TRONOX

2025 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 2025 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 84**.

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Letter From the CEO

2025 tested our industry's resilience. Amid prolonged global economic uncertainty, persistent pricing pressure and subdued demand for our products, we remained grounded in our long-term strategy. Our focus on sustainability, embedded in how we operate, invest and lead, ensures we are building a more efficient, responsible and future-ready Tronox.

Through our global team's diligent efforts, we reached important sustainability milestones that reduced our footprint while contributing to cost savings and operational efficiencies:

ACHIEVED 27% reduction in Scope 1 and Scope 2 emissions intensity, driven largely by automated process controls (APCs) at all chlorine pigment plants and increased renewable energy generation in South Africa and Australia.

ACHIEVED 17% reduction in upstream Scope 3 emissions intensity, supported in part through decarbonization planning with our largest suppliers.

EXCEEDED 15% reduction in absolute waste to external landfills through multi-year efforts to recycle waste back into our processes and capture byproduct value.

The work continues as we prepare to meet our 2030 targets in these areas. Water stewardship is also an increasing priority, and we have begun setting contextual water targets at sites in water-stressed regions to conserve this critical resource.

While our business depends on natural resources, our most valuable resource is our people. In 2025, we achieved record safety levels in injury frequency rates and removed thousands of potential hazards from our business, reflecting a maturing global safety culture. We also strengthened the employee experience by expanding listening initiatives, refreshing our Employment Value Proposition and enhancing leadership development. In 2025, we earned Top Employer recognition in Australia, France and the UK, and Top Place to Work honors in Brazil — reinforcing our commitment to be a values-driven, high-performing workplace.

Our responsibility extends beyond our operations and into the communities where we live and work. In 2025, we launched our Innovate Reconciliation Action Plan, advancing respectful relationships and creating meaningful opportunities with Aboriginal and Torres Strait Islander peoples in Australia. We also progressed our 2023–2027 Social and Labor Plan in South Africa and continued supporting local initiatives across the countries where we operate.

Delivering long-term sustainability sometimes requires difficult but necessary decisions. Following a strategic review of our asset base, we made the difficult decision to close our Botlek, the Netherlands, facility in March 2025, and our Fuzhou, China, facility in January 2026. These decisions were not taken lightly, and we recognize the impact on our employees and the surrounding communities. However, we believe these actions strengthen the long-term resilience of our company for the many employees, customers and communities who continue to rely on us.

We are further reinforcing resilience through a comprehensive Sustainable Cost Improvement Program, targeting $125–$175 million in sustainable run-rate savings by the end of 2026. Advancing our rare earths strategy also creates opportunities to diversify our revenue streams and leverage our mining and processing expertise to meet growing demand for critical minerals.

Our vision to be the leader in shaping a sustainable, thriving world through enriched and refined minerals isn't just words on a wall. It is an ongoing commitment to continue to prioritize, adapt and act — for our business and customers, our people and communities, and our world. I invite you to read more about our progress toward a more sustainable, resilient 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, which provides us with greater control over our supply chain 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 our 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; Thann, France; and Perth, Australia. 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

ENDMARKETS

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



TiO_2 SALES VOLUME DISTRIBUTION BY END USE

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

**Nameplate capacity*

Driven By **Our Values**

At Tronox, our values are not just words on a wall — they are the foundation of how we lead, collaborate and grow. Through our Living Our Values Program and curated collections in LinkedIn Learning, employees can dive deeper into each of our values and how to live them in their daily work.

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.

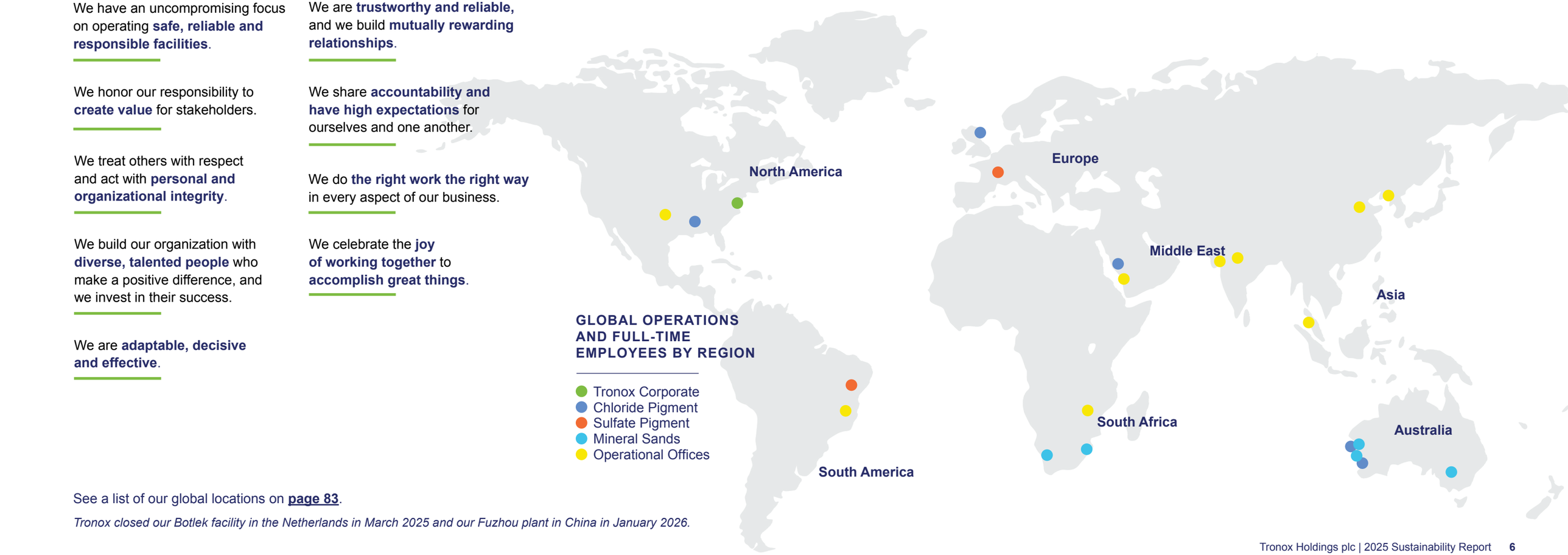
We celebrate the **joy of working together** to **accomplish great things**.

~5,700
full-time employees

17
mines and manufacturing sites

$2.9B
in revenue

25
ISO certifications



GLOBAL OPERATIONS AND FULL-TIME EMPLOYEES BY REGION

- Tronox Corporate
- Chloride Pigment
- Sulfate Pigment
- Mineral Sands
- Operational Offices

See a list of our global locations on **page 83**.

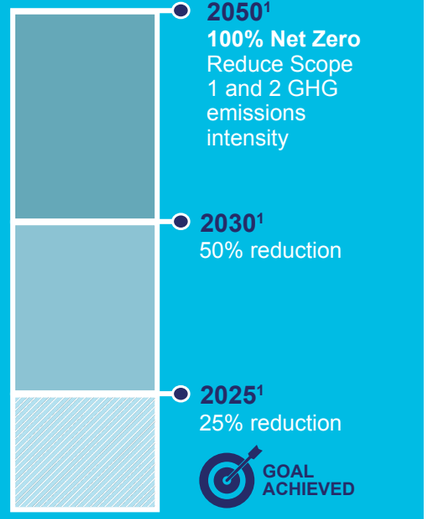
Tronox closed our Botlek facility in the Netherlands in March 2025 and our Fuzhou plant in China in January 2026.

Sustainability **Strategy and Goals**

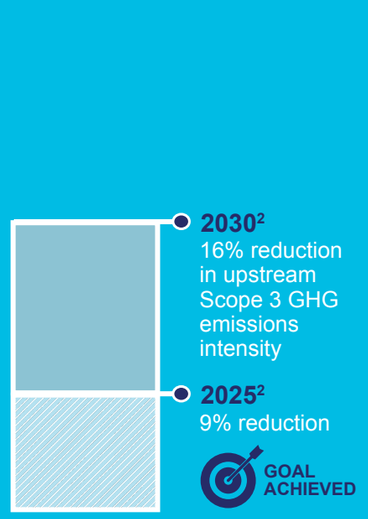
We know that what we do is essential to a sustainable, thriving world. The products we produce play important roles in creating a cleaner, brighter future by mitigating climate change, improving air quality and reducing resource use and waste. At the same time, we recognize that our operations also have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

Goals and Targets

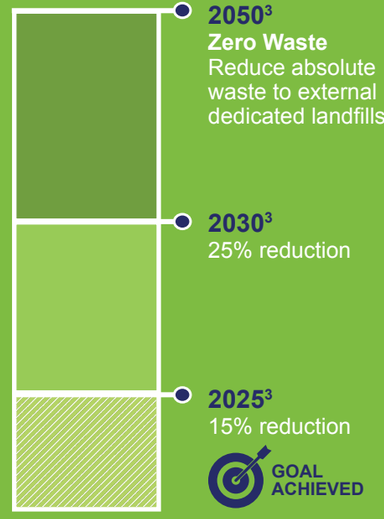
ACHIEVE NET ZERO SCOPE 1 AND 2 EMISSIONS BY 2050



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. [1] Versus 2019 baseline [2] Versus 2021 baseline [3] Versus 2019 baseline

Performance **Improvement Targets**

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

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

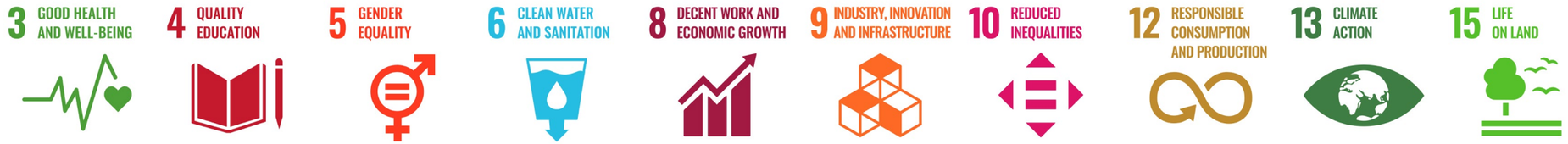
TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2025
Sustainability Strategy: Operate with sustainability integrated into our business strategy			
Update materiality assessment to understand evolving goals and needs of stakeholders	2026	◑	Completed framework for double materiality assessment in 2025. Stakeholder engagement to evaluate the materiality of each topic will be completed in 2026.
Update climate transition risk assessment	2025	●	Completed risk assessment in early 2025 and published results in our climate report.
Implement data management system for sustainability metrics	2025	●	Fully implemented in 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. In 2025, sustainability learning took positive, targeted steps in several regions, with Brazil engaging local communities and the UK and France delivering focused environmental, energy and supply chain training aligned to business needs.
SAFETY			
Health and Safety: Zero injuries, incidents or harm			
Zero fatalities companywide	2025	●	Zero fatalities in 2025.
Achieve 0.31 total recordable injury frequency rate (TRIFR)	2025	●	Exceeded goal with 0.24 TRIFR.
Further evolve Safety Leading Indicator program to reduce frontline safety risk	2025	◑	Thirteen of 14 sites met or exceeded targets, with 4,700 risks removed in 2025. Our board approved adding performance against four leading indicators to the global employee investment contribution.
ENVIRONMENT			
Reduce Scope 1 and 2 GHG Emissions Intensity: 25% by 2025 and 50% by 2030		◑	Achieved our 2025 target with a 27% reduction in 2025. On track for the 2030 target.
Prepare for proposed corporate climate disclosure reporting requirements	2025	●	Conducted gap assessment against ISSB S2 standards, which is reflected in the 2024 climate report. Completed gap assessment related to ASRS requirements in AU in 2025.

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2025
ENVIRONMENT			
Align with the Minerals Council of Australia's Enduring Value Framework	2026	◑	In progress and expect to be completed by the end of 2026.
Expand climate reporting frameworks to include CDP and Science-Based Targets	2026	◑	Reviewed new mandatory reporting frameworks in 2024 and conducted a gap analysis between mandatory and voluntary frameworks in 2025.
Reduce Upstream Scope 3 GHG Emissions Intensity: 9% by 2025 and 16% by 2030		◑	Achieved and exceeded published targets in 2025. On track for the 2030 target.
Work with top 20 emitters in supply chain to reduce impact	2026	◑	Achieved 17% Scope 3 emissions intensity reduction compared to 2021 baseline and increased the percentage of primary data in Scope 3 emissions calculations above 50%. Continuing to explore decarbonization opportunities with top emitters. The first initial opportunities in progress for implementation.
Implement annual supplier days in our regions	2025	●	All regions organized at least one supplier day during the last two years to reinforce the focus on ESG and Scope 3 within our supply chain.
Implement a tool to automate ESG due diligence and get 70% of targeted supplier responses	2028	◑	Selected Sphera to collect supplier sustainability data, including emissions. All suppliers were screened with AI power tool, and those with high ESG risks and those representing 70% of our spend received our ESG questionnaire. Achieved 56% response rate by the end of 2025.
Implement action plan for supply chain emissions	2026	◑	Continue collecting Scope 3 data to inform our decarbonization plan. Achieved 52% of CO_2 collection from our suppliers by end of 2025.
Reduce Absolute Waste to External Dedicated Landfills: 15% by 2025 and 25% by 2030		◑	Achieved 2025 target, with a 38% reduction in 2025. On track for the 2030 target.
Pilot process changes to reduce waste at Bahia and Yanbu Pigment Plants	2025	●	Continuing sales of unreacted ore in Bahia. Successful pilot in Yanbu has been extended another full year, with quantities equivalent to annual waste generated at the site.
Safe and Responsible Mine Tailings Management			
Achieve full compliance with Global Industry Standards on Tailings Management (GISTM)	2025	◑	Completed audit, and each site was rated in terms of progress against all GISTM standards and recommendations proposed. The target date for follow-up actions is revised to mid-2026.
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 were assessed in 2025; water-related targets were set at two sites, with a contextual target in development for the third site.

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2025
ENVIRONMENT			
Reduce water withdrawal at Bahia Pigment Plant by 20%	2026	◑	Implemented water efficiency initiatives and will install additional water-monitoring equipment in 2026.
Reduce water discharge from Yanbu Pigment Plant to the Red Sea by 50%	2030	○	Expect to receive approval in 2026 to recover and recycle water from tailings.
Biodiversity Management			
Align with TNFD and Science-Based Nature Targets for nature disclosures in sustainability reporting	2025	◑	Pilot assessment for Australian operations is in progress and will be completed in 2026.
EMPLOYEES			
Improve Gender Balance and Diversity of Our Workforce, Leadership and Succession Planning			
100% of employees receive Diversity and Inclusion training	2025	◑	Training aligned to leadership competency “Caring and Inclusive” will be delivered to Band 1 and 2 leaders in 2026. Curated LinkedIn Learning content is available for all employees.
Establish framework for assessing leaders	2026	◑	Launched 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			
Implement employee engagement plan	2025	●	Rolled out six key initiatives, including values reinforcement, employment value proposition, career planning, leadership development, listening strategy, and refreshed diversity and inclusion 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 African operations	2027	◑	Continued to progress in implementing the 2023–2027 Social and Labor Plan.
Implement Reconciliation Action Plan (RAP) commitments for Australian operations	2025	●	Innovate RAP endorsed by Reconciliation Australia and delivered commitment to implement a new regional partnership with Clontarf Foundation that benefits First Nations people.

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2025
COMMUNITIES			
Increase First Nations supplier diversity at Australian operations	2025	◑	Taskforce established to spearhead supplier diversity and increase business spend with First Nations businesses, including engaging with Waalitj Foundation and Supply Nation.
Expand cultural awareness training to all Australian operations	2027	◑	41 people from Northern Operations attended “Cultural Conversation” training delivered by Yued Traditional Owners in 2025, bringing the total to 298 people who have been trained since the program was introduced.
Embed stakeholder engagement plan at operations and projects	2027	◑	Developed a Stakeholder Engagement Framework in 2025 to embed a globally consistent principled approach. Stakeholder relationship management platform has been expanded globally, including full use in Australia and South Africa, with further implementation planned in Saudi Arabia, UK, Brazil and the United States in 2026.
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 2026 to reflect 2025 data, including the realized benefits from a full year of renewable power supply in South Africa.
Train 100% of targeted supply chain team members in sustainable procurement	2026	◑	Launched new series of LinkedIn Learning trainings in 2026 focused on sustainable procurement and decarbonizing supply base.
Strengthen Product Stewardship Governance	2025	◑	Launched survey in 2025 to key internal stakeholders to help identify 2026 employee training needs as well as process improvements, which will include a REACH dashboard to track compliance for raw materials and products and streamline analysis to support business decision-making.
Embed Safe and Sustainable by Design (SSbD) criteria in all new product risk assessments	2025	●	SSbD criteria have been embedded into the Stage Gate process and are being applied to new product developments. Our methodology and approach has been recognized in the EU regulatory environment, with multiple gates passed, including soft launches for TMP-free products.
Complete a horizon scan of long-term regulatory risks for all existing products	2025	●	Scan was completed in 2025, and we will continue to monitor and manage regulatory risks against business priorities.
Identify product sustainability risks across the value chain	2025	●	Scoping exercise was completed to identify potential risks and opportunities in 2025.

We consider the United Nations Sustainable Development Goals (SDGs) when setting goals for our own business. We believe we 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 holds customer and supplier events where we engage in deeper conversations about our sustainability efforts.

In 2026, Tronox will complete a double materiality assessment globally as part of preparation for regional 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.***

The most current list of stakeholders can be found **here**.

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 Peoples
- 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

Of interest to the following stakeholders:

Employees, customers, communities, investors, suppliers and industry

GOVERNANCE

- Board Governance
- Sustainability Governance and Grievance Mechanisms

Of interest to the following stakeholders:

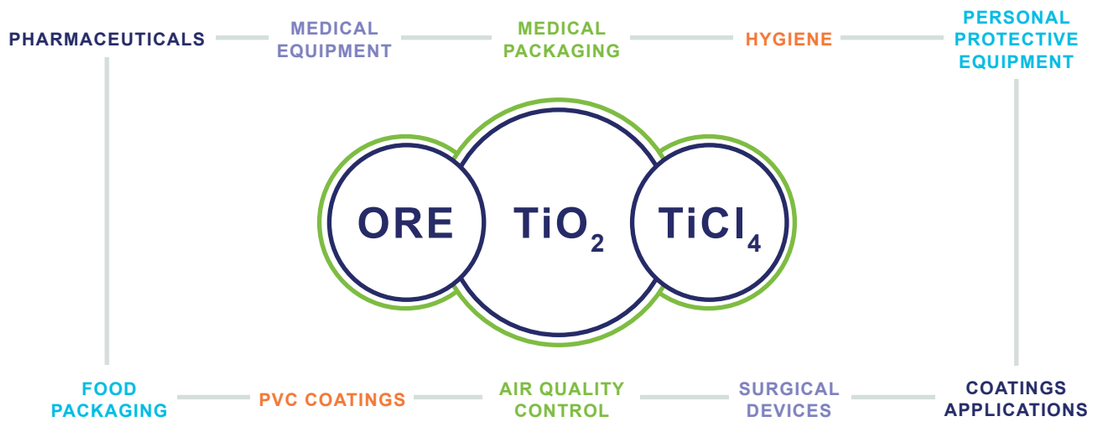
Employees, customers, communities, investors, government/regulators and suppliers

Products for a Sustainable, **Thriving World**

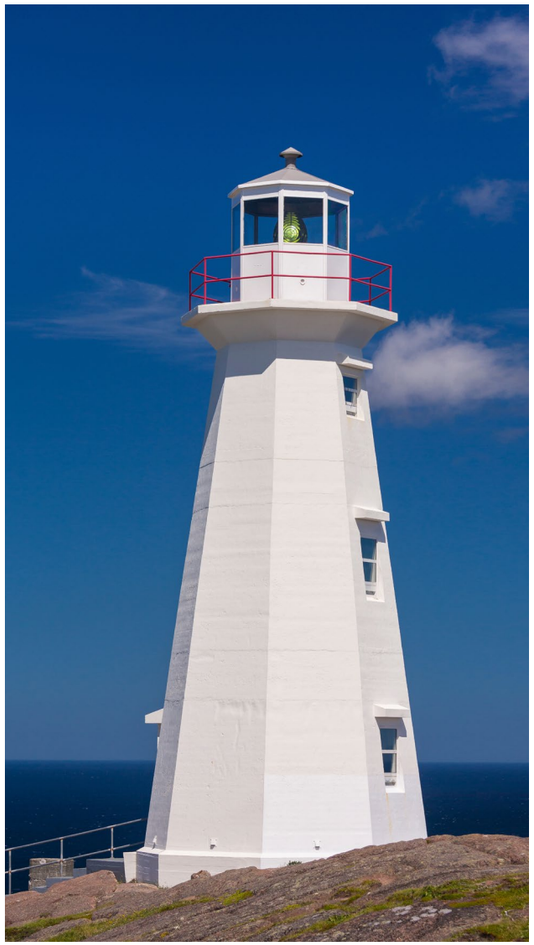
Sustainability is not only core to Tronox's business strategy — it is central to the value we create every day. Our work transforms the earth's resources into essential products and opportunities that enhance lives and contribute to a cleaner, more resilient and more sustainable future.

Approximately 71% of our total revenue comes from products with a sustainable impact, helping our customers progress toward their sustainability goals and address some of the world's most pressing challenges.

ESSENTIAL PRODUCTS FOR TODAY'S INDUSTRIES







Titanium Dioxide Products

TiO_2 is an inorganic white pigment used in essential everyday products. Coatings and plastics account for more than 80% of TiO_2 use globally, bringing high opacity, durability and protection that prolongs the life of the treated item. Interior and exterior paints, along with coatings used for cars, heavy industrial equipment, appliances, furniture, PVC, outdoor gear and textiles, all rely on TiO_2 to be brighter and stronger.

Specialty TiO_2 products have powerful properties that aid air quality and GHG emissions reduction and improve energy efficiency. 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). 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. Additional products, like our ultrafine CristalACTiV™, are core to many emerging, high-potential environmental technologies for catalysis, energy storage, electronics performance and more.

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 integral to catalysts, electronics coatings, biomedical products and more. Compared with alumina, another common tile opacifier, zircon generates significantly lower environmental impacts, earning high 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. These rare earth minerals are present in Tronox's mines, and are and have historically been sold in the form of monazite concentrates to customers with downstream processing capacity. 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 façade 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**

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

IN THIS SECTION

Occupational Safety | Occupational Health

GOAL

ZERO injuries, incidents or harm

2025-2026 TARGETS

ZERO fatalities companywide

ACHIEVE 0.31 total recordable injury frequency rate

FURTHER EVOLVE Safety Leading Indicator program to reduce frontline safety risk

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH



Safety Management Approach

Safety forms the foundation of our culture and operations at Tronox. As a global mining and manufacturing company, we recognize the inherent risks of our work and take every measure to protect our people. Our foremost responsibility is to ensure every employee and contractor returns home safely and healthy every day.

Led by our Safety, Health, Environment and Quality (SHEQ) team, we continuously strive toward our vision of zero injuries, zero incidents and zero harm — driving a culture where operating safely and responsibly is fundamental to how we do business. In 2024, we fell short of our aggressive stretch goal for safety performance in total disabling injury frequency rates (DIFR) but surpassed our goal for total recordable injury frequency rates (TRIFR), so we set out to achieve further improvements in 2025. Our goals of 0.15 DIFR and 0.31 TRIFR are equivalent to top-quartile peer performance, and of the 80% of our annual incentive plan (AIP) that is tied to overall Tronox performance, 15% is linked to safety targets.

We are proud that Tronox's 0.09 DIFR score and our 0.24 TRIFR score far surpassed our goals, and 2025 marked the best TRIFR record in the last 14 years. We continue our uncompromising focus on safe operations as we strive to reach our safety stretch goal of 0.26 TRIFR in 2026. This goal actually represents fewer injuries than the 0.24 represented in 2025, due to site closures and the completion of a major expansion project in South Africa, which will reduce our hours worked by approximately 3,000,000 man-hours.

Safety Leading **Indicators**

The ongoing improvement in our safety performance is largely a result of 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 2025, we focused on addressing categories related to elimination, substitution, engineering and 5S (a term referring to the systematic processes for cleaning and sorting). In addition, we included three new categories related to completed SHE capital projects, completion of actions related to global safety learning teams and closure of the human element categories of insurance actions. Employees submitted entries that resulted in 4,727 actions to reduce risks and increase safety awareness among our teams. Actions range from small process improvements to equipment upgrades and structural enhancements. We also follow a robust validation process to assess the potential impact of the proposed change.

Highlights from our Safety Leading Indicator program in 2025 include the following:

IMPLEMENTED targeted projects to reduce fall, ergonomic and equipment-related risks across multiple sites.

REDESIGNED equipment and tools to eliminate working-at-height activities and reduce manual handling strain.

DEVELOPED custom training rigs and modules to strengthen employee competence in safe maintenance practices, such as belt alignment and line break procedures.

INTRODUCED simple, high-impact solutions, including traffic mirrors, improved housekeeping and ergonomic supports, to prevent common incidents.

EMPOWERED employees to identify and implement site-specific safety improvements.



Safety Leading Indicator Program by the Numbers

4,727
actions across

13 sites

9 countries

Our global teams are tasked with addressing both proactive and corrective actions to ensure safety excellence. Across 13 sites, we assigned 18 actions per site, totaling 234 actions. These actions vary in scale from simple confirmation of best practices to solving longer-term issues like proper labeling throughout a plant. Through 2025, 158 actions were closed and documented, with the remaining actions to be completed in 2026.

Workforce Safety **Metrics**

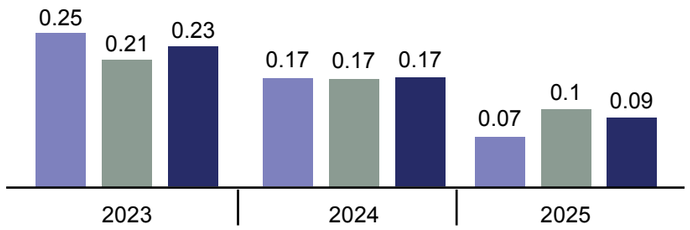
Disabling injuries are defined as fatalities, lost-time injuries and restricted work cases.

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

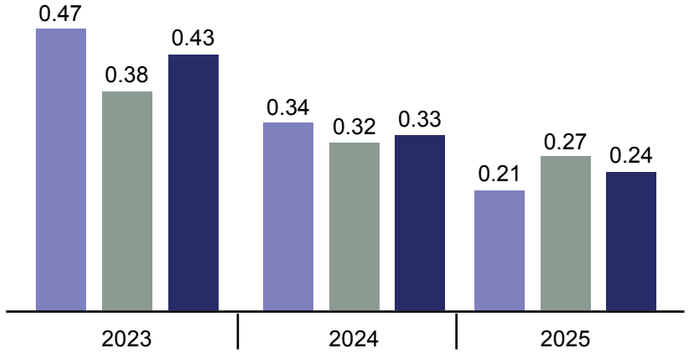
Recordable injuries are defined as disabling injuries and medical treatment cases.

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

DISABLING INJURY FREQUENCY RATE



TOTAL RECORDABLE INJURY FREQUENCY RATE



	2023			2024			2025		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
Fatalities	0	1	1	0	0	0	0	0	0
Lost-Time Incidents	10	6	16	6	7	13	3	3	6
Restricted Work Cases	5	3	8	4	3	7	1	3	4
Disabling Injuries	15	10	25	10	10	20	4	6	10
Medical Treatment Cases	13	8	21	10	9	19	8	10	18
Recordable Injuries	28	18	46	20	19	39	12	16	28
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 and 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.



More than 60 safety, compliance and emergency preparedness training sessions were offered to Tronox employees in 2025.

> Hamilton Pigment Plant employees completed a 40-hour high angle rope and fire training course in 2025.



Safety **Audits**

Tronox SHE processes are reviewed via internal audits, external surveillance audits and yearly recertification audits for any relevant ISO standards. In 2025, 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.

Emergency Response

Emergencies can occur at any time and in any location, and we understand our responsibility to be prepared to respond. Every site maintains an emergency response plan and dedicated response functions to ensure readiness. Regular drills allow us to test and refine these plans while training employees to respond effectively to potential scenarios. All Tronox sites conducted emergency response drills in 2025.

Occupational Health and Process Safety

Operating safely also means actively minimizing occupational health risks for our employees and contractors. We do this by:

IDENTIFYING potential sources and levels of workplace exposure.

USING effective controls, such as material substitution.

IMPLEMENTING personal protective equipment (PPE), noise reduction measures and exposure monitoring.

MAINTAINING documentation and employee notification requirements, including a repository of exposure data and work conditions that provides a baseline for future assessments and supports health research.

In 2025, the Tronox SHEQ team in Australia harmonized its injury management processes across the region as part of a broader initiative to improve workplace health and safety. This effort provided all sites with a clear, consistent framework for responding to both work-related and non-work-related injuries. The team identified and shared best practices, ensuring procedures were effective and transferable across operations. The updated process strengthens early intervention, supports engagement if an employee needs to recover offsite and promotes timely, safe returns to work.

The SHEQ team in Australia also launched a focused initiative in radiation exposure management. High-potential employees across SHEQ and other functions are progressing through a mix of external training and on-the-job learning guided by experienced Tronox radiation professionals. This approach strengthens technical expertise across the region and supports long-term continuity and leadership in safe, responsible radiation management.

Mental Health and Wellbeing

Mental health and wellbeing are embedded within our global health and safety programs. Tronox provides access to counseling and other professional services through our Employee Assistance Programs. In addition, employees take an active role in leading initiatives that deliver training, resources and support across our sites.

Australia: In 2025, the team established regional standards and procedures for managing psychosocial incidents, including consistent processes for documentation, investigation and return-to-work support. A new mental health literacy initiative was also launched to ensure employees can identify, respond, refer and stay connected when support is needed.

United States: At our Hamilton site, Tronox promoted health prevention and awareness through annual physicals and an onsite wellness fair. The event connected employees directly with local health providers and benefit resources, offering opportunities to learn about available programs and ask questions. Participants also received health screenings, flu shots and educational materials to help them make the most of their wellness resources.

Europe: Our European teams continued to train designated employees as mental health first aiders and promoted discussions on ADHD awareness. The sites in this region also focused on understanding what it means to create, maintain and promote psychological safety within the workplace — concepts that have been incorporated into Tronox's Living Our Values Program.





ADVANCING **ENVIRONMENTAL** STEWARDSHIP

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

IN THIS SECTION

Climate and Energy | Waste | Water | Biodiversity

GOAL

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 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

6 CLEAN WATER AND SANITATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

13 CLIMATE ACTION

15 LIFE ON LAND



Climate and Energy
Management Approach

Climate change presents real risks and challenges for our business, from more frequent and intense weather events to the need to adapt our land restoration practices as ecosystems evolve. Five years ago, Tronox put a stake in the ground committing to net zero carbon emissions by 2050, with several milestones along the way. We established a comprehensive decarbonization roadmap to guide reductions in our Scope 1, Scope 2 and upstream Scope 3 greenhouse gas (GHG) emissions.

We are proud that we surpassed our 2025 goals, achieving 27% Scope 1 and Scope 2 emissions reduction and 17% Scope 3 reduction — and the work continues.

GHG Emissions Reduction Performance

GOALS	2025 PERFORMANCE
REDUCE Scope 1 and Scope 2 GHG emissions intensity: 25% by 2025 and 50% by 2030	**Achieved 27% reduction of combined Scope 1 and Scope 2 emissions.**
	Scope 1 emissions intensity decreased by approximately 9% compared to the 2019 baseline. This is mainly due to the continued implementation of automated process controls (APCs) to reduce the use of pet coke and natural gas and improve operational efficiency at all chloride pigment plants. In addition, benefits of formal energy management systems, according to ISO 50001 standards, were realized at three pigment plants.
	Scope 2 emissions intensity decreased by approximately 47% compared to the 2019 baseline. This is mainly due to the 200 megawatt (MW) solar facility in South Africa, for which we have a long-term power purchase agreement (PPA) that continues to significantly reduce our Scope 2 emissions, along with a new solar project in Australia and ongoing energy-efficiency efforts as part of our ISO 50001 certifications.
REDUCE upstream Scope 3 GHG emissions intensity: 9% by 2025 and 16% by 2030	**Scope 3 emissions decreased by 17% compared to 2021 baseline.** This is mainly attributed to a reduction in Scope 3 energy emissions achieved from the GHG projects completed over the past few years, in addition to the efficiency and chemical yield improvement programs optimizing our raw materials usage. We also assisted key suppliers with calculating their product carbon footprints. Discussions are ongoing to understand the decarbonization roadmaps of our key suppliers, enabling us to plan for the next steps.

We also are committed to mitigating the impacts of climate change beyond our footprint and 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.

Climate Risk and Reporting

Climate risk reporting has helped Tronox understand and mitigate the potential impacts of relevant climate change transition scenarios on our business operations and strategy. We continue to align our climate reporting with the International Sustainability Standards Board's S2 Standard, which is issued under the International Financial Reporting Standards (IFRS) framework. We also continue to monitor the regulatory landscape to ensure readiness for current and proposed reporting requirements in the jurisdictions where we operate. View our revised **climate-related risks and opportunities report**.

In addition, Tronox is reviewing the recently issued Science Based Targets initiative (SBTi) Chemical Sector Pathways and Implementation Criteria, along with their supporting documentation, which go into effect in June 2026. The sustainability council will discuss the case for official registration later this year.

Journey to Net Zero

Since 2022, Tronox has been guided by a comprehensive roadmap to achieve decarbonization by 2050.

This roadmap covers 100% of our operations and centers on three key pathways:

SOURCING renewable electricity

PHASING out fossil fuels for thermal energy needs, particularly natural gas

TRANSITIONING to low-carbon reductants

Each year, we update the roadmap to reflect stakeholder feedback, changes in our operating environment and progress made across our sites. To date, we have advanced toward our climate targets with minimal capital investment, enabling Tronox to make significant strides in emissions reductions while also achieving cost savings that have helped buoy our operations during a slower period for the TiO_2 market.

Increasing our use of renewable energy is one of the most impactful steps we can take, and it has been a central focus of our decarbonization efforts to date. 2025 marked the first full year of sourcing power from the 200 MW solar facility in South Africa, achieving 41% 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, expected to be commissioned in 2027, will contribute an estimated 200 MW of wind and solar power, increasing our South African operations to approximately 70% renewable electricity.

We have made progress in sourcing renewable energy in other regions by entering into a 26 MW onsite PPA near our Eastern Operations in Australia, which was commissioned in August 2025. We are also exploring an alternative renewable energy supply to replace the fossil-based gas at our Stallingborough facility in the United Kingdom. Additionally, Tronox's Brazilian operations operate with 99% renewable wind energy.

Decarbonization Roadmap

PERIOD	REDUCTION TARGET	HOW WE WILL DO IT
2025	**25%**	The 2025 target was achieved by receiving the full year's benefit of solar renewable power in South Africa. In addition, the target relied on the execution of our 2025 production plan and realized benefits from our PPAs and other renewable initiatives.
2030	**50%[1]**	The 2030 target is based on the conversion of electricity supply in substantially all 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 in Europe.
2050	**100%[1]**	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 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.

[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 used at our slag furnaces in South Africa and at our 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. Energy performance, KPIs and short-, medium- and long-term goals are reviewed with regional and site leadership on a quarterly basis.

In 2025, our absolute energy consumption decreased by 2%, and energy intensity decreased by 5%, compared to the previous year. This reduction is due in large part to the APCs implemented across our sites, as well as site-specific budgets for energy consumption per ton of products at all pigment plants and close monitoring of reductant consumption per ton of production. Programs implemented as part of the ISO 50001 certification process at the Thann, Stallingborough and Yanbu pigment plants have also contributed to decreased energy consumption.

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. A pilot to use bio-based coke reductant is planned at one of our facilities in 2026. Some of our facilities already have been designed for the use of alternative and efficient energy sources, including combined heat and power plants that generate electricity and steam at the Kwinana and Stallingborough pigment plants and electricity sourced from an onsite cogeneration plant at the Namakwa Sands smelter. In addition, carbon monoxide from the KwaZulu-Natal smelting process is captured and reused, while the Thann Specialty Plant relies on byproducts from the local industrial ecosystem to support some of the site's energy needs.

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. 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 2025, Tronox achieved a 17% reduction in upstream Scope 3 emissions compared to our 2021 baseline, exceeding our original 9% reduction goal. We are on track to meet our next goal of 16% reduction by 2030. The reduction so far has been driven by direct engagement with top suppliers — working with them to develop integrated decarbonization roadmaps and improve the collection of cradle-to-gate emissions data. More information about our sustainable procurement efforts can be found on page 63.

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 uses an internal carbon pricing methodology to assess the financial impact of business decisions that increase or reduce our Scope 1, 2 and 3 emissions. The methodology reflects actual or expected per-ton mitigation costs in the countries where we operate, helping us anticipate regulatory changes and evaluate long-term risk. By applying this lens, we can better navigate evolving GHG frameworks and stress-test major investments. All significant capital projects now include a carbon assessment, enabling us to evaluate project viability and value beyond traditional economic measures.

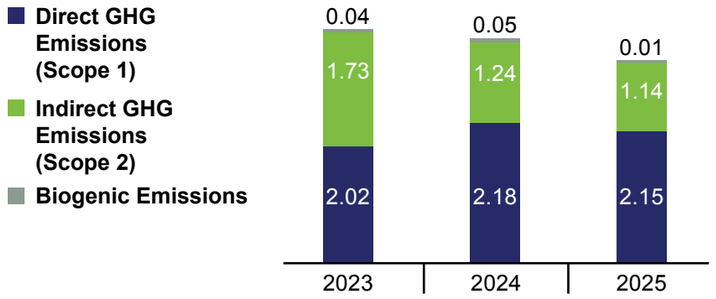


Emissions Metrics

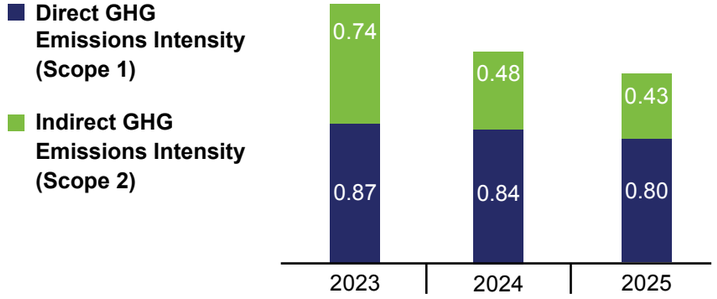
Tronox surpassed our GHG emissions reduction goals in 2025. Reductions in Scope 1 emissions intensity has decreased by approximately 9% compared to the 2019 baseline. This is mainly due to the continued implementation of APCs at all chloride pigment plants and benefits of formal energy management systems realized at three pigment plants. Decreased Scope 2 emissions intensity was driven by the increased use of renewable energy and ongoing energy-efficiency efforts as part of our ISO 50001 certifications. The reductions in Scope 3 emissions in 2025 can be attributed to programs optimizing our raw materials usage, as well as ongoing partnerships with key suppliers to support their own decarbonization.

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

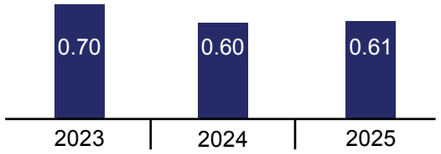
SCOPE 1 AND 2 GHG EMISSIONS
(millions of metric tons of CO_2 equivalents)



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



SCOPE 3 GHG EMISSIONS 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
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**
2025	1,069,743	N/A	317,936	253,418	2,063	**1,643,159**

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

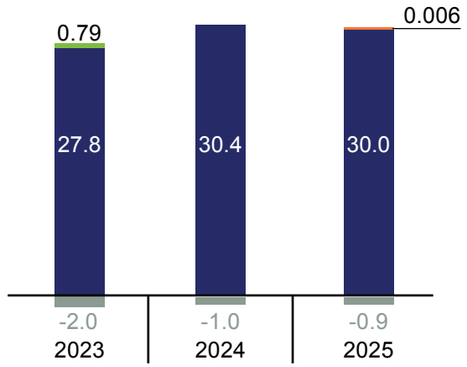
Environmental data covers all manufacturing and mining sites under our operational control, including associated offices and warehouses. We exclude offices outside of our production sites, the R&D Center in Oklahoma and the distribution warehouse in Belgium, because these sites are generally leased offices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

Energy Metrics

In 2025, Tronox achieved a 2% reduction in absolute energy consumption and a 5% reduction in energy intensity. This was driven largely by the APCs implemented across our sites, site-specific budgets for energy consumption at all pigment plants, close monitoring of reductant consumption and overall energy-efficiency measures.

DIRECT ENERGY CONSUMPTION *(millions of gigajoules)*

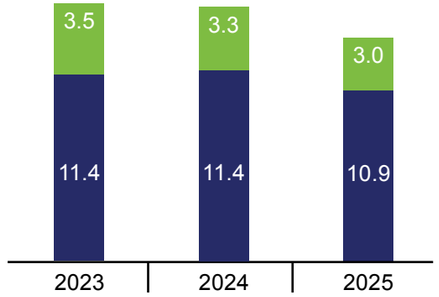
- **Non-Renewable Fuel Sources**
- **Renewable Fuel Sources**
- **Electricity and Steam Sold**
- **Self-Generated Energy***



**The self-generated energy category reflects solar power produced by the hybrid power plant commissioned in 2025 at the Atlas Mine in Australia.*

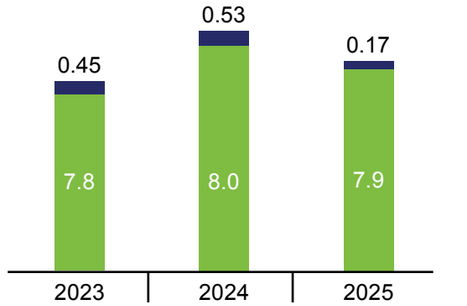
ENERGY INTENSITY *(gigajoules/metric ton produced)*

- **Indirect Energy Intensity**
- **Direct Energy Intensity**



INDIRECT ENERGY CONSUMPTION *(millions of gigajoules)*

- **Electricity**
- **Steam**





2025 NON-RENEWABLE FUEL SOURCES

- **Natural Gas** | 54.2%
- **Cokes/Coal Reductant** | 35.8%
- **Diesel** | 5.5%
- **Other** | 2.8%
- **Sulfur** | 1.7%

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

Thanks to multi-year efforts to recycle waste material back into our processes and capitalize on byproduct potential, Tronox surpassed our 2025 goal of reducing waste to external landfills by 15%, achieving a 38% reduction from our 2019 baseline. While lower production rates in 2025 contributed to the overall decrease, reductions in waste intensity confirm that our waste reduction strategies are working independent of production volumes.

The most significant drivers of our 2025 achievement were sulfuric waste recovery initiatives in France and the conversion of process waste to a polymeric ferric sulfate (PFS) solution in China, along with a spadable mud project in Australia that was commissioned mid-year.

We remain confident in our ability to reduce waste to external landfills by 25% by 2030 and will continue our research and development efforts to reach our long-term goal of zero absolute waste to external landfills by 2050. These targets will be supported by existing programs and emerging technical and market opportunities now under evaluation across multiple Tronox sites, with further updates expected in 2026.

CLOSING THE LOOP

At our Thann and Fuzhou facilities, we leveraged circularity practices to reuse former waste materials within our facilities. Sulfuric acid recovery at the Thann Specialty Plant yielded 522 tons of waste acid in 2025 that were reused in our processes. Phase 2 of the project has received preliminary grant funding and, if it passes FID, is forecast for implementation in 2026-2027.

The PFS production facility at Fuzhou Pigment Plant reduced solid waste by 84,000 tons in 2025 compared to solid waste generated in 2021, converting waste acid, copperas and ferrous sulfate monohydrate into a PFS solution for wastewater treatment.



Transforming Waste into **Revenue**

Tronox recovers valuable materials from our waste streams and transforms them into new products that open additional revenue streams.

Achievements in 2025 included the following:

- We recovered 22,000 tons of monazite from production processes and tailings at Australian sites. Rich in rare earth minerals, monazite plays a critical role in the green economy.
- The Namakwa Sands and KwaZulu-Natal sites redeployed 3,100 tons of desulfurization slag for use in concrete products.
- The Bahia Pigment Plant sold 939 tons of unreacted ore waste to support the construction industry.
- We progressed solid waste beneficial reuse projects working closely with third-party partners at our Yanbu Choride Pigment Plant in Saudi Arabia.
- A CSIRO Industry Ph.D. Program student researched critical minerals recovery from our mining and manufacturing waste streams.





We continue to assess an iron recovery effort at the Stallingborough Pigment Plant, which has the potential to yield a 50% reduction in sluice 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.

Mine Tailings Management

Some of our mines and pigment plants rely on tailings dams to contain non-hazardous solid waste from our mining operations. These tailings facilities 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 aligns 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. A list of Tronox's tailings storage facilities can be found **here**.

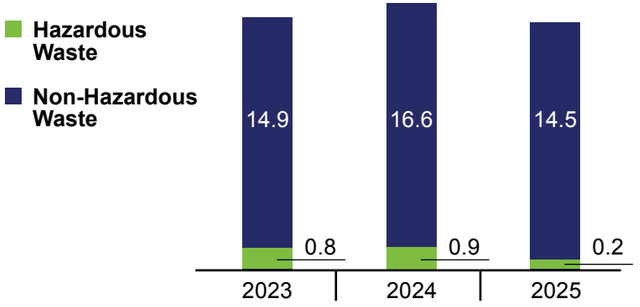
Waste Metrics

The spadable mud project at Bunbury Pigment Plant, commissioned in Q1 2025, resulted in reducing moisture content from over 80% to around 50%, thus reducing waste generated by around 38,000 tons. It also enabled safe diversion of 46,000 tons of waste from external dedicated landfills. In addition, lower production in the pigment plants in 2025 compared to 2024 resulted in lower waste generated in 2025.

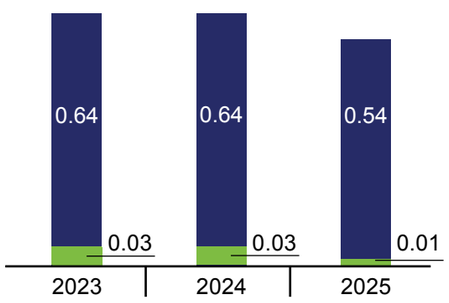
In addition, we reduced our overall waste intensity by 18%, and the intensity of waste to landfills decreased by less than 26% compared to 2024, with intensity improvements in Bunbury and sustained performance in Fuzhou. Waste intensity at our Thann Pigment Plant was reduced by 7% compared to 2024, realizing the benefits from the sulfuric acid recovery phase 1 project.

Most of the waste we produce is non-hazardous. However, some operations produce small quantities of hazardous waste, which is stringently managed in accordance with our environmental management policy. Several of our sites have set targets and implemented projects to reduce hazardous waste.

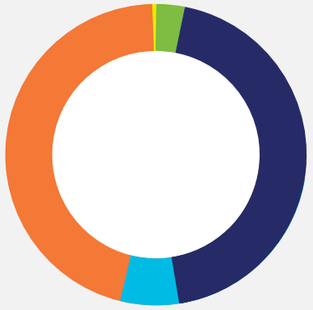
WASTE BY TYPE
(metric tons x100,000)



WASTE INTENSITY
(metric tons/metric tons produced)



WASTE BY DISPOSAL METHOD



2025 HAZARDOUS WASTE

- **Recycling** | 43.9%
- **Reuse** | 43.3%
- **Landfill (offsite)** | 8.2%
- **Onsite Storage** | 4.5%
- **Incincineration** | 0.2%



2025 NON-HAZARDOUS WASTE

- **Landfill (offsite)** | 58.8%
- **Onsite Storage** | 40.6%
- **Recycling** | 0.6%
- **Reuse** | 0.02%
- **Incineration** | 0.02%

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Water Management Approach

Water stewardship remains a core focus at Tronox as climate change intensifies water stress in many of the regions where we operate. Because reliable access to water is critical to mining and processing TiO_2, we take a deliberate, long-term approach to using this shared resource efficiently, balancing operational needs with those of local communities and surrounding ecosystems.

Our water management approach is grounded in data and accountability. We closely track water withdrawals at each operating site, evaluate performance year over year, and review progress quarterly with company leadership, site leaders and regional directors against our short-, medium- and long-term objectives. Tronox met discharge limits and permits at all our locations in 2025.

Strengthening a Risk-Based Approach to Water Stewardship

Building on the foundational work completed in 2024, Tronox significantly expanded and strengthened our water risk management program in 2025. Using the Waterplan water sustainability platform, we conducted in-depth water risk assessments across a majority of our global operating sites to analyze basin- and watershed-level hazards and evaluate site-specific water vulnerabilities related to scarcity, flooding, water quality, reputation, regulation and infrastructure. By updating and expanding our assessments, we were able to track how water risk conditions evolve over time, reinforcing the importance of continuous monitoring and adaptive management.

In 2025, we introduced a comprehensive site and value-chain prioritization process that integrates basin-level hazard data with site-specific vulnerability insights provided by onsite teams. This approach leverages Waterplan's advanced AI-driven data pipeline, which incorporates local datasets and expert review, to identify sites with the highest exposure to water-related risks. The resulting prioritization enabled Tronox to take a more strategic, enterprise-wide view of water risk and focus resources where potential impacts are greatest.

Based on this prioritization, we developed site-level water risk profiles and shared them with high-risk sites and regions across Australia, South Africa, the European Union and the United States. These profiles supported site-level engagement and helped operational teams better understand their exposure to water-related risks and the role of water as a material business risk. From this process, we selected several sites for more detailed assessments and scenario development.

Also in 2025, we initiated in-depth water risk assessments for the Brand se Baai Mine, Mineral Separation Plant, Saldanha Bay Smelter and all parts of the Namakwa Sands value chain on the west coast of South Africa, as well as the Kwinana Pigment Plant and Cooljarloo Mine in Western Australia. These assessments built on the comprehensive scenario analyses previously completed for the Yanbu Pigment Plant, Chandala Processing Plant and Bahia Pigment Plant. In parallel, we implemented water accounting dashboards at these previously assessed sites to support ongoing monitoring of key performance indicators, including tracking water use relative to permitted limits. For all in-depth sites, the assessments included water risk scenarios, value-at-risk analysis, identification of mitigation measures and the development of contextual water targets tailored to local conditions and operational realities.

Key areas of focus in 2026 include:

CONTINUING in-depth engagement with the five newly prioritized sites and advancing contextual water target setting.

ESTABLISHING and refining contextual water targets across all in-depth assessment sites.

ONGOING support for previously assessed sites as they implement mitigation actions.

UPDATING site water risk assessments with new site-specific and basin-level data.

ADVANCING water risk mitigation strategies at both the site and enterprise level.

Establishing Contextual Water Targets

With operations spanning diverse geographies, Tronox is progressively establishing contextual water targets that reflect site-specific risks and operational realities. These targets are informed by localized factors, such as water scarcity, flooding, water quality and infrastructure resilience, enabling a more precise and effective approach to water management.

In 2025, we established initial contextual water targets at our Bahia, Yanbu and Chandala sites, based on in-depth analysis conducted throughout 2024.

These targets are designed to:

OPTIMIZE water operations for sustainable, efficient resource management while minimizing risk and supporting business continuity.

IMPROVE efficiency, target performance and forecasting accuracy.

MOVE from compliance-driven practices to proactive, strategic water management.

STRENGTHEN site-level effectiveness and resource utilization.

TAILOR targets to local risk profiles and operational realities.

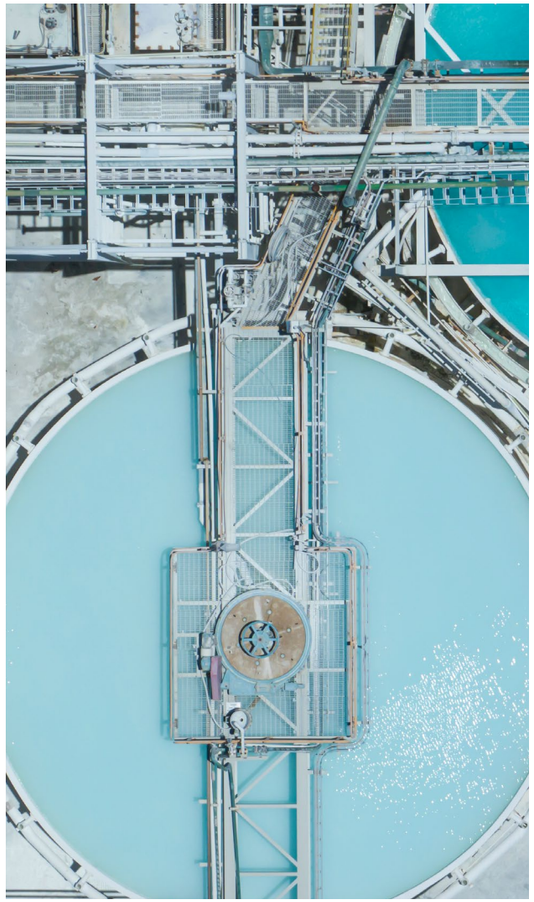
ALIGN with global standards and peer industry best practices.

REDUCING FRESHWATER DEPENDENCE

To reduce our consumption of municipal water, Tronox takes 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. We leverage 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.

In areas with high water stress, Tronox has reduced consumption of non-freshwater resources when possible. We have adjusted our operations in these areas by reusing 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 56% of water used at high water-stress sites, compared to 79% in areas with low water stress.





Bahia

The Bahia Pigment Plant in Brazil produces sulphate pigment and relies heavily on water sourced from onsite wells and nearby rivers for cooling and processing. The site faces medium-high risks, including poor water quality, stormwater mismanagement and potential supply interruptions, alongside increasing regulatory and community scrutiny. Effective water management is therefore critical to operational continuity, regulatory compliance and maintaining our license to operate.

To address these risks, we established a contextual water target focused on improving water flow visibility to strengthen management practices and identify reduction opportunities. The site aims to reduce water withdrawal by 20% in 2026.

To date, the site has implemented water efficiency initiatives during the black end process, where ore is broken down between the hydrolysis and finishing circuits. Combined, these changes are estimated to save 271,000 m^3 of water and 7,000 tons of steam per year. The installation of water monitoring alarms will further reduce consumption at the site.

Yanbu

Located in a coastal desert environment along the Red Sea, the Yanbu Pigment Plant relies on desalinated seawater for cooling, processing and utilities required for chloride titanium dioxide production. The site operates in an arid climate with complex water infrastructure and faces increasing pressure from extreme weather conditions and the Kingdom of Saudi Arabia's Zero Liquid Discharge (ZLD) target for 2030. As a result, reducing both water consumption and discharge is essential to ensuring long-term environmental compliance and operational resilience.

The site is committed to reducing water discharge to the Red Sea by 50% in 2030. To support this objective, we are evaluating proactive strategies to address infrastructure reliability, rising water costs and pathways to ZLD compliance. We expect to receive approval in 2026 to launch a project to recover additional water from tailings and introduce recovered water back into the process.

Chandala

Our Chandala facility in Australia draws groundwater from the Gnangara Mound aquifer to support mineral separation, chemical processing and utilities. Operations at Chandala face medium-level risks related to water scarcity, water quality and regulatory change, including evolving permit requirements.

To prepare for these challenges, Tronox established a contextual water target focused on reducing exposure to potential groundwater restrictions by lowering overall groundwater consumption and water intensity. Beginning in 2026, comprehensive water monitoring systems will be deployed to identify efficiency improvements and recycling opportunities across the plant, in preparation for the anticipated water entitlement reduction coming in 2028.

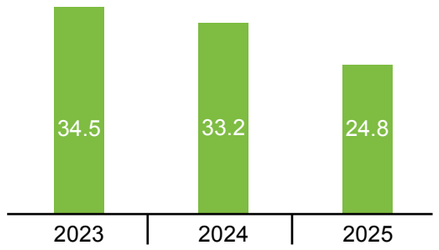
In 2026, we plan to establish contextual water targets for Namakwa Sands, Cooljarloo and Kwinana — sites identified as having the next highest water-scarcity risk. We will also refresh water risk assessments across all remaining operations.

Water Metrics

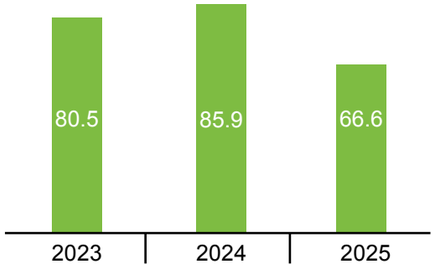
Tronox's total water withdrawal decreased by 22% and withdrawal intensity decreased by 25% in 2025 compared to 2024. These changes are mainly due to the idling of Botlek Pigment Plant in Q1 2025. Additionally, we realized improvements at our mining operations located in high water-stress areas in Australia, resulting in 23% reduction in absolute water withdrawal and 1% reduction in water intensity.

Withdrawal from freshwater sources, in terms of intensity per ton produced, decreased by 12% compared to 2024. Freshwater withdrawal intensity in high water-stress areas decreased by 20%, due to reduced water consumption by our mining operations.

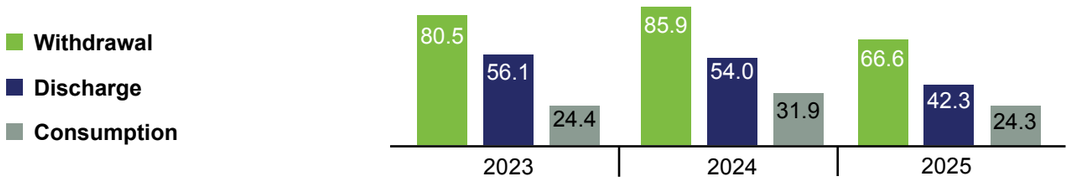
WATER INTENSITY
(millions of cubic meters/metric tons produced)

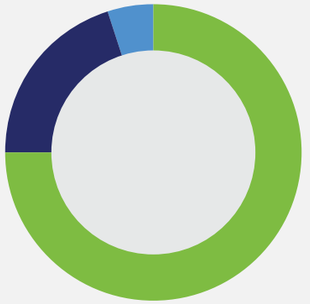


TOTAL WATER WITHDRAWAL
(millions of cubic meters)



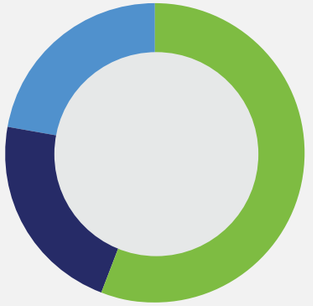
WATER PERFORMANCE (ABSOLUTE) *(millions of cubic meters)*





WATER WITHDRAWAL BY SOURCE

- **Fresh** | 73%
- **Saline/Seawater** | 20%
- **Brackish** | 7%



WATER WITHDRAWAL FROM AREAS OF WATER STRESS

- **Fresh** | 56%
- **Saline/Seawater** | 22%
- **Brackish** | 22%

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

Protecting biodiversity has always been central to how Tronox operates. As a company that relies on the earth's resources to deliver essential products, we focus on safeguarding ecosystems and restoring land to support healthy, functioning natural environments.

Through our biodiversity and rehabilitation approaches, we:

- 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.

ADVANCING BIODIVERSITY TRANSPARENCY

Tronox is advancing the scope of our biodiversity disclosures to align with newer nature-related reporting frameworks. In 2025, we commenced a LEAP (locate, evaluate, assess, prepare) assessment for our vertically integrated Western Australian operations, leveraging insights from new vegetation satellite imagery and our local site monitoring studies across 30 years. In 2026, we will conduct a gap analysis against the four key elements of TNFD (Taskforce on Nature-related Financial Disclosures) to establish a roadmap for integrating the recommended nature disclosures into Tronox's global operations and business model to support future sustainability-related reporting and, most importantly, to drive improvement.



Rehabilitation

Rehabilitation is part of each mine's life cycle plan to protect, preserve and restore local ecosystems. Rehabilitation measures are included in 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. Throughout these processes, we maintain close relationships with local stakeholders, landowners and regulatory bodies.

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 progress on mine rehabilitation projects across the globe in 2025.



TESTING ECOSYSTEM RESILIENCE

As climate patterns shift towards drier, hotter weather, there is increased risk of wildfires in some of our regions. At Wonnerup Mine, a light mosaic prescribed burn was conducted in the rehabilitated Ludlow mine site near Busselton to test the resilience of the vegetation. Early signs are positive, including the blooming of native orchids in the burn area. The vegetation will be monitored for three years post-burn, and we intend to conduct an insect study in the area in 2026, as well.

Australia

Our Australian sites span a diverse range of ecosystem, such as woodlands, heath and wetland vegetation. At the Cooljarloo Mine site, we restored 28 hectares (ha) and commenced rehabilitation activities across an additional 110 ha in 2025.

During 2025, we entered the monitoring phase at the revegetated Crayfish Mine site, where ongoing assessments will determine whether maintenance measures, such as supplemental planting, erosion control or weed management, are required. At the Ginkgo and Snapper Mines, Tronox engaged Mine Earth to prepare a Phase 1 closure support summary report for both sites. In addition, nearly 3,400 feral goats were removed from the Ginkgo, Snapper and Crayfish Mine sites, as well as from our biodiversity offsets, to help maintain site stability and protect rehabilitated areas.

At Wonnerup Mine, we achieved nearly all our rehabilitation closure objectives at the Gwindinup site, with only revegetation of a 9 ha patch remaining. This patch features a sandy soil, so we are trialing soil amendments and alternative plant species to address the challenges of this area. Meanwhile, Wonnerup South has been returned to the landowner to resume agricultural use. In December 2025, the bridge over the Sabina River on Sues Road was removed, and the riparian zone will be re-established with native vegetation following the next autumn rainfall.

In 2026, we plan to build on learnings from the Ginkgo and Snapper mines by undertaking soil reconstruction studies to further strengthen our rehabilitation outcomes. Additional rehabilitation research, modelling and trials will continue throughout the life of the Atlas-Campaspe Mine. These activities will include development of vegetation monitoring processes, advancement of unmanned aerial vehicle (UAV) imagery algorithms for species identification, ecosystem function assessments, trials of soil stripping and subsoil construction methods, and spinifex cutting re-establishment trials.

South Africa

Noteworthy progress at our South Africa sites includes completion of rehabilitation at the C-Ore body. We successfully backfilled and vegetated the site in 2025, and we will maintain the vegetation cover to avoid any erosion. At the C-Extension, cyclone equipment has been deployed to accelerate backfilling and topsoil placement, with work prioritized at the northern end of the pit to reduce dust impacts on the nearby Mtunzini community. Backfilling activities at the C-Extension are expected to be completed by 2028.

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 were endorsed by Ezemvelo KZN Wildlife and were submitted to the authorities in 2025.

The closure application for the majority of the Hillendale Mine property will be submitted later in 2026 to the Department of Mineral and Petroleum Resources. We are also working on a separate application to manage the remaining property as part of Fairbreeze Mine's environmental management plan.

Tronox participates in the uMhlathuze Catchment Management Agency and shares 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.



Tronox's mining operations on South Africa's west coast are situated within the Succulent Karoo biome and the sandy coastal Fynbos biome. This region is known for its unique indigenous plant species adapted to dry conditions and its spectacular seasonal displays of wildflowers after winter rains.

In 2025, we successfully reintroduced an Apiaceae species that thrives in lime-rich soil at our Brand-se-Baai Mine. The species develops root systems that help stabilize soil and enhances plant diversity, ultimately leading to ecosystem stability.

TRACKING NATURE'S RECOVERY

When rehabilitating sites, protecting the future of native wildlife is as important as revegetating the land. For more than 34 years, Tronox has conducted continuous fauna studies at the Cooljarloo mine site using a rigorous Before-After-Control-Impact (BACI) approach aligned with national ecological restoration standards. Long-term monitoring has tracked changes in fauna diversity, abundance and assemblage composition as our mining and rehabilitation progressed. Results show that the rehabilitated areas are supporting increasingly similar fauna communities to control sites, particularly for birds, and have also recorded unprecedented activity among species reliant on nectar, thanks to the presence of Banksia menziesii plant. We are pleased that long-term rehabilitation at Cooljarloo is contributing to meaningful biodiversity recovery.



Brazil

Tronox continues to restore land and plant native species near our operations at our Paraiba Mine. We also 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.

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, 2025). The land use footprint includes all Tronox operations; however, 86% of total land use can be attributed to our six titanium feedstock mines in Australia, Brazil and South Africa.

	2023 Global Hectares	2024 Global Hectares	2025 Global Hectares
Area Disturbed	11,268	11,331	**12,049**
Area in Rehabilitation	3,275	3,404	**3,081**
Area Rehabilitated*	8,119	8,329	**8,484**

Restored Habitats at Our Mines	Area Opened [Hectares]	Rehabilitation Expenditures [USD]
Eastern Operations	665	$2,927,143
Southern Operations	33	$1,939,622
KwaZulu-Natal Sands	36	$5,544,469
Namakwa Sands	202	$2,837,660
Northern Operations	97	$397,891
Paraiba	0	$166,050
Total	**1,033**	**$13,812,835**

**Changed from Area Restored to Area Rehabilitated per GRI Biodiversity Standard, applicable Jan. 1, 2026.*



INVESTING IN **OUR PEOPLE**

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

IN THIS SECTION

Diversity and Inclusion | 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

2025-2026 TARGETS

PROVIDE Diversity and Inclusion training to 100% of employees

ESTABLISH framework for assessing leaders

IDENTIFY future leaders and develop succession plans

IMPLEMENT employee engagement plan

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES



Workforce and Culture Approach

With a workforce that spans across the globe, Tronox is committed to being the employer of choice in every community we call home. That commitment shows up in how we provide employees with meaningful work, fair compensation, a safe working environment and growth opportunities, while ensuring every employee feels respected, included and supported.

Our culture is the heartbeat of our organization and is defined by our commitment to inclusion, our belief in the strength of our people, and our dedication to living our values. We recognize that our culture is a key driver to our growth, and continuing to invest in our people and their experience at Tronox is essential to ensuring long-term success.

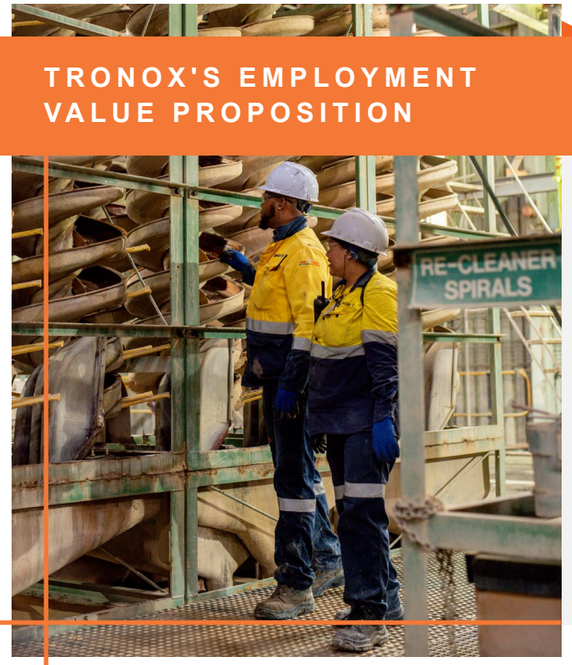
Following a companywide culture survey, Tronox introduced a refreshed purpose, vision and business strategy in 2024 to give employees a clearer, more unified picture of our path forward.

In 2025, we advanced this work through six initiatives designed to elevate the Tronox employee experience:

- ‘Living Our Values’ Culture Program
- Employment Value Proposition
- Career Journey Planning and Development
- Leadership Model and Development Framework
- Employee Listening Strategy
- A refreshed Diversity and Inclusion Strategy

Living Our Values

Our values form the foundation of our culture, shaping how we work, collaborate and make decisions. In 2025, we developed the Living Our Values Program to help employees move from simply understanding our values to actively demonstrating them each day. The program embeds Tronox's nine values into daily practices supported by the concept of a growth mindset, fostering trust, creativity and teamwork that supports personal and professional growth, drives strategic success and strengthens relationships across our organization and with customers. We have trained 44 employees to deliver the full-day program to all leaders in 2026 and the total workforce by the end of 2027.



TRONOX'S EMPLOYMENT VALUE PROPOSITION

At Tronox, our global reach is strengthened by human connections.

Across six continents, we challenge one another to deliver excellence and encourage our people to think big. Together, we develop innovations that make products vibrant and durable as we contribute to a cleaner world.

When you join Tronox, you'll work with brilliant people, close to home and around the world. We offer a dynamic, supportive environment that empowers you to achieve your fullest potential — because we recognize that when you grow, we grow.

Together We Shine

Created with feedback from our employees, our new Employment Value Proposition (EVP) describes the unique benefits of working for Tronox and the aspects of our culture that drive employee engagement and strong business results.

Our EVP defines four key benefits of working at Tronox:

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.

TOGETHER WE SHINE

Our EVP is supported by the tagline "Together WE Shine," showcasing our collaborative company culture.

We introduced our EVP to employees through targeted learning sessions and dedicated intranet content, ensuring broad awareness and understanding across the organization. We also evaluated how the EVP is reflected throughout the employee lifecycle and used these insights to shape our 2026 priorities. Moving forward, we will assess feedback from both current and prospective employees to confirm we consistently deliver on our promised experience.

Employee Listening Strategy

Tronox's new culture initiatives are grounded in employee feedback, and we have intentionally introduced additional feedback opportunities to better understand employees' experiences at work. Employees are invited to participate in surveys from recruitment through onboarding and throughout their career development. These more formal channels, combined with one-on-one manager meetings, 360 feedback, stay interviews and more, create an environment for open and transparent dialogue that builds trust to drive employee retention and belonging.

We added questions around culture, inclusion and development to our global safety survey in 2025. Below are a few highlights of the results:

85% of employees feel like they belong at Tronox and feel safe to share their opinions and feedback with others.

86% of employees say they are able to explain the company's vision and have a clear understanding of its purpose and how they contribute to it.

90% of employees say their direct supervisor/manager ensures that all team members, including themselves, consistently adhere to Tronox values.



CEO Award Winners Demonstrate Tronox Values

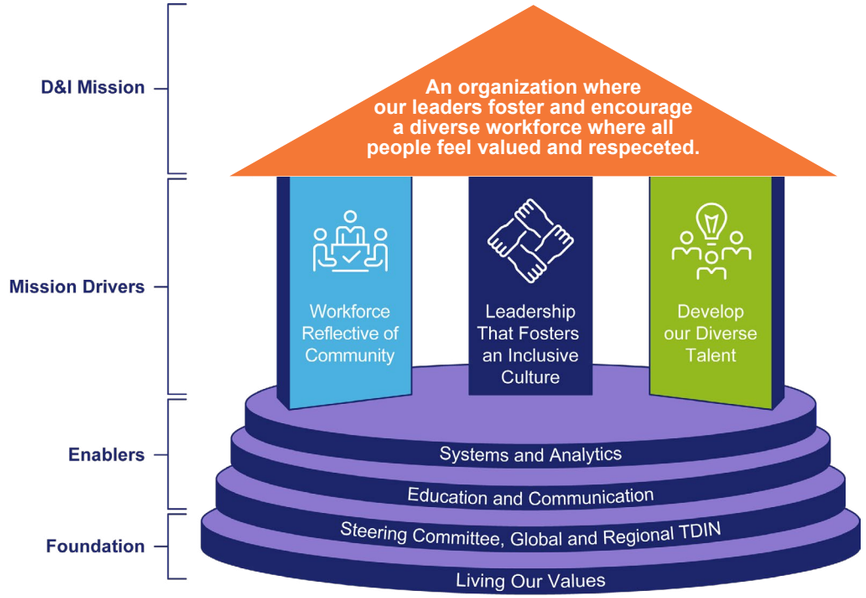
Each year, Tronox's CEO Awards recognize individuals and teams who advance our business strategy and live our values. In 2025, Ross Nokes, Eastern Operations mining coordinator in Australia, earned the CEO Gold Award for turning a major waste challenge into an environmental solution by engaging local partners to recycle 588 stockpiled off-the-road tires and turn them into new rubber and steel products. His work demonstrated responsible operations, upholding stakeholder value, doing things the right way and shared accountability.

Diversity and Inclusion

At Tronox, one of our greatest advantages is how our global operations connect people from many countries, cultures and backgrounds. To strengthen that advantage, we refreshed our diversity and inclusion (D&I) strategy in 2025 to reinforce the behaviors and expectations that foster an inclusive culture.

Our executive-sponsored D&I Steering Committee and representatives from our Tronox Diversity and Inclusion Network (TDIN) worked together to revamp our D&I Charter and align it with our values and the pillars of our business strategy.

To embody our D&I commitment, 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**.



Advancing an Inclusive Culture



To attract and retain top talent, we must cultivate an inclusive workplace where everyone feels they belong. Based on insights from our employee culture survey, we launched an inclusion-focused working group in 2025 to enhance the lens through which we understand, appreciate and advance inclusion across our workplace. We also introduced digital D&I learning collections tied to our Caring and Inclusive leadership competency through LinkedIn Learning.

Supporting the inclusion and advancement of women in a historically male industry remains a significant priority for Tronox. In 2025, we strengthened our efforts by reviewing succession plans to identify opportunities to develop female leaders across the company. Our Women in Mining chapter in South Africa marked International Women's Day with a webinar and activities focused on advancing gender parity. Additional initiatives included awareness sessions on women's health and a survey on personal protective equipment (PPE) to improve the fit, comfort, safety and effectiveness of work gear for female employees.

We continue to invest in the growth of future female leaders through our Women in Leadership program, a six-month experience that offers one-on-one coaching, small-group learning and post-program mentoring. To further strengthen our talent pipeline, we are deepening our recruitment efforts and expanding partnerships with women's associations across the countries where we operate.

Tronox is also committed to fostering greater inclusivity for employees and colleagues with less neurotypical ways of thinking and working. In 2025, we established a working group to identify meaningful ways to better support neurodivergent team members across our operations and to develop digital learning collections on Neurodiversity and Inclusion. We recognized ADHD Awareness Month by hosting a global webinar featuring one of our employees, who shared his personal experience with ADHD and offered insights on creating a safe, supportive environment for individuals, and ensuring all employees can harness their strengths and thrive at work.

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

Our employee-led Tronox Diversity and Inclusion Network (TDIN) helps bring our culture priorities to life. Regional TDIN chapters work to foster an inclusive environment across our workplace and within the broader communities where we operate. These groups organize celebrations for cultural events, like Pride Month and Cultural Diversity Day, and support efforts to strengthen diversity in our employee pipeline and the industry as a whole. In 2025, TDIN chapters led a range of local initiatives to advance diversity and inclusion across our global operations and communities.

Some examples include:

- The TDIN chapter in the Kingdom of Saudi Arabia hosted a culture day where employees shared history, traditions, clothing and food from their individual cultures.
- Female team members from across Tronox's four Australian operating regions gathered for an International Women's Day Forum, hearing from Fremantle Football Club AFL Women's coach and team captain and sharing insights on thriving in a male-dominated industry.
- Members of Thann's TDIN committee organized their fifth disability awareness campaign, engaging fellow employees in several games to educate, break stereotypes and encourage deeper conversations about disabilities.
- Bahia Pigment Plant hosted Diversity Week, exploring inclusion based on age, gender, race, disability and neurodiversity, and LGBTQ+ experiences through dialogue circles, sensory experiences and welcoming activities.
- TDIN chapters also fostered inclusiveness by creating opportunities for employees to come together to support our communities, including organizing food drives, running in charity races, supporting women's athletics and volunteering at local schools together. For example, on Nelson Mandela Day, Tronox and fellow mining company Rio Tinto united to support the Thembimfundo Special School in Eshowe, which serves children with special needs. Tronox contributed 40 beds for students living in the school's hostels.

AWARD-WINNING WORKPLACES

Our Stallingborough site in the UK was a finalist in the Equity, Diversity and Inclusion category at the 2025 Chemical Industries Association Awards. The site also received Level 1 Disability Confident Committed Employer accreditation in the UK.

Our Australian, French and UK operations all received the Top Employer certification from the Top Employers Institute, highlighting our dedication to fostering a connected and thriving workforce.

The Bahia Pigment Plant was recognized as the Most Incredible Place to Work in Brazil's Pharmaceutical, Chemical and Petrochemical sector by FIA Business School and Estadão, one of Brazil's most recognized newspapers.

The Brazil operations also won the Gold Award in the National Quality of Life Awards in São Paulo for prioritizing employee health and wellbeing.

The Yanbu Pigment Plant received the 2025 Corporate Social Responsibility (CSR) Award during the country's third annual Investors Meeting in Yanbu Industrial City, in part for efforts related to employee health and wellness, equal rights, diversity and inclusivity.



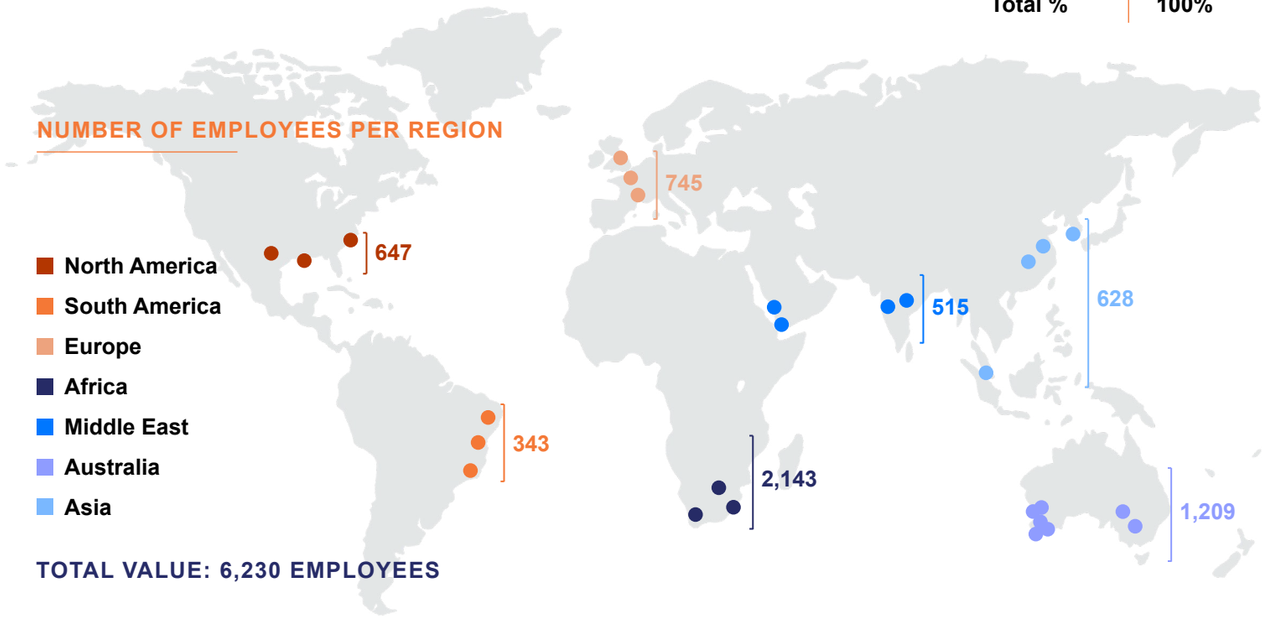
Workforce Metrics

Count of Employees at December 31, 2025

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	-	-	-	13	1	14	481	151	632	646
South America	-	-	-	19	7	26	267	50	317	343
Europe	-	-	-	14	6	20	592	133	725	745
Africa	-	-	-	155	106	261	1,463	419	1,882	2,143
Middle East	-	-	-	1	1	2	496	17	513	515
Australia	1	-	1	33	5	38	906	263	1,169	1,208
Asia	-	-	-	36	21	57	400	171	571	628
Total Value	1	-	1	271	147	418	4,605	1,204	5,809	6,228*
Total %	100%	0	100%	65%	35%	100%	79%	21%	100%	100%

NUMBER OF EMPLOYEES PER REGION



TOTAL VALUE: 6,230 EMPLOYEES

BY EMPLOYMENT TYPE

	PART TIME EMPLOYEES			FULL TIME EMPLOYEES			TOTAL EMPLOYEES
	Male	Female	Total	Male	Female	Total	
North America	7	4	11	487	148	635	646
South America	-	-	-	286	57	343	343
Europe	12	27	39	594	112	706	745
Africa	1	-	1	1,617	525	2,142	2,143
Middle East	-	-	-	497	18	515	515
Australia	7	41	48	933	227	1,160	1,208
Asia	-	-	-	436	192	628	628
Total Value	27	72	99	4,850	1,279	6,129	6,228*
Total %	27%	73%	100%	79%	21%	100%	100%

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

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	123	28	151	226	49	275	112	61	173	33	14	47	5	1	494	152	646
South America	140	13	153	105	23	128	40	21	61	1	-	1	-	-	286	57	343
Europe	296	44	340	172	44	216	124	47	171	14	4	18	-	1	606	139	745
Africa	1,193	320	1,513	260	125	385	153	77	230	12	3	15	1	-	1,618	525	2,143
Middle East	216	4	220	192	11	203	87	3	90	2	-	2	1	-	497	18	515
Australia	299	99	398	433	91	524	192	72	264	16	6	22	1	-	940	268	1,208
Asia	257	150	407	113	29	142	65	12	77	1	1	2	-	-	436	192	628
Total Value	2,524	658	3,182	1,501	372	1,873	773	293	1,066	79	28	107	8	2	4,877	1,351	6,228*
Total %	79%	21%	100%	80%	20%	100%	73%	27%	100%	74%	26%	100%	80%	20%	78%	22%	100%

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

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	35	82	34	135	109	31	92	70	12	29	18	-	6	-	-	291	279	77	647
South America	43	71	39	51	63	14	27	33	1	-	1	-	-	-	-	121	168	54	343
Europe	114	155	71	85	114	17	80	89	2	11	7	-	1	-	-	290	365	90	745
Africa	274	1,034	205	134	214	37	91	135	4	11	4	-	1	-	-	510	1,387	246	2,143
Middle East	47	150	23	55	137	11	43	47	-	1	1	-	1	-	-	146	335	34	515
Australia	132	202	65	192	274	58	111	152	1	12	10	-	1	-	-	447	638	124	1,209
Asia	195	209	3	66	70	6	34	43	-	2	-	-	-	-	-	297	322	9	628
Total Value	840	1,903	440	718	981	174	478	569	20	66	41	-	10	-	-	2,102	3,494	634	6,230
Total %	26%	60%	14%	38%	52%	9%	45%	53%	2%	62%	38%	0%	100%	0%	0%	34%	56%	10%	100%

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	50	92	4	82	189	9	36	129	2	6	39	1	-	5	24	174	449	647
South America	153	-	-	128	-	-	61	-	-	1	-	-	-	-	-	343	-	-	343
Europe	340	-	-	216	-	-	170	-	1	16	-	2	-	-	1	742	-	3	745
Africa	-	1,419	94	-	306	79	-	138	92	-	7	8	-	1	-	-	1,870	273	2,143
Middle East	220	-	-	203	-	-	89	-	1	2	-	-	1	-	-	514	-	1	515
Australia	399	-	-	524	-	-	263	-	1	22	-	-	-	-	1	1,208	-	1	1,209
Asia	407	-	-	142	-	-	77	-	-	2	-	-	-	-	-	628	-	-	628
Total Value	**1,528**	**1,469**	**186**	**1,217**	**388**	**268**	**669**	**174**	**224**	**45**	**13**	**49**	**2**	**1**	**7**	**3,459**	**2,044**	**727**	**6,230**
Total %	**48%**	**46%**	**6%**	**65%**	**21%**	**14%**	**63%**	**16%**	**21%**	**42%**	**12%**	**46%**	**20%**	**10%**	**70%**	**56%**	**33%**	**12%**	**100%**

Learning and 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 2025, Tronox invested over **US$11 million** in employee training.

Employees completed nearly **350,000** total hours of training to further their careers.

Companywide Training Initiatives

Career Pathways

As part of our ongoing efforts to more clearly define career journeys for employees, we launched an online hub where they can explore pathways across operational, professional and managerial roles. The hub outlines the personal, technical and leadership competencies expected at each job band, clarifying both current and aspirational role expectations. Each employee has an Individual Development Plan to help them set goals and outline steps for growth. The hub also includes resources to support employees seeking skill-building, mentoring, promotions and lateral moves.

Leadership Training

Developing future leaders is essential to the sustainability of our company. Tronox launched a Leadership Development framework in 2025, consisting of the Tronox Leadership Model and Leadership Competency Framework. Through a three-step development cycle, employees reflect on current leadership capabilities, plan their development and take meaningful action to grow. Two initial webinars offered an overview of the leadership model and development framework, highlighting leadership expectations and featured insights from current company leaders. In 2026, a series of 24 webinars are scheduled for leaders to explore the competencies in greater depth, with a collection of learning resources available for each competency.

We also offer programs that prepare new supervisors, strengthen experienced supervisors and equip senior leaders to guide business strategy. Many of these programs are delivered in partnership with local universities and online learning platforms.

Leadership Model



Leadership Competencies

Living Our Values

9 Values | 3 categories

- Valuing Safety
- Valuing People
- Valuing Performance

Self-Awareness

- Emotional Intelligence
- Resilience
- Growth Mindset
- Accountability

Empower Others

- Caring and Inclusive
- Collaboration
- Communication
- Development and Performance

Think Strategically

- Innovation
- Lead Change
- Safety and Sustainability
- Strategy Execution



To expand access to personal and professional learning, we launched LinkedIn Learning in 2025. With more than 23,000 courses available, employees can pursue development aligned with their Individual Development Plan or follow other professional or personal interests. More than 2,350 employees activated their accounts by the close of 2025, and engagement continues to grow.

Internal Skill-Building Programs

Across our global sites, we offer cross-departmental and technical programs that help employees build new skills and share knowledge. We also collaborate with colleges and universities to deliver specialized technical, safety and leadership training.

Training the Next Generation of Employees

We provide apprenticeships for mechanical and electrical technicians, lab technicians, R&D, engineering and IT roles, and we host university interns in operational and administrative positions across many facilities.

Regional Career Development Programs

While we offer companywide training, each region customizes programs to meet local needs — many shaped by feedback from our employee culture survey. Below are some of the ways we are training future leaders around the world.

At the Yanbu Pigment Plant and Jeddah Office, 82 leaders completed the Leadership Excellence Program, which builds a unified leadership approach emphasizing proactive coaching and development.

At the Hamilton Pigment Plant, a third cohort began their Tronox Leadership Academy (TLA) journey in 2025. TLA trains current and emerging leaders in leadership principles and emotional intelligence for high-paced industrial environments.

Our Australian sites run an Emerging Leaders program to develop leaders and had 17 participants in 2025. In addition, 231 leaders participated in in-person management essential workshops in 2025.

In France, managers at the Thann Specialty Plant participated in year three of a three-year program focused on transforming from a manager to a leader, with emphasis on driving change, promoting cohesion, enhancing agility and coaching others.

In South Africa, employees can apply for a two-year supervisor development program, combining classroom and on-the-job training, culminating in a Supervisory Leadership Development Program qualification from the University of Stellenbosch. Twenty-six employees graduated in 2025.

FOSTERING RISING TALENT

Interns, apprentices and early-career professionals are essential to our future workforce. In 2025, 507 apprentices and interns gained hands-on experience at Tronox in a variety of professional and skilled trades fields. Sites also support early-career professionals by building foundational skills for a successful career at Tronox. For example, a rotational program at the Yanbu Pigment Plant provides students and recent graduates with hands-on experience across different departments, broadening their technical skills and knowledge while encouraging collaboration and a deeper understanding of industrial operations. At the Bahia Pigment Plant, 13 young professionals in the laboratory, operations and maintenance areas participated in 2,240 hours of structured training and coaching 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

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

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. Our partnerships with Indigenous communities center on preserving cultural heritage, upholding community values, building mutually rewarding relationships and contributing to local economic development.

Our interactions with Indigenous and host communities in South Africa and Australia are guided by our values of acting with integrity, shared accountability, mutual respect and creating value for our stakeholders. We also adhere to 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.

> To celebrate Australia's National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week, Tronox hosted artist Miranda Davis (just left of the artwork), who unveiled her commissioned artwork Koorliny Danjoo (Coming Together). The piece showcases the natural landscape, flora and fauna around the South West Operations, depicting how Tronox and Aboriginal peoples come together as one.

Australia



Tronox colleagues joined a project archaeologist and local Traditional Custodians to walk the proposed 5-kilometer services corridor at our Campaspe Mine to identify Aboriginal cultural heritage, assess the significance of any findings, and evaluate the potential impact of the eventual works.

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 four formal heritage surveys and nearly a dozen consultations in our Northern and Eastern Operations in 2025.

We developed the processes that govern these engagements to align with the formal agreements and 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, such as employment and procurement opportunities, funding for Indigenous community programs and events, and cultural awareness training for employees.

Reconciliation **Action Plan**

In 2025, Tronox received endorsement from Reconciliation Australia for our second Reconciliation Action Plan (RAP), which builds on the foundations of our inaugural RAP completed in January 2025. Our new RAP reaffirms our commitment to foster genuine relationships and create lasting opportunities with Aboriginal and Torres Strait Islander peoples across the regions where we operate.

Our vision is to work under the guidance of Traditional Custodians to remove barriers and increase First Nations representation across our workforce and business operations. The 'Innovate' RAP runs from August 2025 through August 2027 and focuses on four key pillars:

Relationships and Respect: Strengthening partnerships with Aboriginal and Torres Strait Islander peoples and organizations, grounded in understanding, cultural learning and mutual respect.

Cultural Capability: Embedding reconciliation and cultural awareness in our daily business practices and workforce development to create an inclusive and respectful workplace. This includes expanding our pool of Cultural Conversations trainers, allowing more Aboriginal facilitators to bring their perspectives.

Economic Empowerment: Expanding employment, training and procurement opportunities with Traditional Custodian partners and Aboriginal and Torres Strait Islander-owned businesses.

Community and Heritage: Supporting communities through social investment and ensuring that cultural heritage is protected, celebrated and integrated into how we operate.

Acknowledging Disruption to an Aboriginal Heritage Site

In March 2025, Tronox became aware of the inadvertent clearing of an access track through part of an Aboriginal cultural heritage site at the Atlas-Campaspe Mineral Sands Project in New South Wales. In response, we immediately ceased use of the track, self-reported the event to the relevant regulators and commenced an internal investigation.

Tronox values our relationships with the Traditional Custodians of the land, and we are committed to protecting cultural heritage. We have expressed our deep regret to Registered Aboriginal Parties who were impacted and continue to engage with them, including facilitating a site visit in September 2025 to present the investigation findings and share learnings. We will continue engagement and implement recommendations to prevent similar events from occurring.



Aboriginal artist Carolyn Williams and Eastern Operations Site Director Peter Collins with the artwork 'Cultural Promise.'

Tronox was pleased to invite Aboriginal artist Carolyn Williams to our mining operations in New South Wales to unveil her artwork 'Cultural Promise,' which was commissioned by Tronox as part of our reconciliation initiatives.

The artwork is featured in our new Eastern Operations corporate polo shirts as a visible sign of Tronox's commitment to reconciliation. These new polos are more than just workwear — they are wearable art representing an authentic Aboriginal story. Each shirt allows for cultural expression, education and the sharing of stories about community, tradition and connection to Country.

Speaking to team members at Atlas Mine, Carolyn talked about the footprints and yarning circles located within the artwork in earthy colors, symbolizing the presence of Elders and community.

"The art incorporates four yarning circles representing the Tronox locations of Ivanhoe, Broken Hill, Hatfield and Pooncarie," she said. "The presence of our elders and community, meeting on Country to talk, listen and share of 'Cultural Promise' creates connection and working together."



South **Africa**

In 2025, Tronox's South African operation continued to position itself as a benchmark for sustainability in the global mining and minerals sector. Our operations in KwaZulu-Natal and the Namakwa region in the Western Cape are guided by a commitment to shared value, corporate citizenship and social performance excellence, ensuring that our impact is both locally meaningful and globally aligned. This ambition is anchored in our alignment with South Africa's National Development Plan, which envisions a nation free from poverty and inequality by 2030.

We have cultivated enduring relationships with municipalities and traditional authorities, ensuring that our efforts are inclusive, responsive and locally grounded.

Our host municipalities and communities include:

Namakwa, Western Cape

SALDANHA Municipality

MATZIKAMA Municipality

King Cetshwayo District, KwaZulu-Natal

MTUNZINI Traditional Authority

DUBE Traditional Authority

MACAMBINI Traditional Authority

MADLEBE Traditional Authority

MKHWANAZI Traditional Authority

NZUZA Traditional Authority

OGAGWINI Traditional Authority

SOMOPHO Traditional Authority

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

Tronox is intentional about strengthening inclusive economic participation. In 2025, we invested R2.8 million (US$166,000*) to support the development of local businesses to our mining communities, including six Black-owned enterprises.

Additionally, our supply chain management and legal departments delivered training for 38 small, medium and micro enterprises — including Black youth-owned businesses. The training covered key topics such as proposal requirements, regulatory compliance, marketing and identifying new business opportunities.

Our 2025 investments in local goods and services across all our South African operations totaled R6.1 billion (US$150 million*), which includes R2.5 billion (US$362 million*) spent within our direct host communities.

**Based on R16.77357=US$1 exchange rate.*





Local **Economic Development**

Tronox continues to make progress on a number of projects in our 2023-2027 Social and Labor Plan to benefit the people living near our facilities. Endorsed by the Department of Mineral and Petroleum Resources (DMPR), Tronox identified these projects through an in-depth stakeholder engagement process and continues to hold meetings with local communities to understand their needs and fortify partnerships. Example projects include the following:

Strengthening Public Infrastructure

- Completion of critical water infrastructure upgrades made in partnership with the Matzikama Local Municipality to improve water access in drought-prone communities.
- Computer and internet access provided at the Koekenaap E-Center facility to promote digital inclusiveness in underserved areas.
- Completion of a public restroom facility in Mtunzini to improve sanitation and public health.
- Completion of the Dube Traditional Council Building, strengthening traditional leadership systems and creating 14 jobs, including positions for two women and four youth workers.

Improving Access to Education and Recreation

- Free daily transportation to remove barriers faced by high school students in five remote communities, and the first school bus for Nieuwoudt Primary School in 55 years.
- Providing assistance to local communities' youngest students via three early childhood facilities near Namakwa Sands and the Manqomfini Crèche in KwaZulu-Natal.
- A remedial education program to support young students in literacy and numeracy.
- Successful handover of an administration facility to support Ngulule Primary School, providing teachers with space to work and manage school operations effectively.
- Investment in Ziphozonke High School's science laboratory to build students' STEM skills.
- Shoe donations to 12 area schools to provide students with safety and dignity.
- Sponsorship of the Crocs Marathon and the Weskus Marathon to encourage health and wellness.
- Sponsorship of the World Play Event to create inclusive recreation for children with disabilities.



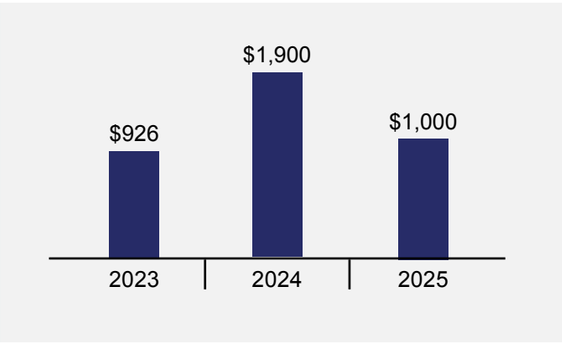
Tronox helped establish the Madlebe goat farming project in 2024 by purchasing 200 goats, building a stable for the Zungu Community Cooperative, and providing livestock care training with the Department of Agriculture. In early 2025, we successfully handed the project over to the community, empowering rural entrepreneurs and supporting agricultural development and food security.

Local Communities
Management Approach

As a significant employer in many of the communities we serve, we are also responsible for building more resilient communities. Our community investments extend beyond providing jobs and economic assistance — we also enhance local education, champion equal rights and diversity, and support initiatives that protect community health and the environment. In addition, our employees volunteer in their communities throughout the year.

Tronox is committed to being an active and accessible partner in the communities where we operate. In addition to sponsoring and participating in local events, we engage with community members to provide transparent communications about our operations and gain feedback that helps us inform policy, guide regulatory engagement and shape our community investment priorities. This collaborative approach enables us to identify the areas of greatest need and direct our efforts where they can create the most impact.

COMMUNITY INVESTMENTS (X1000)



Giving Back Around the Globe

Tronox partners with locally based nonprofits and organizations that closely understand the most critical needs of the communities they serve. These partnerships allow us to respond to local priorities, strengthen the communities that we call home and influence the quality of life well beyond our sites.

- Tronox donated 50 beds and employees helped distribute food and personalized party packs for students with special needs at Thembimfundo Special School in KwaZulu-Natal.
- Tronox employees at our Thann Pigment Plant in France joined together to train and run in Les Mulhousiennes. The team trained with a Paralympic triathlete and joined nearly 9,500 participants in raising more than $100,000 for female cancer prevention and research.
- In 2025, our team in Oklahoma City raised over $24,000 for the March of Dimes, which advances research, programs and advocacy focused on health equity and healthy pregnancies.
- In Saudi Arabia, our employees and their families partnered with the Royal Commission of Yanbu to assist with a Ramadan community event, including the preparation and distribution of over 200 Iftar meals. The event also included Iftar and Suhoor gatherings in partnership with a rehabilitation center for the elderly and individuals with special needs.



In 2025, Tronox committed to donating $180,000 over three years to the Perth Children's Hospital Foundation in Australia to help fund the hospital's Rare Care Centre, which provides holistic care for children with rare and undiagnosed diseases. This builds on more than two decades of support for the foundation, totaling more than $500,000 in contributions.

> *This partnership goes beyond corporate responsibility. It is personal for many of our team members whose families have received life-saving care at Perth Children's Hospital. From newborn heart surgeries to the management of childhood diabetes and complex premature births, these lived experiences fuel a deep and heartfelt commitment to giving back."*

PAUL GILMAN
Managing Director, Australia, Tronox

Advancing Education

Supporting local education contributes to job growth in STEM industries across the world, and by extension, to our talent pipeline. 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 2025, Tronox sites across the globe hosted 507 interns, apprentices and co-op students, many of whom came from nearby communities.

Across Europe, the Middle East and Africa, Tronox continued investing in hands-on learning for students. Our long-standing apprenticeship program in Stallingborough again earned regional recognition, while Thann welcomed new apprentices, conducted school outreach and hosted visiting chemistry students exploring future career paths. In Saudi Arabia, university and technical college students gained professional experience through our Co-op Training and Tamheer programs — efforts that led to 23 new hires. South Africa's Namakwa Sands site also provided practical exposure for engineering students through multi-day learning activities.

In the Americas and Australia, our sites expanded access to educational opportunities through scholarships, facility tours and school partnerships. Programs, such as Bahia, Brazil's Open Doors initiative, introduced students to a real-world industrial environment, while our Hamilton, Mississippi, site provided college scholarships to local students. In Australia, our School Partnership Program supported 22 schools with funding for scholarships, facilities and student development initiatives.



In South Africa, employees launched an educational program to help Grade 3 learners build confidence and skills to thrive in future school years. Working with local tutors, the program supports 120 children in strengthening their English, Afrikaans and math abilities. One employee also recognized an opportunity to help the children understand the Tronox facilities they drive past and created a picture book that explains our mining operations and how minerals from their community contribute to everyday products used around the world.



Tronox employees led a drive to donate shoes to students at schools located near our operations in KwaZulu-Natal.



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.

IN THIS SECTION

Financial Performance | Sustainable Procurement | Product Stewardship

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

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Financial Performance
Management Approach

Our commitment to sustainability is integrated with our financial performance. By improving energy efficiency, optimizing processes, reducing waste and strengthening supply chain practices, we lower costs, reduce risk and enhance operational reliability. These actions help us remain competitive through market cycles while reducing our environmental footprint. At the same time, we create economic value by supplying essential mineral sands and titanium dioxide products to critical industries and by contributing to the communities where we operate through wages, taxes, local procurement and community investment.

In 2025, we faced a prolonged downturn marked by muted demand for TiO_2 and zircon, competitive pricing pressure and broader global economic uncertainty. From the outset of the year, we reaffirmed our commitment to continuous improvement and disciplined cost management by launching a comprehensive Sustainable Cost Improvement Program. Through this initiative, we identified between $125-$175 million of sustainable, run-rate cost savings achievable by the end of 2026, with more than $90 million in savings realized in 2025.

Following a strategic review of our asset base, we announced the shutdown of our Botlek TiO_2 facility in the Netherlands in March 2025. As the market downturn persisted, driven by weak domestic demand, overcapacity and unsustainable pricing levels, we made the decision in January 2026 to permanently close our pigment facility in Fuzhou, China. Despite these changes, we minimized disruptions to customer supply. We believe the shutdown of Botlek and Fuzhou will improve our overall profitability and enable further optimization of operating rates across the portfolio. Consistent with our disciplined approach, we also selectively adjusted production levels at other sites to preserve cash and protect margins while maintaining — and in key markets, growing — share through targeted commercial initiatives.

As we advance our sustainability strategy, Tronox remains mindful of capital discipline and financial performance. We are proud that minimal capital investment was required to meet our 2025 sustainability goals, underscoring how deeply sustainable operation is already embedded within our business strategy.

Total revenue for 2025 was US$2.9 billion. We delivered an adjusted EBITDA of US$336 million and an adjusted EBITDA margin of 11.6%. Free cash flow was a use of US$281 million, after investing US$341 million in capital projects. More information is available in our **Annual Report** and **Proxy Statement**.

Business Metrics

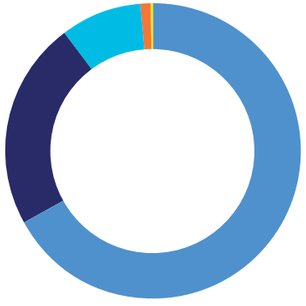
(MILLIONS OF U.S. DOLLARS, EXCEPT SHARE AND PER SHARE AMOUNTS[1])	2023	2024	2025
Sales	$2,850	$3,074	$2,898
Net loss	$(314)	$(54)	$(473)
Diluted loss per share	$(2.02)	$(0.31)	$(2.97)
Dividend paid per share	$0.50	$0.50	$0.30*
Total assets	$6,134	$6,038	$6,217
Shares outstanding (as of December 31)	156,793,755	157,938,056	158,557,858



Deepening Investment in Rare Earth Elements

Tronox's existing mining operations and tailing piles in South Africa and Australia contain significant quantities of monazite, a mineral containing rare earth elements widely recognized as a critical mineral for the energy transformation underway to decarbonize the world's economy. The separation, beneficiation and processing technologies that Tronox uses to turn titanium-bearing ores into TiO_2 are applicable for turning monazite into rare earth oxides.

In 2025, we received letters of interest from government financing bodies of the U.S. and Australia for up to US$600 million in financing to support the development of the cracking and leaching operations of Tronox's rare earth supply chain in Australia. In addition, we took an approximate 5% equity interest in Lion Rock Minerals (ASX:LRM), a mineral exploration company whose deposits have the potential to be a major source of high-quality monazite and rutile. We expect to continue to develop this area of our business in the coming years.



COMPONENTS OF ECONOMIC VALUE DISTRIBUTED

- **Operating Costs** | 67.7%
- **Employee Wages and Benefits** | 23.5%
- **Payments to Capital Providers** | 8.2%
- **Payments to Governments** | 0.5%
- **Community Investments** | 0.1%



REVENUE FROM PRODUCT SALES

- **TiO_2** | 79%
- **Other Products** | 11%
- **Zircon** | 10%

$2.9 Billion

[1]*This information is from our Form 10-K for the year ended December 31, 2025, filed with the Securities and Exchange Commission on February 20, 2026.*

**Tronox reduced its quarterly dividend declared in the third and fourth quarters of 2025 by 60%, in alignment with updated capital allocation priorities against a challenging macroenvironment to provide balance sheet flexibility. Dividend paid amount represents actual payout during 2025, rather than an annualized amount reflecting the most recent dividend level.*

Sustainable **Procurement Approach**

Tronox's sustainability strategy extends beyond our operations. We prioritize working with suppliers that operate responsibly, as well as with local and diverse businesses that contribute to socioeconomic progress in the communities in which we operate.

In 2025, we strengthened this commitment by updating our sustainable procurement policy, aligning additional ESG considerations with ISO 20400 guidance. We also transitioned our approach from focusing on suppliers with high-risk, high-carbon impact to a more comprehensive strategy, supported by a standard ESG framework for all suppliers.

Tronox met our 2025 goal of a 9% reduction in Scope 3 emissions, and we are on track to achieve a 16% reduction by 2030. To advance this effort, we are engaging directly with suppliers of our goods and services to obtain their cradle-to-gate emissions and understand their GHG ambitions and decarbonization roadmaps. By reinforcing ESG during tender and contract conversations and deploying a new technology platform, we significantly improved collection of supplier primary carbon emission data — up to 51% in 2025 from just 10% in 2024 from our chemicals and feedstock. Our goal is to secure data representing 100% of these targeted Scope 3 emissions before 2030, beginning with a second questionnaire in 2026 focused on top emitters, such as chemical, ore and coke suppliers.

To accelerate emissions accountability across our supply chain, we piloted a training program to help suppliers calculate their own emissions. A team of Tronox supply chain and ESG experts worked with six major suppliers across several countries to build detailed emission profiles, identify emissions sources in their production and transport, and calculate Scope 1, Scope 2 and upstream Scope 3 emissions. We will continue expanding this program more broadly in 2026.

> *We remain dedicated to building an operation that's ever more responsible, transparent, and sustainable — and this transformation is deeply inspired by Tronox's encouragement and example. We're grateful for a partnership that motivates us and pushes us to reach higher."*
>
> **JOSIVALDO CRUZ**
> *Owner, QCal, sales representative of Midnor Minerios Do Nordeste*

We hosted regional Supplier Days in 2025 to strengthen collaboration and transparency. These events included site tours, an overview of Tronox's sustainability goals and opportunities for suppliers to exchange ideas that advance the sustainability of their own businesses. In the United Kingdom, a Tronox customer presented on the importance of supply chain impacts and invited their own customers — reinforcing the influence of sustainability across the value chain. At Australia's inaugural Supplier Day, Tronox welcomed more than 100 attendees to deepen understanding of Tronox's operations, safety expectations, sustainability goals and market dynamics. Suppliers also shared examples of how we are partnering together to ensure site safety at our Atlas Mine, transition product packaging to recyclable bulk bags and identify cost efficiencies.



EcoVadis has ranked Tronox in the top

2%

for sustainable supply chains among our chemical peers.

Verification of our EcoVadis recognition can be found **here**.

Prioritizing **Supply Chain Risks**

In 2025, we advanced our supply chain oversight by adopting an integrated tool that provides a more granular and comprehensive ESG risk assessment. This platform enables us to identify priority suppliers, collect and analyze performance data, and implement corrective action plans that help suppliers strengthen their ESG practices.

Following an AI-driven screening across more than 5,600 suppliers, we identified more than 185 suppliers that either represent the highest ESG risk or account for 70% of our total spend. To date, we have collected responses covering 48% of our spend and are on track to achieve our goal of 70% by 2030. Beginning in 2026, we will introduce a remediation phase to support these suppliers in making sustained improvements and advancing their long-term ESG maturity.



Tronox has been piloting modified packaging to reduce the amount of single-use plastics. Following trials at two sites and positive customer feedback, our Australian operations converted to 30% post-consumer recycled content (PCR) bags in early 2026. The bags will be introduced next in the United States.



Supplier **Compliance & Audits**

All Tronox vendors either 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, or provide their own supplier code of conduct, which is reviewed by Tronox's Legal Department. Suppliers are also expected to maintain management systems and controls to facilitate compliance with applicable laws. We further segment our global suppliers by risk, industry and carbon impact to understand how they influence our own goals. In 2025, 66% of tenders and 34% of contracts reflected additional ESG clauses and criteria. Tronox provides a video to all suppliers and asks for acceptance of Tronox’s ESG standards during onboarding.

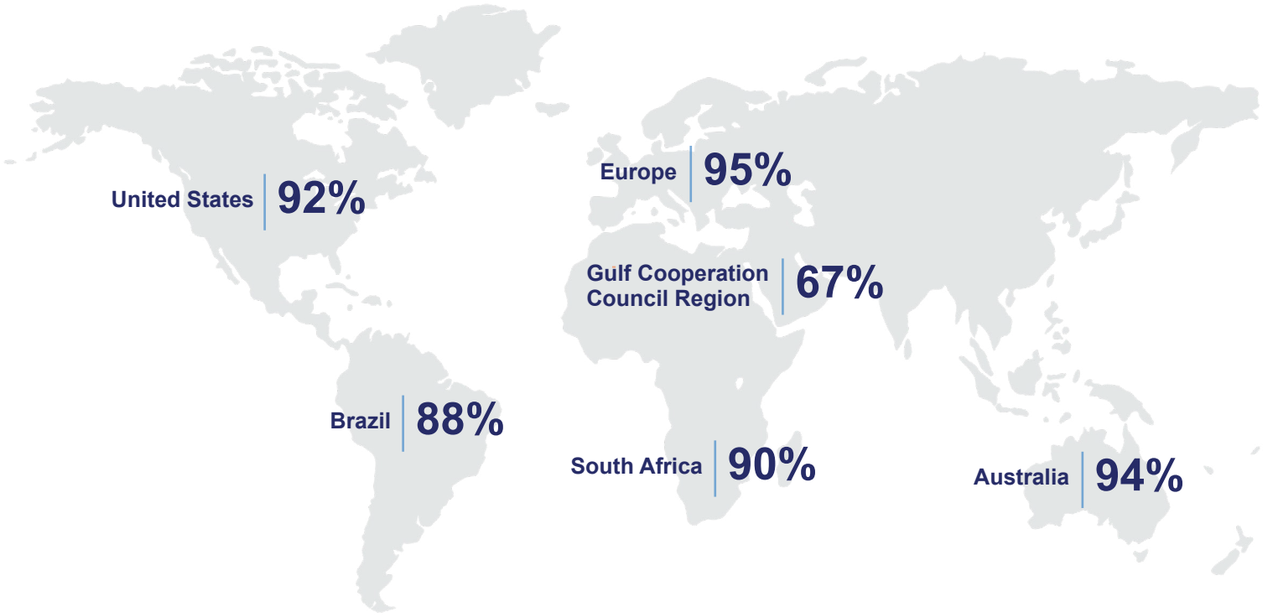
We conduct onsite audits on a targeted basis, focusing on new critical suppliers or underperforming suppliers. Each Tronox site defines its annual audit plan based on needs and resources. Audits result in an audit report and, if needed, corrective actions or an improvement plan. If a supplier fails to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

Developing Our **Procurement Team**

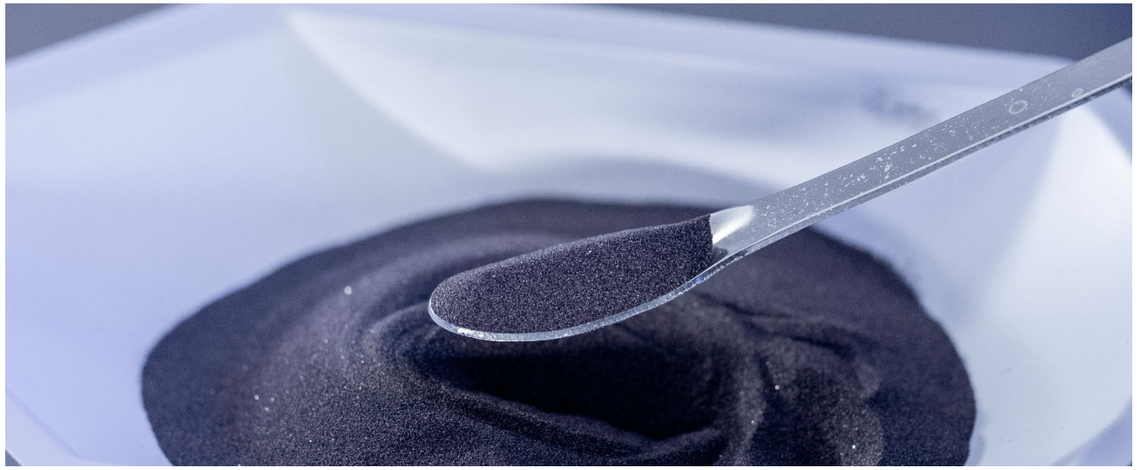
Aligning our procurement team around their role in contributing to a more sustainable business has been a primary training focus over the past three years. In 2025, 91% of the team had sustainable procurement goals, compared to 80% in the previous year. An online training platform delivered training based on each employee's job role, with a focus on understanding ESG impacts in procurement and decarbonizing the supply chain.

We also provide a quarterly, internal newsletter that shares our progress toward a more sustainable supply chain, including highlighting regional programs that can be adopted by other sites.

% OF SPEND ON LOCAL SUPPLIERS



Data is not available for China due to Tronox's decision to permanently close our Fuzhou pigment facility in January 2026.



Conflict **Minerals**

Tronox is a member of the **Responsible Minerals Initiative (RMI)**, and we are committed to responsible sourcing of 3TGs (tantalum, tin, tungsten and gold) in line with the Organization for Economic Co-operation and Development (OECD) due diligence framework. Within our supply chain, the primary sourcing risk relates to 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**

Our customers rely on Tronox to bring vibrancy and durability to their products, and responsible product stewardship is critical to the stability of their business and ours. This includes maintaining compliance with product legislation, adapting to regulatory developments across multiple geographic regions, and protecting people and the environment from potential misuse of our products.

European Regulatory Developments

Much of the developments in the EU are driven by REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) compliance. Tronox holds the vice-chair position of the Titanium Dioxide Industry Consortium, which is managing REACH for TiO_2. Our own REACH progress includes:

CARRYING out a detailed review of REACH compliance along our supply chains and the identification of areas to be strengthened in 2026.

CONTINUING to upgrade our REACH registration dossiers and enhance product sustainability for our customers.

IMPROVING processes to ensure REACH compliance for the raw materials we purchase from suppliers.

ENHANCING our understanding of the reporting requirements for our products through the value chain.

REVIEWING available methodologies to address increasing regulations for nanomaterials and meeting with regulators to discuss the relevance of these regulations to TiO_2.

In addition, we are monitoring the newly introduced EU Chemicals Industry Action Plan (CIAP) and the EU Drinking Water Directive for relevance for the TiO_2 industry. One of the specific objectives of the CIAP is the Critical Chemicals Alliance (CCA), which will develop a framework for dependency to ensure future resilience for the EU chemicals industry.

Tronox is leading an industrywide initiative to assess the socioeconomic value of TiO_2 manufacturing and its downstream supply chains in the European Economic Area (EEA). The assessment will also examine the impact of the European Commission's essential use criteria (EUC) to help the industry shape product legislation in the EEA.

A notable development in August 2025 is that the European Court of Justice (ECJ) upheld a 2022 ruling that annulled the classification of TiO_2 as a category 2 carcinogenic substance by inhalation. This is a significant scientific and legal victory for the coatings and TiO_2 industries. Additionally, new studies from the University of Cambridge in the United Kingdom, the Japan National Institute of Health Sciences and the China National Centre for Food Safety Risk Assessment support the safety of food-grade TiO_2, in contrast to the European Food Safety Authority's (EFSA) decision to ban its use. We continue to monitor these developments for potential regulatory impacts on food-contact plastics. Following the ECJ judgement, the European Medicines Agency (EMA) also confirmed the safe use of TiO_2 in medicines and no further regulatory action is required.

Given the legal outcome and annulment of the classification, the precautionary approach to regulating particles such as TiO_2 is under discussion as part of the industrywide Cefic Particles Platform project. Under review is the hazard- versus risk-based regulatory approach with the European Commission and the European Chemicals Agency (ECHA) and the merits and relevance of current methodologies to regulate particles.

In the EEA, synthetic amorphous silica (SAS) has become subject to an ongoing harmonized classification as a Specific Target Organ Toxicity — Repeated Exposure, Category 1. Tronox has assessed its pigmentary portfolio and confirmed it does not contain levels of SAS that require regulatory action.

Emerging Regulatory Action in the Americas

In 2025, we saw increased activity in chemical regulations in both North and South America that signal growing emphasis on chemical oversight and public health safeguards. In the U.S., the Environmental Protection Agency (EPA) continues to strengthen chemical oversight through expanded risk evaluations under the Toxic Substances Control Act (TSCA), focusing on high-priority substances that may face future restrictions. In parallel, updates to the Hazard Communication Standards (HCS) are in progress to better align with the latest United Nations Globally Harmonized System (GHS), which will impact labeling requirements, safety data sheet (SDS) formats and classification protocols.

Several South American countries have adopted REACH-like programs. Brazil has led in these developments with a national chemical inventory and risk management system modeled after the EU, and Chile is implementing a similar approach. The MERCOSUR bloc (comprised of member countries Argentina, Bolivia, Brazil, Paraguay and Uruguay) has set stricter controls for food contact materials, reflecting a growing emphasis on consumer protection.

Beyond Europe and the Americas, REACH-like regulations are also underway in parts of Asia, including South Korea and Taiwan, and also Turkey and Ukraine. We continue to monitor and prepare for compliance across these various regions.

Meeting Customer Needs for TMP Alternatives

Trimethylolpropane (TMP) is traditionally used in TiO_2 coatings to enhance dispersion, gloss and resin compatibility. However, due to its self-classification as a Category 2 reproductive toxicant and proposed harmonized classification to Category 1B, there is stakeholder desire for a TMP alternative. TMP-free products already are being supplied in our plastics market. In addition, all Tronox production sites have run trials on TMP-free coatings products, with positive customer response to these alternatives. We are prepared to scale up TMP-free production to meet customer needs, which we anticipate will accelerate in 2026 once the reclassification dossier is submitted to the ECHA authorities.



As chemical regulations continue to evolve beyond Europe, Tronox is emphasizing proactive signal monitoring, cross-border compliance strategies and enhanced transparency throughout the supply chain. This global focus on safety not only ensures regulatory alignment but also supports product innovation, brand integrity and long-term market access."

NAHEED REHMAN
Director, Global Product Stewardship

Preparing for Future Product Stewardship Priorities

Assessing the long-term regulatory risks to our products is an integral part of our ongoing product stewardship activities. We use horizon scanning methodologies to 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.

In 2025, Tronox developed tools that will assist us to best adapt to future regulatory changes. These include incorporating Safe and Sustainable by Design (SSbD) principles into product development, which has earned us recognition as an industry leader in Europe, and preparing environmental footprints that describe impacts throughout the product life cycles.

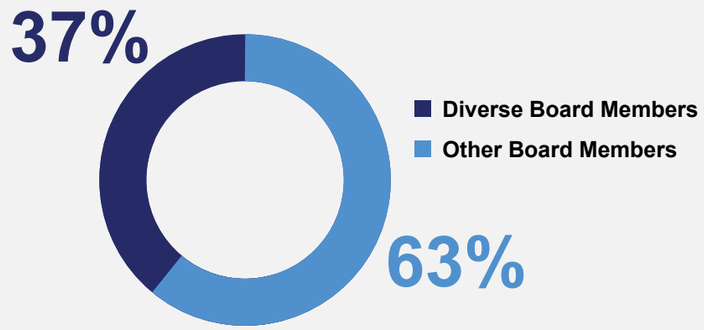
Strengthening our product stewardship governance process will be a key workstream in 2026. This includes:

IMPLEMENTING a robust oversight and risk management system that adapts to dynamic regulations.

DRIVING stewardship awareness and a shared accountability culture across internal teams via mandatory training.

ESTABLISHING clear roles, responsibilities, touchpoints and escalation protocols to reduce operational risks and improving responsiveness to regulatory changes.

Diversity of Tronox's Board of Directors



≈ 25% racially and ethnically diverse

≈ 20% gender diversity of independent board members

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 three continents, namely, Africa, Australia and North America. As of the 2026 Annual Meeting of Shareholders, five of our eight board members were independent under the rules established by the New York Stock Exchange. The three non-independent directors included our current CEO, a former co-CEO and one individual appointed by our largest shareholder, Tasnee, as outlined in a shareholder's agreement.

As of the 2026 annual general meeting of shareholders, approximately 20% of the independent directors represented gender diversity.

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's Corporate Governance and Sustainabiilty Committee leads Board member self-evaluations at least annually.

Skills Matrix

	Kaufthal	Johnston	G. Jones	S. Jones	Khan	Nkosi	Romano	Turgeon	Total
Core Skills and Experience									
Senior Leadership	●	●	●	●	●	●	●	●	**8**
Public Company Board	●	●	●	●		●			**5**
Strategic Planning and M&A	●	●	●	●	●	●	●	●	**8**
Mining Experience		●				●	●	●	**4**
Chemicals Experience	●			●	●	●	●	●	**6**
Global Business Experience	●	●	●	●	●	●	●	●	**8**
Environmental and Sustainability	●	●	●	●		●	●	●	**7**
Finance and Accounting	●	●	●	●	●	●	●	●	**8**
Risk Management	●	●	●	●	●	●	●	●	**8**
Additional Skills and Experience									
Logistics and Supply Chain	●	●	●	●	●	●	●	●	**8**
Technology and Cybersecurity	●				●				**2**
Emerging Green Industries				●					**1**
Relevant End-Market Expertise	●					●	●	●	**4**

Skills Matrix **Definition**

Core Skills and Experience

Senior Leadership
Business and management experience in a significant corporate leadership position

Public Company Board
Experience as a board member of another publicly traded company

Strategic Planning and M&A
Significant experience with formulating and implementing strategic plans and processes, including mergers and acquisitions, joint ventures and other strategic transactions

Mining Experience
Significant experience in the mining industry other than Tronox or its predecessors

Chemicals Experience
Significant experience in the chemicals industry other than Tronox or its predecessors

Global Business Experience
Significant experience developing, operating and managing businesses in countries in which we operate

Environmental and Sustainability
Experience with ESG-related issues, including knowledge and experience with creating and implementing strategies to reduce carbon emissions and managing climate-related threats

Finance and Accounting
General background and experience in finance and accounting*

Risk Management
Experience assessing and managing risk, whether arising from operations, finance, geopolitics, and environmental compliance, as well as formulating and implementing the appropriate policies/procedures necessary to manage such risks

Additional Skills and Experience

Logistics and Supply Chain
Familiarity with logistics and supply chain issues associated with operating a large-scale mining and chemical business with a geographically distributed production footprint

Technology and Cybersecurity
Relevant to the Company as it looks to improve, automate and digitize its internal systems, as well as oversee cybersecurity risk

Emerging Green Industries
Insight and understanding of emerging green industries, including electric vehicle manufacturing and wind turbine manufacturing, that could benefit Tronox's entry into the rare earthminerals industry

Relevant End-Market Experience
Experience working with the end-markets in which our products are sold or used, such as paint, construction, plastics and home decor industries



Does not necessarily mean that each director noted would satisfy the financial literacy definition for Audit Committee members pursuant to NYSE rules.

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 by reviewing market-related sustainability trends and product stewardship needs, sustainability-related regulatory developments, and the Company's progress against relevant sustainability targets. The committee also monitors the process for preparing the Company's annual sustainability report.

Throughout 2025, the Corporate Governance and Sustainability Committee met regularly with senior management, including the Chief Sustainability Officer, Head of Investor Relations & External Affairs, to review and discuss ESG-related issues, including any new and enhanced ESG legislation, 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 prepare for new disclosure reporting requirements. 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.

DIRECTOR – SUSTAINABILITY

The Director – 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 2025, 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.

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. To that end, the Board approved a new Code of Conduct in February 2025, stressing the Company's commitment to strong governance and emphasizes the importance of safety, environmental sustainability, human rights and cybersecurity.

We administer Code of Conduct training to 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. In addition, employees and vendors receive ongoing training and are empowered to raise concerns to ensure we continue to operate ethically.

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.

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 list of our memberships online **here**.



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 2025, we issued a variety of new policies and 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.



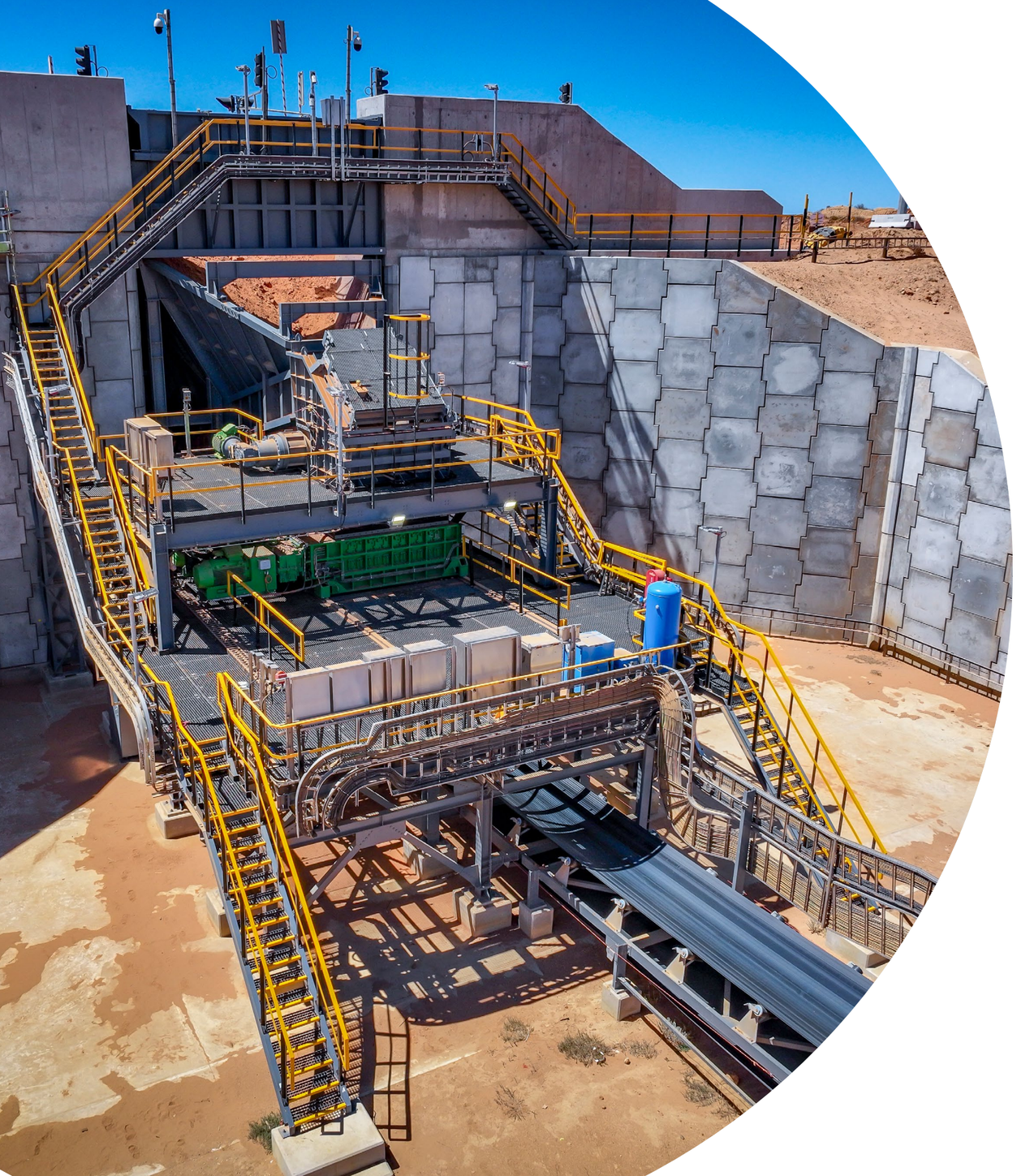
Data Privacy and Cybersecurity

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 IT 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 and Security, 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 also 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 83.
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 2025 (Jan 1-Dec. 31, 2025) Publication Date: May 2026 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 84
2-6	Activities, value chain and other business relationships	Page 5, Tronox.com and 2025 Annual Report
2-7	Employees	Page 46-48
2-8	Workers who are not employees	Page 46
2-9	Governance structure	Page 68-71, Tronox.com and March 2026 Proxy Statement
2-10	Nomination and selection of the highest governance body	March 2026 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	Page 71
2-13	Delegation of responsibility for managing impacts	Page 71
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 2026 Proxy Statement
2-16	Communication of critical concerns	March 2026 Proxy Statement
2-17	Collective knowledge of the highest governance body	Page 68-70
2-18	Evaluation of the performance of the highest governance body	March 2026 Proxy Statement
2-19	Renumeration policies	March 2026 Proxy Statement
2-20	Process to determine renumeration	March 2026 Proxy Statement
2-21	Annual total compensation ratio	March 2026 Proxy Statement
2-22	Statement on sustainable development strategy	Page 4

2-23	Policy commitments	Ethics and Governance Page
2-24	Embedding policy commitments	Ethics and Governance Page
2-25	Process to remediate negative impacts	March 2026 Proxy Statement
2-26	Mechanisms for seeking advice and raising concerns	Page 72
2-27	Compliance with laws and regulations	In 2025, the company paid a portion of one fine related to an incident that occurred in 2024. The fine amount paid was approximately 145,000 GBP.
2-28	Membership associations	Memberships and Trade Associations
2-29	Approach to stakeholder engagement	Page 12 and Stakeholder Engagement Chart
2-30	Collective bargaining agreements	Tronox respects our employees' rights to collectively bargain. Approximately 39% of Tronox employees worldwide are represented by a union or collective bargaining agreement. There were 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, 17-21, 23-26, 29-30, 32-34, 36-38, 41-45, 49-51, 53-57, 58-59, 61, 63-65, 66-67, 68-73
Economic Topics		
3-3	Economic management approach	Page 61
201-1	Direct economic value generated and distributed	Page 62
204-1	Procurement practices	Page 63-65
Environmental Topics		
Energy		
302-1	Energy consumption within the organization	Page 28
302-3	Energy intensity	Page 28
Water		
303-3	Total water withdrawal by source	Page 35

Biodiversity		
G4-MM1	Amount of land disturbed or rehabilitated	Page 39
304-3	Habitats protected or restored	Page 37-39
Emissions		
305-1	Direct GHG Emissions (Scope 1)	Page 27
305-2	Energy indirect GHG emissions (Scope 2)	Page 27
305-4	GHG emissions intensity	Page 27
Effluents and Waste		
306-2	Total weight of waste by type and disposal method	Page 31
Social Topics		
Labor Practices and Decent Work		
G4-MM4	Number of strikes and lockouts exceeding one week's duration	There were no records of strikes or lockouts related to Tronox at any Tronox location in the last 10 years.
Occupational Health and Safety Management		
403-9	Work-related injuries	Page 19
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Page 47-48 and 68
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 53-57
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, itensity	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1 EM-MM-110a.1	t CO2e	2,153,624	All global sites
			tCO2e/t product	0.80	All global sites
	Scope 2 emissions		t CO2e	1,144,555	All global sites
			tCO2e/t product	0.43	All global sites
	Scope 3 emissions, intensity		tCO2e/ year, tCO2/tProduct	1,643,159 0.61	All global sites
	Strategy, targets and performance	RT-CH-110a.2 EM-MM-110a.2		Page 23-26	
Air Quality	Air emissions of the following pollutants:				
	CO	EM-MM-120a.1	t	1,496	All mining sites
	NOx (excluding N2O)	RT-CH-120a.1 EM-MM-120a.1	t	1,260	All global sites
	SOx	RT-CH-120a.1 EM-MM-120a.1	t	1,248	All global sites
	Hg	EM-MM-120a.1	t	0.00046	All mining sites
	Pb	EM-MM-120a.1	t	0.91	All mining sites
	PM10	RT-CH-120a.1 EM-MM-120a.1	t	4,806	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	37,280,957 13.89 Page 28	All global sites
	Percentage renewable	RT-CH-130a.1 EM-MM-130a.1	%	6.16%	All global sites
	Percentage grid energy	RT-CH-130a.1 EM-MM-130a.1	%	21.31%	All global sites
	Total self-generated	RT-CH-130a.1	GJ	3,214,662	

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: 66,590,737 Water consumed: 24,298,374 Percentages: Page 35	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, %	Page 35	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 #	16	All global sites
	Water management risks, and strategies and practices to mitigate those risks	RT-CH-140a.3	Discussion and Analysis	Page 32-35	All global sites
Hazardous Waste Management	Amount of hazardous waste generated, % recycled	RT-CH-150a.1	t, %	16,308 87.1%	All global sites
Waste & Hazardous Materials Management	Waste generated		t	1,470,914	All global sites
	Waste diverted from disposal		t	482,786	All global sites
	Waste directed to disposal		t	988,128	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, %	26,800,541 86.1%	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	8,578	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	Page 29-31	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	Mine Tailings Disclosure	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		Page 30	All mining sites
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3		Page 30	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		Page 36-38	
	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	Page 53-57	
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	Page 58-59	
	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 39% 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	2025 TRIFR (Chemicals): Employees: 0.30 Contractors: 0.44 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	2025 NMFR (Mining): 20 LIFE near hits for employees (rate is 0.83) 24 LIFE near hits for contractors (rate is 0.59) 2025 TRIFR (Mining): Employees: 0.13 Contractors: 0.20 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. 83,179 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	Page 21	

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): 7 PSIR (Tier 1): 0.060 PSISR (Tier 1): 0.060	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 (%)	4% 100%	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	Page 66-67	
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	Page 66-71 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	Page 72	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	Page 5
Total number of employees, percentage contractors	EM-MM-000.B	Page 46

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)

**Tronox closed our Botlek facility in the Netherlands in March 2025 and our Fuzhou plant in China in January 2026.*

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 2025 Sustainability Report (the "Report") for the reporting year ended 31 December 2025.



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 are not fairly stated and have 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 2025 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 selected indicators and 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.

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 Stallingborough (UK) and remote site visits to Bahia (Brazil) and Hamilton (USA), 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, 19.05.2026

Bley, Oliver — Digitally signed by Bley, Oliver Date: 2026.05.19 10:18:12 +02'00'

Oliver Bley,
Lead Verifier

Segalini, Alessia — Digitally signed by Segalini, Alessia Date: 2026.05.19 10:22:10 +02'00'

Alessia Segalini,
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 have 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.

DNV Business Assurance Germany GmbH is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. https://www.dnv.com

Appendix: Selected Data and Information

The scope and boundary of our work cover Selected data and information which have been disclosed in Tronox 2025 Sustainability Report. The following tables list the KPIs covered in this assurance engagement and where they are located in the Report.

Environmental KPIs

KPIs	Units	Verified Figures	Report Page
Direct GHG Emissions (Scope 1)	tCO2e	2,153,624	27
Indirect GHG Emissions (Scope 2)	tCO2e	1,144,555	27
Scope 3 GHG Emissions	tCO2e	1,643,159	27
Biogenic Emissions	tCO2e	14,963	27
Direct GHG Emissions Intensity	tCO2e/metric ton produced	0.80	27
Indirect GHG Emissions Intensity	tCO2e/metric ton produced	0.43	27
Scope 3 GHG Emissions Intensity	tCO2e/metric ton produced	0.61	27
Non-Renewable Fuel Sources	millions of gigajoules	30	28
Renewable Fuel Sources	millions of gigajoules	0.006	28
Electricity and Steam Sold (Direct)	millions of gigajoules	-0.9	28
Electricity (Indirect)	millions of gigajoules	7.9	28
Steam (Indirect)	millions of gigajoules	0.17	28
Direct Energy Intensity	gigajoules/metric ton produced	10.9	28
Indirect Energy Intensity	gigajoules/metric ton produced	3.0	28
Hazardous Waste Generation	metric tons x100,000	0.2	31
Non-Hazardous Waste Generation	metric tons x100,000	14.5	31
Hazardous Waste Intensity	metric tons/metric ton produced	0.01	31
Non-Hazardous Waste Intensity	metric tons/metric ton produced	0.54	31
Water Withdrawal	millions of cubic meters	66.6	35
Water Discharge	millions of cubic meters	42.3	35

KPIs	Units	Verified Figures	Report Page
Water Consumption	millions of cubic meters	24.3	35
Water Intensity	cubic meters/metric ton produced	24.8	35
Area Disturbed	hectares (at year end)	12,049	39
Area in Rehabilitation	hectares (at year end)	3,081	39
Area Rehabilitated	hectares (total over the years, at year end)	8,484	39
Area Opened During Fiscal Year	hectares (during year)	1,033	39

Social/Safety KPIs

KPIs	Units	Verified Figures	Report Page
Disabling Injury Frequency Rate (Employees & Contractors)	disabling injuries per 200,000 hours worked	0.09	19
Total Recordable Injury Frequency Rate (Employees & Contractors)	recordable injuries per 200,000 hours worked	0.24	19
Senior Management/Executive - distribution by age, gender, ethnic background	percentage	≥ 51 (62%) 30-50 (38%) ≤ 29 (0%) Male (74%) Female (26%) Black & Minorities (12%) White (46%) Not Tracked (42%)	47-48
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%)	47-48

KPIs	Units	Verified Figures	Report Page
Professional/Mid-Management - distribution by age, gender, ethnic background	percentage	≥ 51 (45%) 30-50 (53%) ≤ 29 (2%) Male (73%) Female (27%) Black & Minorities (16%) White (21%) Not Tracked (63%)	47-48
Skilled/Junior Management - distribution by age, gender, ethnic background	percentage	≥ 51 (38%) 30-50 (52%) ≤ 29 (9%) Male (80%) Female (20%) Black & Minorities (21%) White (14%) Not Tracked (65%)	47-48
Hourly/Moderately Skilled - distribution by age, gender, ethnic background	percentage	≥ 51 (26%) 30-50 (60%) ≤ 29 (14%) Male (79%) Female (21%) Black & Minorities (46%) White (6%) Not Tracked (48%)	47-48
Total Employees, Fixed-Term	number of employees	418	46
Total Employees, Indefinite or permanent	number of employees	5,809	46
Total Employees, Non-guaranteed hours	number of employees	1	46
Total Employees, Full-time	number of employees	6,129	46
Total Employees, Part-time	number of employees	99	46



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