

The background of the entire page is a photograph of an industrial facility, likely a factory or refinery, with several large buildings and tall smokestacks emitting plumes of smoke. The scene is captured during the 'golden hour' of sunset or sunrise, with a bright sun low on the horizon creating a strong lens flare and casting a warm, golden light across the landscape. In the foreground, there is a vast, flat field of green and yellow vegetation, possibly a crop field. The sky is a clear, pale blue. Overlaid on the top left of the image is the Kronos logo in a bold, blue, sans-serif font, followed by a registered trademark symbol. Below the logo, the words 'Brighter Together' are written in a large, white, serif font. Underneath that, the words 'ENVIRONMENTAL SOCIAL GOVERNANCE REPORT' are written in a smaller, white, sans-serif font. In the bottom right corner, the date 'September 2021' is printed in a small, white, sans-serif font. The overall composition suggests a message of environmental stewardship and community impact.

KRONOS®

Brighter Together

ENVIRONMENTAL SOCIAL GOVERNANCE REPORT

September 2021

ABOUT THIS REPORT

This Environmental Social Governance Report, published in September 2021, is our third such report.

This report focuses on KRONOS' key sustainability achievements spanning primarily 2019-2020, as well as the challenges, risks, and opportunities we face and how we are responding. It encompasses both qualitative and quantitative disclosures and is proudly our most transparent report to date.

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standard. The topics and featured story selections focus on the ESG topics most relevant to KRONOS and our stakeholders, or those that were prominent globally during the assessed time period.

KRONOS dedicates this ESG Report to our esteemed colleague Clarence Brown. Clarence has been a champion of effective corporate governance and a staunch supporter of our ESG principles and efforts. His unassailable ethics and sound legal advice have been guiding influences in our mission of excellence at KRONOS.

CLARENCE B. BROWN III

Senior Vice President, General Counsel and Secretary
December 1968-September 2021

Front cover: Nordenham, Germany titanium dioxide plant.
This page: Fredrikstad, Norway titanium dioxide plant.

A Message From Our President and COO

Although the last two years have been challenging for all of us, I am proud of the way our team pulled together to support the business, our customers, and each other. Together, we continue to successfully manage COVID-19 in our workplaces and at home. Together, KRONOS continues our unwavering drive for success via strong teamwork and a “customer-first” attitude. Together, we are offering helping hands to employees in need following extreme weather events. Together, we are collaborating on ways to increase diversity and inclusion. Together, we are confirming what we already knew – we are a talented and resilient bunch.

The employees at KRONOS, along with our customers, are dedicated to creating a sustainable supply chain both environmentally and financially. “Doing the right thing” is at the heart of our core values. Environmental, social, and governance (ESG) topics have been a focus for KRONOS since long before they were in the public eye.

One clear example, KRONOS is a pioneer and industry leader in the recycling and beneficial reuse of our by-products through our KRONOS ecochem business. We don’t simply find outlets for these products; we develop products that are useful in markets that are essential to our communities, such as drinking water, as well as products that provide high-value for niche environmentally relevant applications. We understand the potential environmental impacts inherent within our industry, and we continue to address these challenges head-on.

Like most companies, we were forced to quickly adapt to restrictions and risks surrounding COVID-19. Our regional teams quickly developed protocols in line with government requirements to keep our employees and facilities safe while enabling remote workers to be fully engaged and productive. Through these efforts, we were able to operate our plants at 100% of plan, maintain close contact with our customers and suppliers, and minimize impacts to all our stakeholders.

We also came together when national disasters affected our operations. Hurricane Laura created devastating wind and water damage at the location of our jointly owned plant in Lake Charles, Louisiana. Many of our colleagues in Louisiana experienced severe damage to their homes. Despite these incredible challenges, the local team came together to bring the facility back online in record time resulting in no missed customer shipments. Additionally, the KRONOS global team supported their Louisiana team members by stepping in to provide timely, necessary relief. Employees traveled to Lake Charles immediately after the hurricane to provide emergency supplies to those most in need. Almost \$200,000 was donated by both individual employees and the company for cleanup, repair, and relief efforts, and providing direct assistance to impacted employees and their families. This is a powerful example of KRONOS’ spirit of teamwork.

While we are proud of our progress, we never stop striving for improvement. Since our last ESG



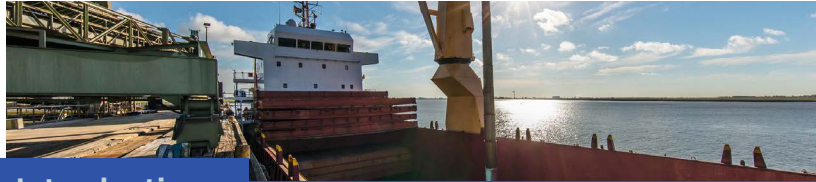
report was published in 2019, we formed our Strategic Sustainability Team comprised of executive leaders to guide the company in coordinating our ESG initiatives. Discussed in these pages are many examples of exciting projects, accomplishments, and new initiatives that will lead to sustainable business practices and smart investments in this evolving world.

We will continue to focus on maximizing energy efficiency, minimizing waste, lowering our global carbon footprint, and as always, we will strive to take care of our employees and communities.

Now more than ever, we are one global community, aligned in our mission to make KRONOS the Right Choice for our customers, employees, partners, and communities.

Jim Buch, President and COO

Contents



Introduction

- 2** About this Report
- 3** A Message from our President and COO
- 5** About KRONOS
- 11** ESG Approach
- 15** Materiality Assessment



Environmental

- 19** Environmental Management & Compliance Approach
- 23** Energy Use & Greenhouse Gas Emissions
- 33** Material Use, Beneficial Reuse, & Waste Management
- 39** Supply Chain
- 43** Water Use & Potential Risk Management
- 45** Land Use



Social

- 49** Our Communities
- 57** Employee Relations
- 65** Worker Health & Safety
- 71** Product Stewardship & Safety



Governance

- 75** Corporate Governance
- 77** Ethics, Integrity, & Compliance
- 83** Disaster Response & Business Continuity

86 GRI Content Index

ABOUT KRONOS

Brighter Together

KRONOS has been steeped in innovation since the day we invented the technology process for titanium dioxide in 1916. We remain true to our foundations, as a forward-thinking global company providing the very best chloride and sulphate titanium dioxide.

We have a relentless drive to improve – our processes, our products, our service to our customers. We are investing in new technologies, ways of working, talent, and expertise. We believe we can make the future brighter by being a more sustainable business in every sense: for the environment, our customers, our people, and our communities.

Our strong and long-lasting relationships are the key to smart decisions. By getting to know our customers well, we are able to develop and deliver the products they need, at the right time with proven formulas and quality performance. Our own people choose to stay with KRONOS for years – building their expertise, strengthening our business and becoming part of our global team.

Together, we are building a bright future.

GLOBAL PRESENCE



9 Locations of Operation

2,384 Total Employees

CUSTOMERS

4000+ Accounts

550 Direct Accounts

119 Countries

6 Continents

Note: The ESG metrics included in this report cover KRONOS' major manufacturing plants located in Norway, Belgium, Germany, and Canada, unless otherwise noted.

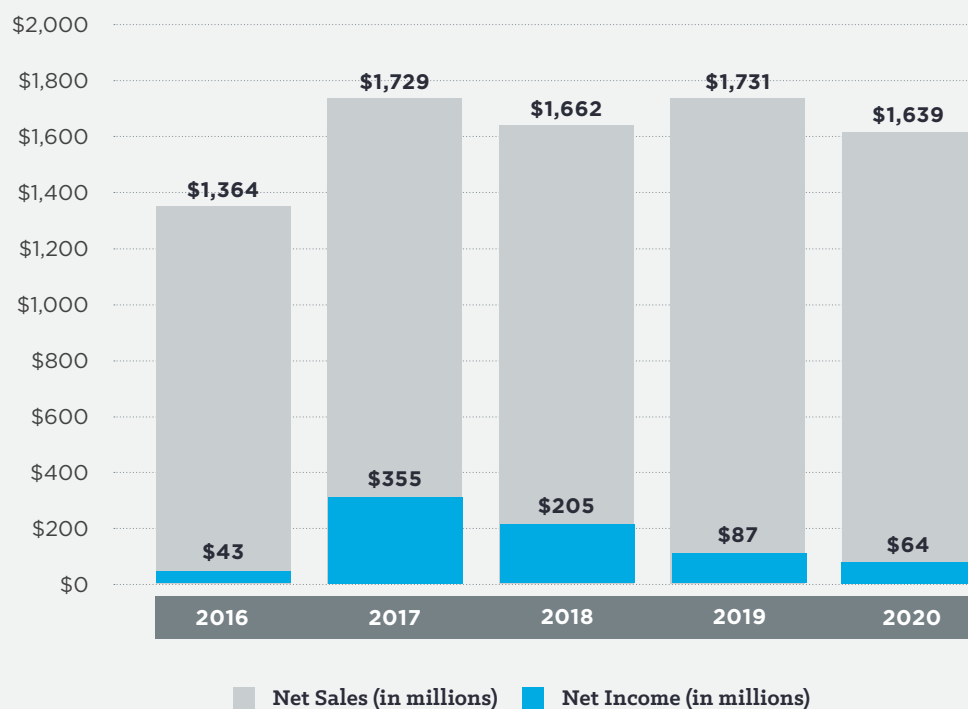
KRONOS AT A GLANCE

Titanium Dioxide Production

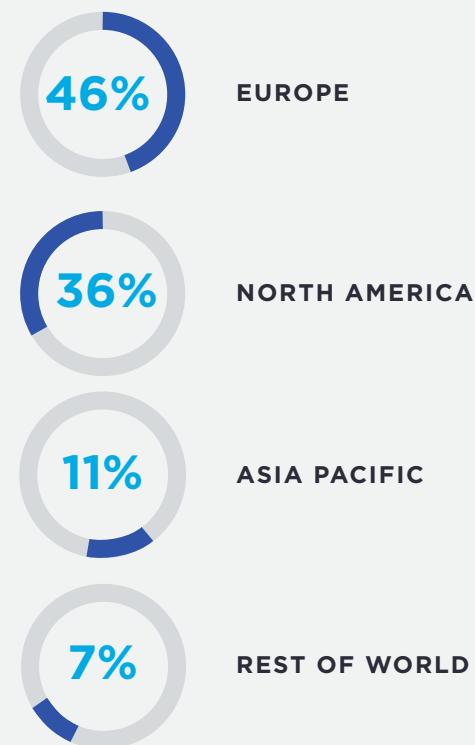


TITANIUM DIOXIDE IS A WHITE PIGMENT USED IN NUMEROUS APPLICATIONS INCLUDING PAINTS, COATINGS, PLASTICS, PAPER/LAMINATES AND INKS TO IMPART OPACITY, WHITENESS, BRIGHTNESS, AND DURABILITY. KRONOS OFFERS A FULL PORTFOLIO OF TITANIUM DIOXIDE GRADES INCLUDING ANATASE AND RUTILE POWDER PIGMENTS AND DISPERSIONS.

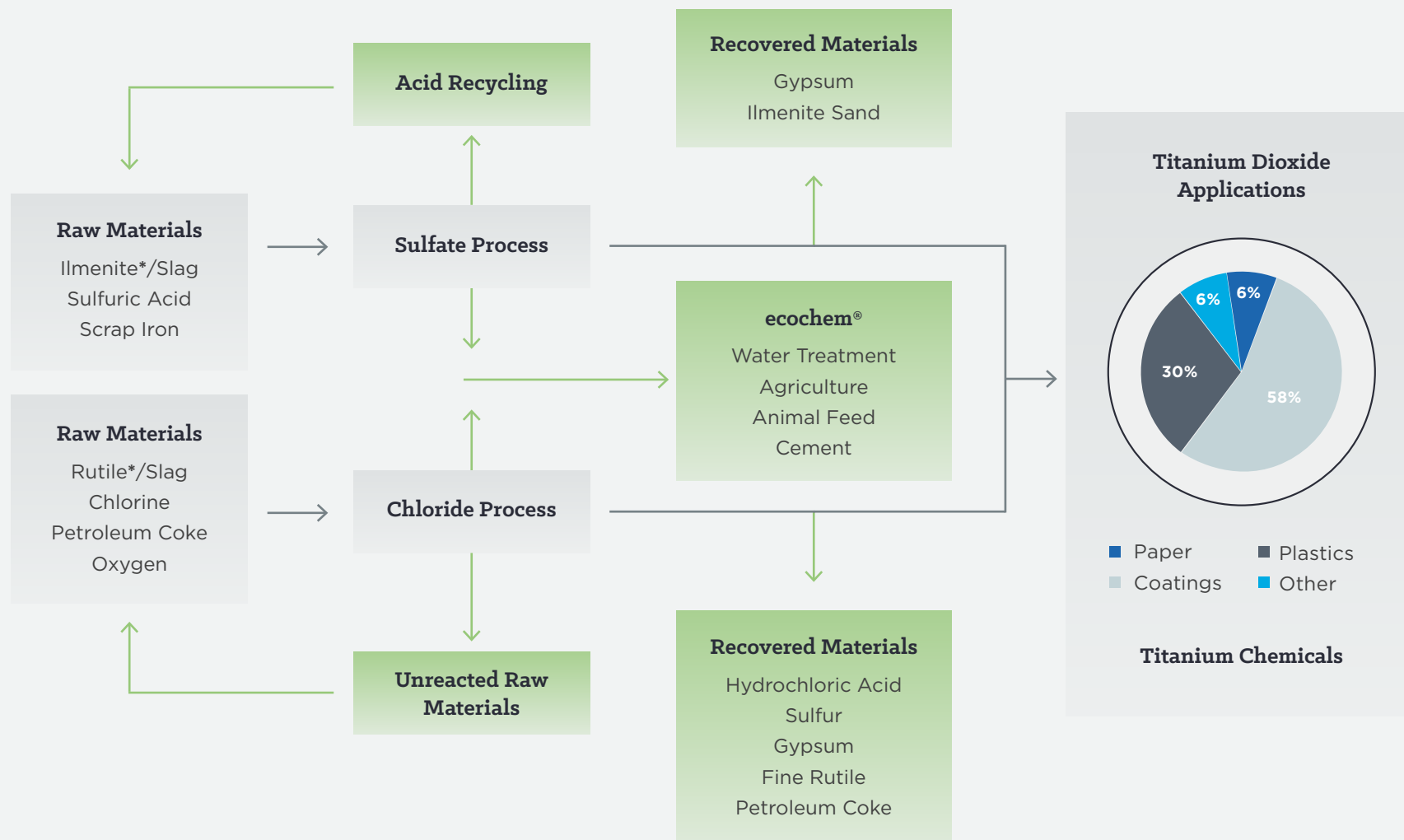
Financial Metrics



Sales Volume Percentages by Geographic Region



KRONOS VALUE CHAIN



● = processes dedicated to reclamation/reuse

* Rutile and Ilmenite are types of titanium dioxide ore

We have successfully aligned our global organization across borders and instilled an overarching philosophy for our company that promotes a culture of **communication, teamwork, and leadership.**



Engstenberg outdoor weathering station in Leverkusen, Germany.



One KRONOS

The vision embodied in our ONE KRONOS philosophy provides a foundation for leveraging our diverse experiences, expertise, and innovations from across our multi-national organization, and helps to drive the progress and growth of our company on all fronts. We have

aligned our global organization across borders and instilled an overarching philosophy for our company that promotes a culture of communication, teamwork, and leadership. This ONE KRONOS vision has been a vital platform for taking our focus on ESG to the next level.

In 2019, we formed the Functional Leadership Team (FLT). Comprised of senior leaders in all functional areas of the company, this team brings together all perspectives to address key business topics and projects critical to the company. The FLT regularly reviews key performance indicators (KPIs) from all aspects of the business, including ESG.



Calciner (rotary kiln) in Nordenham, Germany.



Engstenberg weathering station.

OUR ONE KRONOS VISION:

We are fully aligned with and connected to our mission and vision

We value and respect the knowledge, skills, and diversity of our people

We are committed to the well-being of our people

Our employees own and drive our global business processes

We are one strong brand for our customers, employees, and communities

We act collectively as a responsible corporate citizen

ESG Approach

Our Mission of Stewardship Has Long Been a Core Value of Our Owners

Throughout its history, KRONOS has been committed to the safety of our employees and contractors, environmental stewardship, social responsibility, and strong ethical governance. From the time Harold Simmons acquired a controlling interest in KRONOS in the 1980s, until he passed away in 2013, he personally set the tone for social responsibility activities across our organization through his philanthropic efforts over many years. This strong legacy of philanthropy continues today. Together with the philanthropic mission of the Harold Simmons Foundation and the commitment of our ultimate parent company, Contran Corporation, we contribute to local charitable endeavors supporting civic affairs, education, health and medical, social welfare, and youth programs based on local employee input and sponsorship.

This mission of stewardship and community enrichment has been at the heart of KRONOS for decades. We have implemented ESG values in many ways, most often at the local level. With increased global attention on ESG, we have created a global approach to our ESG programs, enabling us to tell the story of our rich history and forward-looking actions through better communication and transparency to our many stakeholders. Applying our ONE KRONOS culture, we have responded to this challenge by implementing a globally focused ESG governance approach.

The financial impact of KRONOS' philanthropy is amplified through our unique ownership structure. KRONOS contributes directly to a wide variety of social and community efforts around the globe. In addition, our strong history of financial returns has provided our major shareholders with resources to engage in community philanthropy supporting a variety of social causes.

THE MISSION OF STEWARDSHIP AND COMMUNITY ENRICHMENT HAS BEEN AT THE HEART OF KRONOS FOR DECADES. WE HAVE IMPLEMENTED ESG VALUES IN MANY WAYS.

ESG Governance

KRONOS' global operating strategy is based on six pillars: Safety, Employee Satisfaction, Sustainability, Customer Satisfaction, Quality, and Financial Performance. Each pillar is integral to long-term value creation and realization of our vision for success across all company disciplines. Aligned with these strategies is our global Safety, Environment, Energy, Quality (SEEQ) Policy. Issued annually by our CEO, the [SEEQ Policy](#) outlines specific policies within each of these areas, guiding on a global basis all corporate and local programs and work procedures.

Upon this foundation, KRONOS formed the Strategic Sustainability Team (SST) to guide the company in the areas of ESG from a global perspective. The SST, which reports to the CEO and the FLT, is chaired by our Senior Vice President (SVP) of Health, Safety, and Environment (HSE) and is comprised of senior officers in each ESG discipline. The SST also oversees our Global Sustainable Energy Team.

The SST is responsible for developing ESG information in our financial and sustainability reports and for assuring our executive leadership, including our board of directors, is current on ESG matters impacting our company.

LEADERSHIP STRUCTURE

Robert D. Graham

Vice Chairman of
the Board and Chief
Executive Officer

BOARD OF DIRECTORS

Loretta J. Feehan Chair of the Board (non-executive)

John E. Harper Independent Director

Meredith W. Mendes Independent Director

Cecil H. Moore, Jr. Independent Director

General Thomas P. Stafford (retired) Independent Director

R. Gerald Turner Independent Director

STRATEGIC SUSTAINABILITY
TEAM (SST)



Courtney Riley Chair



Clarence Brown



Rainer Gruber



Patricia Kropp



Thomas Kuehl

FUNCTIONAL LEADERSHIP TEAM (FLT)

James M. Buch President and Chief Operating Officer, Chair of FLT

Clarence B. Brown III Senior Vice President, General Counsel and Secretary

Brian W. Christian Executive Vice President and Chief Strategy Officer

Benjamin R. Corona President, Global Sales and Marketing

Troy Fisher Director Global Business Applications

Rainer Gruber Senior Vice President Manufacturing and Technology

Bryan A. Hanley Vice President and Treasurer

Tim C. Hafer Senior Vice President and Chief Financial Officer

Thomas Kuehl President, KRONOS ecochem

Patricia A. Kropp Senior Vice President Global Human Resources

Marnix Mahieu Vice President Manufacturing

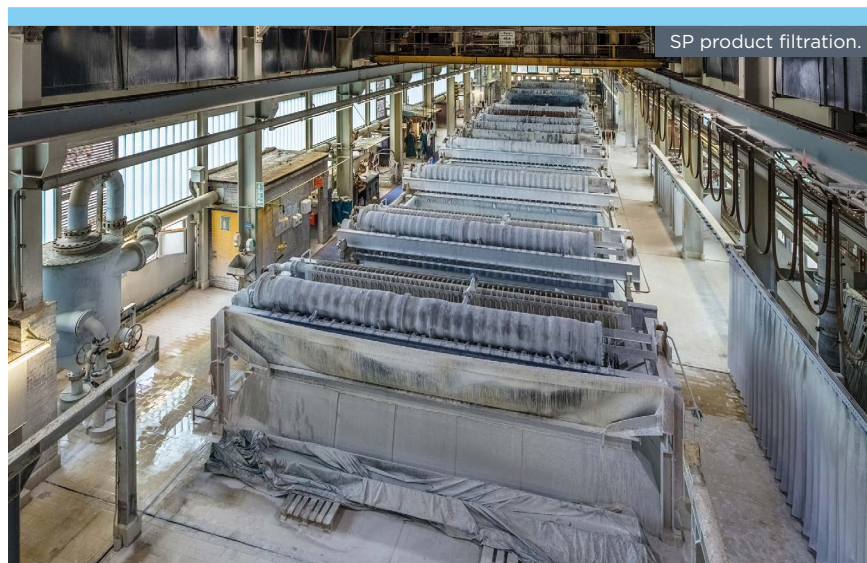
Stewart Richardson Senior Vice President Ore Feedstock Procurement and Business Development

Courtney J. Riley Senior Vice President, Health, Safety and Environment

Hans-Juergen Theus Vice President Global Procurement

Angela Vogel Director Global Procurement

Dennis Werner Vice President EMEAA and Global Marketing



SP product filtration.

ESG AREAS OF FOCUS

Health and safety
Environmental stewardship
Ethical governance
Product stewardship
Sustainable product innovation
Talent development
Social opportunities
Enhanced ESG transparency and communication with stakeholders

Our ESG Strategy

We believe ESG means conducting operations with high standards of environmental and social responsibility, practicing exemplary ethical standards, focusing on safety as a top priority, respecting and supporting our local communities, and continuously developing our employees.

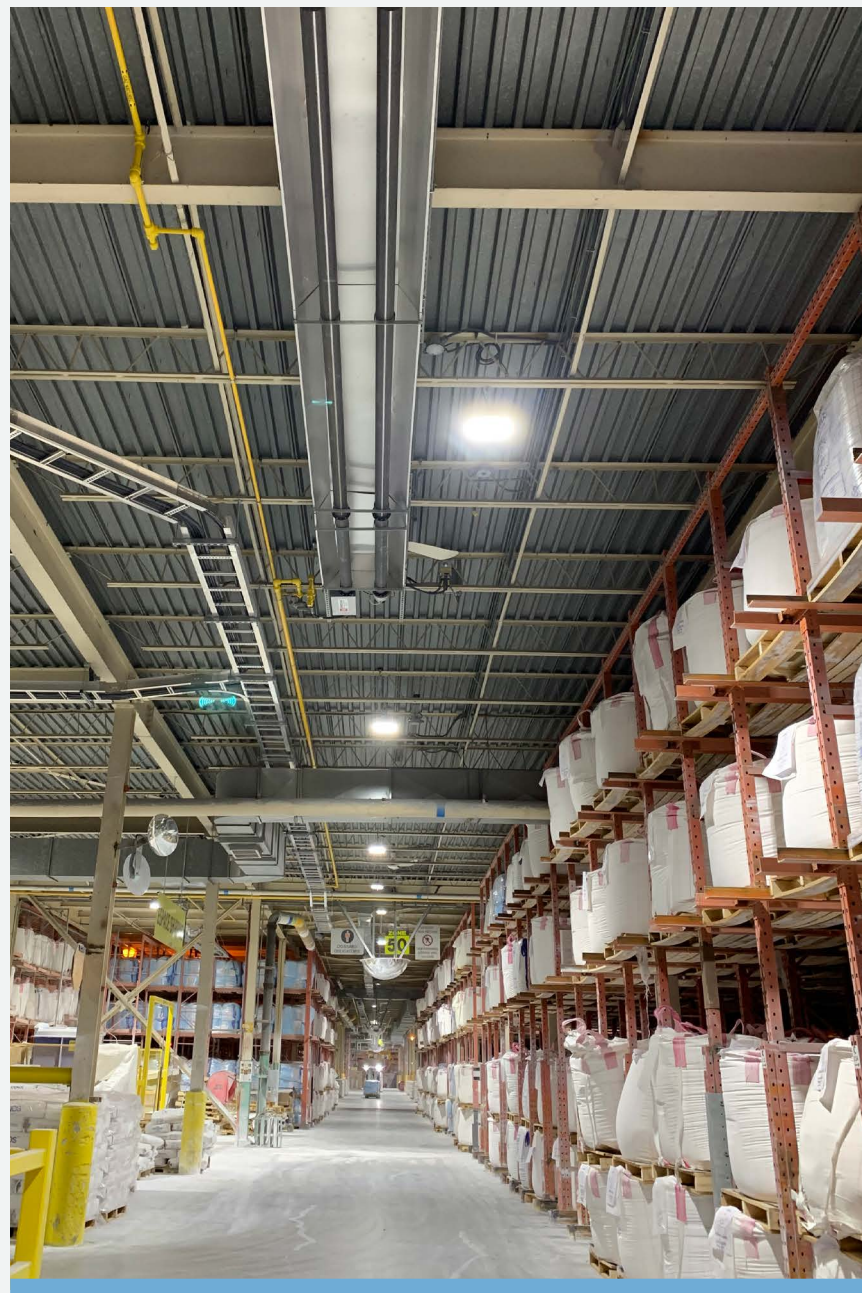
Integrating ESG Knowledge into Our Decision-Making

KRONOS has taken proactive steps to integrate ESG considerations into operating decisions along with other critical business factors. As we continue to advance our sustainability efforts, the goal is that each project or decision starts with consideration of potential ESG benefits and/or detriments. We are then able to make informed decisions regarding how our actions will affect our employees, our business, and our ecosystem.

As an example of such integration, KRONOS has targeted its capital expenditure (CapEx) process as a key area of focus. The goal of the CapEx sustainability program is to drive earlier consideration of ESG in the conception and design of projects while giving visibility into ESG benefit projects. To enhance this program, we require that all proposed CapEx projects provide detailed ESG information, which is presented to key decision-makers alongside critical business factors.

KRONOS Canada: Warehouse Heating CapEx Project

In 2019, KRONOS approved the first capital project evaluated against our new integrated ESG benefits criteria. The project consisted of replacing dated, less efficient heating units (installed in the 1980s and fueled via steam and natural gas) with state-of-the-art, highly efficient, natural gas radiant units. The project effectively modernized temperature control in the packaging and warehouse storage areas, which total approximately 140,000 square feet. KRONOS realized many benefits via implementation of this project, including enhanced energy efficiency and a corresponding reduction in associated greenhouse gas (GHG) emissions. Employee comfort and satisfaction were enhanced through better control of temperature in work areas. Worker health and safety were also improved through increased air exchange, resulting in the overall enhancement of indoor air quality for employees working in these areas. Through the implementation of this project, KRONOS Canada expects to reduce natural gas consumption by almost 200,000 cubic meters per year, which equates to approximately 360 metric tons of reduced carbon emissions per year.



Product storage in Canada.

Materiality Assessment

Materiality Assessment

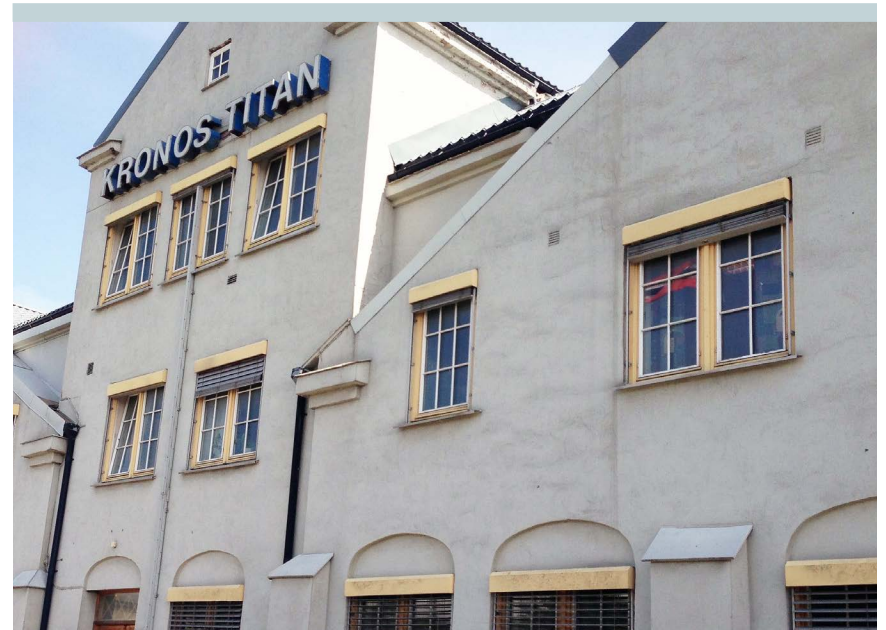
As a leading global producer of value-added titanium dioxide, it is important we refresh our ESG materiality assessment to ensure our ongoing sustainability efforts and associated reporting remain relevant to our stakeholders. Such an assessment provides a systematic and evidence-based approach to identifying ESG areas with the most significance to our business and our stakeholders.

Stakeholder Engagement

To assess our focus areas, we surveyed and interviewed key internal stakeholders, asking participants about a preliminary list of topics from multiple perspectives: greatest risks and opportunities, emerging issues, and internal and external pressures. After engaging with our key stakeholders, we analyzed the data to update KRONOS' materiality matrix.



Product cooling drum in Leverkusen, Germany.



Original administration building in Fredrikstad, Norway.

Stakeholder Engagement Activities

- Peers / Benchmarking
- Industry Groups / Benchmarking
- Sustainability Ratings & Rankings Firms / ESG Report Review
- Executive Management / Interviews
- Internal Stakeholders / Surveys

Our Priorities

The topics presented in the top right corner of the materiality matrix on the following page are of greatest importance to our internal and external stakeholders and are therefore given a greater emphasis throughout this report. Additional topics that warrant disclosure in reporting or active management are also included but are given a lower priority in relation to stakeholder expectations and business impact.

MATERIALITY MATRIX 2019-2020



SUMMARY OF CHANGES

Over the course of the 2019-20 Materiality Assessment, KRONOS identified 20 Material Topics for the company's ESG and sustainability impacts. These topics differ slightly from previously considered topics, due to changes in scope. A summary of the changes can be seen in the table below.

2017-18 MATERIAL TOPICS	2019-20 MATERIAL TOPICS	SUMMARY OF CHANGE
ENVIRONMENTAL		
Environmental Management & Compliance	Environmental Management & Compliance	Consistent
Climate Change Risk	Air Quality & Climate Change Risk	Scope Change (Combined Air Quality with Climate Change Risk)
Air Quality		
Energy Use	Energy & Greenhouse Gas Emissions	Scope Change (Combined Energy Use with Greenhouse Gas Emissions)
Greenhouse Gas Emissions		
Sustainable Supply Chain (Environmental)	Sustainable Supply Chain (Environmental)	Consistent
Water	Water Use & Potential Risk Management *	Scope Change
Waste & Toxic Emissions	Material Use, Beneficial Reuse, & Waste Management	Scope Change (Combined Waste Management with Material Use)
Material Use		
Sustainable Product Chemistry	Sustainable Product Chemistry	Consistent
Land Use & Biodiversity	Land Use *	Scope Change
SOCIAL		
Product Safety	Product Stewardship & Safety	Scope Change
Sustainable Supply Chain (Social)	Sustainable Supply Chain (Social)	Consistent
Human Rights	Human Rights	Consistent
Human Capital Management	Human Resource Management	Scope Change
Labor Practice Indicators	Labor Practice Indicators	Consistent
Diversity & Inclusion	Diversity & Inclusion	Consistent
Occupational Health & Safety	Worker Health & Safety	Scope Change
Community Impacts	Community Impacts	Consistent
Community Giving & Investments	Social Investment & Community Engagement	Scope Change
GOVERNANCE		
Sustainability Strategy & Governance	ESG Strategy & Governance	Scope Change
Ethics, Integrity, & Compliance	Ethics, Integrity, & Compliance	Consistent
Corporate Governance	Corporate Governance	Consistent
	Disaster Response & Business Continuity *	New Material Topic

* New topic areas reported on in this ESG report.



Environmental

At KRONOS, environmental compliance and stewardship is a primary area of focus. We are proud of our strong history of energy efficiency and waste minimization efforts. In addition to this history of success, it is our mission to continuously seek to identify new, innovative ways to further minimize our environmental footprint. KRONOS has long been a champion of circular economy, and we continue to seek new (and enhance existing) relationships throughout the supply chain to further build upon this strong foundation.

Sheep grazing near Nordenham, Germany plant.

Environmental Management & Compliance Approach

Environmental Protection

At KRONOS, environmental compliance and stewardship is a primary area of focus. We are proud of our history of energy efficiency and waste minimization efforts. In addition to this history of success, it is our mission to continuously seek to identify new, innovative ways to further minimize our environmental footprint. KRONOS has long been an advocate of ways to reduce consumption and repurpose manufacturing byproducts (i.e. circular economy), and we continue to seek new (and enhance existing) relationships throughout the supply chain to further build upon this strong foundation.

Our Approach

Environmental management starts at the top. Each year, our CEO reviews, updates, and publishes our global SEEQ Policy. This policy is prominently displayed for all employees in their local language, and is fully endorsed by facility leadership. The policy is also shared with customers, regulators, and other stakeholders via our public webpage and serves as a constant reminder of our core values in these areas.

The global HSE function at KRONOS is led by our SVP of Health, Safety, and Environment who is responsible for setting global HSE standards for facility operations (which are memorialized in various company policies and Global Guidelines applicable to all locations) and overseeing company-level decisions in these areas. Experienced subject-matter experts serve as our Global Managers over environmental, occupational safety, process safety and product stewardship, and provide a deep level of knowledge and support to our worldwide organization. The heart of HSE compliance rests on

our operational leaders, plant managers, and local HSE teams, who are responsible for implementing our global guidelines and specific local policies related to environmental management at each operating location. These HSE teams have experience with national and local legal requirements applicable to their respective site operations.

We have applied a ONE KRONOS management approach to HSE that brings these talented professionals together to share best practices and lessons learned across KRONOS. Through this collaboration, we are continuously improving our HSE programs at the global and local levels. Whether related to policies, initiatives, process issues, operating procedures and instructions, or equipment maintenance, ongoing communication between locations and countries is essential to our success.

ISO 14001 & Responsible Care®

To support and ensure alignment with our global SEEQ Policy and Global Guidelines for Facility Operations, each titanium dioxide operating facility maintains a site-specific environmental management system aligned with ISO 14001:2015 and/or Responsible Care®. These systems address each facility's need to maintain compliance with local laws and regulations.

Our four European operating facilities hold ISO 14001:2015 certifications, while our Canadian facility is certified to the Responsible Care® standard. Additionally, some European facilities are also subject to the SEVESO III Directive, providing an additional layer of regulatory requirements related to environmental protection, safety, and process safety.

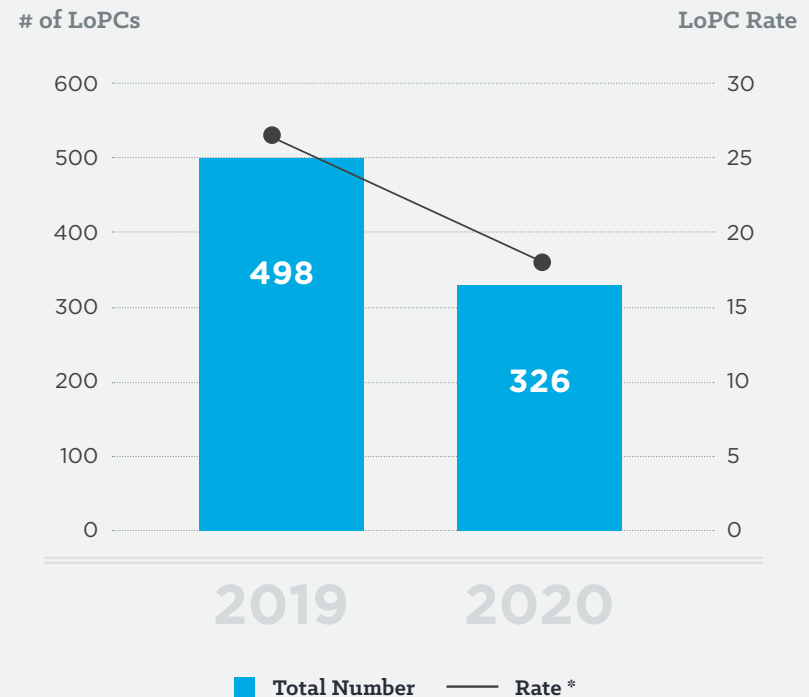
These systems utilize internal and external audit processes that conform to the ISO 14001:2015 or Responsible Care® standards and ensure adherence to KRONOS guidelines, applicable local and national laws, and SEVESO standards. We have also implemented rigorous procedures for incident reporting and investigation, including root cause analysis of environmental and safety incidents and near misses, identifying appropriate corrective actions to prevent reoccurrence.

Loss of Primary Containment: A Leading Indicator for Potential Environmental Incidents

KRONOS vigilantly monitors production operations and identifies and quantifies unintentional releases from process equipment and/or piping as a Loss of Primary Containment (LoPC). (An LoPC is any unplanned or uncontrolled release of material from within its primary containment.) These are recorded regardless of whether the material is released directly into the environment, into a secondary form of containment, or into another form of primary containment, other than that intended. LoPCs do not prompt or require reporting to local authorities as they are generally minor events that do not impact the environment; however, in the event a release meets local reporting requirements, it becomes an Environmental Incident. In this way, the rate of occurrence of LoPCs serves as a leading indicator for potential Environmental Incidents.

Tracking of LoPCs at KRONOS commenced in mid-2018; therefore, full-year data are only available for 2019 and 2020. As noted below, the number of LoPCs decreased by 35% from 2019 to 2020.

A description of each LoPC recorded is shared in a global monthly report and reviewed by the FLT. The data are also summarized in a global database where it can be further analyzed by location, substance, operation mode, degree of human involvement, and/or other criteria as deemed appropriate. Best practices are shared among global HSE and operations personnel to prevent reoccurrence.

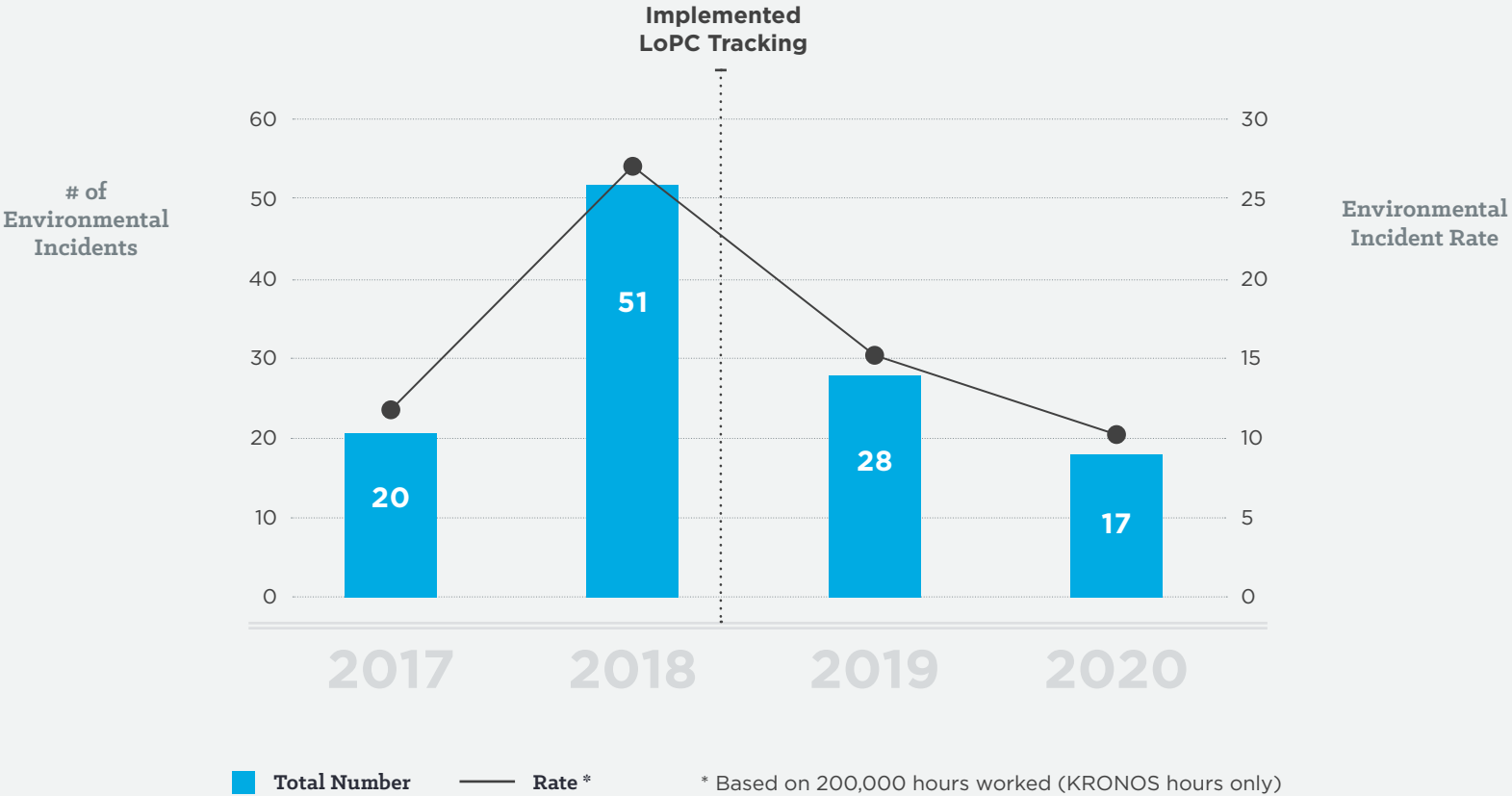


* Based on 200,000 hours worked (KRONOS + contractor hours)

Environmental Incidents

In the event a release meets or exceeds local regulatory reporting requirements, it becomes an Environmental Incident. When an Environmental Incident occurs, the local operations manager and/or environmental manager report relevant details to the local authorities in accordance with applicable laws and/or regulations, and/or any relevant operating permit/s.

As noted below, the rate of occurrence of Environmental Incidents decreased from 2019 to 2020 by almost 40%. When a reportable Environmental Incident does occur, the subject operating facility performs a root cause analysis and implements appropriate corrective measures designed to prevent reoccurrence.



Furthering our commitment to energy efficiency, KRONOS recently established the **Global Sustainable Energy Team**.

Leverkusen, Germany plant.

Energy Use & Greenhouse Gas Emissions

Even in the most efficient operating facilities, the production of titanium dioxide requires significant energy input. According to the EU Best Available Techniques Reference Document (BREF) for Large Volume Inorganic Chemicals (LVIC), the best achievable technology (BAT) using the sulfate process still requires 23 to 41 gigajoules (GJ) of energy input per metric ton of titanium dioxide produced, while the BAT for the chloride process requires 17 to 25 GJ per metric ton produced. Regardless of the production process utilized, the finishing portion of the process also consumes a large share of the total energy input, ranging from 10 to 15 GJ per metric ton of product.

Global Sustainable Energy Team

Because titanium dioxide production requires significant energy input, KRONOS is focused on energy efficiency at all production locations. Three of our five production facilities maintain certifications to the ISO 50001:2018 Energy Management standard, and all locations have local energy teams in place. These teams are responsible for maintaining ISO 50001:2018 certifications (where applicable), performing regular reviews of local energy consumption, making recommendations regarding capital projects that reduce energy consumption or enhance efficiency, and partnering with local government authorities through grant opportunities to reduce energy consumption and associated GHG emissions. These teams, which typically consist of an Energy Coordinator, Process Engineer, Environmental Officer, and Operators, are accountable for setting and striving to meet local energy targets.

THREE OF OUR FIVE PRODUCTION FACILITIES MAINTAIN CERTIFICATIONS TO THE ISO 50001 ENERGY MANAGEMENT STANDARD, AND ALL LOCATIONS HAVE LOCAL ENERGY TEAMS IN PLACE.

Furthering our commitment to energy efficiency, KRONOS recently established the Global Sustainable Energy Team. The team takes direction from and provides recommendations to the SST. The group is responsible for improving consistency between locations when collecting, comparing, and analyzing energy use data. They maintain a global inventory of historical energy reductions projects, which can be accessed by all locations to facilitate sharing of best practices. This team, consisting of global experts, discusses various ESG concerns and opportunities throughout KRONOS.

Mission Statement

Through global alignment, we are integrating sustainability into our decision-making on energy projects to create a more sustainable KRONOS. We will do this by combining our expertise and knowledge, analyzing data/new information/innovative approaches, and working to identify implementable projects that reduce energy consumption and carbon emissions, improve the sustainable mix of energy (electricity, steam, and natural gas), or otherwise improve efficiencies in our operations.

Energy Use

While energy consumption certainly has a direct impact on production costs, there are other ways it impacts our business and the communities in which we operate. Our energy consumption has a direct impact on GHG emissions. We strive to effectively manage energy consumption through investment in capital projects designed to use less energy or capture and reuse waste energy.

KRONOS also supports the purchase of energy-efficient products and services, as well as the principles of design for energy performance improvement. We are working to improve energy performance and to ensure the availability of information and necessary resources to achieve approved objectives and targets. For example:

- Our Canadian and Norwegian production facilities are sourced with electricity from local power grids, comprised of nearly 100% renewable energy (hydropower).
- Debottlenecking efforts have enabled us to increase production without significant equipment upgrades at our facilities, thereby increasing the efficiency of our operations across the company.

- Combined heat and power (cogeneration) plants in operation at our Langerbrugge and Nordenham facilities generate electricity and steam simultaneously through the combustion of natural gas, thereby minimizing associated GHG emissions.
- Our largest production facility, located in one of Europe’s largest chemical industrial parks in Leverkusen, Germany, works with other park tenants to reduce energy consumption by sharing best practices and committing to company-specific reduction targets for our share of energy consumed.
- We perform routine energy audits and have implemented ISO 50001:2018 compliant energy management systems at three of our locations.
- Approximately 10% of our energy comes from renewable sources.

ENERGY SOURCES

ELECTRICITY

8%

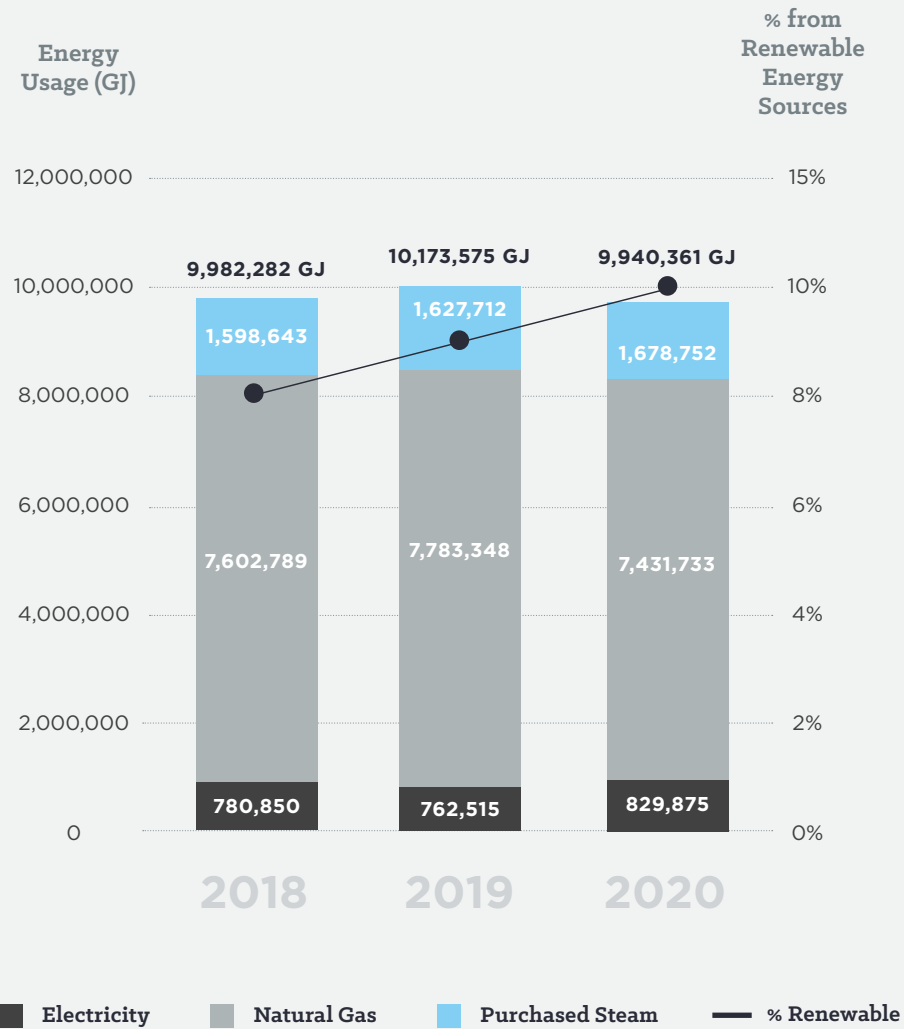
PURCHASED STEAM

17%

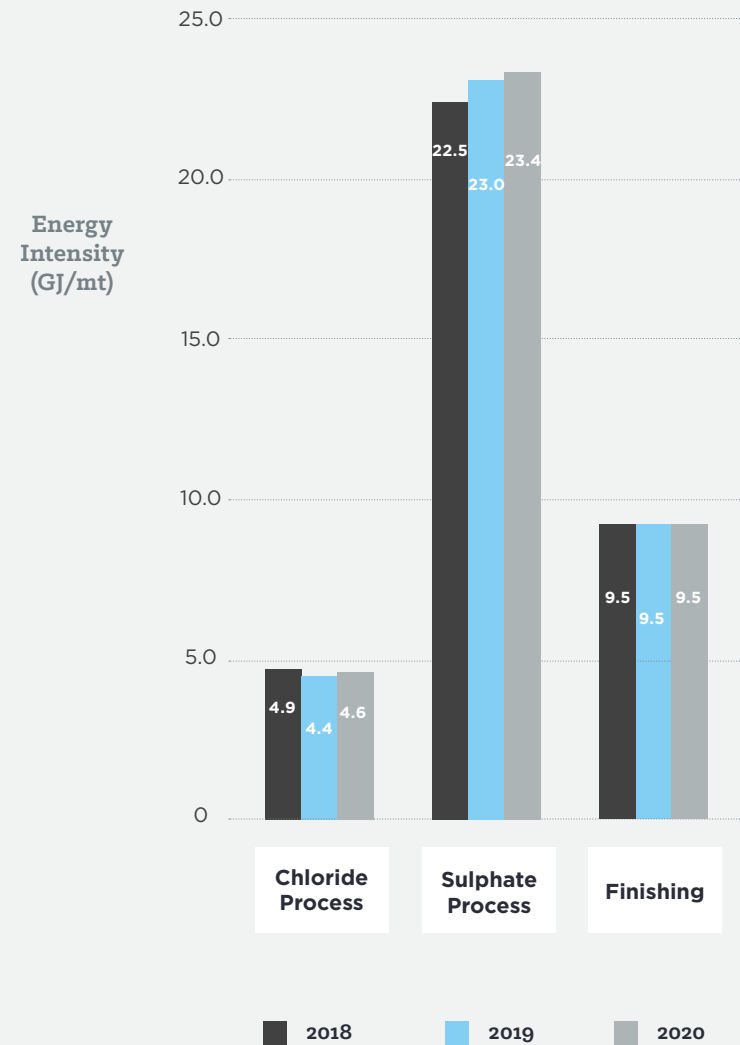
NATURAL GAS

75%

ENERGY USAGE BY TYPE (GJ)



AVERAGE ENERGY INTENSITY (GJ/mt) OF TiO₂ PRODUCTION BY PROCESS TYPE



KRONOS Belgium:

Energy Reduction Through Installation of Waste Heat Boiler

In June 2020, we completed a substantial energy reduction project at our plant in Langerbrugge, Belgium. An important part of our sustainability program includes a dedicated taskforce comprised of members from various relevant departments throughout our organization, and external advisors, to regularly identify areas of improvement and innovation.

Through this process, it became clear that capturing and using the significant amount of residual (waste) heat originating from the production process at our Langerbrugge plant could result in a considerable reduction in the use of fossil fuels and consequently, an associated reduction in carbon dioxide emissions.

Producing titanium dioxide pigment generates large amounts of waste gases containing carbon monoxide. At Langerbrugge, a portion of this gas was already combined with natural gas and used as fuel for two large combustion installations. The remaining waste gas, approximately 32 million cubic meters per year, was sent to an off-gas burner in which the carbon monoxide was converted to carbon dioxide with some natural gas added as supplemental fuel. This resulted in a significant amount of heat released to the atmosphere. KRONOS installed a boiler designed to capture this heat and use it to produce steam that can be used in other parts of the process, thereby reducing total energy consumption.

Installation of the waste heat boiler resulted in significant reductions in consumption of natural gas and carbon dioxide emissions. Through realization of this project, we expect to lower use of natural gas by 2.7 million cubic meters per year, equivalent to the amount of gas consumed by 2,000 average households in one year. In the first twelve months of operation, we have realized a 5,275 metric ton reduction in carbon dioxide emissions.



New waste heat boiler.

**THROUGH REALIZATION OF THIS PROJECT, WE
EXPECT TO LOWER OUR USE OF NATURAL GAS BY
2.7 MILLION CUBIC METERS PER YEAR, EQUIVALENT
TO THE AMOUNT OF GAS CONSUMED BY 2,000
AVERAGE HOUSEHOLDS IN ONE YEAR.**

KRONOS Nordenham: Steps Toward Energy Reduction

The energy team at the Nordenham facility aggressively pursues new and unique ways to reduce energy consumption and, thereby, GHG emissions. The following summary highlights several recent and ongoing projects that have or will further enhance the energy efficiency of our Nordenham plant.



Calciners (rotary kilns) in Nordenham, Germany.

- **Optimization of Calciner Operation** – Through carefully engineered plant trials, we are evaluating the extent to which rotational speed of our calciners can be increased while maintaining high product quality. Increasing rotational speed increases the rate of output, which in turn decreases specific energy consumption. We estimate this project will reduce natural gas consumption by up to 1,800,000 kWh.
- **Capture and Use of Waste Heat** – We implemented a project designed to capture waste heat from the off-gas pre-concentrator and now use it to preheat wash water at our Moore filtration unit. This project reduced steam consumption by 2,500 metric tons (1,750,000 kWh) per year, thereby also reducing water use by 40,000 cubic meters per year.
- **Reduced Consumption of Compressed Air** – Optimization of compressed air usage during digestion through implementation of best practices resulted in the need for less compressed air and an associated electricity savings of up to 500,000 kWh per year.
- **Cooling Tower Optimization** – Equalization of feed to the cooling towers resulted in increased efficiency and decreased energy demand for fan operation, leading to a reduction in electricity consumption of up to 65,000 kWh per year.
- **Enhanced Performance Monitoring of Heat Exchangers** – Updated best practices related to heat exchanger operation and maintenance resulted in higher heat transfer efficiency and reduced steam consumption by up to 4,200 metric tons of steam per year (2,950,000 kWh/y).

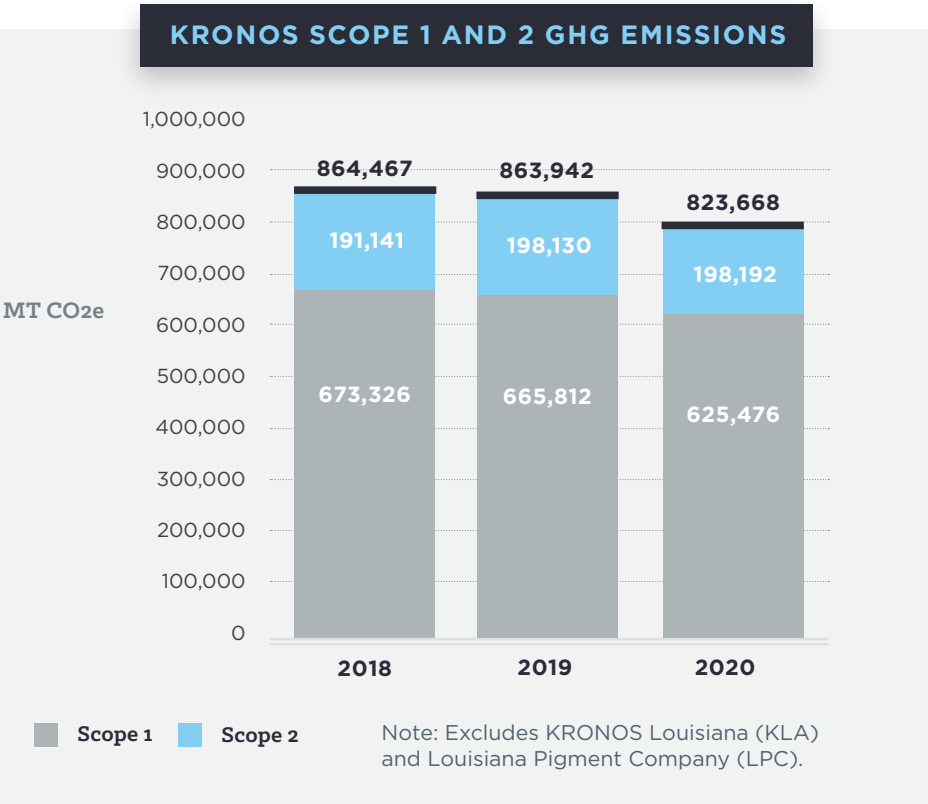


We continuously seek innovative ways
to not only reduce energy consumption,
but also to **increase the percentage of energy
purchased through renewable resources.**

Greenhouse Gas Emissions

KRONOS understands production of titanium dioxide is an energy-intensive process, which is why we prioritize responsible consumption and use of raw materials and resources. We have been focused on reduced energy consumption for many years. We continuously seek innovative ways to not only reduce energy consumption, but also to increase the percentage of energy purchased from renewable resources.

From 2018 to 2020, KRONOS saw a 5% drop in total Scope 1 and Scope 2 emissions. With the formation of the new Global Sustainable Energy Team, KRONOS will be taking steps to further develop its energy reduction goals, strategies, and targets over time.



KRONOS Canada: Shrinking our Carbon Footprint

For over 20 years, our Varennes, Canada facility has been routinely implementing impactful energy and greenhouse gas reduction projects, including replacing steam boilers, installing equipment and systems to recover and utilize waste heat, and automating steam mills. As a result, the facility’s carbon emissions per ton of titanium dioxide produced in 2019 and 2020 were 5% less than the average from the previous five years.

A recent process integration study highlighted several new areas of focus and opportunities for further improvement as the plant strives to continuously enhance its energy efficiency.

KRONOS is a longstanding member of the EU-based Titanium Dioxide Manufacturers’ Association (TDMA), a sector group of the European Chemical Industry Council (Cefic). The TDMA supports the **Life Cycle Assessment** of the titanium dioxide industry, which is a rigorous scientific method for evaluating a product’s potential environmental impact throughout its lifecycle, including impacts from associated production processes. Life Cycle Inventory (LCI) data produced by TDMA members is reviewed and verified by a third-party expert and is publicly available from the [European Life Cycle Database](#).

KRONOS Leverkusen: The End of an Era – Shutting Down Sulfate Production

Our Leverkusen sulfate plant began manufacturing operations in 1928 producing anatase TiO₂ pigment. Eleven years later, we became the first company worldwide to manufacture rutile sulfate pigment, and by 1965, production capacity of the sulfate process (SP) exceeded 85,000 tons.

ESTIMATED EMISSIONS REDUCTION FROM SHUTTING DOWN SP PLANT: 32,500 MTCO₂e PER YEAR, WHICH REPRESENTS ALMOST 6.5% OF THE SITE'S ANNUAL TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS.

For decades, titanium dioxide was produced only via the sulfate process in Leverkusen; however, eventually production via the more energy-efficient chloride process (CP) far surpassed production via SP. Production via SP requires calcination of hydrolyzed pulp to produce aggregated pigment sized crystals (anatase and rutile), whereas production via CP requires oxidation (burning) of pure titanium tetrachloride in oxygen to produce similar pigmentary sized particles (rutile only). This distinction between the two processes is what makes production via CP more energy efficient.

Due to market trends, economic efficiencies, and our drive toward more sustainable production, KRONOS made the difficult decision



to stop production via SP in Leverkusen after 92 years. Moving away from production via SP and increasing production capacity via the less energy-intensive CP only reinforces the Leverkusen site's position as an indispensable part of the KRONOS world.

The Leverkusen sulfate plant has been an integral part of our unique history. We will forever be grateful for the contributions made by those who worked there and all that the plant provided to position KRONOS as a world leader in our industry.

Material Use, Beneficial Reuse, & Waste Management

At KRONOS, we actively manage our environmental footprint to reduce material waste and pollution in adherence with applicable laws and regulations. These laws address the generation, storage, handling, use, and transportation of hazardous materials and/or the emission and discharge of hazardous materials into the ground, air, or water. However, we go beyond compliance to achieve greater environmental stewardship and beneficial reuse in the areas of waste and material use. We focus on minimizing waste generation and promoting circular economy by converting by-products to co-products via additional processing. These co-products have multiple applications including beneficial reuse and enhanced sustainability in other industries.

**WE GO BEYOND COMPLIANCE TO ACHIEVE
GREATER ENVIRONMENTAL STEWARDSHIP
AND BENEFICIAL REUSE IN THE AREAS OF
WASTE AND MATERIAL USE.**

The cornerstone of our pioneering efforts is KRONOS ecochem®, a division of KRONOS established nearly 50 years ago. We are extremely proud of this program, which provides significant economic and environmental benefits to the company and maximizes our stewardship through beneficial reuse of material that would otherwise be discarded as waste.



Scrap iron used in SP process.



We strive to **identify and develop mutually beneficial relationships** with local industrial partners to **minimize our impact on the planet.**

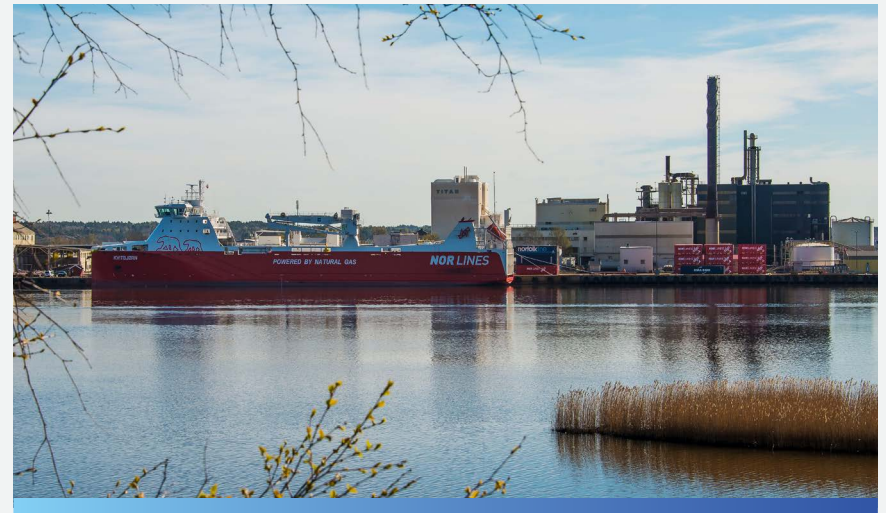
CHEMPARK in Leverkusen, Germany.

Circular Economy at KRONOS Fredrikstad

KRONOS has long understood the typical “take-make-waste” industrial model is not sustainable. We strive to identify and develop mutually beneficial relationships with local industrial partners to minimize our impact on the planet. Key principles of circular economy include designing out waste and pollution, keeping products and materials in use/reuse, and maintaining and/or regenerating natural systems. At our production facility in Fredrikstad, Norway, KRONOS has teamed up with several local industry partners to put these principles into action.

KRONOS PARTNERS WITH SEVERAL MINES IN NORWAY TO CREATE SYNERGY BETWEEN THEIR PROCESSES AND OUR OWN.

The plant partners with several mines in Norway to create synergy between their processes and our own. To some mines, we provide ferrous sulfate, a byproduct of the sulfate process used to stabilize various forms of soluble heavy metals typically found in iron-deficient mine tailings. The addition of ferrous sulfate converts potentially harmful metals to more stable forms that are less likely to leach into surface and groundwater. In turn, some of these same mines provide KRONOS with sulfuric acid, a key raw material in the sulfate process. The plant also partners with various producers throughout the Scandinavian metal industry to obtain and utilize scrap iron, another key component in production of titanium dioxide via the sulfate process.



Supply ship at Fredrikstad, Norway.

The Fredrikstad plant has also partnered with a local waste disposal company utilizing incineration as a means of recovering thermal energy from waste material. They use the heat produced via incineration of waste to produce steam, which KRONOS purchases and uses to provide the energy required for production and finishing of titanium dioxide.

The Fredrikstad plant also has an innovated approach to waste acid disposition. The dilute acid (low pH) from the titanium dioxide process is used to neutralize fly ash and various other higher-pH inorganic hazardous wastes from other industries. This combination renders the entire final material non-hazardous and stable prior to final disposal.

KRONOS ecochem

KRONOS ecochem repurposes co-products from titanium dioxide synthesis for use in a wide range of applications including water purification and treatment, agriculture, iron oxide pigments, and animal nutrition.

Established in 1974, KRONOS ecochem was the first in the industry to market and sell beneficial use iron-based co-products generated in large quantities as a result of titanium dioxide production.

KRONOS ecochem repurposes this material for use in a wide range of applications and has been a long-standing and trusted supplier of large quantities of iron salts in both liquid and solid form. Many of these products themselves provide environmental benefits and are used in:

- Water treatment
- Sewage treatment
- Sewage sludge dewatering and water purification
- Production of iron oxide pigments
- Odor control
- Chromate reduction in cements
- Agriculture

Upcycling

KRONOS' use of innovative upcycling to generate these products is a pioneering achievement, enabling the company to find valuable markets for these products, enhance the sustainability of our operations, and benefit both human health and the environment.

Quality

KRONOS ecochem products can be characterized by their high quality, consistent composition, and reliable availability. Our success is primarily attributable to decades of direct interaction and cooperation with both local authorities and the industries we serve. Continuous optimization of our manufacturing processes, an unwavering focus on

research and development, and ongoing collaboration and dialogue with our customers ensure our continued success.

Technology

KRONOS ecochem participates in both national and international technical committees. This participation is another way in which we shape the development of new products and innovative applications for this business. We routinely organize workshops to share information and discuss current topics, where various solutions to challenging problems are developed and discussed. KRONOS understands that promoting and contributing to circular economy is important to the long-term sustainability of our business and the communities in which we live and work.

KRONOS ecochem has authored many technical reports on iron salt applications. This information is available to our customers via the [KRONOS ecochem website](#).



KRONOS ecochem Sustainability Report

The KRONOS ecochem business has a triple-net benefit to the environment. Its primary purpose

is to minimize waste and facilitate contributions to circular economy through identification of opportunities for the beneficial reuse of KRONOS' co-products. This beneficial reuse has a secondary benefit to the environment through use in applications like water treatment. However, in addition to these benefits, the division is devoted to sustainability in its own right as described in the KRONOS ecochem sustainability report, which can be accessed via [their website](#).

KeCO₂ “Klima Dialog” Employee-Led ESG Effort




KeCO₂ “Klima Dialog” team tree planting event.

KRONOS’ sustainability culture is more than large projects and initiatives; it is also evident in the passion of many of our employees who are involved in “grassroots” efforts, including individuals with, or seeking, advanced degrees in ESG disciplines.

The KeCO₂ “Klima Dialog” Team is a group of employees from KRONOS ecochem who have banded together to take KRONOS’ environmental values to the next level. The term “KeCO₂” itself is a clever play on words, turning our nickname for the business, “Keco,” into a name clearly focused on sustainability. These individuals implement small, eco-friendly acts that result in big impacts. The team is a great example of what a group of passionate individuals can accomplish without significant “fanfare” or resources. After all, the key to any successful sustainability campaign is creating momentum behind hundreds of small actions that add up to make a big difference.

The KeCO₂ “Klima Dialog” Team’s efforts include the following:

- Tree planting events
- “Green Dot” waste collection in office spaces to encourage recycling and reduce the volume of landfilled materials
- Switching to more energy-efficient appliances in offices
- Opting for carbon-neutral postage on letters and parcels
- Publication of regular newsletters to educate others
- Development of the “KeCO₂” sustainability report, which was the first time certain products were identified and recognized as carbon neutral (along with other ESG metrics)
- Use of recycled paper



Our technology program includes a robust gating process intended to **identify and prioritize projects** and **manage them to completion.**

Innovation laboratory in Leverkusen, Germany.

Sustainable Product Chemistry

We are proud of our over 100-year tradition of titanium dioxide technology and expertise. KRONOS' dedicated product and process technology teams are at the forefront of innovation, including the critical area of sustainable product chemistry. Through such innovation, KRONOS strives to improve product performance and chemistry to benefit our customers and the planet. Titanium dioxide is an inert, non-toxic mineral, which has been safely used in many applications for more than a century. Extensive scientific research confirms its safety record. Even so, KRONOS understands the importance of constant innovation for sustainable product chemistry. Our innovation program includes a robust stage gating process intended to identify and prioritize projects and manage them to completion.



Key areas of recent focus have been the identification of suitable replacements for undesirable product additives or attributes and the introduction of new products and forms that reduce dust while providing greater product attributes

to our customers. For example, we recently launched a new product, K9900 Digital White, the first of its kind for digital printing of white inks. It is sold as a pigment concentrate, which reduces dust during handling and use. It enables end users to be more efficient by applying only the precise amount of ink necessary to produce the required printing results. For example, using Digital White ink on colored textiles achieves desired results in shorter time due to stability of the pigment concentrate. This in turn expands the application range for



WE RECENTLY LAUNCHED A NEW PRODUCT, DIGITAL WHITE, THE FIRST OF ITS KIND FOR DIGITAL PRINTING OF WHITE INKS.

digital printing with white inks and contributes to major material savings and reduction of water used and impacted during the printing process, as compared to conventional printing processes.

In another project, we are using technology and innovation to shift several dry products into liquid slurries, which improve performance for our customers and reduce dust during handling. Similarly, we have developed a purified rutile grade of titanium dioxide (for use in cosmetics and pharmaceuticals) with a low ultrafine particle content to meet our customers' evolving requirements.

Other innovations are regularly in the pipeline to enhance sustainable product chemistry and to address customer needs.

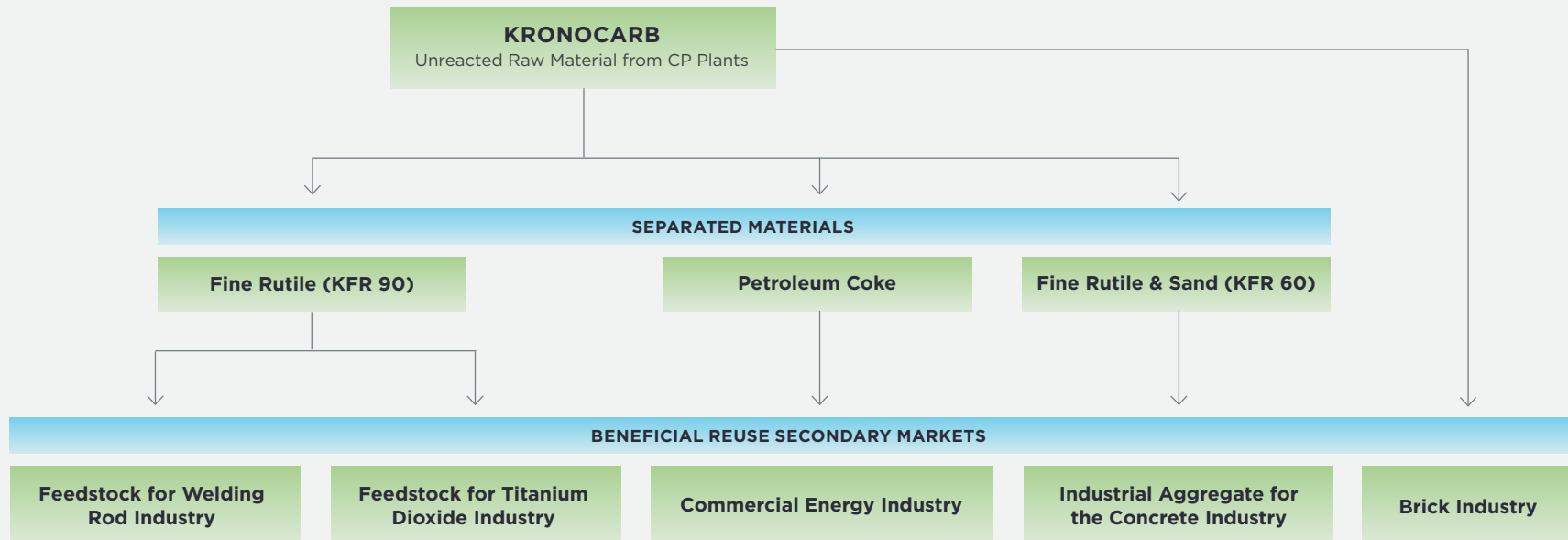
KRONOCARB: A Circular Economy Success Story

The first step of the chloride process involves chlorination of feedstock, which generates approximately 0.3 tons of unreacted raw material for every ton of feedstock added to the reactor. KRONOS refers to this mixture of unreacted raw materials as “KRONOCARB.” It consists primarily of equal parts fine rutile and petroleum coke, along with a small amount of quartz sand. KRONOCARB can be sold “as is” directly into the brick manufacturing market or mechanically separated and the individual components repurposed. KRONOS collaborates with a local partner to separate KRONOCARB into these three saleable co-products, facilitating independent marketing and beneficial reuse of each.

KRONOCARB Secondary Markets

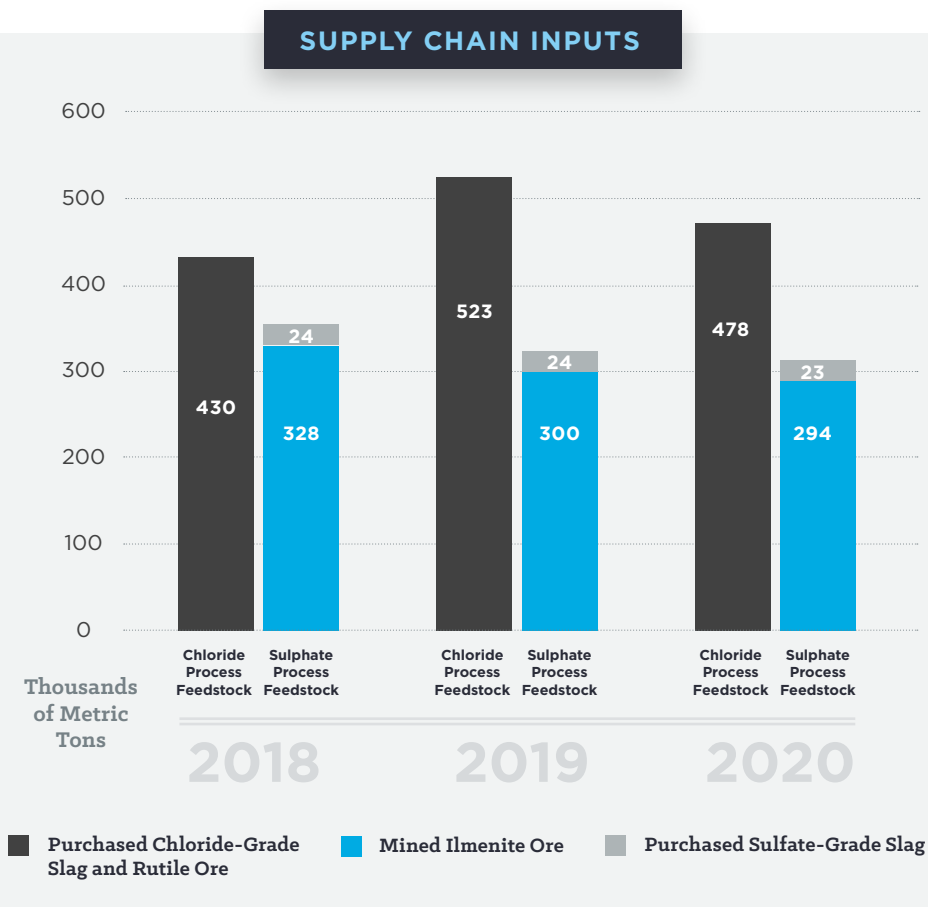
- Fine, recovered rutile is sold into the titanium dioxide and welding rod industries. It can also be recycled back to the start of KRONOS’ chloride process, at times displacing up to 5% of the raw feedstock.
- Recovered petroleum coke is sold to coal power plants and/or local block heat power plants for energy generation, replacing a percentage of virgin fossil fuel used in their plants.
- The quartz sand, a useful industrial aggregate, is sold into a secondary market for the production of heavy concrete, again reducing the percentage of virgin raw material consumed in that industry.

This KRONOCARB recovery and recycling program reduces the amount of material from the CP process that must otherwise be discarded as waste by almost 85%.



Supply Chain

With direct oversight from our SVP of Ore Feedstock Procurement and Business Development, KRONOS sources multiple varieties of high-grade CP feedstocks from multiple suppliers around the globe. Other raw materials and services, including certain bulk chemicals and utilities, are sourced under the oversight of our Director of Global Procurement. We approach the market for raw materials from a global perspective as it relates to negotiating and securing supply but focus on local deliveries to minimize logistics and environmental costs.



Inputs

Our chloride process primarily uses titanium-containing feedstock consisting of a mixture of CP slag, natural rutile, or upgraded slag, together with chlorine gas and petroleum coke as the other primary inputs. We source the titanium-containing feedstock from a limited number of suppliers, primarily under long-term supply contracts. Ilmenite, or purchased sulfate-grade slag, is the titanium-containing feedstock in the sulfate process, with sulfuric acid and scrap iron as the other main inputs.

KRONOS owns and operates a rock ilmenite mine in Norway, which provides the raw input for our European sulfate process titanium dioxide plants. At our Canadian facility, we purchase sulfate-grade slag under annual supply contracts.

Supplier Screening Questionnaire

KRONOS collaborates with suppliers who demonstrate a commitment to effectively managing environmental impacts, health and safety, and other risk factors. KRONOS requests that all key suppliers complete a risk-screening questionnaire and are subject to audit by our quality team. Our supplier screening questionnaire assesses the following criteria:

- Product quality
- Supply quality
- Competitiveness
- Environmental protection
- Health and safety
- Ethical guidelines
- Energy management

The supplier screening questionnaire is currently managed at the plant level. KRONOS is taking steps to centralize this effort by creating a globally harmonized approach consistent across all plants.



KRONOS collaborates with
suppliers who demonstrate a commitment
to effectively managing environmental impacts,
health and safety, and other risk factors.



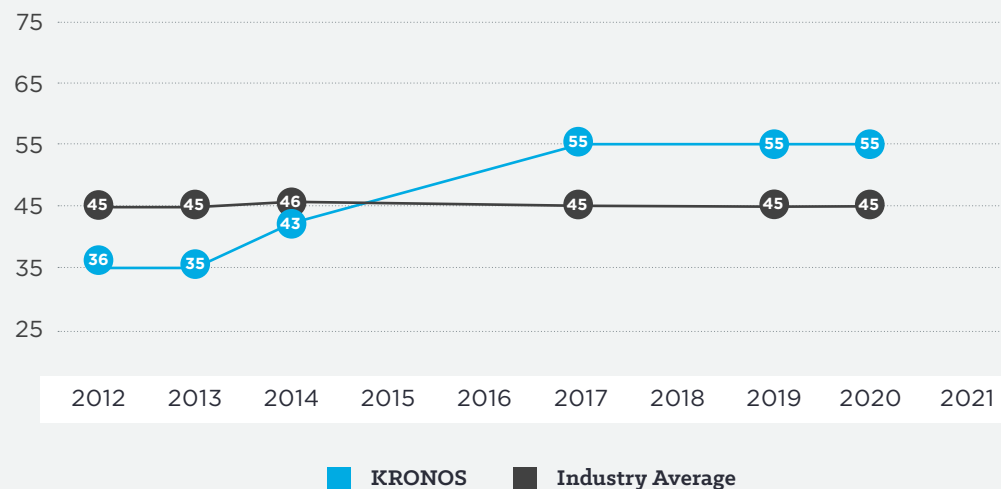
EcoVadis

To honor our ESG commitments, KRONOS partners with EcoVadis to memorialize our efforts and benchmark our progress in ESG topic areas most relevant to our customers, industry, and supply chain.

KRONOS participates in annual Together for Sustainability (TfS), Corporate Social Responsibility (CSR) assessments administered and scored by EcoVadis, an independent and internationally recognized provider of business sustainability ratings with a strong focus on ESG performance in the global supply chain. EcoVadis experts evaluate KRONOS annually in the areas of environment, labor and human rights, ethics, and sustainable procurement. The outcome of their assessment is summarized on a CSR Scorecard that is shared with many of our largest customers through the EcoVadis online platform. This scorecard provides users (customers) with a detailed summary of EcoVadis' assessment of KRONOS' ESG efforts, along with a numerical rating that can be used to rank us among our peers.

KRONOS first teamed with EcoVadis in 2012. We now partner directly with several of our largest customers through the EcoVadis online platform. Through our efforts over the past several years, we've increased our score from 36 (2013) to 55 (2020), an increase of 57%. KRONOS currently ranks higher than 76% of all companies in our same industrial category of "Manufacturer of basic chemicals, fertilizers and nitrogen compounds, plastics, and synthetic rubber in primary forms." Based on these results, KRONOS currently bears the EcoVadis silver medal in recognition of our sustainability rating.

ECOVADIS CSR ASSESSMENT SCORE



Notes

1. Industry average includes all participants manufacturing basic chemicals, fertilizers, and nitrogen compounds, and plastics and synthetics rubber in primary forms.
2. Score scale ranges from 0 to 100.

KRONOS recently engaged EcoVadis to expand our existing partnership to include access to the outcome of similar assessments evaluating our own suppliers' sustainability performance. By teaming with our own suppliers, KRONOS will gain greater visibility into the sustainability of our own supply chain. To this end, EcoVadis recently mapped our suppliers representing 97% of our key material spend and determined 56% of these suppliers have been evaluated by EcoVadis at some point in the past and 43% maintain current EcoVadis CSR Scorecards. Therefore, solidifying this partnership with EcoVadis will provide KRONOS with near-immediate insight into the sustainability of over 50% of our supply chain.

Reduction of Carbon Emissions Through Improvements to Transportation Management

Another example of how we are integrating ESG considerations into critical decision-making is our new transportation management system (TMS) implemented in late 2020 covering our North American operations. We expect TMS will optimize the logistics related to transportation of our products to customers, warehouse storage of products awaiting customer orders, and provide real-time data and communications about the status of product logistics. These critical business improvements also create a significant opportunity to directly reduce Scope 3 carbon emissions associated with product logistics in the following ways:

- **Warehouse Consolidation** – By consolidating our warehouse network and making strategic decisions about warehouse locations based on customer demand and location, we reduce the number of times a product must be handled and/or moved related to warehousing.
- **Distance Traveled** – Based on product location and customer schedule, we can now minimize the overall distance traveled to move our product from the production facility to the customer.
- **Transport Mode** – With enhanced transparency and flexibility related to transport mode (i.e., ship, rail, truck), KRONOS can prioritize limiting carbon emissions associated with the delivery of our products by opting for cleaner modes of transport when available and feasible.

Other benefits of the TMS (recently expanded to include the European Union) include:

- **Enhanced Order Transparency** – All planning and routing has been centralized and the timing and tracking of shipments is now automated. Customers have access to real-time information regarding the status of their products en route.
- **Optimized Carrier Selection** – Calculation and tracking of several important supply chain KPIs, including supply in full on time and delivery in full on time, are now automated.
- **Minimized Freight Costs** – We can now perform automated freight audits within the TMS, eliminating the need for third-party involvement. We can also generate timely and accurate cost allocation and forecasting to minimize current/future freight costs.
- **Tracking CO2 Emissions** – We can now track key performance indicators associated with logistics-related carbon emissions. We expect to see reductions in emissions in real time. The data will also allow us to target specific elements of the product logistics system for additional improvements related to the environment.

Water Use & Potential Risk Management

KRONOS recognizes that water is at the core of sustainable development and is critical for socio-economic development, energy and food production, and healthy ecosystems. In most KRONOS operating locations, near-future water-related risks are anticipated to be minimal. Even so, all KRONOS production facilities have programs and systems in place prompting ongoing monitoring of water consumption and routine identification of opportunities to decrease this consumption through minimization, reuse, and recycling.

FUTURE POTENTIAL CHALLENGES RELATED TO WATER USE VARY BY FACILITY LOCATION, AND GENERALLY CONSIST OF ONE OF MORE OF THE FOLLOWING:

Physical

- Projected or increased water scarcity/stress
- Drought
- Climate change
- Declining water quality

Regulatory

- High water prices
- Higher compliance cost
- Statutory water withdrawal limits/changes
- Increased difficulty in obtaining permits
- Mandatory water efficiency/conservation



Cargo ship docked on the River Glomma in Fredrikstad, Norway.

KRONOS actively manages potential water-related risks, including flooding and water shortage. Water-critical processes are identified and ongoing efforts to minimize water use are incorporated into certified, site-level environmental and energy management systems. We implement projects intended to minimize water use, like the use of cooling towers, rather than “throughflow cooling” and steam condensate used in place of deionized water. By improving local work instructions over water infrastructure like wastewater treatment, we achieve further reductions and recycling opportunities for the community.

River/canal water is primarily used by KRONOS as cooling water. After use as cooling water, some of this water is reused in rinsing, cleaning, and washing process applications. Purified water is initially used for washing of final products and to generate steam and is also reused several times throughout the process.

KRONOS’ Leverkusen facility is somewhat unique compared to other KRONOS facilities, as it operates within the large CHEMPARK industrial complex. The CHEMPARK’s operator supplies several utilities to KRONOS, including river water, potable water, and deionized water. The operator also collects treated wastewater from KRONOS, after which it is further processed and/or released to surface water in

compliance with applicable regulations. The CHEMPARK operator has emergency plans and engineering controls in place to address potential flooding, and water retention basins to collect and reuse (as appropriate) water to extinguish fires within the CHEMPARK. The CHEMPARK operator and KRONOS work closely with local authorities regarding water-related issues, and KRONOS has a designee responsible for water protection as required by local law.

KRONOS manufacturing facilities are strategically located adjacent to sources of fresh water, which we use for process operations and for shipping and receiving of raw materials and finished products. We regularly assess the risk of flooding and storms with the help of third-party risk engineering specialists to assess the threat to, and from, these natural hazards. Local plant and HSE managers, in coordination with local authorities and first responders, have developed and implemented emergency response measures and procedures to help ensure that the impact of natural disasters, when they occur, are minimized to the extent possible while maintaining and restoring operations safely as quickly as possible. Periodic risk assessments include interviews with local emergency response agencies and water management authorities, review of flood risk mapping and emergency planning, and auditing of operational readiness policies.

BY FOCUSING ON CONTINUOUS IMPROVEMENT OF WATER INFRASTRUCTURE LIKE WASTEWATER TREATMENT, WE ACHIEVE FURTHER REDUCTIONS AND RECYCLING OPPORTUNITIES.

WATER USE		2018	2019	2020
Water Withdrawal (megaliters)				
	Surface (River/Canal)	46,908	46,484	45,086
	Purified	6,381	6,607	6,770
	Rain	31	33	53
Water Consumed (megaliters)		1,141	1,757	1,294
Water Discharged (megaliters)		57,720	51,819	50,667

Data comprised from a variety of sources; most measurements are metered, some are estimated.



Varennes, Canada plant.

Land Use

For over one hundred years, KRONOS has operated feedstock ilmenite mines in Norway. KRONOS understands the impact our Norwegian mines have on local topography and ecosystems on and around the land on which we operate. Therefore, we strive to mitigate our environmental footprint and take steps to help these ecosystems recover and thrive in mining areas no longer operational.

Current Operating Mine in Norway


The annual ilmenite production at Tellnes holds 6-7% of the total mine production of titanium minerals in the world and has approximately 12% of the world's resources of ilmenite. Current operations at Tellnes produce over 650,000 metric tons of ilmenite per year. The mine is operated via open pit, and co-materials like tailings are managed under current laws and permits.



Mine equipment.



Looking down on ilmenite mine.



The old ore railways that follow the Sandbekk River are **very popular for hiking, especially for young families and children.**

Reforested Land at the Former Sandbekk Mine in Norway

In 1916, when the titanium dioxide industry was still in its infancy, KRONOS began mining the underground Storgangen deposit in Norway at our Sandbekk Mine. By the early 1950s, this deposit had largely been depleted. Operations at the mine were formally shut down in 1965 when our nearby Tellnes mine reached full production capacity.

During Sandbekk mining operations, large quantities of rock tailings were deposited in areas near the mine, for example in small side valleys, which was a common mining practice at the time. Those areas are steep, generally inaccessible, and resulted in wind-blown sand and rainwater runoff. Once the areas were closed, KRONOS was determined to address these challenges and return these areas to beneficial land use.

Several measures were put in place starting in 1973, but real progress started in the late 1980s. Several wind catches were installed to control dust, and extensive revegetation and reforestation were performed. Plantings included many different species of trees and other flora, including 24,000 pine trees along with grain, grass, Maple, and Ash trees on several hundreds of thousand square meters of land. A series of natural anaerobic wetlands were built at lower elevations to remove nickel from runoff from former tailings deposit areas.

Today, the vegetation and tree growth cover more than 75% of these former deposit areas, which now resemble a mature forest. Windblown sand has been minimized, and the wetlands continue

to ensure only clean water flows into local streams and rivers. The area is now used as a popular outdoor area for hiking and biking. The old ore railways that follow the Sandbekk River are also very popular for hiking, especially for young families and children.

Disturbed Tailings Area: 250,000 m²

Restored Area: 170,500 m²

Total Area Now Protected: 350,000 m²
agriculture, nature, and ecological purposes





Social

We value our presence within the communities where we live and work. As a company, we actively support these communities through direct engagement, support of employee volunteerism, and social investment. This involvement in our communities aligns with our mission at KRONOS to maintain a culture of collaboration, stewardship, and leadership.

Our Communities: Social Investment & Community Engagement



Our Approach: KRONOS Cares

KRONOS Cares is a growing key company initiative, formally established in 2018, to provide employees with opportunities to become more involved in their local communities. At KRONOS, we want our employees to have a deep level of attachment to the causes and

organizations we support. By investing in our communities, we are providing lasting benefits that will continue to enhance the wellbeing of local stakeholders for years to come.

KRONOS Cares focuses on social responsibility by giving back through volunteerism and monetary donations. Each operating location is allocated a KRONOS Cares budget to support local efforts most important to our employees. To truly be integrated with our individual communities around the globe, we intentionally do not set specific parameters for plant budgets so that employees at each location feel empowered to get involved with local organizations that are most meaningful to them.

The goals of this program are as follows:

- Schedule regular volunteering events for each location
- Bring people together for a greater impact
- Leverage KRONOS' employees' knowledge and energy
- Give back to local communities within our global network

THE FINANCIAL IMPACT OF KRONOS' PHILANTHROPY IS AMPLIFIED THROUGH OUR UNIQUE OWNERSHIP STRUCTURE. KRONOS CONTRIBUTES DIRECTLY TO A WIDE VARIETY OF SOCIAL AND COMMUNITY EFFORTS AROUND THE GLOBE. IN ADDITION, OUR STRONG HISTORY OF FINANCIAL RETURNS HAS ALLOWED OUR OWNERS, THROUGH THE HAROLD SIMMONS FOUNDATION, TO ENGAGE IN COMMUNITY PHILANTHROPY FOR A VARIETY OF SOCIAL CAUSES.

Philanthropy

Our top priority in philanthropy is to connect causes to employee concerns. Our relationship with the communities where we live and operate is of utmost importance, and our employees are the voices on the ground to provide direction on greatest needs. Therefore, we focus on strategic investments that reflect the concerns of our employees.

Each facility maintains a KRONOS Cares committee comprised of employees passionate about giving back to the communities where they live and work. These KRONOS Cares' committees act as a voice for the greater employee populations in identifying philanthropic areas of interest. We empower these committees and their colleagues to give both time and resources to respond to local needs.



Our relationship with the communities where we live and operate is of utmost importance and **our employees are the voices on the ground** to provide direction on greatest needs.

Dallas employees at the Susan G. Komen "More Than Pink" Walk.

2020: A Year Like No Other

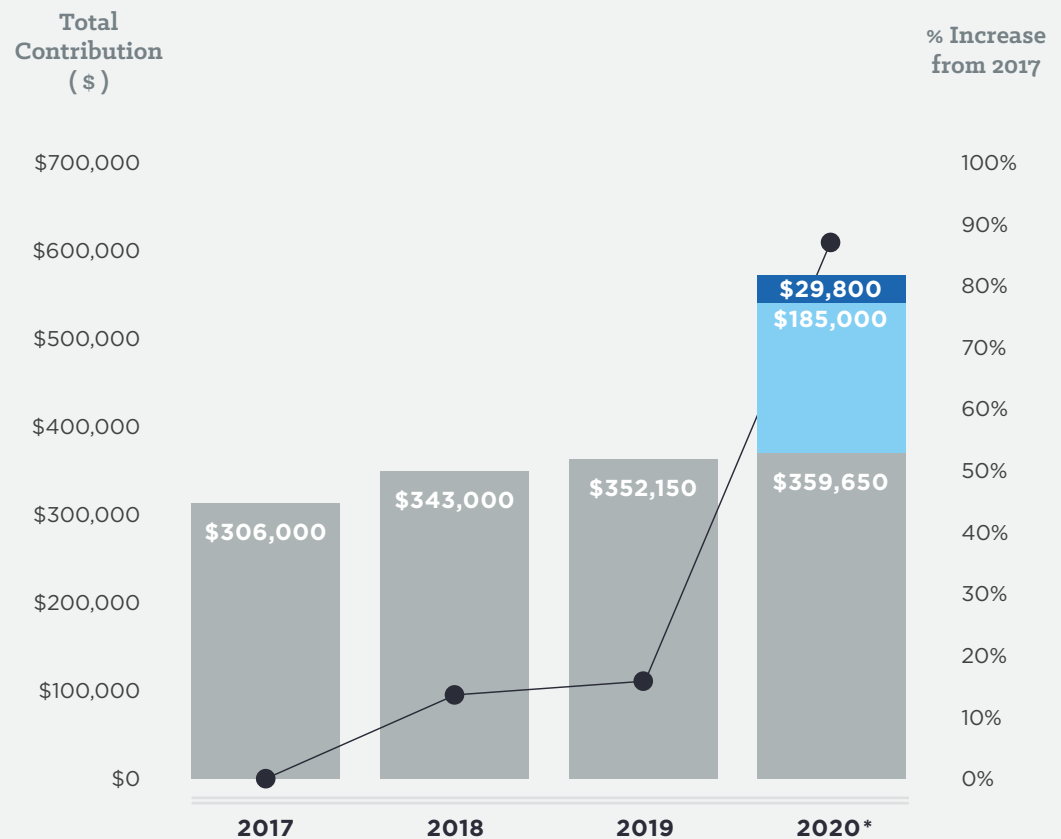
As we reflect on a year that was described as unprecedented, unique, and challenging by many, we are grateful that our organization and employees stepped up in more ways than we could have ever imagined. Over the last four years, we have prioritized and focused on creating lasting community relationships that were quickly put into action in 2020.

As an organization, we peaked at the highest volume of charitable giving due to the COVID-19 global pandemic and the impact of Hurricane Laura in the United States. Despite the challenges our world, our company, and our employees faced, the impact we made in 2020 (shown below) was more than 1.5 times the impact we made in prior years.

KRONOS DONATIONS 2017-2020 Employee & Employer Contributions

- KRONOS Cares + United Way
- Coronavirus Relief Efforts
- Hurricane Laura Aid
- % Increase from Baseline

* Donations increased dramatically in 2020 due to the added causes of Hurricane Laura and Coronavirus relief efforts.



Hurricane Laura

Early on August 27, 2020, Hurricane Laura made landfall with peak intensity aimed almost directly at Lake Charles, Louisiana, the location of our KRONOS Louisiana (KLA) slurry and warehouse facility as well as the manufacturing plant of our sister company, Louisiana Pigment Company (LPC). Based on windspeed, Laura was the tenth-strongest U.S. hurricane on record to make landfall. The effects of Laura across Louisiana, and on the KLA and LPC plants, were devastating. In addition to impacts to the physical facilities, the homes and neighborhoods of the over 300 employees were also directly impacted.

The global KRONOS team immediately stepped up to support those left in the wake of Laura's destruction. Individual employees in the Dallas, Texas, office alone made private donations totaling \$35,000 for Hurricane Laura relief efforts. Much of that money was used just hours after the hurricane to purchase critical supplies (food, generators, water), which were personally transported by rented truck to Lake Charles and to the employees of the facilities. Local Boy Scout troops helped KRONOS load the items into trucks that were transported to Lake Charles.

In addition, the company provided over \$150,000 in additional financial support to the plants and to employees in the days that followed. This money went directly toward debris removal, and repairs and supplies needed by our employees and their families to recover from the storm and regain safe living conditions.



Local boy scouts prepare aid delivery to Lake Charles.



Damaged production equipment.

Volunteering

The KRONOS Cares committee at each location is also involved in prioritizing volunteerism efforts focused on local needs, and is aligned with our overall strategic framework for community engagement and social investment. We tailor our philanthropy to the community needs identified at each location and maximize employee ownership and engagement in the program.

Our global KRONOS Cares team ensures alignment with our strategic objectives to foster a sense of togetherness within our teams and to create shared value with our community partners. The team also provides a forum for sharing best practices across the global organization. To learn more about our efforts, see the case studies on the following pages.



Tree Planting in Canada

The Varennes manufacturing facility in Canada made their corner of the world a little greener in 2019 by planting fifty trees in a nearby park. Employees planted these trees by hand in St-Charles Park to enhance KRONOS' relationship with the local community and improve air quality through carbon capture. 2019 was the second year in a row that a tree planting activity in a local park has been carried out in collaboration with the city of Varennes.



Canada employees at tree planting event.

Germany Helps in Many Ways

Leverkusen and Nordenham employees used their KRONOS Cares resources to reach a wide swath of people in need. Below are just a few projects that our German teams worked on in 2019 and 2020.

Hugo-Kükelhaus-School

Hugo-Kükelhaus-School is an institution specializing in special educational support in the area of intellectual development for students between the ages of 6 and 21. In April 2019, KRONOS donated money, and employees provided services to assist the organization to put on a circus event for the students.

Mittendrin e.V., Leichlingen

KRONOS donated funds to Mittendrin e.V., Leichlingen, an association founded in 2011 by committed parents with the intention of creating living facilities for people with disabilities to enable them to live as independently as possible. KRONOS' funding went to a project that will house fifteen people with mental disabilities of varying degrees of severity once completed.

NaturGut Ophoven

NaturGut Ophoven is an environmental education center in Leverkusen-Opladen. This extracurricular organization offers numerous educational programs on the topics of experiencing nature, energy and environmental protection, coordinates campaigns on climate and species protection, and is available to the people of Leverkusen as a place of recreation and learning.



Nordenham employees donate air monitoring devices.

KRONOS Cares, together with KRONOS employees and employees of the NaturGut, hosted a “Social Day” to bring awareness to the mission of this organization. KRONOS donated new rubber boots, shelves, wood for nesting aids, garden tools, storage boxes, and more. Planting beds were dug, nesting aids for wild bees were built, old rubber boots were mucked out, renewed, and cleaned, and a greenhouse was completely restored for reuse. After the work was done, all helpers received a lunch, which KRONOS organized through the kitchen of the NaturGut.

Oberschule 1 Nordenham (OBS 1)

During the height of the COVID-19 pandemic, KRONOS purchased 100 air quality measuring devices for the facility in Blexen and the company headquarters in Leverkusen. These machines show how high the concentration of carbon monoxide is in the air and whether it is necessary to ventilate again.

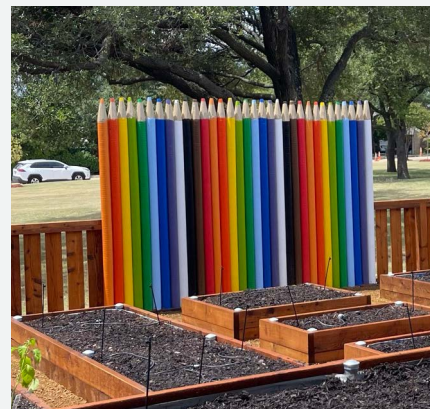
KRONOS TITAN donated eight of these devices to Nordenham's elementary schools. Jens Freese, Head of the Education and Leisure Department, received the donations.

Supporting the Next Generation in the United States

The Dallas office of KRONOS continued to focus its KRONOS Cares efforts on students, teachers, and families by partnering with local schools.

In our expanding partnership with E.D. Walker Middle School, KRONOS employees sponsored and provided gifts for several school families through the Angel Tree program in both 2019 and 2020. In 2020, this included more families than prior years, and the program was extended to include adult siblings of students who were out of work due to COVID-19. The 2020 donations of clothes, meal kits, toys, and necessary household items from employees and the company totaled nearly \$15,000. In addition to these efforts, KRONOS donated fifty school supply-filled backpacks, two full-size refrigerators for the teachers' lounge, and provided two staff recognition luncheons.

In 2020, a new partnership with W.T. White High School was formed when the administrative staff reached out to request help with COVID-related resources due to our generous presence at E.D. Walker Middle School. KRONOS was able to provide 300 sets of headphones and 200 face masks in a short time frame to help get kids back on campus for in-person learning. In addition to working with these two schools, KRONOS hosted an intern from the Dallas Works Mayor's Summer Youth Employment Program in 2019, for its third year in a row. This eight-week summer program connects Dallas high school students with paid employment where they can explore various career paths, receive training, and develop useful skills. These students often come from backgrounds where they otherwise would not have



Donated garden at E.D. Walker school.

BY RECEIVING ON-THE-JOB TRAINING AND EXPERIENCE, STUDENTS ARE BETTER ABLE TO UNDERSTAND THEIR CAREER GOALS AND MAKE PLANS TO ATTEND COLLEGE.

had an opportunity to receive this type of hands-on, corporate exposure. By receiving on-the-job training and experience, students are better able to understand their career goals and make plans to attend college.

Looking ahead, KRONOS' Dallas office hopes to continue to empower the future generations in the local communities by establishing a program with W.T. White High School to mentor minority students and connect them with career paths post high school, including technical training apprenticeships and college readiness. KRONOS will continue to support E.D. Walker Elementary & Middle School with existing programs, and we are currently working on the addition of a Montessori Garden for the newly added elementary division of the school. KRONOS will also continue participation in the Mayor's Summer Youth Employment Program.

Back on Track Bike Challenge in Belgium

In partnership with the Back on Track Foundation, KRONOS Belgium sponsored a workplace bike challenge. Starting with a donation of €2,000, employees were asked to ride their bikes to work whenever possible. Every time an employee traveled to work via their bike, an additional €7 was donated to one of two local charities. With an impressive total of 819 bike rides, €5,733 was split between two local charities. This challenge was a perfect pairing for KRONOS' sustainability efforts.

In addition to these efforts, Belgium participated in a multitude of other projects such as a Rocks for Specials event, a festival serving those with intellectual disabilities and their companions. The team also partnered with OBRA, an organization supporting young adults with disabilities, to support their walking tours of nearby parks.

Blue Cross Association in Norway

At KRONOS Norway, a great effort was made to support the Blue Cross Association. This organization supports young children who are vulnerable due to drug or alcohol-related problems in close relationships. Blue Cross Association also helps youth in isolation, with psychological issues, and other challenges.

BY INVESTING IN OUR COMMUNITIES, WE ARE PROVIDING LASTING BENEFITS THAT WILL CONTINUE TO ENHANCE THE WELLBEING OF LOCAL STAKEHOLDERS FOR YEARS TO COME.

Belgium bike challenge participants.



Employee Relations: Diversity & Inclusion

Our Vision

At KRONOS, we believe every employee has a unique voice, and we value the input each individual brings to the organization. We strive to build a culture of mutual respect, understanding of differences, and are committed to creating and maintaining a workplace in which employees are valued for their skills, experience, and unique perspectives. As a global organization, we continue to make diversity and inclusion a priority in the way we hire, retain, and engage talented individuals around the world.



Maintenance Department in Fredrikstad, Norway.

Safety training in Fredrikstad, Norway.



**AT KRONOS, WE BELIEVE EVERY EMPLOYEE HAS A
UNIQUE VOICE, AND WE VALUE THE INPUT EACH
INDIVIDUAL BRINGS TO THE ORGANIZATION.**

CEO Action for Diversity and Inclusion Pledge

To continue to improve our Diversity and Inclusion culture from the top down, Robert D. Graham, CEO of KRONOS, took a CEO Action for Diversity and Inclusion pledge. This pledge outlines a specific set of actions the signatory CEOs will take to cultivate a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to have discussions about diversity and inclusion.



Employees at Habitat for Humanity Women Build Dallas event.

Diversity Training and Grievance Mechanisms

KRONOS managers are trained to investigate and address complaints, including those related to diversity, in an unbiased and fair manner. When necessary, we engage third-party mediators to oversee such investigations. Additionally, KRONOS provides training on diversity, inclusion, and related issues to both managers and employees, so they can anticipate and avoid potential issues and address any that may arise in the workplace. We also encourage managers and employees to report concerns through our confidential reporting hotline and do not tolerate any threat of retaliation against those who report issues.

THE 4 COMMITMENTS

1

We will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion

2

We will implement and expand unconscious bias education

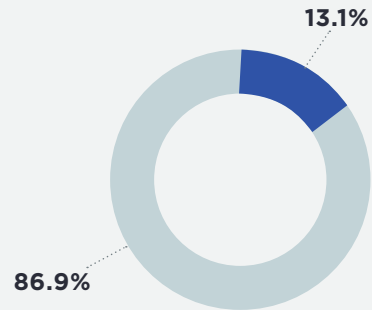
3

We will share best—and unsuccessful—practices

4

We will create and share strategic inclusion and diversity plans with our board of directors

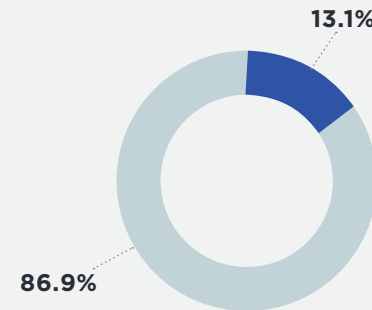
GENDER SPLIT



2019

Male (1,901 total)
Female (286 total)

12% of new hires were female.

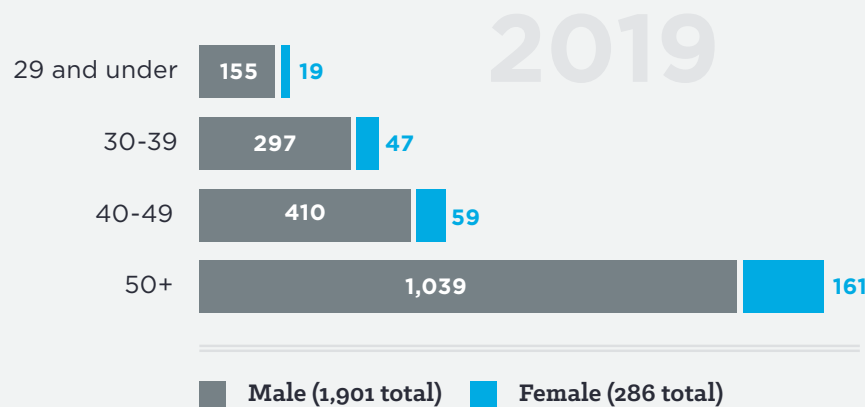


2020

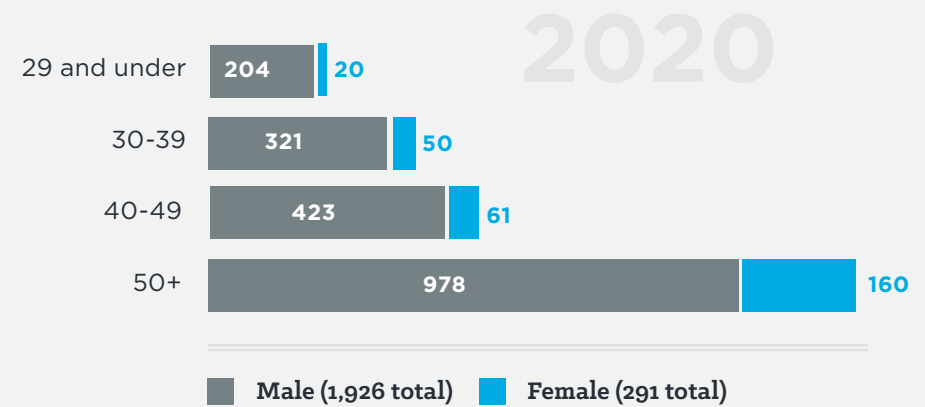
Male (1,926 total)
Female (291 total)

15% of new hires were female.
20% of those newly hired females were hired into leadership positions.

EMPLOYEES BY AGE RANGE & GENDER

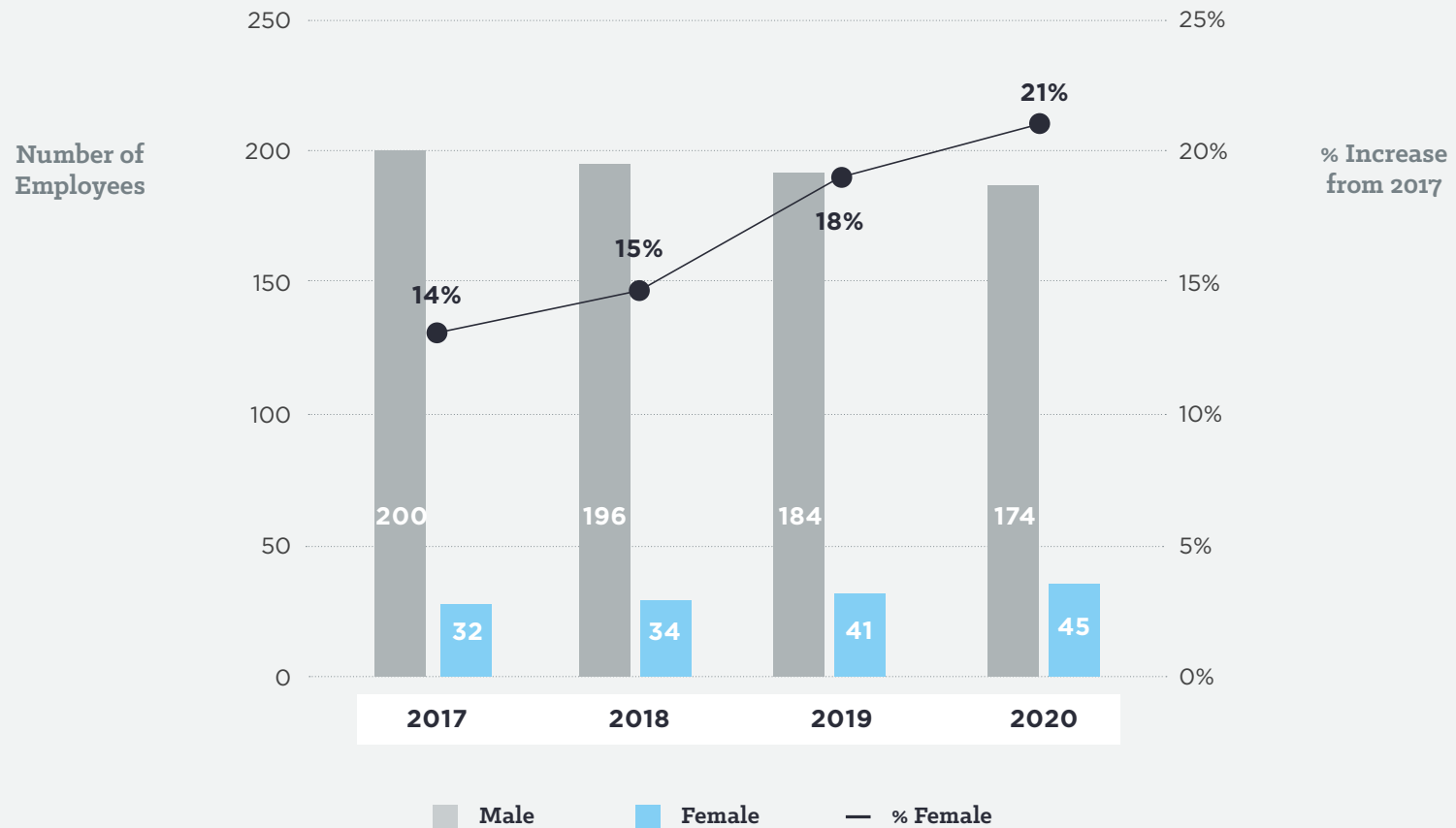


2019



2020

LEADERSHIP POSITIONS* 2017-2020



* Key employees with at least one direct report

2020

15% of new hires were female.
20% of those newly hired females were hired into leadership positions.

Employee Relations: Training & Development

Our Approach: Working Together, Learning Together

At KRONOS, we have strategically shifted our employee culture to focus on training, development, leadership, and succession planning. As an organization, we recognize that the time is now to identify, train, and grow the future leaders of KRONOS. Our company is proudly known for its high employee retention. Training and development are priorities for all KRONOS employees around the world. With an increased focus on goal-oriented performance for key employee positions, we involve all levels of employees in overall business objectives. Maintaining a sustainable business means having a diverse, well-trained, engaged workforce with development plans for long-term stability and growth.

Quality assurance laboratory in Fredrikstad, Norway.



Equipment maintenance in Fredrikstad, Norway.

Performance Reviews & Training

All employees, regardless of position, receive annual performance reviews and participate in regular developmental discussions with their managers. In 2019, we shifted our performance reviews to be driven by an overall performance rating to better measure employee progress year over year. In 2020, we added a goal-oriented element to better connect employee performance to overall business objectives. Making this connection and providing employees with attainable, measurable goals is critical to the success of our company. Actively providing our employees with feedback supports their success and KRONOS' goal of continuous improvement.

Additionally, we offer continuous training programs to a variety of positions to ensure well-qualified chemical workers and tradespersons are in place to operate our plants. Our goal is for all employees to have the ability to maintain and grow their professional competencies.

Germany's Growing Training & Development Program

As part of our ONE KRONOS strategy, we implemented the KRONOS Professional Development Program (PDP) in 2018 at our Germany locations. This program was built on the principles of the United Global Culture at KRONOS: Teamwork, Communication, and Leadership. PDP participants completed five unique modules:

- Leading in Project Management
- Change Management
- Conflict Management
- Self-Management and Time Management
- Communication and Presentation

After seeing success in this program, additional social leadership training programs were offered in 2019 and 2020 to employees located at our Germany operations. The programs were as follows:

- Leadership Program (Directors, Managers, Team-Leads)
- Performance Development Planning (PDP) Program
- HR Trainings and Workshops for Leading Persons
- Trainee Program (Sales, Marketing, Engineering)
- Apprenticeship
- Cybersecurity and Data Protection

In the years ahead, we hope to expand these leadership programs to other facilities and continue to make an impact on the future generations of KRONOS.



Nordenham, Germany plant.

COVID Response and Employee Satisfaction

In early 2020, COVID protocols and precautions were implemented at all KRONOS production facilities and offices worldwide. KRONOS quickly adopted location-specific safety measures like the following:

- Designated COVID safety officers at every plant
- On-site testing and vaccination
- Mouth and nose protection (PPE) inside all buildings
- Spatial risk assessments and social distancing practices
- Blocking off personal spaces, such as lockers and showers
- Adjusted/staggered starting times to reduce density
- Implementation of air quality measuring devices
- Use of air scrubbers in closed spaces
- Encouraged employees to work from home when feasible
- Increased virtual and online meetings

Stephan Koch, Safety Engineer at the KRONOS facility in Nordenham, Germany said, “We demand enormous discipline from our employees. Naturally, some had grumbled about this at the beginning, but now they thank us for doing so much. The important thing is that everyone continues to participate.”

Employee Satisfaction of COVID Response

At our Norway facility, employees were encouraged to participate in a survey related to employee satisfaction of KRONOS’ response and management regarding COVID. This survey was conducted to make sure the employees felt safe returning to work during the pandemic. The results were overwhelmingly positive.



Employees in Nordenham, Germany.



Safety is a core value shared by all at KRONOS.
We protect ourselves and our co-workers through
constant attention to safety and safe behaviors.
It is this culture of safety that supports our
“Go for Zero” injuries.

Personal protective equipment in Langerbrugge, Belgium.

Worker Health & Safety

Safety is a Top Priority

The safety of our workforce is critical to our success. We are committed to maintaining a strong safety culture where all employees meet or exceed required industry performance standards and continuously seek to improve occupational and process safety performance. We demonstrate our commitment by ensuring our processes, plants, and other facilities maintain safe operations, and by providing our employees with the tools and training necessary to make the right decisions to prevent accidents and injuries.

Our Approach

At KRONOS, our employees are instructed to live behavior-based occupational health and safety and share in the responsibility to keep each other safe and healthy. Similar to our environmental programs, our SVP of Health, Safety & Environment provides oversight of our global safety program together with senior leaders in Operations Management. Plant management and the dedicated safety managers and professionals at each manufacturing facility develop, maintain, and implement extensive safety programs in key aspects of their operations. The plants report to senior management, providing general safety statistics daily and a more detailed and wider range of safety and sustainability KPIs monthly. In addition, senior leaders and operations managers regularly discuss safety goals and progress toward our internal goals.

Collectively and individually, we are committed at KRONOS to protect and maintain the health and safety of our employees, contractors, and the communities in which we operate. Safety is

arguably one of the most important “quality” attributes of chemical production plants, and we consider preventing occupational accidents an essential component of KRONOS production activities. Therefore, KRONOS closely monitors conditions that could lead to a safety incident and keeps track of accidents – not only of its own teams, but also those of contractors. This includes an incident reporting system which covers accidents, “near misses”, work-related illness, and first aid cases. The system is also designed to identify issues or circumstances which may lead to unsafe conditions if left uncorrected. With these data, we calculate incident frequency rates to assess the quality of our safety performance.



Best in Class KRONOS Safety Cup Award

The Safety Cup is an incentive-based component of our accident prevention strategy. Annually, our CEO awards the Safety Cup to one operating facility with the best safety performance compared to our other production facilities worldwide. This coveted recognition is highly regarded by our plants and incentivizes employees at KRONOS production sites to maintain and improve the highest level of health and safety at their sites. It fosters a team spirit and is another way to keep continuous and focused attention on safety at the plant level.

The KRONOS Safety Cup has been awarded since 2005. Winning the Safety Cup is a well-recognized honor within KRONOS, so friendly competition to minimize incidents and injuries remains fierce between sites.



The Safety Cup goes to Varennes, Canada.

HEALTH & SAFETY STATISTICS

	2019	2020
Total Frequency Rate–(all KRONOS)	1.59	1.61
Greater than 3 lost workdays–(doesn't include KRONOS U.S.)	20	21
Fatalities	0	0
Total lost workdays	755	509

Total Frequency Rate is expressed as the number of incidents per 100 employees, working 40 hours per week, 50 weeks per year (i.e., 200,000 hours).

CONGRATULATIONS TO OUR VARENNES, CANADA LOCATION FOR WINNING THE KRONOS SAFETY CUP IN BOTH 2019 AND IN 2020 BASED ON THEIR OUTSTANDING SAFETY RECORD!





A Culture-Based Initiative

Introducing a New Global Safety Initiative

Despite our existing strong safety programs and tools, we continue to experience a low number of preventable injuries. Our aim is zero injuries, so in 2020, KRONOS initiated a new and innovative long-term global approach to safety improvement. We will not be satisfied until we achieve zero injuries at every facility, but this goal can only be realized through a company-wide attitude and culture where each employee, regardless of position or title, takes ownership and responsibility for their own safety and safety of others around them.

A strong safety culture requires diligence, honest communication, and a strong sense of community in the workplace. To reach zero incidents, these must become second nature to everyone. In 2020, KRONOS issued the Global Safety Culture Guideline, Rules, Accountability, and Communications providing minimum standards and safety rules applicable to all KRONOS employees. The guideline sets a long-term plan to enhance safety performance through enhanced communication, training, and accountability for both positive and negative behaviors.

WHAT IS SAFETY CULTURE?



KRONOS GLOBAL SAFETY CULTURE GUIDELINE IDEALS

We are ONE KRONOS – Together we can Go for Zero

Incidents, injuries, and workplace illnesses are preventable – **Go for Zero!**

Our employees are our most valued asset and must be protected.

We are personally accountable for our own safety; we are collectively accountable for each other's safety.

Improving safety and quality leads to decreasing costs and schedule.

Workplace safety requires continual learning and improvement, we are never “done.”

Building upon the core values and existing safety programs and management systems already in place at KRONOS, the KRONOSafe initiative is intended to communicate and focus on a refreshed set of ONE KRONOS Safety Rules and Workplace Behavior Rules. A variety of communication tools will be used globally and simultaneously to ensure safety always remains our top priority. We are hosting small and large team meetings focused on awareness, lessons learned, and best safety practices, eye-catching safety posters and TV screen “one-pagers,” and employee survey and participation events, which are ongoing during this initiative to remind all employees of the purpose and importance of the rules and procedures. Senior leaders from our CEO to those across the globe sponsor specific rules and safety messages to show leadership and solidarity across the company.



ONEKRONOS SAFETY RULES

- | | | | | |
|--|---|---|--|--|
|  I always address unsafe behaviors. |  I always keep my workplace tidy and free from obstructions. |  I never work or drive under the influence of alcohol or drugs. |  I always obtain authorization before removing or making safety equipment inoperable. |  I never walk or stand under suspended loads. |
|  I always wear personal protective equipment (PPE) when required. |  I always look where I am going to avoid slips, trips and falls. |  I always hold the handrail on stairs. |  I always attend work fit for duty. |  I always protect myself from falling when working at height and protect others from falling objects. |
|  I never smoke outside designated smoking areas. |  I never use a mobile device while driving, cycling or walking. |  I always obtain all required work permits. When I am not sure, I ask. |  I always implement lockout/tagout procedures when I work on potentially energized equipment. |  I never enter a confined space without proper instruction, equipment, support, and permitting. |

Safety Culture:

Belgium Plant Test Case

In addition to the KRONOSafe initiative, our Langerbrugge, Belgium, plant volunteered to engage a third-party safety culture expert to perform a resource-intensive comprehensive analysis of the current culture at the plant and design a plant-specific program to strengthen safety culture over time. This effort will serve as a test case for our company. From this exercise, we hope to learn additional positive steps and plans addressing safety culture that can be applied across all our locations.

The program involves detailed information gathering on all aspects of the plant's current safety culture, including detailed interviews and discussions with plant personnel at all levels representing different jobs and safety risks across the plant.

Guided by the expert consultant, this information will be shared and discussed during a series of workshops with the plant leadership team consisting of plant management and departments heads to ensure diverse perspectives within the group. The team will brainstorm to identify an action plan tailored to address the specific safety culture goals and needs of the plant and develop an implementation schedule of specific tasks and steps toward those goals.

What we learn from the commendable efforts of our Belgium plant test case together with our experiences from the KRONOSafe initiative will be used to identify the next steps in our journey to have a safety culture that regularly delivers zero injuries worldwide.

KRONOSafe, our first major initiative based on the core values set out in the culture guideline, launched on 2021's World Day for Safety and Health at Work (April 28) with plans to continue into 2022.

Langerbrugge, Belgium plant.



Contractor Management

KRONOS' contractors are included in our safety culture mission, and we endeavor to hold them accountable to the same rigorous quality, safety, and ethical standards to which we hold ourselves. Contractors working in our operating facilities participate in basic facility health and safety training, unit-specific health and safety training, and area-specific (job-specific) health and safety training. Following completion of required training, contractors must acknowledge they understand the rules and protocols by providing their signature. Safety Certificate Contractors (SCC) certification or review and approval of safety programs is performed by KRONOS.

KRONOS performs random safety inspections and audits of contractors and subcontractors to ensure our safety rules are being observed. Observed violations of safety rules and regulations are reported immediately to contractor supervisors, and they are required to remedy any deficiencies. KRONOS employees are authorized to "stop work" should they observe unsafe behavior or believe there is an immediate danger.

Process Safety

To protect our people, our facilities, and our communities, KRONOS has a complex dedicated guideline, Safe Design and Operation of Processes and Plants, aimed at the safety of our manufacturing processes, equipment, and procedures. This program focuses on designing safeguards and risk mitigation measures from the beginning of the design of equipment and processes. We have a global manager dedicated to this program, and each manufacturing location has dedicated technical professionals who carefully implement this program. Key commitments of this program include the following:

- Design of safe processes and plants
- Hazard identification and risk assessment
- Design and life cycle management of technical and administrative measures as an integral part of the overall safety concept of a process or plant
- Requirements for documentation of all safety-relevant work

A primary and critical component of process safety is the performance of hazard assessments called "HazOps". HazOps are detailed and resource-intensive physical and engineering assessments per the process safety guideline. HazOps are carried out for all new installations, when changes are made to existing installations, or after a maximum of five years.



Product Stewardship & Safety

Product Stewardship Commitment

Product stewardship is one of the cornerstones of a sustainable business. KRONOS defines product stewardship as integrated business processes to ensure compliance of our products for specific uses in the marketplace and for identifying, managing and minimizing safety, health, and environmental impacts throughout the stages of a product's life. All this is done in the best interest of our key stakeholders: employees, customers, shareholders, and society. KRONOS is committed to carrying out its business activities in an environmentally, economically, and socially responsible manner, and devotes significant time and resources to product stewardship.

KRONOS IS AN ACTIVE MEMBER OF:

Titanium Dioxide Manufacturers Association,
a sector group of the European
Chemical Industry Council

Titanium Dioxide Industry Consortium (EU)

Titanium Dioxide Stewardship Council,
a subgroup of the American Chemistry Council
Chemical Industry Association of Canada



Drum filter.



Product packaging station.

Stricter Chemical Substance Control

While our products have been in safe use for more than 100 years, confirmed by substantial science, the world is moving toward stricter control of all chemical substances as well as applying new and emerging science to determine or confirm the safety of such substances. Titanium dioxide also has received attention from certain regulators. To tackle this new and enhanced chemical control movement, KRONOS is applying the same spirit of innovation attitude to address these changes proactively and to take our values to the next level for the benefit of our customers, consumers, and regulators through our product stewardship program.

Communication with our customers about regulatory and other relevant product information is increasingly critical for our success and theirs. In 2020, we received over 1,500 individual customer requests for detailed product stewardship information, up 45% from the previous year.

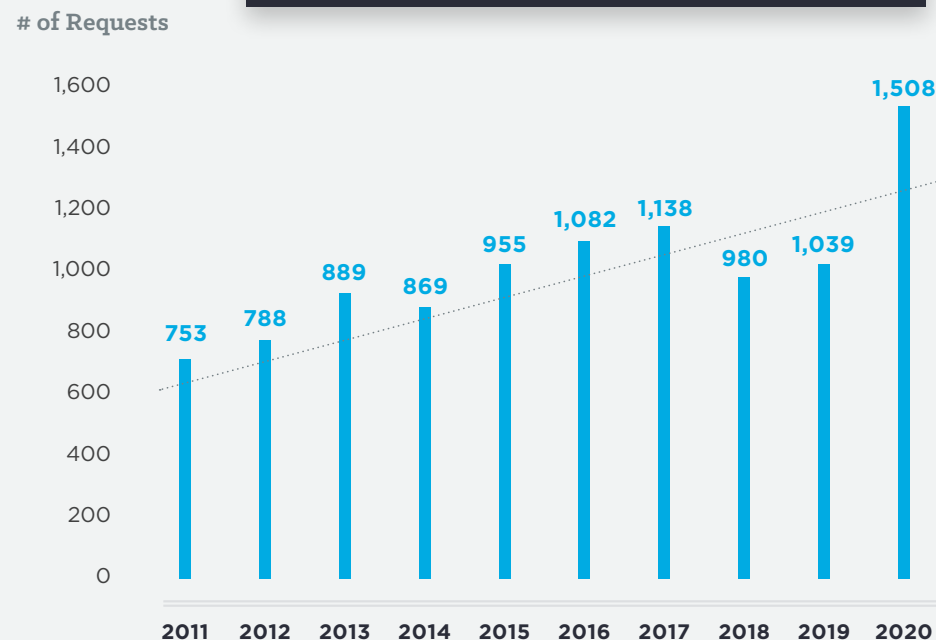
In addition to this increasing need for information, we have substantially increased the depth of our analysis and understanding of worldwide existing and new regulations, as well as areas of scientific or safety interest. This enables us to provide significantly more detailed and sophisticated information to our customers.

For an even greater reach, KRONOS is an active participant in well-respected industry associations where we and our peers pool efforts and expertise for the betterment of our products and industry.



Warehouse product storage.

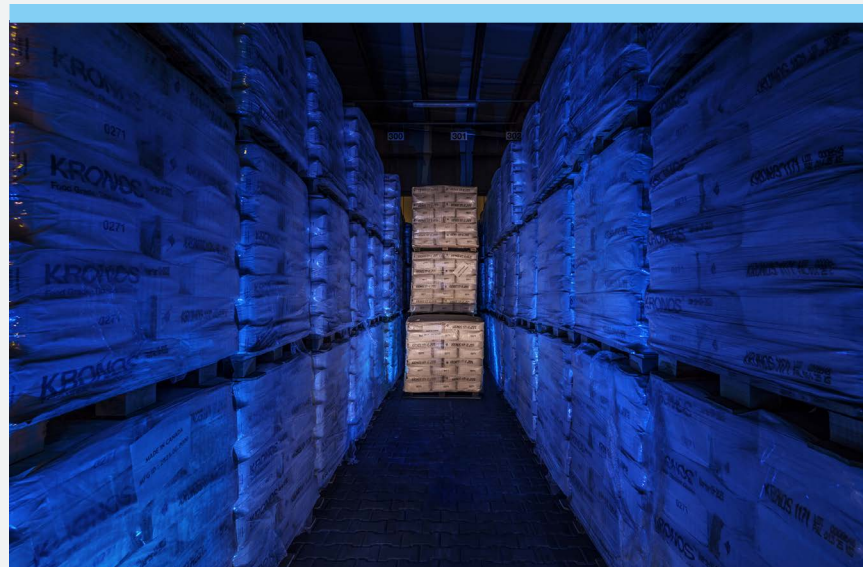
ANNUAL CUSTOMER REQUESTS ON PRODUCT STEWARDSHIP INFORMATION



Responding to Regulatory Actions in the EU

The European Union (EU) recently committed to a collection of expansive programs called the Green Deal and set aggressive goals for new regulations on many related topics. With a substantial footprint in the EU in both manufacturing and sales, KRONOS' product stewardship program is particularly focused on EU regulatory changes related to the manufacture and use of chemicals.

Although these changes and new challenges are coming at a fast pace, KRONOS is committed to identifying and engaging early in emerging regulatory actions. One example of this proactive approach involves the February 2020 EU category 2 classification of titanium dioxide products meeting certain criteria under the EU labeling and packaging regulatory program. Since 2018, KRONOS has been heavily involved as a member of the TDMA industry association to analyze the complex science and regulatory and political issues involved in this regulatory action in order to provide accurate and reliable information to customers and for consideration by the regulators. While KRONOS disagrees that science supports the classification and labelling of any titanium dioxide, KRONOS is diligently taking steps to address the requirements of the regulation, including an extensive effort both internally and with the TDMA to perform compliance testing of products in advance of the October 2021 effective date of the new labeling requirements.



We believe the most important aspect of our program is informing our customers and providing them with the critical information and data they need to perform regulatory analysis of their own products, for example, to determine if our products require new labels under the new classification regulation. KRONOS implemented an extensive testing program of all its powder grades early in the process. Results confirm KRONOS' titanium dioxide products do not meet the "1% or more of particles with an aerodynamic diameter of $\leq 10 \mu\text{m}$ " criteria set forth in the regulation and are therefore not classified and do not require classification labels. Aerodynamic diameter information has been added to our product stewardship documents for the benefit of our customers and workers. We are proud to be positioned to provide this level of information and support to our customers during this potentially impactful regulatory change.



Governance

Throughout our global operations, KRONOS places immense value on ethical business practices and transparency. We hold our employees, Board of Directors, contractors, suppliers, and other stakeholders to the highest standard of integrity. Our commitment to fair and honest operations starts with our Board of Directors and ripples out to every employee.

Minister of Environment of Flanders, Belgium (far left) tours Belgium plant with KRONOS officials.

Corporate Governance

Corporate Governance Guidelines

Our Corporate Governance Guidelines outline the structure, responsibilities, and operations of our Board of Directors and Committees of the Board. These responsibilities include the following:

- Annual selection of executive officers including the chair of the board and the chief executive officer
- Review of quarterly and annual financial reports, proxy statements, and other items proposed for a vote to our stockholders
- Review and approval of material acquisitions, divestitures, mergers, and other transactions material to KRONOS outside the ordinary course of business
- Review and approval of executive and employee compensation and certain benefit programs

Our Board also maintains responsibility for our adherence to, and compliance with, our Code of Business Conduct and Ethics, including compliance with all applicable laws and regulations.

Board Committees

We maintain two Board committees.

1. **Audit Committee** – Oversees financial accounting and reporting and certain related matters, and reviews related party transactions.
2. **Management Development and Compensation Committee** – Deals with matters related to management compensation and awards under our director stock plan.

BOARD MEMBERS

Loretta J. Feehan Chair of the Board (non-executive)

Robert D. Graham
Vice Chairman of the Board and Chief Executive Officer

John E. Harper
Independent Director

Meredith W. Mendes
Independent Director

Cecil H. Moore, Jr.
Independent Director

General Thomas P. Stafford
(retired) Independent Director

R. Gerald Turner
Independent Director

The members of these two committees qualify under the independence and experience requirements applicable to us, including requirements of the New York Stock Exchange.

Election of Directors & Board Diversity

There are currently seven members on our Board, elected by our stockholders. Each nominee must have an extensive background in senior management, policymaking, and/or accounting or finance, with the Board considering each nominee’s unique business experience. Information on each of our Board members is provided in our Proxy Statement submitted annually to the Securities and Exchange Commission and available to the public at www.sec.gov and on our [website](#).

While we do not maintain a formal policy related to the diversity of our Board nominees, we do consider the diversity of our nominees in relation to skills, expertise, and background. 30% of our Board is female, including our Chair.

We are proud to say that our Board is extremely experienced and well-rounded, with over 300 years of relevant education, work experience, and years of training. Many of our Board members have experience working in large firms, universities, and/or publicly traded companies.

Board of Directors Relevant Skills and Experience

All Board members have extensive senior management and policymaking experience or significant accounting experience. Each member is knowledgeable about our business, and each of our independent directors is financially literate.



Senior Leadership



Policymaking



Financial Accounting and Oversight



Corporate Governance



Global/International Business Experience

Our Board members also offer a diverse set of skills in other areas, including information technology, facilities and real estate, science and engineering, human resources, and education. For more detailed information about each board member, please see the “Election of Directors” section in our latest Proxy Statement.

WE ARE PROUD TO SAY THAT OUR BOARD IS EXTREMELY EXPERIENCED AND WELL-ROUNDED, WITH OVER 300 YEARS OF RELEVANT EDUCATION, WORK EXPERIENCE, AND YEARS OF TRAINING.

Remuneration

Directors of KRONOS who are not employees of Contran Corporation (our ultimate parent company) or of one of its subsidiaries or affiliates are eligible for cash compensation and stock grants for their service on our Board. Stock ownership is subject to our stock ownership guidelines described in our Proxy Statement. We disclose the cash, stock and total compensation awarded to each Board member in our annual Proxy Statement. In accordance with U.S. law and regulation, we disclose the ratio of our CEO compensation to the median annual total compensation of all employees in our Proxy Statement.

Accounting Complaints or Concerns

The Audit Committee of our Board has adopted procedures to receive, retain, investigate, and respond to complaints or concerns regarding KRONOS’ accounting, financial reporting, internal controls, or auditing matters, and these procedures are available on our website. Options for reporting include the use of the third-party EthicsPoint reporting tool to make reports online or by telephone, as discussed in more detail in the next section.

Ethics, Integrity & Compliance

Held to the Highest Standard

KRONOS' commitment to ethics starts with our Code of Business Conduct and Ethics, a standard that applies to all KRONOS employees. We expect all KRONOS employees to understand and comply with applicable laws and regulations, including those related to insider trading and bribery. The principles outlined in our Code build on this expectation and require employees, suppliers, and business partners to act with integrity, honesty, and ethics. The Code is communicated annually to all employees worldwide, with key employees required to return a signed certification regarding the Code. The Code is strictly enforced, and violations are not tolerated.

As a controlled company, we take additional steps to deal appropriately with potential conflicts of interest between us and related companies or persons. Our Related Party Transaction Policy, described in our Proxy Statement, sets out controls for the management and approval of certain transactions between us and our affiliates, including review by the independent directors that make up our Audit Committee or by all independent directors.

KRONOS Worldwide EthicsPoint

KRONOS employees must report suspected or known violations of our code of Business Conduct and Ethics. The Code provides multiple options for reporting such information, including the use of a third-party compliance tool operated by EthicsPoint that allows the reporter to remain anonymous. The reporting tool offers both website reporting and toll-free reporting lines, and for those who prefer to speak directly with a third-party communications specialist in their native language, toll-free country-specific telephone numbers for the EthicsPoint

reporting lines are also provided in the Code. Information regarding how to access the EthicsPoint reporting tool, whether online or via telephone, is also posted predominantly in common areas at each facility location. In 2019 and 2020, KRONOS had no cases reported through EthicsPoint that involved audit or accounting-related matters or the behavior or actions of KRONOS or its affiliates.

**IN 2019 AND 2020, KRONOS HAD NO CASES
REPORTED THROUGH ETHICSPPOINT.**

KRONOS, as a U.S. publicly traded company, is subject to extensive laws, disclosure requirements, and accounting rules. KRONOS is independently audited by an internationally recognized, regulated and registered independent public accounting firm. KRONOS' Audit Committee supports our Board of Directors with oversight of financial accounting and reporting processes. The Committee directly oversees KRONOS' compliance with accounting and reporting regulatory requirements, the reliability of financial statements (including our public disclosure Forms 10-K and 10-Q), internal controls over financial reporting, the qualifications and independence of our registered independent public accounting firm for the audit of our financial statements, and the performance of our internal audit processes and the independent auditor. The Audit Committee maintains responsibility for receiving and responding to complaints regarding accounting, internal accounting controls, and other accounting-related matters. For more information, please review our Audit Committee Charter, available on our [website](#).

Foreign Corrupt Practices Act Guidelines

All employees must follow our Foreign Corrupt Practices Act guidelines. We distribute the policy annually to employees as a reminder of this requirement. The policy is located on the KRONOS intranet site and is offered in several languages.

Compliance

A core value and commitment at KRONOS is to meet or exceed applicable legal and regulatory requirements. This starts with clear communication from the CEO in the SEEQ policy of the global requirement for compliance at all levels. KRONOS also issues global guidelines of minimum standards applicable to all sites and operations worldwide on a number of ESG and other important compliance subject areas, like worker and process safety, product stewardship, and emergency response, accountability, and reporting.

Because applicable laws and regulations differ by country and jurisdiction, each facility implements the appropriate mechanisms to comply with local and national requirements. Our operations teams handle regulatory compliance at the facility level with guidance from our corporate team, which conducts periodic facility site visits to review policies and procedures, including a review of regulatory issues. If we find or receive a report of non-compliance at a facility, our local operations teams address the issue with assistance and support from the corporate team. We are very proud of our superior compliance record companywide.

**A CORE VALUE AND COMMITMENT AT KRONOS
IS MEETING, IF NOT EXCEEDING, APPLICABLE
LEGAL AND REGULATORY REQUIREMENTS.**



Sediment ponds in Nordenham, Germany.



Leverkusen, Germany.

**KRONOS HAS AN ANTITRUST/COMPETITION
LAW COMPLIANCE GUIDE, WHICH IS
DISTRIBUTED ANNUALLY TO ALL EMPLOYEES.**

Anticorruption and Antitrust Policies

The purpose of antitrust/competition laws is to maintain a system of free enterprise by encouraging fair competition among businesses. To be adaptable to changing business and economic practices, antitrust/competition laws are broadly phrased, prohibiting activities such as “unfair methods of competition” and agreements “in restraint of trade” (anti-competitive agreements). The laws present a compromise between possible abuse of economic power by businesses and strict government control.

Generally speaking, antitrust/competition laws achieve their goals by encouraging competition and by prohibiting certain business activity that results in:

- Undue restraint on competition
- The creation of monopolistic positions in any line of business (abuse of dominant position)
- Under certain circumstances, price discrimination among customers

KRONOS has an antitrust/competition law compliance guide, which is distributed annually to employees, with key employees required to return a signed certification regarding the guide.

KRONOS is staying **ahead of the curve** by including cybersecurity in its ESG considerations **before specific GRI standards** have been put in place on this topic.

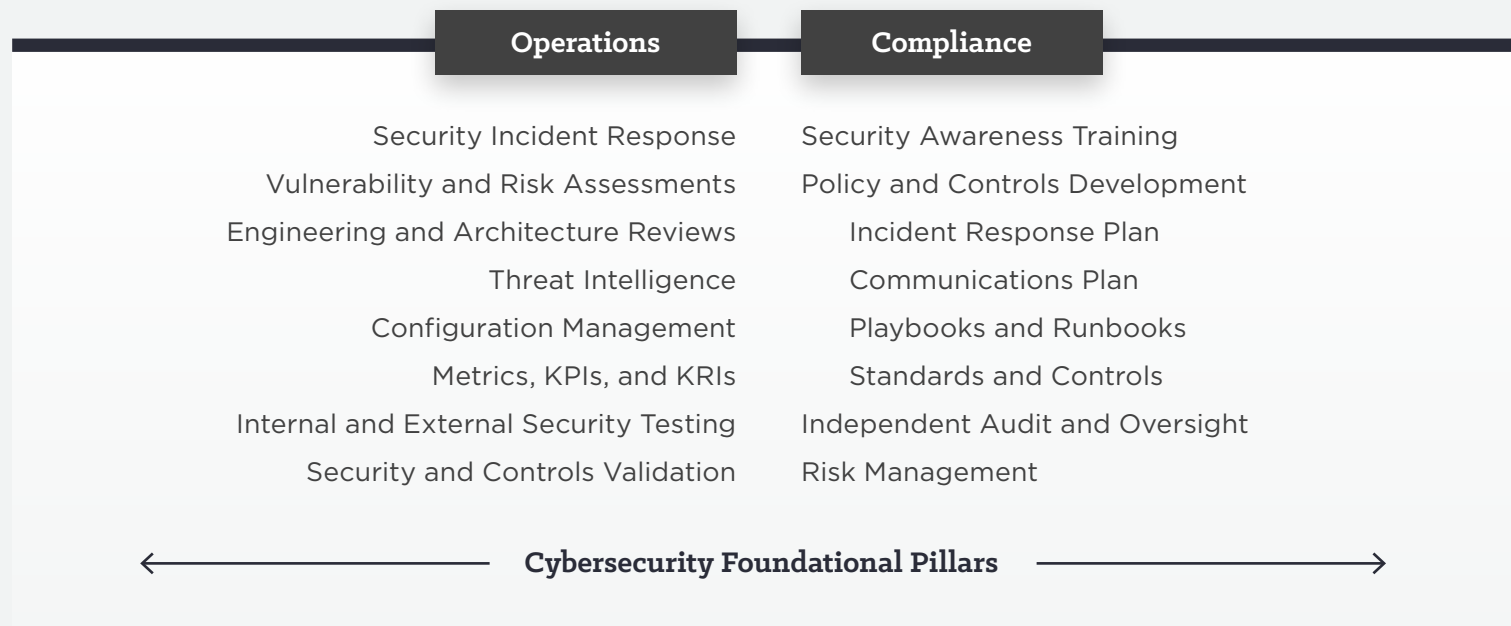
Staying Alert About Cybersecurity

Due to an increase in frequency and severity of cyber-attacks and the vulnerabilities and financial losses that can follow in their wake, cybersecurity is quickly emerging globally as a top governance concern.

The World Economic Forum has identified “Company Risk and Opportunity Oversight” as part of a core set of material ESG metrics that should be disclosed by companies on a consistent basis, which includes data security.

KRONOS is staying ahead of the curve by including cybersecurity in its ESG considerations before specific GRI standards have even been put in place on this topic.

The KRONOS Cybersecurity Program is built on operations and compliance foundations. Operations focus on continuous detection, prevention, measurement, analysis, and response to cybersecurity alerts and incidents and on emerging threats. Compliance establishes oversight of the Cybersecurity Program by creating risk-based controls to protect the integrity, confidentiality, accessibility, and availability of company data stored, processed, or transferred.





Process control room in Leverkusen, Germany.

The Security Operations Center was established to monitor, maintain, and proactively address cybersecurity threats and implement defenses as they evolve.

The cybersecurity team regularly reports on operations and compliance to the Board of Directors.

KRONOS CYBERSECURITY - SECURITY OPERATIONS AND SUPPORT

ONE TEAM

Strategy, Oversight and Accountability

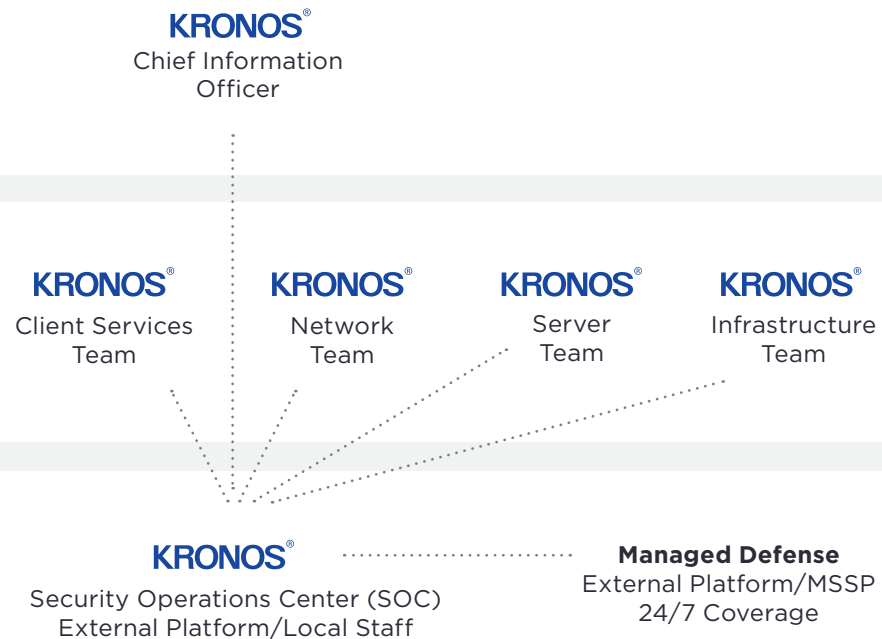
Treating Cybersecurity as a Strategic Risk

Cross-Functional OPS and Support Teams

Efficient cross-team dynamic for reacting to attacks

Security Operations Team

Staffed SOC with deep integration into Managed Security Service Provider



Disaster Response & Business Continuity

KRONOS works hard to ensure business continuity in the face of a disaster. We successfully proved our disaster response capabilities during 2020.

Across our global network of facilities, we experienced the COVID-19 global pandemic, two major hurricanes, and multiple other unexpected disruptive events that tested our emergency response, disaster recovery, and business continuity policies and demonstrated our resilience as a company.

Our Disaster Recovery and Business Continuity Plans work together to help us increase our resilience attributes and heighten our capacity to respond rapidly to large-scale weather and other events that inevitably lie in our future.

Disaster Recovery

Our successful response to each of these events can be attributed to the strong policies and plans we have in place. Our global emergency response planning and disaster recovery guidelines require each KRONOS facility to develop site-specific emergency response procedures that adequately address regulatory compliance, vulnerability to potential hazards, emergency response and action plans, employee training, alarms and warning systems, crisis communication, and annual plan reviews and updates.

All manufacturing locations have detailed, site-specific procedures related to disaster recovery, and focused on before, during, and after events. Plans include: identification of potential business interruption scenarios and effects; critical parts inventories associated with



Damage at LPC from Hurricane Laura.

qualified scenarios; identification of critical supplies, suppliers, and services, including alternative transportation; and mitigation activities necessary to effectively minimize impacts to the business.

Business Continuity Plan

KRONOS is committed to the continuity of its business during and after business interruption situations. In such an event, each facility manager works to ensure the implementation of its unit-specific Business Continuity Plan to mitigate loss prevention, minimize interruption, and ensure business recovery. These plans dictate coordination of details related to the disaster, emergency response, and other guidelines applicable to the disruptive event.

KRONOS also coordinates with nonprofits and volunteer organizations like United Way to support local communities in the face of disaster.

A Quick Business Recovery from Hurricane Laura

When Hurricane Laura hit Lake Charles, Louisiana, in August of 2020, our KRONOS Louisiana slurry and warehouse plant as well as our joint-venture manufacturing plant, Louisiana Pigment Company (LPC), were directly affected. Our disaster recovery and business continuity processes were put into motion and resulted in an efficient return to normal. KRONOS employees from across our global network banded together to support their co-workers while working quickly to get these locations back up and running with minimal or no impact on customers.

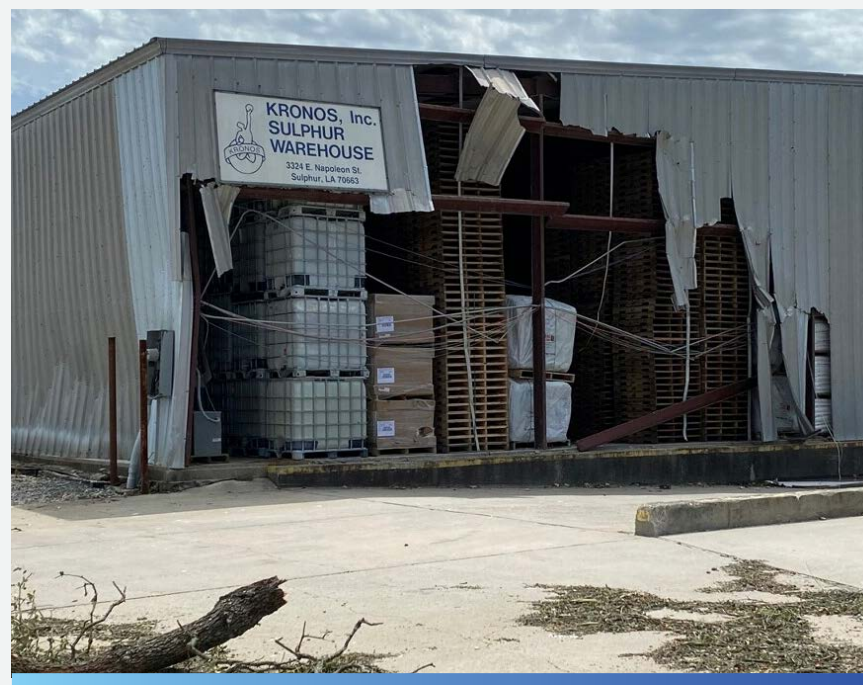
“COMMUNICATION WAS DONE IN A SIMPLE & STRAIGHTFORWARD WAY: THE GOOD NEWS, THE BAD NEWS, IMPACTS & PRIORITIES.”

— KRONOS CUSTOMER

Ben Corona, President of Sales at KRONOS, noted that the real key to our success with customers was the degree of communication. Corona said, “Once the storm entered the Gulf, we reached out to our customers and shared with them that we might have an issue down at Lake Charles. [...] We committed to keeping customers informed about what was going on before, during, and after the hurricane.” By being proactive and transparent in our almost daily communications with customers, our customers were able to prepare on their end. By calling on other KRONOS facilities and quick logistics planning, we were able to deliver on our commitments to all customers despite this major disrupting event.

In a later conversation, a representative of a key customer shared, “After the storm hit, an initial status update was issued as soon as KRONOS was able; it included an assessment of damage to the LPC facility (including a comparison to Hurricane Rita in 2005), impacts to local warehouses, and an interim logistics game plan. Several days later, KRONOS provided a more detailed status update complete with photographs of the plant and surrounding area, and a regional energy grid status update from the electric company with current state and plans and timelines for recovery.”

Damage to Louisiana slurry plant and warehouse.





HURRICANE LAURA, AUGUST 2020

Despite this destructive Category 4 hurricane
making landfall near the plant,

KRONOS never missed a customer shipment
during this time.

GRI Content Index

GRI STANDARD	DISCLOSURE	RESPONSE/PAGE NUMBER(S)	COMPLETENESS
GRI 102: General Disclosures			
Organizational Profile			
GRI 102: General Disclosures 2016	102-1 Name of the organization	KRONOS Worldwide, INC.	Complete
	102-2 Activities, brands, products, and services	2020 10-K, pp. 4-9	Complete
	102-3 Location of headquarters	Dallas, Texas	Complete
	102-4 Location of operations	Global Presence, p. 6	Complete
	102-5 Ownership and legal form	2020 10-K, p. 4	Complete
	102-6 Markets served	2020 10-K, p. 5	Complete
	102-7 Scale of the organization	Global Presence, p. 6 KRONOS at a Glance, p. 7	Complete
	102-8 Information on employees and other workers	Employee Relations: Diversity & Inclusion, pp. 59-60	Partial
	102-9 Supply chain	Supply Chain, pp. 39-42	Complete
	102-10 Significant changes to the organization and its supply chain	2020 10-K, pp. 8-9	Complete
	102-11 Precautionary Principle or approach	KRONOS Worldwide, Inc. applies a precautionary approach across its operations, in line with environmental management best practices, and applicable regulatory requirements in its countries of operation.	Complete
	102-12 External initiatives	KRONOS does not publicly disclose a list of external initiatives we endorse or support.	Complete
	102-13 Memberships of associations	Major associations listed in Product Stewardship & Safety, p. 71	Complete
Strategy			
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	A Message from our President and COO, p. 3	Complete
	102-15 Key impacts, risks, and opportunities	A Message from our President and COO, p. 3 2020 10-K, pp. 13-17	Complete
Ethics & Integrity			
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	Ethics, Integrity & Compliance, pp. 77-79	Complete
	102-17 Mechanisms for advice and concerns about ethics	Ethics, Integrity & Compliance, p. 77	Complete

GRI STANDARD	DISCLOSURE	RESPONSE/PAGE NUMBER(S)	COMPLETENESS
Governance			
GRI 102: General Disclosures 2016	102-18 Governance structure	ESG Approach, p. 11	Complete
	102-19 Delegating authority	ESG Approach, pp. 11-13	Complete
	102-20 Executive-level responsibility for economic, environmental, and social topics	ESG Approach, pp. 11-13	Complete
	102-22 Composition of the highest governance body and its committees	Corporate Governance, p. 75 2020 Proxy Statement , pp. 9-11	Complete
	102-23 Chair of the highest governance body	Corporate Governance, p. 75 2020 Proxy Statement , p. 9	Complete
	102-25 Conflicts of interest	2020 Proxy Statement , pp. 24-25	Complete
	102-26 Role of highest governance body in setting purpose, values, and strategy	ESG Approach, p. 11	Complete
	102-27 Collective knowledge of highest governance body	ESG Approach, p. 11	Complete
	102-29 Identifying and managing economic, environmental, and social impacts	ESG Approach, p. 11	Complete
	102-33 Communicating critical concerns	Corporate Governance, p. 76	Complete
	102-34 Nature and total number of critical concerns	Ethics, Integrity & Compliance, p. 77	Complete
	102-35 Remuneration policies	2020 Proxy Statement , pp. 23-24	Complete
	102-36 Process for determining remuneration	2020 Proxy Statement , pp. 23-24	Complete
Stakeholder Engagement			
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups	Materiality Assessment, p. 15	Complete
	102-41 Collective bargaining agreements	2020 10-K , p. 12	Complete
	102-42 Identifying and selecting stakeholders	Materiality Assessment, p. 15	Complete
	102-43 Approach to stakeholder engagement	Materiality Assessment, p. 15	Complete
	102-44 Key topics and concerns raised	Materiality Assessment, p. 16	Complete
Reporting Practice			
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	2020 10-K , Exhibit 21.1	Complete
	102-46 Defining report content and topic boundaries	About this Report, p. 2	Complete
	102-47 List of material topics	Materiality Assessment, p.16	Complete
	102-48 Restatements of information	None	Complete
	102-49 Changes in reporting	KRONOS updated its materiality assessment in 2021 to identify the topics most material to our business. The results of the assessment are included in the Materiality Assessment section of the report.	Complete

GRI STANDARD	DISCLOSURE	RESPONSE/PAGE NUMBER(S)	COMPLETENESS
	102-50 Reporting period	2019-2020	Complete
	102-51 Date of most recent report	2017/2018 Sustainability Report	Complete
	102-52 Reporting cycle	Biennial	Complete
	102-53 Contact point for questions regarding this report	Shannon Walker	Complete
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in alignment with the GRI Standard: Core option	Complete
	102-55 GRI Content Index	GRI Content Index, pp. 86-91	Complete
	102-56 External assurance	The data in this report has not been externally assured.	Complete

GRI 200: Economic Topics

Economic Performance

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	2020 10-K , pp. 19-20	Complete
	103-2 Explain management approach components	2020 10-K , pp. 19-20	Complete
GRI 201: Economic Performance 2016	103-3 Evaluation of the management approach	2020 10-K , pp. 19-20	Complete
	201-1 Direct economic value generated and distributed	2020 10-K , pp. 19-20	Complete

Anti-corruption

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Ethics, Integrity & Compliance, p. 79	Complete
	103-2 Explain management approach components	Ethics, Integrity & Compliance, p. 79	Complete
GRI 205: Anti-corruption 2016	103-3 Evaluation of the management approach	Ethics, Integrity & Compliance, p. 79	Complete
	205-2 Communication and training about anti-corruption policies and procedures	Ethics, Integrity & Compliance, p. 79	Partial

Disaster Response & Business Continuity

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Disaster Response & Business Continuity, p. 83	Complete
	103-2 Explain management approach components	Disaster Response & Business Continuity, p. 83	Complete
	103-3 Evaluation of the management approach	Disaster Response & Business Continuity, p. 83	Complete

GRI 300: Environmental Topics

Energy

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Energy Use & Greenhouse Gas Emissions, pp. 23-31	Complete
	103-2 The management approach and its components	Energy Use & Greenhouse Gas Emissions, pp. 23-31	Complete
	103-3 Evaluation of the management approach	Energy Use & Greenhouse Gas Emissions, pp. 23-31	Complete
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Use & Greenhouse Gas Emissions, p. 25	Partial
	302-3 Energy intensity	Energy Use & Greenhouse Gas Emissions, p. 25	Partial
	302-4 Reduction of energy consumption	Energy Use & Greenhouse Gas Emissions, pp. 23-31	Partial
	302-5 Reductions in energy requirements of products and services	Energy Use & Greenhouse Gas Emissions, pp. 23-31	Partial

GRI STANDARD	DISCLOSURE	RESPONSE/PAGE NUMBER(S)	COMPLETENESS
Water and Effluents			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Water Use & Potential Risk Management, pp.43-44	Complete
	103-2 The management approach and its components	Water Use & Potential Risk Management, pp.43-44	Complete
GRI 303: Water and Effluents 2018	103-3 Evaluation of the management approach	Water Use & Potential Risk Management, pp.43-44	Complete
	303-1 Interactions with water as a shared resource	Water Use & Potential Risk Management, pp.43-44	Partial
Biodiversity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Land Use, pp. 45-47	Complete
	103-2 The management approach and its components	Land Use, pp. 45-47	Complete
GRI 304: Biodiversity 2016	103-3 Evaluation of the management approach	Land Use, pp. 45-47	Partial
	304-3 Habitats protected or restored	Land Use, p. 47	Partial
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Energy & Greenhouse Gas Emissions, p. 23	Complete
	103-2 The management approach and its components	Energy & Greenhouse Gas Emissions, p. 23	Complete
	103-3 Evaluation of the management approach	Energy & Greenhouse Gas Emissions, pp. 23-29	Complete
	305-1 Direct (Scope 1) GHG emissions	Energy & Greenhouse Gas Emissions, p. 29	Partial
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Energy & Greenhouse Gas Emissions, p. 29	Partial
	305-5 Reduction of GHG emissions	Energy & Greenhouse Gas Emissions, pp. 26-30	Partial
Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Material Use, Beneficial Reuse, & Waste Management, p. 33	Complete
	103-2 The management approach and its components	Material Use, Beneficial Reuse, & Waste Management, pp. 33-34	Complete
	103-3 Evaluation of the management approach	Material Use, Beneficial Reuse, & Waste Management, pp. 33-34	Complete
	306-2 Management of significant waste-related impacts	Material Use, Beneficial Reuse, & Waste Management	Partial
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Management & Compliance, p. 19	Complete
	103-2 The management approach and its components	Environmental Management & Compliance, p. 19	Complete
	103-3 Evaluation of the management approach	Environmental Management & Compliance, p. 19	Complete
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	We believe all of our facilities are in substantial compliance with applicable environmental laws <u>2020 10-K</u> pp. 12-13.	Complete

GRI STANDARD	DISCLOSURE	RESPONSE/PAGE NUMBER(S)	COMPLETENESS
Supply Chain			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Supply Chain, p. 39	Complete
	103-2 The management approach and its components	Supply Chain, pp. 39, 41	Complete
GRI 308: Supplier Environmental Assessment 2016	103-3 Evaluation of the management approach	Supply Chain, pp. 39, 41	Complete
	308-1 New suppliers that were screened using environmental criteria	Supply Chain, pp. 39, 41	Partial
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain, pp. 39, 41	Partial
GRI 400: Social Topics			
Occupational Health & Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Worker Health and Safety, p. 65	Complete
	103-2 The management approach and its components	Worker Health and Safety, p. 65	Complete
	103-3 Evaluation of the management approach	Worker Health and Safety, p. 65	Complete
	403-1 Occupational health and safety management system	Worker Health and Safety, p. 65	Complete
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Worker Health and Safety, p. 66	Complete
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Worker Health and Safety, pp. 65-70	Complete
	403-4 Worker participation, consultation, and communication on occupational health and safety	Worker Health and Safety, pp. 65-70	Complete
	403-5 Worker training on occupational health and safety	Worker Health and Safety, pp. 65-70	Complete
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Worker Health and Safety, pp. 65-70	Complete
Training & Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Employee Relations: Training & Development, p. 61	Complete
	103-2 The management approach and its components	Employee Relations: Training & Development, p. 61	Complete
	103-3 Evaluation of the management approach	Employee Relations: Training & Development, p. 61	Complete
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Relations: Training & Development, p. 62	Partial
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Relations: Training & Development, p. 61	Complete

GRI STANDARD	DISCLOSURE	RESPONSE/PAGE NUMBER(S)	COMPLETENESS
Diversity & Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Employee Relations: Diversity & Inclusion, pp. 57-58	Complete
	103-2 The management approach and its components	Employee Relations: Diversity & Inclusion, pp. 57-58	Complete
GRI 405: Diversity and Equal Opportunity 2016	103-3 Evaluation of the management approach	Employee Relations: Diversity & Inclusion, pp. 57-58	Complete
	405-1 Diversity of governance bodies and employees	Employee Relations: Diversity & Inclusion, pp. 59-60	Complete
Local Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Social Investment & Community Engagement, p. 49	Complete
	103-2 The management approach and its components	Social Investment & Community Engagement, pp. 49, 53	Complete
	103-3 Evaluation of the management approach	Social Investment & Community Engagement, pp. 49, 53	Complete
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Investment & Community Engagement, pp. 49-56	Complete
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Investment & Community Engagement, pp. 49-56	Complete
Product Stewardship & Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Product Stewardship & Safety, pp. 71-72	Complete
	103-2 The management approach and its components	Product Stewardship & Safety, pp. 71-73	Complete
	103-3 Evaluation of the management approach	Product Stewardship & Safety, pp. 71-73	Complete
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Stewardship & Safety, pp. 71-73	Partial
	417-1 Requirements for product and service information and labeling	Product Stewardship & Safety, p. 73	Complete

