

Growing Responsibly



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Growing Responsibly

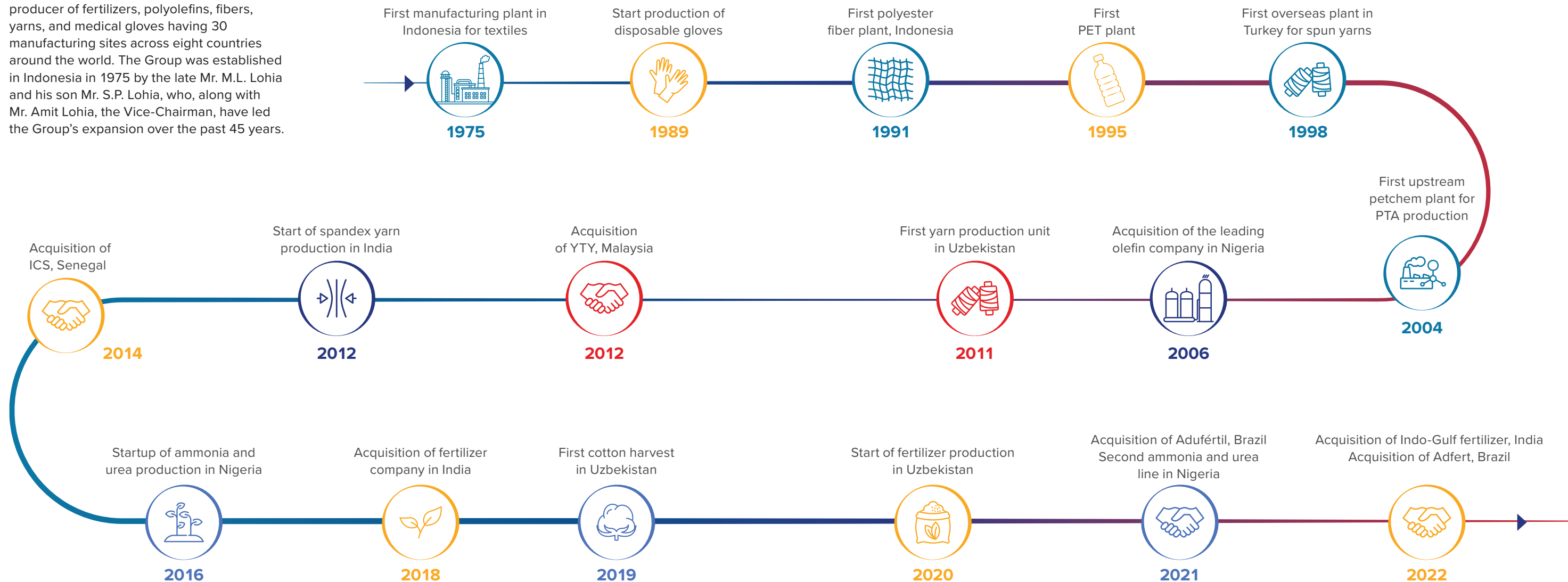
Growth for us is synonymous with moving ahead together. As a business, we have grown from a spinning yarn factory to a conglomerate providing the world with textile raw materials, medical gloves, plastic polymers, and fertilizers. Growing responsibly involves exploring and managing things we can accomplish to become more economic, effective, healthy, and environmentally beneficial. It's about enhancing how we treat our employees, the products we manufacture, and how we conduct ourselves as an organization.

Everything we do should ultimately improve the world around us and make it a better place for generations to come. We operate and conduct our operations using the principles of reduce, reuse, and recycle. We strive to make products that contribute toward a greener planet, enriching lives and creating excellence. As a part of the social fabric, we believe it is our responsibility to think beyond profits in order to create an ecosystem of sustainable thought leadership. This growth will insulate us from any turbulence, making certain that we thrive and become more sustainable in the long run.

Overview

Indorama Corporation PTE. LTD. is a leading producer of fertilizers, polyolefins, fibers, yarns, and medical gloves having 30 manufacturing sites across eight countries around the world. The Group was established in Indonesia in 1975 by the late Mr. M.L. Lohia and his son Mr. S.P. Lohia, who, along with Mr. Amit Lohia, the Vice-Chairman, have led the Group's expansion over the past 45 years.

Key Milestones



About the Report

Our Approach to the 2021 Report

This is the first sustainability report for Indorama Corporation Pte. Ltd., Singapore and its subsidiaries ("Indorama Corporation" or "Group"). Through our Sustainability Report 2021, we at Indorama Corporation present our organizational journey to all stakeholders, incorporating key financial and non-financial information on our Environmental, Social, and Governance (ESG) performance.

The report covers the 2021 calendar year and was prepared with reference to the GRI Standards 2021 for reporting performance on key non-financial parameters. This report focuses on the ESG-related disclosures, initiatives, and strategies of Indorama Corporation that satisfy the following conditions:

- > Ownership of over 50% and under management control
- > Companies acquired before June 2021
- > Part of financial reporting
- > Significant impact on environment and social pillars

Our reports in subsequent years will include performance disclosures, targets, and achievements of these entities.

We followed the principles of stakeholder inclusiveness, materiality, sustainability, and comprehensiveness to develop this Report.

This report is supported by our online Fact Book that provides detailed company information, the specific ESG data upon which this report is based, and the full statement of limited assurance. Fact Book can be accessed at <https://www.indorama.com/policies-and-reports>

Feedback

Your suggestions, feedback, and clarifications on this report can be addressed to esg@indorama.com



→ Ammonia Reformer and Cooling tower from Indorama Eleme Fertilizer & Chemicals Limited, Nigeria

Sustainability Highlights 2021



Environment

64 million GJ
Total energy consumption

13.6 GJ/tonne
production
Total energy intensity

2.5 million GJ
Total renewable energy consumption

3.9 million tCO₂e
Total GHG emission (Scope 1 & 2)

0.8 tCO₂e/ tonne
production
GHG emission (Scope 1 & 2) intensity

73.1 m³/tonne
production
Total water withdrawal intensity



Social

19,153
Total workforce

29%
Women in workforce

3.90
Average employee training hours

1.03
Total Recordable Injury Rate (TRIR) (cases per 1,000,000 man-hours)

0.54
Lost Time Injury Frequency Rate (LTIFR) (cases per 1,000,000 man-hours)

84%
Employee Net Promoter Score



Governance

6
Board members including one independent Director

5
Members in ESG Council

12
Members in ESG Advisory Panel

26
Members in ESG Committee

55
Members in ESG Teams

Driving Excellence

Indorama Today

Largest

Producer of fertilizers in Sub-Saharan Africa

30

Manufacturing sites

3rd

Largest producers of synthetic disposable medical gloves in the world

\$5 billion

Turnover in 2021

Largest

Producer of Polyolefins in West Africa

We fiercely promote the highest standards of ethics, professionalism, and stakeholder transparency. Our deep desire is to excel in whatever we do, and this has fuelled our fast-track growth and helped us build an industry-leading brand. We are committed to maintaining an optimal balance between people, the planet, and profit objectives.

Product Portfolio



Fertilizers

- > Nitrogen
- > Phosphate



Polymers

- > Polyolefin
- > PET resins



Fibers and Yarns

- > Polyester fiber
- > Cotton fiber
- > Spandex yarn
- > Spun yarn
- > Fabrics



Medical Gloves

- > Disposable gloves



Purpose

Essential Materials. Better Lives.



Vision

To be the materials company of choice for customers and employers by driving scale, growth, and sustainability.



Capabilities

- > Investing for the future
- > Lasting relationships
- > People first
- > Best-in-class assets and operations



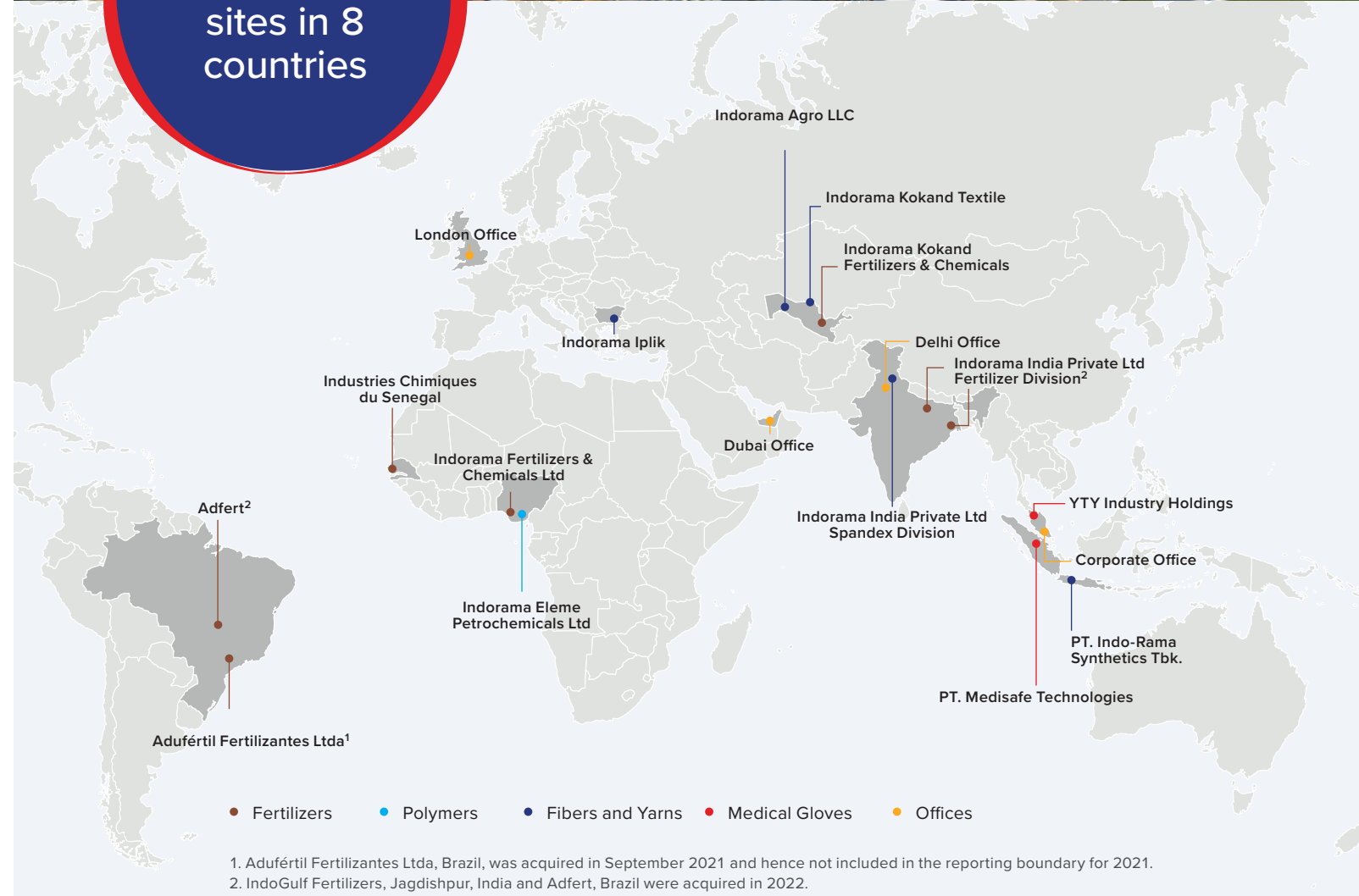
Values

- > Act like owners
- > Be adaptable
- > Care deeply
- > Deliver excellence



Indorama Eleme Petrochemicals Limited, Nigeria

30 manufacturing sites in 8 countries



1. Adufertil Fertilizantes Ltda, Brazil, was acquired in September 2021 and hence not included in the reporting boundary for 2021.
2. IndoGulf Fertilizers, Jagdishpur, India and Adfert, Brazil were acquired in 2022.

Chairman's Message

Catalyzing a Sustainable Future

Sustainability is a timeless concept. Issues such as global warming and rapidly depleting finite natural resources have further highlighted its importance. This area has evolved with the increased adoption of advanced Environmental, Social, and Governance (ESG) frameworks globally.

This is our foundation year report which sets out our ESG framework and presents the people and processes involved in its development. The report illustrates the importance of ESG within all our business operations and for all our people.

Running a business by optimally utilizing available resources has never been new to Indorama. It is something that was taught to me by my father, who was instrumental in building the Company to its present-day status. In 2021, we launched a comprehensive ESG program that will act as a baseline for all our future ambitions. This year, we have broadly identified the critical topics under the banner of ESG and work toward fine-tuning these to draw tangible goals and targets.

We are setting the tone from the top to demonstrate value for our shareholders and society in the goals that we set and the way that we lead. This sustainability report sets our performance baseline and provides transparency to honor our commitments. Delivering on our ambition to support our clients to continuously improve performance will be a clear differentiating factor and key to success.



In 2021, we launched a comprehensive ESG program that will act as a baseline for all our future ambitions.

At Indorama Corporation, we are looking forward to the year ahead with a renewed sense of energy and optimism, and the belief that we can deliver ongoing sustainable value for all our stakeholders.

We have robust plans and investments in place to advance on our sustainability journey. We expect to continue to develop our strategic framework, responding with agility to stakeholder expectations, new scientific insights, and emerging issues.

Regards,
Sri Prakash Lohia
Chairman

Vice Chairman's Message

Driving Sustainable Growth

A focus on sustainability is crucial for us and helps us plan for the future. We are committed to bringing about positive change in our environment and society. Our methods for accomplishing this include the mindful consumption of resources, responsible treatment of waste, compassionate contribution to biodiversity, ethical governance, inclusive and equitable employment, and a collaborative empowerment of our communities.

Evolving economic, social, and environmental issues force all businesses to reconsider how they conduct and grow their operations. To achieve our objectives, we must continue to find ways to align our environmental and economic models to create solutions that are truly sustainable in every sense of the word.

We aspire to minimize our impact on the environment and maximize the effective use of our resources. Toward this cause, we encourage responsible environmental behavior amongst staff and stakeholders at all levels. Concerted efforts are being made to conserve energy, assess viable energy-efficient projects, and take initiatives to improve environmental stability. We are in the process of preparing a decarbonization roadmap that will help us identify country-specific short-, medium-, and long-term targets. We are also implementing waste recycling and water conservation initiatives across our sites. At Indorama, we strongly emphasize industrial health and safety, and we constantly review and update our health and safety policy to incorporate changes that are recommended from time to time.

'People first' has been our ideology since the beginning. We invest in our talented employees because they are important contributors to our success. Our emphasis is to instill in our employees a sense of entrepreneurship and ownership. We offer employees numerous opportunities to engage in meaningful work in exchange for fair compensation, competitive benefits, and safe working conditions. Our keen focus on people orientation and enablement has resulted in the development of committed, dedicated, and competent employees who serve as this organization's backbone. Our code of conduct and policies strictly demand safeguarding human rights across all entities.

Our long-term success is deeply intertwined with the health and well-being of the communities we serve.



As part of Corporate Social Responsibility (CSR), we have undertaken various activities during the year in the areas of childcare, education, healthcare, skill development, and community development, thus positively influencing the lives of those less privileged.

We have a strong legacy of fair, transparent, and ethical governance practices. Our character is shaped by the values of transparency, integrity, professionalism, accountability, and customer delight.

My colleagues and I are encouraged by the rapid progress being made toward a universal framework for monitoring and reporting corporate progress across ESG. We are proud of the progress we have made on our ESG initiatives but remain steadfast in our mission to do more. I thank each one of you for believing in us, trusting our capabilities, and joining us in our journey ahead. I am deeply grateful for your ongoing commitment to the success of our sustainability initiatives.

Regards,
Amit Lohia
Vice Chairman

ESG Approach

Committed to Responsible Business

We create a lasting impact for our customers, employees, and investors. We aim to make social and environmental changes, instilling a sense of pride in the stakeholders associated to us. This is only possible by focusing on delivering sustainable operations.

→ A view of the automatically baled cotton lying on the field from F.E. Indorama Agro LLC, Uzbekistan



During this first year of public reporting, we engaged with our stakeholders to establish a meaningful ESG framework to embed ESG into everything we do, so that we can make a positive, long-term impact.

Environment, Social, Governance are the three main directions resulting from the strategy adopted at a global level in the Indorama Group. Integrated within this strategy, long-term initiatives are to be developed and ambitious goals anchored. Within the

framework of production processes, we make every effort to constantly improve our energy efficiency. We permanently monitor the environmental impact of our locations, and we endeavor to take suitable measures, including the use of the best available technology. We are getting ready for a future that depends on responsible investments and partnerships.

We are taking into consideration the changing global demands and are committed to making the chemical value chain safe, efficient, and sustainable to guarantee responsible growth. Working toward reducing the ecological impact of our products and ensuring safe and healthy working conditions are top priorities for us within the scope of our management system. This includes

industrial safety, protection of the environment, and health. Our sustainability journey will be built keeping in mind the three core areas of Environment, Social and Governance and in harmony with the UN Sustainable Development Goals (SDGs).

Factors Driving Our Approach to ESG



Judicious use of natural resources



Social Responsibility



Industrial Safety



Extended Producer Responsibility



Ethical Business

Focus Area

Strategies

Expected Outcome



Environment

- › Operational efficiency
- › Decarbonization roadmap
- › Renewable resources initiative
- › Recycling

- › Climate actions
- › Circular economy
- › Operational efficiency improvement



Social

- › Human rights protection
- › Stakeholder engagement
- › Health and safety
- › Human capital development

- › Thought leaders
- › Good health, safety, and social well-being
- › Engagement index



Governance

- › Corporate governance (structures, code of conduct, and policies)
- › ESG capacity building in operations
- › Digitalization

- › Economic growth
- › Business continuity
- › ESG capacity building to realize the vision

Stakeholder Engagement

Fostering Partnerships

Indorama’s strategy is to integrate Environment, Social and Governance (ESG) aspects into the businesses and operations to achieve long-term sustainability and meet the aspirations of our stakeholders.

We have identified stakeholders as parties who can influence and be impacted by Indorama’s business, ie, employees, shareholders, lenders, suppliers, customers, governmental agencies, and communities. We engage with them through public disclosures (including annual reports, periodic financial statements, and our website) and separately in various forums like the General Meeting of Shareholders, public exposés and reports, communications (formal and informal), dialogues, surveys, and seminars. We share our values, policies, and actions with our stakeholders and continuously strive to create a positive impact on society while minimizing the impact of our operations on the environment and communities.

Stakeholder	Mode of Engagement	Frequency	Areas of Interest
Employees	Newsletters and emails Townhalls Employee reviews Surveys Social media	●●●	Career enhancement Leadership and skill development Health and safety Employee welfare programs
Customers	Trade exhibitions Roadshows Face-to-face meetings Events and conferences	●●●	Product stewardship Business ethics and compliance Competitive pricing
Suppliers	Supplier meetings Exhibitions Vendor management systems B2B relationships	▲	Supply chain management Occupational health and safety Optimal pricing and timely compensation
Financial Institutions/ Investors	Investor presentation AGM and investor meetings Annual reports Sustainability reports	●●	Financial performance of the Group Timely debt servicing Transparent reporting Sustainability practices Compliance with covenants
Community	Community meetings CSR initiatives and campaigns Impact assessment through NGO partners	▲	Livelihood generation Education Sanitation and hygiene Plastic waste and recycling Community engagement and human rights
Regulatory bodies	Formal dialogues Annual reports Stakeholder forums Telephonic communication Emails and webinars	▲	Compliance and business continuity Transparent disclosures Timely tax payment Risk mitigation strategies

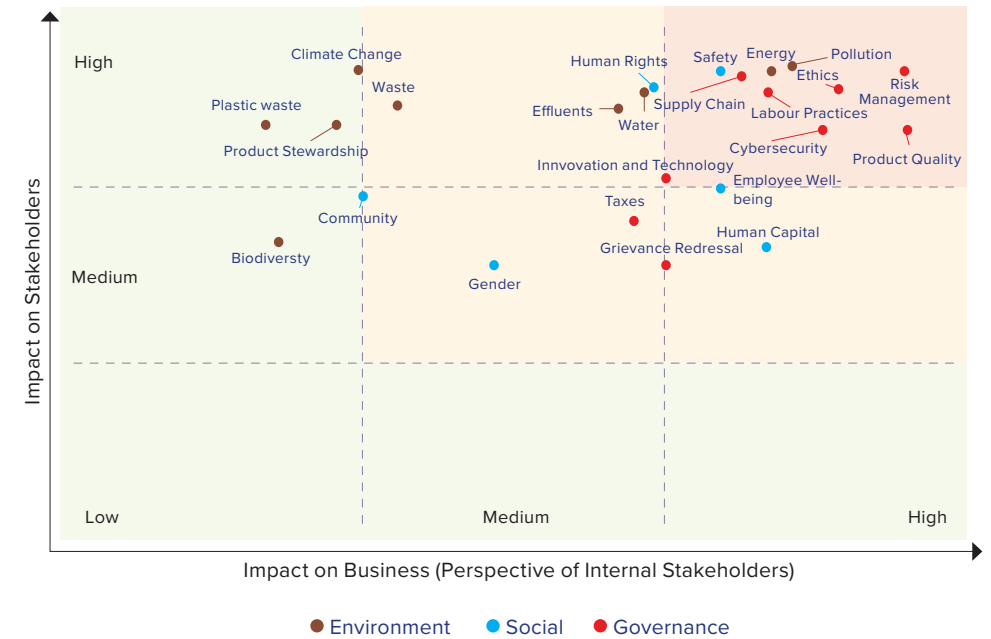
● Monthly ● Quarterly ● Annually ▲ Need-based ▲ Continuous

Materiality

Identifying Mutual Concerns

Materiality is the principle of defining the ESG topics that matter most to our business, stakeholders, and society. For achieving long-term sustainable success, it is important to understand which issues matter the most to our organization and our stakeholders. This is integral to our ability to take advantage of opportunities, manage risks to the business, and shape effective responses.

We continually monitor relevant business developments, risks and opportunities, sustainability trends, changes in legislation, and the perspectives and needs of our stakeholders. During the year, we carried out a comprehensive materiality assessment with internal and external stakeholders and reviewed the material topics of peer companies following the approach.



Material Topics	Sub-Material Topics
Environment	Energy and climate change › GHG emissions and climate adaption › Energy management
	Green manufacturing › Solid waste management › Effluents management › Plastic waste › Pollution prevention
	Biodiversity and land use › Biodiversity and land use
	Water resources › Water management
Social	Safety › Occupational health and safety
	Human capital and diversity › Employee well-being › Talent attraction and retention › Gender inclusion
	Human rights and labor › Human rights › Labor practices
	Community development › Community relations
Governance	Ethics and integrity › Ethics › Tax transparency › Grievance redressal
	Product stewardship › Product stewardship
	Risk management › Risk management
	Digitalization and cybersecurity › Innovation and technology › Data privacy

Megatrends

Capitalizing on Growth Opportunities

We believe our ability to create value is directly linked to our ability to effectively address current and emerging issues. We must be responsive to the operating environment and its risks and opportunities.



Climate Change Driving Sustainability Efforts

In a recent Deloitte survey, 90% of chemical industry respondents said they will focus on improving resource and energy efficiency in the production of chemicals and materials to drive decarbonization and sustainability in 2022.

At Indorama, several initiatives are being undertaken to establish the direction for GHG emissions, water use, energy efficiency, and waste management in order to facilitate a structured climate program going forward. These initiatives include the use of biomass fuels, water reuse, vapor emissions into the atmosphere, solid waste reuse/recycling, etc. Our decarbonization roadmap is under preparation and will be developed in 2022-23, and will be focused on GHG reduction in the short, medium, and long term. Abatement through renewable energy, fuel transition, nature-based solutions, energy efficiency improvement and offsetting, etc. will be reviewed in this process.

Raw Material Availability

Any deviation from the current economic or geo-political situation may lead to a drastic impact on the consistent supply of raw materials, resulting in supply chain distortion. Most Indorama Corporation operations are integrated with raw materials. The securitization of raw materials is achieved through the ownership of raw materials resources, such as phosphate mining in Senegal, and long-term contracts for natural gas in Nigeria. Our cotton farms for our yarn business, and petrochemicals for our synthetic yarn business also ensure raw material availability.



Increasing Automation and Digitalization

Automation and digitalization are central to our efficiency and growth. In line with this, we have implemented a single platform for Office 365 and a common email domain. We have also implemented an integrated HR software, Darwin Box, at major sites and will be rolling this out at all business locations in 2022-23. We are developing a web platform for ESG data management and reporting for all sites to be implemented in 2022. The cloud-based asset management software, INFOR, will be implemented in 2022-23 at key sites.

Circular and Closed Loop Systems

Growing concern exists regarding production methods that adhere to a linear economic structure because a significant portion of the product, after its life cycle, ends up in landfill. In the product profiles of Indorama Corporation, fertilizers are produced from mined raw materials and are returned to the soil, so they do not accumulate as waste at the end of use. We have several other examples of recycling and reuse, such as polymer waste that is being reused as 'popcorn chips', fly ash being recycled in cement, the reusing of paper tubes for several cycles, and the reuse of water streams. The circular and closed loop systems in the supply chain, manufacturing, and partnerships will be approached through a structured program going forward. The pilot project for this will be developed in 2022-23.



Tightening Food Security

Increasingly irregular weather patterns, coupled with the pandemic during the last two years, have strained global food production to a great extent. Our agriculture and fertilizer businesses provide opportunities to contribute to sustainable agriculture and food security. Our focus is to provide the three major nutrients (nitrogen, phosphate, and potash) and to distribute all other balanced nutrients through organic fertilizers, water-soluble and crop-specific fertilizers, and micronutrients.

Embedding Customer Centricity to Create Differentiation in the Marketplace

Chemical businesses today are expected to meet customers' needs and expectations in every interaction in return for customer loyalty. Indorama Corporation has a mix of business-to-business and business-to-customer operations, with fertilizer having the largest number of customers. Several initiatives are underway to connect with dealers, retailers, and farmers. The efforts of the fertilizer business in providing the three nutrients (nitrogen, phosphate, and potash) and other specialty farm chemicals and organic fertilizers are just one example of a customer-centric approach. Customer satisfaction surveys and engagement using various platforms are adopted by these businesses using digitization for effective communication and feedback.



Environment



Optimizing Resource Consumption

As a responsible chemical company, we produce eco-friendly products and solutions in a sustainable manner, and we encourage their use. We are focusing on weaving circularity into our processes and minimizing our use of natural resources, reducing emissions, waste, and energy. We are working continually at all our production sites toward reducing our environmental footprint while maintaining high quality and safety standards.

Material Issues



Energy and climate change



Biodiversity and land use



Green manufacturing



Water resources



→ Indorama Iplik San. Ve.Tic. A.Ş., Turkey

Energy and Emissions Management

Operating in an energy-intensive industry, we acknowledge our responsibility to manage our energy use effectively. Hence, we are always looking for new ways to reduce our energy consumption within our operations. We firmly believe that we have a role to play in combating climate change and remain committed to the Paris Climate Agreement. We monitor our emissions at each facility across our operations to ensure that all our facilities are within the applicable allowed limits.

We periodically replace and upgrade aging machinery and technology with more energy-efficient options, and we carry out regular preventive maintenance activities to optimize energy consumption. We plan to undertake a review of carbon emissions in 2022/23, and in the coming years we will implement initiatives identified from that review.

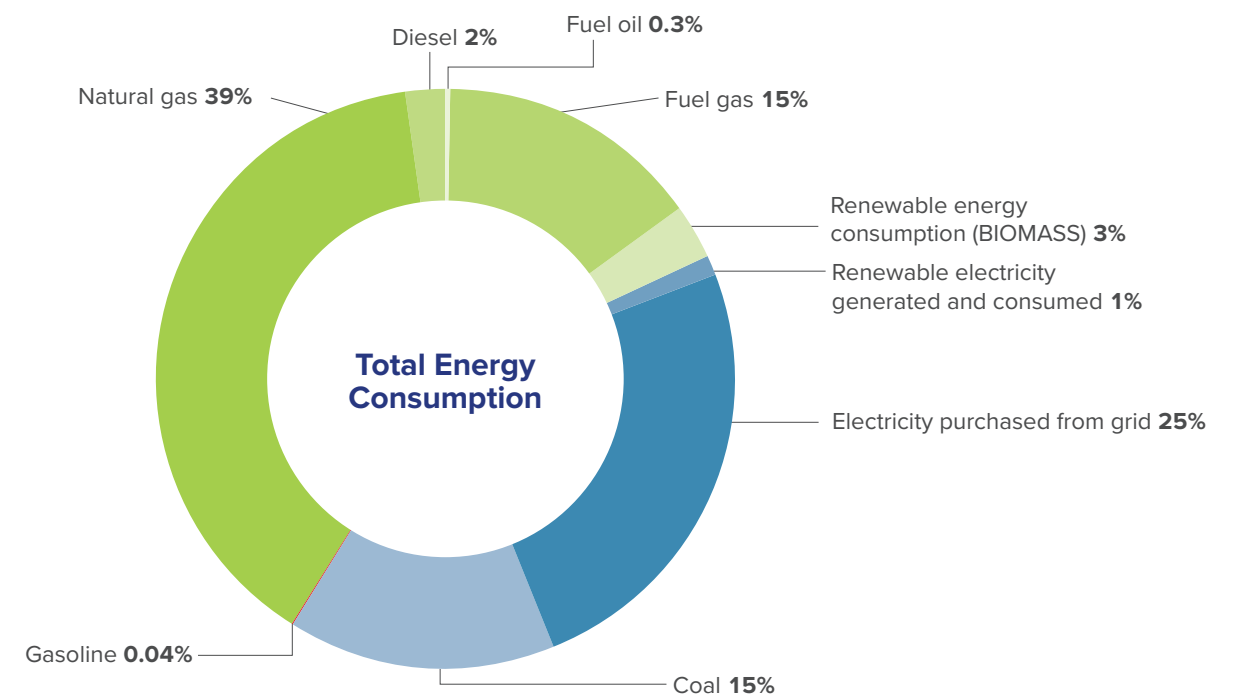
3.1 million kWh

Energy saved

Programs for reducing energy and emission consumption

A net saving of **3.1 million kWh** has been achieved by various energy-saving initiatives in Indorama Corporation's manufacturing units.

- › Indorama Eleme Petrochemicals Ltd, Nigeria, saved 34,000 tCO₂ by implementing multiple schemes:
 - Improving efficiency of dowerm vaporizers for hot thermic fluid
 - Recovery of 2-butene and cracking in the olefins plant
 - Recovery of flared gas in the polyethylene plant
 - Processing of slug catcher condensate in the olefins plant
 - Upgrade of gas turbine one
- › Indorama's Haldia, India unit installed and commissioned a biomass briquette-based hot air generator in the fertilizer plant. This eliminated the usage of furnace oil, resulting in energy savings and CO₂ reductions, with 10% of energy requirements fulfilled from Biomass.
- › The conversion of diesel trucks to compressed natural gas at Indorama Eleme Fertilizer & Chemicals Ltd, Nigeria, saved 780 kl of diesel.
- › The internal audit and energy review is regularly carried out with respect to plant production.



Environment

Green Manufacturing

Environmental concerns are an essential part of the continuous improvement process within Indorama. We exercise the highest commitment to environmental regulations and best practices and we place a high priority on the need to preserve the environment for our employees, local communities, and society.

Minimizing waste, recycling and reusing effluents, monitoring and controlling the quality of air emissions, expanding green spaces as well as conducting environmental impact assessments, and obtaining various environmental certifications are amongst the top environmental priorities that Indorama observes in existing and new complexes.

Indorama is determined to maintain its environmental performance at international levels and stringently follows all international safety and protection regulations.

Specific Initiatives taken at our Plants Include:

- › Indorama Indonesia's Fabric Division achieved the elimination of 12,775 tonnes/year of wet sludge disposal as landfill by drying and utilizing it in boilers.
- › Recovery of oil from effluent water at IFL, Nigeria.



→ Combined view of Olefins and PE from Indorama Eleme Petrochemicals Limited, Nigeria



→ Indorama India Private Ltd Spandex Division, Baddi

Biodiversity

Indorama Corporation is committed to respecting the biodiversity of the places where we run our operations. We are cognizant of the fact that our products have various levels of impact and dependencies on biodiversity. We therefore strive to undertake sustainable measures to help mitigate the negative impact and reduce dependencies. Indorama Corporation operations are not in the proximity of any noted biodiverse conservation areas or national parks and possesses environmental permits/consent to operate. No fauna has been noted as being in a danger category. Existing trees and shrubs are well protected within their territory.

The Indorama Fertilizer Unit in Uzbekistan has identified the green belt zone in approximately four acres and has put up fencing to protect it. This has had a visible positive impact, as large numbers of birds have made their shelter in the protected zone.

Water Management

We endeavor to ensure exceptional stewardship over the water resources in the communities we operate in. We seek to minimize the use of scarce water resources through our efforts in process optimization, as well as by increasingly reusing or recycling wastewater within our organization. Water is an essential natural resource and Indorama Corporation is committed to the development of water management practices in a sustainable and responsible manner as an integral part of its corporate vision of sustainable growth.

Water Consumption Reduction Initiatives

The water consumption at all Indorama Corporation sites are within the quantities specified in permits issued by local authorities. Our consumption is monitored and projects have been put into place for the recycling of wastewater, rainwater harvesting, water conservation, etc.

- › Indorama's Indonesia Spun Yarn Unit implemented water recycling measures, along with rainwater harvesting, which resulted in saving 1,62,000 m³ of fresh water per year.
- › **Other initiatives**
 - Recycling of wastewater from scrubber tower
 - Recycling of blowdown water from the cooling tower through reverse osmosis
 - Increasing awareness of water usage among all employees

73.06 m³/tonne production

Total water withdrawal intensity



→ Waste water treatment from Indorama Eleme Petrochemicals Limited, Nigeria

Waste and Effluents

To meet our commitment to environmental preservation, we have implemented well-defined policies and management systems for the effective management of the use of natural resources and our impacts from the disposal of waste. The Indorama team understands its responsibility to safely manage waste and increase recycling.

Our Waste and Effluent Management Philosophy

Our strict standards on waste management and wastewater are closely monitored, controlled, and reported to management on a regular basis. We follow leading waste management practices as part of our commitment to Responsible Care® and, therefore, have multiple policies and procedures on the effective management of effluents and waste.

- › Petrochemical operations in Nigeria have fully functional effluent treatment plants following the secondary treatment concept, which is designed to treat all effluent stream generated.
- › Fertilizer operations in Nigeria have treatment facilities within their operational plants, ie, urea plants have hydrolyzer and steam stripper to treat urea and ammonia contaminated wastewater, a corrugated plate interceptor to treat oily water, steam stripper to treat polisher re-generation effluent, and a neutralization facility to control the pH of homogenized treated wastewater streams stored in a treated wastewater pit.
- › Fertilizer operations in Uzbekistan have zero discharge of wastewater because all discharge water gets reused in their processes.
- › SO_x scrubber installation in the fertilizer operation in Haldia, India enabled the recycling of 350–380 mt of sulfur from the fertilizer process, thus diverting the sulfur from disposal as hazardous waste.

89,753 tonne

Soild waste generation

0.02 tonne/tonne production

Waste intensity

Zero Liquid Discharge

JSC Indorama Kokand Fertilizers and Chemicals
Indorama India Private Limited, Spandex Division

Social

Growing Together



At Indorama Corporation, we nurture the skills and competences of our employees to drive shared organizational objectives. Our people development practices help strengthen the capabilities of our human capital that contribute to our value-accretive growth. We have a truly diverse team that brings with it varied expertise, experiences, and perspectives, enriching the organization.

We can create a massive impact, not only on the lives of the people who are associated with us, but also to improve the lives for the local communities that thrive in the vicinity of our business. Also, building and maintaining healthier relationships with our stakeholders makes us a stronger company. Our large-scale interventions are designed to address the following material social issues:



Safety



Human Rights and Labor



Human Capital and Diversity



Community Development



→ Employees arriving to work at PT. Indo-Rama Synthetics Tbk., Indonesia

Occupational Health and Safety

Health and safety is a core focus area, particularly as our operations often involve chemical processes and manufacturing hazards. Robust safety systems, management frameworks like ISO 45001, and principles of Responsible Care and Process Safety Management have been implemented in many areas of the Company.

We use tools such as safety observations, near-miss reporting, tool box talks, safety committees, mandating use of personal protective equipment, etc., to engage all. Some of our sites have been recognised with a British Safety Council Five Star rating and a Sword of Honour, in addition to other awards and recognitions. Our business implements risk awareness and management programs, including Kiken Yochi Training (hazard prediction), HIRA (Hazard Identification and

Risk Assessment), and HAZOP (Hazard and Operability) studies. Onsite and offsite disaster management plans and mock drills are also conducted. The principle of 'do no harm' underpins our improvement in safety systems via regular internal and external audits and training.

EHS parameters are continuously monitored, and corrective actions are tracked for prevention and improvement.

Regular health checkups are conducted for employees and contract workers. Occupational health centers are provided with qualified medical staff and ambulance services, first aid, etc.

0.54

Lost time injury cases per 10,00,000 man-hours

1.03

Recordable Injury Rate TRIR cases per 10,00,000 man-hours

0

Occupational illness cases per 10,00,000 man-hours

COVID-19 Response

The COVID-19 pandemic challenged existing work norms and our ability to adapt to new ways of working. We easily grasped the standard controls of social distancing, wearing masks, sanitizing, and dealing with reduced in-person interactions. We also rapidly switched from personal interactions to technology-based approaches using Zoom, Teams, and enhanced online communication. At the very initial stages of the pandemic, we took all necessary measures to create a safe and healthy environment for our people across our Group Companies.



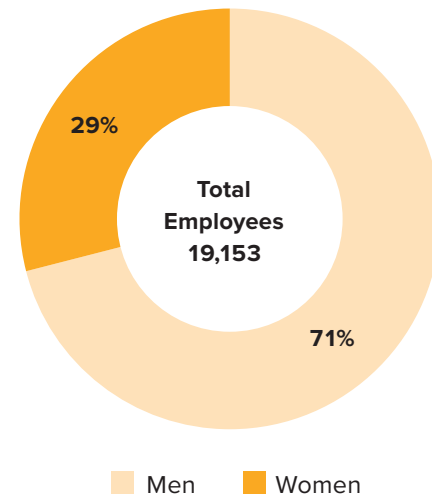
→ Indorama Iplik San. Ve.Tic. A.Ş., Turkey

Social

Human Capital

Development of human capital is critical for our growth as it can be directly linked with the financial output of the Company. We diligently follow the 'People First' ideology where all members are treated with respect, understanding, and compassion. While it is our duty to look after our employees, we expect that they work toward the welfare of our organization.

The HR department at our Baddi plant has gone a step further and started the 'Family Visit Program' to help maintain a strong bond with our shop floor employees who are away from their families. The team would catch up with the employees to understand the issues they might face outside of work, and then help devise a plan to address them. During the pandemic, the team even connected virtually when physical meetings were restricted.



We conducted an employee engagement survey in 2021 to find out how happy our staff is with the kind of working environment we provide. In this survey, the participants were asked to answer questions pertaining to their aspirations, responsibilities, performance, recognition, and general connection to the Company objectives. A net promoter score was calculated for each question based on each individual response.

93%

Were proud to work for the Company

NPS Scores

83%

Would recommend the Company to friends

DarwinBox

We introduced DarwinBox to develop an integrated human resource management system. It is a cutting-edge, cloud-based HRMS system that offers a smooth experience to the users and sophisticated reporting features to the management. DarwinBox allows continuous support mechanisms, from talent acquisition to exit, in all facets of human resource management. It minimizes manual work, helps users create a paperless workplace, and effectively uses delegation of authority through process automation.

Learning and Development

We aim to create leaders for life, and to that end, we create structured and immersive learning journeys for building and enhancing leadership capabilities. Through this journey, our colleagues are prepared to develop a sound sense of the overall business as well as build competencies that lead to high-performance teams.

69,713

Employee training hours



→ PT. Indo-Rama Synthetics Tbk., Indonesia

Human Rights and Labor

Our 'People First' approach forms the basis of our HR strategies to ensure diversity, equity and inclusion, attraction, retention, employee well-being, and labor relations. There is a strict compliance to necessary documentation and local laws to safeguard against child labor or any kind of modern-day slavery across our locations. We support fundamental human rights and fair labor practices in line with the United Nations and the International Labor Organization. Indorama is committed to working with governmental organizations, NGOs, and communities to address any gaps or violations relating to these in our supply chains. Indorama's Code of Conduct and Human Rights and Labor Policy are clearly spelled out for the awareness of all stakeholders, including employees, and are posted on the Company website.

Corporate Social Responsibility (Community Engagement)

At the core of our business philosophy is securing social well-being, adding value to communities, and respecting human dignity. We are committed to respecting the rights, cultures, customs, and values of employees and communities affected by our activities, and we will manage our businesses in a fair and equitable manner to meet our social obligations. Corporate Social Responsibility (CSR) is our commitment to manage the social, environmental, and economic effects of our operations, responsibilities in line with public expectations. Our various CSR interventions are in sync with our long-term vision to partner with various NGOs and government bodies, and to work within socioeconomic frameworks in a time-intensive, process-driven manner. Our community interventions are designed in such a way that they not only strengthen them in terms of livelihood generation and skill development, but also bring them into the mainstream, thereby increasing our goodwill among the stakeholders.

\$9.2 million

CSR spend

Education

- › School renovations in Nigeria, Senegal, and Uzbekistan
- › Providing scholarships in Indonesia and Nigeria
- › Skill acquisition program (vocational training) in Nigeria
- › Operation of community school in Senegal

Health

- › Upgrade of community medical facilities in Nigeria, Senegal, and Uzbekistan.
- › During the COVID-19 pandemic, we contributed 60+ oxygen concentrators, installed an oxygen plant and distributed 100+ oxygen cylinders in India, Indonesia and Uzbekistan.
- › The Indorama Haldia operation supports a holistic program for childhood cancer care in the state of West Bengal, ensuring the quality of life and care for children and their families during and after cancer treatment.
- › Cataract surgeries for 1,000 people from the marginalized communities of Howrah, Hooghly, North 24 Parganas, South 24 Parganas, and Kolkata in West Bengal, India.
- › Support to 200 people with disabilities (wheelchairs, hearing aids, walking sticks) in the South 24 Parganas district in West Bengal, India
- › Modernization of Kokand Child Hospital, Uzbekistan.

Social

- › A fertilizer operation in Nigeria organized a training program for farmers focusing on the use of fertilizer, seed selection, soil testing, irrigation techniques, crop management, and sales.
- › Development of the Kasbi and Nishon Sitiching Facility Agricultural operation in Uzbekistan
- › Sponsorship of a local football team and organizing the training of 35 budding soccer players in Senegal.

Environment

- › Participation in the Clean Ganga Project (River Ganga) by the fertilizer operation, in Haldia, India.
- › Assistance to 100 farmers in Uzbekistan to set up greenhouses for vegetable cultivation, leading to a noteworthy increase in income for this community.

Governance



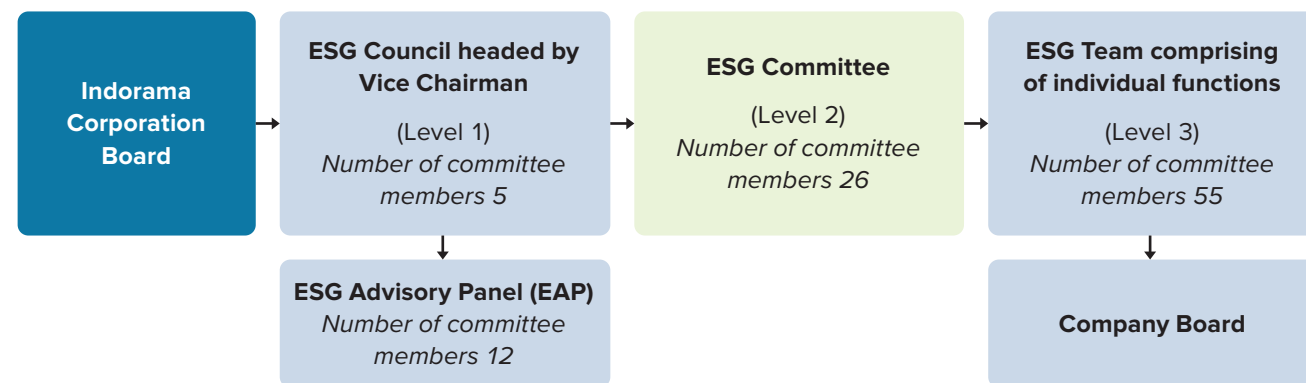
Working with Integrity to do What is Right

We uphold best-in-class corporate governance practices and are continually improving our systems to integrate ESG priorities into our business processes.

Following strong governance practices is integral to Indorama's values and ethos. It is about achieving strategic objectives while adhering to regulations and meeting stakeholder expectations in the best possible manner. We believe that a robust governance model drives growth and delivers results across all aspects of corporate behavior.

Governance Structure

Our governance structure is designed for effective and transparent business conduct. Guided by our governance principles, we deliver long-term value for our shareholders, employees, business partners, and stakeholders.



	Role	Purpose
Indorama Corporation Board	Overall governance	Overall review of ESG activities
ESG Council	Direct and oversee	To direct the development and implementation of a holistic ESG program across the Group and provide oversight on behalf of the Board
ESG Advisory Panel—EAP	Prioritize and align implementation	To engage with the ESG Council on strategic matters and decisions
ESG Committee	Develop and communicate	To develop and implement ESG strategies and communication across the Group
ESG Team	Execute and improve	To execute ESG programs and priorities at the Company and asset level in alignment with corporate directives, including programs for continuous improvement

Roadmap Ahead

Striving for a Sustainable Future

In the current year, we have done the groundwork for building our sustainability strategy and governance framework. Initiatives such as materiality assessment were aimed at providing context and illustrating the priorities for our sustainability journey ahead. 2021 was the year to launch a comprehensive ESG program that would act as the baseline year to measure our performance across crucial matrices.

→ Cotton fields of F.E. Indorama Agro LLC, Uzbekistan



It has been critical for us to take inputs from all internal, as well as external, stakeholders to work toward building our ESG policy. We have identified broad areas of focus that we intend to work on in the coming years:

As our ESG program continues to develop, we will set realistic goals and corresponding targets through a bottom-up approach and will include fair participation from external consultants, industry experts, and business teams. In particular, we will:

- 
 - > GHG emissions
 - > Water reduction
 - > Hazardous waste management
 - > Biodiversity conservation
- 
 - > Health and safety
 - > Diversity and inclusion
 - > Community engagement
- 
 - > Risk management
 - > Ethics and integrity
 - > Compliance and regulations

- > Develop a decarbonisation roadmap to identify various short-, medium-, and long-term opportunities that are aligned with country-specific standards.
- > Develop a business-wide approach to Enterprise Risk Management.
- > Further develop our Code of Conduct and associated policies.
- > Ensure alignment of our key ESG strategies with the UN Sustainable Development Goals.
- > Continue to engage with stakeholders on our path toward inclusive growth.
- > Take action as a responsible entity that respects the environment and works toward educating the communities in which we operate.
- > Explore avenues for raising sustainable linked financing.

Assurance Statement

TUV India provided a statement of limited assurance over this report and over the data published in our online Fact Book 2021. TUV stated that in their opinion and based on the scope of the assurance engagement described within their statement, that the disclosures on Sustainability performance reported in this Report along with the referenced information provide a fair representation of the material topics, related strategies, and performance disclosures and meets the general content and quality requirements of the GRI Standards: Core option.

TUV gave a Limited Assurance Conclusion that based on the procedures performed, nothing came to their attention that caused them to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUV also found the sustainability information to be reliable in all material respects, with regard to the reporting criteria ("Core") of the GRI Standards.

TUV advised that the assurance statement was prepared in accordance with the terms of their engagement and in accordance with the ISAE 3000 (revised) requirements. The assurance statement is included in the Fact Book 2021.

→ An aerial view of PT. Indo-Rama Synthetics Tbk., Indonesia



GRI Content Index

Topic	GRI Disclosure	Description	Section	Page No./ Reference	Exclusion
The organization and its reporting practices					
	2-1	Organizational details	Overview	Inside Cover	
	2-2	Entities included in the organization's sustainability reporting	ESG factbook: Scope and boundary	2	
	2-3	Reporting period, frequency and contact point	About the report	2	
	2-4	Restatements of information		This is the first report hence no restatement	
	2-5	External assurance	Assurance statement	24	
Activities and workers					
	2-6	Activities, value chain and other business relationships	Corporate Overview	4	
	2-7	Employees	Factbook: Employees	8	
Governance					
	2-9	Governance structure and composition	Governance	22	
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance	22	
	2-14	Role of the highest governance body in sustainability reporting	Governance	22	
	2-19	Remuneration policies	Human Rights and Labour Policy	Link	
	2-20	Process to determine remuneration	Human Rights and Labour Policy	Link	
Strategy, policies and practices					
	2-22	Statement on sustainable development strategy	Chairman and Vice Chairman message	6,7	
Stakeholder engagement					
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	10	
Topic Specific Standard					
Economic Performance	200				
	GRI 3	Management Disclosure	Materiality	11	
	203-1	Infrastructure investments and services supported	ESG approach, Corporate Social Responsibility	21	
	203-2	Significant indirect economic impacts	Corporate Social Responsibility	21	

Topic	GRI Disclosure	Description	Section	Page No./ Reference	Exclusion
207: Tax 2019					
	GRI 3	Management Disclosure	Materiality	11	207-1, 207-2, 207-4
	207-3	Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement	10	
Topic Specific Standard					
Environment	300				
301: Materials 2016					
	GRI 3	Management Disclosure	Circular and Closed Loop Systems	13	301-1, 301-3, 302-5
	301-2	Recycled input materials used	Circular and close loop systems	13	
302: Energy 2016					
	GRI 3	Management Disclosure	Materiality	11	302-3
	302-1	Energy consumption within the organization	Factbook: Energy	4	
	302-3	Energy intensity	Factbook: Energy	4	
	302-4	Reduction of energy consumption	Energy and emission management	15	
303: Water and Effluents 2018					
	GRI 3	Management Disclosure	Materiality	11	
	303-1	Interactions with water as a shared resource	Factbook: Water	5	
	303-2	Management of water discharge-related impacts	Waste and Effluents	17	
	303-3	Water withdrawal	Factbook: Water	5	
	303-4	Water discharge	Factbook: Water	6	
	303-5	Water consumption	Factbook: Water	5	
304: Biodiversity 2016					
	GRI 3	Management Disclosure	Materiality	11	
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	16	304-3, 304-4
	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity	16	

GRI Content Index

Topic	GRI Disclosure	Description	Section	Page No./ Reference	Exclusion
305: Emissions 2016					
	GRI 3	Management Disclosure	Materiality	11	305-3, 305-5, 305-6, 305-7
	305-1	Direct (Scope 1) GHG emissions	Sustainability highlights 2021; Factbook	3; 4	
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability highlights 2021; Factbook	3; 4	
	305-4	GHG emissions intensity	Sustainability highlights 2021; Factbook	3; 4	
306: Waste 2020					
	GRI 3	Management Disclosure	Materiality	11	306-1
	306-2	"Management of significant wasterelated Waste and Effluents impacts"		17	
	306-3	Waste generated	Factbook: Waste	7	
	306-4	Waste diverted from disposal	Factbook: Waste	7	
	306-5	Waste directed to disposal	Factbook: Waste	7	
Topic Specific Disclosure					
Social	400				
401: Employment 2016					
	GRI 3	Management Disclosure	Materiality	11	401-2
	401-1	New employee hires and employee turnover	Factbook: Human Resources	9	
	401-3	Parental leave	Factbook: Human Resources	10	
403: Occupational Health and Safety 2018					
	GRI 3	Management Disclosure	Materiality	11	
	403-1	Occupational health and safety management system	Occupational health and safety	19	
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety	19	
	403-3	Occupational health services	Occupational Health and Safety	19	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	19	

Topic	GRI Disclosure	Description	Section	Page No./ Reference	Exclusion
	403-5	Worker training on occupational health and safety	Factbook: Occupational Health and Safety	11	
	403-6	Promotion of worker health	Occupational health and safety	19	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety	19	
	403-8	Workers covered by an occupational health and safety management system	Factbook: Occupational Health and Safety	11	
	403-9	Work-related injuries	Occupational health and safety; Factbook	19; 12	
	403-10	Work-related ill health	Occupational health and safety; Factbook	19; 13	
404: Training and Education 2016					
	GRI 3	Management Disclosure	Materiality	11	404-3
	404-1	Average hours of training per year per employee	Factbook: Human Resources	10	
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital	20	
405: Diversity and Equal Opportunity 2016					
	GRI 3	Management Disclosure			
	405-1	Diversity of governance bodies and employees	Factbook: Governance	14	405-2
408: Child Labor 2016					
	GRI 3	Management Disclosure	Materiality	11	
	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor	21	
409: Forced or Compulsory Labor 2016					
	GRI 3	Management Disclosure	Materiality	11	
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor	21	
413: Local Communities 2016					
	GRI 3	Management Disclosure	Materiality	11	413-2
	413-1	Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility	21	

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