

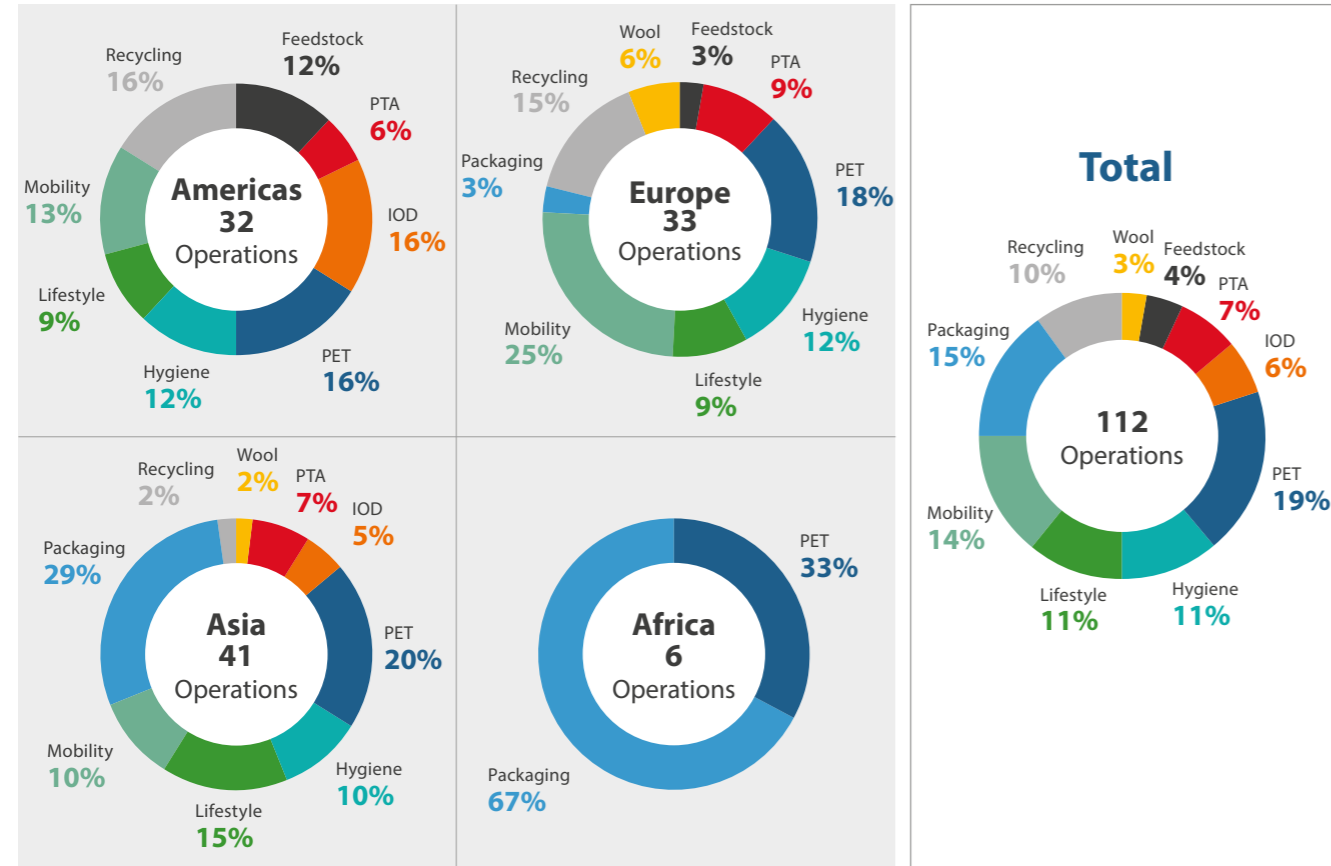


Global Performance Data

Indorama Ventures Public Company Limited

GLOBAL PERFORMANCE DATA

Our 2021 Sustainability Report covers all IVL sites across the globe in all business units including PET, Feedstock (PTA, PIA, EO/EG, PX, NDC, PNDA), IOD, Fibers, Packaging, Recycling and Wool as listed below.



COVERAGE OF DATA COLLECTION (% OF TOTAL IVL GLOBAL PRODUCTION)

Material Indicators	2018	2019	2020	2021
Total energy consumption	100	100	100	100
Direct GHG Emissions Scope 1	100	100	100	100
Indirect GHG Emissions Scope 2	100	100	100	100
Total NO _x Emissions	100	100	100	100
Total SO _x Emissions	100	100	100	100
Total VOC Emissions	100	100	100	100
Total waste (excluding reused and recycled)	100	100	100	100
COD in treated wastewater discharged	100	100	100	100
BOD in treated wastewater discharged	100	100	100	100
Total water withdrawn by sources	100	100	100	100
Wastewater discharge	100	100	100	100
Health & safety	100	100	100	100
Process safety events	50	100	100	100
Spills	100	100	100	100
CSR	94	88.3	91	91
HR	100	100	100	100

OPERATIONS INFORMATION INCLUDED IN THE 2021 SUSTAINABILITY REPORT

Region / Operation	Country	Business
Americas		
AlphaPet, Inc.	USA	●
Auriga Polymers Inc.	USA	●●
Avgol America Inc.	USA	●●
FiberVisions Manufacturing Company	USA	●
FiberVisions Products, Inc.	USA	●
Indorama Ventures (Oxide & Glycols) LLC	USA	●
Indorama Ventures EcoMex S. de R.L. de C.V.	Mexico	●
Indorama Ventures Fibras Brazil Ltda	Brazil	●
Indorama Ventures Olefins LLC	USA	●
Indorama Ventures Oxides International LLC	USA	●
Indorama Ventures Oxides LLC	USA	●
Indorama Ventures Polymers Mexico, S. de R.L. de C.V.	Mexico	●●●
Indorama Ventures Polymeros S.A.	Brazil	●
Indorama Ventures Propylene Oxides LLC	USA	●
Indorama Ventures PTA Montreal LP	Canada	●
Indorama Ventures Solucoes Sustentaveis Brasil Ltda.	Brazil	●
Indorama Ventures Sustainable Recycling LLC	USA	●
Indorama Ventures Sustainable Solutions LLC	USA	●
Indorama Ventures Sustainable Solutions Fontana Inc.	USA	●
Indorama Ventures Xylenes and PTA LLC	USA	●●●●●●●●●● NDC, PIA, PX, PNDA
Performance Fibers Operations Mexico, S. de R.L. de C.V.	Mexico	●
PHP Fibers Inc.	USA	●
Sinterama do Brazil Ltda.	Brazil	●
StarPet Inc.	USA	●
UTT de México Technical Textiles S.A. de C.V.	Mexico	●
Winnsboro Fibres LLC	USA	●
Europe		
Avgol Limited Liability Company	Russia	●
Beverage Plastics Limited	Northern Ireland	●
FiberVisions A/S	Denmark	●
Glanzstoff Bohemia s.r.o.	Czech Republic	●
Glanzstoff Industries S.R.L.	Italy	●
Glanzstoff Longlaville S.A.S.	France	●
Indorama Ventures Corlu PET Sanayi Anonim Sirketi	Turkey	●
Indorama Ventures Europe B.V.	The Netherlands	●●
Indorama Ventures Poland Sp. z.o.o.	Poland	●
Indorama Ventures Polymers Germany GmbH	Germany	●
Indorama Ventures Portugal PTA - Unipessoal, LDA.	Portugal	●
Indorama Ventures Quimica S.L.U.	Spain	●●●●● PIA
Indorama Ventures Recycling Poland Sp. Z.o.o. (Bielsko-Biala)	Poland	●
Indorama Ventures Recycling Poland Sp. Z.o.o. (Łęczyca)	Poland	●
Kordárna Plus a.s.	Czech Republic	●
Kordárna Plus a.s.	Slovakia	●
PHP Fibers GmbH	Germany	●
Schoeller GmbH & Co KG	Austria	●
Schoeller Kresice s.r.o.	Czech Republic	●
Sinterama Bulgaria EOOD	Bulgaria	●
Sinterama S.p.A.	Italy	●
Textilcord Steinfurt S.A.*	Luxembourg	●
Trevira GmbH, Bobingen	Germany	●
Trevira GmbH, Guben	Germany	●
UAB Orion Global Pet	Lithuania	●
UTT Technische Textilien GmbH & Co.	Germany	●
Wellman France Recyclage S.A.S	France	●
Wellman International Limited, Ireland	Ireland	●
Wellman International Limited, The Netherlands	The Netherlands	●
Wellman Neufchâteau Recyclage S.A.	France	●

Region / Operation	Country	Business
Asia		
Asia Pet (Thailand) Limited	Thailand	●
Avgol India Private Limited	India	●
Avgol Limited (Dimona)	Israel	●
FiberVisions (China) Textiles Products Limited	China	●
Glanzstoff Industries (Qingdao) Co., Ltd.	China	●
Guangdong IVL PET Polymer Company Limited	China	●
Hubei Gold Dragon Nonwoven Fabrics Co., Ltd.**	China	●
Indorama Holdings Limited	Thailand	●
Indorama Petrochem Limited	Thailand	●
Indorama Petrochem Limited (2 nd Branch)	Thailand	●
Indorama Polyester Industries Public Company Limited, Nakhon Pathom	Thailand	● ●
Indorama Polyester Industries Public Company Limited, Rayong	Thailand	● ●
Indo Rama Synthetics (India) Limited	India	●
Indorama Ventures Oxides Ankleshwar Private Limited	India	●
Indorama Ventures Oxides Australia Pty Limited	Australia	●
Indorama Ventures Packaging (Myanmar) Limited	Myanmar	●
Indorama Ventures Packaging (Philippines) Corporation, Bacolod	The Philippines	●
Indorama Ventures Packaging (Philippines) Corporation, Batino	The Philippines	●
Indorama Ventures Packaging (Philippines) Corporation, Davao	The Philippines	●
Indorama Ventures Packaging (Philippines) Corporation, Meycauyan	The Philippines	●
Indorama Ventures Packaging (Philippines) Corporation, MOP	The Philippines	●
IVL Dhunseri Petrochem Industries Private Limited (Haldia)	India	●
IVL Dhunseri Petrochem Industries Private Limited (Panipat)	India	●
Performance Fibers (Kaiping) Company Limited	China	●
Performance Fibers (Kaiping) No. 2 Company Limited	China	●
Performance Fibers (Kaiping) No. 3 Company Limited	China	●
Petform (Thailand) Limited, Korat	Thailand	●
Petform (Thailand) Limited, Lopburi	Thailand	● ●
Petform (Thailand) Limited, Nakhon Pathom	Thailand	●
Petform (Thailand) Limited, Pathumthani	Thailand	●
Petform (Thailand) Limited, Rayong	Thailand	●
PT Indorama Petrochemicals	Indonesia	●
PT Indorama Polychem Indonesia	Indonesia	●
PT Indorama Polypet Indonesia	Indonesia	●
PT Indorama Ventures Indonesia	Indonesia	● ●
Sinterama Yarns (Dongguan) Co., Ltd.	China	●
TPT Petrochemicals Public Company Limited	Thailand	●
Africa		
Bevpak (Nigeria) Limited	Nigeria	●
Egyptian Indian Polyester Company S.A.E.	Egypt	●
Indorama PET (Nigeria) Limited	Nigeria	●
Indorama Ventures Packaging (Ghana) Limited	Ghana	●
Indorama Ventures Packaging (Nigeria) Limited	Nigeria	●
Medco Plast Co. for Packing & Packaging Systems (S.A.E.)	Egypt	●

Remarks:
● Feedstock ● PTA ● IOD ● PET ● Hygiene ● Lifestyle ● Mobility ● Packaging ● Recycling ● Wool

Business Verticals: **Combined PET** – Feedstock, PTA, PET, Packaging, Recycling
Fibers – Fibers (Hygiene, Lifestyle and Mobility) and Wool
Integrated Oxides and Derivatives – IOD
NDC Naphthalene Dicarboxylate
PIA Purified Isophthalic Acid
PNDA Purified 2, 6 - Naphthalene Dicarboxylic Acid
PX Paraxylene

* One of the five Glanzstoff sites, the other four are Glanzstoff Bohemia and Glanzstoff Industries S.R.L., Glanzstoff Industries (Qingdao) and Glanzstoff Longlaville S.A.S.
** One of the four Avgol sites, the other three are Avgol America Inc., Avgol India Private Limited, Avgol Limited Liability Company and Avgol Limited (Dimona)

GLOBAL PERFORMANCE DATA

GRI Standards		Unit	2018	2019	2020	2021
Production						
General	Total production (captive consumption)	Ton of production	11,338,992	12,780,005	15,551,483	16,518,697
	PET	Ton	4,211,040	5,167,714	5,356,444	5,468,057
	PTA	Ton	4,192,671	4,191,627	4,243,812	4,566,010
	Packaging	Ton	155,319	226,184	223,333	241,470
	Fibers	Ton	1,438,564	1,850,305	1,757,260	1,992,924
	Feedstock (eg. IPA/PX/NDC/PNDA)	Ton	1,236,703	880,183	793,167	831,811
	Wool	Ton	2,712	6,622	4,600	6,164
	Recycling plants production (flakes + in process reuse)	Ton	101,983	149,734	155,586	222,205
	Olefins	Ton	-	307,634	3,017,281	3,190,055
Revenue						
General	Total revenues (including inter-company sales)	USD (million)	12,933	14,089	13,769	17,533
Materials						
301-1	Total material used	Ton	11,418,542	13,058,127	15,019,567	15,973,040
	Non-renewable raw material					
	- PTA	Ton	4,281,652	5,195,207	5,260,904	5,567,369
	- MEG	Ton	1,647,427	2,034,280	2,071,956	2,184,696
	- Paraxylene	Ton	2,755,828	2,751,180	2,785,304	2,996,541
	- IOD raw materials	Ton	-	-	1,532,558	1,783,223
	- Acetic acid	Ton	162,234	168,183	154,037	163,937
	- Purified isophthalic acid	Ton	70,510	88,511	96,462	93,539
	- PET	Ton	302,396	405,181	398,514	426,209
	- PP	Ton	118,622	274,540	274,328	270,314
	- PE	Ton	67,172	55,494	56,757	58,436
	- HDPE	Ton	7,134	9,140	8,211	10,639
	- Cardboard packaging	Ton	3,516	57,745	5,006	10,993
	- Partially oriented yarn (POY) + Textile grade chips	Ton	0	4,009	13,693	15,715
	- Others	Ton	1,830,309	1,781,332	2,106,641	2,045,529
	Bio-based raw materials					
	- Bio-MEG	Ton	15,808	9,130	10,031	9,615
	- Cellulose	Ton	11,004	10,079	7,212	10,298
	- PLA	Ton	1,088	2,023	3,641	4,065
	- Wool	Ton	2,600	5,096	3,400	4,855
301-2	Total recycled materials	Ton	141,242	206,996	230,912	317,064
Energy						
302-1	Total energy consumption (non-renewable and renewable energy)	GJ	59,984,718	73,452,756	104,724,983	109,547,567
	Total energy consumption (non-renewable and renewable energy)	MWh	16,662,422	20,403,543	29,090,273	30,429,880
	Total non-renewable energy consumption	MWh	15,896,162	19,684,777	28,606,319	29,651,195
	Total renewable energy consumption	MWh	766,260	718,766	483,954	778,685
	• Fuel oil	GJ	109,772	308,901	431,744	1,895,027
	• Natural gas	GJ	28,089,267	31,777,505	64,265,634	65,970,265
	• LPG	GJ	60,629	69,024	57,672	98,096
	• Diesel	GJ	150,835	188,489	252,356	190,526
	• Gasoline	GJ	30,422	28,782	41,100	35,004
	• Fuel gas	GJ	7,709	-	-	-
	• Coal	GJ	14,143,189	23,190,958	20,796,788	20,816,598
	• Others	GJ	101,404	66,495	80,444	66,199
	• Renewable energy consumption	GJ	1,324,546	1,086,515	1,051,628	895,723
	Biomass	GJ	901,065	658,703	618,312	485,804
	Biogas	GJ	423,481	427,812	433,316	409,919
	• Direct energy sold	GJ	(1,961,330)	(2,422,922)	(3,077,614)	(3,310,190)
	Total indirect energy consumption (electricity, purchased cooling, purchased steam from outside of IVL group)	GJ	17,928,274	19,159,008	20,825,231	22,890,318
	- Electricity purchased from conventional sources (e.g. natural gas, coal, nuclear, heating oil)	GJ	12,684,116	14,060,847	15,353,390	15,508,237
	- Purchased steam	GJ	3,723,250	3,492,387	4,803,741	5,662,494
	- Purchased heating	GJ	428,143	489,516	461,978	422,077
	- Purchased cooling	GJ	300,998	292,655	222,781	357,141
	- Renewable electricity generated and consumed	GJ	6,072	11,964	23,326	24,933
	- Renewable electricity purchased through certificate	GJ	1,423,629	1,489,077	667,280	1,882,609
	Total direct electricity sold	GJ	417,225	396,190	428,058	353,256
	Total steam sold	GJ	165,745	221,703	215,102	597,468
	Total indirect electricity sold	GJ	54,964	59,547	64,105	16,448
302-3	Energy intensity	GJ/Ton of production	5.29	5.75	6.73	6.63
302-4	Energy saved due to conservation and efficiency improvement	GJ	416,617	756,216	435,645	1,575,159

GRI Standards		Unit	2018	2019	2020	2021
Water Withdrawal and Consumption						
303-1	Total water withdrawal by sources	m ³	60,285,763	65,222,820	82,504,769	88,083,250
	- Surface water	m ³	34,920,909	35,480,047	51,035,459	61,522,902
	- Once through cooling water	m ³	1,681,646	263,010	-	0
	- Municipal water and water utilities	m ³	18,229,684	21,826,915	18,123,024	19,078,549
	- Groundwater	m ³	5,341,836	7,630,654	12,661,456	7,481,799
	- Rainwater	m ³	111,689	22,194	-	-
	Water intensity	m ³ /Ton of production	5.32	5.10	5.31	5.33
Reused / Recycled Water						
303-3	Total volume of recycled/reused water	m ³	5,292,534	5,255,856	5,786,158	5,555,472
	% of recycled/reused water	%	8.07	7.46	6.55	5.93
Emissions						
305-1	Direct GHG emissions of all sources owned or controlled by company (Scope 1 emissions)	tCO ₂ e	3,688,970	4,744,746	7,035,992	7,247,667
305-2	Indirect GHG emissions resulting from the generation of electricity, heat, or steam (Scope 2 emissions)	tCO ₂ e	2,224,494	2,344,695	2,409,061	2,485,210
	Total GHG emissions (Scope 1 + Scope 2)	tCO ₂ e	5,913,464	7,089,441	9,445,053	9,732,877
305-4	Scope 1 GHG intensity	tCO ₂ e/Ton of production	0.325	0.371	0.452	0.439
	Scope 2 GHG intensity	tCO ₂ e/Ton of production	0.197	0.184	0.156	0.150
	Scope 1 + Scope 2 GHG intensity	tCO ₂ e/Ton of production	0.522	0.555	0.607	0.589
	GHG intensity in tons of CO ₂ e per currency total revenue	tCO ₂ e/USD (million)	457.24	503.19	685.97	555.12
	GHG intensity in tons of CO ₂ e per full time equivalent (FTE) employees	tCO ₂ e/FTE	371.40	312.37	374.70	377.83
305-7	Total NO _x emissions	Ton	2,879	4,659	4,937	12,433
	Total SO _x emissions	Ton	1,970	4,993	4,658	6,999
	Total VOC emissions	Ton	4,642	2,123	3,298	2,364
	Total PM emissions	Ton	639	1,136	872	915
Wastewater Discharge						
306-1	Total water discharge volume	m ³	33,659,202	28,812,422	48,753,356	49,662,741
	COD in treated wastewater discharge	Ton	2,357	1,693	12,560	24,808
	BOD in treated wastewater discharge	Ton	357	328	1,347	2,751
	TSS in treated wastewater discharge	Ton	478	532	1,540	1,875
	Oil and grease in treated wastewater discharge	Ton	16.70	20.45	124	245
	COD in untreated wastewater discharged to third party	Ton	4,374	2,578	2,861	2,954
	BOD in untreated wastewater discharged to third party	Ton	793	420	538	456
	TSS in untreated wastewater discharged to third party	Ton	302	146	139	222
	Oil and grease in treated wastewater discharged to third party	Ton	5.41	5.79	7.28	5.39
Solid Waste						
306-2	Total hazardous waste	Ton	51,379	74,344	117,157	140,010
	- Reuse	Ton	28,959	43,574	39,840	47,897
	- Recycling	Ton	2,960	4,796	2,511	2,931
	- Incineration (with energy recovery)	Ton	2,188	2,542	52,439	71,709
	- Incineration (without energy recovery)	Ton	9,616	9,996	12,900	7,435
	- Composting	Ton	-	0	77	0
	- Landfill	Ton	7,349	12,260	6,416	6,557
	- Unknown disposal methods	Ton	306	1,175	2,973	3,482
	Total non-hazardous waste	Ton	119,570	243,104	197,669	271,788
	- Reuse	Ton	7,960	120,151	65,318	82,289
	- Recycling	Ton	43,990	43,423	50,505	92,227
	- Incineration (with energy recovery)	Ton	11,959	12,835	10,245	20,895
	- Incineration (without energy recovery)	Ton	1,080	1,080	2,425	1,135
	- Composting	Ton	6,850	11,235	12,829	0
	- Landfill	Ton	38,609	49,596	53,603	61,155
	- Deepwell injection	Ton	-	-	53	0
	- Unknown disposal methods	Ton	9,122	4,784	2,692	14,087
	Total waste reused, recycled and incinerated with energy recovery	Ton	98,017	227,321	220,857	317,948
	Total waste disposed (not reused, recycled) and incinerated without energy recovery	Ton	72,932	90,127	93,969	93,851

GRI Standards		Unit	2018	2019	2020	2021
Spills						
306-3	Total significant spills	Case	18	20	25	52
	- Ton	Ton	28	89	49	348
	- Hydrocarbon spills	Case	5	6	18	7
	- Ton	Ton	13	6	33	35
	- Chemical spills	Case	13	14	7	29
	- Ton	Ton	15	83	17	293
	- Other spills	Case	0	0	0	16
	- Ton	Ton	0	0	0	20
Process Safety Events						
	Tier 1					
	- No. of events	Case	8	24	18	15
	- Rate	Case/Million man-hours	0.43	0.44	0.32	0.24
	Tier 2					
	- No. of events	Case	4	14	13	21
	- Rate	Case/Million man-hours	0.21	0.26	0.23	0.33
Environmental Compliance						
307-1	ALL FINES: Monetary value of ALL fines for non-compliance with environmental laws and regulations	USD	36,607	0	22,947	196,896
	FINES OVER USD 10,000: Monetary value of significant fines over USD 10,000 for non-compliance with environmental laws and regulations	USD	36,607	0	22,357	156,878
	Total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Case	0	0	0	21
	Total number of non-monetary sanctions for non-compliance with environmental laws and regulations were incurred	Case	0	0	0	21
Employees						
102-8	Total employees	Person	15,922	22,696	25,207	25,760
	- Male	Person	12,524	17,749	19,790	20,261
	- Female	Person	3,398	4,947	5,417	5,499
	Total contractors	Person	3,234	6,904	6,475	6,122
	- Male	Person	2,730	6,137	5,661	5,462
	- Female	Person	504	767	814	660
Occupational Health and Safety						
403-2	Total Recordable Injury Rate (TRIR)	No/200,000 man-hours	1.29	1.45	0.91	0.98
	Employees	No/200,000 man-hours	1.41	1.59	0.99	1.19
	- Male	No/200,000 man-hours	1.52	1.60	1.02	1.15
	- Female	No/200,000 man-hours	0.98	1.57	0.86	1.40
	Contractors	No/200,000 man-hours	0.78	0.96	0.68	0.37
	- Male	No/200,000 man-hours	0.87	0.96	0.66	0.38
	- Female	No/200,000 man-hours	0.33	0.99	0.85	0.27
	Total Recordable Injuries (not including first aid incidents)	Case	241	394	259	299
	Employees	Case	214	335	209	267
	- Male	Case	184	270	174	207
	- Female	Case	30	65	35	60
	Contractors	Case	27	59	50	32
	- Male	Case	25	52	44	30
	- Female	Case	2	7	6	2
	Lost Time Injury Frequency Rate (LTIFR)	No/Million man-hours	3.71	4.18	2.38	3.30
	Employees	No/Million man-hours	4.16	5.07	2.93	4.05
	- Male	No/Million man-hours	4.47	4.77	2.81	3.79
	- Female	No/Million man-hours	2.93	6.30	3.45	5.12
	Contractors	No/Million man-hours	1.73	1.14	0.81	1.22
	- Male	No/Million man-hours	1.92	1.10	0.90	1.27
	- Female	No/Million man-hours	0.82	1.43	0	0.68
	Total Lost Time Injuries	Case	138	227	136	202
	Employees	Case	126	213	124	181
	- Male	Case	108	161	96	137
	- Female	Case	18	52	28	44
	Contractors	Case	12	14	12	21
	- Male	Case	11	12	12	20
	- Female	Case	1	2	0	1

GRI Standards		Unit	2018	2019	2020	2021
Occupational Illness Frequency Rate (OIFR)	No/Million man-hours		0	0.02	0.18	0.06
Employees	No/Million man-hours		0	0.02	0.24	0.09
- Male	No/Million man-hours		0	0.03	0.06	0.03
- Female	No/Million man-hours		0	0	0.98	0.35
Contractors	No/Million man-hours		0	0	0	0
- Male	No/Million man-hours		0	0	0	0
- Female	No/Million man-hours		0	0	0	0
Total number of occupational disease cases	Case		0	1	10	4
Employees	Case		0	1	10	4
- Male	Case		0	1	2	1
- Female	Case		0	0	8	3
Contractors	Case		0	0	0	0
- Male	Case		0	0	0	0
- Female	Case		0	0	0	0
Fatalities (all Employees and Contractors)	Person		0	1	0	2
Employees	Person		0	0	0	1
- Male	Person		0	0	0	1
- Female	Person		0	0	0	0
Contractors	Person		0	1	0	1
- Male	Person		0	1	0	1
- Female	Person		0	0	0	0
Lost Day Rate (LDR)	Days/Million man-hours		66	104	114	144
Employees	Days/Million man-hours		77	124	147	172
- Male	Days/Million man-hours		87	106	153	173
- Female	Days/Million man-hours		37	198	119	170
Contractors	Days/Million man-hours		17	34	22	68
- Male	Days/Million man-hours		17	37	24	74
- Female	Days/Million man-hours		17	19	0	7
Total number of lost days (only including lost scheduled work days)	Man days		2,452	5,649	6,525	8,894
Employees	Man days		2,336	5,225	6,205	7,717
- Male	Man days		2,106	3,590	5,242	6,254
- Female	Man days		230	1,635	963	1,463
Contractors	Man days		116	424	320	1,177
- Male	Man days		95	398	320	1,166
- Female	Man days		21	26	0	11
Absentee Rate (AR)	%		2.01	1.99	1.90	1.98
Employees	%		2.40	2.38	2.39	2.49
- Male	%		2.34	2.02	2.08	2.16
- Female	%		2.65	3.87	3.70	3.89
Contractors	%		0.32	0.65	0.48	0.64
- Male	%		0.29	0.66	0.47	0.65
- Female	%		0.46	0.54	0.56	0.52
Absentee days	Days		93,668	135,091	135,547	152,951
Employees	Days		90,871	125,176	126,668	139,240
- Male	Days		70,527	85,194	89,085	97,424
- Female	Days		20,344	39,982	37,583	41,815
Contractors	Days		2,797	9,915	8,879	13,711
- Male	Days		2,098	8,966	7,891	12,745
- Female	Days		699	949	988	966
Near Miss	Case		1,870	3,015	1,977	2,558
Employees	Case		1,750	2,531	1,878	2,238
- Male	Case		1,611	2,357	1,704	2,115
- Female	Case		139	174	174	123
Contractors	Case		120	484	99	320
- Male	Case		118	474	91	302
- Female	Case		2	10	8	18
403-3 Workers with high incidence or high risk of diseases related to their occupation	Person		744	652	838	926
Employees	Person		703	584	693	692
- Male	Person		587	470	580	592
- Female	Person		116	114	113	100
Contractors	Person		41	68	145	234
- Male	Person		37	58	139	231
- Female	Person		4	10	6	3

WATER WITHDRAWAL BY SOURCE

GRI Standards		Unit	2020	2021
Total Water Withdrawal by Source				
303-3	Total water withdrawal by source (with + without stress)	m ³	82,504,769	88,083,250
	Surface water/rain water (with + without water stress)	m ³	51,035,459	61,522,902
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	47,395,317	58,361,273
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	3,640,142	3,161,629
	Ground water (with + without water stress)	m ³	12,661,456	7,481,799
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	12,660,117	7,480,821
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	1,339	979
	Seawater (total) (with + without water stress)	m ³	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Produced water (total) (with + without water stress)	m ³	684,830	193,615
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	627,250	64,141
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	57,580	129,474
	Third-party water (with + without water stress)	m ³	18,123,024	18,884,933
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	18,057,981	18,726,571
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	65,043	158,362
	Total water withdrawal by source (with water stress)	m³	34,673,306	39,501,965
	Surface water/rain water (with water stress)	m ³	19,608,256	23,446,101
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	19,608,256	23,446,101
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Ground water (with water stress)	m ³	3,747,740	3,961,213
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	3,747,740	3,961,213
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Seawater (total) (with water stress)	m ³	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Produced water (total) (with water stress)	m ³	81,039	153,254
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	34,370	34,585
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	46,669	118,669
	Third-party water (with water stress)	m ³	11,236,272	11,941,396
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	11,171,229	11,783,034
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	65,043	158,362
	Total water withdrawal by source (without water stress)	m³	47,831,463	48,581,285
	Surface water (without water stress)	m ³	31,427,203	38,076,801
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	27,787,062	34,915,172
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	3,640,142	3,161,629
	Ground water (without water stress)	m ³	8,913,717	3,520,586
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	8,912,377	3,519,607
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	1,339	979
	Seawater (total) (without water stress)	m ³	0	0
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0
	Produced water (total) (without water stress)	m ³	603,791	40,361
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	592,880	29,556
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	10,911	10,805
	Third-party water (without water stress)	m ³	6,886,752	6,943,537
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	6,886,752	6,943,537
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	0	0

WASTE WATER DISCHARGE

GRI Standards		Unit	2020	2021
Waste Water Discharge				
303-4	Total waste water discharge (with + without stress) (source wise)	m ³	48,753,355	49,662,741
	Total surface water	m ³	26,649,830	26,147,436
	Total ground water	m ³	65,486	92,209
	Total sea water	m ³	3,220,926	3,132,273
	Total third party water / municipality / common waste water treatment plant	m ³	18,722,602	20,184,823
	Total third party water sent for used for other organization	m ³	94,511	106,001
	Waste water discharge (with water stress)	m³	25,906,869	25,674,905
	Surface water	m ³	14,429,383	14,164,176
	Ground water	m ³	47,719	52,544
	Sea water	m ³	1,663,141	1,771,417
	Third party water / municipality / common waste water treatment plant	m ³	9,763,971	9,676,833
	Third party water sent for used for other organization	m ³	2,654	9,935
	Waste water discharge (without water stress)	m³	22,846,486	23,987,836
	Surface water	m ³	12,220,446	11,983,260
	Ground water	m ³	17,767	39,665
	Sea water	m ³	1,557,785	1,360,856
	Third party water / municipality / common waste water treatment plant	m ³	8,958,631	10,507,990
	Third party water sent for used for other organization	m ³	91,857	96,066
	Total waste water discharge quality wise by fresh water and other water (with + without stress)	m³	48,753,355	49,662,741
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	39,684,310	40,515,778
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	9,069,045	9,146,963
	Waste water discharge with water stress	m³	25,906,869	25,674,905
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	24,694,216	25,218,923
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	1,212,652	455,982
	Waste water discharge without water stress	m³	22,846,487	23,987,836
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m ³	14,990,094	15,296,855
	Other water (>1,000 mg/L Total Dissolved Solids)	m ³	7,856,393	8,690,981
Total water returned to the same source at a similar or better level of quality (with + without water stress)		m³	4,350,993	3,607,591

GLOBAL HUMAN RESOURCES DATA

GRI Standards		Unit	2018	2019	2020	2021
Employees						
405-1	Total employees by gender	Person	15,922	22,696	25,207	25,760
	- Male	Person	12,524	17,749	19,790	20,261
	- Female	Person	3,398	4,947	5,417	5,499
	Total Permanent employees	Person	15,221	22,027	23,134	23,666
	- Male	Person	11,944	17,225	18,158	18,425
	- Female	Person	3,277	4,802	4,976	5,241
	Total Temporary employees	Person	701	669	2,073	2,094
	- Male	Person	580	524	1,632	1,836
	- Female	Person	121	145	441	258
	Total employees by Level*	Person	15,221	22,027	23,134	23,666
	Executive Management	Person	101	109	115	117
	- Male	Person	88	95	100	102
	- Female	Person	13	14	15	15
	Senior Management	Person	414	577	606	620
	- Male	Person	320	468	492	503
	- Female	Person	94	109	114	117
	Middle Management	Person	1,619	2,341	2,458	2,515
	- Male	Person	1,281	1,820	1,911	1,955
	- Female	Person	338	521	547	560
	Junior Management	Person	5,831	8,495	8,922	9,127
	- Male	Person	3,521	5,097	5,353	5,476
	- Female	Person	2,310	3,398	3,569	3,651
	Non Management*	Person	7,256	10,505	11,033	11,287
	Male	Person	6,734	9,745	10,235	10,470
	Female	Person	522	760	798	817
	Total employees by Age*	Person	15,221	22,027	23,134	23,666
	Over 50 years old	Person	3,328	5,033	6,267	6,118
	- Male	Person	2,742	4,027	5,132	4,927
	- Female	Person	586	1,006	1,135	1,191
	30-50 years old	Person	9,024	13,199	13,265	13,962
	- Male	Person	6,896	10,191	10,194	10,683
	- Female	Person	2,128	3,008	3,071	3,279
	Below 30 years old	Person	2,869	3,795	3,602	3,586
	- Male	Person	2,306	3,007	2,832	2,815
	- Female	Person	563	788	770	771
New Employee Hires*						
401-1	Total new employees	Person	1,758	2,042	1,822	3,295
	- Male	Person	1,216	1,464	1,259	2,334
	- Female	Person	542	578	563	961
Employee Turnover*						
401-1	Total employee turnover	Person	1,363	2,093	1,964	2,703
	- Male	Person	1,021	1,502	1,413	1,951
	- Female	Person	342	591	551	752
	Total employee turnover rate	Turnover rate (%)	8.95	9.50	8.49	11.42
	Voluntary employees turnover	Person	1,137	1,695	1,461	2,149
	Voluntary employees turnover rate	Turnover rate (%)	7.47	7.70	6.32	9.08
	Number of employees laid off	Person	81	0	93	148
	Number of negotiations	Person	36	0	58	37
Parental Leave*						
401-3	Number of employees who took parental leave	Person	768	863	615	899
	- Male	Person	543	601	328	584
	- Female	Person	225	262	287	315
	Number of employees who returned to work after taking parental leave	Person	639	726	554	821
	- Male	Person	494	559	321	534
	- Female	Person	145	167	233	287
	Retention to work (after parental leave and still employed for the next 12 months)	Person	603	693	468	720
	- Male	Person	465	532	242	497
	- Female	Person	138	161	226	223

GRI Standards		Unit	2018	2019	2020	2021
Employees Training*						
404-1	Total training hours provided to employee	Hours	463,175	728,206	429,886	708,106
	- Male	Hours	352,338	552,725	335,311	552,323
	- Female	Hours	110,837	175,481	94,575	155,783
	- Mandatory course	Hours	-	-	214,305	301,340
	- Non-mandatory course	Hours	-	-	215,582	406,766
	Total average training hours	Hours/Employee	30.43	33.06	18.58	29.92
	- Male	Hours/Employee	29.50	32.09	18.47	29.98
	- Female	Hours/Employee	33.82	36.54	19.01	29.72
	Total amount spent	USD	-	-	2,070,050	2,400,752
	- Mandatory course	USD	-	-	625,605	708,545
	- Non-mandatory course	USD	-	-	1,444,445	1,692,207
	- Region - Asia	USD	-	-	870,159	1,024,422
	- Region - EMEA	USD	-	-	757,347	611,035
	- Region - Americas	USD	-	-	442,544	765,295
Performance Review*						
404-3	Total employees receiving regular performance reviews	Person	15,221	22,027	15,648	15,959
	Total employees receiving career development reviews	Person	14,237	21,281	6,505	7,641
Remuneration Ratio of Women to Men						
405-2	Strategic (base salary only)	Ratio	0.960	0.962	0.964	0.965
	Strategic (base salary + other cash incentives)	Ratio	-	-	0.957	0.958
	Managerial (base salary only)	Ratio	0.945	0.947	0.949	0.951
	Managerial (base salary + other cash incentives)	Ratio	0.949	0.950	0.953	0.955
	Supervisory and Operational	Ratio	0.930	0.931	0.934	0.937
Employee Engagement Score						
	Employee satisfaction score	%	74.91	74.91	73.89	73.89
	- Male	%	74.98	74.98	74.54	74.54
	- Female	%	80.84	80.84	77.40	77.40
	Data coverage of employee satisfaction survey	%	93.43	93.43	82.87	82.87
Collective Bargaining						
102-41	Total employees covered by collective bargaining agreements	Person	7,810	11,337	9,578	9,914
	Percentage of total employees covered by collective bargaining agreements	%	51.31	51.47	41.40	41.89
	Number of consultations/negotiations with trade unions over organizational changes [unit]	Number	334	262	103	903
Human Rights Integration						
412-2	Total number of hours of employees training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	Hours	17,210	20,799	11,044	22,622
	Total number of employees trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations	Person	12,819	19,362	9,366	16,673
	Percentage of employees trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations	% of total employees	80.5	85.3	37.2	64.7
Non-discrimination						
406-1	Total number of incidents of discrimination and corrective actions taken	Case	0	0	8	12
	Number of incidents of discrimination and corrective actions taken regarding employees	Case	0	0	5	10
	Number of incidents of discrimination and corrective actions taken to all excluding employees	Case	0	0	3	2

GRI Standards		Unit	2018	2019	2020	2021
Rights of Indigenous People						
411-1	Incidents of violations involving rights of indigenous people	Case	0	0	0	0
Human Rights Assessment						
412-1	Total number of operations	Number	91	108	123	124
	Total number of operations that have been subject to human rights reviews or impact assessments	Number	91	108	123	124
	Percentage of operations that have been subject to human rights reviews or impact assessments [unit]	%	100	100	100	100
Human Rights Grievances						
103-2	Total number of grievances concerning human rights through the formal grievance process	Case	0	0	8	22
	Number of grievances about human rights (related to employees) through the formal grievance process	Case	0	0	7	12
	Number of grievance about human rights (not related to employees) through the formal grievance process	Case	0	0	0	0
	Total number of human rights grievances addressed in this reporting period	Case	0	0	8	7
	Number of human rights grievances (related to employees) addressed during the reporting period	Case	0	0	7	7
	Number of human rights grievances (not related to employees) addressed during the reporting period	Case	0	0	0	1
	Total number of human rights grievances filed in the previous reporting period that were resolved during the reporting period	Case	0	0	0	1
	Number of human rights grievances (related to employees) filed in the previous reporting period that were resolved during the reporting period	Case	0	0	1	1
	Number of human rights grievances (not related to employees) filed in previous reporting period resolved during the reporting period	Case	0	0	0	0
Labour Practice Grievances						
103-2	Total number of grievances about Labour practices filed through the formal grievance mechanism	Case	27	24	63	65
	Total number of grievances about Labour practices addressed during the reporting period	Case	25	18	80	58
	Total number of grievances about Labour practices resolved during the reporting period	Case	18	18	75	60
	Total number of grievances about Labour practices filed prior to the reporting period that were resolved during the reporting period	Case	21	22	43	7

* Does not include temporary manpower. Temporary manpower is contingent manpower hired through an agency. Appropriate compliance training on Human Rights, Health & Safety has always been given to temporary manpower.

GLOBAL CSR DATA

GRI Standards	Unit	2018	2019	2020	2021
Local Community Engagement					
Percentage of operations with implemented local community engagement, impact assessments, and development programs	%	67	88	91	91
Total number of operations with any of the below local community engagement, impact assessments and developed programs (e.g. if site A has SIA and EIA, and site B has EIA the total number of sites with programs is 2)	Number	29	32	46	47
Number of operation with implemented social impact assessment including gender assessment	Number	10	9	14	12
Number of operation with implemented environmental impact assessment	Number	21	21	42	38
Number of operation with implemented public disclosure of results of environmental and social impact assessment	Number	12	13	27	24
Number of operation with implemented local community development programs	Number	18	18	25	23
Number of operation with implemented stakeholder engagement plans	Number	13	12	21	24
Number of operation with implemented broad base local community consultation committees and processes	Number	10	7	15	22
Number of operation with implemented work councils, occupational health and safety committees and other employee representation bodies to deal with impacts	Number	21	23	42	39
Number of operation with implemented formal local community grievance process	Number	3	7	18	25
Social Grievances					
Number of grievances regarding society received through formal grievance process	Number	1	1	1	0
Total number of societal grievances addressed during this reporting period	Number	0	0	1	0
Total number of societal grievances resolved during this reporting period	Number	0	0	1	0
Total number of societal grievances resolved in the previous reporting period	Number	2	1	0	1
Total Philanthropic Activities					
Total philanthropic activities	%	100	100	100	100
Charitable donations	USD	970,856	350,980	449,703	743,123
Community investments	USD	971,420	715,351	451,890	751,889
Commercial Initiatives in the community	USD	406,629	730,397	188,583	157,982
Philanthropic Contributions					
Total cash contributions	USD	1,771,435	1,796,730	1,090,176	1,405,621
Time: Estimate employee costs	USD	1,007,502	1,142,800	696,748	210,969
Time: Employee volunteering during paid working hours	Hour	58,640	60,960	33,607	9,493
Total in-kind giving	USD	122,914	153,140	250,528	200,981
Total management overheads	USD	454,556	82,360	73,118	46,392

