BRILLIANCE IN ACTION

2020 Sustainability Report

TRONOX

ON FRONT COVER: Through a biodiversity offset near the Fairbreeze Mine in KwaZulu-Natal, Tronox is working to reverse habitat loss so native species like the Pickersgill's reed frog can thrive.

Contents

2020 Highlights

Approximately
6,500
Employees Worldwide

$2.758B
Revenue

20%
Female Board membership

Lowest
Total Recordable Injury Rate in Tronox history

5% year-over-year decrease in GHG Intensity

7%
year-over-year decrease in Water Intensity

7,000
hectares of land restored

185
new homes built in South Africa

Over $2.6M
to community investments

We are proud to present our 2020 Sustainability Report.

John Romano (left) and Jean-François Turgeon (right)

Our 2020 Sustainability Report once again reflects the extraordinary efforts and unwavering commitment of our employees and contractors who embody our core brand promise of "Safe, Quality, Low-Cost, Sustainable Tons" of titanium dioxide (TiO_2), zircon and other valuable industrial products for our customers. We believe this year's report also reflects our strong corporate culture and value system in which respect for people, communities and the environment are deeply ingrained.

Tronox products play an important role in many of the supply chains the world relies upon in the ongoing battle against COVID-19 – from food and medical packaging, medical equipment and pharmaceuticals, to personal protective gear. Our ability to operate continuously throughout the pandemic while meeting our customer commitments and keeping our employees and communities safe is a demonstration of our capabilities as a world leading TiO_2 producer and the resilience of our vertically integrated business model.

Our people also demonstrated their resilience in 2020. They were committed to implementing and maintaining stringent and reasonable protocols worldwide to ensure their safety and wellbeing while at work, as well as at home and in their communities. In fact, all of our operating sites around the world took action to support vulnerable communities during the pandemic through the donation of masks, food or financial resources, and more.

In a year when people around the world came together around the single goal of keeping one another safe, it is not surprising that we achieved the best safety performance in the company's history.

Strengthening Our Sustainability Commitment

This last year also was a time in which Tronox strengthened its commitment to sustainability in several clear and tangible ways:

- Undertook an analysis of our carbon footprint and ways to reduce it that allowed us to outline our roadmap of how we intend to align our business to a 2° centigrade global warming scenario and meet the global challenge of achieving "net zero" emissions by 2050.
- Amended our annual incentive plans so that 5 percent of our annual bonus is now based on achieving an annual carbon emission reduction target.
- Established internal Centers of Excellence focused on carbon neutrality, waste, and diversity, equity and inclusion (DEI).
- Launched a Global Sustainability Council in the second quarter of 2021 that will be charged with supporting the Executive Leadership Team and the Board of Directors to make informed decisions on the sustainability strategy.

These concrete actions build on the work we have done over the last decade and are foundational to the progress you will see as we strive to reduce carbon emissions, solid waste disposal and water consumption while strengthening our commitment to worker safety, employee development, DEI, and investing in strong, vibrant communities.

Sustainability Is Core to Our Business Strategy

We strongly believe businesses like ours must operate both profitably and sustainably. These goals are complementary, not in opposition. Our commitment to sustainability supports our overall vision and strategy to be the world's leading vertically integrated TiO_2 producer.

Sustainable operations enable us to better control costs, ensure uninterrupted operations in the face of potential energy or water shortages, and manage our environmental footprint. Sustainability also encompasses providing our employees a safe, diverse workplace and offering them opportunities to grow and develop. An employee-focused work environment enables us to better compete for key talent in the countries where we operate. Most importantly, safe, environmentally sustainable operations demonstrates respect for the communities near our mines and plants and ensures our continued privilege to operate.

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Setting Tronox's overall strategy and determining how we allocate capital are among our most important decisions as co-CEOs. One exciting and significant capital investment over the next few years is oriented toward leveraging technology to improve efficiency, such as process control automation designed with sustainability in mind. Project newTRON is a multi-year digital transformation program that will not only enable us to remain one of the lowest-cost producers of TiO_2, but also substantially improve efficiency, safety, reliability, IT capabilities and cybersecurity across all of our operations.

A Brilliant Future

It is a great privilege for us to lead Tronox into a brilliant future. We will continually look for ways to refine our strategy and determine new ways to enhance the value of our vertical integration model. By doing this in a responsible way, we ensure resilience in the face of environmental and global changes for our employees, the communities in which we operate, and our customers.

Our ultimate goal is to become the industry leader in sustainability. We will get there by staying true to our approach to make intentional, well-planned steps forward to achieve our sustainability targets while delivering reliable, high-quality product and value creation.

Sincerely,

Strengthening Our Sustainability Commitment

ACTING WITH INTENTION

Sustainability has always been a part of how we do business at Tronox. As a vertically integrated company, our operations start with mining, which connects us closely to the land, the environment and the communities in which we operate. We believe this vertical integration gives us a holistic view of our supply chain and its stakeholders, which sets us apart from our competitors.

We believe that we can, and should, take accountability for the economic, environmental and social consequences of our activities, and we need to minimize the unintended consequences of our actions while becoming a more efficient business that creates long-term value.

ENVIRONMENT

When it comes to managing our environmental impact, we begin with the end in mind. We implement innovative technologies and practices at our operating sites to protect our land, water, air and ecosystems today, then rehabilitate our land to preserve the earth's scarce resources for the future – because we only have one planet.

EMPLOYEES

We have an uncompromising focus on operating safe, reliable and responsible facilities. It is foundational to our vision to make high-quality products at a low cost in a safe and sustainable manner. We believe investment in the success of our people is an investment in the success of our business.

RESPONSIBLE BUSINESS

Tronox is well positioned to provide value to our customers and shareholders by delivering products that enhance our world by evolving our products to meet our customers' needs, engaging responsible supply chain partners and having a relentless focus on operational excellence. We believe in earning our privilege to operate each day and are honored to provide value to our customers and shareholders.

COMMUNITIES

Global vision with local action. We are honored to be trusted with the privilege to operate in our communities around the world. For Tronox, we believe this is more than providing meaningful work for our local people. We strive to be valued contributors to local economies, respect indigenous cultures and support the quality of life in our shared communities.

ABOVE: Wonnerup, Southern Operations, Western Australia

That is why we have taken steps over the last decade to **integrate sustainability into every aspect of our business**, from our culture and business strategy to our operating practices. We set objectives and communicate our progress to our stakeholders, which includes current and prospective employees, investors, customers, suppliers, communities, governments and regulatory bodies.

- In 2020, we increased our focus on delivering long-term, sustainable value for our stakeholders while preserving our privilege to operate around the world. Our ultimate goal is to become the industry leader in sustainability, showcasing that we can operate both profitably and sustainably.
- We dedicated significant resources and time this last year bringing together legacy Tronox with our colleagues from Cristal, who joined us in 2019, to learn best practices in responsible operations from each other.
- We established baselines for our environmental and safety performance and company diversity, equity and inclusion. From those, we began to chart our path forward for continuous improvement, worked to expand and create new processes, and set a new strategy that leverages our global footprint and brings more brilliance to the world through our commitment to sustainability.

Sustainable Governance

A focus on sustainability serves as a business enabler that supports our growth and value creation, as well as an important element of risk mitigation. Oversight of those opportunities and risks associated with environmental, social and governance (ESG) commitments starts at the top of our organization with the Board of Directors and our co-CEOs. Responsibility for ensuring we meet those commitments happens across our entire organization from the members of the Board to every Tronox employee.

We added the Chief Sustainability Officer position to our Executive Leadership Team in 2019.

In 2020, we prepared to launch our Global Sustainability Council, which had its inaugural meeting in the second quarter of 2021. The Council is a roundtable formed of key functional groups within Tronox to monitor progress on different sustainability aspects and support the Executive Leadership Team and the Board to make informed decisions on sustainability strategy. Council members also provide a link to regional roundtables and sustainability-related initiatives.

Tronox has a long tradition of linking annual incentives to ESG metrics, primarily to safety. In 2021, we added reduction in our carbon emissions as one of the metrics used to determine the cash bonus payable to all our employees. Twenty percent of this annual bonus plan will continue to be linked to ESG metrics with 15 percent to safety and 5 percent to carbon emission reduction.

Reassessing Materiality

We believe engagement with our key internal and external stakeholders is very important to help set our priorities and ensure we are responsive to opportunities and challenges in the future.

In 2020, we undertook a process to better understand the sustainability expectations of our stakeholders, our business operations and our world to inform meaningful goals and sustainability-related initiatives to guide us toward a brilliant future. Tronox leaders across our sites and functional groups were consulted on the material sustainability topic most relevant to responsible operations of our business, and of highest priority and interest to external stakeholders. This included participants from each Tronox site, as well as leaders representing Safety, Health, Environment and Quality, Product Stewardship, Supply Chain, Marketing, Legal, Investor Relations, Human Resources and Finance. The functional groups were able to provide the perspective of our key stakeholders, such as employees and prospective employees, investors, lenders, customers, suppliers, governments and regulatory bodies, communities, and nongovernmental organizations.

This feedback was compiled into both a global view and regional views of material topics that were then reviewed by a multifunctional team and regional managing directors. The refined list of material topics was then reviewed by our Global Sustainability Council, which includes several members of the Executive Leadership Team.

An important addition to our ongoing process is to gather direct feedback from our external stakeholders to ensure we are continuing to address what is most important to them. We welcome any feedback to our materiality assessment, which you can send to sustainability@tronox.com.

ENVIRONMENT	SOCIAL	RESPONSIBLE BUSINESS	GOVERNANCE
Climate Change	Health and Safety	Economic Performance	Board Governance
Circular Economy	Community and Rights of Indigenous People	Financial Disclosure of Climate-Related Risks	Sustainability Governance
Product Stewardship	Fair Employment Practices	Market Presence	Sustainability Grievance Mechanisms
Water and Effluents	Diversity and Inclusion	Procurement Practices	Compliance
Biodiversity		Fair Business Practices	
Management of Tailings Storage Facilities			

Intentional Steps Forward

To achieve big goals, we need to build a solid foundation, set meaningful, but achievable, targets and then take intentional steps forward to achieve those targets. This ensures that we deliver what we promise in terms of environmental and social sustainability while continuing to drive shareholder value creation.

As part of our integration of the Cristal business, which closed in April 2019, we developed a number of robust sustainability programs that translate our brand promise – "Safe, Quality, Low-Cost, Sustainable Tons" – into action.

Centers of Excellence

We launched our new Centers of Excellence program (CoEs), where formal, cross-functional teams build on the cumulative experience within Tronox to help address common issues and share best practices and technologies. Each CoE develops the strategic objectives for its area, as well as technology roadmaps to determine what upgrades are needed to achieve those objectives. The CoEs are supported by a CoE governance structure to coordinate resource allocation and ensure alignment with the global strategy.

In the first half of 2021, we launched an additional CoE focused on greenhouse gases to support our commitment to move toward carbon neutrality.

Key CoEs focused on ensuring sustainability within our operations:

- Greenhouse Gases
- Waste
- Energy Efficiency
- Operational Excellence
- Sustainability
- Culture
- Diversity and Inclusion
- Learning and Development

Our CoE program helps us improve operational efficiency to both create value and reduce our environmental impact.

Global SHE Strategy

We updated our global Safety, Health and Environment (SHE) strategy with the objective of inspiring world-class safety and sustainability. The key strategic themes were sustainability, environment, plant safety, and occupational health and safety. We aim to:

- Continue to improve every year on worker safety with an ultimate goal of zero injuries at our facilities.
- Align our business to a 2° centigrade global warming scenario and meet the global challenge of achieving "net zero" emissions by 2050.
- Contribute to a circular economy by designing re-use of products and materials into our processes and reducing waste and pollution.
- Proactively ensure that we avoid creating any environmental or legacy liabilities.

Cross-functional groups at the local, regional and global levels ensure that the priorities at our operating sites are aligned with the global strategy. We are translating these objectives to workable programs across our sites and functional groups.

Setting Goals for the Future

We know where we ultimately want to be with our sustainability commitments. We want to achieve big goals, and the first step is defining the right measures we can take over the short- and medium-term to get us there. As part of that step approach, we have outlined commitments over the next several years that set us on the right track to meet our long-term goals for 2050.

While we heighten our focus in these areas, we will continue to provide a safe and respectful workplace, deliver on our commitments to customers, communities and the environment, and provide essential products that support and help clean our world.

BELOW: Namakwa Sands Northern Operations, South Africa

Goals and Targets

Our ultimate aim is to become an industry leader in sustainability. To get there, we have set big goals for 2050 and we are mapping the intentional steps needed to achieve those goals.

Achieving carbon neutrality

- 2025: 15% reduction in Scope 1 and 2 GHG emissions
- 2030: 35% reduction
- 2050: Carbon neutral

Zero waste to external dedicated landfills

- 2025: 15% reduction
- 2030: 25% reduction
- 2050: Zero waste to external dedicated landfills

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

- Zero injuries
- Zero incidents
- Zero harm

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

- Improve gender balance and diversity of our workforce
- Improve gender balance and diversity of leadership and succession planning

In addition, we have established performance improvement targets in each of our material sustainability areas. Our 2020 performance and progress against these targets is covered below.

TARGETS	WHEN	STATUS	HOW WE PROGRESSED IN 2020
ENVIRONMENT			
Zero major environmental incidents	2020	✔	Zero major environmental incidents (Level A incidents as defined by our incident classification definitions).
Disclose a credible, actionable plan to align our company to a global warming scenario below 2°C, consistent with net zero GHG emissions by 2050.	2020	✔	Our 2020 sustainability report sets forth concrete **short-, medium- and long-term carbon emission reduction targets.**
HEALTH AND SAFETY			
Zero fatalities across the company	2020	✔	Zero fatalities across the company.
Reduce annual disabling injury frequency rate (DIFR) with a target to achieve less than 0.25	2020	✔	**Delivered the best health and safety record in Tronox history** with a DIFR of 0.13, a reduction of 0.01 compared to 2019.
Develop companywide SHE strategy	2020	✔	**SHE Strategy Roadmap** has been developed outlining process for building capacity in our people, plant and processes.
EMPLOYEES			
Establish executive-sponsored Center of Excellence for Diversity, Equity and Inclusion (DEI)	2020	✔	**DEI Center of Excellence** has been established across the Tronox organization.
Hire first female Saudi Arabian employees at our Yanbu site	2020	✔	Tronox recruited and hired our first female Saudi Arabian employees at our Yanbu site and created a pipeline to recruit more.
Conduct Technical Skills Assessment	2020	✔	We **assessed employees on over 24 technical areas** in our business to understand the skill gaps. We identified six priority areas, each of which will be addressed with a 70/20/10 plan (70 – activities/tasks, 20 – mentor, 10 – education) in 2021.
Initiate Leadership Development Plan	2020	✔	We now have **leadership competencies** to assess leaders against to determine development areas.
Complete succession planning	2020	✔	Succession planning completed for top positions.
Zero union lockouts	2020	✔	No records of strikes or lockouts at any Tronox location in the last 10 years.
Define mental health strategies for all regions	2021	>>	Mental health strategies have been defined for Europe, Brazil, North America, Saudi Arabia and South Africa.
COMMUNITY ENGAGEMENT			
Maintain community engagement plans for 100 percent of communities	2020	✔	Maintained in 2020 and aim to continue.
RESPONSIBLE BUSINESS			
"Empower" a significant new mining project in South Africa in accordance with the New Mining Charter	2020	✔	The Port Dunford Mine on the Eastern Cape of South Africa was "empowered" by granting ownership rights to local communities, Black entrepreneurs and Black women and youth.
More sustainable consumption and production		>>	Developed Global Centers of Excellence (CoEs) for key technology areas to gain more resource efficiency at our sites. Established strategic objectives to increase product yield and turn waste into a resource.
Provide products for sustainability		>>	We continue to work with partners to develop products supporting global efforts on reducing pollution and moving toward carbon neutrality.
GOVERNANCE			
No material incidents of bribery and corruption	2020	✔	Zero material incidents of bribery and corruption.
Incorporate carbon reduction targets into compensation plan	2020	✔	**Annual Incentive Plan** has been revised to incorporate carbon reduction targets.
Ensure compliance with United Kingdom Modern Slavery Act of 2015	2020	>>	As a company incorporated under the laws of England and Wales, we continue to comply with all provisions of the act.
Strengthen Board oversight of climate-related risk	2021	>>	Our Board members have increased the amount of time spent overseeing our sustainability initiatives and meeting with investors to discuss those initiatives.
Publish first Labor and Human Rights Report	2021	✔	The Tronox Labor and Human Rights Report, published in June 2021, introduces stakeholders to how we think about human rights and describes how we operationalize this commitment across our global business operations.
Become signatory of the United Nations Global Compact (UNGC)	2021	✔	We committed to the UNGC in June 2021.
Reach full alignment with Task Force on Climate-Related Financial Disclosures (TCFD) recommendations	2022	>>	Scenario analysis is in progress. We have engaged consultants to assess both Tronox's physical and transitional risks for climate change.
Reach full alignment with Sustainability Accounting Standards Board (SASB) standards	2022	>>	Tronox is fully aligned with SASB Standards for Chemicals and aims for full alignment with SASB Standards for Mining by 2022.
Develop comprehensive, new IT systems that will help us build sustainability into our business processes	2024	>>	Moving forward, we will develop IT systems that include vendor verification process for Corporate Social Responsibility issues for new suppliers, with the aim of companywide use by 2024.

Commitments and Initiatives

United Nations Sustainable Development Goals

Our sustainability strategy leverages our global footprint, including clear commitments to achieving our goals in a way that supports a sustainable business and the United Nations Sustainable Development Goals (SDGs).

In 2020, we mapped our long-term goals to the SDGs. The SDGs that Tronox can have the most impact upon are:

In 2021, Tronox became a signatory of the United Nations Global Compact, committing to the Ten Principles of the United Nations Global Compact (UNGC) in the areas of Human Rights, Labor, Environment and Anti-Corruption. Our commitment to the UNGC is indicative of our values-oriented corporate culture and determination to improve the sustainability of our business with the SDGs.

Improved Reporting

It is important to Tronox that we continue to improve our reporting to our stakeholders to ensure transparency in our efforts to maintain safe, reliable and responsible facilities. We follow guidance from a range of voluntary global initiatives to more thoroughly address our sustainability impact. Our 2020 Sustainability Report adds additional disclosures on climate-related risks in accordance with the Taskforce on Climate-Related Financial Disclosures (TCFD) (see page 25), as well as aligns our reporting to the Sustainability Accounting Standards Board (SASB) standards.

"Our view of sustainability means we must seek to adapt our ways of work to build a legacy that future generations will see as a moment we all became stronger – together. That legacy will be based in the essential products we provide to our customers, the strength of our communities, the lives of the people who are the heart of who we are, the responsible use and preservation of the earth's resources, and the resilience of our business."

– Melissa Zona, Senior Vice President, External Affairs & Chief Sustainability Officer

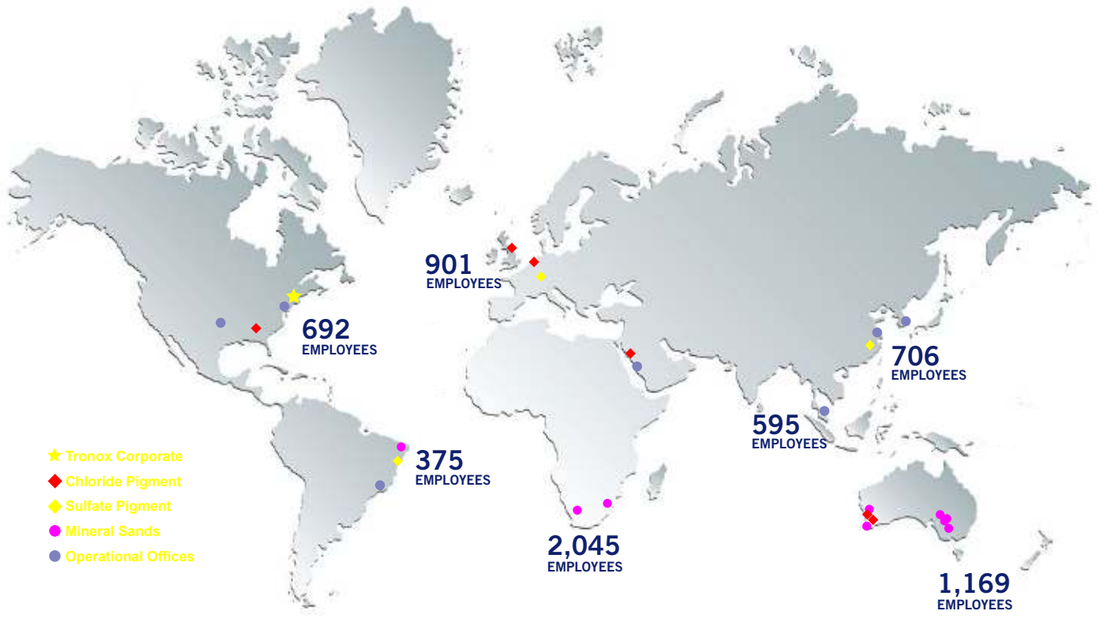
Snapper Mine, New South Wales, Australia

About Tronox

Tronox is the world's leading vertically integrated titanium dioxide producer with an unmatched global footprint. We operate titanium-bearing mineral sand mines and beneficiation and smelting operations in Australia, South Africa and Brazil to produce feedstock materials that can be processed into TiO_2 for pigment. We produce high-purity TiO_2 in our pigment facilities in the United States, Australia, Brazil, United Kingdom, France, the Netherlands, China and Saudi Arabia.

With approximately 6,500 employees around the world, our rich diversity, vertical integration model, and unparalleled operational and technical expertise across the value chain position Tronox as the preeminent TiO_2 producer in the world.

We operate our business realizing the mark we leave extends beyond the minerals we extract or the pigment we manufacture. It is about the way we do business and the example we set. Operating safely and responsibly is an integral part of our business.



Our approach to being a good corporate citizen focuses on proactive global initiatives in the following areas:

- Leading with Safety
- Progressing our Environmental Stewardship
- Supporting Health and Wellness
- Developing and Attracting High-Performance Talent
- Unwavering Expectation of Human Rights
- Investing in the Next Generation

Markets and Products

TiO_2 is a naturally occurring oxide of titanium, which has been used as a pigment for generations. Today, Tronox mines and processes titanium ore, zircon and other materials to deliver "Safe, Quality, Low-Cost Sustainable Tons" for our customers. Tronox is proud to offer the broadest TiO_2 product portfolio in the industry that adds brightness and durability to paints, plastics, paper and other everyday products. TiO_2 also has excellent photocatalytic properties, and is widely used to help leverage the power of sunlight to purify and clean the air. Coming full circle, we also recover secondary products from our TiO_2 production process, then market those for use in other industries — an example of how we are reducing waste and creating additional value.

TiO_2 PRODUCTS

TiO_2 pigment is an inorganic white pigment found in an array of end uses. The most common uses – coatings and plastics – account for more than 80 percent of its global consumption. It is also commonly used in paper and inks.

- TiONA®
- TiKON™

ULTRAFINE AND SPECIALTY TiO_2 PRODUCTS

As a specialty TiO_2 leader since its inception three decades ago, our products are at the core of technologies that contribute to creating a cleaner world through high-performing applications, like industrial catalysts and self-cleaning coatings and paint.

- CristalACTiV™

MINERAL SANDS

Naturally occurring minerals (ilmenite, leucoxene and rutile) are mined to produce TiO_2 feedstock. Our mineral processing generates valuable secondary products for many industries.

- Zircon
- Pig Iron
- Staurolite
- Activated Charcoal

TITANIUM CHEMICALS

Tronox is the world's largest supplier of titanium chemicals ($TiCl_4$ and its derivatives) for use in pigments, powders, catalysts and more.

- Titanium Tetrachloride ($TiCl_4$)
- Titanium Oxychloride ($TiOCl_2$)
- Titanium Oxysulfate ($TiOSO_4$)

SECONDARY PRODUCTS

Secondary products produced during the manufacturing of TiO_2 benefit industries as diverse as agriculture, organic and inorganic chemicals processing, construction, and water treatment chemicals – making them vital ingredients in our everyday lives.

- Caustic Soda Flakes and Liquid
- Gypsum
- Hydrochloric Acid
- Iron Chlorosulfate and Sulfate
- Sodium Hydrochlorite
- Sulfuric Acid

Namakwa Sands Smelter, South Africa

Leading with Safety

In a year when health and safety was more important than ever, we maintained an uncompromising focus on operating safe, reliable and responsible facilities. It is our highest priority, and we are proud to have completed our safest year ever.

By operating safely, we assure our employees and their local communities that we provide safe and decent work, and demonstrate to customers that we have reliable operations that can consistently fulfill their needs. We are proud to share that 2020 was the safest year in our company's history.

Occupational Safety

To ensure that the health and safety of our employees and contractors is always front and center in the minds of management, 15 percent of our annual incentive plan is tied directly to two metrics we track carefully: Disabling Injury Frequency Rate (DIFR) and Total Recordable Injury Frequency Rate (TRIFR). We measure and review lost-time, disabling and recordable injuries daily at our sites. Safety, Health and Environment (SHE) leaders review reports as part of our commitment to safe operations. This data helps us deeply understand the root causes of our incidents and put solutions in place designed to prevent reoccurrence. We share our experiences globally so other sites can learn from the experience and prevent the same incident. To address our most common hazards, some key focus areas are working at heights, vehicles and mobile equipment, permitting, and energy sources.

When it comes to maintaining a safe work environment, Tronox complies with all local regulations including associated national standards, and maintains transparent relationships with our regulatory authorities, who frequently visit our facilities and assess our SHE performance.

As part of our SHE strategy initiative in 2020, we set out to improve our understanding of how we work to better manage risk on a daily basis and make this information more readily available and useful to our teams.

A significant focus of employee safety in 2020 was safety protocols for COVID-19. Read more on page 18.

We are moving beyond a compliance approach to a model that invests in our people and encourages everyone to drive changes to our processes and sites to improve our approach to work. To that end, Tronox updated its global SHE strategy in 2020 with input from all our sites and outside consultants. Our overarching objective is inspiring world-class safety and sustainability at all our operations. We will do this by understanding our work, improving the business processes that support work, and investing where it is most needed to empower our people. The Tronox SHE strategy also focuses on onboarding and supporting our contractors' safety. Read more about our new SHE strategy on page 20.

By building capacity and refining our processes, we will be able to prevent incidents and enhance the safety and well-being of our employees and contractors.

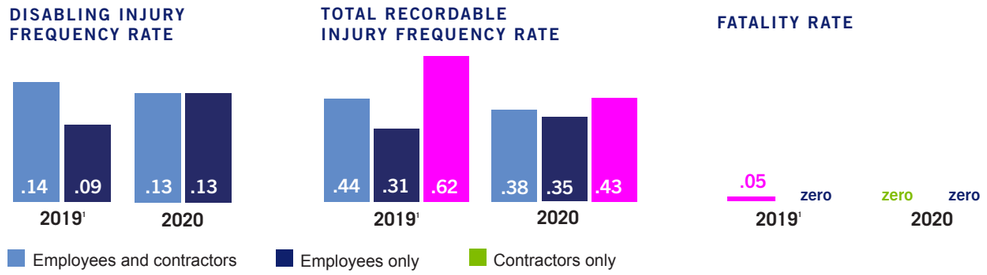
targets

Zero accidents, zero incidents and zero harm
Zero fatalities across the company

Work-Related Injuries (403-9)

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.



	2019[1]			2020		
	Employees	Contractors	Total	Employees	Contractors	Total
Fatalities	0	2	2	0	0	0
Lost-Time Incidents	4	3	7	7	5	12
Restricted Work Cases	1	4	5	1	1	2
Disabling Injuries	5	9	14	8	6	14
Medical Treatment Cases	13	16	29	14	12	26
Recordable Injuries	18	25	43	22	18	40
Reversible Occupational Health Illnesses	0	0	0	0	0	0

[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

Occupational Health Risks

We monitor and have efforts in place to reduce exposure to occupational health risks at our sites:

- Identify sources and extent of exposures in the workplace.
- Use of exposure controls, such as material substitution, personal protective equipment, noise reduction measures and more.
- Record keeping and employee notification requirements.
- Creating an archive or repository of exposure results and work conditions that is suitable for management, medical, and legal users, and that will serve as the baseline for future exposure assessments and as a resource for epidemiology.

We develop exposure control programs to ensure employees and contractors are not exposed to chemicals or physical agents in excess of the applicable occupational exposure limit. Where no exposure limit exists, employee exposures are kept as low as reasonably practical. Technically and economically feasible measures are implemented to control exposures to chemicals and physical agents for which a need is determined through qualitative or quantitative exposure assessments. These include, in order of consideration and preference, engineering controls, work practice controls and personal protective equipment.

We conduct documented, periodic qualitative assessments of jobs to identify potential exposures to chemicals and physical agents in the workplace. These assessments indicate the job or tasks for each similarly exposed group (SEG), identify the applicable chemicals and physical agents and the hazards of each, an estimate of the potential exposures, and the need and appropriate mechanisms for controlling the exposures.

The qualitative assessments are reviewed and, if necessary, revised, periodically or whenever a change in production, process, equipment, or controls may significantly increase exposures or the protective measures currently in use may become inadequate to meet acceptable work conditions.

Our sites follow an annual exposure monitoring schedule that indicates the identity of the chemical or physical agent, the affected occupation title or SEG, the number of samples to be taken, the type of sample, and the comparison limits. The exposure monitoring schedule is reviewed and, if necessary, updated on an annual basis based on results of the qualitative assessments to identify potential exposures in the workplace, results of prior sampling, and the introduction, deletion, or modification of processes, chemicals and/or physical agents; as well as if there are employee concerns.

In the event that single or grouped exposure monitoring results, without having enough data for statistical analysis, exceed the applicable exposure limit(s), the exceedance is investigated and appropriate corrective actions taken and tracked.

On each occasion that monitoring takes place, personnel to be monitored are informed about the reason a sampling device is being worn, how it is to be worn, and when it is to be worn. Personnel who were directly involved in exposure monitoring are notified of their monitoring results. Personnel who were not directly involved in exposure monitoring, but who are in the same SEG also are notified about all monitoring results that may affect them.

Namakwa Sands Smelter, South Africa

CASE STUDY

COVID-19 Response

Namakwa Sands Northern Operations, South Africa

A KEY PART of any company's employee safety approach in 2020 and 2021 is supporting employee health during the global COVID-19 pandemic.

Tronox acted quickly in 2020 to put additional protective measures in place, such as social distancing, masks, restricted employee travel, remote working, staggered shifts, temperature screening checkpoints, restricting onsite people to essential workers, and more robust sanitization and disinfecting procedures. These protocols have been successful with minimal cases of infections from close contact with another Tronox team member.

> "This experience will live with everyone and make us more resilient for the next challenge or problem we face, knowing that when we come together, we will be successful."
> **– Dylan Audeyev, VP – Global Safety, Health, Environment and Quality**

As a global company, we have had to be responsive to changes in infection rates and protocols in all the countries in which we operate. For example, lateral-flow COVID testing has been put in place at our plant in Stallingborough, United Kingdom. We are testing staff once per week on entry and providing a quick turnaround result on whether they have contracted the virus. And, as vaccines have become available in many countries, we are following local guidance to encourage employees to get vaccinated.

Our employees' resilience in responding to the pandemic is evident by our ability to keep operations going successfully. Several learnings and processes from the last year will become permanently adopted standards, such as increased global collaboration through video networking tools, a greater focus on physical and mental health, and elevated hygiene practices.

"The teams embraced the value of being adaptable, decisive and effective," said Dylan Audeyev, VP – Global Safety, Health, Environment and Quality. "This experience will live with everyone and make us more resilient for the next challenge or problem we face, knowing that when we come together, we will be successful."

Operational Safety

Tronox knows that we need strong management of our process safety to protect the health and safety of our employees and the communities in which we operate. Our employees and site management work diligently to operate safe, reliable and responsible facilities.

Contractor Management

In 2020, Tronox worked diligently across its integrated operations to align and improve the processes we use to support and manage our contractor workforces and ensure their safety and success. Currently, 85 percent of all Tronox employees and contractors complete training on our Code of Ethics and Business Conduct. In addition, we instituted a common training framework for those Tronox leaders who coordinate tasks and supervise work performed by contractors, which is then tailored in each of our regions to align with regulatory and local context. The supervisory trainings in 2020 were held in Australia, South Africa and the United States.

In addition, Tronox is migrating to a global vendor management platform to strengthen and improve the way that we partner with contractors. Both contractor partners and Tronox benefit as the system facilitates a common understanding of organizational expectations and site requirements, and enables both parties to work together to enhance communication and improve understanding.

In particular, Tronox is focused on the guided collaborative pre-qualification process that seeks to understand the strengths and weaknesses of contractors in relation to safely delivering work. We hope we can identify and manage critical risks prior to work starting. The ultimate goal is once onsite, all our contractors deliver work that is seamlessly integrated into the site operations, with dynamic assurance processes in place to ensure understanding of emerging risks, issues and challenges, so we can drive collaboration between Tronox and contract partners to enable resolution in the field.

Process Safety (RT-CH-540a.1)

Process Safety Incidents Count is defined as the total annual count of all incidents that meet the definition of a Tier 1 PSI per ANSI/API RP 754. Process Safety Total Incident Rate is calculated as the PSIC multiplied by 200,000 and divided by the total annual hours worked by employees, contractors, and subcontractors.

	2019[1]	2020
Process Safety Incidents Count	5	5
Process Safety Total Incident Rate	0.05	0.05
Process Safety Incident Severity Rate	0.12	0.16

Transportation Incidents (RT-CH-540a.2)

	2019[1]	2020
Transportation Incidents	0	0

[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

Namakwa Sands Northern Operations, South Africa

CASE STUDY

On a Journey to World-Class Safety

WHILE 2020 WAS A YEAR OF CHALLENGES, it was also a year to be inspired by the resiliency and dedication of the human spirit. We saw it first-hand at Tronox as our employees embraced new safety and hygiene protocols in response to COVID-19 and focused on improving work processes to achieve safe outcomes.

"We have always prioritized safety, but the pandemic created an environment where we needed to enhance communications and put even greater emphasis on improving work processes that are critical to achieving safe outcomes for all of our employees," said Dylan Audeyev, VP – Global Safety, Health, Environment and Quality. "This new way of operating has now become part of the normal way of doing business. That, coupled with our new strategy, will guide us on our journey to inspiring world-class safety and sustainability."

In 2020, Tronox updated its global Safety, Health and Environment (SHE) strategy to ensure we are living up to our first core value of safe, reliable and responsible operations. The new SHE strategy moves beyond compliance to a more proactive model. It encourages everyone to drive changes to our processes and plants to improve how we approach our work and become a more resilient organization.

Tronox partnered with external experts in evidence-based safety management and organizational change. As part of the process, we audited current safety approaches with more than 120 interviews of employees at all levels across Australia, Brazil, China, France, the Netherlands, Saudi Arabia, South Africa, United Kingdom and United States. Then, teams across the organization worked together to build local improvement strategies. The result is a global SHE strategy that aligns everyone around a path forward and gives opportunities to make it regionally relevant and impactful to our operations, which will deliver safety, operational excellence and sustainability.

The SHE strategy centers around better understanding how we work:

- Applying an outward mindset, being curious about everyday work and exploring areas where there is uncertainty and risk.
- Appreciating what goes well and sharing learning between peers and sites.
- Understanding the various factors (e.g., fatigue) that influence decision-making.
- Understanding that we are human, and mistakes are normal.
- Demonstrating an appreciation for the complexity of work, how risk is perceived and managed differently.

LEFT: Australind, Western Australia

We are proud to say that 2020 was the safest year on record for Tronox with our lowest total recordable incident rate for employees and contractors.

From there, we will build our capacity for working safer by:

- Investing in our people, plants and processes to achieve world-class safety.
- Ensuring all functions understand their contributions to safe work outcomes and collaborating with our teams so they can be successful.
- Providing systems that help guide successful work in the presence of hazards.
- Understanding how what we know, say and do affects our ability to be aware of our surroundings.
- Effectively onboarding our contractors and partnering with them to improve the planning and execution of work.

By making these changes in our SHE strategy, we will see:

- More time available for conversations among supervisors and employees in the field.
- Incident investigations that focus on learning why things go wrong.
- De-cluttered work processes so people can focus on what is critical.
- Greater organizational learning.
- Fewer repeat events and reduced risk.

Putting a New Strategy into Operation

Each site has identified its top three initiatives to implement in 2021 as part of the SHE strategy. Examples already underway include peer-to-peer supervisor workshops; establishing Learning Teams to understand work; minimizing exposure to risk through wearables and increased automation through newTRON; investments in equipment upgrades and operator skills training; and enhancing our partnerships with contractors.

We believe our new SHE strategy will shape our Tronox culture to where safety is so embedded in everything we do that safety is simply the outcome of work done well.

Committed to Our Environment

Our environmental stewardship begins with the end in mind. We use innovative technologies and practices to ensure responsible operations that protect our land, water, air and ecosystems today, then rehabilitate our land to preserve the earth's scarce resources and biodiversity for the future – because we only have one planet. As we look to the future, we are working to align our business to a 2° centigrade global warming scenario and meet the global challenge of achieving net zero emissions by 2050.

Wonnerup, Southern Operations, Western Australia

We strive to be responsible stewards of the environment and have processes in place to understand how to minimize our environmental impact.

As a mining and chemicals manufacturing company, our business requires an unwavering focus on protecting our environment. We extract minerals and ore, we use water in mineral separation, we emit carbon dioxide when we beneficiate ilmenite into titanium slag or synthetic rutile in our furnaces/kiln, we emit carbon dioxide and other gases from our TiO_2 pigment plants, and we dispose of waste from our mines and pigment plants.

That is why we strive to set an example of accountability and proactively approach environmental stewardship as an essential component of our business. Tronox supports the precautionary approach to evaluate and address potential environmental impacts as part of our Code of Ethics and Business Conduct.

We are continuously improving our environmental footprint monitoring and data collection, whether that is reclassification of data to better align to our global definitions, or adjustments to the conversion factors we use, that can result in slight changes to historical numbers reported in prior reports.

In 2020, Tronox team members validated baseline environmental performance information and set environmental performance indicators to track at both individual sites and global levels. Reviewing our approach was also part of the overall 2020 Safety, Health and Environment (SHE) review with outside consultants and industry benchmarking. Through that review, we developed an updated global SHE strategy. The key strategic themes for environmental impact include:

- Material reduction on product life cycle environmental impacts
- Proactive management of environmental liabilities and legacies
- Preparing for a zero carbon and waste future
- Enhancing community and stakeholder partnerships

At each site, these are translated to material environmental issues that are tracked by site management and at a global level on a quarterly basis.

targets

- **Carbon neutrality by 2050**
  - 2025: 15 percent reduction in Scope 1 and 2 GHG emissions
  - 2030: 35 percent reduction
- **Zero waste to dedicated external landfill by 2050**
  - 2025: 15 percent reduction
  - 2030: 25 percent reduction
- **Strengthen Board oversight of climate-related risk by 2021**
- **Reach full alignment with the Taskforce on Climate-Related Financial Disclosures by 2022**

CLIMATE

Tronox is committed to the global effort to reduce greenhouse gas (GHG) emissions. We also recognize that there are physical risks and transitional risks to our business associated with climate change. Tronox has been working for many years to understand how we reduce GHG emissions from our production cycle.

We measure our GHG emissions (Scope 1 and 2), as well as our emissions intensity, to help us manage our impact and meet the reporting requirements of regulators and governments. Most of Tronox's GHG emissions are generated from our slag furnaces in South Africa, synthetic rutile kiln in Australia, and TiO_2 chemical plants in the United States, United Kingdom, France, Brazil, China, the Netherlands, Australia, and Saudi Arabia. We also use infrastructure, like baghouses, to control particulate matter emissions.

In addition to taking action to address our operational impact on climate change, we are proud to offer products to help clean our air, like catalysts for power plants and diesel trucks that leverage the photocatalytic properties of TiO_2 to reduce air pollution. As a member of the Titanium Dioxide Manufacturers Association, Tronox contributed to a cradle-to-gate analysis to map the carbon footprint of our TiO_2 operations, and we used the results from these studies to engage with supply chain partners to advance product life cycle sustainability.

We launched several new global programs in 2020 to deliver on our commitment to help combat climate change:

- Tracked Scope 1 and 2 CO_2 reductions against 2019 as a baseline year with a plan to track upstream Scope 3 emissions by the end of 2021.
- Linked 5 percent of our global annual incentive program to CO_2 reduction targets starting in 2021.
- Prepared to provide financial disclosures on climate-related risks in accordance with the Taskforce on Climate-Related Financial Disclosures (TCFD).
- Created Greenhouse Gas Center of Excellence with expectations to have medium- and long-term strategic objectives approved by the Executive Leadership in 2021 and prioritize ideas to achieve these targets approved by the first half of 2022.
- Established a carbon footprint baseline for our TiO_2 pigment products starting at our pigment plants. We aim to have a full product environmental footprint for our main products before the end of 2021.

ABOVE: Wonnerup, Southern Operations, Western Australia

TCFD Alignment

Tronox has committed to align our approach with the recommendations of the TCFD framework by 2022. We are already in the process of conducting the climate change scenario analysis to assess both physical and transitional risks for climate change. Our goal is to complete the scenario analysis by the end of 2021 and incorporate findings into our enterprise risk management process and sustainability strategies in 2022.

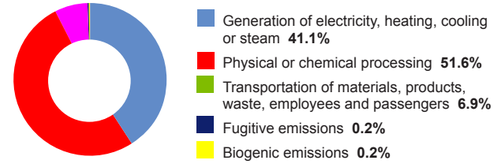
Direct (Scope 1) GHG Emissions (305-1)

Data represents direct GHG emissions from operations that are owned or controlled by Tronox TiO_2 business.

DIRECT GHG EMISSIONS (SCOPE 1)

[millions of metric tons of CO_2 equivalents]

2020 DIRECT GHG EMISSIONS (SCOPE 1) SOURCES



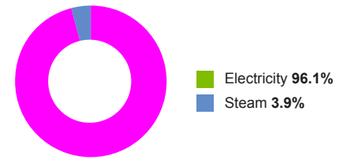
Energy Indirect (Scope 2) GHG Emissions (305-2)

Data represents indirect GHG emissions that results from the generation of purchased or acquired electricity, heating, cooling and steam consumed by the Tronox TiO_2 business.

INDIRECT GHG EMISSIONS (SCOPE 2)

[millions of metric tons of CO_2 equivalents]

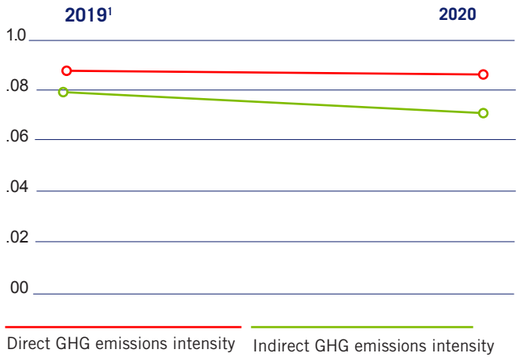
2020 INDIRECT GHG EMISSIONS (SCOPE 2) SOURCES



[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

The Botlek Pigment Plant in the Netherlands is the only Tronox site that imports steam. Since 2018, this steam is generated by the incineration of 100 percent renewable waste (biomass). The steam is imported from neighboring company AVR, which has been Tronox's steam supplier for over 15 years. Previously, AVR's biomass plant, where non-recyclable waste wood is processed, was only suitable for the extraction of electricity. In 2019, this process was adjusted to produce and supply steam to Botlek, resulting in a significant reduction in Botlek's Scope 2 GHG emissions, as well as to provide residual heat to the Rotterdam heating network.

GHG Emissions Intensity (305-4)



[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

Air Quality (RT-CH-120a.1)

Tronox is reporting air emissions of the nitrogen oxides (NO_x), excluding N_2O, and sulfur oxides (SO_x) according to the SASB disclosures for the Chemicals sector. We do not report volatile organic compounds and hazardous air pollutants as those are not material to our business.

metric tons	2020
NOx	4,233.26
SOx	4,780.26

Wonnerup, Southern Operations, Western Australia

CASE STUDY

Exploring Emission Reductions and Green Uses for Byproducts

AS PART OF ITS COMMITMENT TO A MORE CIRCULAR ECONOMY, Tronox and long-term partner, AVR, undertook a new research project to investigate opportunities for the two adjacent companies to use byproducts to generate additional value streams and reduce carbon emissions.

Tronox and AVR have a successful history of partnership to reduce carbon emissions. In 2019, the process for AVR to provide energy to the Botlek Pigment Plant was adjusted from electricity to steam, resulting in a significant reduction in our plant's Scope 2 GHG emissions. In this new project, a consortium of AVR, Tronox, TNO and Deltalinqs – with financial support from Topsector Energiesubsidie van het Ministerie van Economische Zaken – conducted an initial investigation into the viability of using a five megawatt water-electrolyzer to produce new green products from process byproducts and reduce emissions.

AVR produces electricity and steam heat by processing non-recyclable waste wood. It has potential byproducts of hydrogen and oxygen. Tronox uses oxygen in its core processes, and generates some carbon monoxide (CO) as a byproduct.

The study considered three scenarios, including production of hydrogen, heat and oxygen, using Tronox's CO byproducts to produce hydrogen, and using AVR's hydrogen to convert Tronox's CO into methanal.

While the estimated carbon dioxide reduction from each scenario varied, early indications suggest it could range anywhere between 1.5 – 130 kilotons per annum. More detailed life cycle analysis will be required to get to a more exact number.

The study helped AVR and Tronox to better understand the business case and current challenges for each scenario. As a next step, AVR will look deeper into the markets for green hydrogen and methanol.

ABOVE: Botlek Pigment Plant, the Netherlands

ENERGY

Paraíba Mine, Brazil

It takes considerable energy to produce high-quality mineral sands and TiO_2 products, particularly at our slag furnaces at the two smelter sites in Saldanha (Western Cape) and Empangeni (KwaZulu-Natal), South Africa. We work to manage our energy consumption to understand how we mitigate our impact on the local environment and on the climate from greenhouse gas emissions.

Energy availability issues have a direct impact on our operational efficiency. Tronox regularly invests in efficient energy-generation options, the reuse of process emissions, and renewable energy sources.

- A wind turbine farm in Paraíba, Brazil, supplies renewable electricity to satisfy approximately 90 percent of the mine's energy needs.
- Combined heat and power plants generate electricity and steam for the Kwinana and Stallingborough Pigment Plants.
- A CO gas facility reuses CO gas formed during our furnace smelting operations for various needs in KwaZulu-Natal.
- A cogeneration plant utilizes previously flared furnace gases to fuel gas-fired engines for electricity production at the Saldanha Smelter.
- A neighboring waste incineration plant in Botlek, the Netherlands, supplies renewable steam to satisfy 100 percent of the plant's steam needs.

In addition, we are implementing a multi-year business transformation project, newTRON, to leverage technology to improve efficiency across all aspects of our global business, including our energy use.

We measure our energy consumption and energy intensity at each of our operating sites. Our year-to-year performance, analysis, and summary review of short-, medium- and long-term goals are discussed during the Safety, Health, Environment and Quality session on a quarterly basis with company leadership and all sites and regional directors.

> Tronox regularly invests in efficient energy-generation options, the reuse of process emissions, and renewable energy sources.

Energy Consumption Within the Organization (302-1)

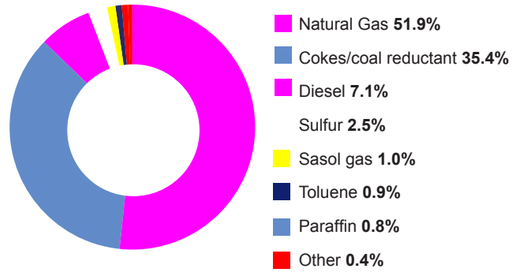
TOTAL DIRECT PRIMARY ENERGY CONSUMPTION

[millions of gigajoules]	2019[1]	2020
Non-renewable fuel sources	29.5	31.4
Renewable fuel sources	0.0	0.0
Electricity and steam sold	-1.3	-1.3
Total	**28.3**	**30.1**

TOTAL INDIRECT PRIMARY ENERGY CONSUMPTION

[millions of gigajoules]	2019[1]	2020
Electricity	8.0	8.2
Steam	0.6	0.7
Total	**8.6**	**8.9**

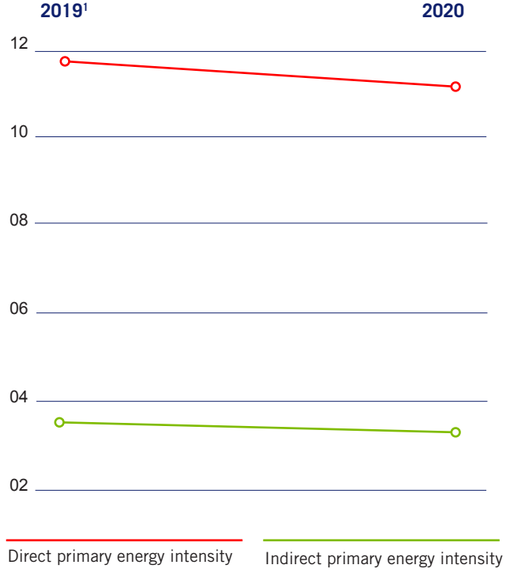
2020 NON-RENEWABLE FUEL SOURCES



[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

Energy Intensity (302-3)

[gigajoules / metric tons produced]



[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

The energy intensity required to produce our products is influenced by multiple factors, such as transportation distances, the energy mix of the fuel sources used and the production load of the pigment plants.

Tronox's overall direct energy intensity decreased compared to 2019. Factors that contributed to the decrease were that the percentage of total production from mining locations increased by more than 2 percent in 2020 compared to the prior year, and a yield improvement at our Yanbu Pigment Plant created greater direct energy efficiency. Conversely, our Thann Pigment Plant saw an increase in direct energy intensity. Thann is dependent on the Thur River for cooling water. A dam repair resulted in a production decrease, and in turn, less efficient production. In addition, the fabrication unit for titanium tetrachloride ($TiCl_4$) production had a shutdown in 2020. The startup of this unit at the end of the year required a significant amount of direct energy.

The overall indirect energy intensity also decreased compared to 2019. Two key changes contributed to the decrease. The decommissioning process of the Paraíba Mine started in 2020, resulting in a stop of mining activities while production continued. The mining process was the biggest consumer of electricity and therefore this decrease caused a significant drop in indirect energy intensity for this location. Namakwa Sands and KwaZulu-Natal Sands produced more in 2020 compared to 2019. These sites account for around 50 percent of Tronox's global indirect energy consumption, resulting in an improved indirect energy intensity for both South Africa and the global business.

WATER

Dam at Fairbreeze Mine, South Africa

Fresh water is a precious natural resource, vital to our communities and essential to our operations. At Tronox, our value to operate responsibly means we must manage water more sustainably. To do this, we focus on water reuse and recycling systems at several of our operations, as well as rainwater, so fresh water remains available for allocation as efficiently as possible.

We also match the quality of water used in operations to a specific process in a fit-for-purpose approach, such as using seawater or recycled industrial wastewater instead of fresh water, which reduces our reliance on municipal water around the world.

In addition to fit-for-purpose water, Tronox relies on multiple water reuse and recycling systems so scarce fresh water can be allocated as efficiently as possible. We collect and consume rainwater at KwaZulu-Natal Sands in South Africa, and at Broken Hill Mineral Processing Plant in Australia.

We measure our water withdrawal to understand our use of water for the first time (not reused or recycled water). Water withdrawal is measured at each of our operating sites. The annual performance is discussed with the leadership team during the Safety, Health, Environment and Quality session on a quarterly basis with company leadership and all sites and regional directors. The review includes year-to-year performance, analysis of the results, and review of short-, medium- and long-term goals.

In 2020, we updated our water disclosures to include water withdrawal by source and by water quality to fresh, brackish and high salinity water. We also identified the sites operating in areas classified as being at risk for high water stress, in accordance with the Aqueduct Water Risk Atlas by the World Resources Institute. The sites operating in high stress areas are listed below:

- Australia Eastern Operations
- Australia Southern Operations
- Cooljarloo Mining Site in Australia
- Bunbury Pigment Plant in Australia
- Yanbu Pigment Plant in Saudi Arabia

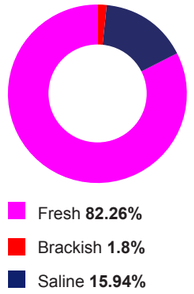
In areas with high water stress, Tronox has focused efforts to both reduce consumption and to use non-freshwater resources when possible. We have been able to adjust our operations in high water stress areas so that freshwater contributes to around 60 percent of water used at those sites; compared to 87 percent in areas with low water stress. Of the non-freshwater resources, over 30 percent are from high salinity water sources (above 10,000 mg/L of total dissolved solids) and less than 10 percent from brackish water sources (with total dissolved solids between 1,000-10,000 mg/L).

Water Withdrawal by Source (303-3)

[millions of cubic meters]	2019[1]	2020
Total Water Withdrawal	78.7	80.8

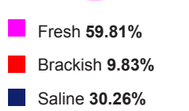
[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

TOTAL ACCOUNTED WITHDRAWAL BY WATER QUALITY



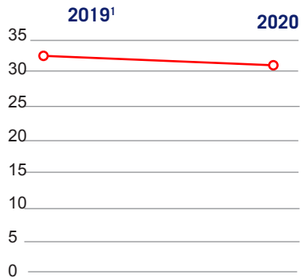
2020 water withdrawal by source (megaliters)	Fresh	Brackish	Saline	Total
Surface	17,788,832	0	0	17,788,832
Ground	19,476,143	1,031,028	2,924,951	23,432,122
Sea	0	0	6,224,217	6,224,217
Third-Party	9,952,929	0	0	9,952,929
Produced	0	0	0	0
Total	**47,217,904**	**1,031,028**	**9,149,168**	**57,398,100**

TOTAL ACCOUNTED WITHDRAWAL BY WATER QUALITY AT LOCATIONS WITH HIGH WATER STRESS



2020 water withdrawal from areas of high stress (megaliters)	Fresh	Brackish	Saline	Total
Surface	0	0	0	0
Ground	3,484,279	950,000	2,924,951	7,359,230
Sea	0	0	0	0
Third-Party	2,306,410	0	0	2,306,410
Produced	0	0	0	0
Total	**5,790,689**	**950,000**	**2,924,951**	**9,665,640**

WATER INTENSITY
[millions of cubic meters / metric tons produced]



[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

Over 65 percent of our manufacturing locations succeeded in lowering their water withdrawal intensity. At the mining locations in South Africa (Namakwa Sands and KwaZulu-Natal Sands), water withdrawal intensity significantly decreased as the mines were able to recycle more mining process water from their tailing storage facilities due to longer periods of wet weather conditions in 2020.

BIODIVERSITY

We understand our operations are often in areas that are home to unique animals, plants and wildlife. Our mines and plants benefit from the land, so it is imperative that we protect this biodiversity. The first mission is to mitigate impacts as we operate, and then we rehabilitate these sites to protect and rehabilitate land and local ecosystems, so they can thrive long term.

Because of the nature of our mining, we shift our active mining area frequently, and immediately implement rehabilitation efforts, such as planting native vegetation. This approach enables us to disturb the land for only a short time and allows animals to move easily throughout the area without having the full habitat impacted.

We also put proactive measures in place to protect animal and flora species. For example, at our Cooljarloo Mine in Australia, nesting boxes are designed to shelter the endangered Carnaby's Black Cockatoo, and plans to eradicate invasive pathogens, including Phytophthora cinnamomi (dieback), have been implemented to protect indigenous plant species on the site. In addition, we often transplant rare plants from our operations to rehabilitation areas to support such plants' continued survival. At our Wonnerup Mine in Australia, artificial breeding hollows have been installed in existing habitat adjacent to the mine to provide additional breeding habitat for the critically endangered Western Ringtail Possum.

We conduct studies as part of our environmental management programs (EMPs) and environmental impact assessments so we can include environmental considerations as we determine which areas we mine and develop, which should be restricted areas, and the mining approach to minimize or avoid environmental impact. Rehabilitation measures are included in the EMPs, Rehabilitation Guidelines and Procedures, and mine closure plans, as well as integrated into our way of doing business from early in the mine's life. These measures are monitored and reported on a consistent basis to certify that closure objectives are met.

Our world-class rehabilitation management programs are specifically designed to protect, preserve and restore local ecosystems. For example, at the KwaZulu-Natal Sands Fairbreeze Mine in South Africa, an Offsets Advisory Committee consisting of various stakeholders and biodiversity experts determines an offset requirement commensurate to impacted water resources and ecosystems. The Fairbreeze Mine offset obligations are to compensate for affected wetland and biodiversity that could not be mitigated. Another example is our Eastern mining operations in Australia, where fauna and flora are regularly monitored and reported through the Annual Environmental Monitoring Report for reported offset areas.

The Paraíba Mine's environmental recovery program is recognized by the Brazilian Institute of the Environment and Renewable Natural Resources (IBAMA) as a model for the re-composition of dunes. The mine's efforts to restore the environmental characteristics of the land includes re-establishing the local fauna and flora, and involves the local producers and the community in purchasing and in planting seedlings and sharing best practices. The site also supports animal release efforts, with up to 1,889 animals released since mining operations began at the site – 1,687 birds, 24 mammals and 178 reptiles. Due to the COVID-19 pandemic, IBAMA did not do any animal releases at the mine in 2020.

ABOVE: KwaZulu-Natal Sands Fairbreeze Mine, South Africa

> The Paraíba Mine's environmental recovery program is recognized by the Brazilian Institute of the Environment and Renewable Natural Resources (IBAMA) as a model for the re-composition of dunes.

We have a successful rehabilitation record in Australia. Our wetland rehabilitation project at Gwindinup North Mine won the Revegetation Industry Association of WA Award for Excellence in Rehabilitation in 2018. Another rehabilitation project at Ludlow won this same award in 2020. At our Eastern Operations in Australia, Tronox prepared a Flora and Fauna Management Plan in 2019, in accordance with Development Consent requirements, for the construction and operation of the mine and associated infrastructure. The plan specifies how we will manage vegetation clearing, protect threatened species, and reinstate, monitor, and manage native flora and fauna habitats. We work to monitor and rehabilitate vegetation at our other mine sites as well, and plan to begin rehabilitation at the Crayfish Mine site in 2021.

At our Northern Operations in Western Australia, rehabilitation monitoring is conducted by a contractor to track the site's development over time, confirm successful practices and identify improvement opportunities. Tronox has developed formal rehabilitation performance criteria with clearly defined objectives, plans and success measures. These are outlined in the Cooljarloo Mine Closure Plan, as endorsed by the government. The rehabilitation data has been presented to the Mineral Sands Agreement Rehabilitation Coordinating Committee each year until 2020, which was the expiration date for the Cooljarloo State Agreement Act.

At our Eastern Operations in Eastern Australia, we are developing a new mining site named Atlas-Campaspe Mine. Before beginning construction at the Atlas site, Tronox prepared a Biodiversity Management Plan, in accordance with Development Consent requirements, for the construction and operation of the mines and associated infrastructure. The objective of the plan is to address relevant State and Commonwealth approval conditions and facilitate the management of biodiversity at the Atlas-Campaspe Mine, Ivanhoe Rail Facility, Vegetation Management Areas (VMAs) at the mine site and Ivanhoe Rail Facility, and an offset area. The Biodiversity Management Plan provides a description of existing environment related to these areas, and outlines reporting, auditing and reviewing requirements.

Throughout all our sites, we measure the amount of land disturbed by our operations, as well as rehabilitated or restored.

Community Partnerships for Biodiversity

We believe in the value of constructive discussions with stakeholders in our communities as part of our commitment to being good stewards of our environment.

As part of Tronox KwaZulu-Natal Sands' impact mitigation measures at the Fairbreeze Mine, the company has established protected areas, such as the Siyaya Biodiversity Offset (230 hectares/568 acres). We have partnered with Eco-Pulse, a reputable environmental consulting company, to build a state-of-the-art offset management plan. We also participate in the uMhlathuze Catchment Management Agency, where we play a critical role in ensuring catchment protection and efficient water utilization. As part of our environmental stewardship, we have partnered with the Mtunzini community to form an Environmental Oversight Committee (EOC) comprising representatives of Tronox and the community. The EOC's primary function is to ensure that Tronox delivers on our environmental and biodiversity impact mitigation promise and is chaired by an independent leader.

Our Northern Operations in Australia have provided a total of over USD $260,000 in annual grants since 2005 to the Department of Biodiversity, Conservation and Attractions (DBCA) to fund important conservation projects within the catchment area of the Chandala Processing Plant. Each year, DBCA submits a list of projects to Tronox. We select projects focused on improving the health of the environment, such as:

Swan Coastal Plain Nature Conservation Survey (2010 to date)

The monitoring program will produce the most comprehensive macroinvertebrate inventory of an area on the Swan Coastal Plain with a photographic reference record that has never been conducted.

Feral European Honey Bee Survey and Control Programs

Funding supports efforts to control the feral European honey bee, which is a recognized threat to biodiversity due to competition with native bees and other insect pollinators. They also impact native animals that utilize tree hollows for shelter and nests, including the Carnaby's Black Cockatoo, which is a threatened species. Our Southern Operations installed similar Carnaby's Cockatoo habitats.

Supporting the Chittering Wildlife Caretakers (2012 to date)

Funding enables a local wildlife caretakers group to care for sick, injured and immature native wildlife in order to re-establish rehabilitated wildlife into their natural environment.

Western Shield Feral Predator Program (2001 to date)

- The Western Shield baiting program in the Cooljarloo area distributes baits for the eradication of feral foxes and cats that pose a serious conservation problem in Australia and have a significant impact on native fauna. The Australian Department of Biodiversity, Conservation and Attraction leads the program, which covers around 1,080 locations in Western Australia.

Other Environmental Projects Sponsored by Northern Operations include:

- A partnership with the Chittering Landcare Group since 1990. Tronox supplies financial funding and office facilities where the group works. Chittering Landcare Group carries out monitoring on all local waterways. They also receive government funding each year to carry out various environmental projects, such as planting of native flora on eroded lands.
- Sponsoring the West Midlands Natural Resource Group, which is responsible for promoting sustainable farming practices, reducing environmental impacts and improving productivity. This includes fencing of creek beds to stop erosion, planting perennial grasses on light soils, various deep ripping and cropping practices, and conducting fertilizer and grain trials. West Midlands also runs regular community meetings with guest speakers.

CASE STUDY

Preserving Habitats in KwaZulu-Natal

TRONOX IS WORKING WITH LOCAL GOVERNMENT authorities to designate a biodiversity offset near our Fairbreeze Mine in KwaZulu-Natal. Because the mining process disturbs the land, mining companies often establish nearby areas as biodiversity offsets dedicated for conservation, so local wildlife and plants can continue to thrive. Once approved, the Fairbreeze offset will help preserve 1,000 hectares (2,471 acres) of grass-sedge wetlands, swamp wetlands, grassland and forests.

The area was previously used by sugarcane, eucalyptus and timber plantations, which led to a loss of habitat for native species, such as the Pickersgill's reed frog, and birds, like the swamp nightjar, black coucal and African marsh harrier. This region is also home to side-striped jackals, servals, clawless otters, mongooses, antelope species, such as bushbucks and duikers, palm-nut vultures, and Gaboon vipers.

> "Some people may think certain species, like frogs or snakes, are inconsequential or even undesirable, but every animal plays a valuable role in the ecosystem. By preserving their habitats, we are protecting these species for the future and giving new use to the land." **– Pat Jennings, Senior Environmental Advisor: Land Management**

We intend to invest millions of dollars in rehabilitating the offset over the next several decades, even after we finish mining in the area. Eventually, the offset may become a nature reserve, bringing tourists to the region, or an educational site where scientists can observe the plants and animals more closely.

While we await official designation as a protected area, we are actively managing the site by controlling invasive plants, removing the eucalyptus plantations in phases, conducting controlled burning to promote restoration of natural grassland, and implementing approved wetland restoration interventions.

ABOVE: Left: Pickersgill's reed frog; Right: KwaZulu-Natal Sands Fairbreeze Mine, South Africa

Habitats Protected or Restored (304-3) / Amount of Land Disturbed or Rehabilitated (G4-MM1)

Data represents a snapshot at year end (December 31 of that year). The land use footprint includes all Tronox operations, however, more than 95 percent of total land use can be attributed to our six titanium feedstock mines in Australia, Brazil and South Africa.

[Hectares]	2019[1]	2020
Area disturbed	9,566	9,613
Area in rehabilitation	3,003	3,168
Area restored	6,549	7,006
Total land use	**176,343**	**176,484**

[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

Total area in rehabilitation and restored increased in 2020, primarily in South Africa. Conversely, at both our Eastern and Southern Operations in Australia, less area was opened in 2020 than in 2019. Eastern Operations saw a decrease after clearing of a large part of land in preparation for the Atlas-Campaspe Mine construction project in 2019. Similarly, at Southern Operations, the existing Wonnerup Mine was expanded in 2019. Mine expansion activities are an irregular occurrence and only take place if the existing ore body becomes too small according to the mining plan.

Globally, our rehabilitation expenditures increased in 2020. At Eastern Operations, large backfill areas were prepared with topsoil for seeding, a relatively large expense in the rehabilitation process. Restoration activities also scaled up at KwaZulu-Natal Sands in 2020, resulting in an increase in expenditures.

RESTORED HABITATS AT OUR MINES

Mine	Area opened during fiscal year [hectares]	Area restored during fiscal year [hectares]	Expenditures on rehabilitation during fiscal year [USD]
Australia Eastern Mining	67	68	$3,672,970
Australia Western Mining	37	0	$975,986
KwaZulu-Natal Sands	61	26	$1,874,325
Namakwa Sands	285	227	$2,495,859
Northern Operations	109	98	$1,088,912
Paraíba	0	37	$284,682
Total	**559**	**456**	**$10,392,734**

ABOVE: KwaZulu-Natal Sands Fairbreeze Mine, South Africa

Wonnerup, Southern Operations, Western Australia

WASTE

Thann Pigment Plant, France

Tronox manages waste according to local waste management procedures based on the principles of cradle-to-gate. This means taking accountability from extracting that resource from the ground until it leaves our factory gate for the customer.

All waste leaving our sites is labeled, weighed, and only handled by contracted and/or authorized service providers. However, some waste stays at our sites. For instance, waste rock is used to fill and contour mined-out areas while tailings, the ground-up rock left over after processing ore, are deposited in sedimentation lagoons. Other types of waste are placed in landfill pits specifically designed for either hazardous or non-hazardous waste. We monitor and report on our waste type and disposal to help us manage our impact.

In 2020, our process-specific Centers of Excellence launched programs to increase the chemical yield of our plants and further improve on the optimization and utilization of our raw materials, and reduce waste. The Waste Center of Excellence also established medium- and long-term objectives:

targets

- **Zero waste to external dedicated landfill by 2050**
  - 2025: 15 percent reduction
  - 2030: 25 percent reduction

The projects and ideas to achieve these targets have been approved and the progress is reviewed periodically to overcome any obstacles. Much of our waste efforts involve investments in research and development to translate successful lab trials to commercially viable projects.

Tailings Storage

Tailings storage is one of the most significant design decisions in mine development. The aim is to safely contain the tailings under any and all circumstances. There are many factors to be considered in selecting the optimum site and construction method, such as topography, rainfall, seismic activity, mineral characteristics and proximity to people. Depending on the location of the facility and the chemical characteristics of the tailings, the storage compound may use a variety of lining methods designed to prevent impacts to surface and groundwater systems. The construction method also ensures safe operation of a facility. All Tronox facilities are designed through qualified engineering expertise, and stability monitoring is conducted frequently in accordance with local regulatory requirements.

In 2020, we established a global Center of Excellence to manage tailings storage facilities. The Tailings Center of Excellence has two main strategic objectives. The first is to find a breakthrough solution to eliminate the need to construct tailings storage facilities in the future. The second is to ensure that all our tailings facilities are managed in accordance with the Global Industry Standards on Tailings Management, which was launched in August 2020. The global standards represent shared commitment by the International Council on Mining and Metals, the United Nations Environmental Program and Principles for Responsible Investment. Tronox is committed to fully complying with the standard by August 2023. We completed self-assessments at relevant sites and developed actions to achieve full compliance by the target date.

Contributing to a Circular Economy

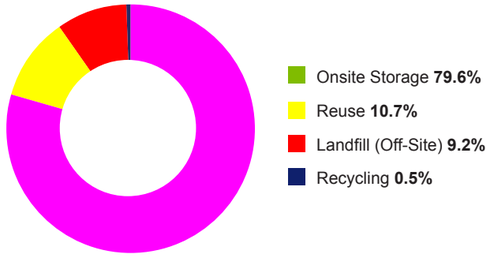
Tronox continuously seeks alternatives for waste streams. We recognize there are challenges facing the TiO_2 manufacturing industry to achieve the long-term goal of full recovery/recycling of waste. We continue to invest in research and development to maximize the use of resources and achieve this long-term objective.

Waste By Type and Disposal Method (306-2)

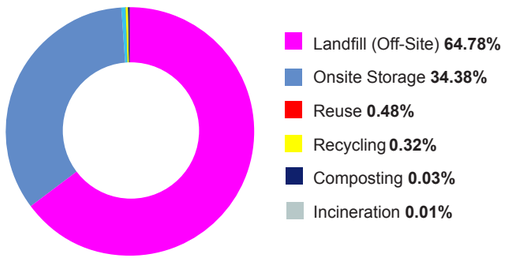
Data represents a snapshot at year end (December 31 of that year). The land use footprint includes all Tronox operations; however, more than 95 percent of total land use can be attributed to our six titanium feedstock mines in Australia, Brazil and South Africa.

[metric tons x100,000]	2019[1]	2020
Hazardous Waste	1.1	1.3
Non-Hazardous Waste	16.2	17.3

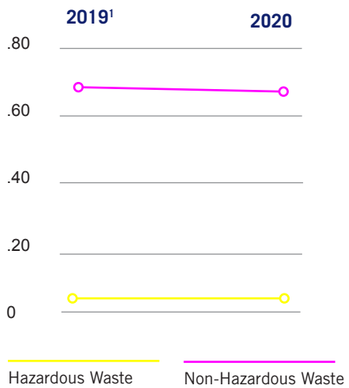
2020 HAZARDOUS WASTE



2020 NON-HAZARDOUS WASTE



WASTE INTENSITY



Tronox decreased its overall waste intensity year-over-year due to work at our plants to optimize resource use and find ways to recycle more waste products. Our plant in Fuzhou, China, which is responsible for a significant part of global non-hazardous waste generation, started recycling part of its waste acid, so less is being treated in the effluent treatment plant, generating less red gypsum. The Yanbu Pigment Plant in Saudi Arabia optimized coke usage and increased chemical yield of titanium ore. This, together with increased production, resulted in the generation of less filter cake.

[1] Tronox acquired the TiO_2 business of Cristal on April 10, 2019. 2019 data does not include the full calendar year for Cristal.

CASE STUDY

Repurposing Waste and Contributing to a Circular Economy

TRONOX'S PIGMENT PLANTS manufacture the TiO_2 needed to create a more brilliant world, but we have also been exploring ways to put the waste from this process to better use – creating added value streams and keeping more materials out of landfills.

A prime example of this is our activated carbon production at the Chandala Processing Plant in Australia. Since 2000, we have invested in equipment and processes that enable us to collect leftover char from our kiln, repurposing it for sale as activated carbon. By the end of 2021, we expect to have sold more than 230 kilotons of char, keeping 575,000 cubic meters of char from being buried in landfills.

Several other sites are repurposing waste to create new products:

Bahía

In 2020, we signed two customers that have a use for our unreacted ore that previously would have been treated as waste. The unreacted ore from our Bahía Pigment Plant in Brazil will be used by the construction industry as an additive to improve the properties of concrete.

> "What we consider waste can have real value for other industries – and also create a more sustainable world. Customers use Tronox's carbon to make the world cleaner by filtering water for drinking, treating wastewater before it re-enters the environment, removing toxic substances from incinerators and furnaces, removing exhaust fumes from agricultural production and remediating soil at contaminated sites."
>
> **– Dennis Plester, Manager, Sales – Mineral Sands**

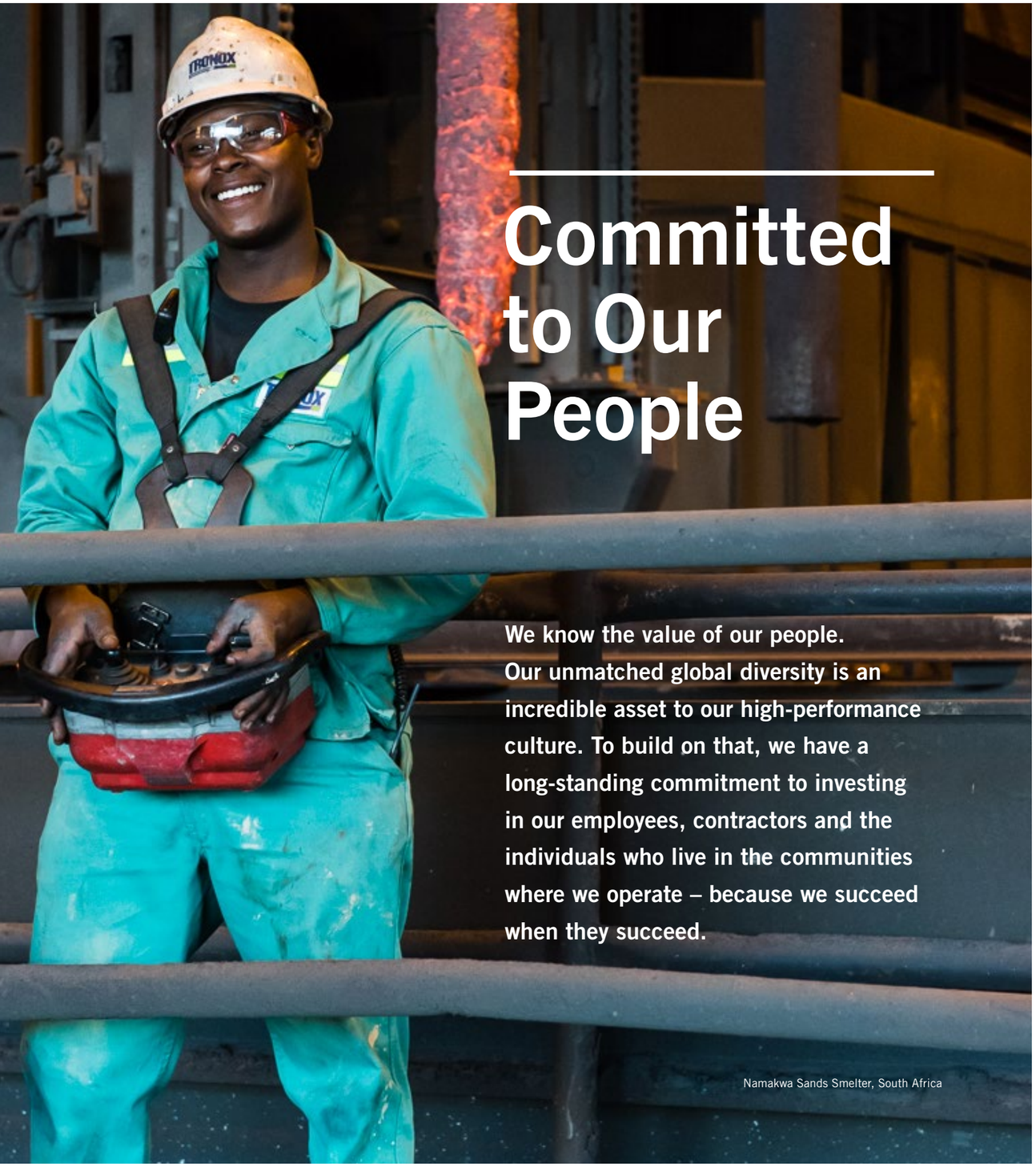
Our Bahía team also is exploring options with fertilizer manufacturers about how they can utilize the leftover sulfuric acid. Sulfuric acid can be used to make phosphoric acid and ammonium sulfate, important ingredients for agricultural fertilizers. Efforts to recycle and reuse sulfuric acid in our own processes also are underway at the Fuzhou Pigment Plant in China and the Thann Pigment Plant in France.

Botlek

The Botlek Pigment Plant completed a successful feasibility study in 2019 to recover scandium from waste acid and filter cake. Scandium is a rare-earth element critical for aerospace and 3D printing applications. However, it is incredibly scarce, so having the ability to supply it in Europe could be a game changer for European industry.

Bunbury

The Bunbury Pigment Plant in Western Australia is exploring using Treated Solid Residue (TSR), a byproduct of TiO_2 production, as an ingredient for road mix, construction materials and mine rehabilitation filler. We also are working with an industry partner on the feasibility to recover multiple valuable metals from pigment wastes at their plant. Due diligence studies are in progress and could lead to a more detailed prefeasibility study.



Committed to Our People

We know the value of our people. Our unmatched global diversity is an incredible asset to our high-performance culture. To build on that, we have a long-standing commitment to investing in our employees, contractors and the individuals who live in the communities where we operate – because we succeed when they succeed.

Namakwa Sands Smelter, South Africa

Tronox employs approximately 6,500 people globally.

We strive to be the employer of choice in our communities by providing meaningful work. This includes fair compensation, a safe work environment, respect for and inclusion of diverse cultures and backgrounds, and opportunities for skills development and career advancement. We invest in our people, growing talent within the organization, knowing that together we will accomplish great things. In some of our very remote mining regions, we provide additional services for employees, including transportation, overnight accommodations and meals.

The Tronox Code of Ethics and Business Conduct defines expectations for social sustainability, ensuring we treat the stakeholders of our business with integrity and respect. Behavior reflecting high ethical standards is expected of all directors, employees and others who are bound by the Code, regardless of position or location. We strive to conduct our activities in a responsible and ethical manner, adhering always to our values.

Download Tronox Code of Ethics and Business Conduct here.

targets

- **Improve gender balance and diversity of our workforce**
- **Improve gender balance and diversity of leadership and succession planning**
- **Define mental health strategies for all regions in 2021**
- **Publish first Labor and Human Rights Report in 2021**

High-Performance Culture

We are a global organization comprising diverse perspectives and backgrounds, united and guided by our Core Values. We know it is our responsibility to put our values into action and believe that through living our values we unleash our full potential.

Our Values

- We have an uncompromising focus on operating safe, reliable and responsible facilities.
- We honor our responsibility to create value for stakeholders.
- We treat others with respect and act with personal and organizational integrity.
- We build our organization with diverse, talented people who make a positive difference and we invest in their success.
- We are adaptable, decisive and effective.
- We are trustworthy and reliable, and we build mutually rewarding relationships.
- We share accountability, and have high expectations for ourselves and one another.
- We do the right work the right way in every aspect of our business.
- We celebrate the joy of working together to accomplish great things.

Because Tronox operates both titanium ore mines and titanium dioxide pigment plants around the world, we need specialty skills in mining and TiO_2 pigment manufacturing, and people who are willing to learn skills across both operations to help us extract value from our integrated model. This is why we place a high priority on sharing our brilliance across teams, including by relocating skilled leaders across countries and operations, by staffing high-potential employees in regions on global projects, and by enabling collaboration in global Centers of Excellence.

CASE STUDY

Starting the Conversation About Mental Health

ONE ASPECT OF HEALTH AND WELLNESS that is often overlooked is mental health, but globally one in six adults faces mental health challenges, such as depression and anxiety. 2020 was an especially challenging year with the COVID-19 pandemic.

At our plant in Stallingborough, United Kingdom, Tronox is encouraging our employees to help end the stigma of talking about mental health in the workplace.

Our HR team collaborated with union partners to create the Mental Health First Aiders, a group of employees who create a safe space for employees to talk about mental health issues. Eight Tronox First Aiders attended a two-day training course to prepare them to be go-to individuals for coworkers who want to talk. They offer general emotional support and, if necessary, professional resource solutions that might be able to help further.

Our Mental Health First Aiders have responded to many phone calls, emails, and text messages from employees. Many were struggling with the emotional toll of the pandemic, including anxiety, depression, isolation and grief of losing a loved one.

The Stallingborough site continues its focus on employee mental health and overall wellness and launched a new mental health strategy and Stallingborough Wellness program in April 2021. Its aim is to build and embed an open mindset regarding mental health and wellbeing, and to create a culture where positive mental health is promoted and wellbeing is valued.

Mental health resources are available for all employees through Tronox's employee assistance programs.

> "People can be hesitant to talk about what they are going through when they first approach me. The remarkable thing is that most people said how much better they feel simply by verbalizing their concerns. And for those who needed more professional support, we were able to refer them to resources available through our employee health benefits."
>
> **– Mark Setterfield, Learning & Development Lead – Europe, and a Tronox Mental Health First Aider**

ABOVE: Tronox Corporate Office, USA

CASE STUDY

Helping Brazil Employees Have Equilibrium

Bahía Plant, Brazil

TRONOX'S OPERATIONS IN BRAZIL also focused on mental health in 2020 – launching the Equilibrium Program as part of its ongoing Quality of Life Program, which aims to support employees and interns in balancing their health, improving quality of life and increasing work satisfaction rates.

The first piece of the Equilibrium Program was providing the Employee Support Program to employees and their families in early 2020, which offers support in solving problems of various kinds that have an impact on mental health. This includes psychological support, guidance on legal and financial issues, support during loss of family members, and other needs.

> "Investing in the emotional health of our employees is just as important as their physical health. We decided to expand the service to the employees' families because everything that affects their loved ones also has a great impact on our team members and their ability to do their job to the best of their ability."
>
> **– Rodrigo Assunção, Manager of Human Resources for Tronox's Brazilian sites**

The Equilibrium Program has since added the Mental Health Project to help address mental health specifically during the ongoing pandemic. The project focuses on three areas of need:

- In-Person Work Teams – Provide reassurance that safety protocols are helping to keep employees safe, celebrating team victories to maintain morale and providing stress-reducing tips.
- At-Home Work Teams – Provide tools to help maintain work-life balance and avoid digital overload for those employees working from home.
- Families – Promote actions that help our families stay safe during the pandemic, such as tools to help prepare for returning to in-person school.

At Tronox, taking care of our business means taking care of our greatest asset – our people.

LEARNING AND DEVELOPMENT

Namakwa Sands Northern Operations, South Africa

Our people are the heart of our organization. We will develop our people for the work they do today and will be doing tomorrow and will enable and empower them through deliberate investment in their development to deliver excellence.

Investment in the success of our people is an investment in the success of our business. Our global Learning and Development (L&D) team provides support, tools and resources needed to enable our leaders to improve their ability to lead and develop their teams, to build a sustainable talent base, and to create a powerful learning culture for all employees.

We formed a Learning and Development Center of Excellence in 2019 made up of L&D leaders from around the globe to share existing best practices and meet the future learning and development needs of the business. We benchmarked our current practices against high-performing learning organizations using the Towards Maturity model and Learning Health Check methodology. We used these insights to set our L&D vision and mission, and developed a five-year strategic plan aligned to the broader business strategy and goals.

To achieve this vision, we are developing a global learning technology ecosystem. We are also defining career development pathways for operational, professional and managerial roles. These will provide the foundation for targeted, high-impact L&D programs and resources that build and maintain the skills we need today and tomorrow, establishing sustainable talent pipelines for the future.

Some of our current initiatives include:

- **Leadership Training** We cultivate future leaders through in-person and virtual training that prepares new supervisors, further develops existing supervisors and prepares senior leaders to guide business strategy. Local universities help facilitate many of these programs.
- **Internal Skill-Building Programs** Many programs help current employees build new skills to develop in their careers. At our Hamilton Pigment Plant, hourly production operators have the opportunity to complete maintenance curricula and assessments to qualify for mechanic positions. We also partner with a local community college to provide classes that help current employees close skill gaps.
- **Training the Next Generation of Employees** We provide apprentice programs for mechanical and electrical technicians, lab technicians, research and development, engineering, and IT. University students intern in both operational and administrative roles at many of our global facilities. Our facilities in South Africa also offer a bursary program, providing two years of work experience for recent graduates in engineering, human resources and finance roles.

Tronox supports the education of our employees, their families and our surrounding communities. In 2020, we were able to award 45 scholarships for our employees to enhance their educational credentials. In 2020, Tronox spent nearly $1.5 million on employee training across our sites, functions and employee levels. Employees and contractors completed more than 475,000 training hours. This included more than 3,000 hours in leadership development courses through ExecOnline. In addition, 65 percent of employees undergo annual performance reviews. The exceptions are employees under collective bargaining agreements in South Africa, France, United Kingdom, and Brazil.

We track a range of metrics to ensure that we are making progress relative to our career management and training goals. These metrics include the amount of annual investment in various forms of career, technical, and compliance training; the number of hours employees spent on training; and the percentage of our employees who undergo annual performance appraisals.

All new employees formally commit to abide by Tronox's Code of Ethics and Business Conduct and are made aware of our employee handbook and our expectations for ethical business conduct. We actively promote awareness of our ethics hotline to ensure employees feel empowered to raise concerns if they believe our our Code of Ethics and Business Conduct has been violated. We frequently conduct employee training on compliance and ethics topics covered by the Code of Ethics and Business Conduct through a variety of methods, including in-person and online training.

Labor/Management Relations

Tronox respects our employees' rights to collectively bargain. Approximately 41 percent of Tronox employees worldwide are represented by a union or collective bargaining agreement.

There are no records of strikes or lockouts at any Tronox location in the last 10 years (G4-MM4).

	% participating
Total	41%
US	0%
Rest of world	46%

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY

Namakwa Sands Northern Operations, South Africa

As a global company, it is imperative that we foster a workforce comprised of people with varying backgrounds and perspectives, reflecting our customer base and the communities in which we operate.

We believe our business is most effective when it is diverse, and our people enjoy a fair and supportive work environment. We expect our employees to 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.

Tronox launched a Diversity and Inclusion (D&I) Center of Excellence in 2020. Team members were selected from around the globe and across functions to ensure our rich global diversity was represented. We started with sharing highlights, measures, challenges and gaps from across regions, then identified D&I education, cultural awareness and female recruitment as our focus areas. In 2021, we will focus on developing our plans, trainings and key performance indicators.

We also added an Outward Mindset Center of Excellence in 2020 to build upon our Outward Mindset training. Through this training, facilitators at all of our operating sites help employees consider the perspectives of our customers, peers, direct reports and managers, so we can each be more respectful of the needs and challenges we face, better understand one another, and support our collective success.

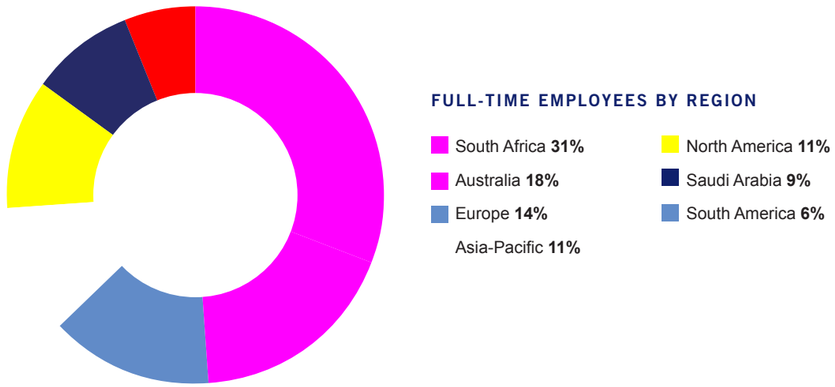
In South Africa, the Mining Charter obligates us to comply with certain objectives for employment equity and human resources development.

Tronox Diversity and Inclusion Network

Diversity, equity and inclusion (DE&I) are important in ensuring we have access to the best ideas. We sponsor the Tronox Diversity and Inclusion Network (TDIN), which engages all employees to bring DE&I education to our sites through educational interactions, team sharing opportunities and social events.

TDIN chapters influence and develop practices and systems to encourage diversity and inclusion; educate others on the benefits of diversity and inclusion in the workplace; and support and engage with Tronox leaders so they proactively encourage diversity and inclusion.

COVID-19 restrictions limited the activities for our regional chapters but they continued to progress their mission. Our office in Oklahoma City completed a donation drive for a local charity who assists people during a personal emergency or crisis. TDIN members in Australia focused on D&I awareness within their managers, and participated in events with schools and organizations to promote females in the industry and increase their understanding of our work environment. They also continued work on physical plant changes for ergonomic improvements. In South Africa, our chapter was able to donate sport kits, coolers and boxes to a local school for children with disabilities. The team also participated in an awareness training about disabilities and their effects.



CASE STUDY

Tronox Hosts Women in Engineering

A DIVERSE WORKFORCE brings a variety of ideas that enhance how we work and empower better decision-making. That is why we are working to build an inclusive workforce today and supporting education initiatives that bring more women into the field in the future.

In October 2020, our Kwinana Pigment Plant hosted a group from Women in Engineering, a program that supports women with educational opportunities, as well as access to resources and role models in the natural resources industry. After touring our operations and hearing from female employees at Tronox, several tour participants expressed interest in future openings.

> "When women get to speak with experienced professionals, they start to think that anything is possible, which is true! Opening our doors to programs like Women in Engineering also helps us build a robust, diverse workforce, which benefits everyone."
>
> **– Sharon Hunter, HR Business Partner, Kwinana**

Currently, about 16 percent of the workforce at our Kwinana site are female, in roles ranging from engineering to supply chain, finance, HR and production.

Building relationships with female students and professionals is a crucial step in overcoming the well-documented barriers to women pursuing careers in STEM and heavy industry. The Kwinana Pigment Plant also supports a group of female high school-aged students through the Kwinana Industries Council iWomen group. This engagement involves presentations at career days, attending workshops to talk about how to enter this field, and assisting with mock job interviews.

ABOVE: Kwinana Pigment Plant, Western Australia

Our operations around the globe work to foster interest in mining, chemical processing, R&D and other fields that support our business in students from preschool through to university in a variety of ways:

- Funding education programs centered around STEM education.
- School partnerships to host tours, participate in Career Days and provide funding for equipment.
- Participation in industry events, such as Chamber of Mineral and Energies (CME) Inspiring Girls Forum, where Tronox hosts a table for students and provides speed networking and career opportunities.

These activities encourage young people to explore careers in mining and manufacturing more thoroughly and helps them overcome any perceptions or concerns they may be harboring. This helps our industry build a more brilliant and balanced workforce for the future.

Try-a-Trade Day

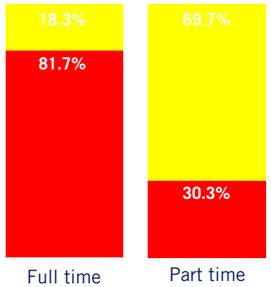
Employees in Tronox's Northern Operations in Australia attended Central Midland Senior High School's Try-a-Trade Day. Students were able to get hands-on experience with mobile Tronox equipment and products, as well as learn about future opportunities in the field at Tronox.

"Women working in a chemical plant is still a brand-new concept in the Kingdom of Saudi Arabia, but Tronox took this challenge and made it an incredible experience. From the very first day I walked in, I felt completely at ease by the overwhelming sense of welcome and support from everyone, both locally and globally. It was surreal to be the first woman to work at the Yanbu production plant."

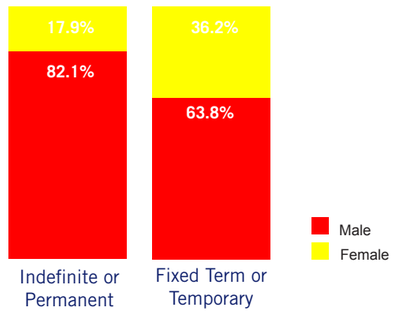
Ghadah AlJuhani, Assistant Accountant at Yanbu

Diversity of Governance Bodies and Employees (405-1) and Information on Employees and Other Workers (Disclosure 102-8) Data represented is as of December 31, 2020

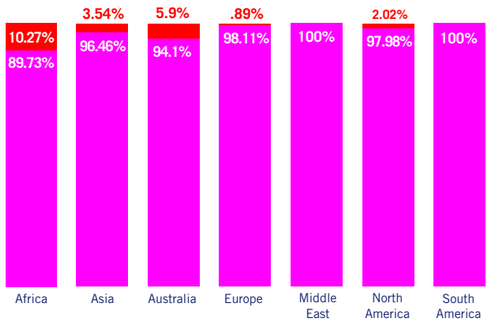
EMPLOYEES BY EMPLOYMENT TYPE AND GENDER



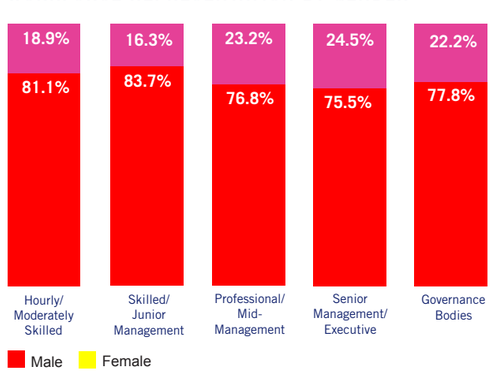
EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER



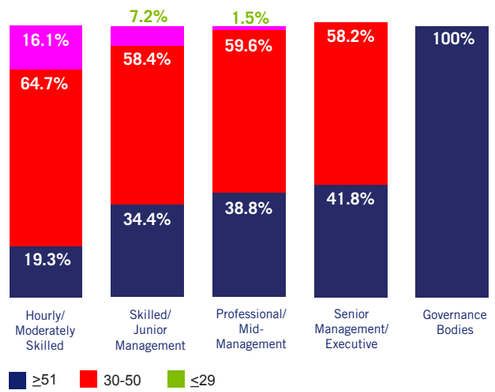
EMPLOYEES BY EMPLOYMENT CONTRACT AND REGION



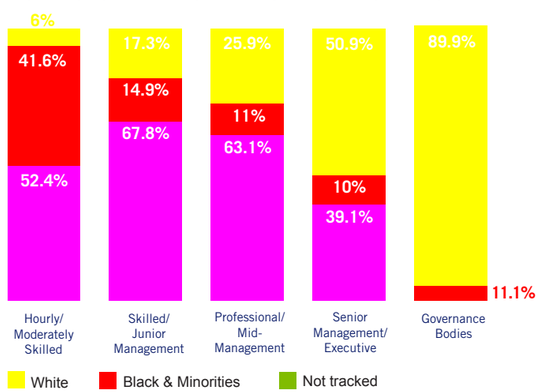
WORKFORCE REPRESENTATION BY GENDER



WORKFORCE REPRESENTATION BY AGE



WORKFORCE REPRESENTATION BY MINORITIES



Fuzhou Plant, Jiangxi Province, China

Students from Ivanhoe visit the Great Barrier Reef in Queensland, Australia

Committed to Our Communities

2020 reminded us all of the interconnectivity of our world and the importance of caring for one another. Tronox is honored to be trusted with the privilege to operate in our communities around the world, and we strive to be valued contributors to local economies, respect Indigenous cultures and support the quality of life in our shared communities.

Tronox has active operations in nine countries around the world. In each of these regions, it is important for us to provide enduring benefits that enhance the community, while also respecting native cultures. We are committed to resolving situations where operational goals conflict with community goals, and to promoting positive engagement with the community. In 2020, we invested over US$2.6 million into strengthening our communities. We are proud that 100 percent of our operations have community engagement and development programs based on local communities' needs.

Part of honoring our commitments to our communities includes ensuring that slavery and human trafficking is not taking place in any form within Tronox's business or any part of its supply chain. Our Code of Ethics and Business Conduct, and Supplier Code of Conduct, and Modern Slavery and Human Trafficking Statement set out our expectations. Tronox undertakes a compliance review of new vendors, with heightened due diligence scrutiny of vendors in areas of the world, or activity, that carry higher risk.

Indigenous Rights

We respect the cultural heritage of those who have lived in regions long before we began operating there. Some of our operations in South Africa and Australia are located within or adjacent to Indigenous peoples' territories. Tronox promotes the entry into formal agreements with these communities so we can work together respectfully to enable Tronox to manage its operations while protecting Indigenous heritage and cultural values.

KwaZulu-Natal Sands, South Africa

In South Africa, we have formal relationships (e.g., Local Community Procurement Forum) with seven Traditional Authorities (Amakhosi) in KwaZulu-Natal. These agreements form part of the KwaZulu-Natal Sands Local Economic Development Projects, which aligns with the KwaZulu-Natal Sands Social and Labor Plan (SLP). The SLP is a compliance document initiated through a legislative framework called Mineral and Petroleum Resources Development Act. Each mining company is required to submit its SLP to the Department of Mineral Resources and Energy every five years to indicate the type of Local Economic Development Projects that the company will embark on during that time period. In this plan, projects and community recipients of funds and/or infrastructure projects are outlined, along with the budget. The community projects must be in line with the Municipalities' Integrated Development Plan and we are required to report annually on our progress in achieving the SLP commitments.

The Indigenous territories that KwaZulu-Natal Sands is on or adjacent to are:

- Dube Traditional Authority
- Somopho Traditional Authority
- Mkhwanazi Traditional Authority
- Macambini Traditional Authority
- Nzuza Traditional Authority
- Ogagwini Traditional Authority
- Madlebe Traditional Authority

Eastern Operations, Australia

Tronox entered into an agreement with the Barkandji people in 2001 in relation to our Ginkgo Mineral Sands Mine. Through this agreement and its 2018 amendments, we undertake regular consultation meetings with the Barkandji people and provide sponsorships for various educational, sporting and cultural endeavors, including tertiary education scholarships, a memorial and funeral fund, and the establishment of a cultural camp fund.

In addition to the benefits provided under our agreement with the Barkandji people, Tronox offers other informal employment opportunities to the Barkandji, such as employing Barkandji people as part of a seasonal tree planting program.

Tronox has adopted Heritage Management Plans for our Snapper and Ginkgo Mineral Sands Mines, Atlas-Campaspe Mine, and Mineral Separation Plant in Broken Hill. The Heritage Management Plans provide for ongoing consultation with the local Indigenous communities, and the identification, assessment, monitoring, protection and management of archaeological heritage. The Heritage Management Plans were developed in consultation with local Indigenous groups, and include results from Aboriginal heritage surveys and assessments completed in consultation with representatives from local Aboriginal organizations. The management measures include:

- Land management strategies, such as minimizing disturbance areas and undertaking progressive rehabilitation
- An avoidance strategy for specified cultural heritage objects
- Recording, collection and storage of Aboriginal stone artifacts at a designated Keeping Place
- Protocol for the management of any previously unrecorded Aboriginal cultural heritage values.

Tronox continues to work with and consult Indigenous communities in relation to its Eastern Operations, to ensure relationships are maintained and identified Aboriginal cultural heritage values in the area are protected.

Northern Operations, Australia

We have formal land access agreements with the Yued people and the Amangu people (who have since become part of the Yamatji Nation native title claim group) in relation to our operations and prospective operations at Dongara and Cooljarloo West in Western Australia. These agreements enable the continuation of Tronox's operations while providing benefits to the native title groups and the preservation of cultural heritage values, in line with the respect Tronox has for the traditional owners in this region.

Each agreement is specific to the project and native title group, but generally include provisions such as:

- Work-ready training and mentoring programs
- Educational scholarships
- Apprenticeships
- Traineeships
- Cross-cultural awareness
- Business opportunities
- Indigenous community support programs and funding
- Protection and management of cultural heritage values

Tronox also has a Heritage Agreement with the Yued people for tenure at its Chandala Mineral Processing Plant. It acknowledges the importance of conducting activities in a manner that protects Aboriginal cultural heritage values, and provides a process for undertaking activities and conducting heritage surveys in consultation with the Yued people.

Southern Operations, Australia

Our Wonnerup Mine is located within the South West Native Title Settlement Area (SW Settlement) in Western Australia, and Tronox is party to two Heritage Agreements with the South West Boojarah people. The Heritage Agreements establish protocols for, and highlight the importance of, the preservation and protection of Aboriginal cultural heritage values, while also enabling the grant of certain exploration tenements to Tronox and the ability to undertake specified activities within the relevant area. The agreements also provide for a process to conduct heritage surveys in consultation with the traditional owners of the land.

Tronox has also separately developed an Aboriginal Heritage Management Plan that outlines procedures to be followed in the event any Aboriginal cultural heritage values are discovered during development and operation of the Wonnerup Mine. We develop and implement this in consultation with the relevant traditional owners, including the South West Boojarah people.

THE PLACES WHERE WE OPERATE have had a long history before Tronox. As we made plans to expand our Fairbreeze Mine in KwaZulu-Natal on the east coast of South Africa, we unearthed reminders of this history – including a Middle Stone Age quartz spear point at least 50,000 years old.

We conducted monthly surveys of the Fairbreeze Mine property as we advanced into new areas as part of our environmental management of the mine area. Surveys in Fall 2019 discovered several artifacts dating back to the late Iron Age – very rare for this area – and in a pattern that indicated a large historic settlement at the site. This led to further archaeological excavations in 2020 to check for the presence of any historical grave sites. The search ended in May 2020 after it only unearthed more artifacts, clearing the way for Tronox to continue our operations in the area.

> "Archaeological finds like these remind us that this land has served many purposes and people long before we were here. It is our responsibility to protect that history and preserve it for future generations." **– Dinesh Moodley, Environmental Advisor at Tronox**

Excavations at the Fairbreeze Mine uncovered a number of items from the late Iron Age (1150-1350 ACE) and the southern part of the site appears to be a Zulu settlement dating back to the Colonial Period (1890-1920 ACE):

- Pottery with decorative motifs that indicate it likely belonged to the first Nguni-speaking people in KwaZulu-Natal
- A soapstone dagga pipe (Nqawe)
- Fragments from a Zulu beer pot (Ukhamba)
- A variety of glass beads
- Pieces of a colonial-era onion lamp

Tronox is working with the KwaZulu-Natal Amafa and Research Institute to display the artifacts so others can appreciate the rich history and culture of the region.

ABOVE: KwaZulu-Natal Sands Fairbreeze Mine, South Africa

LOCAL COMMUNITIES

We value the engagement and interests of our communities and employ various feedback mechanisms so community members may openly communicate with members of our team. We meet frequently with stakeholders in our operating regions – including government officials, local leadership and our neighbors – to share perspectives and information about our operations. This often allows us to identify opportunities to respond to our communities' needs, such as investing in infrastructure improvements and education.

Tronox supports the education of the communities in which we operate. In 2020, we were able to award 53 scholarships for students in the local community to attend university. Tronox also sponsored 89 vocational internships for young people from the community with local business partners, approximately 100 internships within Tronox in a range of technical and professional areas, and 29 internships expressly for individuals from our community with disabilities.

South African Mining Charter Scorecard

One showcase of our corporate citizenship approach is evident at our South African operations, where we work alongside the Department of Mineral Resources and Energy and local municipalities to invest in major projects that improve the communities where we operate. Our South African operations annually measure and report on their progress against the Broad-Based Black Economic Empowerment criteria posed by the Department of Mineral Resources in South Africa.

View the South African Mining Charter Scorecard on page 82.

ABOVE: Raynee and Reed McDonald, Birdhouse Competition Winners in Hamilton, Mississippi, USA

"Every family deserves a safe, durable house to call home, and we have the ability to help provide that for more than 1000 local residents. Supporting local communities in the ways they need it most is a critical part of our commitment to responsible operations."

– Nozuko Basson, Regional Manager, Communities and Corporate Affairs at Tronox in South Africa

APPROXIMATELY 30 METERS from Tronox's former Hillendale Mine, local families are living in new houses financed as part of Tronox's ongoing partnership with the communities near our operations in South Africa. The community in the Dube township, like much of South Africa, is facing a shortage of quality housing. Government applications for housing assistance can take years or even decades to process, so Tronox stepped in to expedite the construction of new homes for our neighbors.

Tronox has financed the building of 185 houses to date, with the ultimate goal of building 214 houses. These are brick and mortar homes, built with higher quality materials that will last as long as any other home, and will provide long-term housing solutions for more than 1,000 residents. A community committee, led by Mr. Khulekani Mhlongo from the Dube community, identified the families in need of new homes. These individuals are not connected to Tronox, but because they live in close proximity to our operations, they are part of the local communities we work to support each year.

The project also contributed to local employment opportunities for diverse suppliers, including Nomuntu Construction & Projects, a Black woman-owned company. Thanks to the work with and support from Tronox, Nomuntu Construction & Projects has advanced from an entry level to a grade 5 GBPE with the South African Construction Industry Development Board, which makes them eligible to work on projects worth millions of South African rand.

ABOVE: Umlalazi, KwaZulu-Natal, South Africa

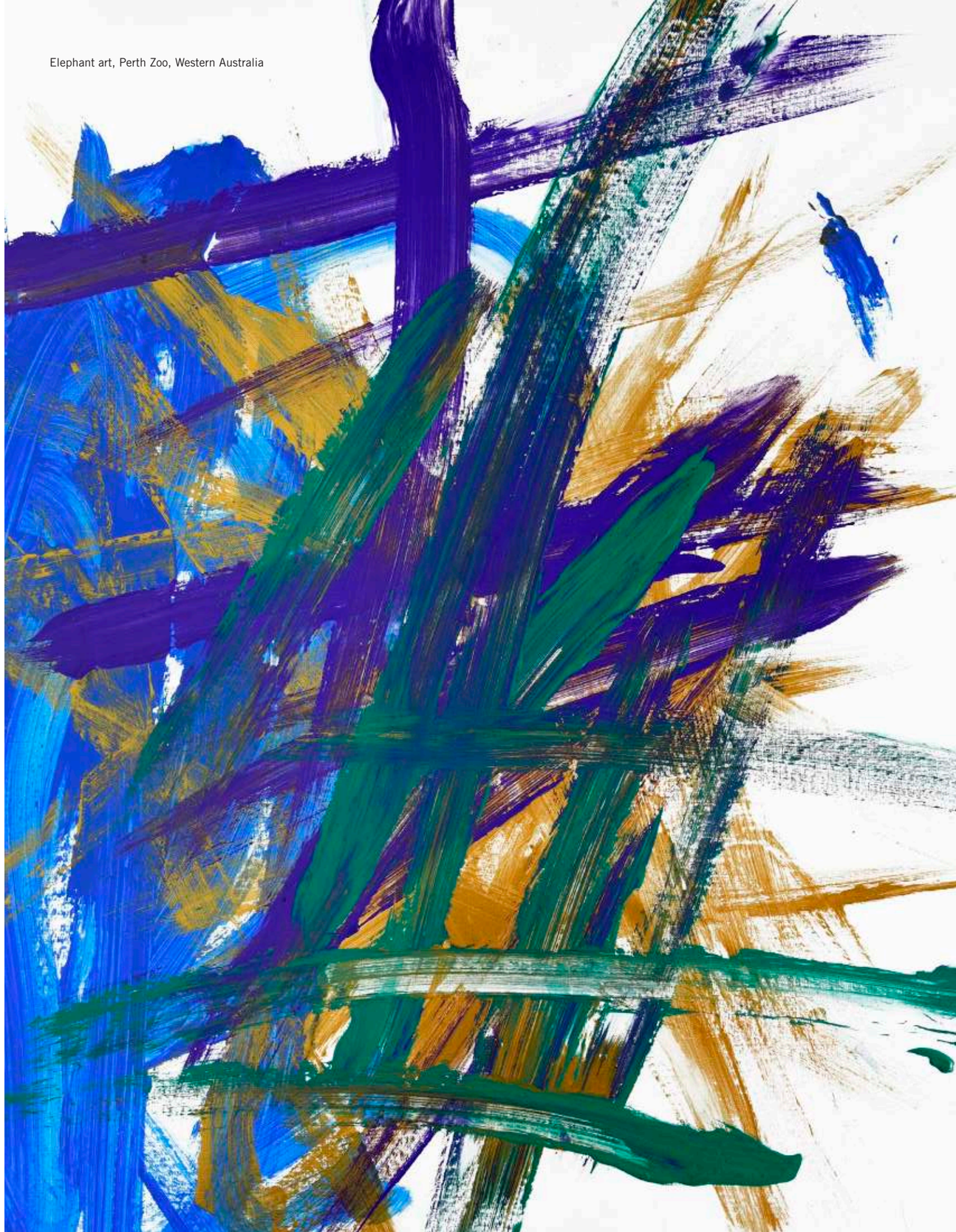
AS A BUSINESS ROOTED IN SCIENCE AND ENGINEERING, it is important for us to create access to these types of educational opportunities for children of all ages, especially those related to STEM. STEM professions remain primarily dominated by men. A study by Microsoft found that young girls gain interest in STEM subjects around age 11 and begin to lose interest at 15, so there is a window of time to foster this potential career path.

For the past 18 years, Tronox has supported Perth Zoo because its mission and programs align with Tronox's values of conservation, education and community support. In 2020, Tronox continued its sponsorship of an education program at the Zoo that enables 1,000 students, many from low socio-economic backgrounds, to enroll in classes at the Zoo. Perth Zoo offers a unique learning environment, ideal for teaching our future community leaders about environmental sustainability, animal science, biodiversity, and how to care for native flora and fauna.

One example of programming offered at the Zoo is the Danger Games, a curriculum for kids aged 12 to 15 that allows students to explore the threats to Australia's native wildlife. Students use research and critical thinking to predict how species would use their "special talents" to adapt or struggle against different challenges, as well as solutions to protect the species. During the COVID-19 pandemic, programs were able to continue as normal most of the time, with precautions taken to protect students and staff.

In addition, Tronox's partnership has enabled the Zoo's broader work to save wildlife within its gates, across its local community, and abroad. Perth Zoo's "Ele Art" program is a unique example of how the Zoo inspires and engages its community to act for wildlife conservation. The program taps into the natural artistic tendencies of Asian elephants who have been known to sketch in dirt with sticks. Painting with non-toxic paints is one of the many exercise and enrichment activities the Zoo provides to keep the elephants physically and mentally healthy. Ele Art is a striking byproduct of Perth Zoo's enrichment program for elephants, and the funds raised from each artwork purchase help protect one of the last remaining herds of Sumatran elephants in the wild.

Asian elephants are classified as an endangered species and face continued challenges in their habitat. As migratory animals, routes are increasingly cut off by highways and urban sprawl from large cities. Tronox has dedicated time and resources to limit our impact on the native habitats and species in and around our operations, and we also support efforts by community partners, like Perth Zoo, to protect these amazing animals.



Elephant art, Perth Zoo, Western Australia

Committed to Creating Value

We provide value to our customers and shareholders by delivering essential products that enhance our world. We do this by evolving our products to meet our customers' needs, engaging responsible supply chain partners and having a relentless focus on operational excellence.

Wonnerup, Southern Operations, Western Australia

We understand that we must operate our business in a responsible and sustainable manner so we can continue to meet the expectations and needs of our employees, customers, investors, suppliers, communities and lenders.

With our broad global footprint, we are acutely aware of the direct and indirect positive economic impact we have for our employees and shareholders, as well as the communities and countries in which we operate. This includes:

- Taxes paid to governments
- Employee wages
- Contributions to the communities where we operate
- Indirect economic impact, such as spending with local suppliers and businesses

Tronox operates in cyclical commodity markets, and it is important that we remain a low-cost provider to sustain our business and execute on our long-term strategy of being the world's leading vertically integrated manufacturer of TiO_2. To maximize value for our stakeholders, we must invest in our business in a way that will have the greatest impact. The acquisition of Cristal's TiO_2 business in 2019 positioned us to better serve the TiO_2 market with expanded operations and product offerings. We have exceeded the run rate synergy target of $220 million two years ahead of schedule.

As we focus on further strengthening our vertical integration, one of our two main capital investment projects is the development of a mine in Eastern Australia to replace feedstock supply from our existing Snapper and Ginkgo Mines, which are nearing end of life. We have other significant mine development projects in earlier stages in Western Australia and on the Eastern Cape of South Africa.

To maximize value for our stakeholders, we must invest in our business in a way that will have the greatest impact.

The second project is oriented toward maintaining our position as a low-cost producer of TiO_2. Project newTRON is a multi-year digital technology transformation program that includes both operational and business transformation. Read more on page 65.

Tronox is a publicly traded company. Our quarterly and annual filings with the U.S. Securities and Exchange Commission are the primary mechanism we use to report our economic performance. These materials are available online at **investor.tronox.com**.

targets

- **Become signatory of United Nations Global Compact in 2021**
- **Reach full alignment with Sustainability Accounting Standards Board standards by 2022**
- **Reach full alignment with the Taskforce on Climate-Related Financial Disclosures by 2022**
- **Develop comprehensive new IT systems that will help us build sustainability into our business processes by 2024**
- **Provide products to support global sustainability effort**

ECONOMIC PERFORMANCE

Wonnerup, Southern Operations, Western Australia

Tronox delivered strong results in 2020 despite the year's unprecedented challenges – reinforcing our capabilities as a leading TiO_2 producer, commitment to deliver for our customers and shareholders, and the benefits of our vertical integration.

Our 2020 revenue was US$2.758 and Adjusted EBITDA of US$668 million. These results were driven by strong execution on the many operating and commercial initiatives that were within our control, such as delivering synergies related to the Cristal acquisition ahead of schedule, optimizing our global vertically integrated footprint, managing our cost structure, and wisely allocating capital.

Direct Economic Value Generated and Distributed (Disclosure 201-1)

This indicator reflects the economic value generated[1] (including community investment), distributed[2], and retained[3] for the combined Tronox company. Tronox acquired the TiO_2 business of Cristal on April 10, 2019. Information is as reported.

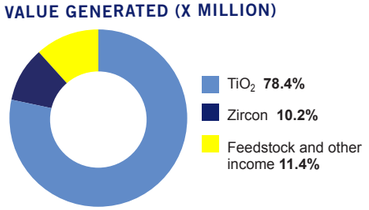
DIRECT ECONOMIC VALUE GENERATED (X THOUSAND)

ECONOMIC VALUE RETAINED (X THOUSAND)

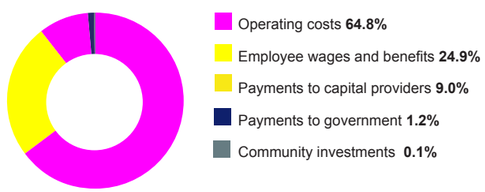
ECONOMIC VALUE DISTRIBUTED (X THOUSAND)

COMMUNITY INVESTMENTS (X THOUSAND)

COMPONENTS OF 2020 ECONOMIC VALUE GENERATED (X MILLION)



2020 COMPONENTS OF ECONOMIC VALUE DISTRIBUTED (X THOUSAND)



[1] Direct economic value generated refers to total revenue on an accruals basis.
[2] Economic value distributed refers to operating costs, employee wages and benefits, payments to providers of capital, payments to government, and community investments on an accruals basis.
[3] Economic value retained is calculated as direct economic value generated less economic value distributed.

CASE STUDY

Project newTRON: Digital Transformation at Tronox

MANUFACTURING AND MINING companies like Tronox are facing multiple challenges – and opportunities – from the accelerating shifts in operations toward smart technologies, data and automation.

To answer that need, Tronox has launched newTRON, a multi-year digital transformation program aimed to reduce operational costs to enable Tronox to maximize the benefit of vertical integration and achieve a sustainable first quartile integrated cost position. This project will introduce proven, enhanced automation technology, implement process improvements, and deploy operational excellence across the portfolio in our mining, upgrading, and pigment assets, reducing our production costs per ton of TiO_2.

We believe that by unleashing the power of our combined businesses and digital technology to reduce cost per ton, we can deliver a matchless customer experience and inspire our people to unlock shareholder value.

This major transformation will allow us to standardize business processes while leveraging a single, global platform, build a digital architecture that facilitates secure data integration, and apply best practices and operational technology at all our sites.

We plan to invest US$150 million in newTRON over the next several years with the goal of reducing operating costs by over $150 per ton.

Team members reviewing newTron potential

"Project newTRON will completely overhaul how we operate at Tronox today. I am confident that by transforming our costs and improving customer experience, we will be able to deliver a sustainable, competitive advantage and become the new industry leader."

– Sarah Staton, Vice President, Business Transformation

PRODUCTS FOR A CLEANER WORLD

We are proud to offer products to meet the demands of today and tomorrow by finding innovative applications that harness the unique properties of TiO_2 to make the world a brighter, cleaner and more brilliant place. We work with our employees, suppliers, customers, contractors and commercial partners to promote responsible management of our products and processes through their entire life cycle, and for their intended end use, worldwide. We implement these standards through management and employee engagement, allocation of sufficient human and capital resources, and rigorous measurement, review, and corrective action systems. These efforts help us deliver high-quality, meaningful products for our customers.

Our employees put brilliance in action to design and develop materials that meet existing and future environmental regulations and respond to the needs of new applications. We are driven by partnerships, constantly looking for innovative solutions for tomorrow's challenges.

CristalACTiV™

Tronox has an unrivaled range of products that help the environment. Harnessing the power of sunlight and TiO_2, we created a set of CristalACTiV™ photocatalytic solutions that can be incorporated into building materials, paints and coatings to degrade air pollutants, like nitrogen oxides (NOx). We also produce materials for environmental catalysts that control pollutants at the source. These catalytic converters are used to reduce NOx emissions from diesel engines and power plants.

Zircon

Zircon and zirconia chemicals have a diverse range of end uses, including ceramics, refractory, catalysts, and coating electronics and biomedical-related products. Opacifying properties and whiteness, coupled with resistance to abrasion and moisture, make them key ingredients in ceramic tiles, sanitary ware and tableware. A life cycle assessment by the Zircon Industry Association also found zircon has 16 percent less global warming potential and about 20 percent less primary energy demand when compared with alumina in the preparation of ceramic tile mixture (not including tile production, use stage or end-of-life stages).

Putting Byproducts to Use

A number of secondary products are produced when we manufacture TiO_2. Instead of a take-make-use-dispose model, Tronox seizes the opportunity to reduce waste and generate additional value to our customers and shareholders by selling these products – ranging from acids, salts and solids to liquids and gases – to a diverse set of industries.

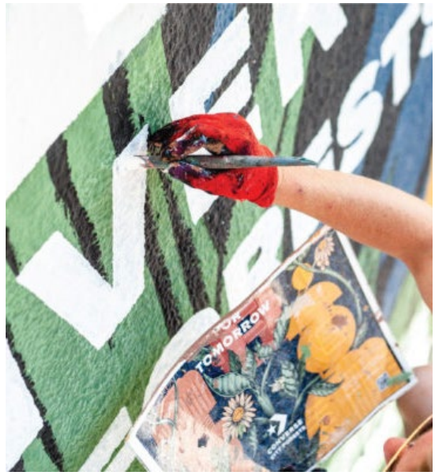
CASE STUDY

Painting a Picture of a Cleaner Future for the World's Cities

ELABORATE MURALS that have been appearing in urban landscapes across the world do more than add beauty and brilliance. "Converse City Forest" murals, a program led by major shoe brand Converse, use paint that actually breaks down harmful pollutants in the air in urban areas, where there are fewer trees and more air pollution, which is a significant detriment to public health. So far, the paint used for the Converse City Forests murals in 21 cities around the world provides the equivalent air-cleaning power of 8,033 trees.

The paint is produced by Boysen, who pioneered depolluting paints, and contains CristalACTiV™ Ultrafine TiO_2, which works together with the power of sunlight to deliver a photocatalytic conversion at the paint surface to degrade air pollutants, like nitrogen oxides (NOx). Each year, a 1,000-square-meter surface will remove approximately 100 kilograms of NOx from the air.

The Converse City Forests murals are possible through a sponsorship from the Nike subsidiary. These murals are created by hand-selected local artists to reflect the culture of each location, such as Thai calligraphy in Bangkok and the Day of the Dead in Mexico City.



Mural by Good Looking Studio, Warsaw, Poland

PRODUCT STEWARDSHIP

Product Stewardship is integral to sustainability and increasingly a focus for how we operate around the world. Our recent progress in Product Stewardship includes:

- Development of a new database that helps customers get the information they need to validate their product claims
- Improved processes for providing customers up-to-date safety information through Safety Data Sheets (SDSs)
- Participation in the regulatory process at appropriate levels to enhance awareness of what our products do and how we make them

The global regulatory landscape continues to evolve at a rapid pace as countries, such as Turkey, South Korea, and India, adopt specific registry requirements similar to the European Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulations. Ongoing compliance for our REACH registrations remains a high priority as we are committed to CEFIC's Dossier Improvement Plan, in addition to navigating through the uncertainty for UK REACH as a result of Brexit and the recently published REACH requirements for the identification and characterization of nanomaterials. The European Chemicals Sustainability Strategy (CSS) as part of the Green Deal is setting out a roadmap for the next phase of REACH with the "one substance, one assessment" goal, and Tronox is re-evaluating its science strategy for TiO_2 in preparation for these new regulatory requirements. While there is always work that comes with adapting to new regulations, we are in a good position because the focus of Tronox's own sustainability program, including the use of clean technologies and waste reduction, aligns with Europe's sustainable innovation and a circular economy approach.

We have processes in place as part of our overall strategy to ensure we do not use, or that we minimize the use, of hazardous substances as part of our product portfolio. This includes a Product Stewardship assessment and review of safer alternatives for both human and environmental safety as part of a robust R&D stage-gate process. Product Stewardship is also working toward ensuring Tronox's overall Sustainability strategy is aligned to the emerging CSS as part of the EU Green Deal.

Less than one percent of our revenue comes from products classified as Category 1 or 2 Health and Environment Hazardous Substances per the Globally Harmonized System of Classification and Labelling of Chemicals. Hazard assessments are conducted for 100 percent of these chemicals and Tronox maintains up-to-date safety data sheets to communicate hazards, exposure limits, control measures and emergency response guidelines to the downstream users. These products are titanium tetrachloride, caustic soda and hydrochloric acid.

ABOVE: Bahía Pigment Plant, Brazil

Supply Chain and Sustainable Procurement

Tronox operates an integrated supply chain to support its business. Through a "hub and spoke" process, we are able to leverage economies of scale to supply and produce the necessary feedstock and other raw materials needed to support our business operations and our global customers. At the same time, we are mindful of our responsibility to support local communities and also seek opportunities to work with local business partners, which contributes to socioeconomic advancements in our communities.

Country/Region	% of Spend on Local Suppliers	Total Suppliers (#)	Local Suppliers (#)
Australia	93%	2,590	2,452
Europe	83%	2,620	2,139
Gulf Cooperation Council (GCC) Region	57%	581	377
USA	95%	1,389	1,298
Brazil	76%	1,254	1,230
South Africa	86%	1,930	1,858
China	85%	472	453

We value our supplier partnerships. Our mutual success is built on open communication and a commitment to common principles and business practices. We have set high standards for business conduct in the areas of regulatory compliance, social responsibility, and environmental stewardship, and it is the responsibility of each supplier to ensure its employees and representatives understand and comply with Tronox's Supplier Code of Conduct. All Tronox vendors agree to our Supplier Code of Conduct per our terms and conditions. Suppliers are expected to maintain management systems and controls to promote and facilitate compliance with applicable laws. We also expect their employees, subcontractors and the suppliers they work with to follow our **Supplier Code of Conduct** in providing goods and services to Tronox. Starting in 2020, Tronox began moving this and other key supplier management elements to a standardized global process and software system.

In 2021, we published a Sustainable Procurement Policy that defines the process and selection criteria that will be used for selecting suppliers who share in Tronox's commitment to best-in-class sustainability and environmental practices. The policy also ensures that sustainable procurement practices are applied and maintained in a consistent manner across the entire company.

Governance

Strong leadership and governance are crucial to our ability to deliver on our strategy of becoming the world's leading vertically integrated manufacturer of TiO_2 and to live the Tronox Core Values. Having a strong governance structure starts with our Board of Directors and its committees, which provide oversight and strategic guidance to our senior leadership team.

One of our increasing areas of focus is to create long-term, sustainable value for our stakeholders while preserving our privilege to operate around the world. To demonstrate our commitment, beginning in 2021 we have included a reduction in our carbon emissions, measured as tons of CO_2 emissions per ton of production, as one of the metrics used to determine the annual cash bonus payable to our executives and employees. With this change, 20 percent of our annual bonus plan is now linked to ESG metrics: 15 percent to safety and 5 percent to carbon emission reduction. In 2021, in order to receive a payout "at target" for this component of compensation, we must reduce our carbon emissions by 1.86 percent and it is our intent to make this annual goal increasingly larger each year.

Snapper Mine, New South Wales, Australia,

Our Board

The Board provides oversight for the conduct of Tronox's business, including its strategy and managing of key risks, including risks commonly associated with environment, sustainability and governance. The Board regularly reviews and monitors performance against our strategy and the risks inherent in our business and confirms that the processes for identifying and managing those risks, both financial and nonfinancial, are in place.

Our Board is currently comprised of 10 individuals. Six members are deemed independent by the rules of the New York Stock Exchange. Reflecting the importance of diversity, two of our independent Board members are women, or 20 percent of the Board. Our Board members also represent the diversity of our global operations, with members from South Africa, Saudi Arabia, Australia and the United States.

Board Oversight of Safety, Health and Environment Matters

The Board provides oversight of safety, health and environment (SHE) matters in several ways.

- SHE matters are included in the annual enterprise risk management (ERM) process, which is conducted by Tronox's Vice President of Internal Audit. Each year, both our Audit Committee and the full Board review how SHE is evaluated as part of the ERM process, and the results of that process.
- Our Senior Vice President, External Affairs and Chief Sustainability Officer, updates the full Board of Directors at each meeting on our SHE performance, both on an absolute basis and a relative basis against our peers and target performance levels.
- Twenty percent of the payout under our annual incentive plan is tied to satisfaction of certain SHE criteria, including 5 percent linked to reduction of carbon emissions. The Human Resources and Compensation Committee establishes the annual SHE metrics and assesses whether Tronox's safety performance warrants payout for this component.
- As often as possible, our Board members visit our mines and pigment facilities to see firsthand how we are managing SHE-related risks.

Board Oversight of Business Ethics and Compliance

Our Board, executives and employees are committed to doing business in a manner consistent with the Tronox Values and our Code of Ethics and Business Conduct. The Board's oversight includes ensuring that the "tone at the top" is set appropriately and that management has the right policies and procedures in place to communicate with employees about the need to adhere to our values, and appropriately manage any deviations from the Code of Ethics and Business Conduct. We frequently train our employees about how to apply the Code in their daily work through a variety of methods, including in-person and online training.

Responsibility for oversight of our business ethics and compliance policies, processes, and procedures is primarily vested in our Audit Committee. Quarterly, the Audit Committee receives a report from the Senior Vice President, General Counsel and Corporate Secretary on compliance-related activities that occurred in the prior quarter, as well as a detailed report on any allegations that our Code of Ethics and Business Conduct was violated by any employee, customer, vendor or other relevant stakeholder. In addition, the full Board and the Audit Committee ensure that a range of business ethics and Code of Ethics and Business Conduct matters, including anti-corruption, conflicts of interest and antitrust, are covered by our annual ERM process.

Board Oversight of Other Ethics and Compliance Risks

As part of the ERM process, a number of other key risks are carefully monitored by our Board or the appropriate committee, including:

- **IT cybersecurity**, including unauthorized access, use or destruction of Tronox information systems and associated data. Management and the Board have identified cybersecurity as a critical risk and have asked for regular reports on cybersecurity preparedness. Our Vice President of Information Technology and Director of Cybersecurity report at least annually to the Board on Tronox's efforts and initiatives to monitor and prevent cyber incursions. Our significant investment in a comprehensive end-to-end IT system is driven by a recognition that Tronox needs to continually invest in cybersecurity.
- **Process safety.** We are very cognizant of the risks related to plant explosions; structural failures; slimes dam failures; and fire, water, intrusion, and control system failures. Management controls these risks with oversight from the Board in a variety of ways, including process safety management programs and training, fixed fire suppression systems, planned maintenance programs, and spare parts inventory management.

Anti-Corruption and Ethics Compliance

Tronox operates in compliance with all applicable antibribery and anti-corruption laws, including the Foreign Corrupt Practices Act ("FCPA") and the UK Bribery Act. Our anti-corruption policy and risk management covers 100 percent of our sites. Tronox prohibits giving anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain business. Tronox has developed policies, procedures and internal controls for complying with antibribery and anti-corruption laws, including conducting third-party due diligence with a view to mitigating the risk of becoming involved in corruption via third parties.

Our Code of Ethics and Business Conduct sets forth the ethical and compliance-related standards applicable to all Tronox directors, officers, employees, contractors and vendors. The code provides guidance for avoiding questionable situations and highlights the importance of keeping accurate records. Employees receive and sign a copy of this Code of Ethics and Business Conduct at hiring, and receive annual training. Tronox encourages its employees and other stakeholders to voice any concerns related to violations of its Code of Ethics and Business Conduct. A hotline is available for employees, suppliers, customers or other stakeholders to raise concerns and awareness of the hotline is actively promoted. Allegations can be reported anonymously, and the hotline is available 24/7 either online or through telephone operators who speak all of the languages in which we do business (**tronox.com/speakup**). In 2020, we received 44 allegations and in 2019, we received 34 allegations. Each allegation was thoroughly investigated to determine if it was substantiated or unsubstantiated. For substantiated allegations we promptly take corrective actions consistent with our Code of Ethics and Business Conduct. Whenever possible, we inform the person making the allegation the outcome of our investigation. All of these allegations are reported to the Audit Committee.

Stakeholder Engagement

Stakeholder engagement is an important tool for us to learn about the expectations of our shareholders, customers, and leaders in the communities where we operate and make adjustments in our behaviors and actions accordingly. We engage with many external and internal stakeholder groups, including the communities in which we live and work, business partners, traditional and community leaders, and employees. We also engage with a number of regional and international not-for-profit and advocacy organizations. Stakeholders are identified based on active community outreach and engagement activities at our business operations worldwide.

Our approach to stakeholder engagement is determined at the local, regional and corporate levels, as appropriate. Operating under our Code of Ethics and Business Conduct and adhering to our corporate citizenship principles and guidelines, each operating site determines the frequency and level of interaction with local stakeholders. Our External Affairs and Investor Relations teams conduct routine communications with key external stakeholders and shareholders.

External Stakeholder	Tronox Representatives Engaging with Stakeholder
Investors	Board members, co-CEOs; CFO; SVP External Affairs & Chief Sustainability Officer; SVP Global Human Resources; SVP & General Counsel, SVP Commercial & Strategy, SVP Operations; VP Investor Relations
Lenders	Co-CEOs, CFO, VP Treasury
Customers	Co-CEOs, SVP Commercial & Strategy, SVP Operations, Sales Teams
Suppliers	Chief Procurement Officer; Supply Chain Team
Government	Co-CEOs, SVP & General Counsel; Deputy General Counsel, SVP External Affairs & Chief Sustainability Officer; Managing Directors, General Managers and Site Directors; VP of SHEQ; Site SHEQ Managers
Communities	Managing Directors, General Managers and Site Directors; SVP External Affairs & Chief Sustainability Officer; VP of SHEQ; Site SHEQ Managers
Non-Governmental Bodies	SVP External Affairs & Chief Sustainability Officer; Managing Directors, General Managers and Site Directors of Operating Sites; VP of SHEQ; Site SHEQ Managers

Based on feedback from relevant constituents, the company has developed and implemented comprehensive programs in the areas of:

- Investing in skills training and development curricula for our workforce
- Health and safety
- Reducing waste and lowering our carbon footprint
- Suppliers and business partner standards
- Community-based initiatives to support:
  - STEAM education
  - Environmental awareness
  - Health and sanitary concerns
  - Equal rights and empowerment

Policies

Tronox's sustainability framework is underpinned by a series of policies that guide our behavior and business practices:

- Anti-Bribery Laws Policy
- Anti-Harassment, Workplace Violence and Equal Employment Opportunity Policy
- Anti-Money Laundering Policy
- Antitrust Compliance Policy
- Code of Ethics and Business Conduct
- Conflict Minerals Policy
- Diversity and Inclusion Policy
- Environmental Policy
- Ethics, Compliance and Whistleblower Hotline Policy
- Health and Safety Policy
- Incident Classification Guideline
- Labor & Human Rights Report
- Modern Slavery and Human Trafficking
- Procurement and Governance Policy
- Product Safety Policy
- Product Safety Procedure
- Safety, Health and Environment Reporting Guidelines
- Supplier Code of Conduct
- Sustainable Procurement Policy
- Tax Strategy

Memberships

Australia

- Australian HR Institute (AHRI)
- Australian Institute for the Certification of Inspection Personnel (AICIP)
- Australian Institute of Geoscientists
- Australian Institute of Health & Safety (AHIS)
- Australian Institute of Management Western Australia (AIMWA)
- Australian Institute of Project Management
- Australian Institute of Training & Development
- Bunbury Geography Economic Alliance
- Chamber of Commerce and Industry WA (CCIWA)
- Chamber of Minerals and Energy WA
- Engineers Australia
- Environmental Essentials
- Functional Safety Engineering
- IChemE in Australia
- Kwinana Industries Council (KIC)
- Law Society of Western Australia
- Legal Practice Board
- Industrial Foundation for Accident Prevention (IFAP)
- Royal Australian Chemical Institute Inc
- Standards Australia
- Surface Coatings Association Australia (SCAA) (corporate member)
- Surface Coatings Association New Zealand (SCANZ)
- Society of Plastics Engineers (SPE)

Brazil

- Association of American Chambers in Latin America and the Caribbean (AmCham)
- Bahia Ports Users Association (USUPORT)
- Brazilian Chemical Industry Association (ABIQUIM)
- Brazilian Human Resources Association (ABRH)
- Brazilian Minerals Association (IBRAM)
- Brazilian Paint Manufacturers Association (ABRAFATI)
- Compliance Women Committee
- Comissão de Compliance Nacional
- Camaçari Industrial Committee (COFIC)
- Industrial Federation of the State of Bahia (FIEB)
- Industrial Federation of the State of Paraíba (FIEP)
- Responsible Care Program, Brazil Chapter

Europe

- Algemene Werkgevers Vereniging Nederland (AWVN)
- Association des Entreprises de la Chimie Minérale (ADECHIM)
- Association Rhin-Meuse des Usagers de l'Eau (ARMUE)
- Association Syndicale Industrielle de la Thur (ASRIT)
- Atmo-GandEst
- British Coatings Federation (BCF)
- Consortium for Calcium Sulphate (Gypsum)
- Deltalinqs (Rotterdam industries)
- Ecole Nationale Supérieure de Chimie Mulhouse
- European Chemical Industry Council (CEFIC)
- European Inorganic Coagulants Producers Association (INCOPA)
- European Sulphuric Acid Association (ESA)
- France Chimie
- Humber Chemical Focus (HCF CATCH)
- Institution of Chemicals Engineers
- Iron and Aluminum Salts Consortium (AlFe)
- Marque Alsace
- Oil & Colour Chemists' Association (OCCA)
- Paper Industry Technical Association (PITA)
- Royal Microscopical Society
- RSC (Royal Society of Chemistry)
- Titanium Dioxide Manufacturers Association (TDMA) and TiCL4 group
- Titanium Dioxide Industry Consortium (TDIC)
- UK Chemicals Industries Association (CIA)
- Zircon International Association

Saudi Arabia

- Royal Commission for Jubail and Yanbu (RCJY) Entities
- Yanbu Area Mutual Aid Committee (YAMA)
- Facilities Security Forces Facilities
- Yanbu Civil Defense
- High Commission for Industrial Security (HCIS)
- YRC Environmental Department
- Ministries
  - Chamber of Commerce
  - Investment ministry
  - Power ministry
  - Industry ministry
  - Commerce ministry
  - Interior ministry
  - Human Resources ministry
  - Monetary ministry
  - Foreign affairs ministry

South Africa

- Fire Protection Association of South Africa
- Minerals Council South Africa
- Zululand Chamber of Commerce and Industry

United States

- American Coatings Association
- Oklahoma Paints and Coatings Association
- Society of Plastic Engineers
- ASTM International
- US-Saudi Business Council
- Monroe County Chamber of Commerce
- Mississippi Manufacturer's Association
- Tenn-Tom Waterway Association
- Family Organizations Recruiting Great Employees (FORGE)
- Society for Human Resources Management (SHRM)

Wonnerup, Southern Operations, Western Australia

GRI Index

The report was prepared with in accordance with the core option of the GRI Standards and its Mining and Metals Sector Disclosure Supplement.

ORGANIZATIONAL PROFILE

102-1	Name of the organization	Tronox Holdings plc (Tronox, the company, or we).
102-2	Primary brands, products, and/or services.	As a vertically integrated producer of titanium dioxide and inorganic chemicals, Tronox mines and processes titanium ore, zircon and other materials and manufactures TiONA® and TiKON® titanium dioxide pigment, specialty-grade CristalACTiV™ titanium dioxide products and high-purity titanium chemicals. Our products add brightness and durability to paints, plastics, paper and other everyday products. page 13 and 66; and Tronox.com
102-3	Location of organization's headquarters.	Headquartered in Stamford, Connecticut, USA Tronox.com
102-4	Countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	Page 12 and Tronox.com
102-5	Nature of ownership and legal form	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.
102-6	Markets served	Pages 13 and 66, and Tronox.com
102-7	Scale of the reporting organization	Page 12 and 2020 Annual Report
102-8	Information on employees and other workers	Pages 12 and 52
102-9	Supply chain	Tronox mined and manufactured inorganic chemical compounds in Australia, South Africa, USA and the Netherlands. With the acquisition of Cristal, which closed on April 10, 2019, we expanded our mining operations in Australia and added mining operations in Brazil, as well as expanded our pigment operations in Australia, and added pigment operations in Brazil, the United Kingdom, France, China and Saudi Arabia. The company operates an integrated supply chain to support its TiO_2 business. Page 69
102-10	Significant changes during the reporting period	Pages 4-10
102-11	Precautionary principle	Page 23
102-12	External initiatives	Pages 10, 34, 58-60
102-13	Memberships of associations or organizations	Pages 74-75

STRATEGY

102-14	Statement from senior decision-maker	Page 2

ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior	Page 43

GOVERNANCE

102-18	Governance structure	Pages 70-72
102-19	Process for delegating authority to address economic, environmental and social topics	Page 71
102-20	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics, and whether post holders report directly to the highest governance body	Pages 71-72
102-22	Composition of the highest governance body and its committees	Pages 71-72
102-23	Whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and reasons for this arrangement)	Pages 71-72
102-26	Report the highest governance body's and executives' roles in developing, approving and updating the organization's purpose, mission, strategies, policies and goals related to sustainability	Pages 71-72
102-32	Highest position that formally reviews and approves the sustainability report	Co-CEOs

STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups engaged by the organization	Page 73
102-41	Collective bargaining agreements	Page 47
102-42	Basis for identification and selection of stakeholders with whom to engage	Page 73
102-43	Approach to stakeholder engagement	Page 73
102-44	Key topics and concerns raised	Page 73

REPORTING PRACTICE

102-45	Entities included in consolidated financial statements	Economic reporting reflects the global Tronox company for 2020. 2019 financial information includes the acquisition of Cristal on April 10, 2019.
102-46	Defining report content and topic boundaries	Pages 5-6
102-47	Material aspects identified for defining report content	Pages 5-6
102-48	Restatements of information provided in previous reports and the reasons for such	All significant restatements of data and information provided in earlier reports are noted in the particular report section in footnotes.

102-49	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Tronox completed the acquisition of Cristal on April 10, 2019. Data for 2019 reflects the full calendar year for legacy Tronox, and Cristal performance as of April 10, 2019.
102-50	Reporting period	2020. We report on our fiscal year, which is the same as the annual calendar year.
102-51	Date of most recent previous report	The Tronox 2019 Sustainability Report was published August 31, 2020.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Melissa Zona, SVP External Affairs and Chief Sustainability Officer sustainability@tronox.com
102-54	Reporting in accordance with GRI Standards	This report has been prepared in accordance with the core option of the GRI Standards and its Mining and Metals Sector Disclosure Supplement.
102-55	GRI Context Index	Pages 76-79
102-56	External assurance	Although no external assurance was obtained for the development of this report, Tronox has followed the GRI Standards "Reporting Principles" regarding (i) defining report content, and (ii) ensuring the quality of reported information. The environmental data in this report is subject to internal audits in line with our Environmental Management Systems and external audits in connection with ISO 14001 certification requirements. In this report, a total of 16 indicators are reported, including three from the Mining and Metals Sector Supplement.

MANAGEMENT APPROACH

103-1	Aspect boundaries inside the organization and aspect boundaries outside the organization	This report covers Tronox's global operations in mining, processing and manufacturing, and land rehabilitation.

ECONOMIC TOPICS

103-2, 103-3	Economic management approach	Pages 63-64, 66
201-1	Direct economic value generated and distributed	Page 64
204-1	Procurement practices	Page 69

ENVIRONMENTAL TOPICS

Energy		
103-2, 103-3	Energy management approach	Pages 28-29
302-1	Energy consumption within the organization	Page 29
302-3	Energy intensity	Page 29
Water		
103-2, 103-3	Water management approach	Pages 30-31
303-3	Total water withdrawal by source	Page 31
Biodiversity		
103-2,103-3	Biodiversity management approach	Pages 32-34
G4-MM1	Amount of land disturbed or rehabilitated	Page 36
304-3	Habitats protected or restored	Page 36
Emissions		
103-2, 103-3	Emissions management approach	Page 24-25
305-1	Direct GHG Emissions (Scope 1)	Page 25
305-2	Energy indirect GHG emissions (Scope 2)	Page 25
305-4	GHG emissions intensity	Page 26
Effluents and Waste		
103-2, 103-3	Effluents and waste management approach	Page 38
306-2	Total weight of waste by type and disposal method	Page 39

SOCIAL TOPICS

Labor Practices and Decent Work		
103-2, 103-3	Labor/management relations management approach (collective bargaining)	Page 47
G4-MM4	Number of strikes and lockouts exceeding one week's duration	Page 47
Occupational Health and Safety Management		
103-2, 103-3	Health and safety management approach	Pages 15-16, 19
403-9	Work-related injuries	Pages 16-17
Diversity and Equal Opportunity		
103-2, 103-3	Diversity and equal opportunity management approach	Pages 48-49
405-1	Diversity of governance bodies and employees according to gender, age, minority group membership, and other indicators of diversity	Page 52
Human Rights		
103-2, 103-3	Indigenous rights management approach	Pages 55-56
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	Pages 55-56
Local Communities		
103-2, 103-3	Local community engagement management approach	Page 55
413-1	Operations with local community engagement, impact, assessments and development programs	Page 55

SASB Chemicals Index

GREENHOUSE GAS EMISSIONS

RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Page 25
RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page 24-25

AIR QUALITY

RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Page 26

ENERGY MANAGEMENT

RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Page 29

WATER MANAGEMENT

RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Page 31
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	The collective figure for all Tronox business units includes 3 incidents in 2019, and 2 in 2020.
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Page 30

HAZARDOUS WASTE MANAGEMENT

RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Page 39

COMMUNITY RELATIONS

RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Page 55-58

WORKFORCE HEALTH & SAFETY

RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Page 16-17
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Page 15-17

SAFETY & ENVIRONMENTAL STEWARDSHIP OF CHEMICALS

RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Page 68

MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT

RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Page 70-73

OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE

RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Page 19
RT-CH-540a.2	Number of transport incidents	Page 19

PRODUCTION

RT-CH-000.A	Production by reportable segment	Page 64

TiO_2 production

South African Mining Charter Scorecard

ELEMENT	DESCRIPTION	MEASURE	WEIGHTING	COMPLIANCE TARGET	ACTUAL COMPLIANCE 2019
1. Reporting	Has the company reported level of compliance with the Charter for the calendar year	Documentary proof of receipt from the department	Y/N	100%	100.0%
2. Ownership	Minimum target for effective HDSA ownership	Meaningful economic participation	Y/N	26%	N/A
		Full shareholder rights	Y/N	26%	N/A
3. Procurement	Procurement Spent on BEE entity	Mining Goods	15	70%	70.0%
		Services	20	80%	63.0%
	Research & Development	70% of total research and development budget to be on SA based R&D entities	2.5	70%	100.0%
	Sample Analysis	SA based facilities for 100% of mineral samples across mining value chain	2.5	100%	100.0%
4. Employment Equity (Excl White Females)	Diversification of the workplace to reflect the country's demographics to attain competitiveness	Top Management (Board)	3	40%	50.0%
		Senior Management (Exco)	4	40%	57.1%
		Middle Management	3	40%	33.3%
		Junior Management	1	40%	75.6%
		Core Skills	5	40%	88.2%
5. Human Resources Development (Excl White Females)	Development of requisite skills, incl. support for South African based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation.	HRD expenditure as percentage of total annual payroll (excl. mandatory skills development levy)	25	5%	1.6%
6. Housing and Living Conditions	Conversion and upgrading of hostels to attain the occupancy rate of one person per room	Percentage reduction of occupancy rate toward 2014 target (1 person per room)	Y/N	100%	NA
	Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units	Y/N	100%	NA
7. Mine Community Development	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis	Implement approved community projects	5	Up-to-date project implementation	100.0%
	Project implementation	Percentage of Net Profit After Tax (NPAT) spent on community development	10	1%	1.02%
8. Sustainable Development and Growth	Improvement of the industry's environmental management	Implement approved environmental management programmes (EMPs)	12	100%	100.0%
	Improvement of the industry's mine health and safety	Implementation of tripartite action plan on health and safety	12	100%	63.3%
	Utilisation of South African based research facilities for analysis of samples across mining value	Percentage of samples in South African facilities	5	100%	100.0%

Namakwa Sands Northern Operations, South Africa

Performance Data Standards, Methodologies and Assumptions

The 2020 Tronox Sustainability Report represents the Tronox TiO_2 business for the years 2019 and 2020. Tronox acquired Cristal on April 10, 2019. 2019 reporting includes legacy Cristal safety, employee, environmental, and economic data following the acquisition period (April 10-December 31, 2019).

Work-Related Injuries (403-9)

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.

Energy Consumption Within the Organization (302-1)

Energy consumption within the organization includes the components stated below.

- **Non-renewable fuel consumed**
  Energy sources which cannot be replenished in a short period of time, including crude oil products, natural gas, and coal.
- **Electricity and steam sold**
  Intermediate energy sources sold to neighboring companies or the grid. Efficiencies of the equipment, which generates electricity and steam, are taken into account to arrive at primary energy.
- **Electricity and steam purchased for consumption**
  Intermediate energy sources purchased for consumption, as delivered to Tronox's operational boundary. In contrast to prior years, the decision was made to no longer convert purchased electricity and steam to primary energy, as Tronox does not have operational control over how these intermediate energy sources are generated.

In case fuel sources were consumed to produce electricity or steam used onsite, only the fuel sources were counted, in order to prevent double counting of energy consumption.

Sources of conversion factors
The hierarchy of conversion factors used to convert volumes of fuel to energy is as follows:

- Factors provided by the energy supplier
- Factors provided by national authorities
- Factors provided by international organizations

Efficiencies used for electricity and steam sold were based on local metered input and output values and annual efficiency samples.

Energy Intensity (302-3)

The total primary energy intensity is calculated by dividing the sum of direct and indirect energy consumption by the total weight of products produced.

All energy sources included in 302-1 (non-renewable and renewable fuel, electricity and steam, minus electricity and steam sold) are included in the energy intensity calculations.

Direct (Scope 1) GHG Emissions (305-1) and Energy Indirect (Scope 2) GHG Emissions (305-2)

Greenhouse gases included in this indicator 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 (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard:

- Carbon dioxide (CO_2)
- Methane (CH_4)
- Nitrous oxide (N_2O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs)
- Sulphur Hexafluoride (SF_6)

Furthermore, the reporting of Scope 1 and Scope 2 GHG emissions is in line with the WBCSD Standard's Operational Control Approach.

Source of the conversion factors used

GHG emission factors for CO_2 are based on data provided by local energy suppliers. In case this data is not readily available, the emission factors used are in line with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories (default emission factors on a net calorific basis).For GHGs other than CO_2, Global Warming Potentials (GWPs) are used to convert GHG emissions into CO_2 equivalents. These GWPs are in line with the IPCC Fifth Assessment Report.

GHG Emissions Intensity (305-4)

The GHG emissions intensity is calculated by dividing the sum of direct and indirect GHG emissions by the total weight of products produced.

All GHG emissions included in 305-1 and 305-2 (Scope 1 and Scope 2) are included in the GHG emissions intensity c calculations. This automatically includes all GHGs stated under 305-1.

Water Withdrawal by Source (303-1)

Total water withdrawal only takes into account water that is used for the first time. Water that is reused or recycled to be consumed twice or more times, either in the same process or in a different process, is not included in this indicator.

Habitats Protected or Restored (304-3) / Amount of Land Disturbed or Rehabilitated (G4-MM1)

All data refers to a snap shot at year end (December 31 of the relevant year). We apply the following definitions to the different land use categories:

Area disturbed:
Reflects areas that are used during or affected by operational activities, including:

- Operational plants and units (including tank and silo storage)
- Office buildings (including maintenance shops, storage locations, and contractor areas)
- Other areas (occasionally used, including roads and parking lots)
- Waste treatment/storage (including ponds and storage of fine and coarse material fractions)
- Areas prepared for surface mining (i.e., areas where the top soil has been removed)
- Areas actively mined
- Former mining or operational areas where backfilling operations are in progress but where the top soil has not yet been replaced

Area in rehabilitation:
Reflects former mining or operational areas where the top soil has been placed back but where rehabilitation measures have not yet been completed. Offsetting areas where rehabilitation measures have commenced are also included in this category. This is a temporary phase between area protected/disturbed and area restored.

Area restored: Former mining or operational areas where rehabilitation measures have been completed and a specified quality level has been achieved according to pre-determined agreements with authorities, or, in case of absence of agreements with authorities, according to internal standards. These agreements can include restoration to farm land, native land, land with a high biodiversity value, etc. Once the agreed quality level has been achieved, the area is considered to be restored, even if Tronox is still putting in effort (through third parties or otherwise) to maintain the area at that quality level.

Waste by Type and Disposal Method (306-2)

This indicator reflects the total weight of waste produced during the fiscal year 2019.

Direct Economic Value Generated and Distributed (201-1)

This indicator reflects the economic value generated (including community investment), distributed, and retained during the fiscal year 2020. We apply the following definitions:

- Direct economic value generated refers to total revenue on an accruals basis.
- Economic value distributed refers to operating costs, employee wages and benefits, payments to providers of capital, payments to government, and community investments on an accruals basis.
- Economic value retained is calculated as direct economic value generated less economic value.

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