	30° 38’ 41.2436” S 115° 26’ 03.5335” E	Tronox Holdings plc	Active	820,000	2020	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Pond6A and 6B	30° 37’ 47.5739” S 115° 24’ 04.5876” E	Tronox Holdings plc	Active	3,873,000	2021	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Pond7	30° 37’ 31.8424” S 115° 24’ 19.2417” E	Tronox Holdings plc	Active	3,423,000	2022	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
S19_Pond	30° 35’ 57.4311” S 115° 22’ 10.1434” E	Tronox Holdings plc	Inactive	578,000	2020	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Pond 8	30° 37’ 43.8” S 115° 24’ 5.49” E	Tronox Holdings plc	Active	3,275,000	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Pelican Pond 1	30° 37’ 31.5” S 115° 24’ 22.34” E	Tronox Holdings plc	Active	338,000	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-GR6_1	30° 39’ 04.5758” S 115° 26’ 06.4871” E	Tronox Holdings plc	Active	163,916	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit

Slime Cell-GR6_2	30° 39’ 14.9328” S 115° 25’ 50.1170” E	Tronox Holdings plc	Active	505,683	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-GR6_3	30° 38’ 59.7562” S 115° 25’ 47.5350” E	Tronox Holdings plc	Active	1,015,158	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-GR6_4	30° 38’ 43.7132” S 115° 25’ 39.4191” E	Tronox Holdings plc	Active	55,803	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-GR6_5	30° 38’ 54.5224” S 115° 25’ 29.1271” E	Tronox Holdings plc	Active	223,716	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-GR6_6	30° 38’ 32.4248” S 115° 25’ 19.8324” E	Tronox Holdings plc	Active	292,266	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-GR6_7	30° 38’ 41.7712” S 115° 25’ 11.1989” E	Tronox Holdings plc	Active	468,069	Planned 2025	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-S19E	30° 35’ 34.7207” S 115° 21’ 53.2433” E	Tronox Holdings plc	Inactive	73,500	Planned 2031	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
Slime Cell-S19F	30° 35’ 33.9833” S 115° 21’ 46.4967” E	Tronox Holdings plc	Inactive	63,450	Planned 2032	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit

Slime Cell-S19G	30° 35' 41.7862" S 115° 21' 39.2501" E	Tronox Holdings plc	Inactive	85,500	Planned 2033	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
MRF- Pit 8	30° 39' 31.5" S 115° 26' 1.33" E	Tronox Holdings plc	Active	30,000 (3,660,000)	Planned 2034	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
MRF- Pit7	30° 39' 43.1106" S 115° 26' 00.8247" E	Tronox Holdings plc	Active	5,220,000	Planned 2034	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
MRF- Pit7 Ext	30° 39' 43.1106" S 115° 26' 00.8247" E	Tronox Holdings plc	Active	1,800,000	Planned 2035	Yes. All relevant engineering documents available	Low hazard	No	Yes	N/A In-Pit
South Africa										
BSB Mine Site	31°16'11.3"S 17°54'02.0"E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Inactive	3,036,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31°16'38.1"S 17°53'30.3"E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Inactive - Being Capped for rehabilitation purposes	4,560,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31° 1639.4"S 17°53'28.6"E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Active - Emergency water collection	8,791,200	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31°17'12.6"S 17°5323.4'E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Active - only active until RSF 6 is Commissioned	23,297,400	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31°17'16.1"S 17°53'23.0"E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Active	62,920,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021

BSB Mine Site	31°17’51.7”S 17°53’46.2”E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Active	9,079,460	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31°15’47.1” S 17°55’15.0” E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Inactive - Rehabilitated	130,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	310 15’47.1”S 17°55’15.8” E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Inactive - Rehabilitated	110,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31°15’57.5” S 17° 55’19.8”E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Active - Emergency water collection	110,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31°16’07.1” S 17°55’05.5” E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Active - Emergency water collection	6,160,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
BSB Mine Site	31°16’07.1” S 17°55’05.5” E	Tronox Mineral Sands (Pty) Ltd - Namakwa Sands	Active	13,585,000	January 2025	Yes. All relevant engineering documents available	High Hazrd	No	Yes, External Specialist Engineering Firm	Yes, December 2021
Fairbreeze Mine Site	X: -3209000 Y: 68000	Tronox KZN Sands (Pty) Ltd	Active	55,000,000	October 2021	Yes. All relevant engineering documents available	Significant	Yes. Capital project to enhance stability of western wall. Currently in progress	Yes, External Specialist Engineering Firm	Yes, June 2020
Fairbreeze Mine Site	X: -3192000 Y: 89000	Tronox KZN Sands (Pty) Ltd	Inactive	11,140,000	October 2021	Yes. All relevant engineering documents available	Significant	No	Yes, External Specialist Engineering Firm	Yes, September 2020

Global Locations

NORTH AMERICA

- Hamilton Pigment Plant (United States)
- Oklahoma City Office (United States)
- Stamford Office (United States)

SOUTH AMERICA

- Bahía Pigment Plant (Brazil)
- Paraíba Mine (Brazil)
- São Paulo Office (Brazil)

EUROPE

- Botlek Pigment Plant (The Netherlands)
- Stallingborough Pigment Plant (United Kingdom)
- Thann Specialty Plant (France)

AFRICA

- Centurion Office (South Africa)
- KwaZulu-Natal Central Processing Complex/Smelter (South Africa)
- KwaZulu-Natal Sands Fairbreeze Mine (South Africa)
- Namakwa Sands Northern Operations (South Africa)
- Namakwa Sands Smelter (South Africa)

MIDDLE EAST

- Jeddah Office (Kingdom of Saudi Arabia)
- Mumbai Office (India)
- Yanbu Pigment Plant (Kingdom of Saudi Arabia)

ASIA PACIFIC

- Atlas-Campaspe Mine (Australia)
- Broken Hill Mineral Separation Plant (Australia)
- Bunbury Pigment Plant (Australia)
- Chandala Processing Plant (Australia)
- Cooljarloo Mine (Australia)
- Fuzhou Plant (China)
- Ginkgo Mine (Australia)
- Kwinana Pigment Plant (Australia)
- Seoul Office (South Korea)
- Shanghai Office (China)
- Singapore Office (Singapore)
- Sydney Office (Australia)
- Wonnerup/Northshore Mine (Australia)

On March 17, 2025, Tronox announced its intention to idle its Botlek facility in the Netherlands, subject to works council approval.

WHEN TRUST MATTERS

Independent Limited Assurance Statement

DNV Business Assurance Germany GmbH ("DNV", "us" or "we") were commissioned by Tronox Holdings plc ("Company") to provide limited assurance over Selected Data and Information presented in the 2024 Sustainability Report (the "Report") for the reporting year ended 31 December 2024.

Our Conclusion: Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Data and Information associated to these data is not fairly stated and has not been prepared, in all material respects, in accordance with the Criteria specified in this Statement.

Scope of Assurance

This assurance engagement was limited to selected performance indicators and disclosures from the 2024 Sustainability Report, as defined by the company. Our procedures were designed to assess these specific data points against the applicable criteria provided by the Company, and do not extend to the full content of the report. The scope and nature of our work have been clearly defined to reflect a data-only engagement, and our conclusions apply solely to the information reviewed within this defined scope. Within this context, principles such as accuracy and reliability were also applied to the specific indicators reviewed, in line with the nature and objectives of our procedures.

The scope of our engagement includes disclosures / indicators ("Selected data & information") on the following areas:

- GHG Emissions
- Energy
- Waste
- Water
- Land Use
- Safety
- Governance body, Management and Employees' information

Refer to the Appendix for details on the specific disclosures / indicators reviewed.

DNV has not assessed the reporting organization's overall adherence to reporting principles or the preparation of the Report. Therefore, no conclusions should be drawn regarding the reporting organization's compliance with reporting principles or the quality of the overall Report.

We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement.

We have not performed any work, and do not express any conclusion, on any other information that may be published in the Report or on the Company's website for the current reporting period or for previous periods. The assurance provided by DNV is based on the selected indicators and information made available to us at the time of the engagement. DNV assumes no responsibility for any changes or updates made to the indicators or information after the completion of the assurance engagement.

Reporting criteria for selected data and information

To assess the Selected Data and Information, we have referred to the Company's reporting criteria found in the following documents from the publicly available Tronox policy library:

- 50.07 Injury and Illness Classification Guidelines
- 50.09 Safety, Health and Environment Reporting Guidelines
- 50.18 Global Environmental Calculation Standard
- 50.19 Global GHG Recalculation Standard.

Our competence, independence and quality control

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. Our multi-disciplinary team consisted of professionals with a combination of environmental and sustainability assurance experience.

Assurance level

We offer a **limited level** of assurance. We plan and conduct our work to obtain the evidence we consider necessary to support our assurance conclusion, such that the risk of error in this conclusion is reduced, but not minimal. A reasonable level of assurance would have required additional work at headquarters and on-site to obtain additional evidence to support the basis of our assurance conclusion. DNV's assurance engagements are based on the assumption that the data and information provided to us by the client as part of our review were provided in good faith and is complete, sufficient and authentic. This includes, but is not limited to, sales and acquisitions, acreage, occupancy rates, data coverage, and financial/operational control. DNV expressly disclaims any liability for any decision that a person or entity may make based on this Independent Assurance Statement.

Assurance Approach

We performed our work using DNV's assurance methodology VeriSustain™, which is based on our professional experience and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. These documents require, inter alia, that the assurance team possesses the specific knowledge, skills and professional competencies needed for an assurance engagement regarding sustainability information, and that the team complies with ethical requirements to ensure its independence.

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 – Conformity Assessment – General principles and requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Basis of our conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Data & Information; our work included, but was not restricted to:

- Conducting interviews with the Company's management, to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Data & Information;
- Conducting an on-site visit to Yanbu (Saudi Arabia) and remote site visits to Northern Operations – Chandala Processing Plant (Australia) and Stallingborough (United Kingdom), and teleconferences with the headquarter to review processes and systems for preparing site level data consolidated at Group level. We were free to choose the sites on the basis of their material contribution to Tronox's data;
- Performing limited substantive testing on the most significant contributors, to check that their data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and the context provided to us by Tronox for the Selected Data & Information is prepared in line with the Criteria;
- Assessing the appropriateness of the Criteria for the Selected Data & Information;
- Reviewing the Report and accompanying narrative to the Selected Data & Information regarding the Criteria.

For and on behalf of DNV Business Assurance Germany GmbH

Essen, 16th May 2025

Alessa Segalini, Lead Verifier	Paulo Arias, Technical Reviewer

Inherent limitations

Our assurance relies on the premise that the data and information provided to us by Tronox Holdings plc have been provided in good faith. All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud or other irregularities. Non-financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Limited Assurance Statement.

Responsibilities of the Directors of Tronox Holdings plc and DNV

The Directors of the Company have sole responsibility for:

- Preparing and presenting the Selected Data and information in accordance with the Criteria;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Data and Information that is free from material misstatements;
- Measuring and reporting the Selected Data & Information based on their established Criteria; and
- Contents and statements contained within the Report and the Criteria.

DNV's responsibility is to plan and perform the work to obtain limited assurance about whether the Selected Data and Information has been prepared in accordance with the Criteria and to report to Tronox Holdings plc in the form of an independent limited assurance conclusion, based on the work performed and the evidence obtained. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Limited Assurance Statement.

Appendix: Selected Data and Information

The scope and boundary of our work cover Selected data and information which have been disclosed in Tronox 2024 Sustainability Report. The following tables list the KPIs covered in this assurance engagement and where they are located in the Report.

Environmental KPIs	Units	Reported Figures	Report Page
Direct GHG Emissions (Scope 1)	t CO2e	2,183,724	33
Indirect GHG Emissions (Scope 2)	t CO2e	1,238,302	33
Scope 3 GHG Emissions	t CO2e	1,561,886	33
Biogenic Emissions	t CO2e	0	33
Direct GHG Emissions Intensity	tCO2e/metric tons produced	0.84	33
Indirect GHG Emissions Intensity	tCO2e/metric tons produced	0.48	33
Non-Renewable Fuel Sources	millions of gigajoules	30.38	34
Renewable Fuel Sources	millions of gigajoules	0	34
Electricity and Steam Sold (Direct)	millions of gigajoules	-0.98	34
Electricity (Indirect)	millions of gigajoules	8.04	34
Steam (Indirect)	millions of gigajoules	0.53	34
Direct Energy Intensity	tCO2e/metric tons produced	11.36	34
Indirect Energy Intensity	tCO2e/metric tons produced	3.31	34
Hazardous Waste Generation	metric tons x100,000	0.90	38
Non-Hazardous Waste Generation	metric tons x100,000	16.62	38
Hazardous Waste Intensity	metric tons/metric tons produced	0.03	38
Non-Hazardous Waste Intensity	metric tons/metric tons produced	0.64	38
Water Withdrawal	millions of cubic meters	85.91	41
Water Discharge	millions of cubic meters	-54.01	41
Water Consumption	millions of cubic meters	31.91	41
Water Intensity	millions of cubic meters	33.20	41
Area Disturbed	Hectares (at year end)	11,331	45
Area in Rehabilitation	Hectares (at year end)	3,403	45

Environmental KPIs	Units	Reported Figures	Report Page
Area Restored	hectares (over the years, at year end)	8,329	45
Area Opened During Fiscal Year	hectares (during year)	854	45

Social / Safety KPIs	Units	Reported Figures	Report Page
Disabling Injury Frequency Rate (Employees & Contractors)	disabling injuries per 200,000 hours worked	0.17	23
Total Recordable Injury Frequency Rate (Employees & Contractors)	recordable injuries per 200,000 hours worked	0.33	23
Senior Management/Executive - distribution by age, gender, ethnic background	Percentage	≥ 51 (59%) 30-50 (41%) ≤ 29 (0) Male (77%) Female (23%) Black & Minorities (12%) White (44%) Not Tracked (44%)	51-54
Governance Body - distribution by age, gender, ethnic background	Percentage	≥ 51 (100%) 30-50 (0) ≤ 29 (0) Male (80%) Female (20%) Black & Minorities (10%) White (70%) Not Tracked (20%)	51-54
Professional/Mid-Management - distribution by age, gender, ethnic background	Percentage	≥ 51 (45%) 30-50 (54%) ≤ 29 (1%) Male (74%) Female (26%) Black & Minorities (14%) White (22%) Not Tracked (64%)	51-54
Skilled/Junior Management - distribution by age, gender, ethnic background	Percentage	≥ 51 (38%) 30-50 (51%) ≤ 29 (11%) Male (80%) Female (20%) Black & Minorities (20%) White (13%) Not Tracked (67%)	51-54
Hourly/Moderately Skilled - distribution by age, gender, ethnic background	Percentage	≥ 51 (25%) 30-50 (59%) ≤ 29 (16%) Male (80%) Female (20%) Black & Minorities (44%) White (6%) Not Tracked (50%)	51-54

Social / Safety KPIs	Units	Reported Figures	Report Page
Total Employees, Fixed-Term	Number of Employees	560	51
Total Employees, Indefinite or permanent	Number of Employees	6,061	51
Total Employees, Non-guaranteed hours	Hours	4	51
Total Employees, Full-time	Number of Employees	6,514	51
Total Employees, Part-time	Number of Employees	111	51

United Kingdom:
Laporte Road, Stallingborough
Grimsby, North East Lincolnshire DN40 2PR

United States:
263 Tresser Boulevard, Suite 1100
Stamford, CT 06901