इंडियनऑयल
IndianOil

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

2025–26

Towards Mission Excellence

What's Inside

SECTION A

01 GENERAL DISCLOSURES

SECTION B

10 MANAGEMENT AND PROCESS DISCLOSURES

SECTION C

15 PRINCIPLE WISE PERFORMANCE DISCLOSURE

16 PRINCIPLE 1

19 PRINCIPLE 2

22 PRINCIPLE 3

29 PRINCIPLE 4

32 PRINCIPLE 5

36 PRINCIPLE 6

48 PRINCIPLE 7

50 PRINCIPLE 8

54 PRINCIPLE 9

58 INDEPENDENT ASSURANCE STATEMENT

A

SECTION

GENERAL DISCLOSURES

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L23201MH1959GOI011388
2	Name of the Listed Entity	Indian Oil Corporation Limited
3	Year of incorporation	1959
4	Registered Office Address	IndianOil Bhavan, G-9, Ali Yavar Jung Marg, Bandra (East), Mumbai-400051
5	Corporate Address	3079/3, Sadiq Nagar, J. B. Tito Marg, New Delhi 110049
6	E-mail	sustainability@indianoil.in
7	Telephone	011-24347441
8	Website	https://iocl.com/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	• National Stock Exchange of India Ltd. • BSE Ltd.
11	Paid-up Capital	INR 14,121.24 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of the Person	Mr. Pravin Dongre Executive Director (SD, NZ & HSE)
	Telephone	Telephone: 011-20815719
	Email address	Email id: dongrept@indianoil.in
13	Reporting Boundary Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of assessment or assurance provider	Bureau Veritas (India) Private Limited
15	Type of assessment of assurance obtained	Reasonable Assurance

II. Product/Services

16 Details of business activities (accounting for 90% of the Turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Petroleum Products	Refining & Marketing of Petroleum products	91.65
2.	Gas	Sale of Gas	4.99
3.	Petrochemical Products	Production & Marketing of Petrochemical products	3.17
4.	Others	E&P, Explosives and Alternate Energy etc	0.19

17 Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	High Speed Diesel	192001	44.75
2.	Motor Spirit	192001	23.28
3.	LPG	192003	11.63
4.	Natural Gas	0910/3520	5.02
5.	Aviation Turbine Fuel	192001	4.37
6.	Polymer	192001	1.94
7.	Bitumen	192002	1.70
8.	FO	192001	1.52
9.	Naphtha	192001	1.29
10.	Lubes	192001	1.15

III. Operations

18 Number of locations where plants and/ or operations/ offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	792	45	837
International	2	9	11

19. Market served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	48

*Includes 28 States and 8 Union Territories of India

b. What is the contribution of exports as a percentage of the total turnover of the entity?

3.57% of the total turnover was contributed by exports.

c. A brief on types of customers

Customer Base

The Company serves customers across retail and bulk segments.

1. Retail Customers

   Individual consumers and business users operating public and private vehicles.

   Includes daily commuters, commercial transport operators, private vehicle owners, LPG customers and lubricant customers.

2. Bulk Customers

   Large institutional and industrial consumers across multiple sectors.

Key Bulk Segments

- Indian Railways for fuel and lubricants
- Defence Forces for fuel and essential products
- State Government entities for fuel and related products
- Airlines (both domestic and international) for aviation turbine fuel
- Power producers fuel for electricity generation
- State Transport Undertakings fuel for public transport
- Automotive industry for fuels, lubricants and inputs
- Mining sector for fuel, explosives and lubricants
- Cryogenics sector for specialised products
- Petrochemical sector for petrochemicals and specialty chemicals
- Industrial customers for energy requirements

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	18,929	16,887	89.21	2,042	10.79
2	Other than Permanent (E)	78	71	91.03	7	8.97
3	**Total (D+E)**	**19,007**	**16,958**	**89.22**	**2,049**	**10.78**
Workers						
4	Permanent (F)	10,721	10,123	94.42	598	5.58
5	Other than Permanent (G)	1,23,744	1,19,634	96.68	4,110	3.32
6	**Total (F+G)**	**1,34,465**	**1,29,757**	**96.50**	**4,708**	**3.50**

b. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1	Permanent (D)	483	434	89.86	49	10.14
2	Other than Permanent (E)	0	0	0	0	0
3	**Total (D+E)**	**483**	**434**	**89.86**	**49**	**10.14**
Differently abled Workers						
4	Permanent (F)	259	234	90.35	25	9.65
5	Other than Permanent (G)	0	0	0	0	0
6	**Total (F+G)**	**259**	**234**	**90.35**	**25**	**9.65**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors as on 31.03.2026*	9	3	33.33
Key Management Personnel**	2	0	0

Note:

*Total number of Directors Includes Whole-time directors, government nominee directors and independent directors. Directors include CFO who is also Director (F).

** KMP are the Company Secretary and Director (F) only.

22. Turnover rate for permanent employees and workers

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.97%	4.65%	4.05%	4.10%	4.90%	4.20%	5.27%	4.20%	5.15%
Permanent Workers	5.64%	10.34%	5.91%	6.00%	5.60%	6.00%	6.67%	7.19%	6.70%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Avi-Oil India Private Limited	Joint Venture	25.00%	No
2	Cauvery Basin Refinery and Petrochemicals Limited*	Joint Venture	25.00%	No
3	Chennai Petroleum Corporation Limited (CPCL)	Subsidiary	51.89%	CPCL is a listed mini-ratna company, which undertakes its own Business Responsibility (BR) initiatives as well as publishes its own BRSR and adheres to the guidelines as issued by the statutory authorities / Government from time to time.
4	Delhi Aviation Fuel Facility Private Limited	Joint Venture	37.00%	No
5	GH4 India Private Limited	Joint Venture	33.33%	No
6	Green Gas Limited	Joint Venture	49.99%	No
7	GSPL India Gasnet Limited	Joint Venture	26.00%	No
8	GSPL India Transco Limited	Joint Venture	26.00%	No
9	Hindustan Urvarak and Rasayan Limited**	Joint Venture	30.10%	No
10	IHB Limited	Joint Venture	50.00%	No
11	Indian Synthetic Rubber Private Limited	Joint Venture	50.00%	No
12	IndianOil (Mauritius) Limited	Subsidiary	100.00%	The overseas subsidiary company undertake various community engagement / development activities, provide better products, have transparent governance structures etc. independently as per the applicable laws of the native country.
13	IndianOil Adani Gas Private Limited	Joint Venture	50.00%	No
14	IndianOil Adani Ventures Limited	Joint Venture	49.99%	No
15	IndianOil LNG Private Limited	Joint Venture	45.00%	No
16	IndianOil NTPC Green Energy Private Limited	Joint Venture	50.00%	No
17	IndianOil Petronas Private Limited	Joint Venture	50.00%	No
18	IndianOil Skytanking Private Limited	Joint Venture	50.00%	No
19	IndianOil Total Private Limited	Joint Venture	50.00%	No
20	IndOil Global B.V., Netherlands	Subsidiary	100.00%	The overseas subsidiary company undertake various community engagement / development activities, provide better products, have transparent governance structures etc. independently as per the applicable laws of the native country.
21	Indradhanush Gas Grid Limited	Joint Venture	20.00%	No
22	IOC Global Capital Management IFSC Limited	Subsidiary	100.00%	No
23	IOC Middle East FZE	Subsidiary	100.00%	The overseas subsidiary company undertake various community engagement / development activities, provide better products, have transparent governance structures etc. independently as per the applicable laws of the native country.
24	IOC Phinergy Private Limited	Joint Venture	50.00%	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
25	IOC Sweden AB	Subsidiary	100.00%	The overseas subsidiary company undertake various community engagement / development activities, provide better products, have transparent governance structures etc. independently as per the applicable laws of the native country.
26	IOCL (USA) Inc.	Subsidiary	100.00%	The overseas subsidiary company undertake various community engagement / development activities, provide better products, have transparent governance structures etc. independently as per the applicable laws of the native country.
27	IOCL Singapore Pte Limited	Subsidiary	100.00%	The overseas subsidiary company undertake various community engagement / development activities, provide better products, have transparent governance structures etc. independently as per the applicable laws of the native country.
28	Kochi Salem Pipelines Private Limited	Joint Venture	50.00%	No
29	Lanka IOC PLC	Subsidiary	75.12%	The overseas subsidiary company undertake various community engagement / development activities, provide better products, have transparent governance structures etc. independently as per the applicable laws of the native country.
30	Lubrizol India Private Limited	Joint Venture	26.00%	No
31	Mumbai Aviation Fuel Farm Facility Private Limited	Joint Venture	25.00%	No
32	NPCIL IndianOil Nuclear Energy Corporation Limited	Joint Venture	26.00%	No
33	Paradeep Plastic Park Limited	Joint Venture	49.00%	No
34	Petronet LNG Limited	Joint Venture	12.50%	A listed JV entity in India, which undertakes its own initiatives as well as publishes its own BRSR and adheres to the guidelines as issued by the statutory authorities / Government from time to time.
35	Petronet VK Limited	Joint Venture	50.00%	No
36	Ratnagiri Refinery & Petrochemicals Limited	Joint Venture	50.00%	No
37	Suntera Nigeria 205 Limited	Joint Venture	25.00%	No
38	Terra Clean Limited	Subsidiary	100.00%	No
39	IndianOil Upstream Ventures Limited (formerly known as Mercator Petroleum Limited)	Subsidiary	100.00%	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
40	IOC GPS Renewable Private Limited	Joint Venture	50.00%	No
41	Indofast Swap Energy Private Limited	Joint Venture	50.00%	No
42	Petronet CI LTD***	Joint Venture	26.00%	No
43	Petronet India Limited****	Joint Venture	18.00%	No

*The Board of IndianOil at its meeting held on 28.03.2024 has accorded in-principal approval for revision in capital structure of CBRPL with 75% equity from IndianOil and 25% equity from CPCL. Upon IndianOil holding 75% equity shares, CBRPL would become a Subsidiary of IndianOil.

**Shareholding as on date. As per JVA, INDIANOIL, CIL and NTPC will hold 29.67% each & FCIL and HFCL will hold 10.99% pursuant to issuance of Equity Shares in lieu of land.

***Petronet CI Ltd. is a JV amongst Indian Oil, PIL, RIL, NEL and BPCL. The company is under winding up and the matter is pending with Official

Liquidator since 2006.

****Petronet India Limited is a JV amongst Indian Oil, BPCL, HPCL, RIL, NEL, IL&FS, SBI and ICICI. The company is under winding up and the matter is pending with Official Liquidator since 2018

Note: IndianOil has exited the Joint Venture, IndianOil Ruchi Biofuels LLP (M/s IORB) by giving notice of its exit from the LLP to the other JV partner viz. Ruchi Soya Industries Limited (M/s Ruchi) as well as to the LLP on December 26,2018 stating that it will exit the LLP w.e.f. January 25, 2019.The time frame for completing exit formalities by M/s Ruchi by filing requisite forms with ROC was within 30 days of notice expiry period (i.e., by February 24, 2019)however the same is still pending and IndianOil's name is appearing on ROC website as Partner in the said LLP. It has been informed that M/s Ruchi was under Corporate Insolvency Resolution Process and has been taken over by Patanjali Ayurveda Limited. All necessary documents have been provided to M/s Ruchi for completing formalities relating to exit of IndianOil from IORB LLP.

VI. CSR Details

24. i **Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No):** Yes

ii **Turnover (₹ in Crore):** 8,86,224.41

iii **Net worth (₹ in Crore):** 1,73,883.32

VII. Transparency and Disclosures Compliances

25. **Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redressal policy	FY 2025-26			FY 2024-25		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	IndianOil Grievance Redressal Mechanisms	17,774	4,172	-	14,337	0	-
Investors/ shareholders	Yes		119	5		114	0	-
Employees and workers	Yes		32	8		14	7	-
Customers	Yes		13,68,222	5,798	-	11,35,383	244	-
Value Chain Partners	Yes		0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Compliance and data governance	Risk and Opportunity	The Company's operations are governed by applicable laws, regulatory requirements and internal guidelines, supported by structures designed to uphold accountability, transparency and ethical business conduct. This also covers oversight mechanisms, controls for data privacy, information and cyber security risks including AI and respect for community rights. Emerging technology and AI have potential to significantly benefit the energy sector by optimizing operations, enhancing efficiency, and supporting the transition to sustainable energy sources.	The Company strengthens compliance through a well-defined framework that integrates governance practices, regular monitoring mechanisms, risk control systems including established robust framework to manage data privacy, information security and cyber security threats, capacity-building initiatives, and continuous engagement with stakeholders. This ensures adherence and accountability. IndianOil adheres to GOI guidelines on AI issued from time to time by agencies like Indian Computer Emergency Response Team (CERT-IN), National Critical Information Infrastructure Protection Centre (NCIIPC) and Ministry of Electronics and Information Technology (MeitY).	Positive
2.	Climate change adaptation, resilience, and transition	Opportunity	The focus on climate resilience and transition reflects the company's commitment to managing climate change risks while identifying opportunities that support sustainable operations and contribute to broader economic and social stability in the face of climate-related challenges.	The Company implements focused measures to reduce emissions and its carbon footprint by advancing cleaner energy solutions, expanding the use of renewable energy, and enhancing efficiency across its operations and value chain.	Positive
3.	Managing environmental impacts	Risk	The Company recognises the need to systematically manage the environmental effects arising from its operations by adopting preventive and control measures that reduce ecological impact and support sustainable resource use. This includes addressing emissions, waste, water use and biodiversity considerations.	The Company implements targeted environmental management initiatives, including measures for emission control, efficient water usage, waste minimization and conservation of biodiversity, to limit operational impact on the environment.	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Circularity & waste management	Opportunity	Transitioning towards circular practices enables the company to optimize resource utilization, minimize waste generation and create value through reuse and recycling across the product lifecycle and operational processes.	The Company drives circularity by reducing waste at source, promoting recycling and reuse, adopting recovery mechanisms, and integrating sustainable material practices such as remanufacturing within operations.	Positive
5.	Business ethics and accountability	Opportunity	Strong ethical standards and accountability frameworks are essential for building stakeholder confidence and ensuring sustainable business conduct across all interactions and relationships.	The Company reinforces ethical behavior by embedding integrity, transparency, and accountability into its operations. This is supported by policies, controls, and awareness initiatives across the organization.	Positive
6.	Sustainable supply chain	Opportunity	Incorporating sustainability into the supply chain helps ensure responsible sourcing, reduces environmental and social risks. Recent geopolitical conflicts have made Supply chain resilience essential to ensure continuity of operations and maintaining stakeholder confidence.	The Company promotes sustainable sourcing by engaging with suppliers on environmental and social standards, diversifying procurement towards cleaner alternatives and strengthening supply chain practices aligned with sustainability principles. Supply chain risks are managed through a structured and proactive approach focused on diversification, visibility, and responsibility. The Company is strengthening energy diversification initiatives, accelerating renewable energy adoption and building strategic petroleum reserves.	Positive
7.	Product Stewardship and customer satisfaction	Opportunity	Responsible product management across the lifecycle is critical to minimizing environmental, health, and safety impacts while enhancing product efficiency and sustainability.	The Company focuses on improving product sustainability by ensuring safe usage, reducing environmental impact and enhancing resource efficiency throughout the product lifecycle.	Positive

The above listed material issues are few among all prioritized material issues. The total list of material issues can be accessed from Company's Sustainability Report.

B

SECTION

MANAGEMENT AND PROCESS DISCLOSURES

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	IndianOil Policies								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4 Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	UNGC, GRI	ISO, GRI	OHSAS, OISD, T4S by PNGRB	ISO, GRI	OHSAS, GRI, UNGC	ISO, GRI, UNGC	UNGC, GRI	ISO, GRI	ISO, BIS
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Principle 1:** The Company is unwavering in its commitment to adhering fully to the requirements of the Companies Act, 2013, as well as the SEBI (LODR) Regulations. **Principle 2:** The Company remains committed to encouraging responsible business practices, while consistently including low-carbon solutions into its offerings and operations. **Principle 3:** The Company prioritizes the health, safety, and overall well-being of its workforce by creating a secure, inclusive, and empowering workplace environment. IndianOil is committed to maintaining a zero-incident safety record. **Principle 4:** The Company is committed to building trust-based relationships with all stakeholders by listening, engaging, and responding to their evolving needs in a fair and responsible manner. **Principle 5:** The Company upholds and respects human rights in all its operations and across its value chain, ensuring dignity, equality, and freedom from discrimination for all. IndianOil aims to zero instances of non-adherence across all regulatory and operational areas. **Principle 6:** The Company aspires to attain Net Zero operational emissions by the year 2046, reinforcing its long-term sustainability vision. **Principle 7:** The Company engages responsibly in public policy processes, contributing constructively to initiatives that support sustainable development and industry best practices. **Principle 8:** The Company strives to foster entrepreneurship, strengthen vendor ecosystems, and create skill development opportunities across the nation. IndianOil actively supports the growth and development of Micro and Small Enterprises (MSEs), in line with the directives of the Government of India. IndianOil is committed to achieving a minimum of 25% of its total annual procurement of goods and services(excluding strategic and specialised Procurement Categories) from Micro and Small Enterprises (MSEs), including the prescribed sub-targets of 4% from MSEs owned by SC/ST entrepreneurs and 3% from MSEs owned by women entrepreneurs, in accordance with the Government of India's Public Procurement Policy for MSEs. **Principle 9:** The Company focuses on delivering reliable, high-quality products, while ensuring transparency and fairness in all customer interactions.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6 Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company has defined its sustainability objectives in alignment with the principles of the National Guidelines on Responsible Business Conduct (NGRBC), as well as the Government of India's sustainability agenda and the United Nations Sustainable Development Goals (UN SDGs). The company's ESG performance is tracked on an ongoing basis, with detailed information disclosed through the Business Responsibility and Sustainability Report (BRSR) and the Sustainability Report, both of which can be accessed on the company's sustainability webpage. Link Sustainability: IndianOil								

Governance, Leadership and Oversight

7 Statement by director responsible for the BRSR report, highlighting ESG related challenges, targets and achievements:

I am delighted to share IndianOil's latest Business Responsibility and Sustainability Report (BRSR), conforming to the disclosure frameworks mandated by the Securities and Exchange Board of India (SEBI).

IndianOil, as the leading public sector energy enterprise of the nation, remains committed to ensuring energy security for all citizens, amid an evolving energy landscape, while recognising our steadfast priority of energy affordability and sustainability. This report provides an overview of IndianOil's journey and performance in Environmental, Social, and Governance (ESG) during the last financial year.

Our robust governance frameworks ensure the highest standards of ethical and responsible conduct across all areas of our operations. IndianOil remains firmly anchored to its core values-Nation First, Care, Innovation, Passion, and Trust-consistently translating them into action through focused and sustained efforts. The company follows globally benchmarked HR practices and places paramount importance on the safety, health, and overall well-being of both employees and contractual workforce.

IndianOil is committed to support India's Net Zero ambition by 2070. Our decarbonization roadmap is built on a comprehensive set of initiatives, including improvements in energy efficiency, expansion of renewable energy use, adoption of green hydrogen and compressed biogas, implementation of nature-based solutions, and exploration of carbon capture, utilisation, and storage technologies (CCUS) and Circular economy solutions. In parallel, we are working to develop enabling ecosystems through innovative products, robust infrastructure, and strategic partnerships that accelerate the adoption of clean energy solutions. Aligned with our commitment to achieving Net Zero operational emissions by 2046, we implemented 214 energy conservation (ENCON) initiatives across our operations in FY 2025–26. These efforts resulted in cumulative energy savings of 4,14,126 Standard Refinery Fuel Ton (SRFT)/year and an equivalent greenhouse gas emissions reduction of 1.24 $MtCO_2e$.

Our sustainability journey has evolved from voluntary initiatives, such as carbon-neutral events, to the formulation of structured medium-term action plans that embed sustainability into our core business operations. With more than two decades of sustainability reporting, the company now aligns its disclosures with globally recognised frameworks, including GRI, SASB, and TCFD, while complying with India's ESG disclosure requirements under SEBI's BRSR framework. IndianOil secured the highest rank within the Indian oil and gas (O&G) sector on the 2025 Dow Jones Sustainability Index (DJSI), an internationally recognised ESG rating metric that stands as a testament to our structured approach to emission profiling, calculation methodologies, and greenhouse gas accounting.

Spanning an existing renewable energy portfolio of ~258 MW, IndianOil is progressing towards an extensive scale-up. In the renewable energy space, Terra Clean Ltd., our dedicated subsidiary focused on scaling up green energy initiatives, has secured Inter-State Transmission System (ISTS) grid connectivity for 2.65 GW from Central / State Transmission Utilities. Also, land aggregation of 800 MW of renewable energy capacity is in progress. Championing India's green energy transition, IndianOil has commenced construction activities for the country's first large-scale Green Hydrogen Plant with an annual production capacity of 10 KTA at Panipat, a foundational investment in the hydrogen economy of tomorrow.

Further, in the biofuel sector, IndianOil is retailing Compressed Biogas (CBG) under the brand name 'IndiGreen' at 180 retail outlets across the country, which is procured from 49 plants commissioned under the flagship SATAT (Sustainable Alternative Towards Affordable Transportation) scheme of the Ministry of Petroleum and Natural Gas (MoP&NG). The company achieved approximately 20% ethanol blending during the 2025–26 Ethanol Supply Year, while expanding its EV infrastructure to 15,040 charging stations. Determined to preserve and strengthen our natural ecology, IndianOil has undertaken the plantation of over 16 lakh trees in the financial year 2025-26 including 10 lakh trees under Mangroves 2.0 initiative. IndianOil has participated in the Green Credit Programme (GCP) of the Ministry of Environment, Forest & Climate Change (MoEF&CC), committing more than ₹56 Crore for the plantation of over 10 lakh trees across 1,077 hectares in four states. By including the ecologically sensitive belts and coastal areas with higher susceptibility to adverse climate change in this plantation drive, IndianOil has reaffirmed its green commitment towards the planet.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

Occupational Health & Safety remains core to our operations; we are committed to providing a safe and healthy work environment by proactively identifying risks, implementing robust safety practices, and ensuring compliance with all applicable occupational health and safety regulations. Our focus remains on building a culture of safety awareness, employee well-being, and continuous improvement across all operations.

Beyond its core operations, IndianOil has always upheld its responsibility to drive an inclusive development in society and create a meaningful positive impact. The company has undertaken several efforts to provide improved medical infrastructure, equipment, and facilities to multiple organisations and hospitals in the country. Under the "Pradhan Mantri TB Mukt Bharat Abhiyaan" (PMTBMBA) and "Ni-kshay Mitra" initiative, aiming for effective community engagement in the fight against TB, IndianOil has provided nutrition and diagnostic kits in states of Uttar Pradesh, Chhattisgarh, Maharashtra, Uttarakhand, Haryana, Tamil Nadu, Madhya Pradesh, and Rajasthan. Furthermore, the company has launched significant initiatives to empower para-athletes, who exemplify resilience and excellence. As a principal partner, IndianOil will support key events of the Paralympic Committee of India in the lead-up to the Los Angeles Paralympic Games 2028.

At IndianOil, every investment decision, partnership, and operational initiative is evaluated through the lens of long-term value creation for our different stakeholders, our communities, and the planet. As a responsible corporate, we remain dedicated to conducting business with ethics and transparency and building a better future through purposeful leadership, meaningful stakeholder engagement, and responsible environmental stewardship.

We welcome and value your feedback and suggestions to build together a more sustainable and inclusive future where progress is shared by all. Your views and suggestions may please be shared at sustainability@indianoil.in

-sd-
(Suman Kumar)
Director (Planning & Business Development)

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	While the Board and Board Committees, along with the Chairman, Functional Directors, and Senior Management personnel, provide overall leadership and oversight of the Company's Business Responsibility policies, the implementation of these policies is recognized as a collective responsibility across all levels of the organization. This inclusive approach ensures that accountability is embedded throughout the governance structure, enabling effective monitoring, compliance, and alignment of business practices with sustainability objectives.
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Sustainability-related matters are overseen by the Corporate Social Responsibility & Sustainable Development (CSR & SD) committee as well as by the Board, which reviews ESG initiatives, monitors performance, and provides strategic direction to management, with periodic updates submitted to the Board. The Company has also established an interdivisional corporate climate ambition committee to develop divisional targets, review new projects' contribution to the mitigation plan, monitor corporate communication disclosures, monitor progress, and assess the allocation of resources in line with Net Zero Commitments. The composition of CSR & SD Committee as on 27.03.2026 is provided below:

Sl. No.	Name	Designation	Committee Position
1	Shri Prasenjit Biswas	Independent Director	Chairperson
2	Dr. Dattatreya Rao Sirpurker	Independent Director	Member
3	Shri Saumitra P. Srivastava	Director (Marketing)	Member
4	Shri Anuj Jain	Director (Finance)	Member
5	Ms. Rashmi Govil	Director(Human Resources)	Member

The DINs of the Directors are available on the Company's website under the Corporate Governance section.

Note: Due to non-availability of any Independent Director on the Board w.e.f 28.03.2026, the CSR&SD Committee has been discontinued. The Committee would be reconstituted as and when new Independent Directors are appointed on the Board.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Periodically by Board Committees/Director									Need Based								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Periodically by Board Committees/Director									Need based								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	IndianOil has undertaken reasonable assurance of BRSR by M/s Bureau Veritas (India) Private Limited. This includes reviewing of policies and procedures.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable to IndianOil as our policies cover all the NGRBC principles.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes / No)									
Any other reason (please specify)									

C

SECTION

PRINCIPLE WISE PERFORMANCE DISCLOSURE

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

IndianOil maintains robust standards of ethics, transparency, and accountability across its operations. The Company maintains a strong governance framework supported by key policies such as the Code of Conduct, Vigil Mechanism, Whistle-Blower Policy, and Integrity Pact, ensuring ethical decision-making at all levels.

Transparent, technology-driven systems like e-tendering and online grievance redressal further strengthen accountability and stakeholder confidence. With continuous oversight and a strong compliance culture, IndianOil remains committed to advancing integrity and responsible business conduct.

8 DECENT WORK AND ECONOMIC GROWTH
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

ESSENTIAL INDICATORS

1. **Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Principles 1 to 9	91.67
Key Managerial Personnel	2	Principles 1 to 9	100.00
Employees other than BoD and KMPs	2,059	Principles 1 to 9	87.36
Workers	843	Principles 1 to 9	47.78

2. **Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NA	NA
Punishment	NIL	NIL	NA	NA

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, IndianOil has a comprehensive framework to prevent corruption and bribery across its operations. The company is committed to upholding high standards of ethics and integrity and has implemented multiple policies and systems to address corruption risks. Key elements include:

- Code of Conduct for Board Members and Senior Management Personnel: A governance framework that establishes clear standards of integrity, accountability, and ethical behaviour, guiding Board members and senior leadership in decision-making, promoting transparency, and safeguarding the organization's reputation and stakeholder trust.
- Whistle Blower Policy, which enables employees and stakeholders to report unethical practices and provides protection to those reporting concerns.
- Conduct, Discipline & Appeal (CDA) Rules, 1980 and Certified Standing Orders, which define misconduct and prescribe penalties, including for corruption and bribery
- Vigilance Manual and Vigilance Framework, supported by a dedicated Vigilance Wing that reports directly to the Chairman and liaises with statutory bodies such as the Central Vigilance Commission (CVC), Central Bureau of Investigation (CBI), and the Ministry of Petroleum & Natural Gas.

The Vigilance function actively monitors compliance, investigates complaints, and promotes ethical conduct through periodic circulars and internal guidance available on the intranet. Cases related to bribery and corruption are investigated in coordination with authorities such as the CBI under applicable laws (e.g., the Prevention of Corruption Act, 1988). Overall, IndianOil's framework emphasizes prevention, detection, and enforcement, along with protection mechanisms for reporting misconduct

Reference link:

Whistle Blower Policy: https://iocl.com/InvestorCenter/pdf/Whistle_Blower_policy.pdf

Vigilance Manual: https://cvc.gov.in/uploads/vigilence/vigilence-1756193156121-837620050.pdf

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	2
Workers	0	0

6. Details of complaints with regard to conflict of interest:

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	NA	0	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payables	26.91	26.90

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	20.51%	10.31%*
	b. Number of trading houses where purchases are made from	32	26*
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	78.13%	81.46%*
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	74.83%	62.83%
	b. Number of dealers / distributors to whom sales are made	56,415	56,554
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0.97%	1.00%
Share of Related Party Transactions (RPTs) in	a. Purchases (Purchases with related parties / Total Purchases)	13.96%	13.46%
	b. Sales (Sales to related parties / Total Sales)	1.11%	1.10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	5.61%	5.11%
	d. Investments (Investments in related parties / Total Investments made)	42.55%	42.88%

*This is a restatement from last year due to change in calculation methodology

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
385	Sustainability and safe operation. Promoting well-being of all stake holders	100

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same.

Yes. IndianOil has established processes to prevent and manage conflicts of interest through its Code of Conduct for Board Members and Senior Management Personnel.

Under this Code, Directors and Senior Management Personnel are required to disclose any actual or potential conflicts, including material financial or commercial transactions where they or their relatives may have an interest. They also provide annual affirmations of compliance and confirm that no material transactions exist that could give rise to a conflict, including maintenance of a register of interests, and recusal procedures. Compliance with the Code is disclosed in the Directors' Report forming part of the Annual Report.

The Code further strengthens conflict management by requiring Directors to refrain from participating in decisions where a conflict exists, restricting business dealings with related parties without prior Board approval, limiting engagement in competing roles or interests, and mandating full disclosure with disciplinary action in case of non-compliance.

Reference link: https://iocl.com/download/code_of_conduct_for_board_members_&_smp.pdf

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

IndianOil is committed to delivering safe, reliable, and sustainable products and services across its value chain. The Company continuously improves product quality while reducing environmental impact through cleaner fuels, energy-efficient operations, and adoption of alternative energy solutions.

A strong focus is placed on waste management, with initiatives aimed at minimizing waste generation, promoting recycling and reuse, and ensuring safe disposal practices in line with environmental standards. These efforts are complemented by robust safety protocols and responsible sourcing practices. Through innovation and adherence to stringent quality, safety, and environmental norms, IndianOil intends to meet evolving customer needs while advancing sustainability and circular economy practices.

8 DECENT WORK AND ECONOMIC GROWTH
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

ESSENTIAL INDICATORS

1. Percentage of R&D and Capital Expenditure (Capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Type	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Research & Development (R&D)	100%	100%	R&D expenditure is directed towards developing new fuel grades and product formulations, piloting new alternate energy technologies and product and process improvements
Capital Expenditure (Capex)	2.58%	1.37%	Capital investments are focused on advancing sustainable infrastructure by supporting renewable energy, electric mobility, EV charging infrastructure, and biofuel development. Furthermore, they will drive the growth of green employment and increase accessibility to clean and sustainable energy solutions.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

The Company follows a transparent and structured procurement framework that integrates social, ethical, environmental, and legal considerations. This includes supplier due diligence through vendor registration, technical evaluation, and defined contract conditions. Procurement is conducted through a fair tendering process with criteria covering social safeguards (including prohibition of child labour and protection of contract workers) and applicable environmental and safety standards (such as BIS, ISO, and OHSAS), aligned to the nature of procurement.

The Company also promotes inclusive sourcing by providing preference to local suppliers, MSMEs, startups, and women-led enterprises. Contracts include responsibility clauses, and the Integrity Pact is applied to eligible procurements.

b. If yes, what percentage of inputs were sourced sustainably?

51.07*% of the total procurement of the company's inputs were sourced MSE.

* The reported data excludes procurement of Crude Oil, Petroleum Products and LNG / Natural Gas, API Line pipes, Proprietary items and services, Technology Licenses and Licensor mandated items and Plant and Machinery (Single Line-item value > Rs 50 Cr)

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Plastic packaging is reclaimed through designated third-party collection centres and channel partners. The material is segregated and sent to registered recyclers/processors as per MoEFCC requirements. Recovery is tracked through statutory records and EPR documentation. Recovered plastic is routed for recycling and where suitable is used as secondary raw material along with virgin inputs for new product manufacturing under approved specifications.
b. E-Waste	IndianOil does not market products that inherently generate e waste; therefore, e waste reclamation is not applicable
c. Hazardous Waste	Used lubricant oil is managed as hazardous waste. Collection is organised through state level collection centres with safe storage and labelled segregation. Movement is controlled through authorised transporters and manifest based tracking. The waste is sent to State Pollution Control Board (SPCB) authorised recyclers or treatment storage and disposal facilities for recycling co processing or final disposal as per applicable rules and internal operating procedures.
d. Other Waste	IndianOil does not market products that inherently generate such waste streams; however, for operational wastes including organic, biomedical, paper, wooden, and ferrous/non ferrous scrap, the company has established robust handling and safe disposal practices, encompassing recycling, reuse, co processing, incineration, landfilling, and other authorized methods, as applicable.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes. Extended Producer Responsibility applies to the Company for plastic packaging and lubricant sales (used oil recycling). The Company is registered on the CPCB's EPR portal as a brand owner and complies with the Plastic Waste Management Rules, Hazardous Waste Management Rules and their subsequent amendments. Collection is carried out through authorised channel partners and collection centres. Recovery and recycling are evidenced through EPR certificates from registered processors and disposal records. The waste collection plan follows the quantities and pathways stated in the plan filed with the concerned Pollution Control Boards.

LEADERSHIP INDICATORS

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

No LCA study has been conducted in current financial year i.e., FY 2025-26. However, a comprehensive LCA study was conducted in FY 2024-25 across six key refinery products to assess environmental impacts and guide improvements

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If Yes, provide web-link
192001	HSD	44.80	Cradle to Grave	Yes	No
192001	MS including Ethanol Blended MS	23.11	Cradle to Grave	Yes	No
192001	LPG	10.77	Cradle to Grave	Yes	No
201101	2G Ethanol	<1	Cradle to Grave	Yes	No
352003	CBG	<1	Cradle to Grave	Yes	No
192001	Lubricant (Specialized)	<1	Cradle to Grave	Yes	No

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of the Product/ Service	Description of the risk/concern	Action taken
HSD, MS (including EBMS), LPG, 2G Ethanol, CBG, Lubricant (Specialized)	Based on the LCA, the identified environmental concerns across products include greenhouse gas emissions from refinery operations and upstream activities, water consumption in cooling and steam generation processes and acidification potential arising from emissions due to fossil fuel combustion and refinery gases. While no critical environmental risks were identified, these areas present opportunities for continuous environmental performance improvement.	The LCA study provided guidance towards improvements measures such as enhancing energy efficiency through benchmarking against global best practices, adopting cleaner fuels, increasing the use of biofuels, green hydrogen, and renewable energy to reduce carbon intensity. Measures towards water conservation such as recovery and reuse of steam condensate have been implemented to reduce freshwater consumption. Additionally, the company is transitioning towards cleaner energy sources and low-sulphur fuels to minimize acidification impacts and improve overall environmental sustainability.

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Recycled Base Oil	3.94%	0.27%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	0	6,721	10,204	0	0	17,223*
E-waste	-	-	-	-	-	-
Hazardous waste	-	4,397	-	-	1,865	-
Other waste	-	-	-	-	-	-

*This is a restatement from FY 2024-25. This figure includes both recycled and safely disposed category information

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate Product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic Packaging (Lubricants & Petrochemicals)	100

Note: IndianOil operates as a Brand Owner registered under the Extended Producer Responsibility (EPR) framework and met 100% of its EPR target in FY 2025-26 by reclaiming 16,925 Tonne of plastic waste for lubricant and Petrochem packaging.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

IndianOil adopts a structured and people-focused approach, placing strong emphasis on stakeholders closely associated with its operations, particularly its employees. As a leading public sector enterprise responsible for ensuring energy security, the Company recognizes its workforce as a critical enabler of sustained organizational performance.

Accordingly, IndianOil focuses on continuous talent development through structured learning, capability enhancement, and skill-building initiatives to meet evolving business requirements. The Company also prioritizes the creation of a safe, inclusive, and enabling work environment that promotes employee well-being. By adopting a culture of collaboration, innovation, and high performance, IndianOil seeks to empower its employees while driving sustainable growth and operational excellence.

3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES

ESSENTIAL INDICATORS

1.a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	16,887	16,887	100	16,887	100	0	0	16,887	100.00	16,887	100
Female	2,042	2,042	100	2,042	100	2,042	100.00	0	0	2,042	100
Total	**18,929**	**18,929**	**100**	**18,929**	**100**	**2,042**	**10.79**	**16,887**	**89.21**	**18,929**	**100**
Other than Permanent Employees											
Male	71	51	71.83	51	71.83	0	0	0	0	0	0
Female	7	1	14.29	1	14.29	7	100.00	0	0	0	0
Total	**78**	**52**	**66.67**	**52**	**66.67**	**7**	**8.97**	**0**	**0**	**0**	**0**

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	10,123	10,123	100	10,123	100	0	0	10,123	100.00	10,123	100
Female	598	598	100	598	100	598	100.00	0	0	598	100
Total	**10,721**	**10,721**	**100**	**10,721**	**100**	**598**	**5.58**	**10,123**	**94.42**	**10,721**	**100**
Other than Permanent Workers											
Male	1,19,634	78,046	65.24	1,19,634	100	0	0	0	0	0	0
Female	4,110	2,552	62.09	4,110	100	4,110	100.00	0	0	0	0
Total	**1,23,744**	**80,598**	**65.13**	**1,23,744**	**100**	**4,110**	**3.32**	**0**	**0**	**0**	**0**

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format-

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.071%	0.073%

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year:

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/ N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/ N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
PRMS	100	100	Yes	100	100	Yes
ESI	NA	NA	NA	NA	NA	NA
Resettlement Allowance	100	100	NA	100	100	NA
Ex-Gratia	100	100	NA	100	100	NA

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. The company provides access for employees and workers with disabilities across offices and operational premises in line with the Rights of Persons with Disabilities Act, 2016. Key facilities include ramps, lifts, accessible washrooms, reserved parking, wheelchairs where required, rest areas, clear signage and on-site medical support. New facilities follow accessibility norms and existing locations are assessed for gaps. Site teams carry out structural changes and local process updates with periodic review of readiness.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. The Company has an Equal Opportunity Policy aligned with the Rights of Persons with Disabilities Act, 2016. The policy sets out non-discrimination and fair practices for employees and eligible applicants. It covers applicable reservations, relaxations and concessions issued by the Government of India. It also assigns liaison and grievance roles and provides for workplace adjustments and accessibility measures.

Web link of the policy: Equal Opportunity Policy

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (%)	Retention Rate (%)	Return to work rate (%)	Retention Rate (%)
Male	100	97.35	100	97.37
Female	100	84.04	100	85.00
Total	**100**	**94.98**	**100**	**96.93**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Grievance Redressal Mechanism ensuring transparency, accountability, fair investigation, and proper closure is in place for all employees and workers to raise workplace concerns and obtain resolution. Grievances can be submitted through site-level channels (Location In Charge/Engineer In Charge), line supervisors, internal digital portal (for employees), welfare channels, or local HR. All grievances are formally recorded, reviewed, and resolved within defined timelines with supporting documentation. Unresolved/Unsatisfactory grievances can be escalated to higher management, the Grievance Redressal Committee, or the designated Appellate Authority. Local HR supports escalation where required. Centralised Public Grievance Redress and Monitoring System (CPGRAMS) is also accessible for matters covered on the portal. Link: IndianOil Grievance Redressal Mechanisms
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. **Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Total	18,929	17,172	90.72	18,740	16,872	90.03
Male	16,887	15, 264	90.39	16,736	15,032	89.82
Female	2,042	1,908	93.44	2,004	1,840	91.82
Permanent Workers						
Total	10,721	9,611	89.65	11,201	10,990	98.12
Male	10,123	9,131	90.20	10,542	10,363	98.30
Female	598	480	80.27	659	627	95.14

8. **Details of training given to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	16,887	12,526	74.18	14,301	84.69	16,736	9,140	54.61	11,015	65.82
Female	2,042	1,214	59.45	1,689	82.71	2,004	896	44.71	1,363	68.01
Total	**18,929**	**13,740**	**72.59**	**15,990**	**84.47**	**18,740**	**10,036**	**53.55**	**12,378**	**66.05**
Workers										
Male	10,123	6,472	63.93	3,087	30.49	10,542	6,253	59.32	6,939	65.82
Female	598	228	38.13	185	30.94	659	201	30.50	448	67.98
Total	**10,721**	**6,700**	**62.49**	**3,272**	**30.52**	**11,201**	**6,454**	**57.62**	**7,387**	**65.95**

9. **Details of performance and career development reviews of employees and worker:**

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	16,887	16,887	100	16,736	16,736	100
Female	2,042	2,042	100	2,004	2,004	100
Total	**18,929**	**18,929**	**100**	**18,740**	**18,740**	**100**
Workers						
Male	10,123	10,123	100	10,542	10,542	100
Female	598	598	100	659	659	100
Total	**10,721**	**10,721**	**100**	**11,201**	**11,201**	**100**

10. **Health and safety management system:**

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If Yes, what is the coverage of such system?**

Yes

A robust Occupational Health Management System (OHMS) is implemented across all IndianOil locations in line with the Corporate Occupational Health Manual and ISO 45001 standards. The manual ensures uniform policies, procedures, and continuous improvement.

Key features include:

- Compliance with statutory requirements (Factories Act, Bio-Medical Waste Rules, Petroleum and Natural Gas Regulatory Board (PNGRB) guidelines, Atomic Energy Rules, Oil Industry Safety Directorate (OISD) guidelines through periodic HSE audits.
- Occupational risk assessment using Hazard and Operability Study (HAZOP), Quantitative Risk Assessment (QRA), and Industrial Hygiene Surveys, with mitigation based on hierarchy of controls.

- Continuous monitoring of workplace hazards such as gases, noise, temperature, vibration, radiation, chemicals, air and water quality.
- Provision of occupational health/first-aid facilities and periodic medical surveillance of employees and contract workers.
- Use of job-specific Personal Protective Equipment (PPEs), along with regular awareness and training on occupational health, safety, and emergency response.
- Regular audits to ensure OHMS effectiveness and closure of observations.

Refineries additionally implement specialized programs (hearing, vision, pulmonary, and biological monitoring) and are supported by 24×7 emergency care systems, integrated with disaster management plans and regular mock drills.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

IndianOil has established robust processes for identification of work-related hazards and assessment of occupational risks across all operations. Hazard identification and risk assessment are carried out during project planning, routine operations, non-routine activities, and prior to any major modifications to ensure comprehensive risk management.

Key processes include:

1. Hazard identification and risk assessment through HAZOP, Quantitative Risk Assessment (QRA), and other safety studies during project inception and periodically thereafter.
2. Conduct of HAZOP and QRA studies before major changes in facilities, processes, raw materials, or addition of new units in line with OISD standards and PNGRB regulations.
3. Identification of material-related hazards through Material Safety Data Sheets (MSDS), and activity-specific risk assessment through Job Safety Analysis (JSA) before critical activities such as hot work, work at height, and confined space entry.
4. Regular workplace environment monitoring for toxic gases, noise, illumination, odour, VOC (Volatile Organic Compound) emissions through LDAR (Leak Detection & Repair) programmes, ambient air quality, and other occupational hazards to ensure exposure levels remain within safe limits.
5. Periodic internal and external audits conducted by trained and competent professionals to identify system gaps and strengthen process safety performance.

The findings from hazard identification, risk assessments, audits, and incident analyses are systematically reviewed to identify trends, root causes, and improvement opportunities. These inputs are used to strengthen procedures, training, operational controls, and the Occupational Health & Safety Management System (OHSMS), ensuring continual improvement in workplace safety and risk management.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, IndianOil has established multiple channels for reporting work-related hazards, unsafe acts, conditions, and near-miss incidents, including online portals and on-site systems. Contract workers can report concerns to supervisors, HSE personnel, or through Safety Committees. The company promotes reporting through awareness programmes and safety campaigns, encouraging employees and contract workers to report issues without fear, fostering a proactive safety culture. All reported incidents are systematically reviewed and investigated to identify root causes and implement corrective actions. Learnings are shared across locations to strengthen the Occupational Health & Safety Management System (OHSMS) and prevent recurrence.

Where an immediate risk is observed, work is stopped at site, and the activity is resumed only after risk controls are put in place and the supervisor confirms safe conditions. This applies to employees and contract workforce present at operational locations.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. Employees and workers have access to medical facilities at refineries and major installations through Occupational Health Centres and onsite medical personnel. Preventive and general health services are also arranged through periodic medical examinations, health camps and wellness programmes. The Company runs an employee assistance programme named Paramarsh for mental health support and uses an in-house occupational health services portal for health data management and monitoring.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.027	0.083
	Workers*	0.023	0.068
Total recordable work-related injuries	Employees	1	3
	Workers*	8	18
No. of fatalities	Employees	0	0
	Workers*	2	6
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers*	1	0

* Including non-permanent workers

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The company has established a Board-approved Health, Safety & Environment (HSE) Policy that integrates safety, occupational health, and environmental stewardship into all business operations. The policy emphasizes the adoption of global best practices, robust risk management, strict regulatory compliance, proactive stakeholder engagement and continuous improvement, while supporting IndianOil's Net-Zero target by 2046.

To ensure safe workplaces, the company has implemented a comprehensive HSE Management System aligned with OISD-GDN-206 across all locations. The corporation complies with applicable statutory requirements, including the Factories Act, Petroleum Rules, PNGRB Regulations, OISD standards and relevant environmental legislations. Refineries, Petrochemical Plants, LPG Bottling Plants, Petroleum, Oil and Lubricant (POL) Plants, Lubes, Aviation installations, and major pipeline locations are certified under ISO 45001 and ISO 14001 standards.

Key safety measures include:

- Systematic hazard identification and risk assessment through Hazard Identification (HAZID), HAZOP, QRA, and other safety studies during both project planning and operational phases.
- Periodic QRA reviews, along with implementation of mitigation measures and Emergency Response & Disaster Management Plans (ERDMPs).
- Well-defined Standard Operating and Maintenance Procedures (SOMPs), supported by robust Permit-to-Work systems, Job Safety Analysis (JSA) and Management of Change (MoC) processes to ensure safe operations.
- Regular monitoring of workplace environments in Refineries to assess toxic gas levels and other hazards such as noise, vibration, radiation, temperature, chemicals, and illumination, ensuring parameters remain within safe limits.
- Mandatory use of task-specific PPEs, including Inherently Fire-Retardant (IFR) coveralls, across all operational locations.
- Promotion of a strong safety culture through toolbox talks, display of Standard Operating Procedure (SOPs), safety signage, themed campaigns, Behaviour-Based Safety (BBS) programs, and regular training for employees and contractors.
- Deployment of advanced safety infrastructure, including active and passive firefighting systems, AI-enabled CCTV surveillance, PTZ cameras, and comprehensive emergency preparedness systems across installations, including retail outlets.
- Regular mock drills, internal and external HSE audits, incident investigations, and near-miss reporting to ensure continuous improvement and prevention of recurrence.
- Periodic internal and external audits to identify gaps in HSE management system implementation and drive corrective actions.
- Comprehensive incident reporting and root cause analysis for all major, minor, and near-miss incidents to strengthen safety systems.
- Use of digital platforms for reporting unsafe acts, unsafe conditions, and near misses, with learnings shared across locations for organization-wide improvement.
- Implementation of structured Process Safety Management (PSM) systems in line with the 18 elements of OISD-GDN-206 across Refineries.
- Organization-wide adoption of IndianOil "Golden Safety Rules" to reinforce personal and occupational safety practices.
- Development of a centralized HSE repository providing access to standards, regulations, case studies, safety videos, ERDMPs, ESA details, CCPS resources, CSB videos, and accident learning materials.

- Corporate membership of the Center for Chemical Process Safety (CCPS), AIChE (USA), enabling collaboration with over 300 global organizations to advance risk-based process safety and prevent major incidents.
- Formal adoption of Risk-Based Process Safety Management (RBPS) in line with the CCPS 20-element framework from April 2025.
- Maintenance of a comprehensive and regularly updated Risk Register for critical process units and storage areas.

13. Number of Complaints on the following made by employees and workers:

Topic	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety practices	0	0	-	0	0	-

14. Assessments for the year:

Topic	%age of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100*
Working Conditions	100*

*Including internal inspections

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The company manages health and safety risks through a multi-layered approach focusing on process safety, asset integrity and workforce well-being. QRA and HAZOP studies are systematically conducted to identify and mitigate hazards, supported by strict enforcement of the "Golden Rules of Safety" for employees and contractors. Asset integrity is strengthened through predictive maintenance using advanced sensors and monitoring systems to detect corrosion, fatigue, and equipment issues, preventing failures in pipelines and refineries. Human-factor risks are addressed through initiatives like *"4R 4U"* and *"Paramarsh"* to promote mental and physical well-being.

Corrective and preventive actions include safety awareness programs, structured training, on-job coaching, incident investigations, root cause analysis, and timely closure of actions. Insights from audits, inspections, and observations drive improvements in hazard controls, PPE compliance, procedures, supervision, defensive driving training and journey management.

Regular training on hazards, safe practices, emergency response, fire safety, PPE, and equipment handling is provided to employees and contractors, supported by toolbox talks and pre-job briefings. E-learning modules and past incident case studies are shared to strengthen safety learning. Continuous improvement is ensured through regular inspections, audits, risk assessments, and Job Safety Analyses (JSA), with all observations tracked to closure, fostering a strong and proactive safety culture across operations.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

a. Employees (Yes/No)	**Yes, 100 Months Ex-gratia Pay is extended to all permanent employees in case of Death/ Permanent total disability arising during employment.**
b. Workers (Yes/No)	**Yes, 100 Months Ex-gratia Pay is extended to all permanent workers in case of Death/Permanent total disability arising during employment.**

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Value chain partners engaged for services and works are required to comply with applicable labour and social security laws, including EPF and ESI. Statutory compliance documents form part of payment controls. Vendors submit wage registers along with PF and ESI challans and related supporting records for invoice processing. Contract conditions include clauses on deduction and deposit of statutory dues, recovery of dues, and penalties for non-compliance. Tax compliance is supported through systematic deduction of TDS and deposit as per applicable provisions.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	3	6	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No).

Yes. The Company runs structured transition support to aid continued employability and planned career closure. Employees are supported through career transition inputs, functional and skill development programmes, reverse mentoring, mid-level development interventions, retirement planning sessions and succession planning. Self-learning content is available through the Swadhyaya e-learning platform. For superannuation, eligible employees receive terminal benefits as per applicable rules and schemes, including provident fund, gratuity, pension and post-retirement medical support. Access to retirement related services is enabled through the Employee One app and the e-Sambandh portal which acts as a single window for key post-retirement requirements.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	**100***
Working Conditions	**100***

*These assessments have been conducted by the IndianOil across its operations

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risks or concerns were identified from the assessments of health and safety practices and working conditions of value chain partners. The Company ensures that all safety incidents are thoroughly reviewed to identify underlying causes, followed by timely implementation of corrective measures. Key insights derived from these reviews are leveraged across the organisation to strengthen safety practices and enhance focused employee training programmes.

The Company also conducts periodic audits and continuous monitoring across its retail network to identify potential risks at an early stage. These evaluations enable the formulation of structured, time-bound action plans to maintain adherence to safety standards. The Company works closely with stakeholders to uphold safety expectations across the supply chain. By consistently incorporating learnings from incident reviews and risk assessments into its operations, the Company reinforces a proactive approach towards safety and continuous improvement.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

IndianOil understands that proactively addressing stakeholder expectations and managing risks is vital for sustained growth. The Company conducts regular interactions with stakeholders to identify emerging challenges and develop suitable mitigation measures. A strong governance structure ensures that strategic plans are effectively implemented. Additionally, the Company emphasizes clear, timely, and accurate communication to build trust and uphold accountability among all stakeholders.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

The Company identifies key stakeholder groups through a structured and continuous process that considers both the impact of its operations on stakeholders and their influence on the business. This involves mapping and prioritizing stakeholders such as employees, customers, partners, communities, and investors, based on influence and impact, using inputs from need assessments, impact assessments, engagement forums, and grievance redressal mechanisms. Feedback gathered through these channels is systematically analysed and integrated into strategic planning, including ESG priorities, ensuring stakeholder concerns are addressed through appropriate actions and transparent communication. The process is dynamic, with periodic reviews and tools such as materiality assessments and internal tracking systems to keep stakeholder identification relevant and aligned with evolving expectations.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government	No	Official Meetings / MoU Reviews, Monthly / periodic project updates, Electronic Communications, Public Disclosures, Conclaves / Seminars / events etc.	Regular engagement	• Compliances/ Requirements • To participate in government schemes • For undertaking community development projects
Industry and Trade Associations	No	Meeting, Website, events, Seminars, Conferences	Quarterly	• Industry concerns related to health, environment, safety, operational requirements etc. • Collaboration for commercialization of technologies / products/ Joint Research • Policy advocacy
Business Partners and Contractors	Yes (MSMEs / SC/ST/Women vendors)	CRM portal, structured meetings, Need based meetings	Regular engagement	• Procurement of material / Equipment / services • Vendor awareness programs • Efficiency in supply chain
Employees	Yes (Women/ SC/ST)	Employee satisfaction survey, Grievance redressal / HR portal, electronic communications, Conclaves, Workshops & seminars	Ongoing regular engagement	• Employee awareness company's plans and procedures. • Ensuring a safe, healthy and nurturing work environment • Grievance redressal

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Media	No	Press briefs, social media channels, corporate reports and other disclosures	Need based	• Make media aware of business plans, performance & sustainability • Brand building • To create a dialogue for transparent and accurate reporting
Community/ NGO's	Yes (Women / Differently abled)	Meetings, Need Assessment Surveys, Grievance redressal forums	Regular engagement	• Needs / impact assessment • Local skill and livelihood development. • Community development projects • Awareness building, training and capacity building • Grievance redressal / public hearings etc.
Academic, Scientific Institutes and Startups	No	Meetings, Events, Seminars, Conferences, Case based meetings	Regular engagement	• Joint Research, MoUs. • Innovative Technologies • Leadership development
Customers/ Consumers	No	Meeting, Website, CRM portal, Chatbot, etc.	Regular engagement	• Engagement related to Quantity and Quality, safety, environment. • Customer satisfaction / service improvement • Marketing of products and services
Investors and Shareholders	No	Disclosures on Financial & ESG performance, Annual General Meeting, Press briefing & social media, newspaper notices/ advertisements, Stock Exchange filings, hosting on website, emails etc.	Periodic/ Annual	• Make investor / shareholders aware of business plans, performance & sustainability • Feedback from stakeholders/Investors
Regulatory Bodies	No	Inspection, Audits & Compliance Reports, Public disclosures on Financial and ESG performance, Meetings, seminars etc.	Need based	• Statutory Compliances • Strengthening systems through audits & feedback • Operational / product safety & quality

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

IndianOil has established structured mechanisms to facilitate consultation between stakeholders and the Board on economic, environmental, and social (ESG) matters. Stakeholder inputs are gathered through multiple channels, including consultations, surveys, and regular interactions. These engagements are managed through a defined framework involving business units, Group Heads, and designated officers across the organization, who identify and document key concerns and emerging issues.

The feedback received is consolidated and reviewed at appropriate levels before being escalated to the Board of Directors. This escalation takes place either directly or through relevant Board Committees responsible for areas such as risk management, CSR and sustainability, planning, and dispute resolution, ensuring that stakeholder perspectives are systematically incorporated into Board deliberations. This process is supported by the Company's Delegation of Authority (DoA) framework, which facilitates timely escalation and clear accountability.

During the financial year 2025-26, matters relating to economic, environment and social issues impacting stakeholders formed part of the agendas / discussion at Board / Committee meetings.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Stakeholder consultation is actively used to identify and manage environmental and social topics. The Company engages with internal and external stakeholders through multiple channels to capture their expectations and concerns, which are integrated into its materiality assessment and decision-making processes.

Stakeholder inputs are regularly reviewed to identify and update material ESG issues. Emerging concerns are incorporated into policies, risk management approaches, and business activities where relevant.

Examples of incorporation:

- **Health and safety:** Employee and contractor feedback has resulted in enhanced occupational health and safety policies, safety training programs, and stricter compliance monitoring across facilities.
- **Supply chain practices:** Feedback from suppliers and industry bodies has supported the adoption of responsible sourcing practices, vendor ESG assessments, and supplier capacity-building initiatives.
- **CSR and environmental initiatives:** Community and regulatory feedback help to design and implementation of CSR programmes and environmental projects.
- **Product development:** Inputs from automobile manufacturers and industrial customers guide R&D efforts, leading to more sustainable fuel and lubricant solutions.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

The Company adopts an inclusive and participatory approach to engaging with vulnerable and marginalised stakeholders, particularly local communities. Prior to project implementation, detailed need and impact assessments are conducted in consultation with beneficiaries, local authorities, and other stakeholders to ensure interventions are relevant and context specific. For projects involving land acquisition, community concerns are systematically documented and incorporated into project design and execution.

Engagement continues throughout the project lifecycle, with feedback from implementation and post-implementation stages used to refine initiatives, enhance outcomes, and strengthen long-term sustainability. Capacity-building and awareness programmes further support community participation and enable effective grievance redressal.

Structured mechanisms—including surveys, CSR platforms, and grievance redressal forums supported by internal digital tracking systems—ensure timely identification and resolution of concerns. Significant issues are escalated through appropriate governance channels, including Board-level Committees where required.

In line with its inclusive growth objectives, the Company promotes participation of MSMEs, and enterprises owned by women, SC/ST communities, and persons with disabilities by facilitating capacity-building, improving access to opportunities, and integrating them into the value chain. Stakeholder inputs, including those from materiality and impact assessments, also inform the identification of emerging risks and priorities, ensuring that policies, CSR initiatives, and operations remain responsive and inclusive.

PRINCIPLE 5: Businesses should respect and promote human rights.

IndianOil has implemented strong, people-focused processes aligned with global best practices to ensure fair treatment and equal opportunities for all workforce members, including employees, distributors, dealers, and transporters, often going beyond statutory norms. The HR policies promote an inclusive and diverse workplace that supports professional growth and well-being. Respect for human rights and equal opportunity is central to its operations, supported by systems for freedom of association, collective bargaining, grievance redressal, and whistleblower protection

ESSENTIAL INDICATORS

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	18,929	13,623	71.97	18,740	18,740	100
Other than permanent	78	0	0	391	391	100
Total Employees	**19,007**	**13,623**	**71.67**	**19,131**	**19,131**	**100**
Workers						
Permanent	10,721	7,654	71.39	11,201	11,201	100
Other than permanent	1,23,744	0	0%	1,24,633	1,24,633	100
Total Workers	**1,34,465**	**7,654**	**5.69**	**1,35,834**	**1,35,834**	**100**

2. **Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	16,887	0	0	16,887	100	16,736	0	0	16,736	100
Female	2,042	0	0	2,042	100	2,004	0	0	2,004	100
Total	**18,929**	**0**	**0**	**18,929**	**100**	**18,740**	**0**	**0**	**18,740**	**100**
Other than Permanent										
Male	71	0	0	71	100	351	0	0	351	100
Female	7	0	0	7	100	40	0	0	40	100
Total	**78**	**0**	**0**	**78**	**100**	**391**	**0**	**0**	**391**	**100**
Workers										
Permanent										
Male	10,123	0	0	10,123	100	10,542	0	0	10,542	100
Female	598	0	0	598	100	659	0	0	659	100
Total	**10,721**	**0**	**0**	**10,721**	**100**	**11,201**	**0**	**0**	**11,201**	**100**
Other than Permanent										
Male	1,19,634	82,980	69.36	36,654	30.64	1,22,175	81,626	66.81	40,549	33.19
Female	4,110	1,971	47.96	2,139	52.04	2,458	1,950	79.33	508	20.67
Total	**1,23,744**	**84,951**	**68.65**	**38,793**	**31.35**	**1,24,633**	**83,576**	**67.06**	**41,057**	**32.94**

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages:**

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)*	5	90,39,565	1	93,73,449
Key Managerial Personnel	2	84,04,403	0	-
Employees other than BoD and KMP	16,855	31,82,708	2,025	29,45,187
Workers	10,068	21,41,059	592	34,17,195

*includes Whole time Directors only

b. **Gross wages paid to females as % of total wages paid by the entity:**

Category	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	8.97%	9.95%

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, the Company has a designated framework under its Whistle Blower Policy and governance structure for addressing human rights impacts and related issues arising from its operations. A competent authority is responsible for reviewing grievances and initiating investigations, to ensure fair and objective handling of concerns. The issues are resolved at sites or escalated to higher level i.e. State Office / Division / Company level, based on the severity of impact. This ensures accountability, structured resolution, and effective redressal of human rights related issues across the organization.

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**

The Company has a well defined internal mechanism to address human rights related grievances in a timely and transparent manner. IndianOil is committed to conducting business in a manner that is compatible with the environmental and economic needs of the communities in which we operate, and that protects the safety and health of our employees, those involved with our operations, our customers and the public. Grievances arising at project sites or operational units are initially registered through the designated Engineer-In-Charge or the on-site grievance cell. The matters are either resolved locally or escalated to higher authorities for resolution, subject to the nature and severity of the issue.

6. **Number of Complaints on the following made by employees and workers:**

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	7	3		4	3	-
Discrimination at workplace	0	0	-	5	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	314	63	-	56	26	-
Other human rights related issues	0	0	-	0	0	-

7. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	7	4
Complaints on POSH as a % of female employees / workers	0.27%	0.15%
Complaints on POSH upheld	1	1

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company has implemented robust mechanisms to prevent adverse consequences to complainants in cases of discrimination and harassment, in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It has constituted Internal Complaints Committee (ICCs) across locations to address complaints, with defined procedures for inquiry and redressal. The Company ensures strict confidentiality of the identities of complainants, respondents, witnesses and all related information and any breach is subject to disciplinary action.

The framework is further supported through the Conduct, Discipline and Appeal (CDA) Rules, where sexual harassment is treated as misconduct warranting appropriate action. The Company also ensures a safe working environment, provides necessary support to complainants including assistance for legal recourse where required and facilitates a fair and unbiased inquiry process.

Additionally, regular awareness programmes, workshops, and sensitisation initiatives are conducted, and these principles are reinforced through employee induction programmes. These measures collectively ensure protection against retaliation, promote timely resolution of complaints and uphold a safe, respectful and inclusive workplace.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights considerations are embedded in company's business agreements and contracts, with specific clauses addressing key principles such as prohibition of child and forced labour, non discrimination, and promotion of inclusivity. IndianOil requires that all vendors comply with the General Conditions of Contract (GCC) and Additional Terms of Contract (ATC) of Service Orders, which set out detailed provisions to promote fair and compliant working conditions, timely payment of wages and statutory benefits throughout its value chain. Provisions on indemnification, accountability, and termination in case of non-compliance reinforce responsible employment practices and help ensure that workers engaged through contractors operate under compliant and well-regulated work environment.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	100
Forced/Involuntary Labor	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Others- (Compliance of different statutory provisions pertaining to Wages, Working Conditions, Social Security etc.)	100

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No significant risks or concerns related to human rights were identified during the assessments that required major corrective actions. The Company continues to strengthen its existing frameworks through periodic reviews, enhanced monitoring, and sensitisation programmes to ensure sustained compliance with statutory requirements and alignment with best industry practices. Also, IndianOil has a well-defined Grievance Redressal Procedure for all employees. Any aggrieved employee can raise the grievance and the same is resolved within the prescribed timelines. Further, an Internal Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, already in place at all Units/Regional Offices/Head Offices.

LEADERSHIP INDICATORS

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

   No material human rights–related concerns or grievances were identified that demanded changes to existing mechanisms. The current frameworks continue to be considered adequate and effective, with ongoing monitoring to ensure continuous improvement and alignment with best practices. The Company has a Grievance Redressal Committee in place, with guidelines periodically reviewed and updated to address emerging human rights concerns.

2. **Details of the scope and coverage of any Human rights due diligence conducted.**

   The Company undertakes human rights due diligence across its operations to ensure full compliance with applicable statutory provisions related to labour practices, working conditions, and social security. The scope covers employees, workers, and relevant value chain partners across all operational locations. Due diligence is carried out through periodic internal reviews, inspections, and compliance reporting mechanisms, with an emphasis on adherence to regulatory requirements and continuous strengthening of human rights practices in line with industry standards.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Yes, the Company ensures that its premises and offices are accessible to differently abled visitors in line with the provisions of the Rights of Persons with Disabilities Act, 2016 and Sugamya Bharat Abhiyan guidelines therein. Necessary facilities such as ramps, lifts, accessible washrooms, and other support infrastructure have been provided to create an inclusive and barrier free environment, with ongoing efforts to enhance accessibility across locations.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	Nil
Forced/involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others	

Note: IndianOil incorporates labour and human rights requirements in its contractual terms and conditions and ensures compliance by value chain partners operating within its operational boundary.

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

   The Company requires all value chain partners to comply with the General Conditions of Contract (GCC) and applicable contractual terms, ensuring operations are conducted in line with labour laws and regulatory standards.

   The company is continuously strengthening its framework through the introduction of structured assessments and enhanced engagement with value chain partners. Efforts are underway to roll out awareness programs, training initiatives, and targeted communication to build understanding of human rights expectations and promote responsible practices across the value chain.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

IndianOil is committed to integrating environmental sustainability into its core business practices. The Company focuses on reducing its environmental impact through efficient resource utilization, adoption of cleaner energy solutions, and continuous improvement in operational practices.

The company is actively pursuing a transition towards low-carbon business growth by investing in renewable energy, alternative fuels, and emerging green technologies and has set an ambitious target of achieving net-zero operational emissions by 2046. Through ongoing innovation and strategic initiatives, IndianOil aims to support climate action, protect natural ecosystems, and contribute to long-term sustainable development.

6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Terajoules) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total Electricity Consumption (A)	466	556
Total Fuel Consumption (B)	0	0
Energy Consumption through other sources (C)	0	0
Total Energy Consumption from renewable sources (A+B+C)	**466**	**556**
From non-renewable sources		
Total Electricity Consumption (D)	8,266	6,419
Total Fuel Consumption (E)	3,05,339	3,13,371
Energy Consumption through other sources (F)	0	0
Total Energy Consumption from non-renewable sources (D+E+F)	**3,13,605**	**3,19,790**
Total Energy Consumption (A+B+C+D+E+F)	**3,14,071**	**3,20,346**
Energy Intensity per million INR of turnover (Total energy consumption / Revenue from operations in rupees) (TJ per ₹ Crores)	0.35	0.38
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP) (TJ per Mn USD)	0.72	0.78
Energy Intensity in terms of physical output (GJ/tonne of Crude throughput)	4.16	4.48

Note: IndianOil's energy consumption has been quantified and reported in terajoules (TJ) using standard engineering conversion principles. For fuel-based energy consumption, two approaches were applied depending on data availability - where actual net calorific values (NCVs) of fuels were measured and reported at the facility level, those were used directly to convert volumetric or mass-based fuel consumption into energy; for fuels where facility-level calorific values were unavailable, default NCVs from the latest available IPCC Cross-Sector Tool for Stationary Combustion were applied. Energy from purchased electricity was quantified by multiplying total electricity consumed (in MWh) by the standard conversion factor of 0.0036 TJ/MWh. Total energy consumption represents the sum of direct energy from all fuel sources, renewable energy consumed and energy from purchased electricity, consistent with the operational control boundary applied across reporting operations. Energy intensities are calculated per INR Crore of revenue from operations and crude throughput (75.451 Mt (Million tonne)). Energy intensity per revenue is further calculated in terms of TJ per USD million, with revenue adjusted for purchasing power parity (PPP) using the standard conversion factor of 20.34 as published by the IMF as on 31 March 2026.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Private Limited

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

IndianOil's eight refineries have been designated as consumers under the PAT scheme. The Bureau of Energy Efficiency (BEE) has not announced a new PAT cycle for FY 2025–26. During the reporting period, the refineries continued to demonstrate a strong commitment to emissions reduction by implementing energy-efficient processes and equipment, transitioning to lower-carbon fuels, and advancing electrification across operations. These initiatives have contributed to measurable improvements in energy intensity, enhanced operational efficiency, and a reduction in greenhouse gas emissions, supporting progress against decarbonization objectives.

In addition, the refineries are actively preparing for the Government of India's Carbon Credit Trading Scheme (CCTS), with a focus on strengthening emissions monitoring, reporting, and verification (MRV) systems, and identifying further opportunities for carbon footprint reduction and participation in carbon markets.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	7,77,73,690	8,79,54,320
(ii) Groundwater	1,61,01,760	1,31,97,536
(iii) Third party water	73,51,313	85,92,113
(iv) Seawater / desalinated water	0	5,891
(v) Others	1,08,53,698	83,61,871*
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	**11,20,80,461**	**11,81,11,731***
Total volume of Water Consumption (in kilolitres) *	**10,73,27,185**	**11,31,03,748**
Water Intensity per rupee of turnover (Water consumed / Revenue from operations) (KL per ₹ Crore)	121.11	133.77*
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL per million USD)	246.33	276.37*
Water Intensity in terms of physical output (KL per tonne of Crude throughput)	1.42	1.58*

Note: * Water consumption is calculated in accordance with SEBI guidelines, wherein total water consumption is derived as water withdrawal minus water discharged. Additionally, rainwater stored and consumed is included in Others Category. Water intensities are calculated per INR Crore of revenue from operations and crude throughput (75.451 Mt). Water intensity per revenue is further calculated in terms of KL per USD million, with revenue adjusted for purchasing power parity (PPP) using the standard conversion factor of 20.34 as published by the IMF as on 31 March 2026.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Private Limited

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water	29,54,349	29,51,137
- No treatment	64,262	0
- With treatment – please specify level of treatment*	28,90,087	29,51,137
ii. To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment*	0	0
iii. To Seawater	6,24,154	6,00,089
- No treatment	0	0
- With treatment – please specify level of treatment*	6,24,154	6,00,089
iv. Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment*	0	0
v. Others- Please specify	11,74,773	14,56,757
- No treatment	-	0
- With treatment – please specify level of treatment*	11,74,773	14,56,757
Total water discharged (in kilolitres)	**47,53,276**	**50,07,983**

* The wastewater from operations undergoes appropriate treatment and is discharged in accordance with applicable regulatory norms and prescribed environmental quality standards

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Private Limited

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

IndianOil has implemented Zero Liquid Discharge (ZLD) across a significant portion of its nationwide operations, including, 5 lube plants, 5 AFS locations, 5 administrative offices, 70 terminals, and 67 LPG bottling plants. In addition, its entire R&D campus operates as a ZLD facility.

Water is treated through a combination of systems such as Oil Water Separators (OWS), Sewage Treatment Plants (STP), Effluent Treatment Plants (ETP), and Reverse Osmosis (RO) units. The treated water is then reused for gardening and industrial applications, ensuring that there is no discharge into the external environment.

Further strengthening its water management practices, the Company has set up Rainwater Harvesting (RWH) systems and Central ETPs to support conservation efforts. Manual valve controls and robust containment mechanisms are also in place to prevent the release of untreated water.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Tonnes	19,813	20,429
SOx	Tonnes	27,019	27,275
Particulate matter (PM)	Tonnes	2,472	2,955
Persistent organic pollutants (POP)	Tonnes	0.004	0.03
Volatile organic compounds (VOC)	Tonnes	4.43	4.65
Hazardous air pollutants (HAP)	Tonnes	0.04	0.25
Others- Carbon Monoxide	Tonnes	6,722	5,696

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Private Limited

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	$MtCO_2e$	CO_2: 20.31 CH_4: 0.09 N_2O: 0.03 Total: 20.43	CO_2: 20.94 CH_4: 0.10 N_2O: 0.20 Total: 21.24
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	$MtCO_2e$	1.63	1.29
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations)	tCO_2e / Rs. Crore	24.89	26.65
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations adjusted for PPP)	tCO_2e / Mn USD	50.62	55.05
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output	tCO_2e / tonne of crude throughput	0.292	0.315

Note: IndianOil's Scope 1 and Scope 2 GHG emissions have been quantified in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, with all emissions expressed in million metric tonnes of CO_2 equivalent (MtCO2e) applying 100-year GWP values from the IPCC Sixth Assessment Report (AR6). Scope 1 direct emissions from stationary and mobile combustion sources were estimated using fuel-specific emission factors from the latest IPCC Guidelines for National GHG Inventories (Volume 2), while flaring-related GHG emissions were calculated using the methodology prescribed in the API Compendium of GHG Emissions Methodologies for the Oil and Natural Gas Industry (2021 Edition), accounting for flare gas composition and combustion efficiency. Fugitive emissions from refrigerant leaks were quantified based on actual quantities of refrigerant leaked, as collected and reported at the facility level, multiplied by the substance-specific GWP values sourced from IPCC AR6 and DEFRA 2025 to derive tCO_2e.

Scope 2 indirect emissions from purchased electricity were estimated by applying the grid emission factor published by the Central Electricity Authority (CEA), Government of India, in its CO_2 Baseline Database for the Indian Power Sector. The inventory boundary is defined using the operational control consolidation approach. Emission intensities are calculated per INR Crore of revenue from operations and crude throughput (75.451 Mt).

Emission intensity per revenue is further calculated in terms of tCO2e per USD million, with revenue adjusted for purchasing power parity (PPP) using the standard conversion factor of 20.34 as published by the IMF as on 31 March 2026.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, Bureau Veritas (India) Private Limited

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes

S. No	Name and Description of the Project	Impact created
1.	Energy efficiency	Various initiatives have been implemented across refinery and petrochemical units to reduce greenhouse gas (GHG) emissions. These initiatives are expected to contribute significantly to the mitigation of GHG emissions
2.	Renewable Energy	The Company is advancing the adoption of renewable energy across its operations and beyond to reduce emissions associated with conventional power generation. Its renewable energy initiatives, encompassing both captive consumption and grid-based power supply, contribute significantly to decarbonising its operations and mitigating greenhouse gas (GHG) emissions.
3.	Tree Plantation	Committed to preserving and strengthening natural ecosystems, IndianOil continues to undertake large-scale afforestation and ecological restoration initiatives across the country. During the year, the Company carried out extensive tree plantation drives, including under the Mangroves 2.0 initiative, to enhance green cover and restore ecologically sensitive habitats

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	471	780
E-waste **(B)**	204	311
Bio-medical waste **(C)**	5	6
Construction and demolition waste **(D)**	14,078	10,013
Battery waste **(E)**	21	47
Radioactive waste **(F)**	0	0
Other Hazardous Waste (Includes Spent catalyst, Oil sludge, Oil Slop, ETP sludge, spent carbon, Used drums etc) **(G)**.	3,47,509	3,62,944
Other non-hazardous waste generated (Includes Organic waste, ferrous & non-ferrous scrap, Paper waste, wooden waste etc) **(H)**.	64,151	90,261
Total (A+B + C + D + E + F + G+ H)	**4,26,439**	**4,64,362**
Waste Intensity per rupee of turnover (Total waste generated / Revenue from operations) (tonne per ₹ Crore)	0.48	0.55
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (tonne per Mn USD)	0.98	1.13
Waste Intensity in terms of physical output (tonne of waste generated per tonne of Crude throughput)	0.006	0.006
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,80,655	1,74,539
(ii) Re-used	1,29,259	1,35,137
(iii) Other recovery operations	11,668	20,498
Total	**3,21,582**	**3,30,174**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	11,020	22,929
(ii) Landfilling	20,248	16,730
(iii) Other disposal operations	61,347	93,346
Total	**92,615**	**1,33,005**

Note: Waste generated has been categorized into hazardous and non-hazardous waste based on classification under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 notified by the Ministry of Environment, Forest and Climate Change (MoEFCC), Government of India. Waste quantities have been determined based on actual weights recorded at the facility level through weighbridge data, vendor receipts, and operational records. Waste disposal pathways have been tracked and reported across methods including recycling, reuse, co-processing, incineration, landfilling, and other authorised disposal routes. Waste directed to recovery (recycling, reuse, co-processing) has been reported separately from waste directed to disposal. All facilities within the operational control boundary have been included in the waste inventory. Waste intensities are calculated per INR Crore of revenue from operations and crude throughput (75.451 Mt). Waste intensity per revenue is further calculated in terms of tCO2e per USD million, with revenue adjusted for purchasing power parity (PPP) using the standard conversion factor of 20.34 as published by the IMF as on 31 March 2026.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Private Limited

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Category	Waste Type	Management Initiative
Hazardous Waste	Spent Catalyst	Collected and stored in sealed containers; disposed through authorised Treatment, Storage, and Disposal Facilities (TSDFs); precious metals recovered via authorised recyclers; co-processing and auction through MSTC; catalyst life optimisation and regeneration practices implemented.
	Slop Oil	Recovered from sludge using centrifuge and in-situ recovery systems; reused as refinery feed/fuel to reduce fresh resource consumption.
	Oil Sludge	Segregated into Category 4.1 (sent for recycling/co-processing) and Category 4.2 (disposed through TSDF); hydrocarbon recovery through centrifuge; bioremediation using specialised bacteria.
	Other Hazardous Waste	Waxy sludge sent for recycling; mineral wool disposed via TSDF; spent resins managed through authorised disposal; sulphur recovered as a by-product through SRU.
E-Waste	Electrical & electronic waste	Disposed through CPCB approved authorised recyclers; buy-back arrangements implemented for safe recycling.
Biomedical Waste (BMW)	Healthcare waste	BMW generation, treatment & disposal is guided by Bio-Medical Waste Management Rules. Managed through authorised agencies, hospital effluent treated via dedicated ETP systems.
Battery Waste	Used batteries	Collected and disposed through buy-back arrangements with authorised recyclers in compliance with regulations.
Toxic Chemicals	Hazardous process chemicals	Substitution with safer alternatives; chromate-free cooling chemicals used; automated dosing systems to minimise usage; strict inventory control and leak prevention; transition to BS-VI fuels eliminating toxic additives.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Digboi Refinery	Refinery	Yes
Guwahati Refinery	Refinery	Yes

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results Communicated in public domain (Yes / No)	Relevant Web link
Installation of Propylene Recovery Unit	EIA Notification 2006-S.O. 1533 (E) IA/WB/IND2/577810/2026	25.05.2026	Yes	No	NA
EIA & RA Study for "HFHSD Pipeline from IndianOil Willingdon Island Terminal to North jetty of Kochi Naval Base" Project	EIA Notification 2006-S.O. 1533 (E) AEIPL/ENV/EIA/OCT/25/08	18.03.2026	Yes	No	NA
EIA & RA Study-LKO ATF Re-routing Project	EIA Notification 2006-S.O. 1533 (E) 2025_VI_017	03.04.2026	Yes	No	NA
EIA & RA study for Siliguri Jhapa Pipeline Project	EIA Notification 2006-S.O. 1533 (E) AEIPL/ENV/EIA/OCT/25/07	20.04.2026	Yes	No	NA
Connectivity of ETBPNMTPL's TBPL section with GAIL's KKBMPL at Attibele	EIA Notification 2006-S.O. 1533 (E) AEIPL/EIA/020/2025	23.06.2026	Yes	No	NA

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Yes, IndianOil is compliant with the applicable environmental laws, regulations and guidelines, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act and rules thereunder.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the Area: Gujarat Refinery

(ii) Nature of operations: Refinery

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by source (in Kilolitres)		
(i) Surface water	1,08,82,674	1,20,82,089
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others, please specify	87,65,231	50,48,799
Total volume of water withdrawal (in kilolitres)	**1,96,47,905**	**1,71,30,888**
Total volume of water consumption (in kilolitres)*	**1,84,73,132**	**1,57,55,930***
Water intensity per rupee of turnover (Total Water consumption/ Revenue from Operations) (kL per ₹ Crore)	20.84	18.63*
Water discharge by destination and level of treatment (in kilolitres)		
i. Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
ii. Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iii. Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iv. Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
v. Others- Please specify:	11,74,773	13,74,958
- No treatment	0	0
- With treatment – please specify level of treatment**	11,74,773	13,74,958
Total water discharged (in kilolitres)	**11,74,773**	**13,74,958**

* Water consumption is calculated in accordance with SEBI guidelines, wherein total water consumption is derived as water withdrawal minus water discharged. Additionally, rainwater stored and consumed is included within Others Category.

Water intensities are calculated per INR Crore of revenue from operations.

** The wastewater from operations undergoes appropriate treatment and is discharged in accordance with applicable regulatory norms and prescribed environmental quality standards

(i) Name of the Area: Panipat Refinery

(ii) Nature of operations: Refinery

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by source (in Kilolitres)		
(i) Surface water	3,23,80,614	3,10,47,464
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others, please specify	0	0
Total volume of water withdrawal (in kilolitres)	**3,23,80,614**	**3,10,47,464**
Total volume of water consumption (in kilolitres)*	**3,12,55,331**	**2,96,87,591***
Water intensity per rupee of turnover (Total Water consumption/ Revenue from Operations) (kL per ₹ Crore)	35.27	35.11*
Water discharge by destination and level of treatment (in kilolitres)		
i. Into Surface water	11,25,283	13,59,873
- No treatment	0	0
- With treatment – please specify level of treatment**	11,25,283	13,59,873
ii. Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iii. Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iv. Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
v. Others- Please specify:	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
Total water discharged (in kilolitres)	**11,25,283**	**13,59,873**

* Water consumption is calculated in accordance with SEBI guidelines, wherein total water consumption is derived as water withdrawal minus water discharged. Additionally, rainwater stored and consumed is included within Others Category.

Water intensities are calculated per INR Crore of revenue from operations.

** The wastewater from operations undergoes appropriate treatment and is discharged in accordance with applicable regulatory norms and prescribed environmental quality standards

(i) Name of the Area: Mathura Refinery

(ii) Nature of operations: Refinery

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by source (in Kilolitres)		
(i) Surface water	66,67,175	67,37,529
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others, please specify	10,34,555	23,79,822
Total volume of water withdrawal (in kilolitres)	**77,01,730**	**91,17,351**
Total volume of water consumption (in kilolitres)*	**72,54,965**	**82,02,458***
Water intensity per rupee of turnover (Total Water consumption/ Revenue from Operations) (kL per ₹ Crore)	8.19	9.70*
Water discharge by destination and level of treatment (in kilolitres)		
i. Into Surface water	4,46,765	9,14,893
- No treatment	0	0
- With treatment – please specify level of treatment**	4,46,765	9,14,893
ii. Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0

Parameter	FY 2025-26	FY 2024-25
iii. Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iv. Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
v. Others- Please specify:	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
Total water discharged (in kilolitres)	**4,46,765**	**9,14,893**

* Water consumption is calculated in accordance with SEBI guidelines, wherein total water consumption is derived as water withdrawal minus water discharged. Additionally, rainwater stored and consumed is included within Others Category.

Water intensities are calculated per INR Crore of revenue from operations.

** The wastewater from operations undergoes appropriate treatment and is discharged in accordance with applicable regulatory norms and prescribed environmental quality standards

(i) Name of the Area: Locations in water stress areas across India in Marketing Division

(ii) Nature of operations: Marketing

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by source (in Kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	2,74,217	7,55,671
(iii) Third party water	1,81,015	13,504
(iv) Seawater / desalinated water	0	0
(v) Others, please specify	29,883	0
Total volume of water withdrawal (in kilolitres)	**4,85,115**	**7,69,175**
Total volume of water consumption (in kilolitres)*	**4,63,969**	**7,53,120***
Water intensity per rupee of turnover (Total Water consumption/ Revenue from Operations) (KL per ₹ Crore)	0.52	0.89*
Water discharge by destination and level of treatment (in kilolitres)		
i. Into Surface water	21,146	0
- No treatment	0	0
- With treatment – please specify level of treatment**	21,146	0
ii. Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iii. Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iv. Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
v. Others- Please specify:	0	16,055
- No treatment	0	0
- With treatment – please specify level of treatment**	0	16,055
Total water discharged (in kilolitres)	**21,146**	**16,055**

* Water consumption is calculated in accordance with SEBI guidelines, wherein total water consumption is derived as water withdrawal minus water discharged. Additionally, rainwater stored and consumed is included within Others Category.

Water intensities are calculated per INR Crore of revenue from operations.

** The wastewater from operations undergoes appropriate treatment and is discharged in accordance with applicable regulatory norms and prescribed environmental quality standards

(i) Name of the Area: Locations in water stress areas across India in Pipeline Division

(ii) Nature of operations: Pipeline

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by source (in Kilolitres)		
(i) Surface water	32,400	0
(ii) Groundwater	51,308	46,714
(iii) Third party water	60,981	78,603
(iv) Seawater / desalinated water	0	0
(v) Others, please specify	21,900	64
Total volume of water withdrawal (in kilolitres)	**1,66,589**	**1,25,381**
Total volume of water consumption (in kilolitres)*	**1,21,248**	**1,25,381***
Water intensity per rupee of turnover (Total Water consumption/ Revenue from Operations) (KL per ₹ Crore)	0.14	0.15*
Water discharge by destination and level of treatment (in kilolitres)		
i. Into Surface water	45,341	0
- No treatment	45,341	0
- With treatment – please specify level of treatment**	0	0
ii. Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iii. Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
iv. Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
v. Others- Please specify:	0	0
- No treatment	0	0
- With treatment – please specify level of treatment**	0	0
Total water discharged (in kilolitres)	**45,341**	**0**

* Water consumption is calculated in accordance with SEBI guidelines, wherein total water consumption is derived as water withdrawal minus water discharged. Additionally, rainwater stored and consumed is included within Others Category.

Water intensities are calculated per INR Crore of revenue from operations.

** The wastewater from operations undergoes appropriate treatment and is discharged in accordance with applicable regulatory norms and prescribed environmental quality standards

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Private Limited

2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2025-26*	FY 2024-25**
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	$MtCO_2e$	351.33	353.88
Total Scope 3 emissions per rupee of turnover	tCO2e / ₹ Crore	396.43	418.54

* Disclosure includes 7 categories (Fuel and Energy Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Downstream transportation and distribution, Use of Sold Products, and End-of-Life Treatment of Sold Products).

** Disclosure includes 6 categories (Fuel and Energy Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Use of Sold Products, Downstream transportation and distribution). Use of sold product category excludes cryogenics and petrochemical sales.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Guwahati Refinery (GR) at Noonmati, situated near the ecologically sensitive Amchang Wildlife Sanctuary within a tropical forest ecosystem along the Brahmaputra River, and the Digboi Refinery (AOD), located approximately 3.8 km from Dihing Patkai National Park, does not have any significant direct or indirect impacts on biodiversity. As a precautionary measure, IndianOil maintains stringent compliance with environmental regulations, complemented by continuous monitoring and effective control of emissions, effluents, and waste. The refinery also fosters greenbelt and adopts proactive pollution prevention practices to further reduce its environmental impact.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Efficiency	• Proximity / occupancy sensors – Use of auto switch devices based on presence to avoid energy waste. • Dimmers for lights – Adjusting light levels to reduce electricity use. • Variable Frequency drives (VFD) for pumps – Optimized motor speed to save energy. • Energy efficient transformers – Reduction in transmission and distribution losses. • Efficient appliances / ACs – Use of high-efficiency rated equipment. • Air compressor optimization – Improvement of compressed air system efficiency. • Steam optimization – Reduction in excess steam use in processes. • Vent air reuse in STP – Use of waste air to reduce blower energy. • Auto sensor gates/timers – Automated switching to avoid idle energy use. • Building Management System (BMS) – Centralized control of building energy use. • Light pipes/daylighting – Use of natural sunlight to reduce lighting demand.	Collectively enhance energy efficiency by optimizing operations, reducing consumption and costs, improving system reliability, and lowering environmental impact
2.	Renewable Energy	• Solar lighting – Use of solar-powered lighting instead of grid power. • Solar powered pumps – Running of pumps using solar energy. • Solar water heaters – Heating water using solar energy. • Solar rooftop plants – Generating electricity on-site using solar panels. • Solar reflective paint – Reducing cooling demand by reflecting heat. • Solar cooking system –Use of stored solar thermal energy for cooking. • Hydrogen initiatives – Developed clean fuel for future energy use.	Collectively enable a shift to clean energy, reducing reliance on conventional fuels, lowering emissions and costs, and improving energy reliability and sustainability
3.	Resource Management	• Circular economy & resource efficiency: Closed-loop reuse, optimized material/energy use, sustainable product/process design • Waste management & recycling: Source segregation, in-plant recycling of scrap/water/solvents, smart (IoT/AI-based) waste tracking • Plastic & catalyst recovery: Plastic-to-fuel conversion, catalyst regeneration and recovery of valuable components • Sustainable materials use: Use of recycled/eco-certified inputs, green building materials (fly ash, low-VOC, recycled steel) • Organic waste management: Composting and bio-methanation for manure and biogas generation • Water conservation: Waterless urinals, low-flow fixtures, rainwater harvesting and reuse systems • Eco-friendly operations: green walls, sunlight films, sustainable cleaning products, KPIs, audits, and sustainability tracking	Reduced landfill waste, improved resource reuse, conservation of water and raw materials, lower operational costs, enhanced environmental sustainability, and minimized overall carbon and ecological footprint.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Air & other emissions	• Vapour recovery systems – Capture of fuel vapours to reduce emissions. • Carbon capture technologies – Capture of CO_2 from emissions. • Diesel emission capture – Reducing pollutants from engines. • Indoor air purification (plants) – Improved indoor air quality naturally. • Oil spill dispersant – Minimized environmental impact of spills.	Improve air quality and environmental protection by reducing emissions, capturing pollutants, enhancing safety, and strengthening compliance and climate impact mitigation
5.	Advanced Climate Innovation	• Modular Solid Sorbent-Based Direct air capture (DAC) system – Removal of CO_2 directly from air. • Microalgae carbon capture – Usage of algae to absorb CO_2. • CCUS technologies – Capturing and reusing industrial CO_2. • Bio-decomposer – Breaking down crop residue to reduce pollution.	Deliver measurable carbon capture, reduce process emissions, cut air pollutants, and mitigate agricultural emissions through sustainable decomposition solutions
6.	Digitalisation & Monitoring	• Energy meters – Tracking energy consumption, Smart meters – enabled real-time energy monitoring. • Energy monitoring systems (EMS) – Usage analysis and optimization • IoT-based monitoring – Automated tracking and control of systems.	Enable real-time, data-driven energy management, improving efficiency, reducing waste, automating operations, and supporting cost and emissions reduction

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Emergency Response and Disaster Management Plans (ERDMP) at IndianOil are a critical component of its safety framework, ensuring preparedness for industrial hazards such as fires, explosions, and leaks. These plans are developed in line with PNGRB regulations and focus on identifying potential risks, defining mitigation measures, and establishing clear roles, responsibilities, and communication protocols during emergencies. ERDMP emphasises coordinated response involving onsite teams and external agencies, ensuring rapid rescue, medical aid, and containment. The goal is to minimise loss of life, protect the environment, safeguard assets, and enable quick recovery while maintaining operational continuity.

Weblink: Safety Management at IndianOil

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

IndianOil has not yet conducted a formal environmental impact assessment across its value chain partners. However, the company take appropriate mitigation measures for environment management in and around its operational sites.

Initiative undertaken	Details of the initiative (Mitigation / Adaptation Measures)
Waste & effluent management across value chain	Implementation of standardized waste handling, hazardous waste disposal, and effluent treatment practices at depots and terminals; monitoring systems to prevent contamination of soil and water bodies.
Value chain partner engagement & ESG integration	Supplier/vendor onboarding aligned with ESG criteria; inclusion of environmental clauses in contracts; periodic audits and capacity-building programs for dealers, transporters, and distributors to improve environmental performance and compliance.
Emissions from supply, distribution, and retailing	Deployment of Vapour Recovery Units (VRUs) at Petroleum, Oil and Lubricants installations and retail outlets; installation of DG sets and Oily Water Separation (OWS) systems compliant with CPCB norms; pipeline integrity management and leak detection systems; adoption of rail/pipeline transport modes where feasible to reduce road emissions; digitalization for route optimization and fuel efficiency; rainwater harvesting and green building practices across locations.
Product packaging / Circularity	Strengthening circular economy initiatives through collection, recycling, and reuse of waste (including used oil, plastics, and containers); expansion of Extended Producer Responsibility (EPR) compliance; initiatives such as repurposing PET waste to reduce lifecycle emissions and resource use.
Improved packaging	Transition to sustainable and lighter packaging solutions (e.g., Fibre Intermediate Bag Containers for Purified Terepthalic Acid) to reduce material consumption and waste generation across the value chain.
Low-carbon products & energy transition	Promotion of cleaner fuels (e.g., BS-VI fuels, natural gas, biofuels, ethanol blending); expansion of renewable energy integration and low-carbon product portfolio to reduce scope 3/end-use emissions.

Web-link: Sustainability : IndianOil

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

IndianOil has not yet conducted a formal environmental impact assessment across its value chain partners. However, environmental compliance remains a fundamental requirement within its procurement processes, with all vendors expected to adhere to applicable environmental regulations. The company continues to encourage responsible practices among suppliers, laying the groundwork for a more structured sustainability assessment approach in the future.

8. **How many Green Credits have been generated or procured:**

   a. By the listed entity: Nil

   b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

IndianOil conducts its business in alignment with the nation's legal and policy framework, ensuring that its operations reflect responsible and ethical conduct. The Company actively collaborates with government bodies and institutional platforms to support initiatives that contribute to national development and public welfare.

IndianOil aligns its practices with globally recognized standards, including the principles of the United Nations Global Compact (UNGC) which covers human rights, labour, environment, and anti-corruption. Its approach to policy engagement is guided by integrity and transparency, with a focus on advocating positions that serve the broader interests of society and support sustainable and inclusive growth.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

ESSENTIAL INDICATORS

1.a) Number of affiliations with trade and industry chambers/ associations:

17

b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1.	Hydrogen Association of India	National
2.	Association of Oil & Gas Operators	National
3.	Federation of Indian Petroleum Industry (FIPI)	National
4.	Association of India Oilfield Service Providers (AIOSP)	National
5.	Society of Indian Automobile Manufacturers (SIAM)	National
6.	Confederation of Indian Industry (CII)	National
7.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8.	Standing Conference of Public Enterprises (SCOPE)	National
9.	PHD Chamber of Commerce and Industry	National
10.	ASSOCHAM (Associated Chambers of Commerce and Industry of India)	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of Case	Corrective action Taken
	Nil	

LEADERSHIP INDICATORS

1. **Details of Public Policy positions advocated by the entity.**

S. No.	Public policy Advocated	Method resort for such advocacy	Whether the information is available in Public Domain? (Yes/No)	Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Other please specify	Web Link, if available
1	Compressed Biogas under Sustainable Alternative Towards Affordable Transportation (SATAT)	Through engagements with government bodies, financial institutions, regulatory authorities, and other associated agencies.	Yes	As and when needed	Satat : Home
2	National Policy on Biofuels	Through participation in inter-governmental committees.	Yes	As and when needed	Articles - Ministry of Petroleum And Natural Gas
3	Resource Efficiency and Circular Economy Industry Coalition (RECIC)	Through engagement and collaboration with industry leaders.	Yes	As and when needed	RECEIC
4.	Oil and gas industry regulations and standards	IndianOil is a member of the Federation of Indian Petroleum Industry (FIPI) and is represented on its Governing Council. FIPI acts as a key interface between the petroleum industry and the government, facilitating dialogue on issues such as resource optimization, operational safety, and energy conservation.	Yes	As and when needed	FIPI - Federation of Indian Petroleum Industry

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

IndianOil is committed to supporting inclusive and sustainable development in the communities it serves. As a responsible company, it undertakes focused Corporate Social Responsibility (CSR) initiatives aimed at enhancing social, economic, and environmental well-being.

Company's efforts span key areas such as healthcare, education, clean drinking water, sanitation, skill development, rural development, environmental conservation, and the empowerment of women and marginalized groups. Through these initiatives, IndianOil strives to improve the quality of life of underprivileged communities and contribute to long-term, equitable growth.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes / No)	Resulted communicated in public domain (Yes/No)	Relevant Web Link
Nil					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families (PAFs)	% of PAF covered by R&R	Amount Paid to PAFs in the FY (in INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has established multiple accessible and inclusive channels to receive and effectively redress community grievances. Community members can raise concerns through the following mechanisms:

- IndianOil ONE mobile application and the Company website, enabling online submission and tracking of grievances
- Toll-free helpline, providing easy and accessible grievance registration
- Direct engagement with Corporate Social Responsibility (CSR) Officers and designated Nodal Officers at operational locations for on-ground resolution
- Email and postal correspondence, offering flexible communication channels
- Centralised Public Grievance Redress and Monitoring System (CPGRAMS), ensuring transparent and accountable grievance handling

Grievances received through these channels are duly acknowledged and addressed within the timelines prescribed under corporate policies and guidelines. Each grievance is systematically assessed based on factors such as the nature of the issue, affected stakeholders and contextual relevance. Depending on the severity and complexity, the company undertakes appropriate resolution measures, including detailed investigations, stakeholder consultations and implementation of corrective actions, to ensure fair, timely and effective redressal. IndianOil_Grievance_Redressal Mechanism

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ Small producers	51.07%*	42.17%
Directly from within India	97.15%	94.45%

*The reported data excludes procurement of Crude Oil, Petroleum Products and LNG / Natural Gas, API Line pipes, Proprietary items and services, Technology Licenses and Licensor mandated items and Plant and Machinery (Single Line-item value > Rs 50 Cr)

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2025-26 (%)	FY 2024-25 (%)
Rural	1.15	1.17
Semi-urban	10.21	10.30
Urban	21.18	21.26
Metropolitan	67.46	67.27

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent in (INR Lakhs)
1	Andhra Pradesh	YSR Kadapa	41.14
2	Arunachal Pradesh	Namsai	40.92
3	Assam	Barpeta	49.86
4	Bihar	Banka	9.23
5	Bihar	Begusarai	643.36
6	Bihar	Gaya	186.99
7	Bihar	Jamui	198.86
8	Bihar	Khagaria	27.30
9	Bihar	Muzaffarpur	430.60
10	Bihar	Sitamarhi	40.08
11	Chhattisgarh	Bastar	41.92
12	Chhattisgarh	Bijapur	21.10
13	Chhattisgarh	Dantewada	14.40
14	Chhattisgarh	Kanker	14.40
15	Chhattisgarh	Korba	99.06
16	Chhattisgarh	Mahasamund	62.01
17	Chhattisgarh	Sukma	14.40
18	Gujarat	Dahod	66.74
19	Gujarat	Narmada	103.79
20	Haryana	Nuh	92.53
21	Jammu and Kashmir	Kupwara	34.99
22	Jharkhand	Giridih	48.17
23	Jharkhand	Simdega	46.05
24	Madhya Pradesh	Guna	32.72
25	Madhya Pradesh	Vidisha	10.64
26	Maharashtra	Gadchiroli	119.20
27	Maharashtra	Washim	108.06
28	Meghalaya	Ri Bhoi	59.51
29	Odisha	Dhenkanal	113.06
30	Odisha	Koraput	9.54
31	Odisha	Sambalpur	53.23
32	Rajasthan	Dholpur	13.62
33	Rajasthan	Jaisalmer	13.62
34	Rajasthan	Karauli	13.62
35	Rajasthan	Sirohi	26.87
36	Tamil Nadu	Virudhunagar	61.99
37	Uttar Pradesh	Bahraich	14.41
38	Uttar Pradesh	Balrampur	14.41

S. No.	State	Aspirational District	Amount Spent in (INR Lakhs)
39	Uttar Pradesh	Chandauli	14.41
40	Uttar Pradesh	Chitrakoot	71.12
41	Uttar Pradesh	Fatehpur	14.41
42	Uttar Pradesh	Shrawasti	14.41
43	Uttar Pradesh	Siddharthnagar	90.23
44	Uttar Pradesh	Sonbhadra	495.09
45	Uttarakhand	Haridwar	142.24

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/ vulnerable groups? (Yes/No)

Yes, being a Public Sector Undertaking (PSU), the Company follows a preferential procurement framework in line with Government of India (GoI) public procurement policy which directs Central Ministry /Department / PSUs shall set an annual target for 25% procurement from MSE Sector. A sub-target of 4% and 3% out of 25% target of annual procurement is earmarked for procurement from MSEs owned by SC/ST entrepreneurs and women respectively.

Procurement preferences are given to local suppliers, Micro and Small Enterprises (MSEs), MSEs owned by women, MSEs owned by individuals from SC/ST communities, and eligible Startups in line with applicable statutory requirements and internal procurement norms.

In accordance with the Public Procurement Policy (PPP) 2012 and the Purchase Preference linked with Local Content (PP-LC) 2020, eligible MSEs and Class I Local Suppliers are granted purchase preference. Select categories of goods are earmarked exclusively for procurement from MSEs. Where adequate domestic capacity and local content are available, participation in tenders is limited to Class I Local Suppliers.

To facilitate access to procurement opportunities, prequalification requirements are waived for startups and eased for MSEs in non-critical procurements. MSEs owned by women entrepreneurs and SC/ST entrepreneurs are also eligible for a 50% reduction in Performance Bank Guarantee (PBG) requirements.

Link: Public Procurement Policy | Ministry of Micro, Small & Medium Enterprises

(b) From which marginalised/vulnerable groups do you procure?

The company procures from micro and small enterprises (MSE), Start-ups, SC/ST enterprises and women-led businesses representing marginalized and vulnerable groups.

(c) What percentage of total procurement (by value) does it constitute?

The total procurement from MSEs during FY 2025-26 was 51.07%*% of annual eligible procurement including

- MSE (SC/ST)- 4.03%*
- MSE (Women)- 3.39%*

*The reported data excludes procurement of Crude Oil, Petroleum Products and LNG / Natural Gas, API Line pipes, Proprietary items and services, Technology Licenses and Licensor mandated items and Plant and Machinery (Single Line-item value > Rs 50 Cr)

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of Calculating benefit share	Basis of Calculating benefit share
Not Applicable					

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of Authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Comprehensive Cancer Care in various states across India	~1 Lakh/ Yr	NA
2	TB Elimination Program in Various States across India	~27.00 Lakh (Since 2022-23)	NA
3	Sickle Cell Anaemia (SCA) Eradication for Tribals in Karnataka	~2.11 Lakh	100%
4	Renal Care Service through Dialysis Machines across various states	~50,000/ Yr	NA
5	Running of Assam Oil School of Nursing in Digboi, Assam	841 (Since inception)	100%
6	Running of Assam Oil Division (AOD) Hospital	~41,362 (In last 5 Yrs)	~46%
7	Running of Swarn Jayanti Samudayik Hospital, Mathura	~2.34 Lakh (In last 5 Yrs)	~49%
8	IndianOil Acers Sports Scholarship Program	750 (Since 2005-06)	~37%
9	IndianOil Shakti Sports Program	19 (Since 2025-26)	100%
10	IndianOil Divyashakti Program	100 (Since 2025-26)	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner.

IndianOil places strong emphasis on customer satisfaction and continually integrates customer feedback to enhance its products and services. The Company is committed to protecting customer interests by delivering high-quality, dependable, and receptive solutions. This customer-centric approach helps build trust and drives continuous improvement in line with evolving customer expectations.

8 DECENT WORK AND ECONOMIC GROWTH

11 SUSTAINABLE CITIES AND COMMUNITIES

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has established a structured grievance redressal system to receive and address consumer complaints and feedback across its operations. The key mechanisms are as follows:

- **Availability of Suggestion Books or Complaint Register:** Suggestion books or complaint registers are mandatorily maintained at all retail outlets and Indane LPG distributorships. These are made readily available to customers on request, and their availability is prominently displayed. Complaints recorded are reviewed by field officers during inspections and are addressed through direct contact with the complainant or appropriate corrective action.
- **Display of Contact Details:** Telephone numbers, postal addresses, and email details of field officers, dealers, and distributors are displayed at retail outlets and LPG distributorships. This enables customers to directly approach company representatives for complaints or feedback.
- **Toll Free Call Centre:** A common toll-free number operating across the country allows customers to register complaints and suggestions through a call centre. The service is accessible on all working days within designated hours, excluding national holidays, and facilitates seamless grievance registration and follow-up.
- **Web Based Complaint Portal:** Customers can lodge complaints and feedback through the grievance management portal & IndianOil ONE mobile app. Upon registration, a unique service request number is generated. Customers receive updates through email or SMS and can track the complaint status online or reopen the request if the resolution is not satisfactory.
- **Defined Timelines for Redressal:** Complaints received through the call centre or web portal are generally responded to within fourteen days from the date of registration. In cases requiring extended investigation or affected by circumstances beyond operational control, interim communication is provided to the customer.
- **Grievance Cells:** The Company has established a dedicated grievance cell supported by designated nodal officers to ensure efficient resolution of customer complaints.

Link: IndianOil Consumer Grievance Mechanism

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	0	0	0	-
Advertising	0	0	0	0	0	-
Cyber-security	0	0	0	0	0	-
Delivery of essential services	13,32,401	4,269	-	11,35,383	244	-
Restrictive Trade Practices	0	0	0	0	0	-
Unfair Trade Practices	0	0	0	0	0	-
Other	29,500	213	-	51	0	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reason for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, IndianOil has a formal Data Privacy Policy in place, which establishes a structured framework to manage data privacy, information security and associated cyber security risks. IndianOil collects and processes personal information of individuals including customers, dealers, distributors, vendors, agents, employees, and other stakeholders strictly in accordance with applicable Indian laws.

The company has implemented reasonable security practices and procedures to ensure the accuracy, integrity, and protection of personal data shared by Data Subjects. The policy also safeguards individual rights through the following provisions:

a) **Data Access and Review:**

Data Subjects have the right to request access to their personal information held by IndianOil and may seek correction or amendment of information that is inaccurate or incomplete by contacting the designated Grievance Officer.

b) **Consent Withdrawal:**

Data Subjects may revoke or withdraw their consent to provide personal information at any time. However, such withdrawal may limit IndianOil's ability to provide certain services or products that require this information and IndianOil shall not be liable for any resulting service limitations.

c) **Grievance Redressal:**

To exercise these rights or raise concerns related to personal data, Data Subjects may contact the appointed Grievance Officer

Requests and complaints are addressed in accordance with applicable laws and within a reasonable timeframe.

IndianOil's Data Privacy Policy further contains detailed provisions on data security, retention, lawful disclosure, and confidentiality, reinforcing its commitment to protecting personal information and respecting Data Subject rights.

Link of the policy: IndianOil_Data_Privacy_Policy.pdf

For Website: Data-Privacy-Policy-Online-Data-Collection.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

In the reporting period, a limited number of complaints were received relating to the delivery of essential services. Appropriate corrective measures were undertaken, including prompt resolution of individual cases, strengthening of monitoring mechanisms, enhanced coordination with field units/distributors, and reinforcement of service delivery protocols to prevent recurrence. The complaints were addressed in accordance with the Company's established grievance redressal framework.

No complaints were received during the reporting period concerning advertising practices, cyber security and customer data privacy, product recalls, or any penalties/actions taken by regulatory authorities related to the safety of products and services. Consequently, no corrective actions were required in these areas.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

NIL

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The details about the company's product portfolio and services provided can be accessed through the official website: https://iocl.com/

Sustainability: IndianOil

https://www.facebook.com/IndianOilCorpLimited/

https://x.com/IndianOilcl

https://www.instagram.com/indianoilcorp/

https://www.linkedin.com/company/indian-oil-corp-limited

https://www.youtube.com/@indianoilcorporationlimite2332

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company engages with consumers to promote the safe and responsible use of its products and services through planned awareness and education activities. These initiatives include:

- Training programmes to educate consumers on the safe and appropriate use of products and services.
- Conducting public awareness campaigns to communicate safety practices and responsible usage.
- Releasing advertisements through suitable media to inform consumers about correct product handling and precautions.
- Holding community interactions to directly engage with users and address safety-related concerns.
- Observing recognised awareness days to highlight specific safety and responsibility themes.
- Sharing information through digital platforms including digital displays, emails, SMS, social media and the official website.
- Disseminating messages through offline channels such as newspaper, hoardings, notice boards, press releases, pamphlets and statutory notices.
- Implementing outreach activities at multiple touchpoints including onsite locations to ensure effective communication and wide reach.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The company maintains regular communication with its bulk and retail customers through its offices and wide network of distributors and channel partners to provide timely updates on product availability and any service disruptions. The company uses multiple communication channels, including email, telephone, media, reports, social media platforms, mobile applications, SMS alerts, official website and notices at physical locations, to ensure information reaches end-users promptly. Customer queries and concerns are addressed through designated contact points and customer support systems, resulting in clear communication and continuity of engagement during all operating conditions.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief.

Yes, the company displays product information on its products in accordance with applicable laws and regulatory requirements. For lubricant products, details related to basic performance in line with API standards and the recommended drain interval are clearly mentioned on the product packaging wherever applicable. Information such as grade name, batch number and product quality are displayed on polymer and petrochemical product packaging.

For other products, relevant information is made available to consumers through the company's official website and at retail outlets.

Did your entity carry out any survey with regards to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the company regularly conducts consumer satisfaction survey using the DARPAN mobile application to gather feedback and improve customer experience.

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT

BUREAU VERITAS
Shaping a World of Trust

To

The Board of Directors of

Indian Oil Corporation Limited

Introduction and objectives of work

Indian Oil Corporation Limited (the 'Company') have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of the Company for the year ended March 31, 2026.

Our scope of work consists of Reasonable Assurance on BRSR Core indicators in the BRSR Report, as described in the Securities and Exchange Board of India's (SEBI) vide Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

Opinion

Reasonable Assurance for 9 BRSR-Core Parameters (Refer to Annexure-1)

We have performed a Reasonable Assurance engagement on whether the Company's identified sustainability information i.e. BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR, has been prepared in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, guidance notes for BRSR format issued by SEBI.

In our opinion, the Company's BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR subject to reasonable assurance is prepared in all material respects, in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and basis of preparation as set out in Section A General Disclosures 13 of the BRSR Report for the year ended March 31, 2026.

The Company has established appropriate systems for the collection, aggregation, and analysis of quantitative data on all BRSR Core indicators.

Our opinion is not modified in respect of this matter.

Basis for opinion and summary of our work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's Internal Standards and Requirements for assurance of Sustainability Reports.

As part of its independent reasonable assurance engagement, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported. In this process, we undertook the following activities:

- Assessment was conducted by means of physical site visits at Mathura Refinery & Pipeline, Barauni Refinery & LPG Bottling Plant, R&D, Bijwasan Pipeline & Terminal, Refinery Head Quarter, Pipeline Head Office , Hyderabad Terminal & Pipeline, Marketing Head office, Meenambakkam AFS, Chennai Lube blending plant, Madanpur Khadar Bottling Plant, Paradip Refinery, Paradip LPG Terminal, SERPL Paradip and Corporate Office.

- Bureau Veritas interviewed personnel of IOCL's including HR, CSR, HSE, Production, Sustainability Development and Net Zero, Finance, Maintenance, Aviation, R&D, Projects, Automotive Research, Solar Energy, Analytical Division, Instrumentation, Materials, Procurement, Company Secretary, Talent Acquistion, Employee Relations, Organisation Development and other relevant departments.
- The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas.
- The Company has submitted performance data on reported BRSR topics. The data pertaining to each location visited was assessed by Bureau Veritas through the process above described.
- Data on BRSR Core indicators were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report for FY 2025-26.
- Review of Company's data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on the current best practice in independent assurance.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. Bureau Veritas was not involved in drafting or preparation of BRSR Report. Our sole responsibility was to provide independent reasonable assurance on BRSR Core indicators stated in the BRSR report for the year ended March 31, 2026.

Our responsibility

We are responsible for performing Reasonable Assurance on the BRSR Core indicators in the BRSR Report of the company for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR report, are free from material misstatements, whether due to fraud or error, in accordance with the reporting requirements stated above. Our responsibility includes forming an independent opinion, based on the procedures performed by us and the evidence we have obtained, and reporting our reasonable assurance opinion on the BRSR Core indicators to the Directors of "IOCL's.

Limitations and Exclusions

The assurance is limited to the above-mentioned scope of work and excludes the information relating to:

- Data related to the Company's financial performance disclosures.
- Any of the statements related to company aspects or reputation
- Positional statements, expressions of opinion, belief, aim, or future intention by "IOCL" and statements of future commitment.
- The assurance does not extend to the activities and operations of "IOCL" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "IOCL".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 198 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with IOCL's.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

M Rama Mohan Rao

Lead Assuror

Bureau Veritas (India) Private Limited

Hyderabad, India

Dt: 07.07.2026

Rupam Baruah

Technical Reviewer

Bureau Veritas (India) Private Limited

Mumbai, India

Dt:07.07.2026

Reasonable level of assurance is provided for following '9 Indicators included in BRSR-Core Attributes'

Sl. No	Attribute	Parameter	Cross Reference to the BRSR
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	Principle 6, Question 7 of Essential Indicators
		Scope 2 Emissions	
		GHG Emission Intensity	
2	Water Footprint	Total Water Consumption	Principle 6, Question 3 of Essential Indicators
		Water Intensity	
		Water Discharge	Principle 6, Question 4 of Essential Indicators
3	Energy Footprint	Total Energy Consumed	Principle 6, Question 1 of Essential Indicators
		% from Renewable Sources	
		Energy Intensity	
4	Waste Management (Circularity)	Category-wise Waste Generation	Principle 6, Question 9 of Essential Indicators
		Waste Intensity & Recovery	
5	Employee Wellbeing and Safety	Spending on Well-being	Principle 3, Question 1(c) of Essential Indicators
		Safety Incidents	Principle 3, Question 11 of Essential Indicators
6	Gender Diversity	Wages Paid to Females	Principle 5, Question 3(b) of Essential Indicators
		POSH Complaints	Principle 5, Question 7 of Essential Indicators
7	Inclusive Development	MSME/Indian Sourcing	Principle 8, Question 4 of Essential Indicators
		Wages in Smaller Towns	Principle 8, Question 5 of Essential Indicators
8	Customer & Supplier Fairness	Data Breach Incidents	Principle 9, Question 7 of Essential Indicators
		Accounts Payable Days	Principle 1, Question 8 of Essential Indicators
9	Business Openness	Related Party Transactions & Concentration	Principle 1, Question 9 of Essential Indicators

BUREAU VERITAS
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List of Abbreviations

Abbreviation	Full Form
BIS	Bureau of Indian Standards
CCUS	Carbon Capture, Utilisation and Storage
CPGRAMS	Centralised Public Grievance Redress and Monitoring System
CVC	Central Vigilance Commission
DJSI	Dow Jones Sustainability Index
EPR	Extended Producer Responsibility
ETP	Effluent Treatment Plant
GJ	Gigajoule
GRI	Global Reporting Initiative
HAP	Hazardous Air Pollutants
HAZOP	Hazard and Operability Study
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
LPG	Liquefied Petroleum Gas
MSE	Micro and Small Enterprise
MSME	Micro, Small and Medium Enterprise
$MtCO_2e$	Million Tonnes of Carbon Dioxide Equivalent
MWh	Megawatt-hour
NGRBC	National Guidelines on Responsible Business Conduct
OISD	Oil Industry Safety Directorate
PM	Particulate Matter
POP	Persistent Organic Pollutants
PPP	Purchasing Power Parity
QRA	Quantitative Risk Assessment
R&R	Rehabilitation and Resettlement
RPT	Related Party Transaction
SASB	Sustainability Accounting Standards Board
SIA	Social Impact Assessment
SPCB	State Pollution Control Board
SRFT	Standard Refinery Fuel Ton
STP	Sewage Treatment Plant
TCFD	Task Force on Climate-related Financial Disclosures
TJ	Terajoule
UN SDGs	United Nations Sustainable Development Goals
UNGC	United Nations Global Compact
USD	United States Dollar
VOC	Volatile Organic Compound
VRU	Vapour Recovery Unit
ZLD	Zero Liquid Discharge

Sustainability Report

IndianOil publishes a Sustainability Report that reflects its commitment to transparency, accountability and responsible business practices by providing a comprehensive account of its Environmental, Social and Governance (ESG) performance and progress towards creating long-term sustainable value. The report demonstrates the integration of sustainability into the company's strategy, governance and operations to address material ESG risks and opportunities, while supporting India's energy transition and global sustainable development goals. The report is prepared with globally recognized reporting frameworks and standards, including the Global Reporting Initiative (GRI) Standards, International Financial Reporting Standards (IFRS), Taskforce on Nature-related Financial Disclosures (TNFD) and in alignment with global principles such as Sustainable Development Goals and United Nations Global Compact principles.

The Sustainability Report is independently assured by an external assurance provider in accordance with International Standard on Assurance Engagements (ISAE) 3000 and 3410 assurance standards.

IndianOil's Sustainability Reports are available at the corporate website and can be accessed *here*.

This Business Responsibility and Sustainability Report (BRSR) is prepared in compliance with the SEBI's BRSR framework and form an integral part of the company's ESG disclosures for FY 2025–26,. To gain a complete and interconnected view of the company's strategic priorities, financial performance, and governance mechanisms, this report should be read in conjunction with our *Integrated Annual Report* (IAR). For extended disclosures, detailed policy documents, ESG performance indicators, and progress on our net-zero initiatives, please visit our *Sustainability webpage*.

Indian Oil Corporation Limited

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@IndianOilCorpLimited | @IndianOilcl | @indianoilcorp | @indianoilcorporationlimited