



2024 Sustainability Overview

Tronox Holdings plc

2024 Highlights

IMPROVED workforce safety performance

REDUCED Scope 1 and 2 GHG emissions intensity by 21% in 2024, compared to our 2019 baseline

COMPLETED and published climate risk assessment

REVIEWED and updated internal carbon pricing

ROLLED OUT pilot program to reduce fresh water use in high-stress areas

UNVEILED new purpose, vision and business strategy in line with feedback from employee culture survey

DEVELOPED an employee engagement plan

DELIVERED on key items from 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

\$3.1B

2024 Revenue

\$564M

2024 Adj. EBITDA

85%*

Feedstock
Integration

~6,500

Global Employees

~1,200

Customers

*At 100% effective capacity¹

- 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 TiO₂ business of
The National Titanium Dioxide Company

Limited of Saudi Arabia ("Cristal") from Tasnee

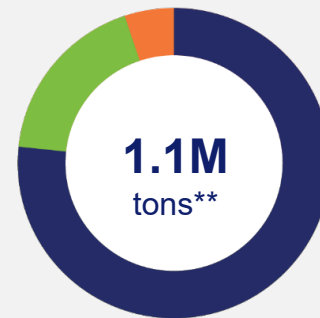
¹85% vertical integration reflects percentage prior to the idling of the Botlek facility.

²Nameplate capacity excludes Botlek. On March 17, 2025, Tronox announced its intention to idle its Botlek facility in the Netherlands.



REVENUE FROM PRODUCT SALES

- TiO₂ | 78%
- Other Products | 11%
- Zircon | 11%



TIO₂ SALES VOLUME DISTRIBUTION BY END USE

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

**Nameplate capacity²



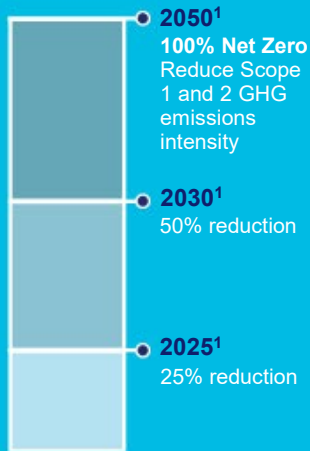
SALES REVENUE DISTRIBUTION BY GEOGRAPHY

- EMEA | 39%
- APAC | 28%
- NAM | 26%
- LATAM | 7%

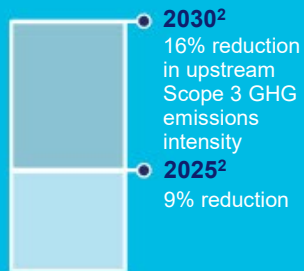
Tronox Sustainability Goals



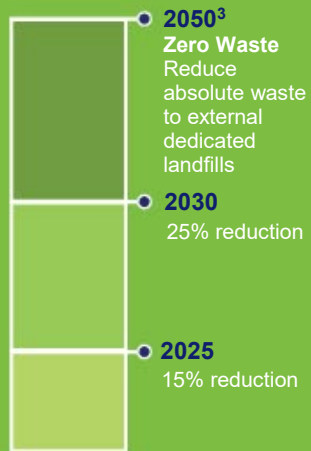
ACHIEVE NET ZERO SCOPE 1 & 2 BY 2050



REDUCE SCOPE 3 EMISSIONS IN OUR SUPPLY CHAIN



ZERO WASTE TO EXTERNAL DEDICATED LANDFILLS



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.

¹Versus 2019 baseline

²Versus 2021 baseline

³Versus annualized 2019 baseline

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

- 20%**
Reduction in Scope 1 and 2 GHG emissions¹
- 19%**
Reduction in Scope 3 GHG Intensity²
- SET**
Internal Carbon Pricing
- 13%**
Reduction in Waste to External Landfill

SOCIAL

Global workforce with diverse perspectives and backgrounds

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

- \$1.9M**
Community Investments
- 81K**
Training Hours for Employees and Contractors
- 100%**
On-The-Ground Audit and Assurance Activities Conducted at All Sites
- 519**
Interns, Apprentices and 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

- 55%**
Independent Board is Gender or Ethnically Diverse
- IFRS S2, SASB and GRI**
Aligned
- ASSURANCE**
Of Key Substantial Data
- UNITED NATIONS**
Global Compact Signatory and SDG Aligned

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 contributed significantly to a 35% reduction in global Scope 2 GHG emissions.

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

TiO₂ used to manufacture catalysts for emissions denitrification

Coatings and external paints with TiO₂ 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

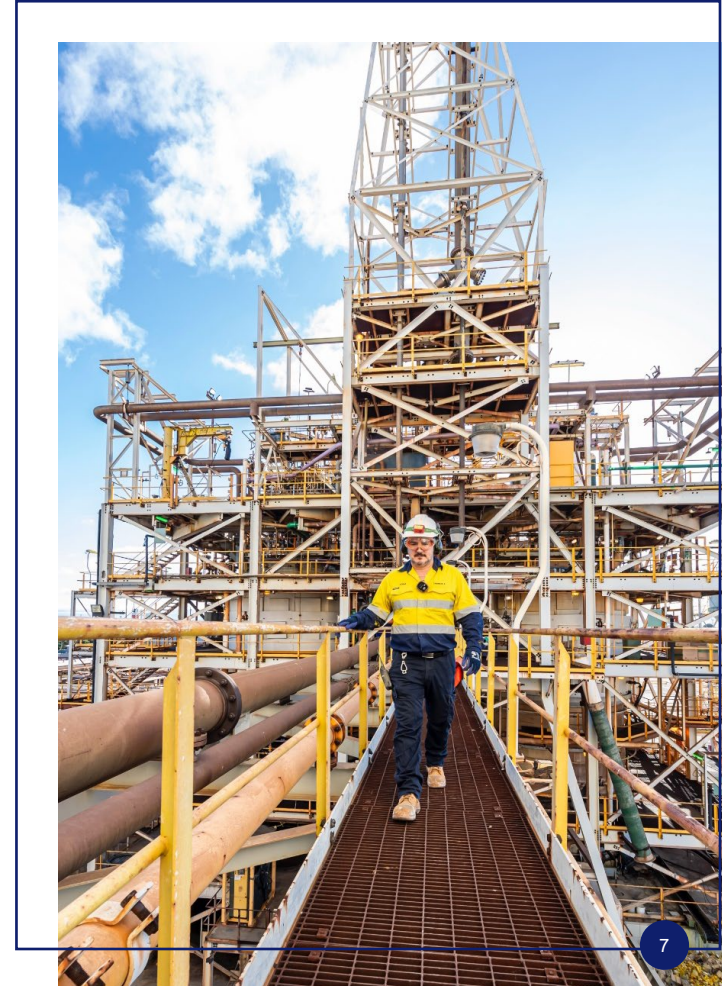
Are **adaptable, decisive and effective**

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



Products for a Sustainable, Thriving World

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

TiONA® TiO₂ and CristalACTiV™ ultrafine

- Roof coatings to absorb UV radiation
- Battery and energy storage
- Sustainable fuel
- Solar cell usage
- Paint and coatings
- Nitrogen oxide abatement
- Resource efficiency/waste reduction
- Water and air purification
- Durable plastics

Mineral Sands

- Improve solar reflectance
- 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



2024-2025 TARGETS

ZERO fatalities company-wide

ACHIEVE 0.31 total recordable injury frequency rate

EVOLVE Safety Leading Indicator program to reduce front-line risk

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

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

0.33

TRIFR¹

13

Lost-Time
Incidents²

0

Fatalities²

¹Total Recordable Injury Frequency Rate in 2024

²In 2024

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.*



GOAL

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



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



JOURNEY TO NET ZERO

PERIOD	HOW WE PLAN TO DO IT	TARGET
2024	<ul style="list-style-type: none">• Reduced GHG emissions intensity by 21% against the 2019 baseline.• Driven by solar power in South Africa, the implementation of APCs, energy efficiency efforts and green power purchase agreements.	17%
2025	<ul style="list-style-type: none">• Operate first full year of solar power in South Africa.• Execute our 2025 production plan and continue power purchase agreements.	25%¹
2030	<ul style="list-style-type: none">• Converting more electricity supply to renewable energy.• Converting natural gas-fired industrial boilers to green electricity or bio-sources.• Exploring carbon-capture projects.	50%¹
2050	<ul style="list-style-type: none">• Eliminate fossil-based reductants.• Purchase power only from renewable sources.• Transition mining and earthmoving equipment to electricity or biofuel.• May purchase third-party carbon offset credits as a last resort.	100%¹

Our goals cover 100% of our global operations and employees.

¹Versus 2019 baseline

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

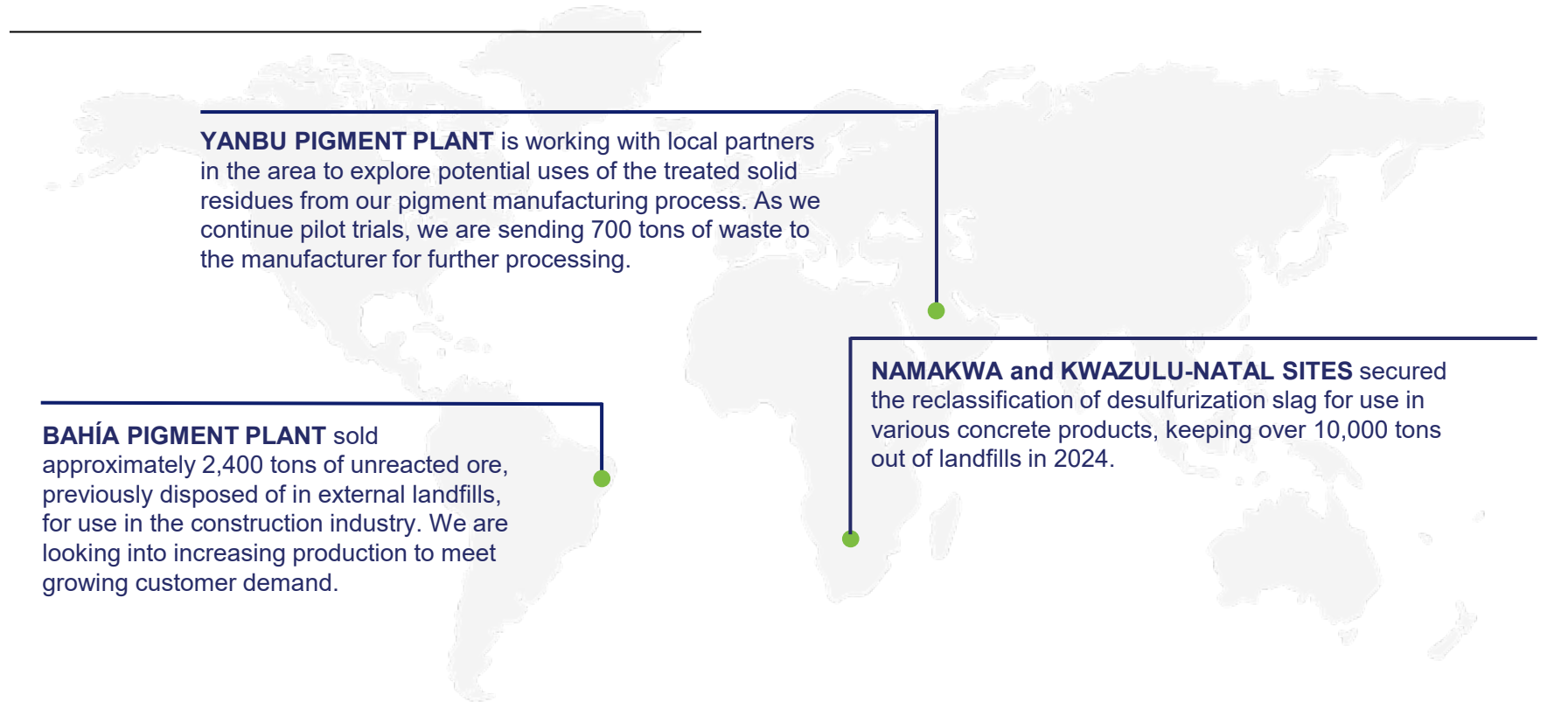
Creates new revenue streams

Reduces our environmental footprint



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

Repurposing Waste



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.



Prioritizing Water Risk Mitigation

Used the globally recognized Waterplan water sustainability platform to measure water risk

Activated multidisciplinary teams to conduct water vulnerability assessments for each site

Selected three sites to prioritize for water pilots, representing distinct vulnerabilities and risk scenarios

Completed a deeper assessment of water scarcity, potential flood risk and water quality

Created customized dashboards in Waterplan to improve decision-making and management of water risks at pilot sites

Mining Rehabilitation

>\$12M Invested

by Tronox in mine rehabilitation efforts in 2024

Hectares	2022	2023	2024
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



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



2024-2025 TARGETS

PROVIDE Diversity & Inclusion training to 100% of employees

CONDUCT employee culture survey and develop employee engagement plan

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.

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.

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

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

21%

Female
Workforce
Globally

55%

of Independent
Board Members
Represent
Diversity

Promoting Inclusivity

Began planning additional D&I training per employee culture survey results

Reviewed succession planning process to ensure women are equally prepared for leadership roles

Introduced education for HR teams to support recruitment and management of neurodiverse talent

Integrated D&I training into regional onboarding processes via TDIN

Investing in the Success of Our People

Invested \$10.8M+ in employee development

Completed nearly 322,000 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.



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



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

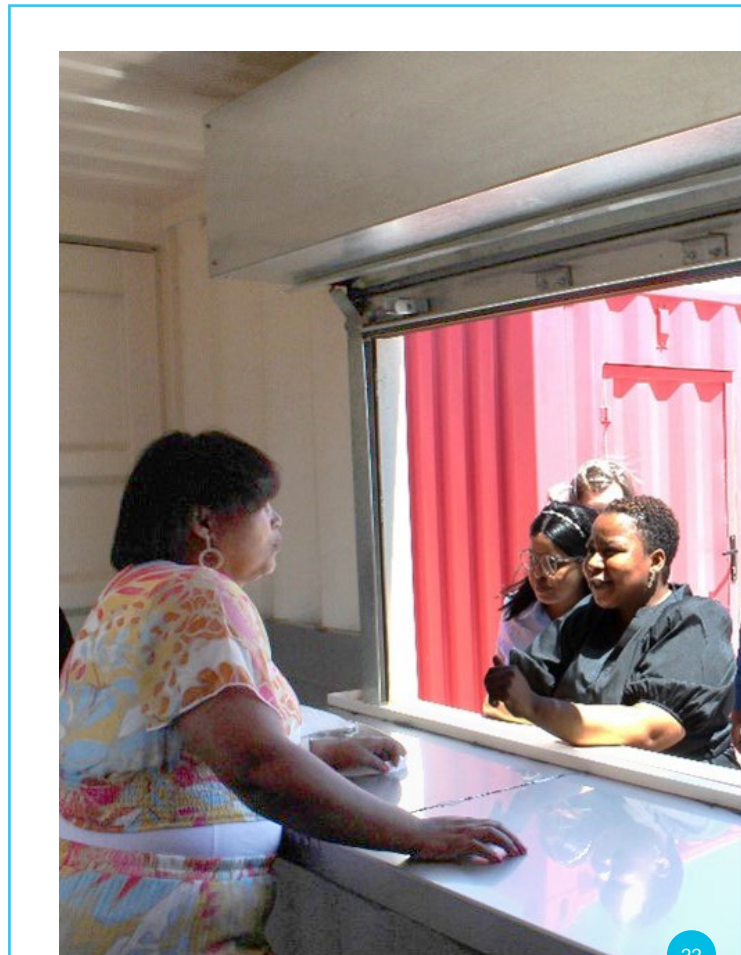
Supporting Our Communities

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

\$1.9M contributed to our communities

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





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.

- Namakwa Sands in South Africa provides assistance to the Olifantsrivier Association for Persons with Disabilities.
- A Christmas raffle organized by our Stallingborough, United Kingdom, site raised £1,500 (US\$1,900) for the Sunflower Children's Action Group.
- Tronox employees in Saudi Arabia assisted with a Ramadan Community Event, including the preparation and distribution of over 600,000 Iftar meals throughout downtown Yanbu.
- In Australia, Tronox supported the development of the \$5.5 million Muchea Recreation Centre.
- In 2024, employees at our Hamilton, Mississippi, site donated nonperishable items, such as water, cleaning supplies, diapers, canned goods and more 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.

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



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

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

Proprietary organic treatments for increasing regulatory compliance



NEW PRODUCTS WILL FUEL SUSTAINABLE GROWTH

TiO₂ products designed for carbon capture

TiO₂-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
- **Held** one-on-one discussions with high-carbon-emitting suppliers about their decarbonization plans
- **Continued** Supplier Day program to reinforce our sustainability vision and brainstorm together as partners
- **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 climate 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 IFRS S2, 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