TRONOX

2023 Sustainability Overview

Tronox Holdings plc



2023 Highlights

Named to **America's Most Responsible Companies List**

200 MW solar project in South Africa is now online

Secured external assurance for Scope 1 and Scope 2 data

Implemented an internal carbon pricing mechanism

Completed detailed regional decarbonization roadmaps and training on ISO 20400 Sustainable Procurement standard

Conducted employee culture survey to guide an employee engagement plan

Received approval on our first Reflect Reconciliation Action Plan in Australia

Received approval on 2023-2027 Social and Labor Plan in South Africa

Ratings and Recognitions









Diversified, Vertically Integrated Titanium Industry Leader

TROX
NYSE

$2.9B
2023 Revenue

$524M
2023 Adj. EBITDA

85%*
Feedstock Integration

~6,500
Global Employees

~1,200
Customers

*At 100% effective capacity

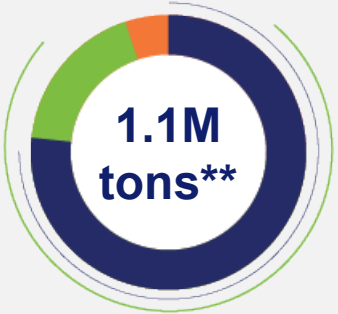
- Vertically integrated mining and inorganic chemical company
- Diverse, well-balanced global footprint aligned with our customer base
- Sustainability integrated into business strategy
- Formed through a combination of strategic, transformational transactions

> 2005 spin-off from Kerr-McGee Corporation
>
> 2012 acquisition of mineral sands business of Exxaro Resources
>
> April 2019 acquisition of the TiO_2 business of The National Titanium Dioxide Company Limited of Saudi Arabia ("Cristal") from Tasnee



REVENUE FROM PRODUCT SALES

- **TiO_2** | 79%
- **Other Products** | 12%
- **Zircon** | 9%



TIO_2 SALES VOLUME DISTRIBUTION BY END USE

- **Paints and Coatings** | 78%
- **Plastics** | 17%
- **Paper and Specialty** | 5%

***Nameplate capacity*

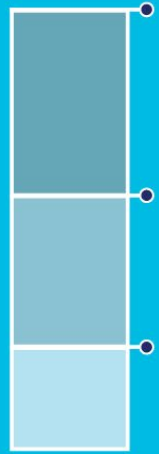


SALES REVENUE DISTRIBUTION BY GEOGRAPHY

- **EMEA** | 40%
- **APAC** | 28%
- **NAM** | 26%
- **LATAM** | 6%

Tronox Sustainability Goals

ACHIEVE NET ZERO BY 2050



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

2030
50% reduction

2025
25% reduction

REDUCE SCOPE 3 EMISSIONS IN OUR SUPPLY CHAIN



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

2025
9% reduction

ZERO WASTE TO EXTERNAL DEDICATED LANDFILLS



2050
Zero Waste
Reduce absolute waste to external dedicated landfills

2030
25% reduction

2025
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. Tronox added Scope 3 emissions intensity reduction goals in its 2022 report and will expand and refine this goal as we gain better understanding of our suppliers' emissions and reduction plans.

Using Our Global Footprint For Good Is Our Responsibility

ENVIRONMENT

Environmental stewardship is an essential component of our business

Focused on reclamation and mitigation and aligned to sustainable development scenarios

Scope 1 & 2 2030 targets - 50%
Reduction in Scope 1 & 2 GHG Intensity by 2030[1]

2030 Scope 3 targets - 16%
Reduction in Scope 3 GHG Intensity by 2030[2]

SET
Internal Carbon Pricing

2030 waste targets - 25%
Reduction in Waste to External Landfill by 2030

SOCIAL

Global workforce with diverse perspectives and backgrounds

Respect for the cultural heritage of those who live in the communities near our operations

$926K
Community Investments

292K
Training Hours for Employees and Contractors

100%
On-The-Ground Audit and Assurance Activities Conducted at All Sites

155
Interns, Apprentices & Co-op Students

GOVERNANCE

Board of Directors reflects the diversity of our global operations

Board-level oversight of ESG

Global Sustainability Council chaired by Chief Sustainability Officer

50%
Independent Board is gender or ethnically diverse

TCFD
Aligned

ASSURANCE
Of Key Substantial Data

UNITED NATIONS
Global Compact Signatory & SDG Aligned

Note: All statistics are from 2023 unless otherwise specified. 1. Versus 2019 baseline. 2. Versus 2021 baseline.

Sustainability
Our Strategic Visions For Growth

Sustainability has always been fundamental to and integrated into every aspect of our **business**, **culture** and **strategy**

INVESTING IN PEOPLE

Providing enduring benefits that enhance communities where we operate

Furthering our safety culture to keep employees safe and our business operating at capacity

Developing our employees to take advantage of the opportunities of tomorrow

Providing a work setting where diversity is respected and helps drive innovative thinking

INVESTING IN PROJECTS

Solar agreement in South Africa will reduce global Scope 2 GHG emissions intensity by ~13% vs. 2019 baseline

Polymeric ferric sulfate facility and other projects will reduce Fuzhou site waste by 60% by 2025

Business Transformation will improve efficiency across all aspects of our business

New mine development will ensure sustained feedstock

INVESTING IN PRODUCTS

TiO_2 used to manufacture catalysts for emissions denitrification

Coatings and external paints with TiO_2 increase durability of many products

Utilizing rare earth resources in South Africa and Australia

Researching ways to repurpose waste for new uses

Living Our Values
Unleashes Our Potential

AT TRONOX, WE…

Have an uncompromising focus on operating **safe, reliable and responsible** facilities

Honor our responsibility to **create value** for stakeholders

Treat others with **respect** and act with personal and organizational **integrity**

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

Are **adaptable, decisive and effective**

Are trustworthy and reliable, and we build mutually **rewarding relationships**

Share accountability and have **high expectations** for ourselves and one another

Do the **right work the right way** in every aspect of our business

Celebrate the joy of **working together** to accomplish great things



Creating Products for a Cleaner World

Almost all the products Tronox provides enable or enhance sustainable solutions:

TiONA® TiO_2 and CristalACTiV™ ultrafine

- Carbon capture use and storage
- Roof coatings to absorb UV radiation
- Batter and energy storage
- Solar cell usage
- Nitrogen oxide abatement and emissions reduction
- Lithium production
- Resource efficiency/waste reduction
- Water purification

Mineral Sands

- Improve solar reflectance
- Support nuclear fuel rods to generate energy with no direct carbon emissions
- Enhances jet engine turbines to improve fuel efficiency

Activated Carbon

- Filter drinking water and wastewater
- Remove toxins from waste gases from incinerators
- Remediate contaminated soil

Rare Earths

- Used in magnets needed for 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.

GOAL

ZERO injuries, incidents or harm

2023-2024 TARGETS

ZERO fatalities company-wide

ACHIEVE 0.36 total recordable injury frequency rate

REDUCE front-line risk through the Tronox leading safety indicator program

Achieve zero harm by building capacity in our people, plants and processes

- ✓ **ZERO** injuries
- ✓ **ZERO** incidents
- ✓ **ZERO** harm

0.43	16	1
TRIFR[1]	Lost-Time Incidents[2]	Fatality[2]

[1] *Total Recordable Injury Frequency Rate in 2023*
[2] *In 2023*

Fostering A Safety Culture

Strive for a culture of zero harm with 15% of annual compensation incentive plan tied directly to safety goals

Focus on leading indicators and proactive improvements to work environments

Invest in our people, plants and processes to achieve world-class safety

Collaborate and train to ensure all functions understand their contributions to safe work outcomes

Provide systems that help guide successful work in the presence of hazards

Sufficient controls to avoid negative impacts from process-related incidents

Partner with our contractors and partner with them to improve the planning and execution of work



Advancing Environmental Stewardship

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

GOALS

REDUCE Scope 1 & 2 intensity: 25% (2025), 50% (2030)

REDUCE upstream Scope 3 intensity: 9% (2025), 16% (2030)

REDUCE absolute waste to external dedicated landfills:15% (2025), 25% (2030)

MANAGE water use

2023-2024 TARGETS

PREPARE for proposed corporate climate disclosure reporting requirements

ALIGN with Minerals Council of Australia's Enduring Value Framework

OBTAIN external assurance of environmental data

APPLY internal carbon costing mechanism

MOVE South Africa operations to renewables

WORK with top 20 emitting suppliers to reduce impact

IMPLEMENT action plan for supply chain emissions

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

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

Achieve Carbon Neutrality

2025: 25% reduction in Scope 1 and 2 GHG emissions intensity[1]

9% reduction in upstream Scope 3 GHG emissions intensity[2]

2030: 50% reduction (Scope 1& 2)

16% reduction (Scope 3)

2050: Net Zero

JOURNEY TO NET ZERO

Implemented internal carbon pricing mechanism

Expanded APCs for chlorination to most pigment sites

Introduced energy management systems at Stallingborough, Botlek and Yanbu sites

Initiated R&D projects for alternative reductants

Updated global GHG reduction roadmap based on outcomes from regional roadmaps

Reached 99% renewable electricity in Brazil in 2023

Established GHG and energy reduction project portfolio for our entire business

Developed strategy to address the Australian safeguard mechanism as it applies to our two safeguard facilities

Commissioned the first of two large-scale renewable energy projects in South Africa and signed agreement for the second

Our goals cover 100% of our global operations and employees.
[1]Versus 2019 baseline.
[2]Versus 2021 baseline. Tronox added Scope 3 emissions intensity reduction goals in its 2022 report and will expand and refine this goal as we gain better understanding of our suppliers' emissions and reduction plans.

Zero Waste to External Landfills

2025: 15% reduction

2030: 25% reduction

2050: Zero waste to external dedicated landfills

Contributing To A Circular Economy



REDUCING THE AMOUNT OF SOLID WASTE GENERATED OR FINDING BENEFICIAL REUSES:

Helps lower costs

Creates new revenue streams

Reduces our environmental footprint



Researching ways to repurpose waste from our pigment plant processes for new uses

Repurposing Waste

Exploring sale of sulfuric acid and other byproducts

Recovering monazite – a coproduct rich in rare earth materials – from our production process and tailings

NAMAKWA and KWAZULU-NATAL SITES

Secured the reclassification of desulfurization slag at South Africa sites to be used in a variety of concrete products

YANBU PIGMENT PLANT

Exploring uses for treated solid residue at Yanbu Pigment Plant

BAHÍA PIGMENT PLANT

Gained regulatory approvals to sell unreacted ore to the construction industry

KWINANA PIGMENT PLANT

Investigating opportunities to improve efficiencies, waste diversion, volume reduction, reuse and value extraction at Kwinana Pigment Plant

Mining Rehabilitation

>$13M Invested

by Tronox in mine rehabilitation efforts in 2023

Hectares	2021	2022	2023
Area disturbed	9,607	10,941	11,268
Area in rehabilitation	3,110	4,109	3,275
Area restored	7,553	7,188	8,119





Investing In Our People

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

GOALS

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

INVEST in the success of our people

2023-2024 TARGETS

CONTINUE annual Women in Leadership training through 2025, then refresh program as needed

ESTABLISH paid parental leave policy in the United States and review regional policies

PROVIDE Diversity, Equity & Inclusion training to 100% of employees

CONDUCT employee culture survey and develop employee engagement plan

Foster and build a workplace that reflects the communities in which we operate

✓ **Improve** gender balance and diversity of our workforce and leadership

20%
Female Workforce Globally

50%
of Independent Board Members Represent Diversity

Promoting Inclusivity

Recruited more female apprentices – growing from 12% to 50% female representation in just two years

Improved female change houses

Expanded inclusivity efforts to include neurodiversity

Launched a cultural awareness series to introduce colleagues to the many countries where we work

Celebrated cultural holidays

Foster and build a workplace that reflects the communities in which we operate

✓ **Improve** gender balance and diversity of our workforce and leadership

12%

of women leaders trained in leadership program

Investing in the Success of Our People

Invested $9.2M in employee development

Completed 292,000+ hours of employee training

Provided apprenticeships, internships and co-op jobs to train the next generation





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.

GOAL

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

2023-2024 TARGETS

PARTNER with local communities on 2023-2027 Social & Labor Plan for South Africa Operations

ADVANCE Cultural Heritage Management and Reconciliation Plans

EXPAND community engagement plans

INCREASE spend with Indigenous suppliers

EXPAND “Cultural Conversations” trainings from traditional landowners

Supporting Our Communities

We combine our **global vision** with **local action**

We work together with our neighboring communities to enable Tronox to manage its operations while protecting heritage and cultural values

$926,000
contributed to our communities

We support local vendors and businesses operated by minority and Indigenous owners



Supporting Our Communities

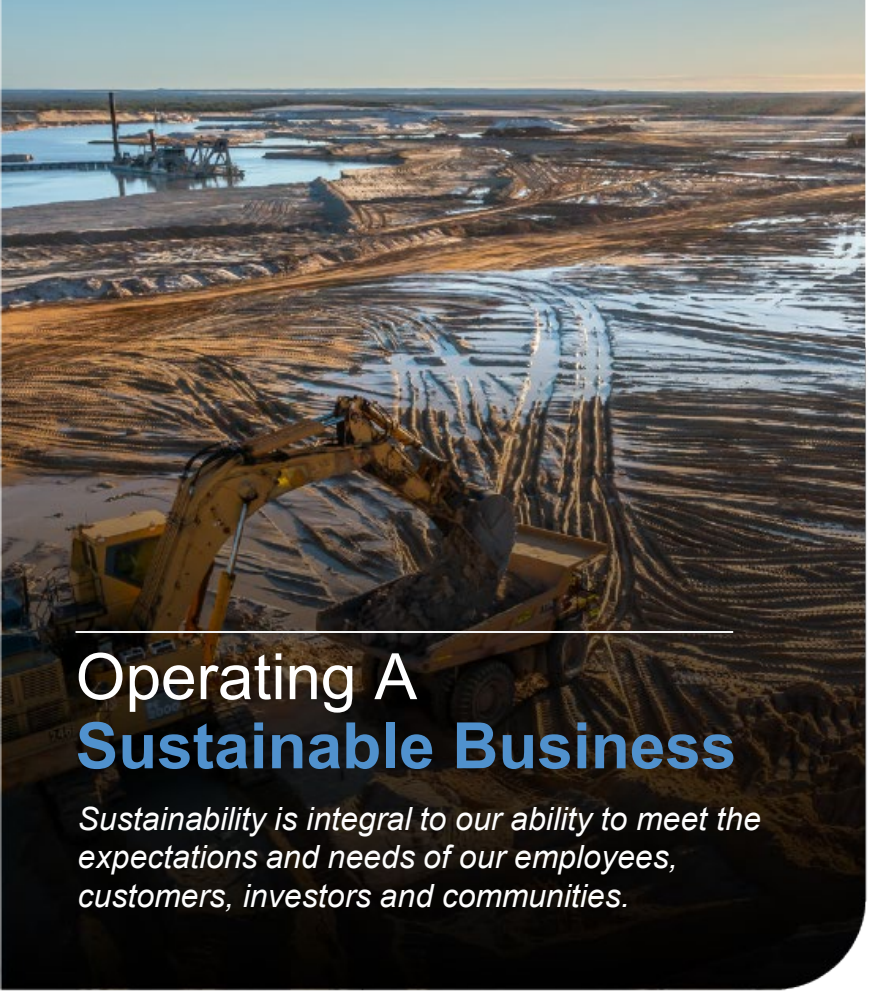
Developing the Future Workforce

- Hosted 155 interns, apprentices and co-op students
- Participated in Career Days and Try-a-Trade events at schools around the globe
- Provided materials for STEM activities at multiple schools

Providing Resources to Communities Around the World

- Hosted more than 275 storytelling and reading activities
- Upgraded sports and recreation facilities
- Donated food, water and hygiene products to local nonprofits
- Helped rebuild a local food bank
- Created a hospital playroom designed specifically to support the neurodiverse traits of children with autism





Operating A Sustainable Business

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

GOAL

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

2023-2024 TARGETS

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

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

IMPROVE cybersecurity in our supply chain

UNDERSTAND our product environmental footprint

TRAIN 100% of supply chain team members in sustainable procurement

Innovative New Products For Existing and New Markets

RECOVERING CO-PRODUCTS STREAMS

Separation of monazite – a co-product rich in rare earth minerals – from production processes and tailings

Rare earth minerals are in high demand for EV and wind turbine applications

PIPELINE FULL FOR CORE PRODUCT DEVELOPMENT

Multiple next generation plastics products

Next generation DeNOx catalyst products

Low / no carbon footprint product for coatings

NEW PRODUCTS WILL FUEL SUSTAINABLE GROWTH

TiO_2 products designed for carbon capture

TiO_2-based composite for direct lithium extraction

High purity specialty products for PV applications

Unlocking and upgrading rare earth resources

New anode / cathode materials



We have **high standards for our suppliers** in the areas of regulatory compliance, social responsibility and environmental stewardship.

16%

Reduction in upstream Scope 3 GHG emissions intensity by 2030

Building A Sustainable Supply Chain

Sustainable Procurement Efforts:

- **Recruited** our Sustainable Procurement Policy to define the process and selection criteria used for selecting suppliers who share our commitment to best-in-class sustainability and environmental practices
- **Held** one-on-one discussions with high carbon-emitting suppliers to understand their decarbonization plans and help them accelerate efforts
- **Launched** Supplier Day program to reinforce our sustainability vision and brainstorm together to improve costs, innovation, safety and sustainability
- **Required** suppliers to agree to Supplier Code of Conduct

Board of Directors Oversees:

- Safety, Health and Environment, including ESG-related risks
- Adherence to Code of Conduct by officers, employees and vendors
- Other enterprise risks, including IT, cybersecurity and process safety

Underscored by Strong Leadership and Governance

Recent Accomplishments:

- **Reviewed** the annual sustainability and TCFD reports
- **Reviewed** how the Australian Safeguard Mechanism requirements could impact Tronox sites
- **Retained** an international search firm to support goal of 30% female representation on the Board by 2025
- **Published** a detailed list of skills and experience held by Board members
- **Stakeholder engagement** occurred at local, regional and corporate levels

Aligning With Key ESG Programs and Ratings Agencies

Signatory to UN Global Compact and aligned with UN SDGs



Aligned with TCFD, SASB and GRI

Proactively reporting robust disclosures in response to third parties

Purposeful Investments

***Sustainability is core to our business strategy and embedded throughout the organization*:**

Investing in our people, projects and products to achieve our goals and deliver results

1

Leading with Safety

Maintaining an uncompromising focus on safe operations

2

Advancing Environmental Stewardship

Reducing our environmental impact while developing essential products that benefit the world

3

Investing in Our People

Striving to be a company that people want to be part of based on culture and values

4

Respecting Our Communities

Contributing to local economies and the quality of life in our communities around the world

5

Operating A Sustainable Business

Ensuring strategy and decisions are informed by climate change and sustainability risks and opportunities