

INDORAMA

FOSTERING A SUSTAINABLE FUTURE

SUSTAINABILITY REPORT
2023



INDO)RAMA

Sustainability Highlights

We take great pride in our transparent and accountable sustainability reporting and are excited to share our accomplishments over the past year. With continued dedication through good governance practices and progress in environmental stewardship and social responsibility, we look forward to an even brighter future.



2.8
million GJ
Total Energy Saved

2.2
million GJ
Energy Consumed from Renewable Energy Sources

10.9
Average Training Hours per Employee*

587,398
CSR Beneficiaries

23,000+
Workforce#

73%
Hazardous Waste Diverted from Disposal

0.6
tCO₂e/tonne production
GHG Emission Intensity (Scope 1&2)

0.6
Lost Time Injury Frequency Rate (LTIFR)

28%
Women in the Workforce

41%
Water Intensity reduction from 2021

172,270
tCO₂e
Total Emission Reduction

8.9
GJ/tonne production
Energy Intensity

42%
Reduction in LTIFR from 2022



5 Members
in the ESG council chaired by the Vice Chairman

12 Members
in the ESG Advisory Panel (EAP) on Business CEOs across the Group

25 Members
in the ESG Committee of Businesses and Functions across the Group



Gold Award
in the Private Company category at the 9th annual Asia Sustainability Reporting Awards (ASRA) for our 2022 Sustainability Report

* Employees include permanent workforce.
As per the reporting boundary of Sites.

Fostering a Sustainable Future

Indorama Corporation Pte. Ltd. is dedicated towards integrating sustainability and responsible stewardship into its operations. We aim to minimize environmental impact while maximizing economic value, thereby establishing us as leaders forging a sustainable future.

We understand that sustainable development is interconnected with community empowerment and business growth. We strive to uplift and empower local population through targeted investments in community development projects. Identifying and addressing the complex challenges of sustainability requires collaboration, we actively engage with local communities to identify and address their specific needs and concerns.



FOCUS STORIES

Emission Reduction in Manufacturing Facilities Through **Waste Heat Recovery**
[Read more at page 35](#)

Reducing Consumption Through **Energy Optimizations**
[Read more at page 38](#)

Installation of Solar Power in the Manufacturing Sites
[Read more at page 39](#)



Switching To Biomass-Based Fuel to Meet Our Energy Requirement
[Read more at page 39](#)

Reducing Freshwater Consumption in Our Fertilizer Manufacturing Units
[Read more at page 42](#)



Promoting a Safety-First culture at Our Manufacturing Sites
[Read more at page 49](#)

Indorama's Digital HR Transformation with DarwinBox
[Read more at page 51](#)

Evaluating Our Impact: Socio-Economic Impact Assessment
[Read more at page 58](#)



Indorama's ECOModa100™ - 100% Recycled Spandex
[Read more at page 65](#)

Inside this Report

- Leadership Messages 06
- About the Report 09

1. Our Business

Purpose Driven Performance

- Indorama - Company Overview 12
- Product Portfolio 14
- Global Presence 15
- Business Highlights 16
- Global Trends 18

2. Sustainability Strategy

Transforming for Sustainable Growth

- Stakeholder Engagement 24
- Double Materiality Assessment 25
- Commitment to United Nations Sustainable Development Goals 30

3. Environment Management

Protecting Our Planet

- Environment Preservation 32
- Climate Change 33
- Energy Management 38
- Air Emissions 40
- Water Stewardship 41
- Waste Management 43
- Biodiversity and Land Use 44

4. People

Building Tomorrow's Expertise

- Occupational Health and Safety 46
- Human Capital Development 50
- Human Rights & Labor Management 54

5. Community

Transforming Society

- Community Development 56
- Supporting Farmers 59

6. Ethics

Pioneering Excellence with Purpose

- Corporate Governance 62
- Product Stewardship 65
- Data Privacy & Information Management 67

Assurance Statement 69



ESG Factbook

- ESG Progress Dashboard
- GRI Index
- SASB Index
- ESRS Index

(Factbook available on our website: www.indorama.com)

Chairman's Message

“
*Building a
 Sustainable Future
 Together*
 ”

Dear Stakeholders,

In today's challenging times, prioritizing sustainability is essential for business success. Embracing sustainable practices is more critical than ever before due to the growing challenges of climate change, resource scarcity and greater responsibilities towards employees, society and other stakeholders. As a Company with a global footprint, we are sensitive towards the ecosystem we work in and make efforts towards our employees, the planet and society at large.

Our Sustainability Report for 2023, "Fostering a Sustainable Future," offers a comprehensive overview of our vision and journey. While presenting this report I extend my heartfelt gratitude to all our stakeholders for their invaluable contributions to our shared mission of integrating sustainable practices throughout our operations. We are committed to having a meaningful and significant relationship with our stakeholders, now and in the future. Across the world, it is our endeavour to empower farmers from sowing to harvesting. Through our comprehensive range of high-quality products and expert advice, our aim is to boost agricultural productivity and support global food security.

We are actively leading the charge in the realms of climate change by significantly expanding our decarbonization strategy.

We are also investing significantly across our plants in clean technologies to reduce dependence on traditional fossil fuels and contribute to emission reduction.

It is our endeavour to help build strong and prosperous communities. We work with our host communities employing a localised approach in alignment with their regional and cultural heritage.

Our employees are central to our operations, and we are dedicated to ensuring their health and safety. We have consistently strived to achieve zero workplace incidents and accidents. We are ushering in a new era of employee experience through Darwin Box, a portal for human resource management. On gender and inclusion, we are proud to maintain a rich diversity of 28% women employees.



This report represents another milestone in our efforts to drive sustainable change. With every step forward, we reaffirm our commitment to being a responsible corporate citizen, creating positive change, and contributing to the cause of community. Let us continue this journey towards a sustainable and prosperous future for everyone.

SRI PRAKASH LOHIA
 Chairman

Vice Chairman's Message

“
*Shaping an Agile
 Strategy for Holistic
 Growth*
 ”

Dear Stakeholders,

2023 has been remarkable for our Company as we have made significant strides in advancing our sustainability agenda across multiple areas, including health and safety, decarbonization, community support, and upholding the highest standards of corporate governance.

Our consistent efforts and transparent disclosures have earned us the prestigious Gold award at the 9th Annual Asia Sustainability Reporting Awards

(ASRA) for our 2022 Sustainability Report. Building on this achievement we have aligned our Sustainability Report 2023 with prominent International reporting frameworks including the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). We have also made an attempt to respond to EU – Corporate Sustainability Reporting Directive (CSRD) as well as the European Sustainability Reporting Standards (ESRS).

The report presents our sustainability performance trends and the key global initiatives across all our manufacturing facilities.

Climate change is one of the prominent challenges we face today. A number of steps have been

taken to respond to and continue our focus on carbon mitigation by developing a decarbonization strategy. It is heartening to note that both our energy and GHG emission intensities have declined by 35% and 27% respectively over the last 2 years. A step further in 2024, we have embarked upon a Climate Risk Assessment Study (as per TCFD and IFRS S2 guidelines) to assess transition and physical risks to our business arising due to climate change.

At Indorama, we are committed to responsible waste management practices for hazardous and non-hazardous wastes, diligently addressing potential environmental impacts. We are embedding closed-loop systems and focusing



AMIT LOHIA
 Vice-Chairman

on resource optimization through effective waste treatment. With concerted efforts, we have successfully diverted 73% of our hazardous waste from disposal.

Water scarcity is another global issue on the top of our agenda. We are committed to implementing sustainable water management practices to ensure efficient use and protection of water quality.



Our dedicated efforts towards reuse and recycle of treated wastewater, rainwater harvesting systems and Zero Liquid Discharge (ZLD) have led us to achieve about 41% reduction in water withdrawal intensity since 2021.

We prioritize empowering our workforce for long-lasting impact. Our sustained focus on ensuring the safety and well-being of our employees through extensive safety training resulted in a significant 23% reduction in total recordable injuries compared to 2022.

There were no fatalities across our operations in 2023, demonstrating our ongoing commitment to provide a safe environment for our employees and workers.

In a significant move towards digital transformation, we are implementing a new ESG software for data monitoring and reporting which will culminate with its complete deployment in 2024.

In community development our thrust remains on education, health, infrastructure, water & sanitation, income generation as well as community engagement, thereby addressing several UNSDGs.

In India we organized more than 2,000 campaigns under the 'Intensive Farmer Connect Program'. Our farmer-centric approach is exemplified by knowledge-sharing workshops, conferences, trainings, and free-soil testing. More than 384,000 farmers were engaged by us in 2023.

Together with Asian Development Bank (ADB), we are investing in a greener future for farming in Uzbekistan, through a \$15 million sustainability-linked loan which will help over 3,600 farmers to adopt more sustainable and climate resilient practices.

We ensure that we act in line with our values, ethics, integrity, and local regulations, and that we employ strong compliance and governance practices. This commitment serves to mitigate legal, reputational, and financial risks, reinforcing our unwavering commitment to ethical business practices on a global scale.

I am proud to be leading a global team of people who are committed to sustainable development.

I encourage you to explore our Sustainability Report 2023 and find out more about our performance and initiatives.

AMIT LOHIA
Vice-Chairman

Approach to Reporting

Indorama Corporation is pleased to present its third sustainability report to its valued stakeholders.

The report offers an overview of our non-financial performance and highlights our dedication to accountability and continuous improvement.

It delves into our strategic vision and demonstrates how we integrate sustainability principles into our policies, organizational structure, and management methods.

Reporting Guidelines

Indorama Corporation has reported in accordance with the GRI Standards, for the period January 01, 2023, to December 31, 2023. The report focuses on our material Environmental, Social, and Governance (ESG) topics, performance, and key initiatives for 2023. Any exceptions are explicitly noted with the relevant data. When available, historical data for 2022 and 2021 is provided for comparison. We continue to evolve with international reporting standards and maintain our focus to improve reporting as per their requirements. The calculated percentage changes mentioned in the report may exhibit minor deviations due to rounding approximations.

Our sustainability disclosures are informed by best practices, including those from the Sustainability Accounting Standards Board (“SASB”) Standards and the United Nations Sustainable Development Goals (UN SDGs).

In 2023, we leaped ahead in our reporting journey and attempted to align our disclosure with the first set of the European Sustainability Reporting Standards (ESRS), along with the GRI Standards, and SASB Standards. The Combined Content Index for these standards is a part of our ESG Fact Book, available at www.indorama.com/sustainability.



Indorama Eleme Petrochemicals Ltd. (IPL), Nigeria

Reporting Frameworks



Global Reporting Initiative (GRI) Universal Standards 2021



Sustainability Accounting Standard Board (SASB) Agricultural Products and Chemicals Sector



United Nations (UN) Sustainable Development Goals (UN SDGs)



Corporate Sustainability Reporting Directive



Reporting Boundary

This report details our ESG-related disclosures, initiatives, and operational strategies within Indorama Corporation's reporting boundary. It meets the following criteria: ownership with at least 50% management control, inclusion in the annual financial reporting process, and material importance to Indorama's ESG pillars. Details of our operational entities are mentioned on page 15.

This year, we have expanded our scope to include acquisitions made in 2022 and early 2023, such as Adfert Aditivos Fertilizantes in Brazil and JSC Rustavi Azot in Georgia, respectively. This expansion reflects an increase in the scope of reporting compared to the previous year.

For any asset we acquire, environmental, safety, and community performance data are first provided for the year after acquisition to enable full integration of data systems.

We continually strive to define performance indicators that improves our measurement systems. All reporting limitations and exceptions are highlighted within the report.

References to "Indorama", "Indorama Corporation", "our", "we", or "the Company" refers to Indorama Corporation Pte. Ltd. and its subsidiaries, unless the context indicates otherwise.

Double Materiality

This year, Indorama Corporation has embraced the concept of double materiality, as outlined by the European Commission in its Guidelines on Non-Financial Reporting. The double materiality assessment aims to identify ESG issues that hold material significance, considering both their financial implications and their broader environmental and societal influence. By integrating the principles of double materiality, we strive

to deliver a comprehensive understanding of our operational practices and their subsequent effects on our stakeholders as well as the external environment, promoting and enabling a relationship of mutual impact. For further details regarding our double materiality approach, please refer to page 25.

Third-Party Assurance

We aim to meet the informational needs of our stakeholders by providing clear, relevant and reliable sustainability performance data. External assurance helps us improve our reporting processes, data management and accountability thereby enhancing our overall sustainability performance. An independent third party, Ernst & Young Associates (EYA) LLP, has performed a limited assurance review of the disclosures in this report and their assurance statement is part of this report.

Feedback

We welcome your suggestions and feedback on this Report by email to esg@indorama.com or through our social media handles.

 @Indoramacorp

 @Indoramacorp





Our Business

Purpose Driven Performance

Indorama Corporation is a prominent chemical company dedicated to being a responsible part of the chemical industry through the integration of sustainability and responsible management in all aspects of its operations. Our wide-ranging product portfolio includes nitrogen and phosphate fertilizers, polyethylene, polypropylene, polyester, textiles, cotton fiber, medical gloves, fertilizer additives, NPK fertilizers, PET resin, spandex, spun yarn, agri inputs and farm lands.

Indorama – Company Overview

One of the **Asia's leading** Chemical manufacturing Company



21 Operating Companies across Asia, Africa, Europe, and South America



49 Years of History



Third largest producer of Synthetic Gloves in the world



39 Operating Sites




Largest producer of Polyolefins in West Africa



Largest producer of Urea and Phosphate fertilizers in Sub-Saharan Africa



\$5.3 billion* Net Sales



9 Countries of Operation



Our Purpose: Why we exist

Essential Materials: We produce materials that are essential for our world - fertilizers, medical gloves, textile, and packaging materials.

Better Lives: We strive to improve lives and develop a better world: for our customers, employees, and other stakeholders.

Our Vision: Where we want to go

To be the **materials company of choice** for customers and employees.

Driving scale, growth, & sustainability.

Our Values: Who we are

Act like owners
Passionate, courageous, responsible, and strategic

Be adaptable
To opportunities, challenges, and ideas

Care deeply
For people and our planet with trust, respect, and humility

Deliver excellence
Through knowledge, agility, innovation, and execution

* In USD

Our Value Chain

OUR INPUTS



Raw Material

Finance

Employees

Technology

Energy and Water

OUR PRODUCTS



Fertilizers

Textiles

Polymers

Rotational Crops

Medical Gloves

OUTCOMES



Our Triple Bottom Line:

We create long-term value for our stakeholders driven by our purpose, integrating ESG aspects into our business practices

Our Capabilities: How We Differentiate

Investing for the Future

We create value with prudence, ethics, integrity, corporate governance and a long-term outlook.

Committed Partners

We work collaboratively and foster long-term relationships.

Inspired Partners

We strive to build a high-performance culture to drive innovation.

Growth Platforms

We create value with prudence, patience, and a long-term outlook.

Empowered Talent

We trust and empower individuals so that they contribute their best.

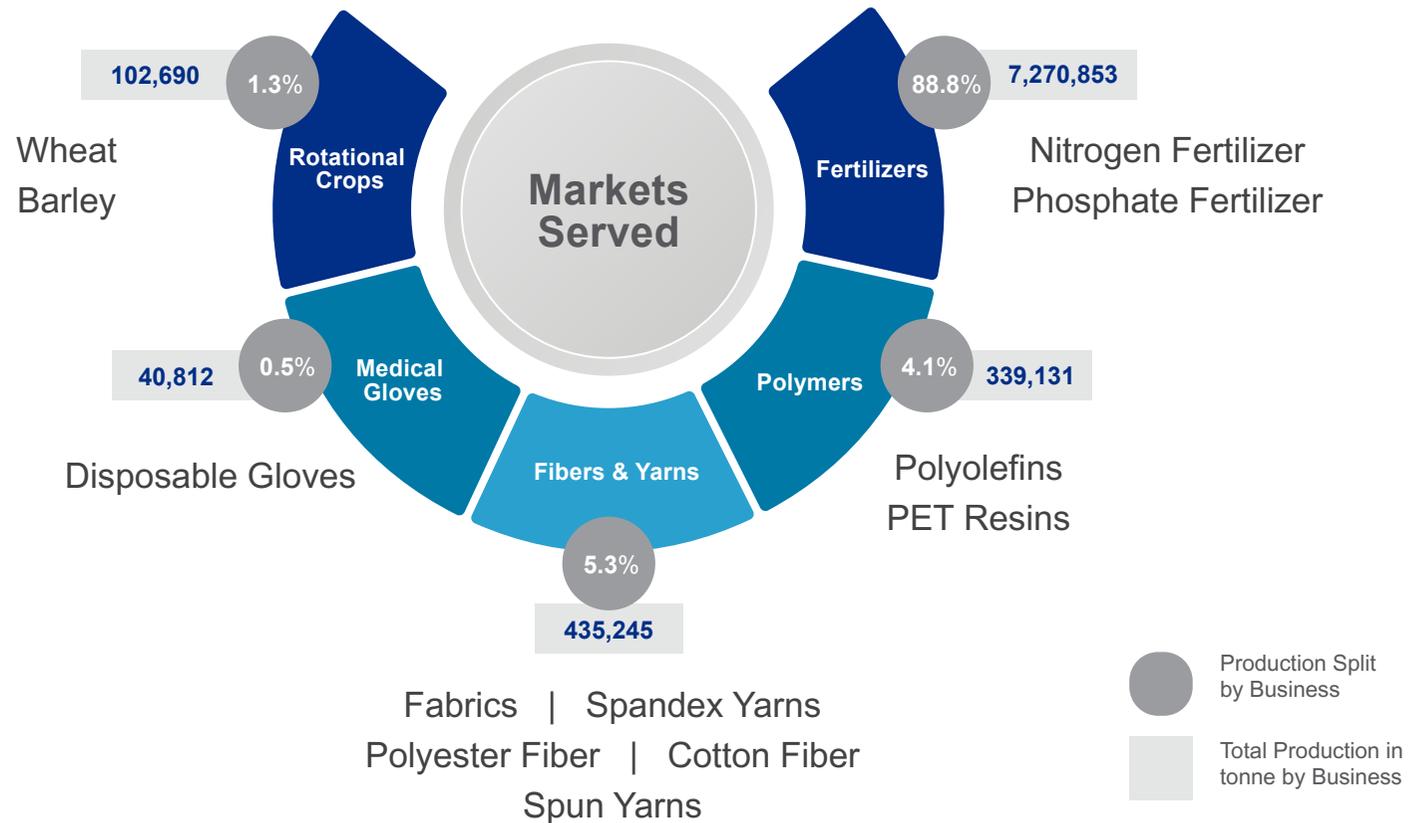
Quality and Safety

We maintain the highest standards for quality & safety.



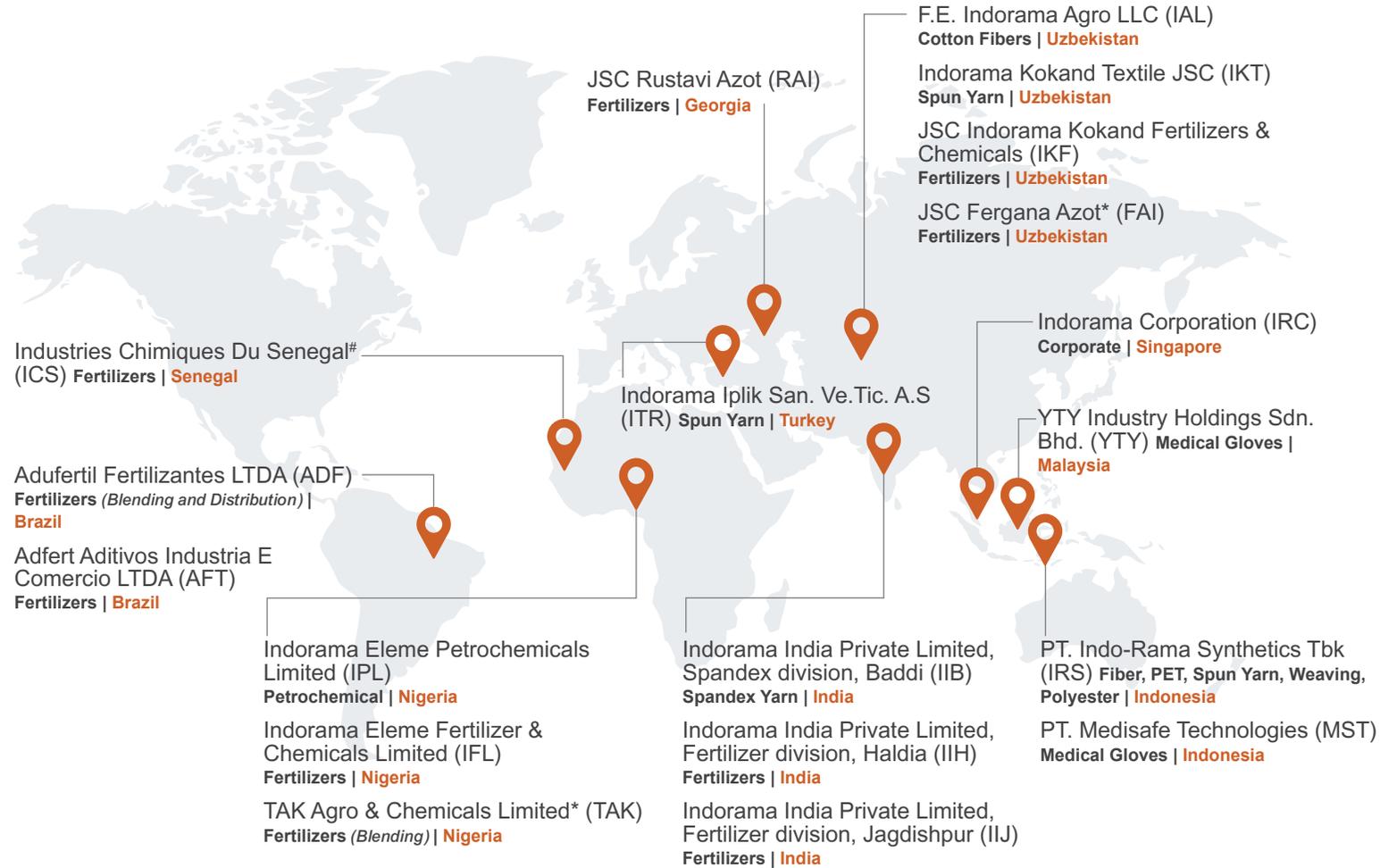
Product Portfolio

We specialize in producing top-quality fertilizers, polymers, and medical gloves, which make up the majority of our production. Additionally, we are involved in cultivating cotton and rotational crops, and our textile division manufactures polyester fiber, fabric, and yarns.



Global Presence

Indorama’s operations across Asia, Africa, Europe, and South America, bring various products from chemical manufacturing to agricultural solutions for our customers. Our facilities produce Fertilizers, Polymers, Fibers, Yarns, and Medical gloves enhancing agricultural and industrial processes worldwide. This extensive network enables us to deliver high-quality products tailored to the diverse needs of our global clientele while positively impacting the communities we serve.



*Not part of the reporting boundary in 2023.

#As of year ended 2023, Industries Chimiques Du Senegal (ICS) is an associate company of Indorama Corporation Pte. Ltd. (IRC).

Business Highlights

In 2023, Indorama has demonstrated business resilience and expansion through forward-thinking acquisitions, strategic partnerships, and collaborative efforts. We remain dedicated to sustainable growth by creating local value and fostering economic development. Through recent expansions and acquisitions, Indorama focuses on strengthening its global presence.

Operating across four continents, Indorama encounters various challenges, which we address through stringent governance, strategic alignment, value-focused economic practices, and sustainable consumption patterns.

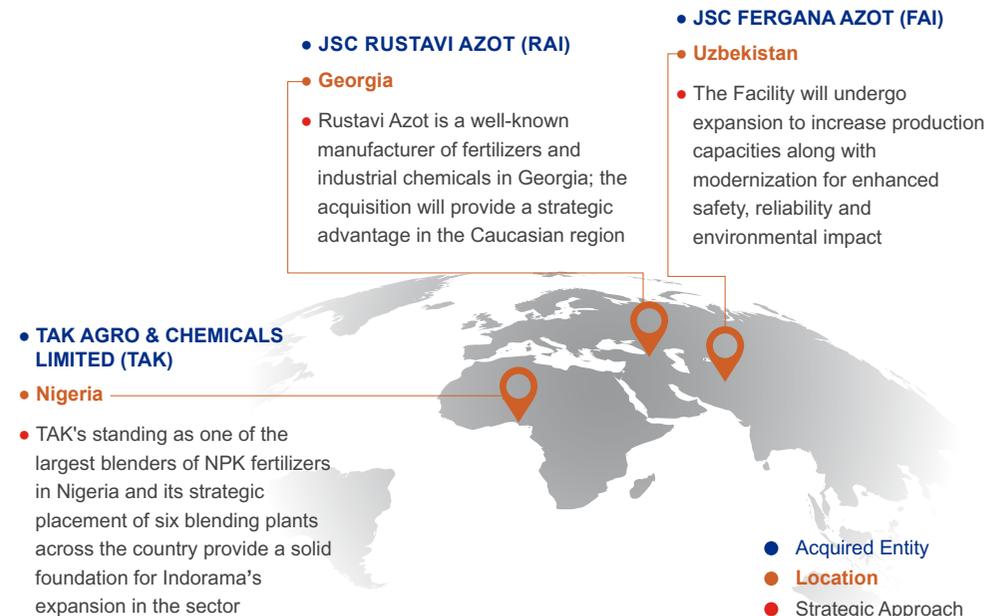
Capacity Expansion

In 2023, our Fiber & Yarn entity in India, which markets the INVIYA brand of spandex/ elastane, launched its third manufacturing facility in Baddi (Himachal Pradesh, India). This expansion has significantly increased the Baddi's total production capacity to 65 metric tonne per day, a substantial rise from less than 15 metric tonne per day in 2017, more than fourfold increase. Further, our Haldia unit under Indorama India Pvt. Ltd., has expanded its ammonia storage capacity to 10,000 tonne and received budget approval to construct a second tank of the same capacity, with a completion timeline of 20 months. This enhancement will improve raw material availability and boost overall production efficiency. PT. Indo-Rama Synthetics Tbk, Indonesia also completed expansion of spun yarn capacity by addition of a new 12,000 tonne plant.

Acquisitions

Indorama has expanded its footprint in Central Asia, Africa, and Europe to enhance its fertilizer manufacturing capacity. The acquisitions will provide us with the necessary infrastructure and manufacturing capabilities, strengthening our position further in the fertilizer industry.

Global Acquisitions 2023



Green Financing

In Indonesia, we secured a green loan valued at \$20 million from HSBC to fuel our project targeting a 20% increase in energy efficiency through installment of energy efficient machinery and technology. This will propel our broader ESG enhancement plans, including our decarbonization road map, initiatives for renewable resources such as solar panel installations and a commitment to the use of recyclable materials.

Our ongoing efforts to expand our hydroelectric capacity are crucial to our energy transition strategy. To support this, we have secured \$14 million green loan from HSBC, to finance a 20 MW hydroelectric project in Himachal Pradesh, operated by our subsidiary Roura Non-Conventional Energy Private Limited.

IAL, Uzbekistan has signed a \$15 million Sustainability Linked Loan with ADB for its farming operations.

Moreover, IAL, Uzbekistan has successfully achieved the first year's targets set for 2022 for its sustainability linked working capital loans of \$50 million leading to lower margins.

Membership of Associations

 <p>ANDA - National Association for Fertilizer Diffusion</p>	 <p>Manufacturing Association of Nigeria</p>
 <p>Nigeria Employers' Consultative Association</p>	 <p>Nigeria Chamber of Commerce</p>
 <p>Fertilizer Association of India</p>	 <p>Confederation of Indian Industry</p>



Indonesian Chamber of Commerce and Industry (KADIN)



Global Trends



Climate Change



Food Safety & Security



Digitization & Data Privacy



Occupational Health and Safety



Water Stress



Circular Economy

Climate Change



According to the World Meteorological Department, 2023 was the warmest year of the past decade with global near-surface temperatures averaging 1.45°C above the pre-industrial baseline. The impacts of climate change are evident in rising global temperatures, shifting weather patterns, sea-level rise, and an increased frequency of extreme weather events. These changes affect infrastructure and disrupt supply chains, often leading to significant financial implications for companies.

Our Response

Climate adaptation is a top priority for our sustainability strategy. We are actively implementing initiatives to reduce greenhouse gas (GHG) emissions in our operations through investing in energy efficiency technologies and renewable sources such as solar, hydro, and adopting renewable sources such as

biomass to mitigate our Scope 1 and 2 emissions. We are also making efforts to work out GHG emissions across our value chain. In 2023, we initiated Scope 3 assessments across 5 of our major manufacturing units. Overall, we are investing in addressing air emissions, improving water resilience, waste management, and biodiversity preservation while strengthening our production capabilities to meet climate adaptation needs.



Indorama Eleme Petrochemicals Ltd. (IPL), Nigeria

Key Efforts this Year

- Energy Efficiency Initiatives:** We are committed to reducing energy consumption within our facilities and premises. Apart from transitioning to renewable energy sources such as solar, hydro, and biofuels, we are also implementing waste heat recovery systems, optimizing cooling tower operations to lower motor power ratings and using low energy boundary lights. We continuously benchmark and track our energy use, emissions and other operational optimization measures to enhance our energy efficiency.





Climate Change



Food Safety & Security



Digitization & Data Privacy



Occupational Health and Safety



Water Stress



Circular Economy

Food Safety & Security



Food Security and nutrition are essential human rights that extend beyond calorie requirements. As per a report by the Food and Agricultural Organization (FAO) of the United Nations, 3 billion individuals cannot afford a healthy diet. Poor soil health, pests, and diseases can impact a crop by eliminating nutritional content, leading to poor crop quality.

Our Response

At our company, ensuring food safety is a top priority. We strive to meet the needs of a growing world while upholding strict safety standards. Our sustainable farming practices minimize strain on the land and optimize the nutritional content of our crops. We provide consumers with high-quality and nutrient-rich produce.

Key Efforts this Year

- **Fertilizers:** Indorama has started using UAN (Urea Ammonium Nitrate) solution, a fertilizer for efficient nutrient management in Uzbekistan. This liquid fertilizer consists of urea and

ammonium nitrate in the range of 28% to 32% for improved crop performance.

- **Community Work:** We are aligned with SDG 2- Zero Hunger and drive efforts to provide quality food through our food donation drives.

Digitization & Data Privacy



Automation and digitization have become crucial for companies striving to remain competitive and efficient in today's fast-paced business environment. By implementing digital process automation (DPA) tools, organizations streamline operations, reduce manual errors, and enhance productivity. As businesses harness data for decision-making and customer engagement, safeguarding this information from cyber threats and ensuring regulatory compliance becomes a top priority. The advent of Artificial Intelligence (AI) brings enhanced capabilities but also introduces data privacy and cybersecurity risks, potentially impacting reputation and leading to data breaches.

Therefore, establishing robust processes and controls to protect data is paramount.

Our Response

At Indorama, we fully embrace digital transformation to enhance our operations and resource management. We are actively implementing digital innovations throughout our processes, extending beyond production. The introduction of the UPDAPT platform for ESG Data management at Indorama demonstrates this commitment. Additionally, we leverage automation and Industry 4.0 technologies to optimize talent management and ensure compliance, utilizing cutting-edge digital tools to drive efficiency and foster innovation across our global operations. SAP and Darwin Box for HR function are the other tools deployed.

Key Efforts this Year

- **Process Automation:** At Indorama, we use automation daily to ensure optimum resource utilization. We have started using Robotic Process Automation (RPA) to monitor and analyze our



Climate Change



Food Safety & Security



Digitization & Data Privacy



Occupational Health and Safety



Water Stress



Circular Economy

tractor’s fuel consumption in Uzbekistan. Using RPA, we aim to prevent fuel siphoning and proactively monitor tractor performance while managing the efficiency.

- **Industry 4.0:** We have implemented Industry 4.0 in our phosphatic fertilizer plant in India to make decisions using analytics, alerts, and notifications generated by ThingWorx Software.
- **Digital Talent Management:** Our in-house media platform on Darwinbox provides the latest information and updates regarding our group companies, talent management, and serves as a place where employees can connect seamlessly.
- **Compliance Support:** Bringing digitalization to compliance support, we have piloted ‘Legatrix’ across a few sites to ensure effortless compliance.
- **Digital Data Management:** We are beginning to implement SAP for our ERP (enterprise resource planning software) processes, and the pilot has been launched. SAP provides ease of

centralized safe data storage and retrieval while helping us standardize our processes.

Effective Occupational Health and Safety Systems

Occupational Health and Safety (OHS) systems play an important role within our industry as we work with hazardous substances. Protection equipment, training, evacuation procedures and emergency response systems are vital in preventing injuries at the workplace. A lack of such systems can disrupt business operations and harm a company’s reputation.



Safety training at IKF, Uzbekistan

Our Response

Our top priority is the well-being of our employees. We are committed to continuous evaluation of potential risks, implementing proactive safety measures and delivering comprehensive training to cultivate a safety-conscious workplace culture. By leveraging technology, we are dedicated in enhancing our occupational health systems to ensure a secure work environment for our team.

Key efforts this year

- **Digital Monitoring Systems:** In our facilities, we have installed necessary health and safety monitoring systems, such as video analytics to identify individuals who violate PPE (Personal Protective Equipment) rules and ventilation systems to control harmful fumes and dust in the warehouses.
- **Management Standards and H&S (Health and Safety) Performance:** Expectation documents have been rolled out from the Corporate ESG to the units for implementation. Regular audits are being conducted to test the effectiveness and identify gap areas.



Climate Change



Food Safety & Security



Digitization & Data Privacy



Occupational Health and Safety



Water Stress



Circular Economy

- Training and Awareness:** To enhance our workforce's readiness and attain the objective of zero harm, we conduct regular training sessions encompassing safety and emergency response. We also conduct mock drills, safety audits, and equipment inspections to uphold employee safety standards. Additionally, we have implemented a comprehensive safety protocol to follow in case of any near miss, workplace injury, or any accidents.

Water Stress



As freshwater supplies steadily decrease and demand continues to rise, heavy reliance on this natural resource significantly impinges on its availability. According to a report by the EU, textile production is responsible for approximately 20% of clean water pollution, leading to water quality degradation and increased water stress in affected areas. As a water-intensive sector, agriculture further depletes groundwater levels, exacerbating the scarcity of available water supplies.



Zero liquid discharge (ZLD) unit at IIH, India

Implementing effective water management and policies is crucial in optimizing water consumption, particularly in high-water stress regions .

Our Response

Water is a vital concern for our business and poses substantial risks to our global supply chain. We actively practice water stewardship by evaluating water consumption, identifying water-intensive processes, adopting water-efficient technologies, and utilizing rainwater to decrease our reliance on freshwater. We are committed to reducing water intensity in our facilities and minimizing our use of freshwater resources.

Key efforts this year

- Water Conservation:** At our Haldia unit, we have installed water filtration systems and reuse process water to reduce our dependence on freshwater, resulting in 35% total savings in freshwater consumption. Through the implementation of the effluent recycling plant, we have achieved Zero Liquid Discharge status for the plant.
- Sustainable Water Supply:** We have built a water canal in Uzbekistan to provide reliable water supply to agricultural lands, ensuring high fertility by maintaining consistent moisture levels in the soil. Recently, we have also undertaken a drip irrigation project using novel water-saving technology to maximize water efficiency in water-scarce agricultural fields.
- Enhancing Water Management:** Our fertilizer manufacturing unit in Jagdishpur and Haldia combines rainwater harvesting and effluent treatment systems to reduce freshwater consumption.



Climate Change

In Jagdishpur, we reused 1,015,632 m³ of industrial and domestic treated effluents water for greenbelt irrigation and lowering water stress in the region.



Food Safety & Security

Circular Economy Optimization



Transitioning from the traditional linear model of production and consumption to a circular economy offers numerous benefits, including waste reduction, resource conservation, and increased efficiency. Companies can minimize their environmental impact by emphasizing reuse, remanufacturing and recycling of products and materials while creating new opportunities for innovation and growth. This shift supports sustainability and drives economic value by extending the lifecycle of resources and reducing dependency on virgin materials.

Our facilities are equipped with effluent treatment plant. We comply with EPR regulations for plastics, batteries and e-wastes through waste coprocessing and remain fully aligned with the evolving regulatory requirements in all our operating regions.

- **ECOModa100™**: Made from 100% recycled pre-consumer spandex waste in the Spandex unit at Baddi (India), ECOModa 100™ has 83% less global warming impact than conventional spandex.



Digitization & Data Privacy



Occupational Health and Safety



Water Stress



Circular Economy

Our response

By implementing efficient waste management practices, we have successfully minimized waste generation.

Key efforts this year

- **Our 4R Principle**: We follow the 4R (Reduce, Reuse, Recycle, Recover) principle to reduce waste generated by combining waste with fuel to fulfill our energy requirements. Our plants utilize energy from the waste heat through Waste Heat Recovery Steam Generators installed in the manufacturing facilities. In 2023, we diverted 73% of hazardous waste materials from disposal.
- **Zero Liquid Discharge (ZLD)**: We have installed ZLD units and robust effluent treatment systems to conserve and reuse wastewater.





Sustainability Strategy

Transforming for Sustainable Growth

At Indorama, sustainability is a critical and fundamental aspect of identifying substantial risks and opportunities. Our leadership passionately recognizes the crucial role of sustainability in business expansion and is dedicated to embedding sustainable practices throughout our operations. Aligned with our unwavering commitment to sustainability and responsible business conduct, we have meticulously crafted a formidable framework anchored in three pivotal pillars: Environment, Social, and Governance (ESG).



Stakeholder Engagement

We truly value the diverse perspectives of our stakeholders, which drives us to place great emphasis on proactive communication to nurture meaningful engagement. By transparently sharing our non-financial performance and providing regular updates on our website and newsletters, we are committed to ensuring that our progress effectively reaches and resonates with our stakeholders.

Our active engagement strategy involves various channels to build relationships and collaborate on sustainability initiatives. Our approach to stakeholder prioritization is guided by mutual impact – the influence stakeholders have on our business and the impact we have on them.

Stakeholder Engagement Framework

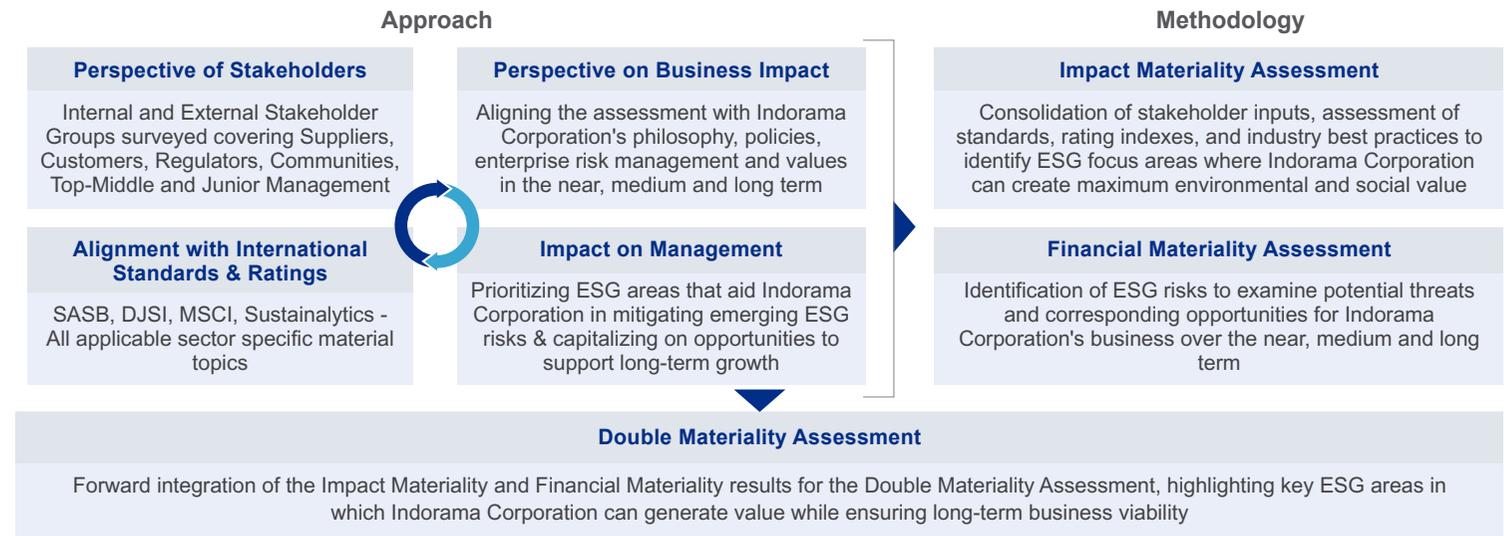
Stakeholder	Mode of Engagement	Frequency	Area of Interest
Employees	<ul style="list-style-type: none"> • Newsletter and emailers • Townhalls • Employee reviews • Surveys • Social media 	Monthly, quarterly, and annually	<ul style="list-style-type: none"> • Career enhancement • Leadership and skill development • Health and safety • Employee welfare programs

Stakeholder	Mode of Engagement	Frequency	Area of Interest
Customers	<ul style="list-style-type: none"> • Trade Exhibitions • Roadshows • Face to Face Meetings • Events and Conferences 	Weekly, monthly and quarterly	<ul style="list-style-type: none"> • Product Stewardship • Business Ethics and Compliance • Competitive Pricing
Suppliers	<ul style="list-style-type: none"> • Supplier Meets • Exhibitions • Vendor Management Systems • B2B Relationships 	Need based	<ul style="list-style-type: none"> • Supply Chain Management • Occupational Health and Safety • Optimal Pricing and Timely Compensation
Financial Institutions/ Investors	<ul style="list-style-type: none"> • Investor Presentation • AGM and Investor Meet • Annual Reports • Sustainability Reports 	Quarterly, and annually	<ul style="list-style-type: none"> • Financial Performance of the Group • Timely Repayment of Credit • Transparent Reporting • Sustainability Practices
Community	<ul style="list-style-type: none"> • Community Meetings • CSR Initiatives and Campaigns • Impact Assessment through NGO Partners 	Continuous	<ul style="list-style-type: none"> • Livelihood Generation • Education • Sanitation and Hygiene • Plastic Waste and Recycling • Community Engagement and Human Rights
Regulatory Bodies	<ul style="list-style-type: none"> • Formal Dialogues • Annual Report • Stakeholder Forums • Telephonic Communication • Emails and Webinars 	Need based	<ul style="list-style-type: none"> • Compliance and Business Continuity • Transparent Disclosures • Timely Tax Payment • Risk Mitigation Strategies

Double Materiality Assessment

Every three years, we conduct a materiality assessment to identify key ESG issues that are material to the company and to our stakeholders. In 2023, we conducted a double materiality assessment to capture stakeholders' perspectives on ESG topics and identify material topics for the organisation.

Approach and Methodology



Materiality Assessment Journey



With a double materiality assessment, we aim to consider how our activities impact our surroundings - both environmentally and socially (impact materiality) - and how these and other external factors affect our business or financial performance (financial materiality). This approach helps us limit our impacts and consider risks to the organization. This two-way perspective not only enhances the understanding and

management of sustainability-related risks and opportunities but also strengthens corporate accountability and transparency.

Impact Materiality

During the impact materiality assessment, we utilized various methods such as peer benchmarking, industry-specific publications, standards, and ESG rating agencies like DJSI, MSCI, Sustainalytics,

and Refinitiv. Additionally, we considered sustainability frameworks such as GRI and SASB and leveraged insights from our Enterprise Risk Management (ERM) framework. Through surveys, we actively involved internal and external stakeholders to identify the material topics that were of priority. Subsequently, we evaluated these material topics' impact and likelihood of occurrence.

Financial Materiality

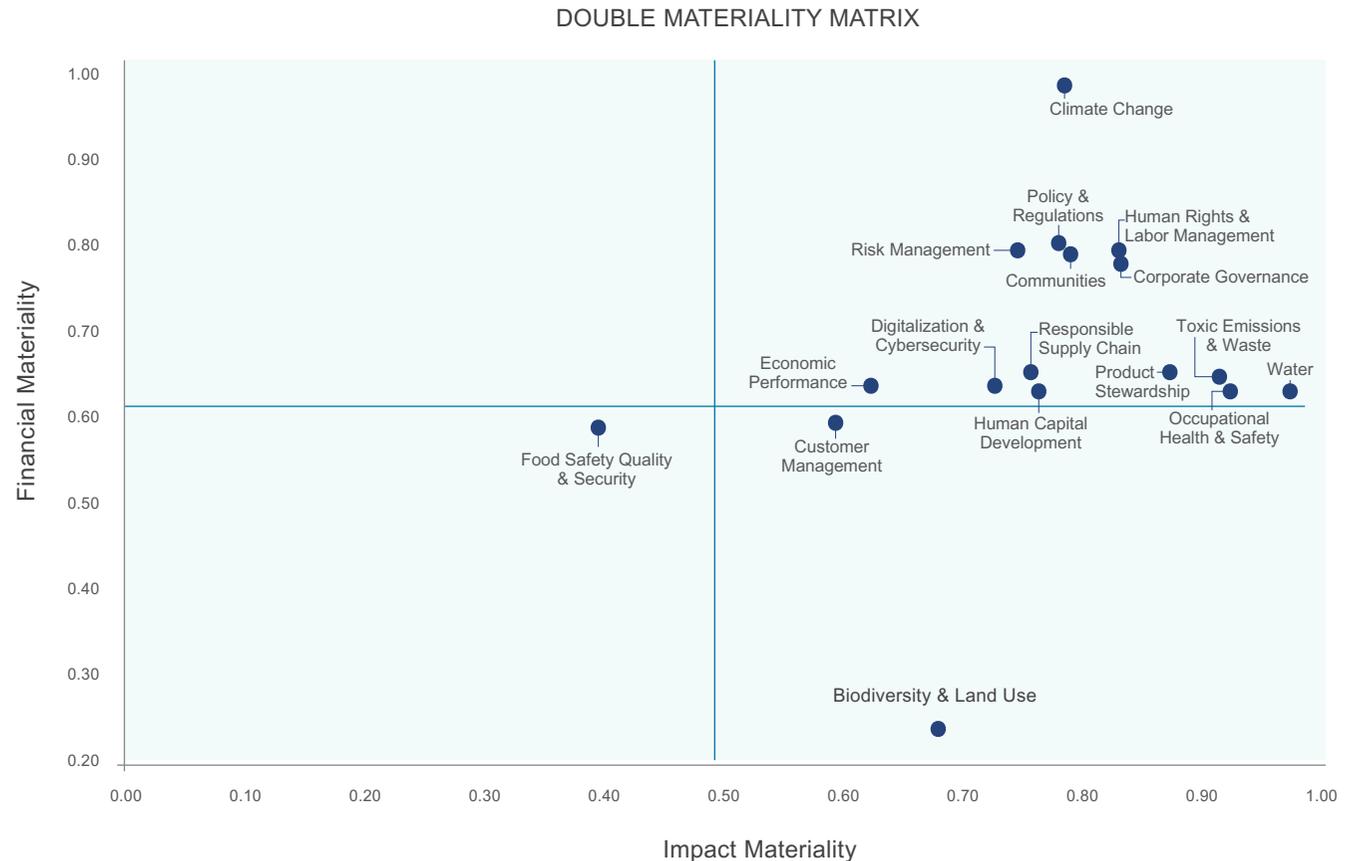
To determine financial materiality, risks and opportunities connected with all the potential material topics were identified. The financial impact, along with the time horizon of occurrence, was evaluated considering our business operations and subsequent opportunities to mitigate those risks over the near, medium, and long term.

The results of the impact materiality and financial materiality were consolidated to arrive at the list of material topics for the organization.

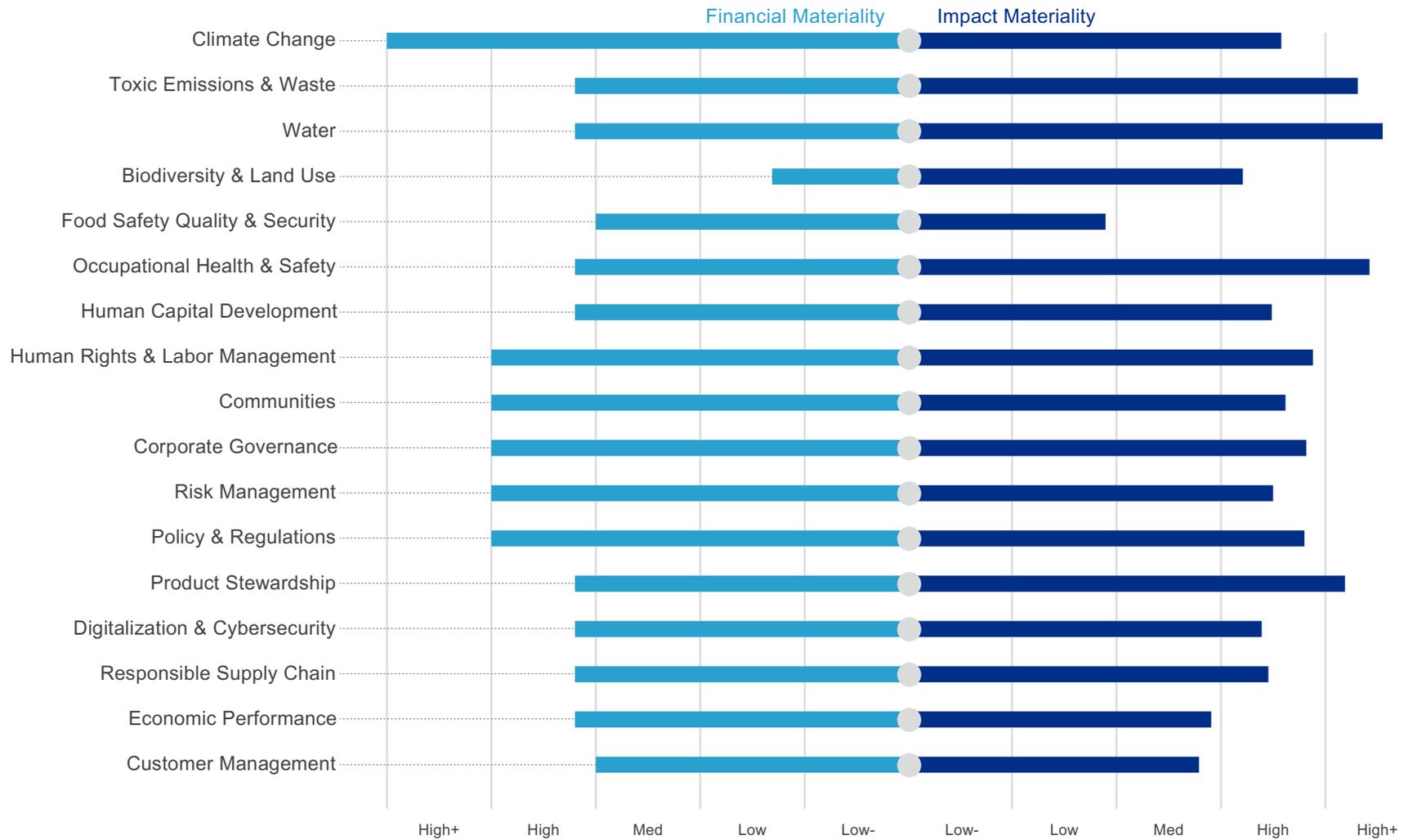


Indorama's Double Materiality Matrix

This matrix serves as a comprehensive tool to visualize and prioritize ESG topics that are important from both the impact and financial materiality perspectives, eventually guiding our business strategy.



Results of the Double Materiality Assessment



Double Materiality Assessment

Seventeen material topics were identified for strategy development, reporting, and governance. Effective management of these topics is essential to meet stakeholder expectations and achieving strategic objectives. The double materiality assessment led to the revaluation of all topics identified in the last materiality assessment. Four material topics, namely climate change, waste (now toxic emissions and waste), product stewardship, and communities, moved from low-medium priority to high priority. The 2023 assessment revealed new material topics crucial to our business operations, such as food safety; quality and security; economic performance; policy and regulations; and customer management.

Material Topics for Indorama

Pillars	Material Topics	Sub-Topics	UN SDGs
<p>Sustainability meets Chemistry</p>	Climate Change <i>Read more on page 33</i>	<ul style="list-style-type: none"> Climate Strategy GHG Emissions Energy 	
	Toxic Emissions & Waste <i>Read more on page 40</i>	<ul style="list-style-type: none"> Air Emissions Waste Effluents Plastic Waste Packaging Circular Economy 	
	Water <i>Read more on page 41</i>	<ul style="list-style-type: none"> Water Stewardship 	

Pillars	Material Topics	Sub-Topics	UN SDGs
	Biodiversity & Land Use <i>Read more on page 44</i>	<ul style="list-style-type: none"> Biodiversity Land Use Deforestation Soil Regenerative Agriculture Nutrient Stewardship 	
<p>Empowering Talent</p>	Occupational Health & Safety <i>Read more on page 46</i>	<ul style="list-style-type: none"> Occupational Health & Safety 	
	Human Capital Development <i>Read more on page 50</i>	<ul style="list-style-type: none"> Employee Wellbeing Employee Engagement Learning and Development Employee diversity & inclusion (DEI) Talent Acquisition & Retention 	
	Human Rights & Labor Management <i>Read more on page 54</i>	<ul style="list-style-type: none"> Human Rights Labor Management Relations Child Labor Forced or Compulsory Labor Non-Discrimination Freedom of Association and Collective Bargaining 	

Pillars	Material Topics	Sub-Topics	UN SDGs
<p>Building a Resilient Society</p>	Communities <i>Read more on page 56</i>	<ul style="list-style-type: none"> • Community Development • Farmer Livelihoods 	
	Responsible Supply Chain <i>Read more on page 64</i>	<ul style="list-style-type: none"> • Supply Chain Management • Responsible Sourcing 	
	Food Safety, Quality and Security <i>Read more on page 66</i>	<ul style="list-style-type: none"> • Food Safety and Quality • Health and Nutrition • Hunger and Food Security 	
<p>Leading with Integrity</p>	Corporate Governance <i>Read more on page 62</i>	<ul style="list-style-type: none"> • Board composition and Oversight • Anti-competitive behavior • Transparency and Reporting • Ethics and Integrity • Anti-Corruption 	
	Policy & Regulations <i>Read more on page 63</i>	<ul style="list-style-type: none"> • Company Policies • Regulatory Compliance • Environmental Compliance 	

Pillars	Material Topics	Sub-Topics	UN SDGs
	Product Stewardship <i>Read more on page 65</i>	<ul style="list-style-type: none"> • Product Quality & Chemical Safety • Sustainable Innovation & Technology • Lifecycle Assessment • Product Carbon Footprint • Packaging 	
	Digitalization & Cybersecurity <i>Read more on page 67</i>	<ul style="list-style-type: none"> • Digitalization • Cybersecurity • Data Privacy 	
	Risk Management <i>Read more on page 36</i>	<ul style="list-style-type: none"> • Climate Risk Management 	
	Economic Performance <i>Read more on page 12</i>	<ul style="list-style-type: none"> • Economic/Financial Performance 	
	Customer Management <i>Read more on page 66</i>	<ul style="list-style-type: none"> • Customer Health and Safety • Customer Satisfaction • Customer Management 	

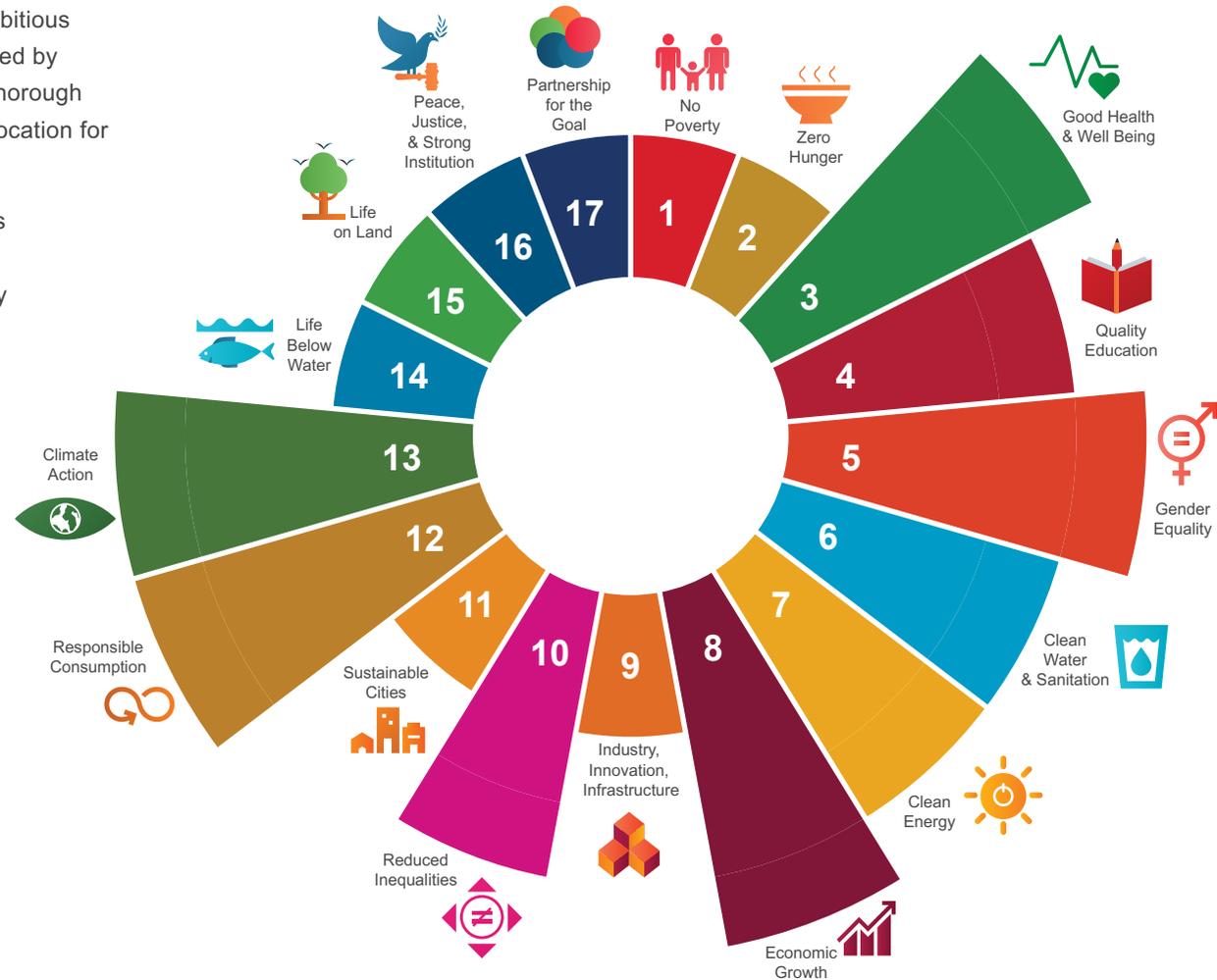
Advancing Our Commitment to United Nations Sustainable Development Goals (UN SDGs)

In 2023, we identified ten priority SDGs through a comprehensive evaluation. For each business unit, we will establish ambitious targets and relevant KPIs that are required to be achieved by 2030. Furthermore, we are committed to conducting a thorough cost-benefit analysis to ensure responsible resource allocation for attaining these goals.

We conducted an assessment to prioritise the UN SDGs for us and to identify SDGs where we can have a significant contribution. We engaged with XIM University to conduct this study and will be working on the prioritised SDGs in the coming years.

Priority SDGs.

- Good Health & Well-being
- Gender Equality
- Economic Growth
- Reduce Inequalities
- Responsible Consumption
- Climate Action
- Quality Education
- Clean Water
- Clean Energy
- Reduce Inequalities





Environment Management

Protecting Our Planet

We recognize our responsibility to address the environmental impact of our sector and understand that reducing our ecological footprint and mitigating climate-related risks are crucial towards creating long-term value for our stakeholders. These actions also ensure the resilience of our business in a rapidly changing world. In line with our commitment to climate action, we are actively evaluating climate-related risks and opportunities based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), ensuring a comprehensive and transparent approach towards our climate action.

Material Issues Impacted

- Climate Change
- Toxic Emissions & Waste
- Water
- Biodiversity & Land Use

Contribution to SDGs



Environment Preservation

Indorama recognizes the importance of environmental stewardship and sustainable resource utilization. Our operations span different geographies and intersect with diverse ecosystems and communities, and we regard environmental considerations a critical component of our sustainability strategy. A Group level enterprise risk management (ERM) assessment was conducted to help us identify key priority areas under various ESG aspects.

We follow a precautionary approach towards minimizing our impact on the environment. We have implemented environment management systems to monitor and improve our performance on climate change, water, biodiversity, circular economy, as well as effluent and waste management. We have obtained ISO 14001 (Environmental Management System) and ISO 50001 (Energy

Management System) certifications across our manufacturing sites. As of 2023, nine sites have achieved ISO 14001 certification, with five of these sites additionally certified for ISO 50001, underscoring our commitment to continuous improvement in environmental performance and energy efficiency. We comply with all applicable laws and regulations.



ISO Certified Entities

Indorama Kokand Textile LLC, Uzbekistan  

FE Indorama Agro LLC, Uzbekistan 

Indorama India Private Limited, Baddi  

Indorama India Private Limited, Haldia  

Indorama India Private Limited, Jagdishpur  

PT. Indo-Rama Synthetics Tbk, Purwakarta Indonesia  

Indorama Iplik San. Ve.Tic. A.S., Turkey 

PT. Medisafe Technologies, Indonesia 

YTY Industry Holdings Sdn. Bhd., Malaysia 

Climate Change

We recognize that climate change poses a significant threat to businesses, and supply chains. The increasing frequency and intensity of extreme weather events, disruptions to resource availability, and rising regulatory pressures are factors that could cause a significant impact. As a responsible business, we acknowledge the impact of our operations and are committed to reducing emissions and transitioning towards a sustainable, low-carbon future. We have conducted a Climate risk assessment in line with TCFD Recommendations and are also developing a Decarbonization plan for our large facilities.

GHG Emissions

We monitor and report our GHG emissions under Scope 1 and Scope 2, which encompass emissions from fuel combustion and electricity sources respectively. Additionally, acknowledging the criticality of Scope 3 emissions for a comprehensive understanding of our environmental footprint, we have established a robust framework to systematically measure these indirect value chain emissions. We anticipate reporting on Scope 3 emissions

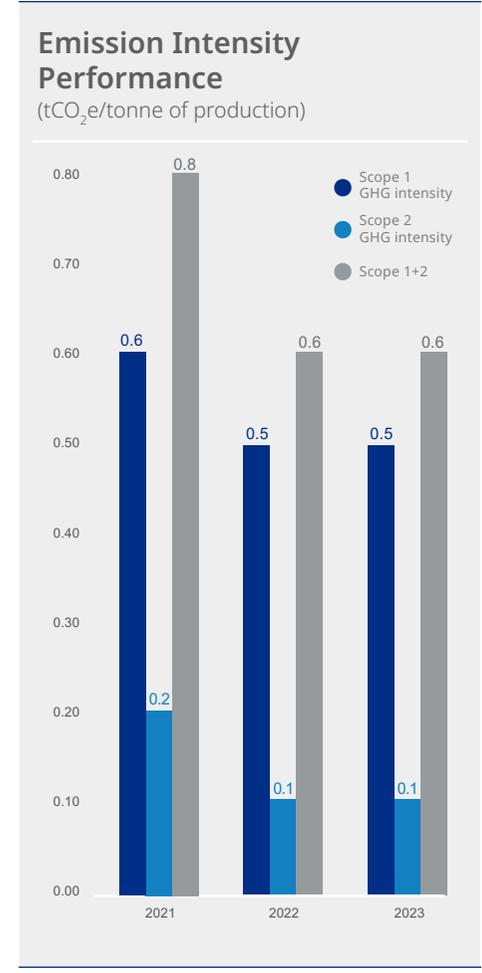
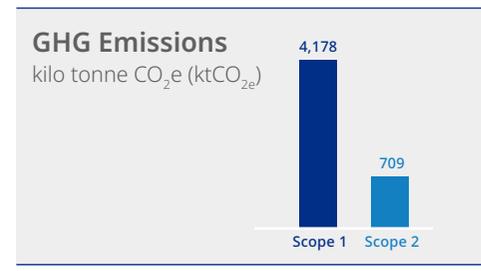
in the future, enabling us to identify and strategically address emission hotspots across our entire value chain.

Our Scope 1 and Scope 2 intensity reduced by 17% and 50% respectively in 2023 from baseline (2021), and has remained constant since the previous year. We remain committed to improving operational efficiencies while delivering on our decarbonization strategy.

Climate Strategy and Energy Management

25%

Reduction in Scope 1 & 2 GHG Emissions Intensity, compared to 2021



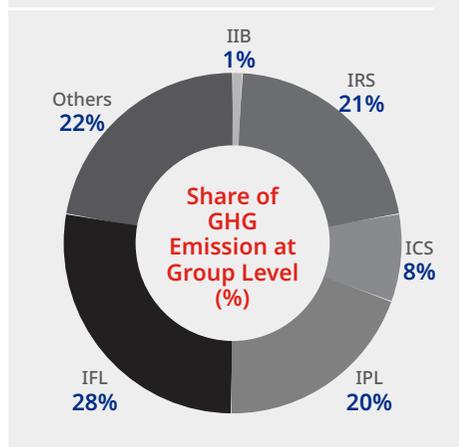
Decarbonization Strategy

In 2022, Indorama Corporation has launched a ‘Decarbonization Project’ where five Operating Companies were selected reflecting our major impact. These manufacturing facilities collectively account for 78% GHG emissions for Indorama Corporation-Group level. To understand the extent of our emissions, we got a third-party assessment of our Scope 1 (direct) and Scope 2 (indirect from purchased energy) emissions data. Having identified the key areas contributing most to our emissions footprint, we started work on developing a decarbonization plan with concrete levers for mitigation of GHG Emissions.



Indorama Eleme Fertilizer & Chemicals Ltd. (IFL), Nigeria

Five Operating Companies Part of the Decarbonization Strategy



- Indorama Eleme Fertilizer & Chemicals Limited, Nigeria (IFL)
- Indorama Eleme Petrochemicals Limited, Nigeria (IPL)
- PT. Indo-Rama Synthetics Tbk., Indonesia (IRS)
- Industries Chimiques Du Senegal, Senegal (ICS)
- Indorama India Private Limited (Spandex Division) - Baddi, India (IIB)

Our Decarbonization Study

The Project Modules

1. Gaps and recommendations on Scope 1 & 2 GHG Emissions Inventory

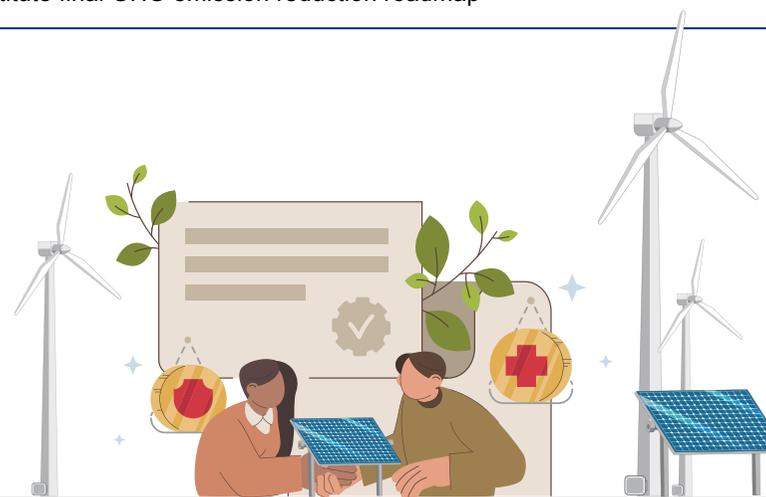
- Understanding GHG data
- Reviewing organizational boundaries
- Conducting gap assessments to refine GHG estimates

2. Data Collection Framework for Scope 3 Emissions

- Identify relevant Scope 3 emissions categories through materiality
- Develop data collection frameworks and facilitate data collection and collation

3. Carbon Abatement Action Plan and GHG Emission Reduction Strategy

- Evaluate carbon abatement levers and options
- Develop carbon offset roadmap
- Constitute final GHG emission reduction roadmap





Our Key GHG Emission Reduction Initiatives

Business Entity	Initiative	Project Timeline	Estimated Equivalent Emission Reduction (tonnes per annum)
IPL - Polymers, Nigeria	Gas Turbine Performance Improvement & Heat Recovery Steam Generator Installation & Process Optimization	2023	298,520
IFL - Fertilizers, Nigeria			
IRS - Fibers & Yarn, Indonesia	Discontinue Coal Based Power Plant	2025-26	198,000
ICS - Fertilizers, Senegal	Onsite Solar Installation (2.9 MW)	2024	1,000
IIB - Fibers & Yarn, India	Onsite Solar Installation (2.1MW)	2024	2,000
IKT - Textiles, Uzbekistan	Onsite Solar Installation (10.7 MW)	2024	8,489
IJJ - Fertilizers, India	Onsite Solar Installation (0.03 MW)	2023	21
FAI - Fertilizers, Uzbekistan	Onsite Solar Installation (20 MW)	2025	14,171
RAI - Fertilizers, Georgia	Onsite Solar Installation (23.9 MW)	2026	2,519
IIH - Fertilizers, Georgia	Onsite Solar Installation (0.5 MW)	2023	495
Roura Hydro - Himachal Pradesh	Hydropower Plant (20 MW)	2027	44,770

Emission Reduction in Manufacturing Facilities Through Waste Heat Recovery

Industrial waste heat recovery technology provides a sustainable option for our manufacturing plants for converting waste heat to energy. For our facilities in Nigeria and India, we introduced waste heat recovery systems with a combined investment of \$27 million.

Nigeria

Our polymer and fertilizer units in Nigeria were able to reduce emissions by adopting waste heat utilization technology, earlier. Parallely, across our units in Nigeria, we further enhanced our efforts by installing three new Heat Recovery Steam Generators (HRSGs), each with a capacity of 50 tph in 2023, at the exhaust of our Gas Turbines (GTs). These HRSGs utilized the excess energy from the GTs to produce steam, which partially replaced the steam traditionally generated by boilers. This substitution

has substantial potential to reduce associated GHG emission by an estimated 240 ktCO₂e per annum.

131.5 ktCO₂e/ yr reduction achieved in 2023 after installation of waste heat recovery in Nigeria

India

At IIH, we introduced a waste heat recovery boiler designed to utilize flue gas for steam generation. This method enabled us to reuse energy that typically dissipates without effective recovery systems. As a result, we significantly reduced our fuel consumption, thereby lowering GHG emissions. 18,113 MWh Waste Heat recovered in 2023.

12,896 tCO₂e reduction due to waste heat recovery system at IIH

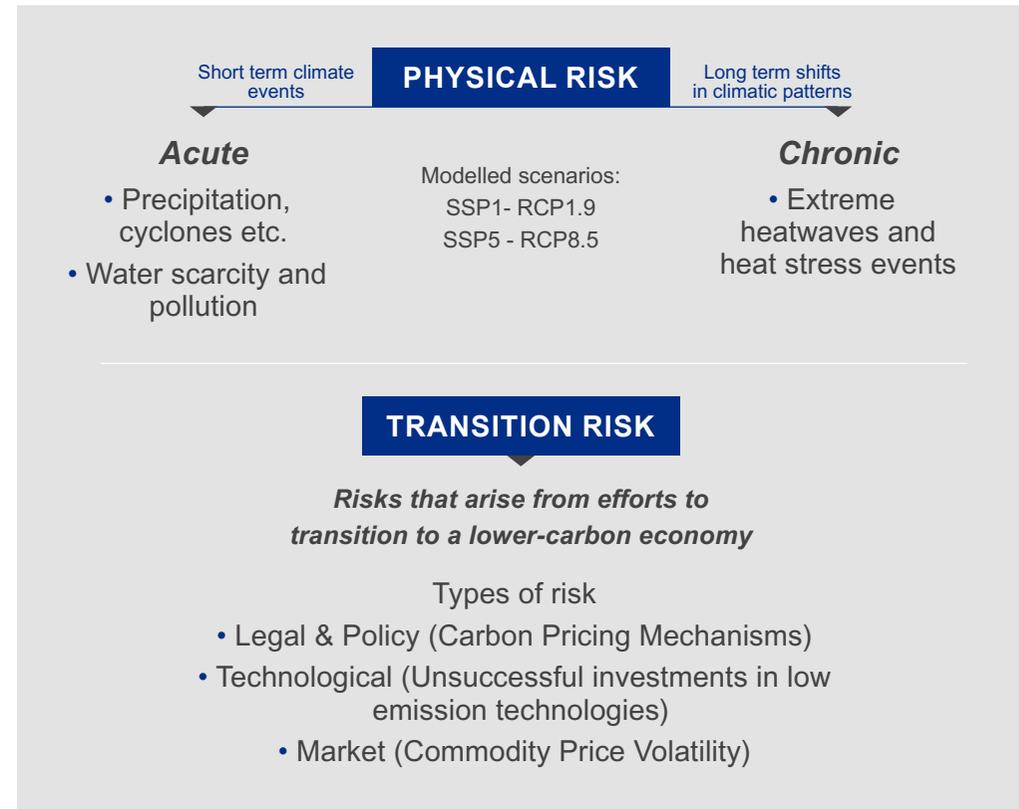


Climate Risk Assessment 2023 - 2024

Recognizing the potential affects of climate change on business continuity, supply chain, and overall operations, we conducted a comprehensive climate risk assessment for our operations. This study encompasses both physical risks (e.g. extreme weather events, water scarcity) and transitional risks (regulatory shifts, market changes). Following the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, we aim to address key areas like governance, strategy, risk management, and metrics. This study covers identifying and assessing climate-related risks and opportunities, developing management strategies, and integrating these processes into our existing risk management framework. This aligns with our commitment to climate-related financial disclosures like IFRS S2.

The ongoing TCFD assessment will be used to inform our ERM and future risk assessments. Furthermore, we are committed to continuously update our climate scenarios based on the latest advancements in climate science. This ensures we can effectively track and manage both climate risks and the potential opportunities that may arise.

We are confident that this proactive approach will lead to the development of resilient strategies that serve the best interests of all our stakeholders. We look forward to sharing the results of our TCFD assessment in the next report, and we are committed to ongoing transparency in our climate action efforts.



Climate Change Assessment Boundary



Governance

The Board oversees the Company strategy along with the:

- ESG Council
- ESG Advisory Panel
- ESG Committee
- ESG Team

Strategy

- 69 risk topics
- 50 core ESG areas
- Scenario Analysis: low-emission scenarios (SSP1-2.6 degree), also referred to as (SSP1-1.9 degree) and high-emission scenarios (SSP5-8.5 degree)

Risk Management

- Risk Identification
- Risk Assessment (Double Materiality)
- Risk Management
- ERM
- Decarbonization Plan

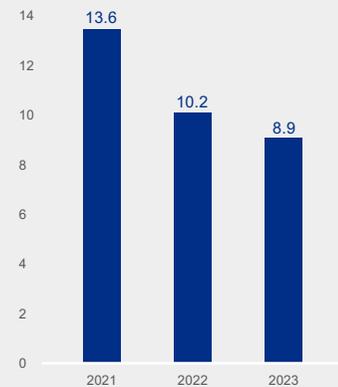
Metrics & Targets

- In process of setting near & long-term GHG Emission reduction targets.

Energy Management

At Indorama, we are committed to enhancing energy efficiency and integrating renewable energy sources as core components of our operational strategy. We recognize that effective energy management is crucial for operational efficiency. Therefore, we continuously update our energy management systems. We realize that increasing the share of renewables in our energy mix is essential for reducing our carbon footprint and reliance on finite resources. We are making efforts to increase our renewable energy consumption.

Total Energy Intensity
(GJ/tonne of production)



We are making continuous efforts to reduce our energy intensity. Our energy intensity declined by 35% from the baseline 2021. This significant improvement is largely due to change in methodology implemented in 2023.

Energy Efficiency

Energy efficiency is a core principle driving our energy transition. We actively pursue continuous optimization of our process infrastructure, resulting in significant reductions in energy consumption resulting in reduction in our environmental footprint.



Reducing Consumption Through Energy Optimizations

In 2023, at our Baddi unit in India, we improved our operational efficiency by reducing the cooling tower pump head size from 32 m to 25 m. This change allowed us to downsize the motor from 75 kW to 55 kW, resulting in an energy consumption reduction of 52,896 kWh.

Additionally, we replaced 150 wattage boundary lights with 80 wattage lights, further reducing energy consumption by 2,171 kWh.

55 MWh
Reduction in energy consumption

Increasing Renewable Energy Use

In 2023, our renewable sources accounted for 3% of our energy consumption. We are taking proactive steps to decrease our reliance on fossil fuel-derived energy and developing capabilities to accelerate the transition to renewable alternatives. To meet our green energy goals, we are increasingly installing solar power systems in our facilities in India, Senegal, Indonesia, Georgia, and Uzbekistan. Additionally, we have started sourcing energy from hydropower in our Indonesian sites. More details on our solar and hydro projects are cited on Page 35.



Renewable Energy

2,175 TJ

Renewable Energy Consumption from Biomass, Solar, and RECs in 2023

Installation of Solar Power in the Manufacturing Sites

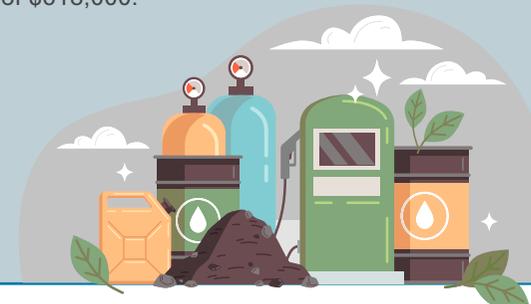
In 2023, new solar projects commissioned in Indonesia and India with capacities of 3 MW (IRS) and 500 kWp (IIH). In addition, three major solar power projects are upcoming in Uzbekistan, Indonesia and India with the respective capacities of 10.7 MW (IKT), 2.8 MW (IRS) and 2 MW (IIB) in 2024. We are also installing a solar capacity of 23.9 MW which is expected to commence operation in 2026.



Switching to Biomass-Based Fuel to Meet Our Energy Requirements

Biomass briquettes are made from green waste and other organic materials. In India, Ministry of New and Renewable Energy (MNRE) has started a “Biomass Program” to support setting up of Biomass Briquette/Pellet manufacturing plants through financial aid. To increase profitability, reduce fuel costs, and improve environmental sustainability, our fertilizer manufacturing facility in India installed and commissioned a Biomass briquette-based Hot Air Generator (HAG) at an initial cost of \$618,000.

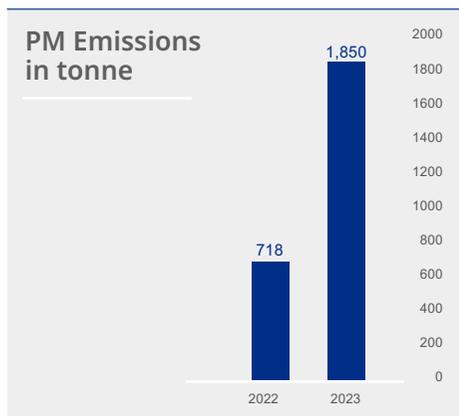
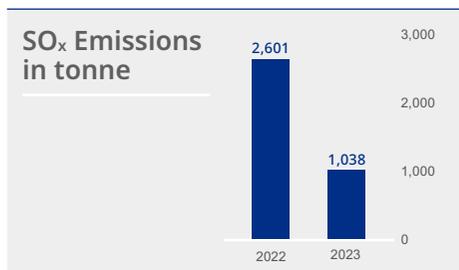
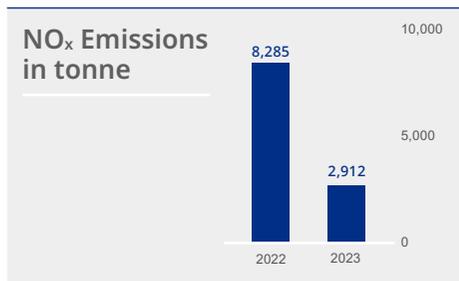
A moving grate furnace was installed, where both coal and biomass were used to produce hot air. Biomass briquette being a neutral fuel, does not cause carbon emissions. As a result, we were able to reduce carbon emissions associated with the use of furnace oil. Since 2022, in Indonesia we have started using Palm Kernel Shells as boiler fuel to replace 1,432 tonnes of coal. In 2023, through this initiative, we were able to reduce carbon emissions by 2,320 tCO₂e.



Air Emissions

Maintaining optimal ambient air quality within and around our manufacturing facilities is a top priority. We strictly adhere to all local and national air emission regulations, ensuring our emissions remain well within the permissible limits. We prioritize stringent monitoring of dust/ particulate matter (PM), nitrogen oxides (NOx), and sulfur oxides (SOx) from stacks and diesel generator sets through Continuous Emission Monitoring Systems (CEMS) in our facilities. As of 2023, ten of our units are actively consolidating and reporting.

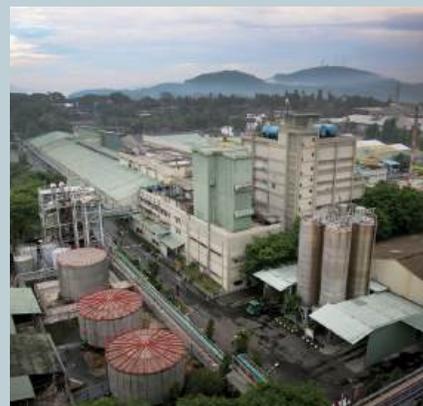
Our targeted efforts to reduce emissions through various unit-level initiatives have yielded positive results, demonstrating a significant overall reduction compared to 2022 levels. We remain committed to continuous improvement and innovation in air quality management, ensuring a healthier environment for our surrounding communities and ecosystems.



Note: Indorama started capturing and disclosing air emissions since 2022. As of 2023, ten of our units are actively consolidating and reporting. Other sites are not reporting due to lack of stack testing.

Mercury Monitoring System for Emissions Measurement and Analysis

In Indonesia, our Yarn & Fabric manufacturing facility is equipped with an online mercury analyzer, which continuously monitors mercury levels to ensure compliance with environmental regulations and support our ongoing efforts to minimize our environmental impact.



PT. Indo-Rama Synthetics Tbk (IRS), Indonesia

Reducing Aromatic Content in Areas Surrounding Our Nigerian Facility

We commissioned a project in September 2023, with an investment of \$2.3 million to improve the air quality at our facility in Nigeria. The units utilized Electro Oxidation technology to decompose dissolved hydrocarbons in wastewater. Through our initiative, we were able to improve the air quality in the surrounding areas and reduce the aroma content in the effluent to less than 5 ppm.



Indorama Eleme Fertilizer & Chemicals Ltd. (IFL), Nigeria

Water Stewardship

Global water projections indicate that the urban population facing water scarcity will more than double by 2050. Recognizing the critical role water plays in our operations, we are committed to sustainable water management. We actively pursue measures to reduce freshwater withdrawal particularly in regions experiencing high water stress.

Water Management Strategy

We are committed to implementing sustainable water management practices to ensure efficient use and protect water quality. Indorama is dedicated to addressing these challenges through innovative solutions and collaborative efforts to promote responsible water stewardship.

We primarily depend on surface water and groundwater sources for consumption and have the necessary permits obtained from regulatory bodies in our regions of operations. We have implemented a three-step process to further enhance water management.

Water Management
40%
Reduction in Water Intensity from 2021 levels

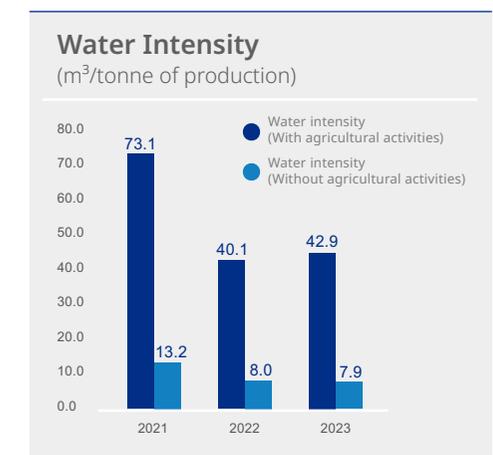
Managing Our Water Intensity

In 2023, our manufacturing operations achieved a remarkable 40% reduction in water intensity compared to the 2021 baseline. This significant improvement was driven by strategic process optimizations, reduced freshwater consumption, and enhanced water management practices, demonstrating our commitment to sustainable resource use. We continue to optimize water usage to improve recyclability and reduce discharge.

Highlights

7.9
m³/tonne of production
Water Intensity
(Excluding agricultural activities)

Conserve Freshwater & Improving Water Efficiency	Water Recharge: Rainwater Harvesting Systems	Water Reuse and Recycle: ETP Upgrades and Zero Liquid Discharge (ZLD) Technology
<ul style="list-style-type: none"> In Uzbekistan, we built a canal to improve irrigation efficiency. Here we also partnered with Netafin on a drip irrigation project to maximize water efficiency in water-scarce agricultural fields. 	<ul style="list-style-type: none"> We are implementing rainwater collection systems to supplement freshwater supplies and reduce reliance on traditional sources. 	<ul style="list-style-type: none"> We installed ZLD systems, such as the 40 m³/hour unit at our Haldia fertilizer plant, to achieve near-complete water recycling and minimize environmental impact. We continuously pursue ETP and recirculation system upgrades to reduce surface water intake.



Water Stress Assessment

Given the rising concern over water resources, in 2023 we proactively identified our sites under water stress and resolved to take immediate steps ensuring that water intensity and discharge are minimized. Over the years, our focus has been to conserve freshwater, practice groundwater recharge, develop effluent treatment units and optimize water consumption across these units and beyond.

“Extremely high water stress” areas	1. IIH, India	2. IIJ, India	3. ICS, Senegal
“High-water stress” areas	1. IRS, Indonesia		

Water intensity at Group v/s unit level in high water stress areas (m³/tonne of production)

Group level	IIH, India	IIJ, India	ICS, Senegal	IRS, Indonesia
42.9 [^] ; 7.9 [#]	0.8	5.1	19	14.9*

[^] (With Agriculture)

[#] (Without Agriculture)

* Average water intensity of polyester, spun yarn and fabric units at Indonesia facility



Conserving Freshwater at Sites With High Water Stress

To reduce freshwater consumption in our facility in Haldia (India), we have started to use rainwater to fulfill our water requirements in addition to using 100% recycled water. The project attracted an investment of \$611,000 and aligns with our overall environmental stewardship goals.

Haldia facility recycled 226,319 m³ effluents and used 15,207 m³ of rainwater which resulted in 35% freshwater savings.

At our Fertilizer plant in Jagdishpur (India), a total of 6.1 million m³ of industrial and domestic treated effluent water and harvested rainwater was reused and recycled for various purposes in 2023. To achieve this, we maximized the cycles of concentration in the cooling water system which conserved freshwater an equivalent to over 0.8 million m³ in this period. Furthermore, we were able to recharge approximately 1.6 million m³/year of water through rooftop rainwater harvesting and the development of a ponds to capture rainwater.

At IRS Indonesia, to reduce freshwater intake, we have started recycling treated effluents for use in domestic applications and operational processes at our ETP plant. We are also reusing freshwater in the cooling process, which is then collected for fabric processing and as feedstock for the boiler.

At IRS Indonesia, we were able to achieve reduction of 200 m³ surface water intake per day as a result of these initiatives.

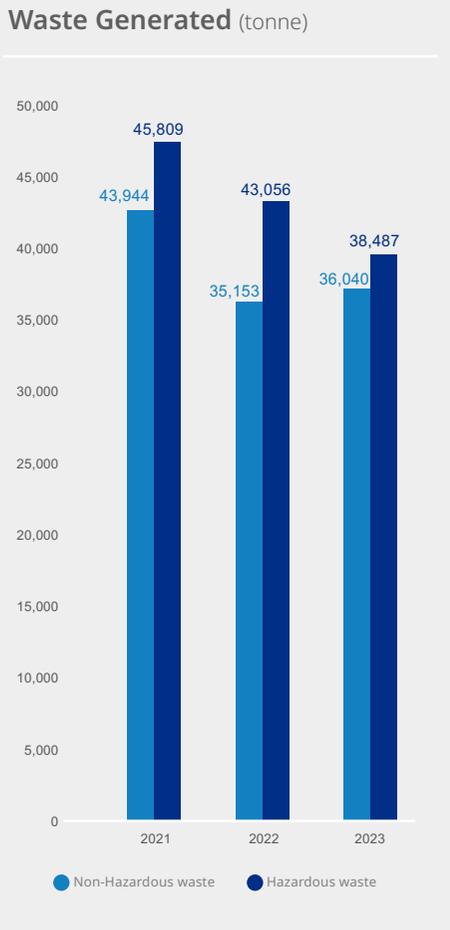
Waste Management

At Indorama, we are committed to responsible waste management practices for hazardous and non-hazardous waste, diligently addressing potential environmental impacts. We are embedding closed-loop systems and focusing on resource optimization through effective waste treatment.

Highlights

38,487 tonne
Total hazardous waste generation

11%
Hazardous waste reduction YoY



We actively promote responsible waste management practices, embedding the 4R (Reduce, Reuse, Recycle, Recover) Principle included in our Environment and Climate Change Policy. In 2023, implementing the 4R Principle for waste management, we diverted a record 73% of our total hazardous waste from disposal. In 2023, we reduced our waste through key initiatives from utilizing waste as fuel for the boiler to co-processing waste, and waste collection drives. We monitor our hazardous waste to assess the impact of our business activities and ensure responsible disposal in designated areas. Our IRS Indonesia Poly division successfully reused more than 98% of total hazardous waste generated on site.



Waste Management

73%

Hazardous waste diverted from disposal in 2023

To meet the EPR requirements of plastic waste, a total of about 4,300 tonne of plastic credits were purchased in FY 2023-24 for waste recycling at our three Indian units- I1J, I1H and I1B.

Reusing Waste as Fuel for Boiler

In line with our commitment to creating closed-loop systems in our manufacturing facilities to minimize waste generation, we have initiated the use of sludge waste from our wastewater treatment plant in Indonesia, combining it with coal to be used as fuel in boiler. This project required a total investment of \$250,000.

As a result, we were able to divert around 30 tonne/day of waste to be recycled as fuel.

Waste Management

Our Haldia Unit implemented a sludge evacuation system in 2023, to address sludge deposition in its phosphoric acid storage tanks. The site operates multiple tanks with a capacity of 50,000 tonne. Since sludge deposition reduces the available storage space, the site constructed a covered shed with an acid-proof brick-lining pond to evacuate and process the sludge into a usable slurry. This initiative promoted zero waste disposal.



Sludge evacuation system at IIH, India

Waste Recycling

In Senegal, we have successfully launched a sludge recovery system to recover 17 KT of phosphorus pentoxide waste annually. The system uses a German-made filter cloth and high-pressure separation, producing high-quality acid with less than 0.5% solid content.

In Uzbekistan, we commissioned a new waste recycling line that will recycle 3,600 tonne per annum of Blowroom & Carding waste, converting it into 2,500 tonne of cleaned waste, to be used in the Open-End Spinning Plant.

Biodiversity and Land Use

To protect flora and fauna, companies urgently need to drive conservation efforts and mitigate negative impacts on biodiversity. Biodiversity creates economic value through ecosystem services worth over \$150 trillion annually, equivalent to twice the world's GDP. As a Company committed to protecting the natural environment surrounding our facilities, we undertake necessary measures to prevent and mitigate adverse impacts from our operations. We have adopted sustainable practices and collaborate with organizations to address land degradation.

3,722

Trees planted around our facilities in 2023

Our Approach

At Indorama, we recognize the importance of biodiversity and land management around our facilities and maintain a delicate balance to preserve it. Our business is interwoven with land management and biodiversity across our value chain. Through our partnership with Better Cotton Initiative (BCI), we have adopted sustainable agricultural practices to improve soil health and reduce land degradation and acidification. We pursue sustainable land management practices to prevent land degradation and reduce soil acidification to ensure optimal nutrition for the crops to improve yield.

To reduce biodiversity losses, we are creating green belts around our entities to minimize and mitigate potential losses. For instance, at our IKF site (Uzbekistan), a 2 acre Biodiversity Park has been developed through intensive afforestation which also has a 200 m³ pond, that serves as a tranquil habitat for birds.



People

Building Tomorrow's Expertise

At Indorama, our people exemplify our core values of ownership, adaptability, care for the planet and its people, and delivering excellence. We firmly uphold the principles of diversity, inclusivity, and unwavering respect for human rights. We prioritize our employees' safety, well-being, and growth while offering comprehensive training and development programs. By embedding these values into our daily operations, we aim to cultivate a resilient, skilled, and motivated workforce while upholding the highest safety and human rights standards.

Material Issues Impacted

- Occupational Health & Safety
- Human Capital Development
- Human Rights & Labor Management

Contribution to SDGs



Occupational Health and Safety

At Indorama, safety is our unwavering priority. We firmly believe that safety is a collective responsibility that extends beyond individual tasks. Each team member plays a crucial role in creating a workplace with zero harm, allowing everyone to excel, contribute fully, and return home safely each day. We are fully committed to safeguarding our people and operations while pursuing our business objectives and positively impacting the world.

Our comprehensive Health and Safety Policy covers our safety ethos and commitments, meeting the requirement under global safety standard ISO 45001:2018. Through proactive measures, we have successfully minimized lost person-hours and accidents, empowering our workforce to carry out their responsibilities safely and efficiently. One of the primary contributing factors to such performance can be a 87% increase in safety training programs conducted over this period. Moreover, we ensure adherence to the principles of responsible care and process safety management across all our operations.



Safety training at IRS, Indonesia

Key Highlights

0
Fatalities across all units

230,000+
person hours safety trainings imparted (Inclusive of permanent, temporary employees and contract workers)

42%
Reduction in LTIFR from 2022

“Five-Star Safety Rating in the Occupational Health and Safety Audit”

Achieved by Indorama India Private Limited, Haldia (IIH), India; Indorama Eleme Petrochemicals Limited (IPL), Nigeria; and Indorama Eleme Fertilizer & Chemicals Limited (IFL), Nigeria; By British Safety Council

33%
of our units are ISO 45001:2018 certified

31%
Reduction in TRIFR compared to 2022



“Fire Safety Award”
Awarded to Indorama Synthetics (IRS) Indonesia

“Flawless Safety Audit”
for Control of Industrial Major Hazards (CIMAH) standards achieved by YTY Lekir & YTY Acheh sites, Malaysia



Occupational Health & Safety

0.6 Lost Time Injury Frequency Rate (LTIFR)

Our Approach to Occupational Health Safety

In our steady commitment to ensuring the safety and well-being of our workforce, we have implemented a multifaceted approach aimed at achieving zero harm. This approach encompasses various initiatives to minimize workplace injuries, illnesses, and fatalities.

Our Zero Harm Approach



Safety committees have been established across all our units to ensure compliance with safety protocols and procedures. The safety committee consists of a certified safety officer and a HSE Manager who deliver comprehensive safety training to all operators and oversee adherence to safety protocols at all stages.

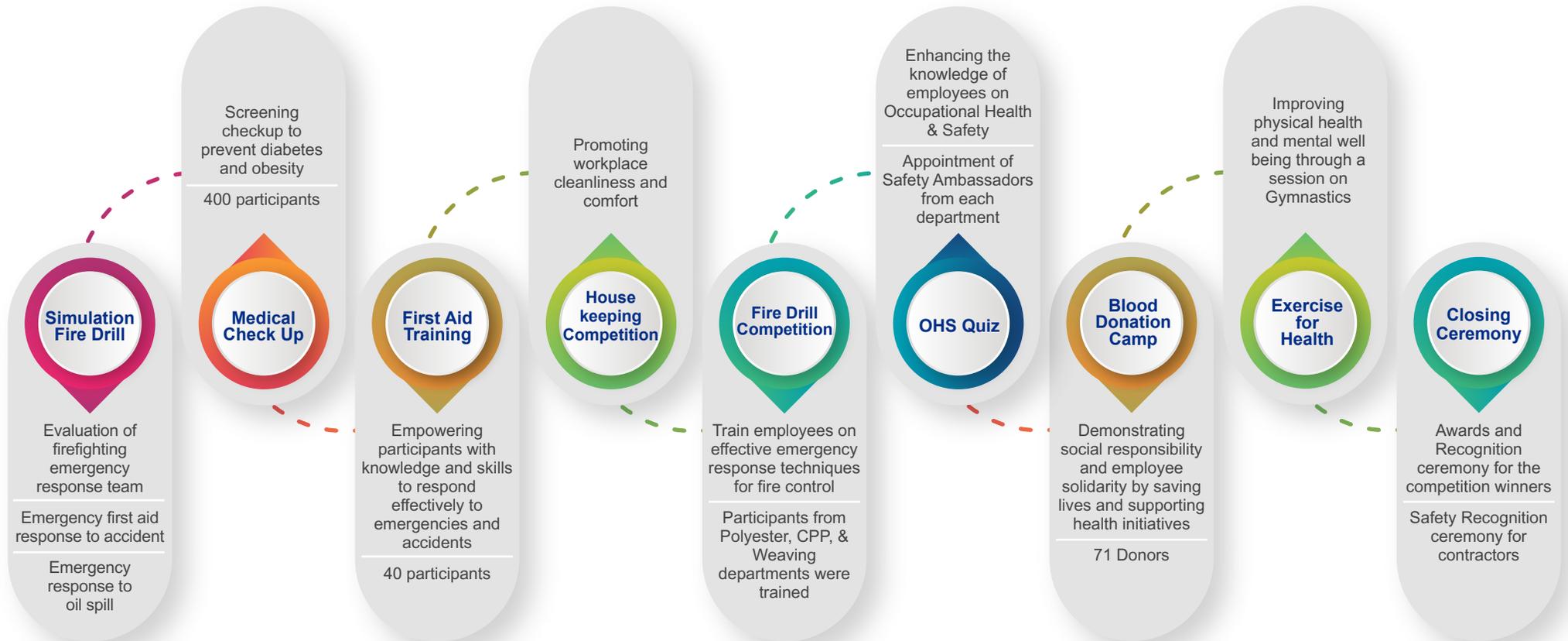
We regularly conduct mock drills and emergency response training sessions to enhance our workforce's preparedness for emergencies. We also implement tailored risk awareness and management programs across our sites, including Kiken Yochi Hazard Prediction, Hazard Identification and Risk Assessment (HIRA), and Hazard and Operability study (HAZOP). Our preparedness extends beyond the workplace, as we provide extensive medical facilities, including onsite clinics, medical insurance, and regular health check-ups for all employees and their families. These measures are taken at each unit through their respective safety committees.

Enhancing Occupational Health and Safety Through Digitalization

We are actively leveraging digitalization to strengthen our safety protocols and promote a culture of accountability and compliance. To monitor Personal Protective Equipment (PPE) compliance in real time, we have deployed surveillance cameras with advanced video analytics technology across our Haldia unit. We identified different areas with distinct PPE requirements and established corresponding detection rules accordingly. The integration of surveillance cameras and video analytics has strongly contributed to reducing workplace accidents while streamlining the process for swift intervention and corrective measures.

Safety Campaign Program, IRS, Indonesia

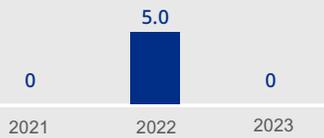
PT. Indo-Rama Synthetics Tbk (IRS) Safety Campaign program was organized in conjunction with National Occupational Health and Safety Day, 2023. The initiative lasted over a month, running from September 18 to October 25, 2023.



Achieving Zero Harm

In 2023, we accomplished our objective of zero harm by recording zero fatalities throughout our operations, signifying a 100% decline as compared to the previous year.

Fatalities (Cases)



Safety equipment at IPL, Nigeria

In 2023, we conducted a root cause analysis to better understand the reasons for the unfortunate fatalities last year. Subsequently, eight performance expectations were developed in line with international standards and put into effect, namely: isolation, confined space working, work at height, machine guarding, electrical safety, cranes & lifting, vehicles and driving, and rail safety. In line with our commitment to improving safety, we have initiated independent audits to verify the implementation of these safety standards rigorously.

'Major Risk Event' workshops were held at three Indorama Group locations (India, Indonesia, and Senegal for cluster businesses), introducing Bowtie and semi-quantitative risk approaches. Furthermore, we introduced a standardized system for incident classification and reporting to ensure all work-related incidents and observations are reported and managed effectively.

Our Safety Performance Metrics

Lost Time Injury Rate

(Cases per million man-hours)



Total Recordable Injury Rate

(Cases per million man-hours)



170+
Safety Drills

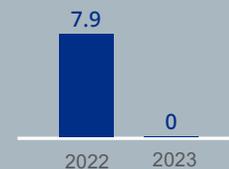
500+
Safety Audits

4,400+
Safety Training Programs

Promoting a Safety-First culture at our IKF, Uzbekistan Plant

In 2022, the Lost Time Injury Frequency Rate (LTIFR) at our IKF plant reached a concerning level of 7.9, prompting us to proactively address safety concerns. To reduce the LTIFR, we initiated regular emergency response training and mock drills in collaboration with government authorities and the plants HSE department. These training courses were designed to enhance employee preparedness and response capabilities in the event of emergencies. Quarterly mock drills provided hands-on training for all employees. Due to these initiatives, the LTIFR at the IKF plant saw a significant drop from 7.9 in 2022 to 0 in 2023.

LTIFR: IKF Plant



Human Capital Development

At Indorama, investing in our people is our most valuable commitment. We dedicate ourselves to fostering a workplace culture that is diverse, inclusive, empowering, and compassionate. We prioritize talent development through continuous upskilling and reskilling initiatives, ensuring our employees have the tools and opportunities to thrive and grow.

209,000+
Hours of training for employees

Note: Does not include temporary employees.

6,000+
Female Employees

48%
New Hires are women



94%
Employees receive regular performance reviews

Third Time in a Row
Adufertil, Brazil (ADF) recognized as a Great Place to Work Certified Company




Talent Acquisition & Retention

In our quest to attract and retain top talent, we ensure that our employees receive competitive compensation in line with industry standards. As an equal-opportunity employer, we uphold meritocracy in our hiring practices, basing decisions solely on qualifications. We provide a range of benefits to our

employees, including life insurance, health coverage, disability coverage, retirement benefits, and parental leave. In 2023, a total of 550+ employees availed parental leave, with 88% returning to work upon its conclusion and 76% remaining employed for the subsequent 12 months.



Team building activity at IIH, India



Employee Engagement & Well Being

We organize a myriad of professional and social events to improve employee engagement across our operations. We hold regular town hall meetings wherein our employees interact directly with the Vice Chairman and the Leadership team to gain insights into the Company's current performance and future endeavors.

We also launched the "Indorama Leadership Series" in August 2023, which provides a platform for senior leaders to share their personal and professional experiences. By offering insights into their journeys, challenges, and successes, senior leaders aim to inspire and motivate. These initiatives promote continuous learning, reinforce organizational values, and align employees with the Company's vision.

Employee Engagement Survey

We conduct our employee engagement survey annually. In 2023, the survey was distributed across all operations to evaluate employee satisfaction and their views on the organization. The survey was conducted in seven languages to ensure clarity and understanding. The survey covered 3,477 employees across IRC and achieved a good participation rate of 88% across all locations. We value the feedback received from the survey and are continuously making improvements to enhance employee experience across the organization.

Employee Engagement Survey Index Score:

2022 - **74** | 2023 - **75**

Indorama's Digital HR Transformation with DarwinBox

A recent milestone in our commitment to a people-centric HR function has been the digital transformation of our Human Resource Management System (HRMS).

This strategic initiative streamlines core HR processes like recruitment, onboarding, and performance management, significantly enhancing efficiency. Additionally, it has improved employee engagement and facilitated seamless access to information across the organization.

Vibe, Indorama's proprietary social media platform on DarwinBox, encourages employee communication, collaboration, and knowledge sharing.

Designated SPOCs from various locations enthusiastically contribute to updates on Vibe, which showcase awards, recognition, and celebratory moments.

95%
of HR Processes Digitalized



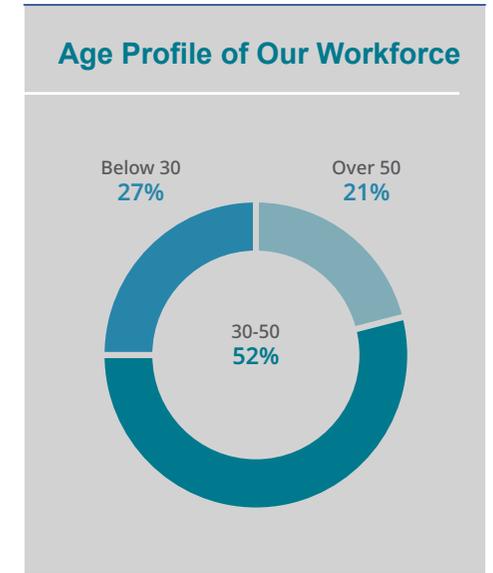
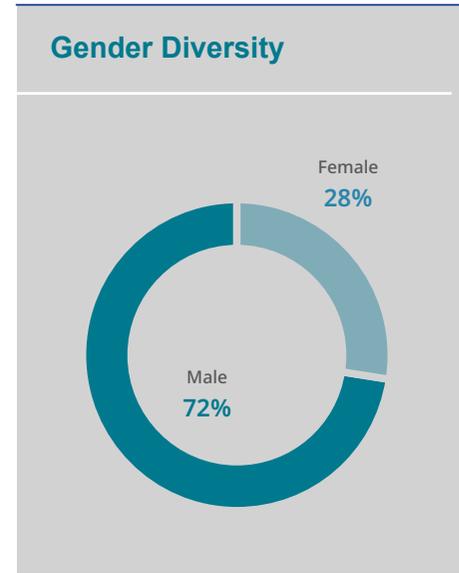
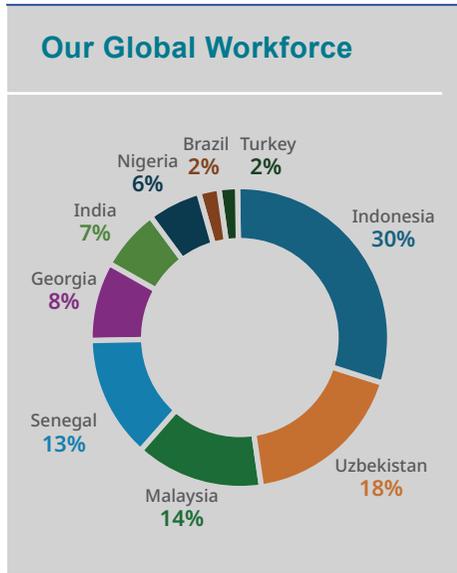
Diversity, Equity, and Inclusion

We are an equal opportunity employer and ensure everyone is treated fairly in employment decisions, including attracting, developing and compensating talent. We strictly prohibit discrimination based on any status protected by human rights law including race, color, ethnicity, religion, gender, sexual orientation, national origin, marital status, age or disability.

In our IKF plant in Uzbekistan, we have set a target to enhance the gender ratio from 15% to 25% by 2025. Moreover, in 2023 alone, the number of women hired surged by approximately 176% compared to 2022, with 1,900+ women joining our workforce. Our commitment to gender diversity also extends to senior management roles, where we have seen a rise from 1 woman representation in 2021 to 4 in 2023.

Workforce#
23,000+ Employees

*As per the reporting boundary of Sites.



Learning & Development

We have unveiled our new Learning Management System (LMS), Disprz. We will continue to integrate the LMS with our Darwinbox HRMS to ensure maximizing the impact of learning initiatives. We have also introduced "Indorama Gurukul," an e-learning platform powered by Skillsoft Percipio at our Haldia Unit. The platform equips employees with practical knowledge and skills across social, behavioral, and cognitive domains, aiding their professional growth. Overall, through various online and offline courses offered, the number of hours allocated to training our employees has risen from 113,257 in 2022 to 209,072 in 2023, an 85% increase.



Technical skills training at IRS, Indonesia

Performance Management

We prioritize career progression through a comprehensive performance management system.

Regular performance conversations and comprehensive reviews ensure a holistic assessment, culminating in a rating that reflects each employee's contributions. For instance, in our IRS unit of Indonesia we have established Assessment Development Center (ADC) to evaluate employee progress in terms of competencies and performance comprehensively.

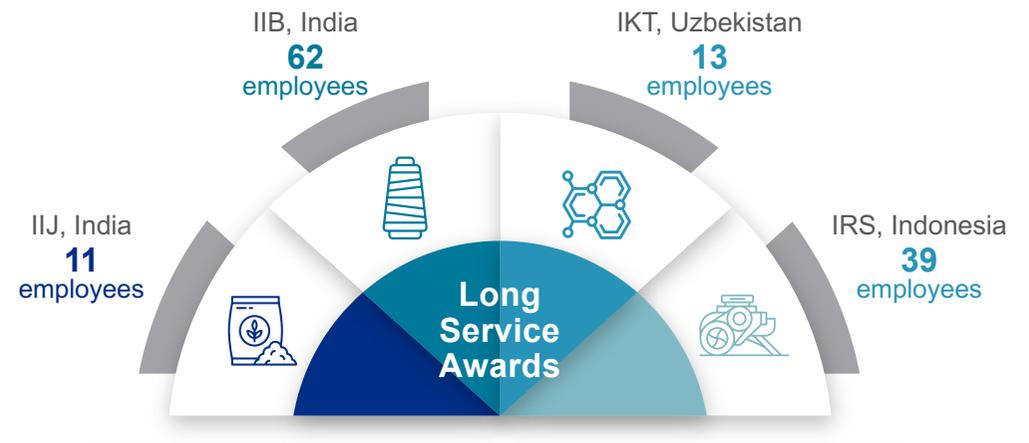
We are also committed to enhance both the organizational culture and leadership capabilities of our workforce. We inaugurated the first module of the Leadership Program centered around the theme "Act Like Owners" at our ADF Unit.

Employee Recognition

Across our units, we recognize the outstanding achievements of our workforce, which lead to the accomplishment of division-specific or organizational goals.

Additionally, we host the Indorama Star Awards, which celebrate the hard work and dedication of our teams across the Company and honor different units in several categories.

Furthermore, we present our employees who have been with our organization for 10, 15, 20, and 25 years with the Long Service Award in recognition of their dedication, loyalty, and substantial contributions. In 2023, we honored 125 employees across the Group for their hard work and service.



Human Rights and Labor Management

At Indorama, we wholeheartedly uphold the human rights of all our stakeholders in line with the United Nations Declaration on Human Rights.

Our comprehensive “Human Rights and Labor Policy” outlines our commitment to upholding human and labor rights across all operations. We comply with local regulations and maintain an open-door policy and a confidential reporting system for employees and stakeholders to voice their concerns.

We are committed to upholding human rights across all our operations, in alignment with the guidelines outlined in the Indorama Group Handbook. To prevent potential negative impacts such as bonded labor, child labor, underpayment, and

discrimination, we enforce strict policies and audit our vendors and suppliers, requiring them to meet compliance standards to continue their partnership with Indorama. Our Company policies ensure compliance with labor laws, health, and safety standards, and human rights.

For example, to proactively mitigate human rights risks in our high risk operations in Uzbekistan, we conduct risk-based labor assessments, followed by corrective action plans to address identified issues.

0 Cases
of Non-Compliance

Freedom of Association and Collective Bargaining

We respect employee rights to freely associate and engage in collective bargaining, ensuring a platform for open dialogue. Collective bargaining

agreements or unions cover approximately 58% of our total workforce.

For employees not covered by collective bargaining agreements, the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees. In 2023, IAL and the trade unions (TUs) ensured that they heard and effectively addressed worker's concerns including the Nano Unit Workers Transition, grievance resolution, protection of worker rights, and dispute resolution.

In 2023, the TUs held 56 meetings, conducted 19 events, 16 were related to culture and education, and provided assistance in 123 cases of financial payments for its members. Our IRS Indonesia unit maintains an ongoing 'Bipartite Cooperation Program' to promote harmonious industrial relations between management and workers through collaboration with labor unions.

Indorama Agro joins the Employers Confederation for Social Responsibility

The Confederation focuses on sustainable development, fair working conditions, and eliminating informal employment. Indorama Agro fully supports these initiatives, aiming to ensure equal rights and freedom for employers and employees in Uzbekistan.



Cotton harvesting at IAL, Uzbekistan



Community

Transforming Society

Indorama believes in prioritizing community impact and maintaining accountability through clear expectations and measurable progress. Our comprehensive community relations philosophy involves various initiatives to actively engage and empower local communities and farmers. Our integrated community development approach prioritizes six distinct focus areas that together strive to aid holistic development in the lives of individuals in our communities.

Material Issues Impacted

• Communities

Contribution to SDGs



Community Development

We are passionate about engaging with communities to understand their needs and overcome challenges. Our CSR vision reflects our deep commitment to uplifting lives and building a more vibrant global community. Through trust, respect, and humility, we actively enhance lives and shape a better world.



In 2023:

- \$5.7 million** Invested in Community Development projects
- 587,398** Beneficiaries across 6 themes

Our CSR priorities are determined through collaborative community consultation processes where we engage with local employees and residents to understand their needs and undertake relevant initiatives. We conduct structured Need-Assessment studies to identify areas requiring intervention. We drive our CSR efforts through our CSR committee. It reviews and allocates resources for projects to be implemented at various Indorama operational sites where we ensure effective implementation of these projects through our site-based CSR team.

CSR Focus Areas

<p>Education </p> <p>\$1.3 million 25,086 children with effective learning opportunities</p>	<p>Health </p> <p>\$0.7 million 239,351 people with improved healthcare resources</p>
<p>Drinking Water & Sanitation </p> <p>\$0.1 million 88,219 people got access to safe drinking water & sanitation facilities</p>	<p>Infrastructure </p> <p>\$0.5 million 50,893 lives benefited with better living conditions</p>
<p>Income Generation </p> <p>\$0.7 million 3,575 families received assistance to improve income opportunities</p>	<p>Community Engagement </p> <p>\$2.4 million 180,274 individuals supported through community engagement initiatives</p>
<p>3,000 volunteers </p> <p>Engaged in local initiatives</p>	<p>In-Kind Support </p> <p>\$2.9 million In-kind expenditure on Community Development activities</p>

Our Focus Across Globe



Providing **quality education** to empower individuals with knowledge and skills and assisting communities in constructing educational facilities that contribute to a secure, inclusive, and conducive learning environment. The initiatives focus on promoting quality education include providing learning tools, training teachers, offering scholarships, and educating the underprivileged.



Improving healthcare access for vulnerable individuals by **enhancing healthcare infrastructure**. We collaborate with local communities and governments to provide necessary primary healthcare facilities. Our initiatives focus on disease prevention and treatment, and promote healthcare for infants, children, adolescents, and mothers, among other key areas.



Building infrastructure to bridge the gap between urban and rural areas, providing access to essential services and resources. Initiatives focus on improving physical infrastructure such as roads, hospitals, schools, colleges, training facilities, and electricity supply.



Providing **clean and safe drinking water and sanitation** infrastructure for local communities which aims to eradicate waterborne diseases and improve individuals' overall well-being. Focus areas include agriculture, animal husbandry, skill development, micro-finance, and entrepreneurship.



Investing in livelihood programs to equip individuals with skills and knowledge through vocational training, entrepreneurship support, and access to financial services.



Ensuring strategic interactions for **community engagement** helps in defining a sense of ownership and responsibility among community members and a shared commitment to achieving positive outcomes.

Prosthetic limbs for Persons with Disabilities

In 2023, Indorama’s ICS in Senegal collaborated with Jaipur Foot BMVSS and the Senegalese Foundation for Invalids and Military Mutated to provide individuals in the community with free artificial or prosthetic limbs. The team conducted a census to locate beneficiaries and subsequently the project was undertaken in Dakar and Mboro. A prosthetic fitment camp was organized with an investment of around \$130,000 which led to almost 1,000 individuals receiving artificial limb free of cost, profoundly impacting their mobility and quality of life.



Fallou Sakho, a young and energetic boy from a small village in Senegal, full of dreams and aspirations for his life, is not one without struggles. In 2012, an unfortunate tragedy during a football match led to a fateful accident, causing him a fracture and subsequent amputation. As a result, Fallou lost his leg and became dependent on crutches for movement.

Through Indorama ICS’s prosthetic limb initiative in Senegal, Fallou received a prosthetic limb for his leg, which restored his dignity, mobility, and, most importantly, his happiness. Now, Fallou is back to his spirited self, actively participating in games with his friends and even walking without aid to his school. The initiative has profoundly transformed his life among many others, restoring hope and confidence in lives of people and giving them renewed possibility of a brighter future.

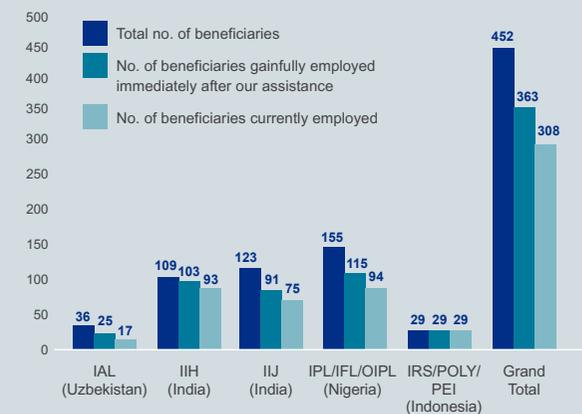
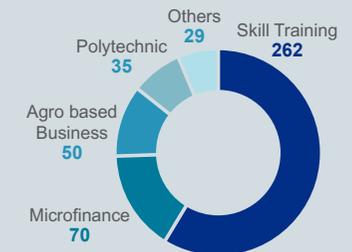
1,000 Persons with Disabilities supported

Evaluating Our Impact: Socio-Economic Impact Assessment

In December 2023, we conducted an impact assessment to evaluate the outcomes of the skill training programs undertaken at various Indorama sites. Out of the 2,572 individuals assisted between 2020 and 2022, 452 were interviewed for study.

The skill training programs are conducted across all Indorama sites, covering areas such as microfinance, small agro-based livelihoods, polytechnic education, and other courses, with the goal of facilitating employment opportunities. The individuals were provided with practical, hands-on training to enhance their employability, access affordable education, and achieve socioeconomic advancement. After these programs, most beneficiaries are now employed and earn more than \$3,000 per annum. IAL and IJ equipped beneficiaries with farm-based skills including fisheries, pisciculture, poultry farming, & playhouse construction. In

Nigeria, initiatives to implement microfinance programs support livelihoods by providing beneficiaries with funds to start small businesses or expand existing inventories. Through the assessment, a significant majority (two-thirds) of beneficiaries reported improved quality of life after engaging in the programs.



Supporting Farmers

At Indorama, we recognize that farmers are the essential stewards of global food security. We prioritize farmer engagement across the globe, implementing efforts to ensure consistent and sustained interaction with farmers throughout the agricultural cycle.

Farmer training programs emerge as the most impactful engagement strategy, utilizing different training programs like Chaupal (village meetings), Individual Farmer Connects, Informal Farmer Meetings, Crop Seminars, Farmer Training Camps, and Mega Meetings. In 2023, more than 380,000 farmers were engaged through these programs.

Key Highlights

Farmer Engagement Metrics 2023

384,296 Farmers Engaged

30,655 Soil Samples Tested

7,403 Field Demonstrations Done

43,487 Farmers Attended Field Days

29 Model Farms Set Up to Demonstrate Sustainable Agricultural Practices

376 Retailer Training Events Conducted With 9,932 People Participating

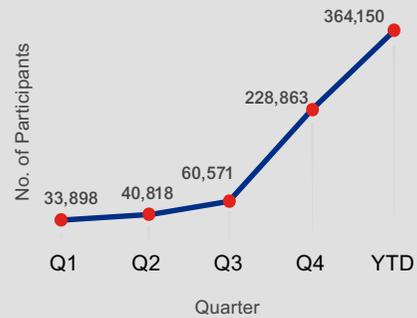
64 Agriculture Fairs Held

2,093 Campaigns Held for Intensive Farmer Connect Program

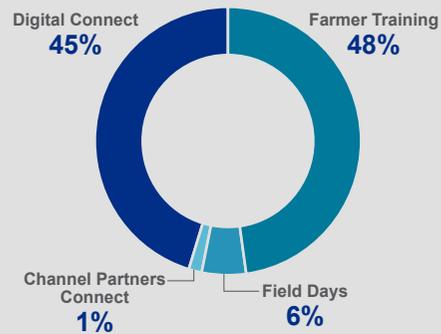
Digitally Connecting with 364,150 People Through Apps (WhatsApp, Mobile App, Shaktiman Farming Solution)



Farmers Connected Digitally



Farmer Engagement Activities



Agricultural Adaptation to Climate Change in Uzbekistan

In May 2023, Indorama Agro LLC (IAL) and the Asian Development Bank launched a pioneering initiative to support Uzbekistan's agricultural sector grappling with climate change, resource scarcity, and limited financial access. This collaboration includes a \$15 million sustainability-linked loan agreement aimed at enhancing the climate resilience of Uzbekistan's farmers. The loan aims to benefit over 3,600 cotton and wheat farmers, enabling them to implement sustainable farming practices and mitigate the effects of climate change.

Integrated Livestock Development Program

Indorama India Private Limited, Jagdishpur (IIJ) has embarked on an innovative journey with the "Integrated Livestock Development Program" collaborating with the BAIF Institute of Sustainable Livelihoods and Development to promote sustainable rural development by focusing on farm-based interventions. Launched as a platform for farmers to gain insights from agriculture and livestock experts, the program features interactive sessions covering modern farming techniques, animal husbandry, backyard poultry, goat farming, and sustainable practices.





Ethics

Pioneering Excellence with Purpose

Indorama dedicates itself to ethical behavior, responsible business practices, and accountability. Our governance framework is vital for recognizing and addressing sustainability risks, opportunities, and regulatory needs. We bolster our resilience, leverage growth opportunities, and effectively manage risks by incorporating these factors into our strategic business plans. Through transparent management systems and a robust code of ethics, we aim to proactively identify, assess, and mitigate risks to ensure long-term sustainability.

Material Issues Impacted

- Corporate Governance
- Policy & Regulations
- Product Stewardship
- Responsible Sourcing
- Digitalization & Cybersecurity
- Customer Management
- Food Safety, Quality and Security

Contribution to SDGs

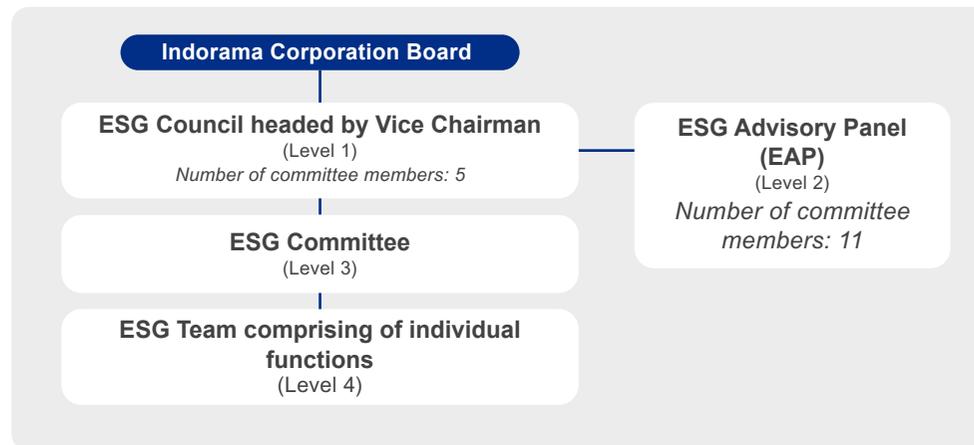


Corporate Governance

Indorama understands the vital role of corporate governance in navigating today's complex global landscape. As an international entity, we are dedicated to conducting business with honesty, integrity, and trust while establishing robust relationships with stakeholders. This commitment serves to mitigate legal, reputational, and financial risks, reinforcing our unwavering dedication to ethical business practices on a global scale.

The Indorama Corporation Board is responsible for overseeing the Company's overall ESG strategy and exercising control over its affairs. This includes addressing the concerns of key stakeholders, determining materiality, and considering short-term, mid-term, and long-term time horizons. Our ESG Council, headed by the Vice-Chairman, is

Governance Structure



supported by the ESG Advisory Panel (EAP). The ESG Council directs the development and implementation of a holistic ESG program across the Group and supervises these efforts on behalf of the Board. The EAP actively engages with the ESG Council to strategize and implement environmental, social, and governance-related matters. The ESG Committee develops and executes ESG strategies and communications across the Group, which are implemented on the ground by our ESG team.

This well-structured, multi-tiered system ensures efficient and transparent business operations.

Board Evaluation

We conduct routine evaluations to assess the highest governance body's performance in overseeing the organization's impacts on the economy, environment, and society. These evaluations encompass adherence to corporate governance principles, Board effectiveness, and appraisals of

Indorama Corporation Board

- Sri Prakash Lohia**
Chairman

- Amit Lohia**
Vice Chairman

- Vishnu S Baldwa**
Managing Director

- Anurag Aggarwal**
Director

- Prakash Kejriwal**
Director

- Bagawatiswar Krishna Iyer**
Independent Director

individual Director performance. We conduct these evaluations internally and present the results at every quarterly Board meeting. Based on the outcomes, we undertake necessary actions to improve governance effectiveness, which may include modifying Board composition or the policies and structures of governance.

Policies and Standards

The Group defines our policies and standards, focusing on our values and principles. Our policies provide comprehensive guidance, accountability, and transparency in several critical areas and ensure adherence to necessary laws and regulations. They further empower the employees to learn, understand, and apply improvement techniques to reach industry best practices. Our policies and standards are readily available on the website to enhance transparency.

Standards

- Impact on communities
- Air emissions
- Employee safety
- Modern slavery/ Child labor
- Water management
- Employee health
- Hazardous materials
- Working at height
- Carbon
- Confined space entry
- Machine guarding
- Isolation

Policies

- Code of Conduct
- Community and Stakeholder Policy
- Health and Safety Policy
- Environment & Climate Change Policy
- Human Rights and Labor Policy
- Product Stewardship Policy
- Intellectual Property Policy
- Responsible Business Policy

All corporate policies available on website: <https://www.indorama.com/about-us/group-policies>

Enterprise Risk Management

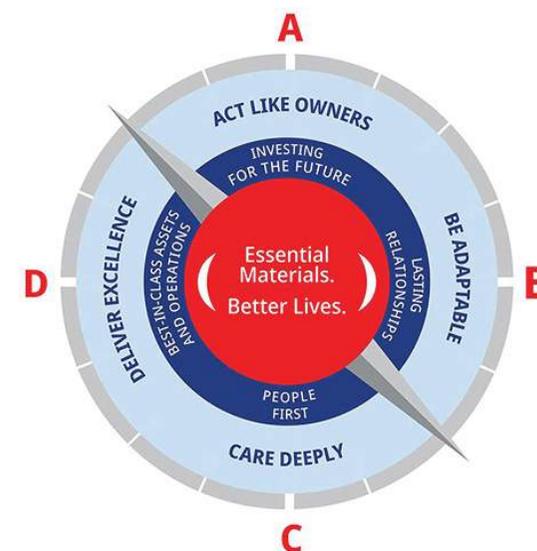
Our Board is responsible for maintaining a sound and effective risk management and internal control program. We conduct comprehensive risk assessments using our risk management framework, collaborating with specialists and relevant stakeholders, gathering critical perspectives and information.

Enterprise Risk Management (ERM) Framework

We engage in extensive consultations and workshops with key stakeholders to

Indorama Compass

We are guided by our Indorama Compass which consists of four key elements which include our Purpose, Vision, Values, and Capabilities.



identify various risks and opportunities relevant to our operations. We have classified the risks into priority categories, aligning with key focus areas such as environmental concerns, occupational health and safety, governance practices, supply chain management, asset maintenance, and other relevant domains. As part of this process, clear accountabilities are assigned to group functions and operational units, ensuring that responsibility for risk management is clearly defined and aligned with organizational objectives. For the year

2023, our focus was on addressing 'Priority 1' risks identified through this exercise.

In 2023, our ERM priority list also served as a foundational input to assessing sustainability issues relevant to Indorama from an internal stakeholder's perspective. This integration allowed us to ensure that we use our organizational knowledge to align our sustainability efforts with overall business objectives, impact, and financial viability.



Sustainable Supply Risk Management

Indorama conducts supplier risk assessments through a systematic and comprehensive process to evaluate potential risks associated with a supplier's operations, practices, and financial stability. The assessment begins with a pre-assessment screening to review essential information about the suppliers. We distribute a detailed questionnaire to gather information on their business practices, sustainability initiatives, and risk management strategies. Additionally, we conduct regular site visits and audits to verify their operations and working conditions. Finally, we perform a thorough impact assessment to evaluate the potential effects of identified risks on our business operations and supply chain.

In our supplier upgrade program, we continuously support suppliers in improving their risk management capabilities. This support includes developing and implementing corrective action plans, conducting regular training sessions, establishing key performance

indicators to track risk management performance, and maintaining transparent and ongoing communication.

Ethics and Integrity

We recognize the risks associated with corruption and bribery, which can obstruct business growth and lead to increased costs, as well as legal and reputational risks stemming from our extensive geographical operations. We remain focused on adhering to all legal and regulatory requirements in these areas. We have a zero-tolerance policy for corruption and are committed to maintaining the highest ethical standards.

The Indorama Corporation Group handbook integrates anti-corruption measures and offers comprehensive guidance to employees to deter unlawful and inappropriate conduct. Self-reporting is encouraged and is given favorable consideration when determining appropriate disciplinary actions. Compliance with the Indorama Corporation Group handbook is an

integral part of the employment contract, and each employee - including customers and suppliers - has a personal responsibility to understand the onboarding program. To enhance the implementation of our Code of Conduct and ethics guidelines, we include training on these topics in HR orientation. Our Board regularly engages with senior leaders to assess the effectiveness of our ethics and compliance programs.

Grievance Redressal Mechanism

We also have a grievance redressal mechanism (GRM) for addressing concerns regarding our organization's business conduct. We track the resolution of grievances reported through the GRM and provide individuals with various channels to report concerns or violations, including an open-door policy and confidential reporting methods.

We adapt our mechanism to better suit local and business requirements, as seen at IAL. At IAL, we continue to have two

Community Liaison Officers (CLO) and two Grievance Redressal Officers (GRO) to manage internal and external grievances. Additionally, we train our call center operators to address stakeholder grievances 24/7.

Conflict of Interest

At Indorama, the senior executive assumes the role of Chair in the highest governance body. To manage Conflict of Interest, explicit protocols have been instituted where the Chair refrains from participating in discussions or decisions when conflicts arise. Additionally, Independent Directors play a pivotal role in scrutinizing and questioning decisions in situations where conflicts may arise. Directors encountering a conflict of interest must fully disclose their interests and refrain from participating in discussions or decisions related to the conflicted matters. Furthermore, our Code of Conduct provides comprehensive guidelines for all Group employees regarding conflicts of interest and misuse of authority.

Product Stewardship

Our product stewardship approach prioritizes safety, well-being, and ecological harmony. We are dedicated to minimizing potential negative impacts associated with our products and work tirelessly to mitigate risks.

We regularly invest in R&D activities for safer alternatives and green products. Indorama India Private Limited (INVIYA Spandex Business) has an in-house polymer R&D facility along with a textile and diaper-grade application development center to study customer needs and formulate various polymers to offer world-class products.

Our IIB unit (Baddi, India) has attained social audit approval from Inditex for ECOModa100™, marking a significant

milestone in R&D journey that recognizes minimizing negative impact of our products. This recognition positions ECOModa100™ as a sustainable choice for Inditex brands, further solidifying its reputation as an eco-friendly spandex solution.

We are actively investing in developing Bio-Spandex, an innovative endeavor to integrate eco-friendly materials into our product line. We have initiated using a critical raw material, PTMEG, sourced from plant-based sources for manufacturing Bio-Spandex. In 2024, we will complete the pilot-scale polymer formulation and yarn production phase. Our plan includes transitioning to a semi-commercial run to assess the yarn's performance across various market applications. We are committed to incorporating eco-conscious practices into our operations and product offerings, paving the way for a more sustainable future.

Indorama's ECOModa100™ : 100% Recycled Spandex

ECOModa100™ is designed to minimize carbon footprint and promote circularity within the textile supply chain by repurposing pre-consumer spandex waste into top-quality spandex. Employing our cutting-edge R&D technology and expertise alongside our team of process technologists and spandex polymer specialists, ECOModa100™ delivers performance on par with traditional spandex.

Circular Economy Practices	Certification	Reducing Carbon Footprint	Scaling Production
Revolutionizing Spandex Production by utilizing 100% recycled content derived from pre-consumer spandex waste	RCS 100 (Recycled Claim Standard) and EU REACH certification	Lower Global Warming Potential (GWP) compared to conventional spandex, with an 83% reduction	Capacity of 75 tonne per month to 90 tonne per month to meet growing demand

ECOModa100™ represents a significant milestone in INVIYA® Spandex's journey towards sustainability and innovation in the textile industry. We have established a highly efficient supply chain for collecting waste fabric, ensuring its transportation to our plant. We utilize this waste material to produce recycled spandex, contributing to our sustainability efforts.

Producing 1 tonne of ECOModa100™ Vs 1 tonne of Conventional Spandex

Abiotic Depletion Potential (ADP fossil)	88% reduction
Human Toxicity Potential (HTP)	39% reduction
Primary Energy Demand (PED)	71% reduction
Blue Water Consumption (BWC)	38% reduction

With its immense environmental advantages unmatched performance, and market recognition, ECOModa100™ is poised to catalyze positive transformation in the fashion landscape and inspire other stakeholders to adopt sustainable practices.



Product Quality and Safety

We implement safety and security measures for the storage of fertilizers, adhering to international laws and regulations. Our robust chemical management system is responsible for conducting risk assessments on the chemicals used and stored at our operational sites. Additionally, we offer a variety of courses and training sessions on the safe storage, handling, use, and disposal of our products. These include on-site events, informational handouts, and digital resources tailored to farmers, retailers, consultants, and other users.

Customer Management

Indorama serves its customers across various sectors and nations worldwide. Our customer base includes global corporations, small and medium-sized enterprises, and individual consumers. Each division adopts distinct business strategies to deliver tailored solutions that meet specific customer needs.

We provide essential information to our customers, ensuring they are

Nutrient Management in Uzbekistan

IAL, Uzbekistan, has adopted Urea Ammonium Nitrate (UAN) solution, a cutting-edge fertilizer renowned for its efficiency in nutrient management. This liquid fertilizer, blending urea and ammonium nitrate, offers a balanced nutrient distribution ranging from 28% to 32%, resulting in optimized crop performance.

well-informed about our products. Through various channels and initiatives, we raise awareness about potential hazards associated with our products, share knowledge on risk mitigation, and emphasize safe product usage, all while adhering to regulatory standards.

Further, we have established a dedicated customer grievance redressal system responsible for maintaining grievance records, ensuring thorough documentation and tracking of resolution

processes. We uphold strict policies and procedures for handling customers' confidential information, including sensitive data such as bank accounts and phone numbers. We collect only essential customer data, ensuring that it is managed exclusively by authorized personnel within Indorama.

Food Safety Quality & Security

In the agricultural segment, we align our practices and operations to balance economic, environmental, and social values, fostering a sustainable and efficient agricultural sector. Experts project that the world population will reach 8.5 billion in 2030 and increase to 9.7 billion by 2050. With this growth, adopting sustainable and efficient farming practices is crucial. We are involved in producing rotational crops, and our innovation-driven strategy focuses on integrating sustainability considerations into our business. We actively engage in partnerships with industrial experts and esteemed institutions to gain valuable insights into various aspects of food safety and security.

Transforming Nigerian Farming Practices

Indorama Eleme Fertilizer & Chemicals Limited (IFL) has established the Indorama Agricultural Development Centres (IADC) in Ibadan and Kano to provide essential resources, knowledge, and support, including free soil testing. IFL has also launched the 'Farm Grow App,' a mobile application that offers real-time updates on crops, weather, and soil quality, while connecting farmers with retailers. Additionally, IFL facilitated a conference for Agro-dealers, a key component in the fertilizer distribution chain. This event provided a platform for over 400 dealers from 33 states across Nigeria to engage in knowledge sharing, networking, and partnership building.

Data Privacy and Information Management

At Indorama, we safeguard our organizational data and stakeholder information. Our policies and guidelines prioritize integrating cybersecurity measures and data management practices across all our systems and services.



IT Policies and Guidelines

IRC IT Guidelines Policy outlines the standards, procedures, and best practices for IT usage within the IRC Group

IRC Process Control Policy maintains control over critical processes to mitigate operational risks and ensuring compliance with regulatory requirements

Financial Security Policy guides employees towards safeguarding financial data and transactions

Data Privacy and Data Security

We are committed to abide by legal requirements for cybersecurity and privacy for all jurisdictions in which we operate. We collaborate with global experts to incorporate effective measures related to data privacy, data security, and cyber-attacks. We use various methods like technology, contracts, administrative measures, and physical security to prevent unauthorized access. We have strengthened our cybersecurity program through ongoing investments, boosting system control maturity, and reducing cyber risk in key areas.

Our efforts

- Deployment of latest Firewall
- Security Awareness Campaigns
- Training
- Audits

Strengthening Our Security Posture

We have adopted the CYFIRMA Security Monitoring tool, enabling continuous monitoring of IT assets for security vulnerabilities and potential threats. Cyware's cybersecurity automation platform combines security alert aggregation and advisory sharing into one system. It helps enhance real-time situational awareness, speeds up the exchange of potential threat information, and promotes collaboration among security teams.

Digitalization

Innovation and digitalization hinge on our mindset. We have recently incorporated UPDAPT, an ESG Online tool to report and collate data. The UPDAPT tool has helped us automate the process of gathering ESG data from various sources and establish a centralized platform for data consolidation.



Go-Live for HxGN EAM, SaaS-Based Asset Management Solution

HxGN EAM is a SAAS based asset management solution, which helps track plant assets, digitalize the plant maintenance process, and optimize maintenance turnaround. We implemented this system to centralize information, optimize assets, and proactively inspect and maintain them. IPL and IFL in Nigeria have successfully achieved a go-live of HxGN on March 15, 2023 with the support of TCS India and Infor Solutions. Discovering the benefits of the centralized asset management, EAM was implemented in ICS Senegal as well in May, 2023.

Robotic Process Automation (RPA) for Investigating and Monitoring Fuel Consumption

To investigate and monitor high fuel consumption levels, a Robotic Process Automation (RPA) was installed in the Uzbekistan unit. Enhancing efficiency and accuracy in business processes, RPA is equipped to generate detailed reports on software statistics of tractors. Currently, RPA is monitoring fuel levels and other data for all John Deere Tractors in real time. An alert is shared with the team via Telegram in case of any significant fuel drop. The adoption of RPA is preventing fuel siphoning, monitoring tractor performance, and tracking efficiency.





Assurance Statement



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Independent practitioner's assurance report

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Scope

We have been engaged by Indorama Corporation PTE Ltd. (hereafter "Indorama") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on select non-financial Key Performance Indicators (KPIs) (mentioned in Annexure-1 below) (the "Subject Matter") contained in Indorama's (the "Company's") Sustainability Report CY 2023 as of 27 September 2024 for the year ended 31st December 2023 for the period from 01 January 2023 to 31 December 2023 (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Indorama

In preparing the select non-financial KPIs contained in the Sustainability Report CY 2023, Indorama applied the GRI Standards of the Global Reporting Initiative (Criteria). Such Criteria were specifically designed for the select non-financial KPIs; As a result, the subject matter information may not be suitable for another purpose.

Indorama's responsibilities

Indorama's management is responsible for selecting the Criteria, and for presenting the select non-financial KPIs contained in the Sustainability Report CY 2023 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Indorama on 31 May 2024 and its subsequent amendment dated 22 August 2024. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.



Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Indorama's select non-financial KPIs for CY 2023 and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Checking the standard disclosures regarding the company's material sustainability aspects contained in the Sustainability Report CY 2023.
- Checking of consistency of data / information within the Sustainability Report CY 2023.
- Carry out limited assurance including checking of the sample data and information reported at the selected sites finalised in mutual discussion with Indorama and corporate office at New Delhi, India.
- Checking of audit trail of selected claims and data streams to determine the level of accuracy in collection, transcription and aggregation processes followed.
- Conducting interview of select representatives of Company's management to understand the current processes in place for collecting, collating, and reporting the subject matter as per GRI Standards, and the progress made during the reporting period.
- We also performed such other procedures as we considered necessary in the circumstances. Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the criteria.

We also performed such other procedures as we considered necessary in the circumstances.

The assurance scope excludes:

- Data and information outside the defined reporting period of: 01 January 2023 to 31 December 2023
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Sustainability Report, or other sources available in the public domain
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.



Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the select non-financial KPIs contained in the Sustainability Report CY 2023 as of 27 September 2024, for the period from 01 January 2023 to 31 December 2023 in order for it to be in accordance with the Criteria.

Ernst & Young Associates LLP

27 September 2024

Kolkata, India

Annexure I (Subject Matter)

S.No.	Relevant Indicators	GRI	Disclosures
1	2-28		Membership of associations
2	302-1		Energy consumption within the organisation
3	302-3		Energy Intensity
4	302-4		Reduction of energy consumption
5	305-6		Emissions of ozone-depleting substances (ODS)
6	305-7		Nitrogen oxides (NOx), Sulphur oxides (SO ₂), and other significant air emissions
7	306-3		Waste generated
8	306-4		Waste diverted from disposal
9	306-5		Waste directed to disposal
10	303-3		Water withdrawal
11	303-4		Water discharge
12	303-5		Water consumption
13	401-1		New employee hires and employee turnover
14	404-1		Average hours of training per year per employee
15	404-3		Percentage of employees receiving regular performance and career development reviews
16	403-1		Occupational health and safety management system
17	403-2		Hazard identification, risk assessment, and incident investigation
18	403-5		Worker training on occupational health and safety
19	403-8		Workers covered by an occupational health and safety management system
20	403-9		Work-related injuries
21	408-1		Operations and suppliers at significant risk for incidents of child labor
22	409-1		Operations and suppliers at significant risk for incidents of forced or compulsory labor
23	413-1		Operations with local community engagement, impact assessments, and development programs



Nigerian Manufacturing Site

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