



Creating Value

Today's Action,
Tomorrow's Performance

Key Sustainability Recognitions and Awards in 2025



FOR MORE INFORMATION



Achieved the **97th** percentile with a **Gold Medal** among assessed basic chemical companies.



Ranked **5th** in the chemicals sector, placing us in the **99th** percentile. Secured listing in the Dow Jones Best-in-Class World and Emerging Markets indices for the 7th and 9th consecutive years, respectively.



Achieved an **AA** rating in 2024.



FTSE4Good

Achieved a record ESG score of **4.7 out of 5** placing us in the **100th** percentile in the industry group (Chemicals) in 2025.



Achieved an ESG rating in the **9th** percentile among **572** companies in the **Chemical industry** in 2025 (lower percentile indicates better performance).



Achieved a **"B"** rating in CDP's Climate Change Assessment in 2025.



Ranked **1st** globally, in the 2025 ChemScore assessment among 40 global chemical companies.



Achieved a total score of **93** with an **AAA** rating, placing us in the **87th** percentile among 265 listed companies, including 42 companies in the industrials sector.



Received the **"Honorable"** Sustainability Disclosure Award 2025 for the **7th** consecutive year.

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Deputy Group CEO Message



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“Disciplined execution and a commitment to radical clarity have enabled Indorama Ventures to navigate a challenging market and emerge with a resilient foundation for sustainable growth.”

DILIP KUMAR AGARWAL

- Deputy Group CEO
- Member of the Sustainability and Risk Management Committee



Executive President of Petchem and Chairman of the ESG Council Message



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“True progress lies where business performance and sustainability reinforce one another—driven by purpose, collaborative partnerships, and unwavering commitment.”

YASH LOHIA

- Chairman of the ESG Council
- Member of the Sustainability and Risk Management Committee
- Executive President of Petchem

Chief Sustainability Officer Message



FOR MORE INFORMATION



“By innovating, collaborating, and investing in circularity and decarbonization, we are transforming for a resilient business and a better world.”

ANTHONY M. WATANABE, PH.D.

- Chief Sustainability Officer
- Director and Secretary of the IVL Foundation

About Indorama Ventures



At a Glance

Consolidated Revenues
THB 447 B

EBITDA
THB 32 B

EBITDA Margin
7%

ROCE
2.1%

Americas

36
Manufacturing Locations

4
Countries

~50%
Revenue

EMEA

37
Manufacturing Locations

19
Countries

~20%
Revenue

Asia*

41
Manufacturing Locations

8
Countries

~30%
Revenue

* Asia includes Egypt in 2025.

27,331**
Total Employees

23.62%
Female

114***
Manufacturing Locations

5
Continents

31
Countries

20
Recycling Facilities

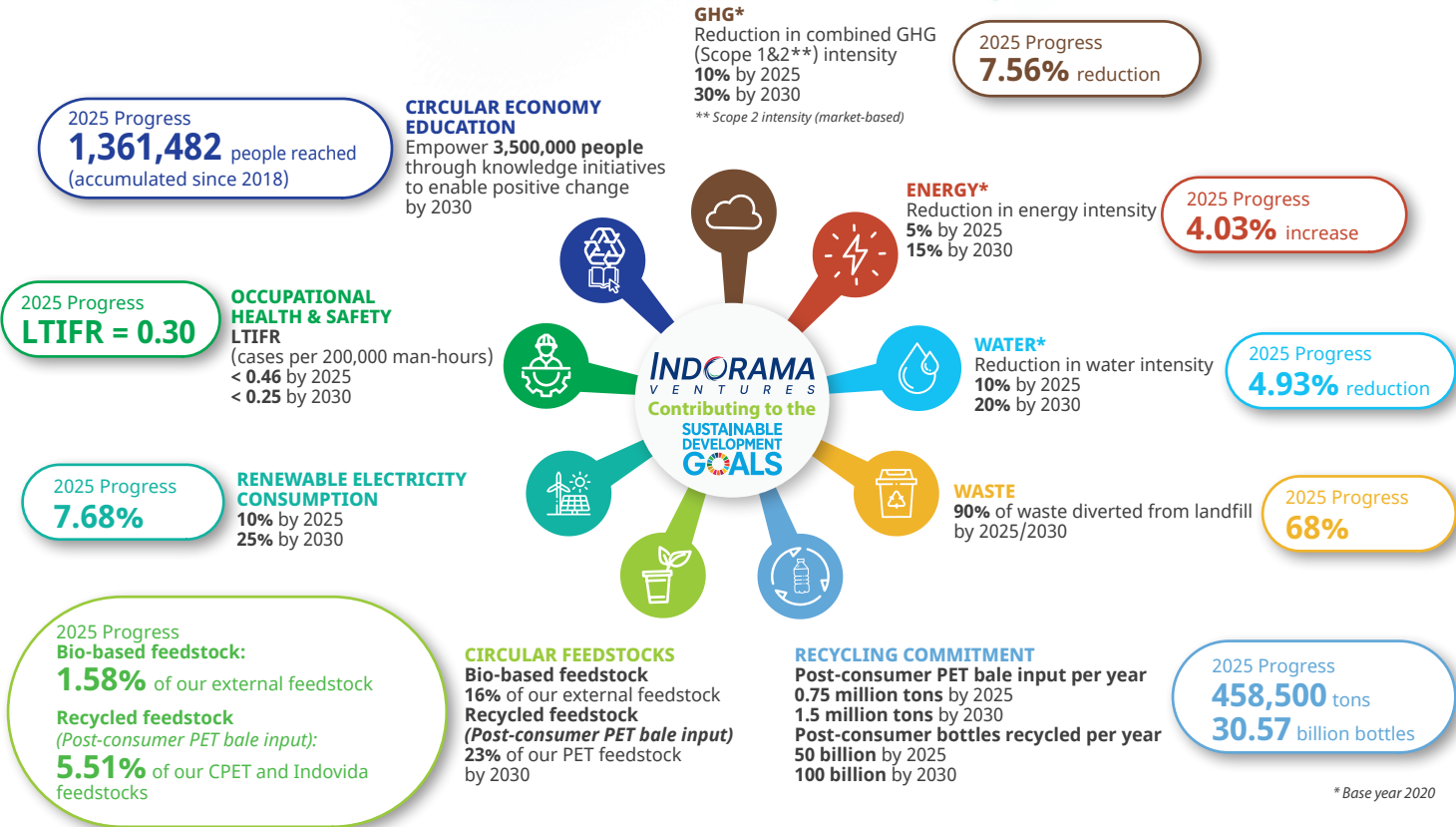
15
R&D Centers

** This number includes both permanent and temporary employees.
*** The Sustainability Report 2025 consists of data from 142 manufacturing sites with 2 offices. Further details can be found in the full Sustainability Report 2025 (under "About this Report").

Our Differentiation

- 1 70% of our products serving daily necessities
- 2 Leadership positions across all major markets and products we manufacture
- 3 Best-in-class management
- 4 A world-class digital and AI platform

Performance in Our Sustainability Ambitions



* Base year 2020

Indorama Ventures' Key ESG Highlights 2025



Environment



Total Energy Consumption
112.52 million GJ

Total Energy Intensity
7.42 GJ/ton of production

Total Renewable Energy Consumption
2.25 million GJ

Total Renewable Electricity Consumption
7.68%



Hazardous Waste Intensity
0.0075 tons/ton of production

Waste Diverted from Landfill*
68.00%

* Including waste incinerated with energy recovery.



Total Water Withdrawal Intensity
5.01 m³/ton of production

Total Recycled/Reused Water
7.54%



GHG Emissions (Scope 1) Intensity
0.4037 tCO₂e/ton of production

GHG Emissions (Scope 2) Intensity**
0.1629 tCO₂e/ton of production

GHG Emissions (Scope 1&2) Intensity**
0.5666 tCO₂e/ton of production

** Market-based



Recycling



Recycling of Post-Consumer PET Bale Input (Direct/Indirect)
458,500 tons

3,090,175 tons
(From 2011 to Dec 2025)

Equivalent to
30.57 billion PET bottles

166 billion PET bottles
(From 2011 to Dec 2025)



Circular Feedstocks



Bio-based Feedstock
1.58%
of our external feedstock



Recycled Feedstock
(Post-consumer PET bale input)
5.51%
of our CPET and Indovida feedstocks



Social

Human Resources

Total Employees*
27,331

* This number includes both permanent and temporary employees.

Female
23.62%

Employee Net Promoter Score
75.01% (NPS)

Average Training
27.52 hours

Total Employee Turnover Rate
15.04%

Corporate Social Responsibility

Total CSR Contribution
THB **55.90** million

445
CSR activities conducted

20,775
volunteer hours

Health and Safety

Total Recordable Injury Rate: TRIR
0.44
cases per 200,000 man-hours

Lost Time Injury Frequency Rate: LTIFR
0.30
cases per 200,000 man-hours

THB **45.74** million
in cash contribution

THB **5.96** million
worth of in-kind support

THB **4.19** million
allocated to overhead management



Economic & Governance

Financial Highlights

Total Production Volume
12.84 million tons

Consolidated Revenues
THB **447.25** billion

EBITDA
THB **32.08** billion

Net Profit after Tax and NCI
THB **-7,518** million

Operating Cash Flow
THB **48,046** million

Earnings per Share
THB **-1.47**

A+
TRIS Rating

Customer Satisfaction Study*

84.55%
Customer Satisfaction Index (CSI)

86.68%
Customer Retention Rate (CRR)

46
Net Promoter Score (NPS)

*A formal customer satisfaction study is conducted every other year as part of our group sustainability strategy. The latest study was conducted in 2024.

Corporate Governance Policy Awareness Campaign (CGPAC) Implementation

85%
Employee Attendance

Human Rights Declaration

100%
Signed by Business Heads and Site Heads

Combined PET (CPET) Key ESG Highlights 2025

Innovation

82 patents
(Cumulative until 2025)

THB 92 million
R&D spending

23
R&D employees

1
R&D center

Customer Satisfaction*

86.34%
Customer Satisfaction Index (CSI)

89.31%
Customer Retention Rate (CRR)

54
Net Promoter Score (NPS)

** A formal customer satisfaction study was conducted every other year as part of our group sustainability strategy. The latest study was conducted in 2024.*

Health and Safety

Total Recordable Injury Rate: TRIR
0.60*

cases per 200,000 man-hours

** CPET includes Intermediate chemical, Aromatics and PET, Indonova, and Specialty*

Lost Time Injury Frequency Rate: LTIFR
0.39

cases per 200,000 man-hours

Environment

GHG Emissions

0.3474 tCO₂e/ton of production
Scope 1 intensity

0.1094 tCO₂e/ton of production
Scope 2 intensity*

0.4569 tCO₂e/ton of production
Scope 1 & 2 intensity*

** Market-based*

Energy

6.29 GJ/ton of production
intensity

8.25%
renewable electricity

Water

4.32 m³/ton of production
intensity

Waste

62.20%
waste diverted from landfill**

*** Including waste incinerated with energy recovery*

2025 Performance

THB 276 B
Revenue

THB 17 B
EBITDA

6%
EBITDA Margin

78%
Operating Rate

Market Leadership

#1
PET producer globally

#1
producer of recycled resin used for PET beverage bottles



Indovida (Packaging) Key ESG Highlights 2025

Customer Satisfaction*

81.02%

Customer Satisfaction Index (CSI)

74.35%

Customer Retention Rate (CRR)

36

Net Promoter Score (NPS)

** A formal customer satisfaction study was conducted every other year as part of our group sustainability strategy. The latest study was conducted in 2024.*

Health and Safety

Total Recordable Injury Rate: TRIR

0.06

cases per 200,000 man-hours

Lost Time Injury Frequency Rate: LTIFR

0.06

cases per 200,000 man-hours

Environment

GHG Emissions

0.0181 tCO₂e/ton of production
Scope 1 intensity

0.4445 tCO₂e/ton of production
Scope 2 intensity*

0.4626 tCO₂e/ton of production
Scope 1 & 2 intensity*

** Market-based*

Energy

3.06 GJ/ton of production
intensity

2.50%
renewable electricity

Water

1.23 m³/ton of production
intensity

Waste

93.05%
waste diverted from landfill**

*** Including waste incinerated with energy recovery*

2025 Performance

THB 14 B
Revenue

THB 3 B
EBITDA

20%
EBITDA Margin

69%
Operating Rate

Market Leadership

#1
market position
in ASEAN

#2
market position
in Africa



Indovinya Key ESG Highlights 2025

Innovation

590 patents
(Cumulative until 2025)

THB 746 million
R&D spending

163
R&D employees

7
R&D centers

Customer Satisfaction*

83.99%
Customer Satisfaction Index (CSI)

83.29%
Customer Retention Rate (CRR)

44
Net Promoter Score (NPS)

** A formal customer satisfaction study was conducted every other year as part of our group sustainability strategy. The latest study was conducted in 2024.*

Health and Safety

Total Recordable Injury Rate: TRIR
0.18
cases per 200,000 man-hours

Lost Time Injury Frequency Rate: LTIFR
0.05
cases per 200,000 man-hours

Environment

GHG Emissions
0.6333 tCO₂e/ton of production
Scope 1 intensity

0.0546 tCO₂e/ton of production
Scope 2 intensity*

0.6879 tCO₂e/ton of production
Scope 1 & 2 intensity*

** Market-based*

Energy
10.78 GJ/ton of production
intensity

17.79%
renewable electricity

Water
6.72 m³/ton of production
intensity

Waste
33.76%
waste diverted from landfill**

*** Including waste incinerated with energy recovery*

2025 Performance

THB 80 B
Revenue

THB 10 B
EBITDA

12%
EBITDA Margin

56%
Operating Rate

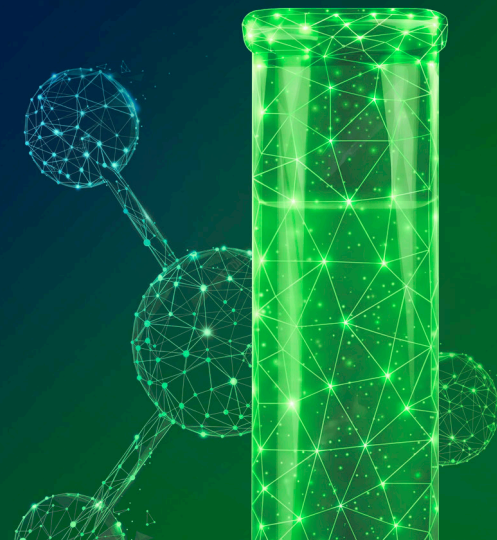
Market Leadership

#1
EO producer
in the Americas

#1
non-ionic
surfactants producer
in the Americas

#1
fabric and home care
ingredients provider
in the Americas

#2
ethoxylation
company
globally



Fibers Key ESG Highlights 2025

Innovation

52 patents
(Cumulative until 2025)

THB 237 million R&D spending

66 R&D employees

7 R&D centers

Customer Satisfaction*

84.02% Customer Satisfaction Index (CSI)

86.28% Customer Retention Rate (CRR)

42 Net Promoter Score (NPS)

** A formal customer satisfaction study was conducted every other year as part of our group sustainability strategy. The latest study was conducted in 2024.*

Health and Safety

Total Recordable Injury Rate: TRIR
0.51*
cases per 200,000 man-hours

** Fiber includes wool*

Lost Time Injury Frequency Rate: LTIFR
0.39
cases per 200,000 man-hours

Environment

GHG Emissions
0.4985 tCO₂e/ton of production
Scope 1 intensity

0.5798 tCO₂e/ton of production
Scope 2 intensity*

1.0783 tCO₂e/ton of production
Scope 1 & 2 intensity*

** Market-based*

Energy
10.37 GJ/ton of production
intensity

4.00% renewable electricity

Water
7.46 m³/ton of production
intensity

Waste
90.38% waste diverted from landfill**

*** Including waste incinerated with energy recovery*

2025 Performance



Market Leadership

Lifestyle

#1
in PET staple
fiber ASEAN

Hygiene

#2
in BiCO
fiber

Mobility

#2
in airbag
yarn

#2
in tire cord
fabric

Indorama Ventures achieves

Top 10%

of the CSA* 2025 Score
in the S&P Global
Sustainability Yearbook 2026.

* CSA: Corporate Sustainability Assessment



www.indoramaventures.com

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Indispensable Chemistry



Sustainable Finance



FOR MORE INFORMATION



USD 360 m

← Linked with SPTs →

THB 10,000 m

Sustainability-Linked Bond

arranged by BBL, KBank, KTB, SCB, and HSBC

USD 60⁴ m

Sustainability-Linked Revolving

arranged by Natixis

⁴Matured



USD 255³ m

← Linked with ESG rating →

Ninja

Sustainability-Linked Syndicated Term Loan

arranged by Mizuho Bank

³Refinanced in 2024

2019

2021

2023

2022

2025

2024



TOTAL = THB 125 billion¹ (2018-2025)

2018

2020



USD 420³ m

← Linked with ESG rating →

Green Loan²

arranged by Mizuho Bank

²Fully repaid in 2024

³Refinanced in 2024



USD 300 m

← Use of Proceeds →

Blue Loan

USD 150 m

arranged by International Finance Corporation (IFC)

← Use of Proceeds →

USD 100 m

arranged by the Asian Development Bank (ADB)

USD 50 m

arranged by Deutsche Investitions-und Entwicklungsgesellschaft (DEG)

USD 830 m

← Linked with ESG rating →

USD 200 m

Sustainability-Linked Revolving (100 m) & Term Loan (100 m)

arranged by Bank of China

²Refinanced in 2025

← Linked with SPTs →

THB 10,000 m

Sustainability-Linked Term Loan

arranged by Siam Commercial Bank (SCB)

← Linked with SPTs →

USD 190 m

Sustainability-Linked Term Loan

arranged by SMBC

THB 3,000 m

Sustainability-Linked Term Loan

arranged by KBank

USD 50 m

Sustainability-Linked Trade Finance

arranged by SMBC



USD 1,080 m

← Linked with SPTs and ESG rating →

USD 100 m

Sustainability-Linked Term Loan

arranged by Bank of China

³Refinanced in 2024

THB 6,000 m

Sustainability-Linked Term Loan

arranged by Siam Commercial Bank (SCB)

← Linked with SPTs and ESG rating →

EUR 275⁴ m

Sustainability-Linked Syndicated Revolving

arranged by ING (syndicated)

⁴Matured

USD 500⁵ m

Sustainability-Linked Syndicated Term Loan

arranged by SMBC & BNPP

⁵Refinanced in 2025



USD 570 m

← Linked with SPTs and ESG rating →

USD 255 m

Ninja Sustainability-Linked Syndicated Term Loan

arranged by Mizuho Bank

EUR 170 m

Sustainability-Linked AR Factoring

arranged by BBVA

USD 100 m

Sustainability-Linked Term Loan

arranged by Bank of China

USD 30 m

Sustainability-Linked Supplier Factoring

arranged by BBVA



¹ Calculated using the average foreign exchange (FX) rate for 2025



Environmental Performance

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Protecting Our Planet Through Climate Adaptation



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Readiness and Capacity Building (2024–2025)



Phase 1

Key actions:

- Integrate vulnerability analysis into the enterprise risk management (ERM) process
- Prioritize 12 key locations for vulnerability assessments
- Train Indorama employees through the Climate Adaptation Academy

Planning (2026)



Phase 2

Key actions:

- Conduct the Vulnerability Analysis at all Indorama Ventures sites
- Collaborate with site heads to formulate adaptation plans

Implementation (2027)



Phase 3

Key actions:

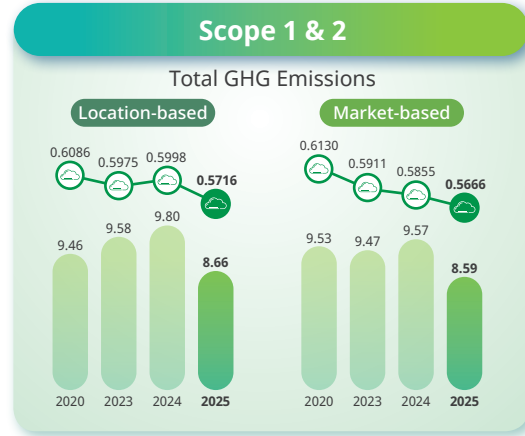
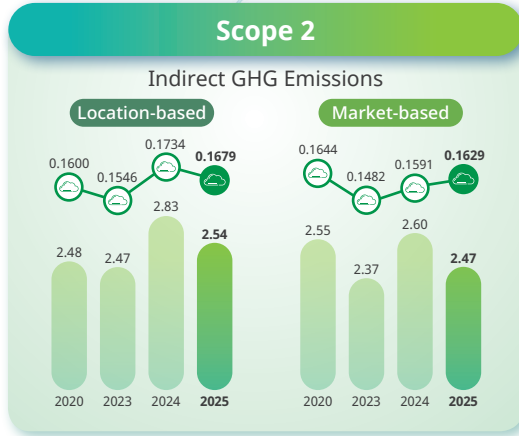
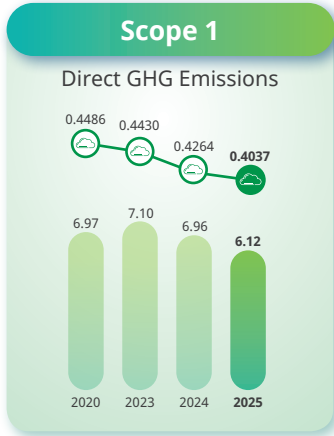
- Implement adaptation and resilience-building initiatives
- Monitor effectiveness and adjust measures based on findings



2025 Highlight

In 2025, we established the foundation by building adaptation awareness through the Climate Adaptation Academy Course, prioritizing 12 sites using risk assessment software and historical disaster records, and strengthening internal consistency through a Vulnerability Assessment SOP and analysis of Marsh risk report data. Several locations have already implemented resilience measures, including tornado preparedness in the United States, wildfire management in Brazil, flood protection in Thailand, and water optimization systems in Egypt.

GHG Management



■ GHG emissions (million tCO₂e) ● Intensity (tCO₂e/ton of production)

- ### Scope 3 (9 Categories)
- that are relevant to our business
- Purchased Goods and Services (including Nitrogen)
 - Capital Goods
 - Emissions from Electricity (T&D, WTT) and Fuels (WTT)
 - Upstream Transportation
 - Waste
 - Business Travel
 - Employee Commuting
 - Downstream Transportation
 - Use of Sold Products

GHG (Scope 1 & 2*) Intensity Reduction (2020 Baseline)

Targets

- 10% by 2025 and
- 30% by 2030

* Scope 2 intensity (market-based)

Performance

In 2025, we recorded an intensity of **0.5666 tCO₂e/ton**, showing a **7.56%** reduction against the 2020 baseline.

2025 Highlights

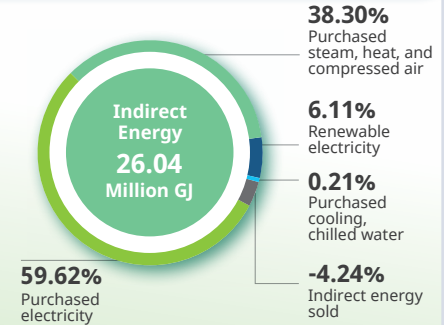
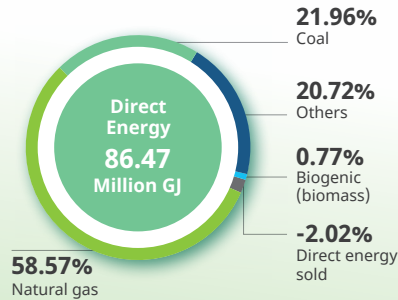
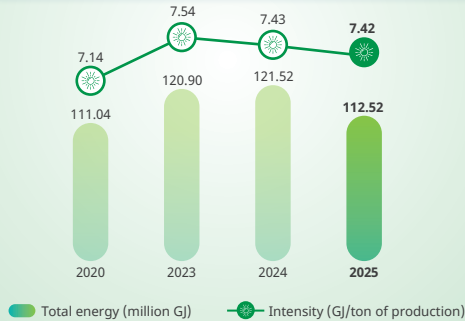
GHG emissions for Scopes 1, 2, and 3 (9 categories) were 100% verified by an external auditor.

100% GHG accounting, verification, and assurance in accordance with ISO 14064-1 and ISO 14064-3

Energy Management



Total Energy



Energy Intensity (2020 Baseline)



Renewable Electricity Consumption

Targets

5% by 2025 and
15% by 2030

Performance

In 2025, we recorded an energy intensity of **7.42 GJ/ton**, reflecting a **4.03%** increase against the 2020 baseline.

Targets

10% by 2025 and
25% by 2030

Performance

In 2025, we consumed **7.68%** renewable electricity of the total electricity consumption.



2025 Highlights

19 locations with onsite/offsite solar installations

441,776 MWh of renewable electricity consumed

111,129 tCO₂e of GHG reduction achieved through renewable electricity consumed.

Case Study

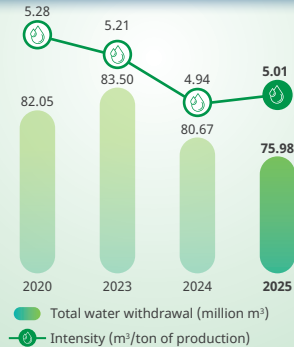
In 2025, IVL significantly advanced its energy transition by maximizing renewable electricity sourcing. Renewable electricity increased to **7.68%** (2024: **2.86%**). **Three sites achieved 100% renewable electricity**, and over **12 locations exceeded 30% RE share**, supporting climate-related risk mitigation and decarbonization objectives.

Water Management

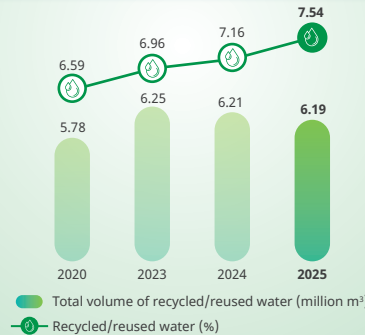


FOR MORE INFORMATION

Total Water Withdrawal



Total Recycled / Reused Water



Water Intensity Reduction

(2020 Baseline)

Targets

10% by 2025 and
20% by 2030

Performance

In 2025, we recorded a water intensity of **5.01** m³/ton of production, showing a **4.93%** reduction against the 2020 baseline.



2025 Highlights

6 sites have achieved Zero Liquid Discharge

- Avgol Nonwovens India Private Limited (Halol site)
- IVL Dhunseri Petrochem Industries Private Limited (Karnal site)
- PT. Indorama Ventures Indonesia (PET)
- PT. Indorama Ventures Indonesia (Fibers)
- Schoeller Kresice s.r.o
- TPT Petrochemicals (Branch 3)

Case Study

Boiler and deaerator optimization (United States)

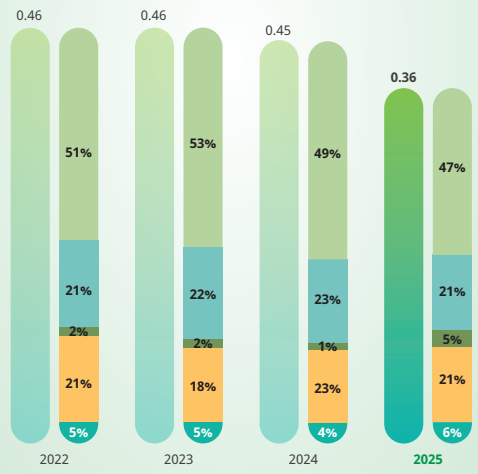
Indovinya - Dayton optimized its boiler and deaerator system through improved condensate recovery, enhanced feedwater heating, and stabilized operations, reducing steam losses, water use, and wastewater generation. Supported by continuous digital monitoring, the project achieved an 11% reduction in natural gas consumption, a 50% reduction in makeup water use, and an annual emissions reduction of 31.6 tCO₂e, while lowering wastewater treatment and chemical costs.

Waste Management



Total Waste

Generated, recycled & reused, incinerated (with and without energy recovery), landfilled, and others



- Total generated waste (million tons)
- Recycled & reused and other recovery operations (% of total generated waste)
- Incinerated with energy recovery (% of total generated waste)
- Incinerated without energy recovery (% of total generated waste)
- Landfilled (% of total generated waste)
- Others (% of total generated waste)

Total Hazardous Waste



- Total hazardous waste (million tons)
- Intensity (tons/ton of production)

2025 Highlights

Total waste intensity **0.0239** tons/ton of production

47% of total waste was recycled & reused and other recovery operations

21% of total waste went to incineration with energy recovery

Waste Diverted from Landfill*

Target

90% Waste diverted from landfill by 2025

Performance

In 2025, **68%** of our waste was diverted from landfill.

*Including waste incinerated with energy recovery.

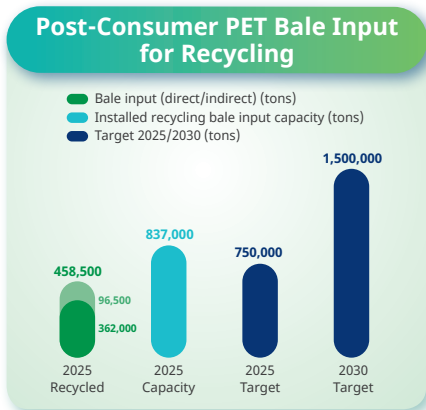
Case Study

Reduction of waste from cutter losses (Brazil)

Indorama Ventures Polímeros reduced waste from cutter system losses by addressing key mechanical, control, and operational drivers through targeted upgrades, enhanced monitoring, and automated alerts.

The initiative delivered THB 1.51 million in cost savings versus the 2024 baseline and unlocked up to THB 9.21 million in potential gains under optimized conditions. It also reduced scrap and off-spec production, along with associated GHG emissions, while improving equipment availability and operational reliability.

Circular Economy–Recycling



Recycling Commitment

Targets

- Post-consumer PET bale input per year: **0.75 million tons** by 2025
- Post-consumer bottles recycled per year: **50 billion** by 2025

Performance

- Post-consumer PET bale input: **0.46 million tons** in 2025
- Post-consumer bottles recycled: **30.57 billion** in 2025



The PET bottles figure uses an average weight and an overall height of on-the-go PET water and soda bottles, equivalent to the volume recycled at Indorama Ventures recycling sites between February 2011 and December 2025. Weighting referenced to the International Bottled Water Association.

CELEBRATE WITH US

As of 31 December 2025, we have successfully recycled 166 billion post-consumer PET bottles (since 2011)—and the number is still growing.

166000000000 BOTTLES
As of 31 December 2025

Our real-time bottle recycling counter is available on our website.

2025 Highlights

Towards our ambitious target of recycling **1.5 million tons** annually by 2030—we achieved **837,000 tons** of bale input capacity in 2025.

In our fifth year with Trash Lucky and Coca-Cola Thailand, the Recycle Me campaign expands to **80+ locations**, targeting over **10 tons of PET collection** while strengthening public recycling awareness and circular practices.

Advanced Technologies and Bio-Feedstocks



Indorama Ventures Investments & Holding (IVIH), a wholly owned subsidiary, was established with a mandate to deliver on our Vision 2030 ambitions.

2025 Highlights

70+
circularity
opportunities

including initiatives to deliver drop-in recycled feedstocks derived from hard-to-recycle polyester-based waste (i.e., waste that would otherwise be landfilled or incinerated), as well as other plastic waste

40+
low-carbon
opportunities

including initiatives to deliver drop-in bio-based or CO₂-based feedstocks, such as bio-based or CO₂-based polyester precursors

ISCC PLUS

Indorama Ventures has been a member of the International Sustainability and Carbon Certification (ISCC) system since 2024. As of 2025, 11 sites are ISCC Plus certified, a certification scheme that covers the traceability of bio-based, circular, and renewable materials within product supply chains, ensuring transparency, credibility, and compliance with sustainability standards. Since 2024, Indorama Ventures has been selling ISCC Plus-certified, mass-balanced bio-based polyester to the market.



Key Initiatives

Textile Circularity (China)

Indorama Ventures partnered with Jiaren Chemical Recycling to advance textile circularity. The joint venture, backed by a double-digit million-dollar investment, targets up to 100,000 tons per year of recycled PET capacity, helping reduce textile waste and support lower carbon supply chains globally.

Low-Carbon PET Fibers

In 2025, IVIH supported the Fibers Group in developing four pilot projects for low-carbon PET fibers for automotive and apparel applications involving world-scale brand owner leaders in their segment. These pilots aim to:

- Establish ISCC PLUS mass-balanced bio-PET as a credible, scalable, and industry-recognized model;
- Demonstrate the feasibility of producing 100% biomass-attributed PET yarns;
- Engage with climate-action and standard-setting bodies to strengthen recognition of the mass-balance approach.



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Creating Social Impact Through Purposeful Action



Indorama Ventures creates measurable social impact by empowering people, strengthening communities, and advancing circular solutions. These efforts transform social investment into long-term value while progressing towards our 2030 commitments across people, communities, and the planet.



How We Create Impact



Community well-being

Enhancing quality of life through inclusive access to essential services and opportunities.



Environmental benefits

Reducing environmental impacts through resource efficiency, waste reduction, and circular practices.



Behavioral change

Encouraging responsible consumption and circular practices.



Economic empowerment

Enabling sustainable livelihoods through skills development, future-ready capabilities, and entrepreneurship.



Equity and inclusion

Expanding opportunities through inclusive participation and equitable access to development.

Our Contributions in 2025



THB 55.90 million invested to achieve social impacts across **445 programs** in 14 countries, supported by over **1,000 employees** contributing **20,775 volunteer hours**



Our Ambitions



Knowledge

2030 Target: 3.5 million people empowered

Building future-ready skills and accelerating circular behaviors through STEM learning, education access, and workforce readiness.



Community care

2030 Target: 180,000 beneficiaries supported

Strengthening inclusive and resilient communities through health, livelihoods, social inclusion, and cultural engagement.



Environment

2030 Target: 300 tons of post-consumer PET collected, contributing to 300 tons of CO₂ reduction through CSR initiatives

Advancing circularity and resource efficiency through recycling, conservation, and environmental impact reduction.

CSR in Action 2025



Knowledge

Circular economy awareness program

- **30,900 teachers and educators** equipped with learning resources
- **120,087 students** engaged in recycling and circular economy education
- **20,000 youth** reached through site visits and knowledge-sharing sessions

STEM and innovation program

- **87,037 students and educators** enabled to engage in experimental STEM learning

Education access and career pathways

- **4,589 students** supported through inclusive access to education and skills development



Community Care

Community health and well-being

- **37,560 individuals** supported with access to healthcare
- **1,030 people** across 10 communities supported through livelihood and income-generation initiatives

Inclusive community support

- **59 local associations** supported, improving the lives of 12,214 vulnerable individuals

Community infrastructure and access

- 15 partners engaged, **reaching over 700 people**

Art, culture, and community identity

- 10 cultural initiatives implemented, **reaching over 900 people**



Environment

Circular waste management and PET recycling

- **3.3 million PET bottles** recycled
- **75 tCO₂e emissions** reduced through PET recycling
- **88 tons of waste** diverted from landfill

Environmental conservation and ecosystem restoration

- **36 ecological initiatives** implemented across **90 locations** in 14 countries
- **5,508 trees** planted across 9 countries

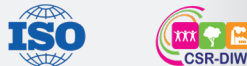
Excellence in Achievement

Recognized for social impact



AMCHAM Corporate Social Impact Award - Silver Level (Fourth consecutive year)

Regulatory and standards alignment



Integrated across our operations in multiple countries



Certified across sites in Thailand for over a decade

Regional and local recognition



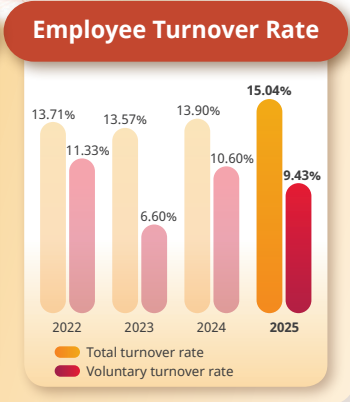
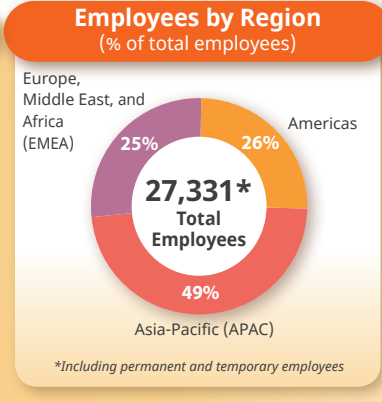
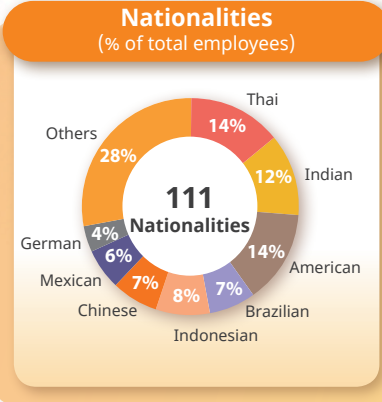
Recognized by the Port of Suape and FIEPE (Brazil) for strong socio-environmental practices and positive community impact

International awards



Best-in-Class Winner - Plastics Circularity Project of the Year

Investing in Our People



23.62%
Female
(% of permanent employees)

319
Employees
with disabilities

Accelerating Sustainable and Inclusive Leadership Development

Indorama Ventures continues to advance sustainable and inclusive talent development through structured leadership programs and global partnerships. Since its launch in 2023, the Future Leaders Program has completed two cohorts and expanded to a third in 2025, strengthening high-potential talent through a 12-month blended learning journey. The program has earned consecutive Gold Awards for Excellence in Leadership Development in 2024 and 2025.

In 2025, we further strengthened succession planning and invested in developing next-generation leaders across businesses, functions, and geographies, supported by global academic partnerships including INSEAD, building a diverse and future-ready leadership pipeline.

Strengthening Employer Brand Through a People-First Strategy

Indorama Ventures' HR Head Office and Thailand teams were recognized with the **Asia Best Employer Brand Awards 2025** and the **Thailand Best Employer Brand Awards 2026 by the World HRD Congress**.

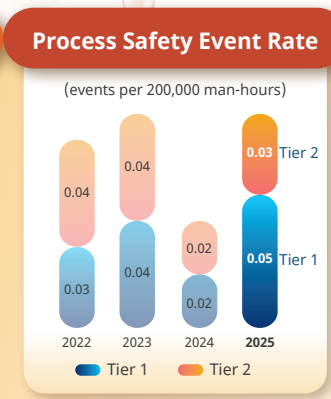
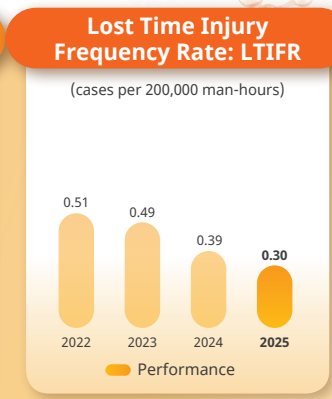
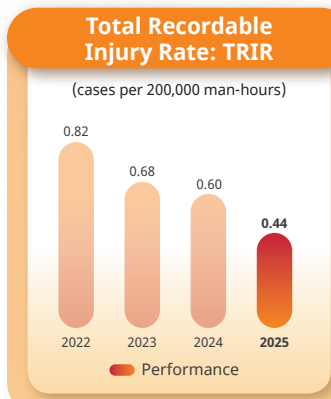
These awards reflect our strong people-first strategy and excellence in employer branding. They highlight the impact of our Career Cycle framework in supporting employee growth, enhancing engagement, and strengthening our position as an employer of choice.

Together, these recognitions reinforce our commitment to attracting, developing, and retaining talent, while building a resilient, future-ready workforce that supports long-term sustainable growth.

2025 Highlights

- 73.91%** employee engagement
- 75.01%** Employee Net Promoter Score (NPS)
- 46.97%** of our employees were covered by collective bargaining agreements
- 676,824** total training hours
- 27.52** average training hours per employee

Health and Safety



2025 Highlights

- 56%** of sites (**79 out of 140**) achieved zero recordable injuries
- 29%** reduction in environmental permit exceedances
- 300%** increase in EHS e-Learning courses available globally
- More than threefold increase** in participation in global and regional corporate EHS training compared to 2024, reaching over 500 leaders.

Environment, Health, and Safety (EHS) Governance and Risk Integration

We updated our **Corporate EHS Policy** and expanded the scope of EHS and **Enterprise Risk Management (ERM)** to include **Operational Technology (OT) cybersecurity**. We strengthened core EHS and Process Safety Management (PSM) standards and further standardized key systems, including **Sphera PHA-Pro and Intelx (Industrial Hygiene and ERM modules)**, as well as Unsafe Conditions application, to enhance risk management, governance, and reporting.

Leadership, Capability, and Safety Culture

We strengthened safety performance by **increasing EHS training hours by 33%**, including an initiative that enabled over 500 frontline leaders through a **face-to-face EHS Leadership Summit**. Digital tools such as the **Technical EHS Standards Support Assistant (TESSA)**—an AI-driven tool supporting users in their day-to-day EHS needs—and culture analytics enabled targeted, risk-based actions aligned with our 2026 EHS Strategy.

EHS Audit Program

In 2025, we conducted **17 corporate EHS audits** by external experts, focusing on site compliance and maturity assessments. We addressed **65.7% of identified corrective actions** and audited **53% of operational sites**, advancing proactive risk management and continuous improvement.

Target

LTIFR < 0.46 by 2025
(cases per 200,000 man-hours)

Performance

0.30 cases
per 200,000 man-hours

Supply Chain Management



In 2025, Indorama Ventures aligned internally on its approach and governance to enhance transparency and long-term supply chain resilience through various initiatives as follows:

ESG Practices

- Transitioned from framework alignment to operational implementation
- Applying a **risk- and impact-based prioritization approach** to focus engagement on the most material suppliers.
- Progressively **strengthening environmental and social due diligence** across its supply chain through collaboration with Together for Sustainability (TfS).
- Promoting annual **ESG evaluations of suppliers via the EcoVadis platform**, as well as conducting onsite audits of suppliers.
- Conducted **Human Rights Due Diligence** across the supplier base.
- Analyzing Supply Chain **Risk Exposure Assessment (REA)** of our Tier-1 suppliers across all segments.

Scope 3 Management

- Initiated structured data collection of supplier ESG, environmental performance, and **product carbon footprint (PCF) data**.
- Evaluated decarbonization readiness by **supplier maturity assessments**.
- Assessed potential **Scope 3 reduction pathways to analyze target-setting models**.



Our **Supply Chain Academy** is designed for supply chain professionals to strengthen their skills and master the essentials of Modern Supply Chain Management. The training courses offer targeted skills and knowledge (Foundation, Intermediate, and Advanced), and understanding of supply chain management strategies, principles, and practices.

2025 Highlights

434 Tier-1 suppliers were assessed via EcoVadis, a 5% increase from 2024.

Achieved **100% of reassessment and new assessment supplier audits** under our TfS membership, against a 2025 target.

Set a target of **15 reassessment and new assessment supplier audits** for 2026.

Established and calculated a Scope 3 baseline, focusing on supplier carbon footprint measurement, data quality, and methodological consistency.

No salient human rights issues were identified through supplier HRDD.

No suppliers were identified as being exposed to risks related to child, forced, or compulsory labor.

Risk Exposure Assessment (REA) identified **Climate Transition & Physical Risk, Water, Employee Wellbeing, and Health & Safety as high-risk topics** in supply chain management.

INDCRAMA
SERVICES

Global Management
Conference 2026



Robust Governance

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Corporate Governance and Business Ethics



For the **13th** consecutive year, we achieved an **“Excellent - 5 Star” Corporate Governance (CG)** score from the Thai Institute of Directors (IOD).

100%
Independent Directors on the NCCG and Audit Committees

Directors on the Nomination, Compensation, and Corporate Governance (NCCG) Committee and the Audit Committee are **fully independent**.



Awarded by the Thai Investors Association for achieving a **100% score** in the Annual General Meeting. This marks our **14th consecutive year** of receiving a full score.

2025 Highlights

No material case or incident of corruption or bribery

No legal case involving corruption or anti-competitive practices concerning the company or our employees

No material litigation against the company or our subsidiaries that negatively impacted our business

No penalty imposed for material non-compliance

Corporate Governance Policy Awareness Campaign (CGPAC) Implementation Report 2025

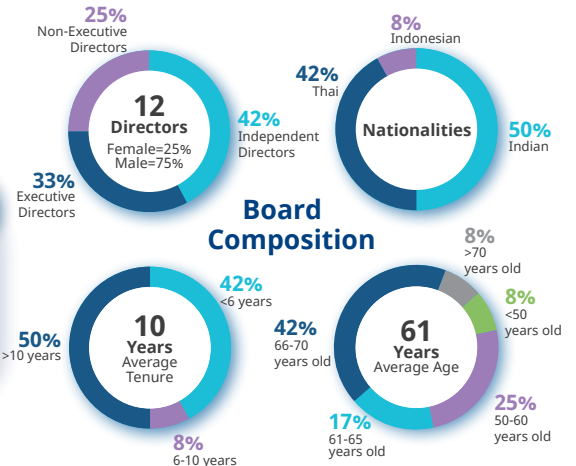
85% of all employees attended the Corporate Governance Manual Training in the past 3 years.

81% of all sites achieved full training coverage in 2025.

100 Reports Received Through Whistleblower Reporting Channels

Conflict of Interest	3 reports	Human Rights - Unfair Termination	7 reports
Corruption or Bribery	17 reports	Money Laundering or Insider Trading	0 report
Environment, Health, and Safety	5 reports	Not qualified as Whistleblower Cases	31 reports
Human Rights - Harassment	24 reports	Miscellaneous	13 reports

Of these, 69 qualified as whistleblower cases: 18 were substantiated complaints, 30 were unsubstantiated complaints, 11 lacked sufficient information to initiate an investigation, and 10 are still under investigation.



Innovation and Product Development



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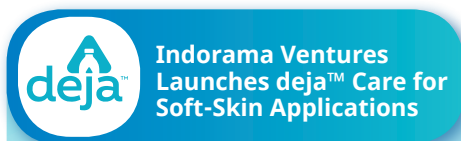
Our commitment to “Indispensable Chemistry” reflects our dedication to developing essential materials that not only meet the needs of today but also anticipate the demands of tomorrow. At Indorama Ventures, we believe that true innovation is indispensable, just like our chemistry.



Indorama Ventures has enabled a major advance in sustainable music production by supplying specialty PET resin for **EcoRecord®**, the world’s first recyclable PET LP, produced by Sonopress. The innovation offers a lower-carbon, circular alternative to traditional vinyl while maintaining high audio quality.

Key highlights:

- **Innovative materials:** Specialty PET resin from Indorama Ventures supports high-fidelity sound and recyclability.
- **Climate benefits:** Production reduces **CO₂ emissions by up to 85%** by eliminating natural gas and steam.
- **Circular impact:** The recyclable PET format reduces waste and supports circular material flows.
- **Scalable solution:** Initial US production capacity of approximately **one million records per year**, with expansion potential.



Indorama Ventures has launched **deja™ Care**, a new range of skin-friendly PET fibers and filament yarns designed to support more responsible fashion and everyday apparel that comes into direct contact with skin.

Key highlights:

- **Certified safety:** Tested against **17 harmful chemicals** and certified to **OEKO-TEX® Standard 100, DIN EN 71-3, and ISO 17294-2** for skin-sensitive applications.
- **Cleaner production:** Uses **more environmentally friendly chemicals** during PET polymerization, supporting a lower environmental impact.
- **End-to-end control:** Manufactured in **fully integrated facilities in Asia**, ensuring traceability and consistent quality.
- **Eco benefits for manufacturers:** Enables **cleaner wastewater and reduced sludge** in fabric production.



Indorama Ventures advanced its Wool business with the commissioning of a new **dyeing and treatment facility in Ratchaburi, Thailand**, strengthening integration across the worsted yarn value chain and supporting more sustainable production.

Key highlights:

- **Resource-efficient technology:** Reduces **energy use by up to 70%**, lowers water consumption, and cuts chemical use by **20-30%**.
- **Sustainable treatments:** Chlorine-free **EXP®** technology reduces water and chemical use while meeting the **Global Organic Textile Standard**.
- **Integrated value chain:** The new site complements the Lopburi facility, enabling end-to-end capabilities from spinning to dyeing and finishing.
- **Expanded portfolio:** Launch of the **SiMPHONIE wool shade card**, offering high-quality yarns.

Customer Relationship Management



Indorama Ventures Overall*

84.55%

Customer Satisfaction Index (CSI)

86.68%

Customer Retention Rate (CRR)

46

Net Promoter Score (NPS)

Business Segments*



CPET

CSI 86.34%
CRR 89.31%
NPS 54



Fibers

CSI 84.02%
CRR 86.28%
NPS 42



Indovinya

CSI 83.99%
CRR 83.29%
NPS 44



Indovida

CSI 81.02%
CRR 74.35%
NPS 36

2025 Highlights



Indorama Ventures' Fibers team in Mobility was recognized as ZF Lifetec's Most Awarded Supplier of the Year, reflecting strong global collaboration and operational excellence.

Announced at ZF Lifetec's annual supplier event in Wuhan, the recognition highlights achievements in Excellent Collaboration, Value Analysis and Value Engineering (VAVE), and Indorama Ventures' role as a strategic long-term supplier in North America.

Customer satisfaction measurement covered
100%
of operations

* A formal customer satisfaction study is conducted every other year as part of our group sustainability strategy. The latest study was conducted in 2024.

At Indorama Ventures, digitalization is not a one-time event. It is about continuously improving how we work every day, challenging ourselves to operate more simply and intelligently. We have learned that digital transformation delivers real, measurable value only when it is anchored in the business, owned by our teams, and executed with discipline.

This journey is not just about implementing new tools; it is about changing behaviors, standardizing processes, and shifting our mindset to better leverage data for sustainable, long-term decision-making.

Key Initiatives and Highlights



Manufacturing and Safety

Our manufacturing progress reinforces a simple principle: Strong operational discipline, standardized work, and reliable assets.

AI-Driven Industrial Analytics (SeeQ): Optimizing production yields and reducing variable costs by embedding AI into daily work.

Maintenance Excellence and Connected Workers: Empowering frontline teams and shifting to proactive, predictive maintenance to reduce downtime and improve reliability.

Project Ascent: Building an operational technology (OT) data foundation to enable real-time visibility and remote monitoring across sites.



Enterprise and Business Solutions

To operate efficiently on a global scale, we are modernizing how we plan, buy, and sell.

SAP S/4HANA: Serving as the digital core to enable consistent, reliable, and integrated business processes across all functions.

Integrated Business Planning (IBP): Aligning demand, supply, operations, and financial planning into a single enterprise-wide model.

Salesforce: Providing a 360-degree customer view to enable data-driven decisions and enhance market responsiveness.

Source-to-Contract (S2C GEP): Strengthening structured supplier performance management for sustainable and efficient sourcing.



IT Infrastructure and Enterprise Data

A strong technological foundation is essential to securely and accurately connect our global operations.

Data Integration and SAP RISE: Advancing SAP S/4HANA rollouts, leveraging the Nexus enterprise data platform to ensure a single, reliable view of the business.

Global Technology Center (GTC): Establishing the GTC to strengthen governance over IT infrastructure, end-user services, and OT cybersecurity.



Capability Building (OneIVL Academy)

We launched OneIVL Academy, our global learning platform designed to upskill our workforce.

The academy delivers targeted functional learning through specialized tracks in digital & AI, sustainability & ESG, change management, and corporate compliance.

These efforts elevate operational excellence, drive sustainable process improvements, and consistently uphold the highest standards of corporate governance.



Data Reporting, Verification, and Report Assurance

This report was prepared in accordance with the **Global Reporting Initiative (GRI) standards** and the **International Integrated Reporting Council (IIRC)**'s International Integrated Reporting Framework 2021.

100% Reporting Certification and Assurance in accordance with the GRI Standards, the <IR> Framework and AA1000AS by an independent auditor.

100% GHG Accounting, Verification and Assurance in accordance with **ISO 14064-1** and **ISO 14064-3** by an independent auditor.

Contacts and Feedback



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Indorama Ventures - ESG Profile



Sustainability Report 2025



Annual Report 2025
(Form 56-1 One Report)

Celebrate with us!
Since 2011 until now*,
we have ACHIEVED

166
billion n
PET bottles

(*As of 31 December 2025)

With a total reduced
GHG emission of
4.0 million tons



Please visit our website
for the real-time bottle
recycling counter

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