



2025 Sustainability Overview

Tronox Holdings plc



2025 Highlights

IMPROVED workforce safety performance

EXCEEDED 2025 target of 25% reduction in Scope 1 and 2 GHG emissions intensity with an achievement of 27%

EXCEEDED 2025 target of 9% Scope 3 emissions intensity reduction with an achievement of 17%

EXCEEDED 2025 target of 15% reduction in absolute waste to external dedicated landfills with an achievement of 38%

ESTABLISHED water-related targets at three sites in high-stress regions

IMPLEMENTED several employee engagement and development programs

RECEIVED endorsement for Innovate, the next phase of our Reconciliation Action Plan in Australia

DELIVERED multiple community investments as part of the 2023-2027 Social and Labor Plan in South Africa

Ratings and Recognitions



Diversified, Vertically Integrated Titanium Industry Leader

TROX
NYSE

\$2.9B
2025 Revenue

\$336M
2025 Adj. EBITDA

~5,700
Global Employees

~1,200
Customers

- 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

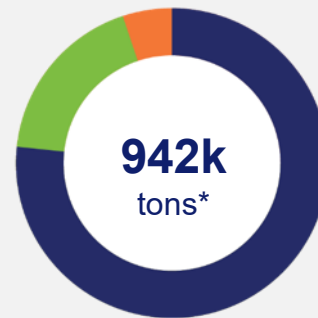
Limited of Saudi Arabia (“Cristal”) from Tasnee

**Nameplate capacity excludes Botlek (closed March 2025) and Fuzhou (closed January 2026) capacity.*



REVENUE FROM PRODUCT SALES

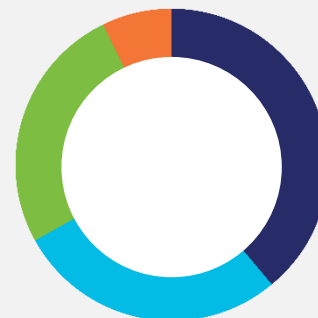
- TiO₂ | 79%
- Other Products | 11%
- Zircon | 10%



TIO₂ SALES VOLUME DISTRIBUTION BY END USE

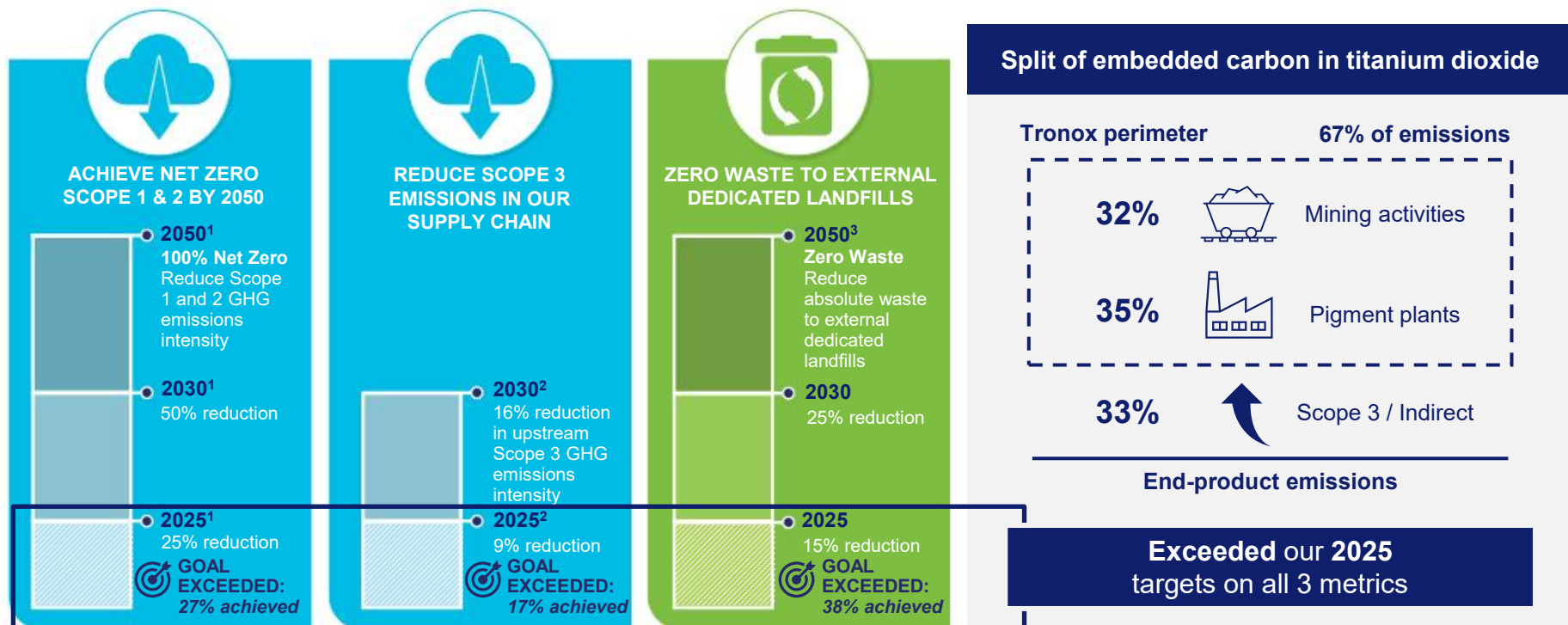
- Paints and Coatings | 75%
- Plastics | 20%
- Paper and Specialty | 5%

**Nameplate capacity¹*



- EMEA | 40%
- APAC | 27%
- NAM | 26%
- LATAM | 7%

We Remain On Track for Our Sustainability Targets



¹Versus 2019 baseline

²Versus 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

27%

Reduction in Scope 1 and 2 GHG emissions¹

17%

Reduction in Scope 3 GHG Intensity²

APPLIED

Internal Carbon Pricing

38%

Reduction in Waste to External Landfill¹

SOCIAL

Global workforce with diverse perspectives and backgrounds

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

\$1M

Community Investments

83K

Training Hours for Employees and Contractors

100%

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

507

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

37%

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

Automated process controls at all chloride pigment plants helped decrease Scope 1 GHG emissions by 9%¹

Solar agreements in South Africa and Australia contributed to a 47% reduction in global Scope 2 GHG emissions²

Freshwater reduction program rolled out in high water-stress areas

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

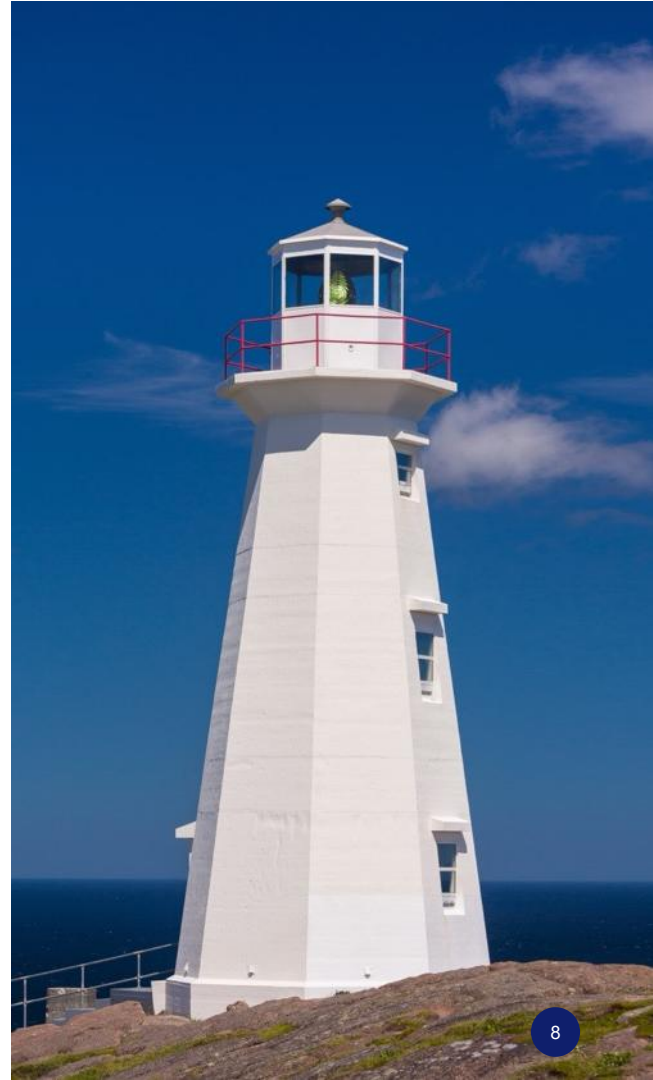
- Improve solar reflectance
- Enhances jet engine turbines to improve fuel efficiency

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

Our top priority is that every person — employee or contractor — on a Tronox site leaves injury free, every day.



GOAL

ZERO injuries, incidents or harm



2025-2026 TARGETS

ZERO fatalities company-wide

ACHIEVE 0.31 total recordable injury frequency rate in 2026

FURTHER EVOLVE Safety Leading Indicator program to reduce frontline risk

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

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

0.24

TRIFR¹

6

Lost-Time
Incidents²

0

Fatalities²

¹Total Recordable Injury Frequency Rate in 2025

²In 2025

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

Our business depends on the world's natural resources, and we are committed to managing them responsibly and preserving the environment for the future.



GOAL

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

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

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

MANAGE safe and responsible mine tailings

MANAGE water use



2025-2026 TARGETS

PREPARE for climate reporting requirements

ALIGN with Minerals Council of Australia's Enduring Value Framework

EXPAND climate reporting frameworks to include CDP and Science-Based Targets

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

IMPLEMENT a tool to automate supplier emission due diligence and hold annual supplier events in all regions

PILOT process changes to reduce waste at Bahia and Yanbu pigment plants

ACHIEVE full compliance with Global Industry Standards on Tailings Management

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

ALIGN with TNFD and Science-Based Nature Targets

ADVANCING ENVIRONMENTAL STEWARDSHIP



Scope 1 and Scope 2 Decarbonization Roadmap

PERIOD	KEY INITIATIVES	TARGET
2025	✓ Operated first full year of solar power in South Africa. ✓ Executed our 2025 production plan and realized benefits from our power purchase agreements and other renewable initiatives.	Achieved 27% against 25%¹ target
2030	• Convert more electricity supply to renewable energy. • Convert natural gas-fired industrial boilers to green electricity or bio-sources. • Explore carbon-capture projects.	50%¹
2050	• 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 for “hard to abate” carbon sources.	100%¹

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

¹Versus 2019 baseline

Zero Waste to External Dedicated Landfills

2025: Achieved 38% reduction
against 15% target

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

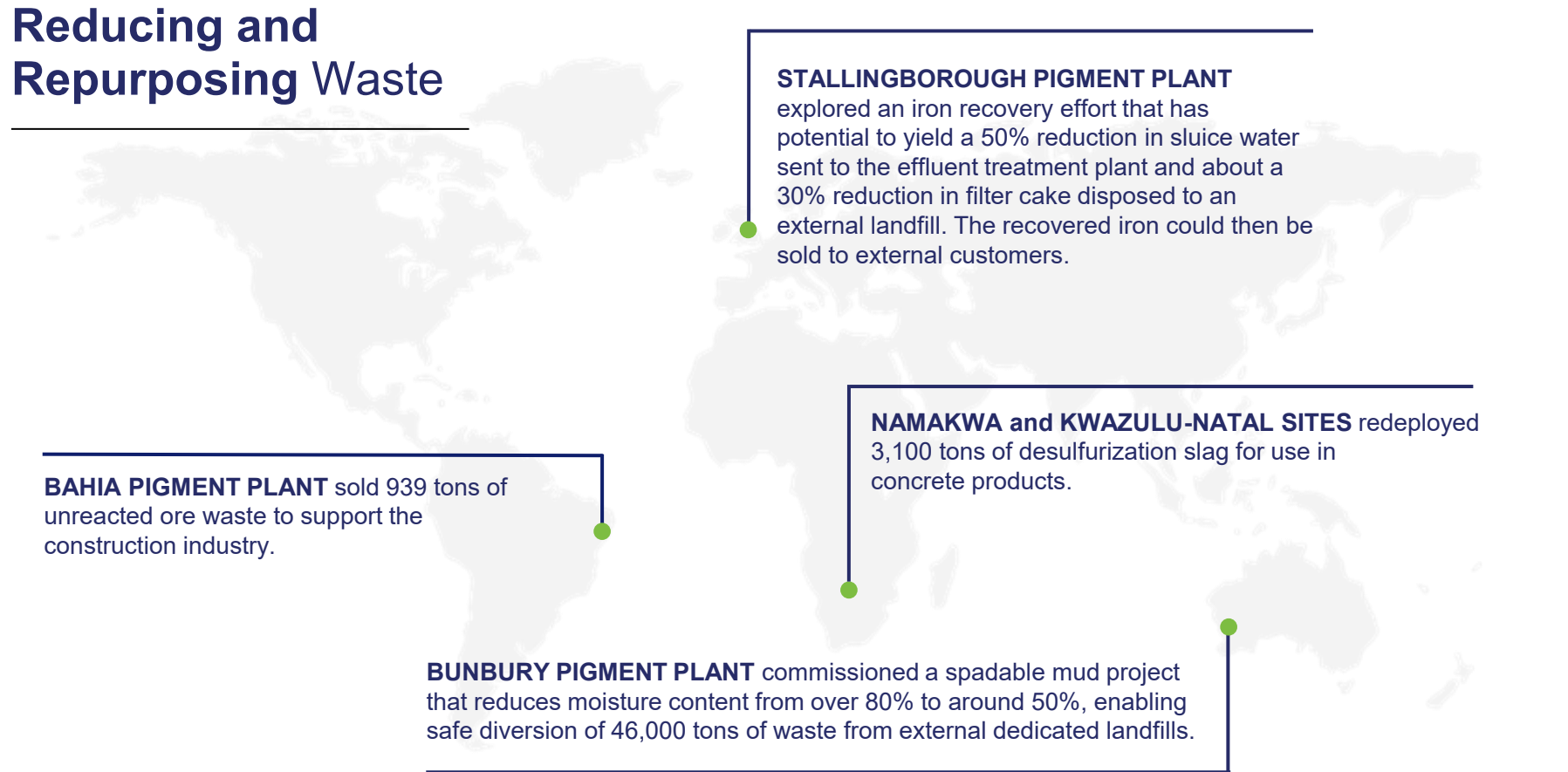
Creates new revenue streams

Reduces our environmental footprint



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

Reducing and Repurposing Waste



BAHIA PIGMENT PLANT sold 939 tons of unreacted ore waste to support the construction industry.

STALLINGBOROUGH PIGMENT PLANT

explored an iron recovery effort that has potential to yield a 50% reduction in sludge water sent to the effluent treatment plant and about a 30% reduction in filter cake disposed to an external landfill. The recovered iron could then be sold to external customers.

NAMAKWA and KWAZULU-NATAL SITES redeployed 3,100 tons of desulfurization slag for use in concrete products.

BUNBURY PIGMENT PLANT commissioned a spadable mud project that reduces moisture content from over 80% to around 50%, enabling safe diversion of 46,000 tons of waste from external dedicated landfills.



Prioritizing Water Risk Mitigation

Rolled out global program to reduce freshwater use in high water-stress areas

Completed risk assessments with high-risk sites and across Australia, South Africa, the European Union and the United States.

Established initial contextual water targets at our Bahia, Yanbu and Chandala sites

Reduced total freshwater withdrawal by 12% and decreased freshwater withdrawal intensity in high-stress areas by 20% compared to previous year

Plan to establish contextual water targets for sites identified as having the next highest water-scarcity risk (Namakwa Sands, Cooljarloo and Kwinana) in 2026

Mining Rehabilitation

>\$13M Invested by Tronox in mine rehabilitation efforts in 2025

Hectares	2023	2024	2025
Area disturbed	11,268	11,331	12,049
Area in rehabilitation	3,275	3,404	3,081
Area restored	8,119	8,329	8,484





INVESTING IN OUR PEOPLE

Our people are essential to sustaining our business, and our values-driven culture helps us all realize our full potential.



GOALS

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

INVEST in the success of our people



2025-2026 TARGETS

PROVIDE Diversity & Inclusion training to 100% of employees

ESTABLISH framework for assessing leaders

IDENTIFY future leaders and develop succession plans

IMPLEMENT employee engagement plan

Our Employment Value Proposition: Together We Shine

WE strive for excellence in safety and sustainability.

WE provide challenging work and encourage innovative thinking.

WE invest in and value the success of our people.

WE are unified globally and strengthened locally.

Elevating the Employee Experience

Living Our Values program embeds Tronox's values into daily practices

Employment Value Proposition describes the unique benefits of working for Tronox

Career Journey features an online hub of career pathway opportunities and an Individual Development Plan to reach these goals

Leadership Model and development framework helps future leaders grow their skills

Employee Listening Strategy includes more opportunities for open dialogue about employees' experiences at work

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

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

22%

Female
Workforce
Globally

37%

of Independent
Board Members
Represent
Diversity

Promoting Inclusivity

Launched inclusion-focused working group

Introduced D&I training collections through LinkedIn Learning

Strengthened succession planning by identifying opportunities to develop more female leaders

Fostered ways to better support neurodivergent team members

Hosted cultural education events across various sites

Participated together in community events that support individuals experiencing food insecurity, health concerns and special needs



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



2025-2026 TARGETS

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

IMPLEMENT Reconciliation Action Plan (RAP) commitments for Australian operations

INCREASE First Nations supplier diversity at Australian operations

EXPAND cultural awareness training to all Australian operations

EMBED stakeholder engagement plan at operations and projects

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

\$1M contributed to our communities in 2025

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.

Improved access to education by providing transportation, supplies and scholarships to students around the world

Upgraded water infrastructure for drought-prone communities in South Africa

Committed \$180,000 over three years to the Perth Children's Hospital Foundation in Australia to help fund the hospital's Rare Care Centre

Donated 50 beds for students with special needs at Thembimfundo Special School in KwaZulu-Natal

Partnered with the Royal Commission of Yanbu to assist with a Ramadan community event, including the preparation and distribution of over 200 Iftar meals

Raised funds for female cancer prevention and research in France and the pregnancy and prematurity support in the U.S.





OPERATING A SUSTAINABLE BUSINESS

Operating responsibly is core to how we deliver value, manage risk and meet the evolving expectations of our customers, investors, employees and communities.



GOAL

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



2025-2026 TARGETS

COMPLETE product life cycle assessments
TRAIN 100% of supply chain team members in sustainable procurement

STRENGTHEN product stewardship governance

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

COMPLETE a horizon scan of long-term regulatory risk 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.

Reassessing 2030 goal of 16% in upstream Scope 3 GHG emissions intensity as 17% was achieved in 2025

Building a Sustainable Supply Chain

Sustainable Procurement Efforts:

Exceeded our 2025 target of 9% reduction of upstream Scope 3 GHG emissions intensity with an achievement of 17%

Screened suppliers for ESG risks and achieved 56% response to follow up survey

Held one-on-one discussions with high-carbon-emitting suppliers about their decarbonization plans

Implemented Supplier Day programs in every region

Collected 52% of CO₂ data from our suppliers

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

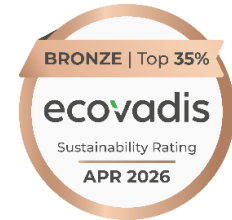
Signatory to UN Global Compact and aligned with UN SDGs



Aligned with IFRS S2, SASB and GRI



Proactively reporting robust disclosures in response to third parties



Verification of our EcoVadis recognition can be found [here](#).



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