



Indorama Ventures Public Company Limited

Environmental, Health and Safety (EHS) Policy

Revision 3

(As approved by the Board of Directors Meeting No. 4/2025 dated August 14, 2025)

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Environmental, Health and Safety (EHS) Policy

Purpose

The purpose of this policy is to ensure adequate environmental, health and safety standards in the Company (as defined below).

Scope

This policy applies to the Company's Board of Directors, management, employees, trainees, suppliers, contractors, and persons who are not employees but authorized to act on behalf of or represent the Company. Suppliers and contractors are expected to act and perform in manners consistent with Indorama Ventures' values and guiding principles as part of our commitment to responsible and sustainable business practices.

Definitions and Acronyms

Company or Indorama Ventures	Indorama Ventures Public Company Limited and all its Affiliates ¹ .
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Policy Provision

Our guiding principles will be the basis of our success.

Focused on risk, compliance, employee engagement, transparency and improvement
“We are Responsible” .

¹ “Affiliate” means any company or entity, business partner, or Joint Venture (JV) controlling, controlled by, or under common control with the Company. The term “Control” and its correlative meanings, “controlling,” “controlled by” and “under common control with,” means the legal, beneficial or equitable ownership, directly or indirectly, not less than 50 (fifty) percent of the aggregate of registered and paid-up shares in a company or an entity.

1. Know our Risks

We relentlessly seek to learn, deeply understand performance barriers and risk mitigations.

2. Employee Empowerment

We empower all employees to stop work that they feel is unsafe and elevate risk concerns to supervisors without fear of reprisal.

3. Compliance

We are committed to full compliance with all applicable health, safety, and environmental regulations and government statutes in every area it operates.

4. Transparent Risk and Incident Reporting

We assure all incidents and known risks are properly reported and classified.

5. Continuous Improvement

We are committed to continually improving EHS performance across all aspects of our business, including our systems and the execution of EHS programs.

Our EHS Vision is to “Protect our people, our planet, which enables our prosperity” .

Consistent with our corporate value, “We are Responsible” , Indorama Ventures Public Company Limited (Indorama Ventures) places the well-being of our employees, customers, environment and the communities in which we operate at the forefront of everything we do and every decision we make. Indorama is committed to operating in a safe and environmentally compliant manner while maintaining environmental, safety and product stewardship as integral aspects of our business and in providing our stakeholders and other interested parties with the information necessary to manage our products in a safe and environmentally responsible manner.

We are committed to instilling a no harm culture Indorama-wide, ensuring no harm to people, the environment, and the communities where we operate. To achieve this commitment, EHS is integrated into all business management processes. Prioritization and action plans are established by each business to enhance EHS activities, ensuring a structured approach to risk mitigation. We ensure that all employees and contractors are aware of our policies and values and have been trained in their specific responsibilities for achieving EHS excellence.

Everyone has a responsibility to:

- Maintain constant vigilance to identify unsafe acts and conditions and bring these hazards to the attention of management and coworkers to help secure their safety.
- Ensure that our products and operations meet or exceed applicable government and Indorama Ventures standards.
- Incorporate environmental, health and safety considerations into all job functions and business decisions.
- Use process hazard management systems, procedures and practices to identify and prevent hazardous conditions that have the potential to cause unplanned events.

We actively consult with and encourage the participation of workers and workers' representatives in EHS programs to ensure safety and well-being. We respect and uphold collective bargaining agreements that address employees' health & safety, working conditions, and other workplace considerations.

As part of our ESG commitments, sustainability requirements reinforce transparency, accountability, and sustainable business practices.

Enforceability

In the event that any provision contained in this policy is in conflict with the local laws, rules and regulations of any entity, and makes such provision invalid or unenforceable, then such local laws, rules and regulations will prevail.

If a business unit or location has adopted stronger practices than this policy or prevailing customs, the stronger practice shall apply.

Related Document

1. Environmental, Health, and Safety Policy and Commitment (internal document)
2. Indorama Ventures' EHS Governance and Management System

EHS governance at Indorama Ventures is designed to ensure structured oversight, risk management, and continuous improvement. Our governance system consists of:

- Board of Directors and Sustainability and Risk Management Committee (SRMC) Oversight – reviews EHS risks, performance, and strategic priorities regularly.
- Corporate EHS Leadership – sets global standards, provides independent assurance, monitors company-wide EHS performance, and partners with businesses to build capability and create a positive EHS culture.
- Business EHS Leadership – drives EHS initiatives, regulatory compliance, and conformance to company standards within their respective business segments.
- Site-Level Compliance – All Indorama locations implement our EHS Management System, ensuring local regulatory compliance with all

applicable health, safety, and environmental laws and regulations and adherence to Indorama Ventures' global standards.

- Contractor and Supplier Engagement – EHS expectations extend beyond our operations to third-party partners, ensuring a consistent commitment to safety and environmental responsibility.
- Environmental Stewardship – Indorama proactively minimizes environmental impact through resource efficiency, waste reduction, pollution control and prevention, and sustainable sourcing.

Targets are established by the Corporate and Business Management teams and continuously tracked. These targets include:

- Quantitative targets for improving EHS performance metrics.
- Objectives to mitigate negative health and safety impacts of products and services on customers and consumers.
- Environmental performance goals aimed at reducing GHG emissions, energy consumption, water usage, waste, and product lifecycle impacts.

These targets are reviewed regularly at multiple levels:

- Business level: Ongoing monitoring
- Corporate level: Monthly reviews
- IMC (Indorama Management Council) and SRMC: Quarterly evaluations

Indorama Ventures' Corporate EHS Management System is the foundation of our operational excellence. This system ensures that every site follows a structured, standardized approach to managing risks, improving performance, and fostering a strong EHS culture through training and awareness programs.

All sites are required to maintain the following ISO certifications or equivalent: 9001, 14001, 45001, and 50001.

Through strong governance, a robust management system, and transparent ESG reporting, Indorama Ventures is committed to protecting our people, our planet, and ensuring long-term business prosperity.

Revision History

Version	Approved by	Approval date	Key modifications
Former Health, and Safety Policy (ESH)			
Original	The Board of Directors	Meeting No. 2/2013 dated February 22, 2013	-
Former Environment Policy			
Original	The Board of Directors	Meeting No. 2/2013 dated February 22, 2013	-
Revision 1	The Board of Directors	Meeting No. 2/2017 dated February 17, 2017	<ul style="list-style-type: none"> Specify high-prioritized environmental issues State how Indorama Ventures works with stakeholders throughout supply chain to deal with environmental issues Widen policy coverage to include non-managed operations and joint ventures
Environmental, Health and Safety (EHS) Policy			
Original	The Board of Directors	Meeting No. 4/2021 dated May 14, 2021	Replacement of the Health and Safety Policy (ESH) and the Environment Policy

Revision 1	The Board of Directors	Meeting No. 4/2025 dates August 14, 2025	<ul style="list-style-type: none"> • Broaden the scope of the policy to explicitly include suppliers. • Strengthen the environmental aspects. • Introduce a new section detailing the EHS Governance framework and the EHS Management System.
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