

# POWERING PROGRESS TOWARDS A **SUSTAINABLE FUTURE**

SUSTAINABILITY REPORT 2023-2024



# SUSTAINABILITY REPORT

## 2023-24



POWERING PROGRESS TOWARDS A  
**SUSTAINABLE FUTURE**  
(2023-24)





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► **Message from the  
Managing Director**

It gives me an immense pleasure to present Petronet LNG Limited's Sustainability Report for FY 2023-24, which reflects its commitment to building a sustainable future while addressing the urgent challenge of climate change. As PLL navigate the delicate balance between economic progress and environmental stewardship, this report underscores its proactive approach in creating meaningful, long-term impact.

At Petronet LNG Ltd., we recognize our pivotal role in India's energy transition. Natural gas serves as a crucial bridge fuel in our journey toward a low-carbon future, complementing renewable energy sources while ensuring energy security. PLL's operational excellence and strategic expansions have positioned it as a leader in India's LNG sector, with Dahej terminal, the world's busiest, having a regasification capacity of 17.5 MMTPA. Together with Kochi terminal, PLL operate a combined re-gas capacity of 22.5 MMTPA, managing about two-thirds of India's LNG imports and meeting over 34% of the nation's natural gas demand.

Securing a landmark 20-year agreement with Qatar Energy in February 2024 has been another significant milestone towards ensuring long-term clean energy security for India. Beyond infrastructure, PLL is also driving sustainable mobility through LNG-powered transportation and expanding access to cleaner energy in remote regions.

Having built a robust platform, PLL is further expanding its LNG import and re-gas capacity by another 5 MMTPA through a brownfield project at Dahej, besides planning a grassroots land-based 5 MMTPA terminal at Gopalpur, Odisha. As a major diversification initiative, and, towards a move to enhance self-sufficiency of the country in the field of petrochemicals, PLL is setting up a petrochemicals complex at Dahej comprising 750 KTA Propane Dehydrogenation Unit and 500 KTA Poly-Propylene unit along with Ethane and Propane storage and handling facilities. A unique feature of the Petrochemicals complex is its integration with Dahej LNG terminal for utilising a significant quantum of

cold energy available at the LNG terminal, thereby optimising the use of electrical power and minimising carbon emissions, which is yet another testimony to PLL's dedication for sustainable development. The petrochemical complex is scheduled to be commissioned in 2027-28.

PLL's commitment extends beyond operations. PLL is fostering an inclusive workplace through diversity, equity, and employee well-being initiatives, while its CSR programs in healthcare, education, skill development, women's empowerment, etc. continue to create lasting societal value.

As we continue to innovate and collaborate, Petronet LNG remains dedicated to enabling India's sustainable growth while contributing to global climate goals. Together, we are paving the way for a cleaner, greener, and more prosperous tomorrow.





## About the Report

Petronet LNG Limited is delighted to present its sixth sustainability report to the stakeholders. This report showcases company's steadfast commitment to environmental stewardship, social responsibility, exemplary corporate governance, and the integration of sustainable practices across all facets of its operations. It highlights the sustainability journey's key achievements, challenges, and future commitments. For this report, Petronet LNG Limited is referred to as "PLL," and "the Company".

### Reporting Boundary

This report encapsulates PLL's sustainability performance during the financial year from 1st April 2023 to 31st March 2024, referred to as FY 2023-24. It includes disclosures from the registered office at World Trade Centre, Babar Road, Connaught Place, New Delhi - 110001 and covers information from the terminals in Dahej and Kochi, including storage facilities, regasification units and dispatch facility.

PLL firmly believes that the company's growth and success must align with its responsibilities towards the environment, the communities it serves, and its valued stakeholders. This report provides insights into how the company's leadership, organizational culture, and strategic direction work together to deliver value while managing risks and adapting to external environmental changes. The company has disclosed quantitative and qualitative ESG (Environmental, Social, and Governance) metrics integral to its sustainability agenda.

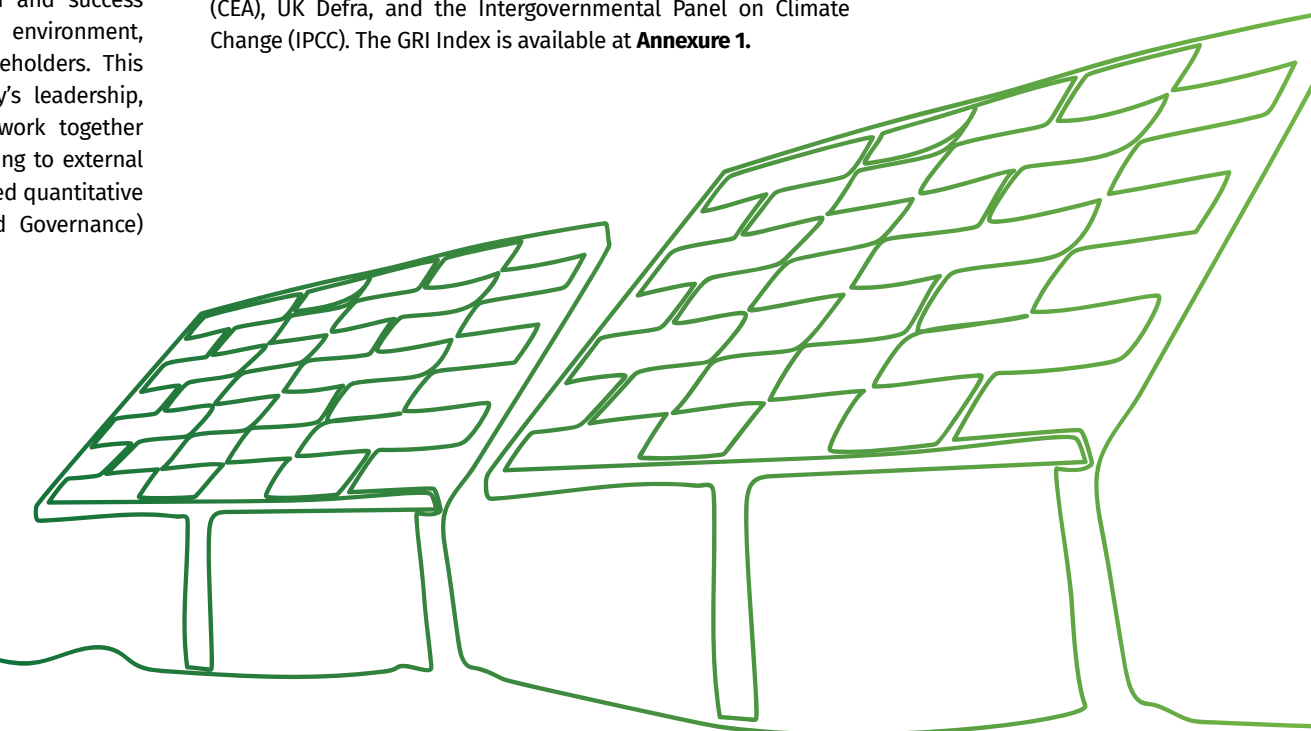
### Reporting Framework

The report has been prepared with reference to the latest Global Reporting Initiative (GRI) Standards. In addition, the company has structured its initiatives to align with the United Nations Sustainable Development Goals (SDGs) to ensure its contributions support global sustainability objectives. Furthermore, the environmental performance reflected in the report has been assessed using the factors and guidance provided in the greenhouse gas (GHG) protocol, the Central Electricity Authority (CEA), UK Defra, and the Intergovernmental Panel on Climate Change (IPCC). The GRI Index is available at **Annexure 1**.

### Feedback

The feedback of stakeholders is valuable to PLL, and the company continuously strives to address all concerns raised by the stakeholders. The feedback on this report can be mailed to [esg@petronetlng.in](mailto:esg@petronetlng.in).

## Introduction





About PLL



Our Vision

To be a key energy provider to the nation by leveraging the company's unique position in the LNG value chain along with an international presence.



Our Mission

- Create and manage world-class LNG infrastructure.
- Pursue synergetic business growth opportunities.
- Continue excellence in LNG business.
- Maintain highest standards of business ethics and values.
- Maximize value creation for the stakeholders.



Our Values

- Integrity
- Excellence
- Sustainability
- Team
- Trust



Company Profile

Petronet LNG Limited is one of the fastest growing world-class companies and is the first Company to import LNG in the Indian energy sector. Petronet LNG Limited was incorporated on 2nd April 1998, as a joint venture company primarily to import LNG and set up LNG terminals in the country. The joint venture was incorporated through the participation of India's four leading oil and natural gas industry players, viz. Bharat Petroleum Corporation Limited (BPCL), Gas Authority of India Limited (GAIL), Indian Oil Corporation Limited (IOCL) and Oil & Natural Gas Corporation Limited (ONGC).

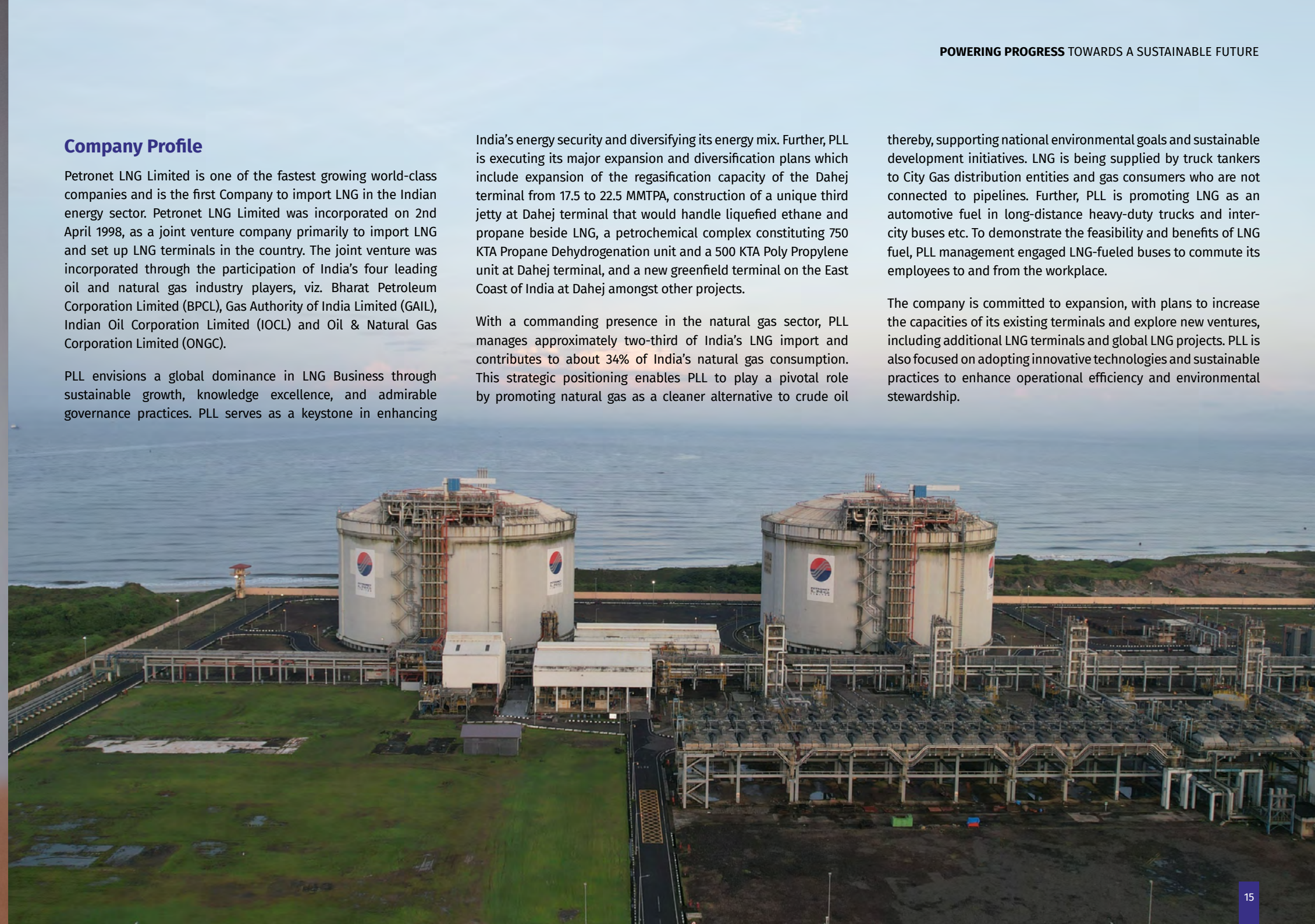
PLL envisions a global dominance in LNG Business through sustainable growth, knowledge excellence, and admirable governance practices. PLL serves as a keystone in enhancing

India's energy security and diversifying its energy mix. Further, PLL is executing its major expansion and diversification plans which include expansion of the regasification capacity of the Dahej terminal from 17.5 to 22.5 MMTPA, construction of a unique third jetty at Dahej terminal that would handle liquefied ethane and propane beside LNG, a petrochemical complex constituting 750 KTA Propane Dehydrogenation unit and a 500 KTA Poly Propylene unit at Dahej terminal, and a new greenfield terminal on the East Coast of India at Dahej amongst other projects.

With a commanding presence in the natural gas sector, PLL manages approximately two-third of India's LNG import and contributes to about 34% of India's natural gas consumption. This strategic positioning enables PLL to play a pivotal role by promoting natural gas as a cleaner alternative to crude oil

thereby, supporting national environmental goals and sustainable development initiatives. LNG is being supplied by truck tankers to City Gas distribution entities and gas consumers who are not connected to pipelines. Further, PLL is promoting LNG as an automotive fuel in long-distance heavy-duty trucks and inter-city buses etc. To demonstrate the feasibility and benefits of LNG fuel, PLL management engaged LNG-fueled buses to commute its employees to and from the workplace.

The company is committed to expansion, with plans to increase the capacities of its existing terminals and explore new ventures, including additional LNG terminals and global LNG projects. PLL is also focused on adopting innovative technologies and sustainable practices to enhance operational efficiency and environmental stewardship.





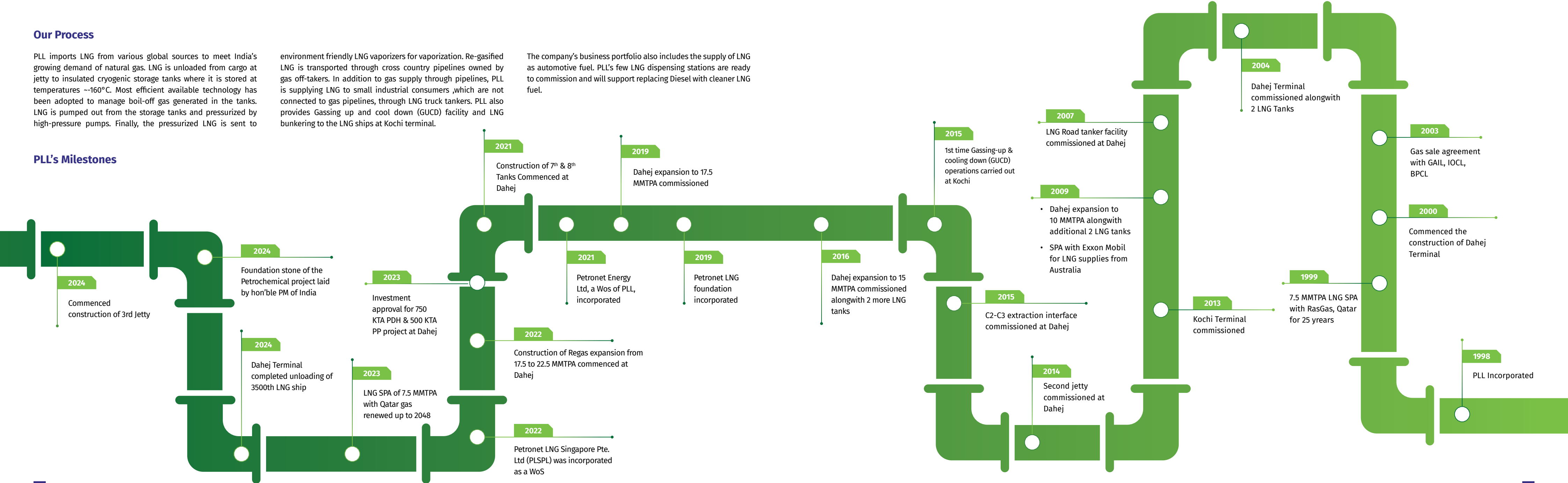
Our Process

PLL imports LNG from various global sources to meet India's growing demand of natural gas. LNG is unloaded from cargo at jetty to insulated cryogenic storage tanks where it is stored at temperatures ~-160°C. Most efficient available technology has been adopted to manage boil-off gas generated in the tanks. LNG is pumped out from the storage tanks and pressurized by high-pressure pumps. Finally, the pressurized LNG is sent to

environment friendly LNG vaporizers for vaporization. Re-gasified LNG is transported through cross country pipelines owned by gas off-takers. In addition to gas supply through pipelines, PLL is supplying LNG to small industrial consumers ,which are not connected to gas pipelines, through LNG truck tankers. PLL also provides Gassing up and cool down (GUCD) facility and LNG bunkering to the LNG ships at Kochi terminal.

The company's business portfolio also includes the supply of LNG as automotive fuel. PLL's few LNG dispensing stations are ready to commission and will support replacing Diesel with cleaner LNG fuel.

PLL's Milestones





## Geographical Base

The company operates two major LNG terminals:

### Dahej Terminal

Petronet LNG Limited pioneered LNG infrastructure in India by establishing Southeast Asia's first LNG Receiving and Regasification Terminal at Dahej with an initial capacity of 5 MMTPA. The terminal has since undergone significant expansion, increasing its capacity to the current 17.5 MMTPA through phased development. As the largest single-location LNG terminal in India, it has six LNG storage tanks and state-of-the-art regasification facilities. Dahej terminal has two LNG jetties that can accommodate Q-Flex and Q-Max vessels and four LNG Truck loading bays to supply LNG via cryogenic trucks-tankers to cater small customers that are not connected via gas pipeline. The terminal handles about 260-270 ships in a year, by virtue of which, it is considered as the busiest R-LNG terminal of the world.

The terminal's journey has been one of continuous growth and adaptation. Two LNG Storage Tanks, a unique third jetty and four LNG Truck loading bays are being added further beside capacity expansion from 17.5 to 22.5 MMTPA.



### Kochi Terminal

To meet the requirement of southern India, PLL commissioned LNG Terminal with a nameplate capacity of 5 MMTPA along with LNG jetty at Kochi, Kerala in August 2013. The terminal is equipped with a jetty facility designed to accommodate LNG tankers ranging from 65,000 to 216,000 cubic meters (Q-Flex). The terminal houses two LNG storage tanks (each having net capacity of 1,55,000 m<sup>3</sup>) and other regasification facilities.

To enhance capacity utilization and explore new avenues, PLL is actively pursuing innovative solutions for the Kochi terminal. These include providing value-added services including LNG bunkering, storage, and reloading, as well as Gassing Up and Cooling Down (GUCD) services. Kochi terminal is the only terminal in the country to have the niche GUCD facilities, which are also being upgraded to match the world-class standards. Besides, 2 more LNG truck filling bays are being added, which shall augment their numbers to four.





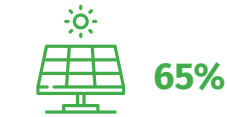
## Sustainability at Petronet LNG Limited

Recognizing sustainability as a fundamental principle, PLL has integrated it into its core values. Every facet of PLL's operations is influenced by its dedication to sustainability. The company understands that its actions today have far-reaching implications for future generations, and PLL is dedicated to fostering a healthier planet through responsible business practices.

This section provides an annual overview of PLL's performance in Environmental, Social, and Governance (ESG) areas. It also enumerates the material issues based on their significance to its stakeholders and business operations. Additionally, it outlines PLL's proactive approach to stakeholder engagement, demonstrating how strongly it associates with various stakeholder groups.

## Key ESG Highlights and Performance

### Environment



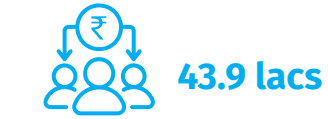
Increase in renewable energy consumption from FY 2022-23



Reduction in carbon footprint in terms of kgCO<sub>2</sub>e/MMBtu



Liquid discharge facilities



Beneficiaries impacted by CSR



Average hours of training per employee



Cases of Health & Safety incidents



Social

### Governance



Independent Directors in Board



Cases for corruption



Cases for Non-Compliance

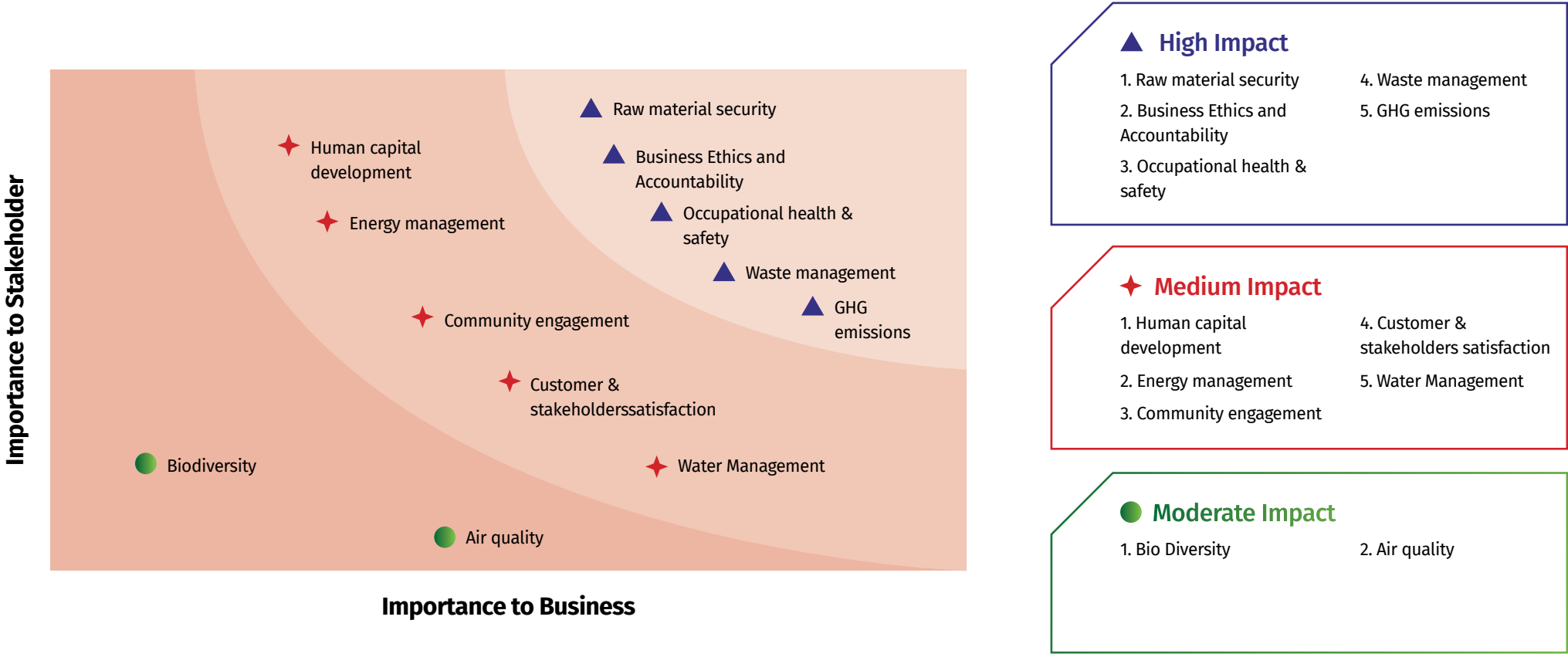


# Materiality Assessment

PLL understands that identifying and addressing key material issues is critical to the organization's success and sustainability efforts. PLL completed a rigorous process to pinpoint and validate these key issues in FY 2022-23. This involved a comprehensive review of the material concerns of the peer companies and aligning the findings with established sustainability standards such as the Sustainability Accounting Standards Board (SASB), Sustainalytics, and the Global Reporting Initiative (GRI).

PLL continues to use the information gathered from its Materiality Assessment to guide the company towards sustainability. The company's dedication includes a detailed analysis of its performance on the governance, social, and environmental problems that are most important to the industry and its stakeholders.

Materiality evaluation is intended to direct the business's activities and financial commitments as it works to spearhead the worldwide shift to a more sustainable future. These priorities, which are divided into high, medium, and low impact subjects, are in line with strategic vision of the company and inputs from key stakeholders.



# Stakeholder Engagement

Stakeholder involvement is a key element of PLL's sustainability strategy, demonstrating the company's dedication to comprehending and meeting the demands of its many stakeholders.

PLL's stakeholders include investors, employees, contractors, customers, local communities, government bodies, suppliers, service providers, media and others. Each of these groups plays

a critical role in shaping the company's business practices and sustainability outcomes. Recognizing the unique needs and concerns of these groups is essential to PLL's sustainable operations, and the company employs a structured approach to communicate and collaborate effectively with them. Through regular and transparent interactions, PLL ensures that it delivers value across environmental, social, and governance (ESG) aspects while fostering trust and collaboration.

PLL remains dedicated to maintaining open, transparent, and proactive engagement with all its stakeholders. By fostering strong relationships and continuously adapting to stakeholder feedback, the company is better positioned to achieve its sustainability goals and drive lasting positive impact across its business operations and the communities it serves.

## Stakeholder Engagement Approach

| Key Stakeholders  | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others           | Frequency of engagement | Purpose and scope of engagement including key topics and concerns raised during such engagement   |
|-------------------|--|--|-------------------------|---|
| Employee          | No   | Discussion forum, town-hall meetings, Intranet, Messaging Groups, social media, announcements/notifications by email, safety committees. | Regular                 | <ul style="list-style-type: none"><li>Update on company policies, event announcements, grievance redressal, campaigns, and any other changes that may occur.</li><li>Any feedback that the employee may like to share in the town hall meet with HR/HOD/Plant Head.</li></ul> |
| Contract Employee | No   | Notice board   | Regular                 | <ul style="list-style-type: none"><li>Safety induction, tool box talk, Safety committee</li></ul>   |



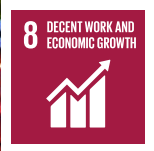
| Key Stakeholders                        | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others   | Frequency of engagement  | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
|---|--|--|--|--|
| Customers/Client                        | No   | Email, customer engagement and grievance redressal, Face to Face interaction, E-mail communication, and periodic meetings.   | Regular  | <ul style="list-style-type: none"><li>Discovering opportunities to enhance PLL's service and product quality.</li></ul>  |
| Promoters/ Shareholders/ Investors      | No   | Meetings, Annual Reports, investors meet, conference call, virtual meetings and E-mail communication.<br><br>Quarterly results, Investor presentations, Annual General Meetings. | Ongoing engagement with at least one engagement on a quarterly basis | <ul style="list-style-type: none"><li>Regular updates on performance, dividends, profitability, financial stability, and business outlook and seeking feedback regularly.</li><li>To answer investor queries on financial performance.</li><li>To present business performance highlights to investors.</li><li>To discuss publicly available Company information to shareholders and investors.</li></ul> |
| Business Partners and vendors           | No   | Meetings, Email  | Regular  | <ul style="list-style-type: none"><li>Getting performance-related information.</li><li>Identifying and resolving any concerns.</li></ul>   |
| Local community                         | Yes  | Community meetings, email, website, social media, awareness programs, etc..  | Need Basis/ As and When  | <ul style="list-style-type: none"><li>Community development initiatives undertaken after understanding the needs of the local communities and providing solutions in identified areas.</li><li>Taking feedback from the communities.</li><li>Conducting safety and first aid trainings</li></ul>   |
| Lenders/ Consultants/ Advisors/Auditors | No   | Meetings, Email, Website   | Regular  | <ul style="list-style-type: none"><li>Developing and maintaining relationships, bringing best possible business solutions, audit of accounts and best disclosures in financial statements etc.</li><li>Management review meetings with auditors</li></ul>  |
| NGO/NPO                                 | No   | Website, email   | Need Basis   | <ul style="list-style-type: none"><li>Sharing information about PLL's strategy and performance.</li></ul>  |
| Media                                   | No   | Interviews, Interactions and Press Briefings   | Need Basis   | <ul style="list-style-type: none"><li>Sharing the company's perspectives and contributing thought leadership on issues that affect the public and businesses.</li><li>Information on quarterly and annual performance results</li></ul>  |
| Government and Regulators               | No   | Meetings with key regulatory bodies, Written communications, Presentations, Industry associations.   | Regular  | <ul style="list-style-type: none"><li>Seeking clarifications, submitting representations, communicating challenges and providing recommendations, knowledge sharing,</li></ul>   |







# Economic Resilience and Progress



This section provides a thorough analysis of PLL’s economic performance for the financial year 2023-2024, benchmarked against the financial year 2022-2023 including a comprehensive breakdown of revenue, expenses, profitability, and other vital financial metrics. The data presented highlights PLL’s financial robustness and its ongoing commitment to sustainable economic development.

## Economic Performance

PLL demonstrated significant economic resilience and growth during the FY 2023-2024. Total sendout for FY 2023-24 is 919 TBTu, against 751.66 TBTu in FY 2022-23, which consists of sales of RLNG/ LNG and regasification services provided to regasification capacity holders in the terminals. The revenue generated from the sale of RLNG/LNG was Rs. 49,379 Crore, against Rs. 57,409 Crore in the previous financial year. The drop in revenue is primarily due to a decline in LNG prices. However, the revenue from regasification services surged by 68%, rising to Rs. 2,548 Crore in FY 2023-24 from Rs. 1,518 Crore in FY 2022-23, attributed to an increase in volume from 278 TBTUs to 443 TBTUs. Overall, the company achieved a turnover of Rs. 52,728 Crore in FY 2023-24, compared to Rs. 59,899 Crore in the previous year.

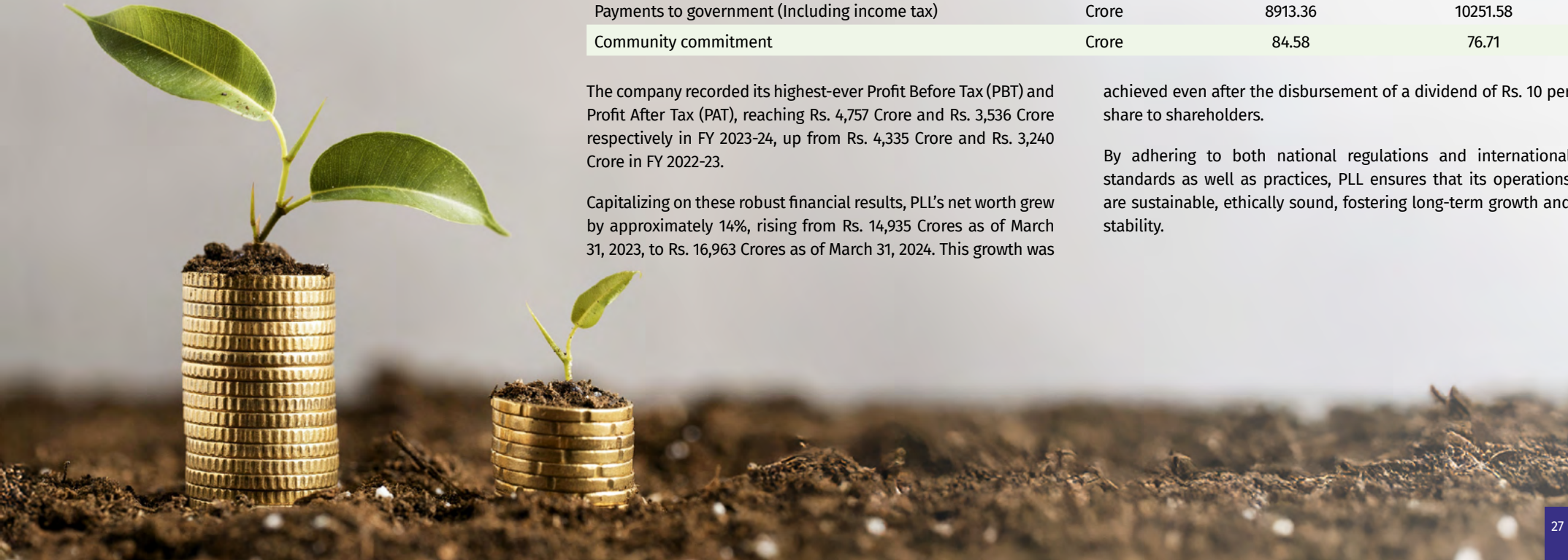
| Economic Performance                          |       |              |              |
|---|-------|--------------|--------------|
| Requirement                                   | Unit  | FY 2023-2024 | FY 2022-2023 |
| Direct economic value generated               | Crore | 53316.53     | 60323.32     |
| a. Revenue from sales of goods                | Crore | 49378.99     | 57409.28     |
| b. Revenue from rendering of services         | Crore | 2548.04      | 1518.02      |
| c. Revenue from financial investments         | Crore | 588.1        | 423.97       |
| d. Other operating income                     | Crore | 801.4        | 972.06       |
| Operating Expenses                            | Crore | 866.06       | 923.71       |
| Wages and other payments to employees         | Crore | 191.74       | 167.52       |
| i. Payments to shareholders                   | Crore | 1500         | 1725         |
| ii. Payments to creditors                     | Crore | 46464.11     | 53952.35     |
| Payments to government (Including income tax) | Crore | 8913.36      | 10251.58     |
| Community commitment                          | Crore | 84.58        | 76.71        |

The company recorded its highest-ever Profit Before Tax (PBT) and Profit After Tax (PAT), reaching Rs. 4,757 Crore and Rs. 3,536 Crore respectively in FY 2023-24, up from Rs. 4,335 Crore and Rs. 3,240 Crore in FY 2022-23.

Capitalizing on these robust financial results, PLL’s net worth grew by approximately 14%, rising from Rs. 14,935 Crores as of March 31, 2023, to Rs. 16,963 Crores as of March 31, 2024. This growth was

achieved even after the disbursement of a dividend of Rs. 10 per share to shareholders.

By adhering to both national regulations and international standards as well as practices, PLL ensures that its operations are sustainable, ethically sound, fostering long-term growth and stability.





## Market Presence

PLL's market presence extends beyond business operations to the broader socio-economic landscape. Engaging with and supporting local communities is integral to its sustainability mission. PLL's economic activities have extensive impacts other than direct economic performance. The company is a significant employment generator, with over 550 employees and also having a contractual work over 2000 individuals and indirectly supporting thousands more through its extensive supply chain. This contribution is crucial for both local and

## Indirect Economic Impacts

Through strategic infrastructure investments and community services, PLL extends the benefits of its business activities beyond its immediate operational needs, creating a ripple effect of positive economic impacts for the communities in which it operates. PLL's operations and investments generate substantial indirect economic benefits that significantly impact local and regional economies. The company's projects have also created thousands of direct and indirect job opportunities. For instance, the Dahej and Kochi terminals have provided direct employment to over 2,500 individuals while supporting numerous indirect

national employment. PLL also ensures that entry-level wages are significantly higher than local minimum wage requirements across different states, reflecting its dedication to enhancing the standard of living for its employees. Additionally, PLL is steadfast in its commitment to gender pay equity, and reviews of its compensation structure to ensure that male and female employees are evaluated on a uniform performance management system and receive equal pay for equal work.

jobs in related industries such as logistics, retail, and services. By making efforts for local hiring, PLL contributes to reducing unemployment and fostering economic stability in the regions where it operates. This localized job creation boosts household incomes and stimulates local economies through increased consumer spending.

By prioritizing infrastructure development, job creation, and community initiatives, PLL significantly enhances the socio-economic development. The company's efforts extend the benefits

PLL's recruitment policies emphasize diversity and inclusion, actively seeking to create a balanced workforce that represents various backgrounds, experiences, and perspectives. To support career growth and advancement within the company, PLL has implemented initiatives such as leadership development programs and professional upgradation policy.

of its business activities, promoting sustainable development and creating shared value for both its business and the communities it serves. Through its comprehensive sustainability approach, PLL aims to drive positive change and contribute to India's overall economic well-being, focusing on long-term, sustainable growth to meet the needs of its stakeholders.

## Procurement Practices

Ethical sourcing is a critical aspect of PLL's procurement strategy. PLL believes in equal and fair opportunity to all vendors and ensures that all suppliers adhere to stringent environmental and social standards, promoting responsible business practices throughout its supply chain. PLL follows strict procurement standards to ensure that all transactions are conducted fairly and transparently, fostering trust and integrity in its supply chain operations. Procurement of input materials, equipment, tools, spare services, and more is conducted as per the Contract and Procurement manual. The company has a well-defined Delegation of Authority for the procurement of goods and services. PLL

is primarily engaged in importing LNG at its re-gasification terminals located at Dahej (Gujarat) and Kochi (Kerala), making approximately 95.6% of its input material sourcing sustainable.

To contribute to the objective of achieving a cleaner environment and to ensure energy security, PLL has entered into the following long-term LNG purchase agreements:

- 7.50 MMTPA agreement with Qatar Energy of Qatar for a period up to April 2028. Under the extension of this existing LNG SPA, the company has signed a new SPA with Qatar Energy for the supply of LNG commencing from year 2028 until year 2048.

- 1.425 MMTPA agreement with Mobil Australia Resources Company PTY Ltd, Australia, for a period up to 2035.

- 1.20 MMTPA agreement with ExxonMobil Asia Pacific Pte Ltd, with supplies expected to commence in FY 2025-26 until 2039-40.

Apart from sourcing LNG under the above-mentioned long-term SPAs, PLL has LNG regasification capacity booking with various off-takers and procures LNG on spot/short term basis from the market as and when required.



# Upholding Leadership and Governance Standards

Governance serves as the compass guiding PLL's corporate behavior, ensuring accountability, transparency, and ethical decision-making. Strong governance practices enable PLL to navigate today's complex business landscape and foster a responsible energy transition with minimal environmental impact. The company integrates sustainable practices into all operations, prioritizing transparency, accountability, responsibility, and fairness.

This section highlights PLL's initiatives in corporate governance, ESG risk management, business ethics, responsible supply chain management, and research and innovation. It also explores how PLL's leadership fosters an environment where sustainability and profitability are complementary. The company's commitment to these principles aims to lead by example and inspire broader sustainable practices in the sector.

## Corporate Governance



Fundamental Pillars of Corporate Governance

PLL's corporate governance philosophy is grounded in responsibility, accountability, fairness, and transparency, with the aim of enhancing shareholder value while acting as a responsible corporate citizen. The company ensures compliance with laws and regulations, empowers management, and establishes checks and balances for responsible decision-making aligned with stakeholder aspirations. PLL is committed to achieving the highest standards of corporate governance.

Good corporate governance is crucial in PLL's pursuit of sustainability, emphasizing ethical principles, transparency, and accountability to manage environmental impact and drive

sustainable practices. A well-structured board prioritizes to expand resources for cleaner energy alternatives, efficient LNG processes, and focusing on innovation to develop low-carbon energy solutions. Transparency and accountability are central to PLL's governance, enabling stakeholders to understand the company's operations and environmental impact and identify areas for improvement.

PLL's responsibility extends to all stakeholders, maintaining high standards of governance, complying with legal requirements, and adopting best practices. The company is committed to socially responsible and environmentally sustainable business conduct.

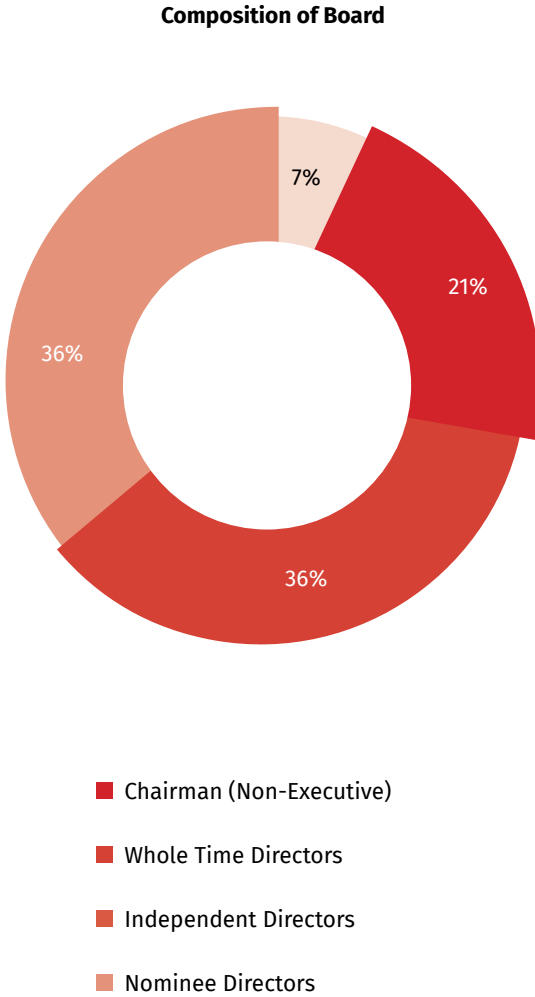
Fairness guides PLL's interactions, ensuring respect and equity for all stakeholders, fostering an inclusive workplace, and ensuring transparent business practices with customers and suppliers. For shareholders, fairness means transparent communication and equitable treatment. By adhering to these principles, PLL aims to enhance shareholder value and meet stakeholder aspirations, aligning with global sustainability goals for a responsible and sustainable future.

## Board of Directors

PLL's Board comprises a diverse group of individuals with a wide range of skills, experiences, and perspectives. The company has a highly qualified Board of Directors (BOD) who take on the unwavering responsibility of improving the work environment by undertaking constant evaluations and assessments, reimagining, and constructing new strategic methodologies to improve and advance current standards while possessing a supervisory role in all management decisions. Operating in a dynamic and risk-heavy business domain, the BOD consistently strives for PLL to evolve into an entity that effectively holds a reputation synonymous with excellence and sustainability in the energy sector. The board's diversity fosters robust discussions and effective decision-making on matters related to ESG and sustainability. The Board is responsible for overseeing the general management, performance, and long-term success of the company. It reviews and approves management's strategic plans and business objectives and monitors the company's strategic direction.

The Board operates in accordance with the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR), the Company's Memorandum & Articles of Association, and other applicable government guidelines.





**Board Composition**

PLL’s Board consists of a mix of executive and non-executive directors, offering a balance of professionalism, knowledge, and experience. This composition ensures effective leadership and fulfills responsibilities efficiently. According to SEBI LODR, when the Chairperson is a non-executive director, at least one-third of the Board must be independent directors. Accordingly, with a non-executive Chairman, one-third of PLL’s Board comprises independent directors.

The Articles of Association stipulate that the Board must have no fewer than four and no more than eighteen directors. As of March 31, 2024, PLL’s Board comprised 14 directors, including a non-executive Chairman, three Executive Whole-time Directors (including the MD & CEO), five Nominee Directors, and five Independent Directors. During the financial year 2023-24, PLL complied with the mandatory requirements of SEBI LODR and the Companies Act, 2013, regarding the composition of the Board of Directors.



**Board of Directors (As of 31st March 2024)**



**Shri Pankaj Jain**  
Chairman (Non-Executive)



**Shri Akshay Kumar Singh**  
Managing Director & CEO



**Shri Vinod Kumar Mishra**  
Director (Finance) & CFO



**Shri Pramod Narang**  
Director (Technical)



**Shri Shrikant Madhav Vaidya**  
Nominee Director (IOCL)



**Shri Sandeep Kumar Gupta**  
Nominee Director (GAIL)



**Shri Arun Kumar Singh**  
Nominee Director (ONGC)



**Shri G. Krishnakumar**  
Nominee Director (BPCL)



**Shri Milind Torawane**  
Nominee Director (GMB/GoG)



**Shri Sidhartha Pradhan**  
Independent Director



**Ambassador Bhaswati Mukherjee**  
Independent Director



**Shri Sanjeev Mitla**  
Independent Director



**Shri Sundeep Bhutoria**  
Independent Director

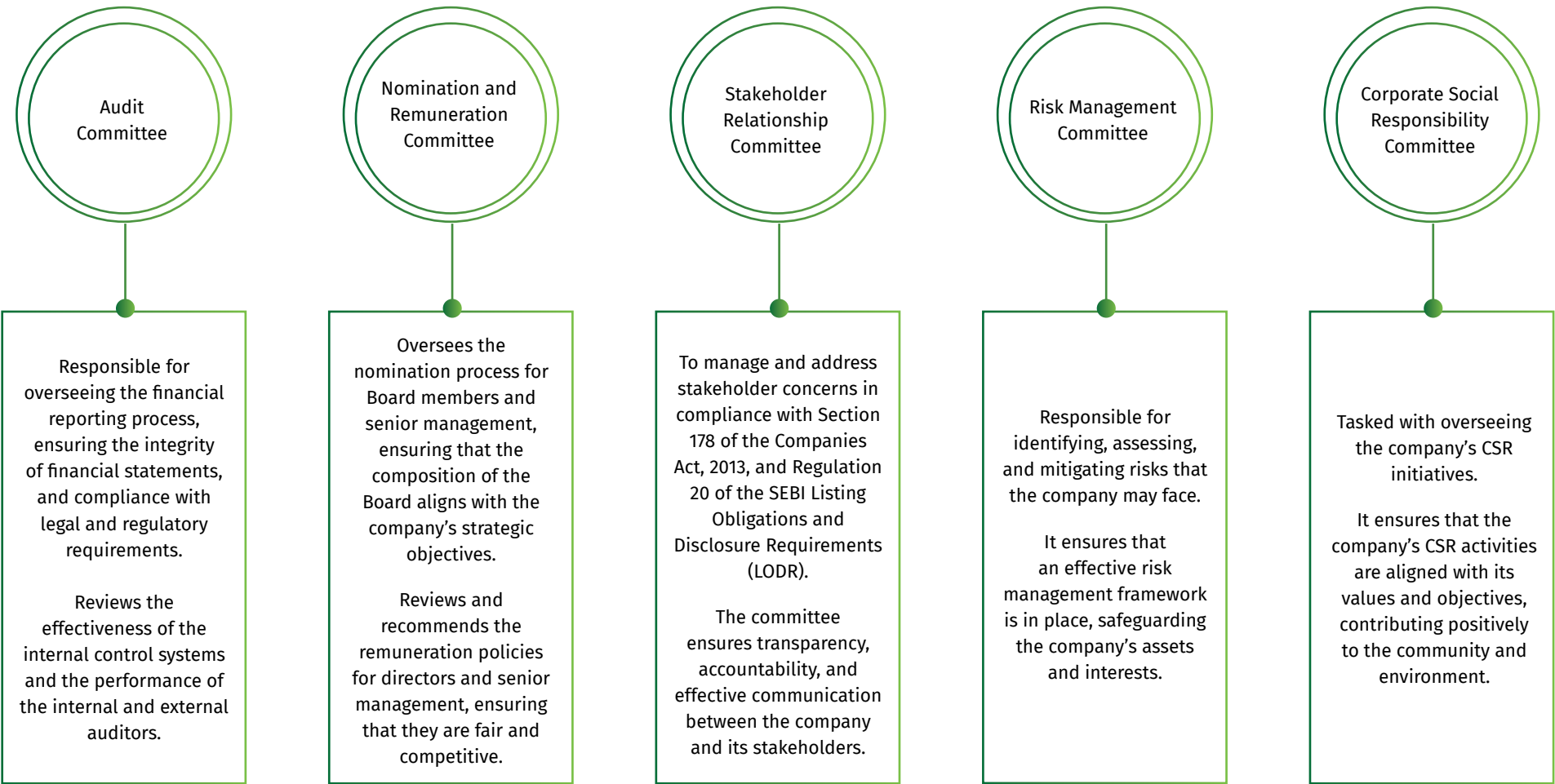


**Shri Muker Jeet Sharma**  
Independent Director



Committees of the Board

To ensure effective governance, the Board has constituted several committees, each with a specific mandate. These committees include the Audit Committee, Nomination and Remuneration Committee, Stakeholder Relationship Committee (SRC), Corporate Social Responsibility Committee, and Risk Management Committee. Each committee operates within its charter, focusing on specific areas of governance and reporting their findings to the Board.



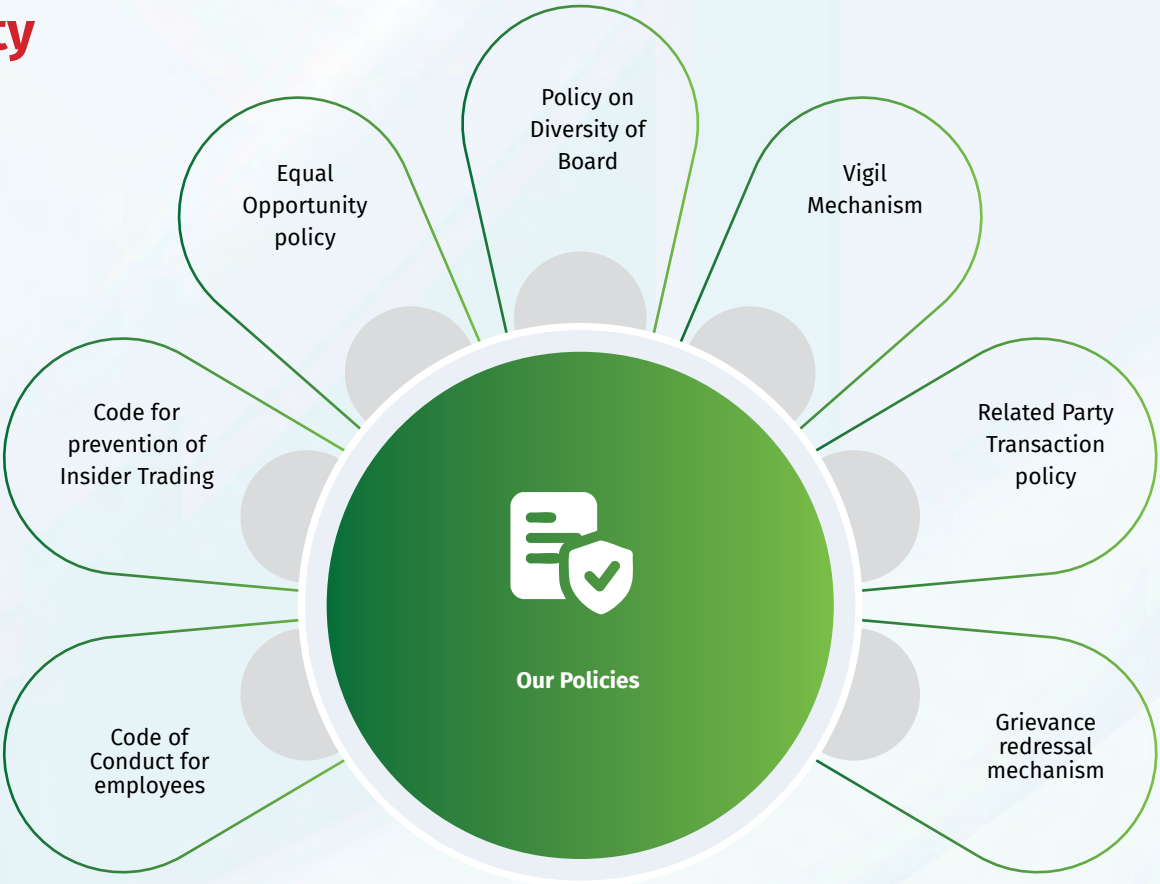
Risk Management

PLL has a robust risk management system in place which is aligned with SEBI (LODR) 2015 regulations. PLL's risk management policy provides clear guidelines for identifying and managing risks without compromising its core business objectives. PLL's enterprise risk management framework is designed to identify, analyze, manage, and report risks across all its operations. The

company continuously evaluates risks on a periodic basis. All identified risks are reviewed by Chief Risk Officer on quarterly basis. However, high category risks are presented to Board appointed Risk management Committee periodically as per SEBI (LODR) 2015 as amended on date.

Business Ethics and Accountability

At PLL, ethical conduct is one of the most important pillars of its corporate governance. The company is committed to promoting ethical behavior throughout the organization, guided by a Code of Conduct that sets clear standards for employees and stakeholders. This commitment not only enhances PLL's reputation but also builds trust with stakeholders, contributing to its long-term success. PLL fosters an ethical culture at every level, ensuring actions reflect core values and principles. The Board of Directors of the Company has approved the Vigil Mechanism in terms of provisions of Section 177 of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 for Directors and employees of the Company to report, to the management, concerns about unethical behavior, actual or suspected fraud or violation of the policy. The Vigil Mechanism policy has also been hosted on the website of the Company to keep PLL's workforce informed and aligned with the ethical values. The Code of Conduct provides guidance on issues like anti-corruption, conflicts of interest, and compliance with legal standards. The company maintains transparency in its communications and ensures practices are fair and equitable, reinforcing trust-based relationships. PLL's commitment extends to corporate social responsibility initiatives, aiming to positively impact society and the environment. Through these efforts, PLL upholds high ethical standards that support its long-term success.





PLL's grievance mechanism serves as a tool to promptly transit disputes into a peaceful resolution process, addressing issues arising from misconduct, behavior, or misunderstandings. In this context, a grievance refers to any conflict requiring redressal communicated by an individual and stemming from the disregard

## Responsible Supply Chain

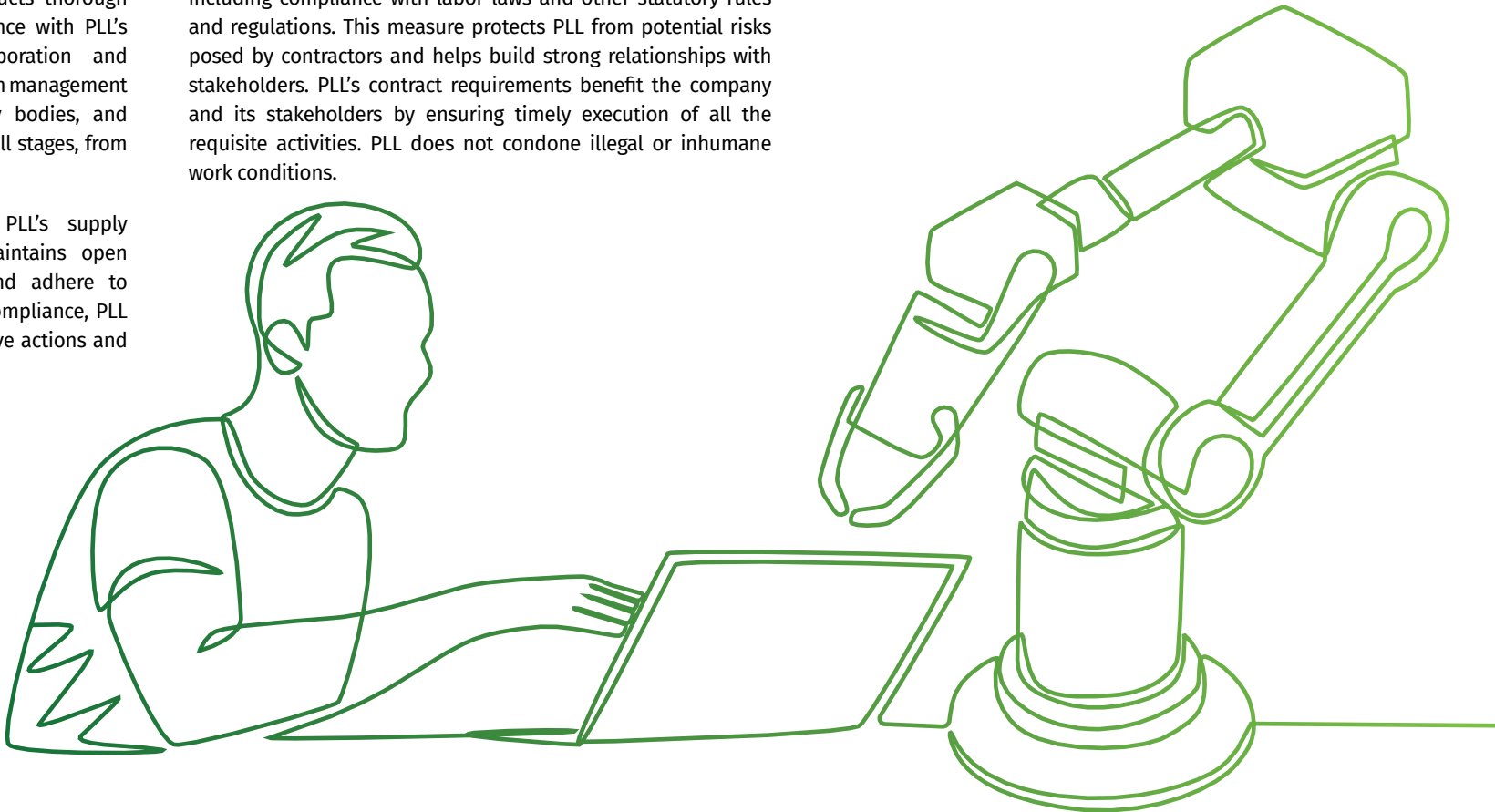
Ensuring a responsible supply chain is essential for sustainable business operations at PLL. The company conducts thorough assessments of its suppliers to ensure compliance with PLL's Contract and Procurement guidelines. Collaboration and innovation are key components of PLL's supply chain management strategy. By partnering with suppliers, industry bodies, and other stakeholders, PLL drives innovation across all stages, from sourcing materials to delivering products.

Transparency is also deeply embedded in PLL's supply chain management strategy. The company maintains open communication channels with its suppliers and adhere to compliance with its standards. In cases of non-compliance, PLL collaborates with suppliers to implement corrective actions and ensure continuous improvement.

or breach of company policies and contracts. These grievances can range from working conditions and misconduct to compensation-related issues. However, certain matters fall outside the scope of this policy and are addressed by relevant committees of the Board through defined procedures.

PLL ensures responsibility for its actions and decisions through regular performance evaluations, transparent reporting, and continuous improvement. This approach fosters responsible and ethical practices that are aligned with the company's long-term sustainability goals.

PLL's procurement practices involve screening of contractors, including compliance with labor laws and other statutory rules and regulations. This measure protects PLL from potential risks posed by contractors and helps build strong relationships with stakeholders. PLL's contract requirements benefit the company and its stakeholders by ensuring timely execution of all the requisite activities. PLL does not condone illegal or inhumane work conditions.



## Innovation and Technology

Innovation and technology are fundamental to PLL's growth and success, driving continuous advancements in technology and processes to maintain its competitive edge and meet the evolving needs of its stakeholders. PLL collaborates with leading research institutions to pioneer advancements, particularly in LNG technology. By staying at the forefront of industry trends, PLL ensures its solutions meet the highest standards of quality and performance. Innovation is deeply embedded in PLL's corporate culture, encouraging employees to think creatively and challenge conventional approaches.

PLL integrates innovative environmentally friendly technologies that reduce its carbon footprint and promote energy efficiency. PLL is working on projects such as exploring alternative energy sources. The company has conceptualized an innovative scheme to harness the cold energy of LNG at the Dahej terminal for a petrochemicals complex, aiming to save power and reduce CO<sub>2</sub> emissions. It is a unique scheme, one of its kind, which has a potential to optimize the power requirement up to 12 MW. In collaboration with NITK Surathkal, PLL has initiated projects like the Petronet Centre for Renewable Hydrogen Research, focusing

on hydrogen fuel production from biogas, and the development of hydrogen fuel cell and electrolysis technology.

These efforts are driven in collaboration with industry partners, academic institutions, and research organizations accelerate the development of new technologies and address complex challenges. By embracing innovation and sustainability, PLL strengthens its position as a leader in the LNG industry and contributes to a prosperous future.







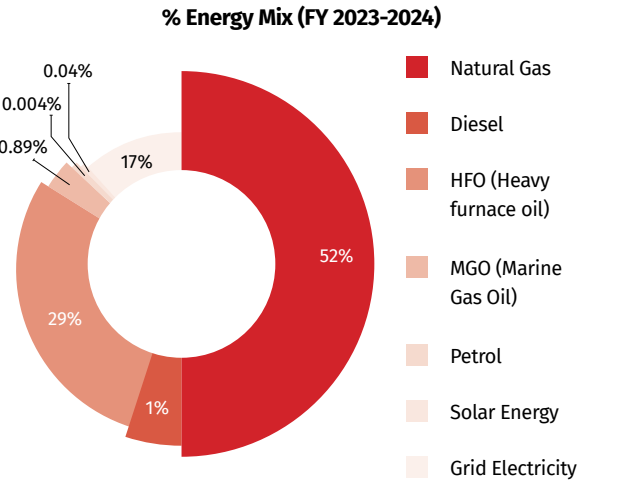
# Environmental Stewardship in Operations

At PLL, environmental stewardship is at the core of its operations. The company is committed to minimizing its environmental footprint and contributing to sustainable development through the responsible management of energy, emissions, waste, water, raw materials, and biodiversity. PLL’s approach is guided by stringent policies, innovative practices, and continuous improvement efforts to ensure that it operates in harmony with the environment. A green belt as mandated by statute, is maintained in the terminals. The company completed the development of a 50-hectare green belt at Kaladara, District Bharuch, involving the plantation of around 1 lakh trees. A mangrove plantation drive has also been undertaken, aiming to cover 1100 hectares land around coastal area of Bharuch district, towards compliance of conditions of environmental clearance of various projects.

## Energy Management

Efficient energy management is pivotal to PLL’s sustainability strategy, as the company continuously seeks to optimize energy consumption across its operations. By implementing sustainable practices, PLL aims to enhance energy efficiency and reduce reliance on non-renewable sources. Key initiatives include adopting high-efficiency equipment, conducting energy audits, utilizing cold energy, and integrating renewable energy sources like solar power. These efforts not only help PLL reduce operational costs but also significantly lower its carbon footprint, contributing to global climate change mitigation.

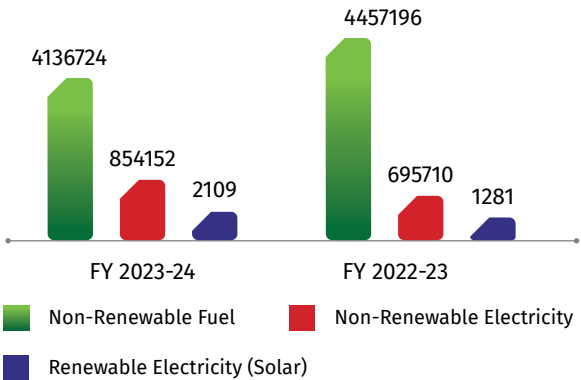
As PLL grows, it remains committed to promoting environmental sustainability by incorporating renewables into its energy mix. Recognizing the impact of direct and indirect energy consumption on its carbon footprint, PLL is in the process of setting a goal to reduce emissions. In pursuing a low-carbon future, PLL’s energy consumption dynamics have shifted notably over fiscal years 2022-23 and 2023-24. In FY 2023-24, PLL consumed 2109 GJ of energy from renewable sources, marking a significant increase from the previous year.



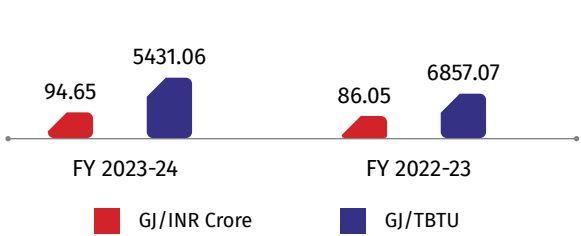
| Non-Renewable Fuel | Diesel | HFO (Heavy furnace oil) | MGO (Marine gas oil) | Petrol | Natural Gas |
|--------------------|--------|-------------------------|----------------------|--------|-------------|
| UoM                | GJ     | GJ                      | GJ                   | GJ     | GJ          |
| Value/Quantity     | 53,635 | 1,427,753               | 44,307               | 192    | 2,610,837   |

| Electricity    | Non-Renewable (Grid) | Renewable (Solar) |
|----------------|----------------------|-------------------|
| UoM            | GJ                   | GJ                |
| Value/Quantity | 854,152              | 2,109             |

Energy Consumption (GJ)



Energy Intensity



| Disclosure 302-1: Energy Consumption within the Organization | UoM | FY 2023-24 | FY 2022-23 |
|--|-----|------------|------------|
| 1 Total Non-Renewable Fuel                                   | GJ  | 4,136,724  | 4,457,196  |
| 2 Total Non-Renewable Electricity                            | GJ  | 854,152    | 695,710    |
| 3 Total Renewable Energy (Solar)                             | GJ  | 2,109      | 1,281      |

| Disclosure 302-3: Energy Intensity       | UoM          | FY 2023-24 | FY 2022-23 |
|--|--------------|------------|------------|
| 1 Energy intensity per rupee of turnover | GJ/INR Crore | 94.65      | 86.05      |
| 2 Energy intensity per physical output   | GJ/TBTU      | 5431.06    | 6857.07    |



Energy Efficiency Initiatives

Energy efficiency is a key focus area for PLL that enables the company to minimize its carbon footprint, maximize resource efficiency, and drive innovation. PLL's energy efficiency initiatives encompass a range of strategies and actions designed to optimize energy use across its operations. These initiatives include:

- Solar Power Plants:**  
PLL has installed a 400 KW solar power plant at its Kochi facility and has initiated plans to add 756 KW capacity. At its Dahej plant, PLL has installed a 160 KW solar power plant, with an additional 120 KW currently under progress.
- Utilizing Cold energy:**  
At Dahej and Kochi terminals, LNG's cold energy is being utilized via chilled water for its building air conditioning systems and the nitrogen generation plant, replacing traditional refrigerant-based systems.
- Shore Electric Power for Tugboats:**  
At its Dahej terminal, PLL has reduced diesel consumption in tugboats by supplying shore electric power. Marine crafts typically require power for lights, heating, cooling, and other

essential functions, which is usually provided by running the vessel's diesel-fueled auxiliary engines. By supplying this power from shore, vessel is able to turn off i auxiliary engines, thus reducing air emissions and saving 25,766 liters of diesel (equivalent to 55,310 KW of electricity) for FY 2023-24, along with the corresponding carbon footprints.

- Optimized Operations at Terminals:**  
PLL has optimized operations at both of its terminals to reduce specific energy consumption. At the Kochi terminal, specific power consumption was reduced to 0.478 kWh/MMBtu during FY 2023-24, surpassing the previous best of 0.512 kWh/MMBtu. Dahej terminal has also improved from 0.255 kWh/MMBtu to 0.249 kWh/MMBtu. Continuous improvements in operational efficiency contribute to PLL's overall energy management goals.
- Enhanced Shipping Operational Efficiency:**  
In its shipping operations, PLL has enhanced operational efficiency for voyage fuel consumption of PLL chartered cargoes. Energy consumption was optimized through reduction of more than 0.5% fuel consumed, compared to the previous fiscal year (FY 2022-23). This improvement reflects PLL's commitment to optimizing fuel use and minimizing emissions during shipping operations. Due to increase in operating efficiency of PLL long term chartered ships (Disha, Raahi and Aseem), total around 6116 tCO2e of emissions was avoided.

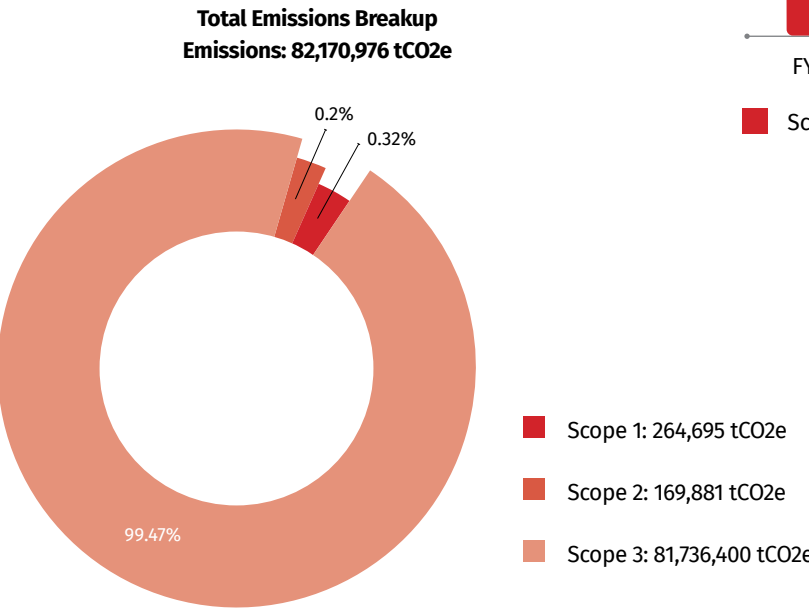
Through these initiatives, PLL demonstrates its commitment to sustainable energy management. By focusing on energy efficiency and increasing the use of renewable energy sources, PLL not only reduces its operational costs but also significantly lowers its carbon footprint. These efforts are integral to the company's broader sustainability strategy and its contribution to global climate action.



Emission Management

As a key player in the energy sector, PLL recognizes its responsibility to engage proactively in climate change discussions and to manage associated risks effectively. Managing emissions is critical to the company's mission of reducing its environmental impact. PLL is dedicated to minimizing greenhouse gas (GHG) emissions and other pollutants associated with its operations. The company is committed to ensure transparent public reporting of its progress.

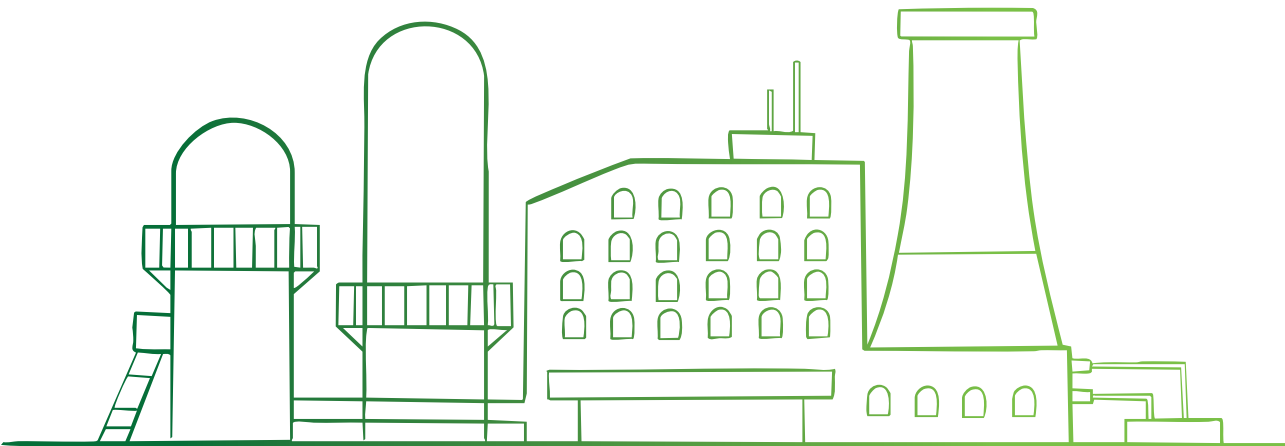
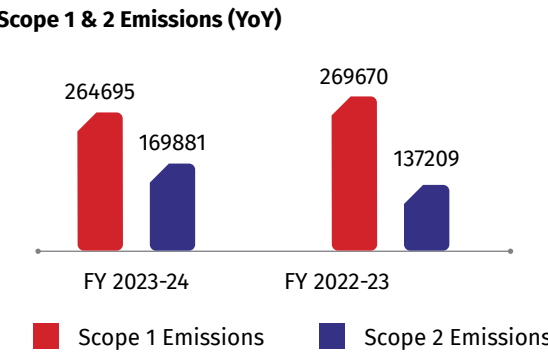
PLL has implemented advanced monitoring systems to track emissions in real-time and ensure compliance with regulatory standards. PLL actively participates in industry collaborations and initiatives aimed at developing innovative solutions for emission reduction. The business's focus to emission control reflects its duty to preserve air quality and promote environmental health.



Scope 1 accounts for 0.32%, Scope 2 accounts for 0.21% and Scope 3 accounts for 99.5% of the total emissions.

| Disclosure 305-1 Direct (Scope 1) GHG emissions   | UoM   | FY 2023-24 | FY 2022-23 |
|---|-------|------------|------------|
|   | tCO2e | 264,695    | 269,670    |
| Disclosure 305-2 Indirect (Scope 2) GHG emissions | UoM   | FY 2023-24 | FY 2022-23 |
|   | tCO2e | 169,881    | 137,209    |

13.1% reduction in carbon footprint in terms of kgCO2e/MMBtu

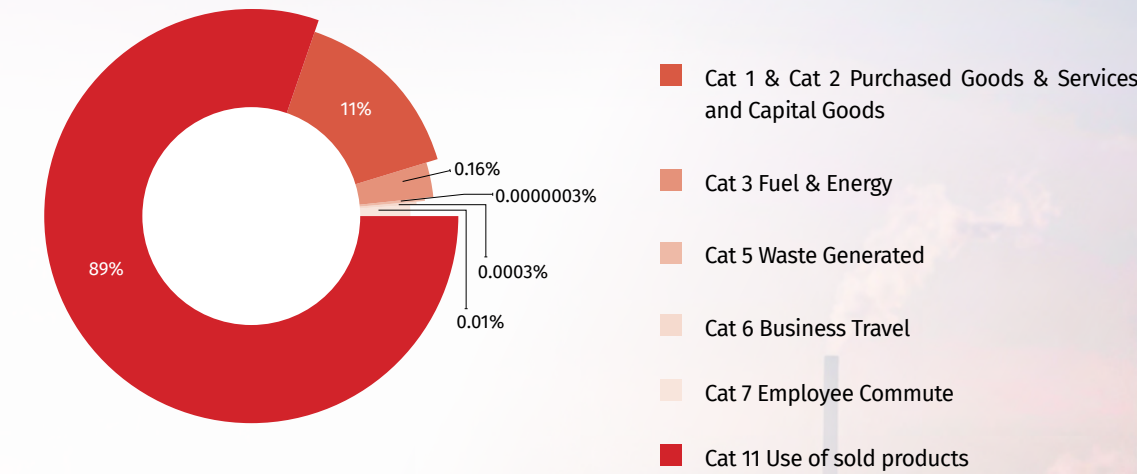




| Disclosure 305-3 Other Indirect (Scope 3) GHG emissions        | UoM   | FY 2023-24 |
|--|-------|------------|
| Total Scope 3 Emissions  | tCO2e | 81,736,400 |
| Cat - 1 & Cat - 2 Purchased Goods & Services and Capital Goods | tCO2e | 8,674,438  |
| Cat - 3 Fuel & Energy  | tCO2e | 77,376     |
| Cat - 5 Waste Generated  | tCO2e | 0.2        |
| Cat - 6 Business Travel  | tCO2e | 256        |
| Cat - 7 Employee Commute                                       | tCO2e | 6,873      |
| Cat - 11 Use of sold products                                  | tCO2e | 72,977,457 |

PLL started its scope 3 emission accounting in FY 2023-24. Amongst the 15 categories of Scope 3, 7 categories apply to PLL, as reported. The remaining 8 categories are not applicable.

Scope 3 emissions breakup: 81,736,400 tCO2e



| Disclosure 305-4: GHG Emission Intensity                               | UoM              | FY 2023-24 | FY 2022-23 |
|--|------------------|------------|------------|
| 1 Emission (Scope 1 and Scope 2) intensity per rupee of turnover       | tCO2e/ INR Crore | 8.24       | 6.79       |
| 2 Emission (Scope 1 and Scope 2) intensity in terms of physical output | tCO2e/ TBTU      | 472.91     | 541.31     |

Air Emissions

PLL has implemented effective systems and measures to mitigate emissions and thereby enhancing environmental performance. The company strictly adhere to the Air Act by the CC&A/ICTO conditions.

| Disclosure 305-7: Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions | UoM     | FY 2023-24 | FY 2022-23 |
|---|---------|------------|------------|
| 1 NOx   | mg/ Nm3 | 46.22      | 40.84      |
| 2 SOx   | mg/ Nm3 | 0          | 0          |
| 3 Particulate Matter (PM)   | mg/ Nm3 | 26.41      | 24.21      |

Waste Management

At PLL, effective waste management is vital to its sustainability efforts. The company focuses on minimizing environmental impact, enhancing resource efficiency, and complying with regulations. PLL's comprehensive approach includes waste reduction, recycling, and disposal following industry standards. The company prioritizes reducing waste at the source through efficient practices and advanced technologies, improving both operational efficiency and cost-effectiveness. PLL is committed to recycling and reuse, ensuring the safe disposal of non-recyclable waste in compliance with regulations.

PLL manages different waste types at its terminals, meticulously segregating biodegradable, non-biodegradable and hazardous waste.

An effective waste disposal mechanism, fully compliant with statutory regulations, is also firmly in place at both the terminals.

The company minimizes the use of hazardous chemicals, ensuring minimal waste during handling. Hazardous waste such as thermal insulation waste and lubricating oil is collected, stored, and disposed of through approved recyclers in compliance of regulations. Biomedical, electronic, and battery waste are managed according to their respective regulations, and hazardous waste is stored for no more than 90 days, with strict record-keeping. Waste disposal is conducted through approved agencies, and annual returns are submitted to the State Pollution Control Boards. PLL also operates a sewage treatment plant, the treated water is then used for gardening.

| Disclosure 306-3: Waste Generated  | UoM  | FY 2023-24 | FY 2022-23 |
|--|------|------------|------------|
| 1 Hazardous Waste  | Tons | 17.39      | 9.96       |
| a E-waste  | Tons | 2.27       | 2.57       |
| b **Biomedical waste   | Tons | 0.013      | 0.005      |
| c Battery waste  | Tons | 3.82       | 1.24       |
| d Other Hazardous Waste (Used Oil, waste residue, empty containers, etc) | Tons | 11.27      | 6.14       |
| 2 Non-Hazardous Waste  | Tons | 0.00       | 0.00       |

| Disclosure 306-4: Waste directed from disposal | UoM  | FY 2023-24 | FY 2022-23 |
|--|------|------------|------------|
| 1 Hazardous Waste                              | Tons | 17.39      | 9.96       |
| 2 Non-Hazardous Waste                          | Tons | 0          | 0          |
| Waste disposal methods                         |      |            |            |
| 1 Reuse  | Tons | 0.00       | 0          |
| 2 Recycle                                      | Tons | 0.00       | 0          |
| 3 Other Recovery Options                       | Tons | 0.34       | 0.16       |

\*\*Biomedical waste is as per calendar year for regulatory purposes.

| Disclosure 306-4: Waste directed to disposal | UoM  | FY 2023-24 | FY 2022-23 |
|--|------|------------|------------|
| 1 Hazardous Waste                            | Tons | 17.39      | 9.96       |
| 2 Non-Hazardous Waste                        | Tons | 0          | 0          |
| Waste disposal methods                       |      |            |            |
| 1 Incineration (with energy recovery);       | Tons | 0.86       | 1.10       |
| 2 Incineration (without energy recovery);    | Tons | 0.00       | 0.00       |
| 3 Landfilling;                               | Tons | 5.95       | 0.00       |
| 4 Other disposal operations.                 | Tons | 4.83       | 2.60       |

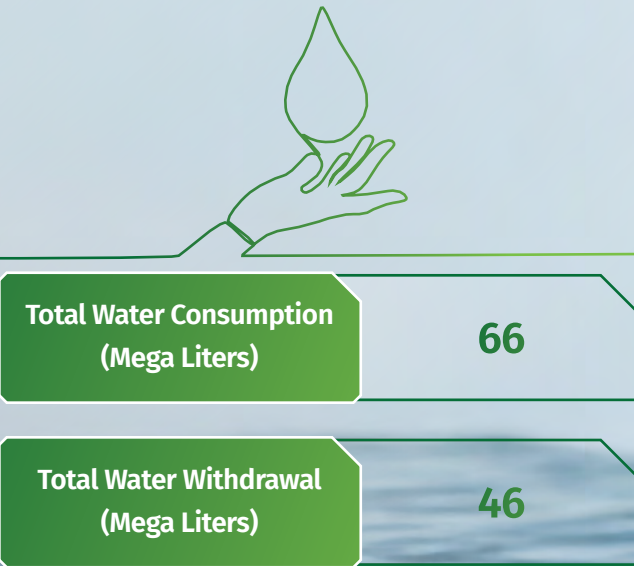
PLL believes that effective waste management requires active participation from all employees. The company provides comprehensive training and awareness programs to educate its workforce on the importance of waste management and the role it plays in achieving PLL's sustainability goals.

PLL is dedicated to continuous improvement in its waste management practices. The company regularly reviews and updates its policies and procedures to incorporate the latest industry best practices and technological advancements. PLL's commitment to innovation drives it to seek out new solutions that further reduce waste and enhance sustainability.



Water Management

Water is a precious resource, and its sustainable management is a priority for PLL. The company is committed to optimizing water use across its operations and ensuring responsible water stewardship. PLL's water management strategy includes the implementation of water-saving technologies, regular monitoring of water consumption, and the treatment and reuse of wastewater. PLL has invested in advanced water treatment facilities to ensure that the water treatment meets stringent environmental standards. Additionally, the company engages with local communities and stakeholders to promote water conservation and support initiatives aimed at protecting local water resources. By managing water sustainably, PLL contributes to the preservation of this vital resource for future generations.



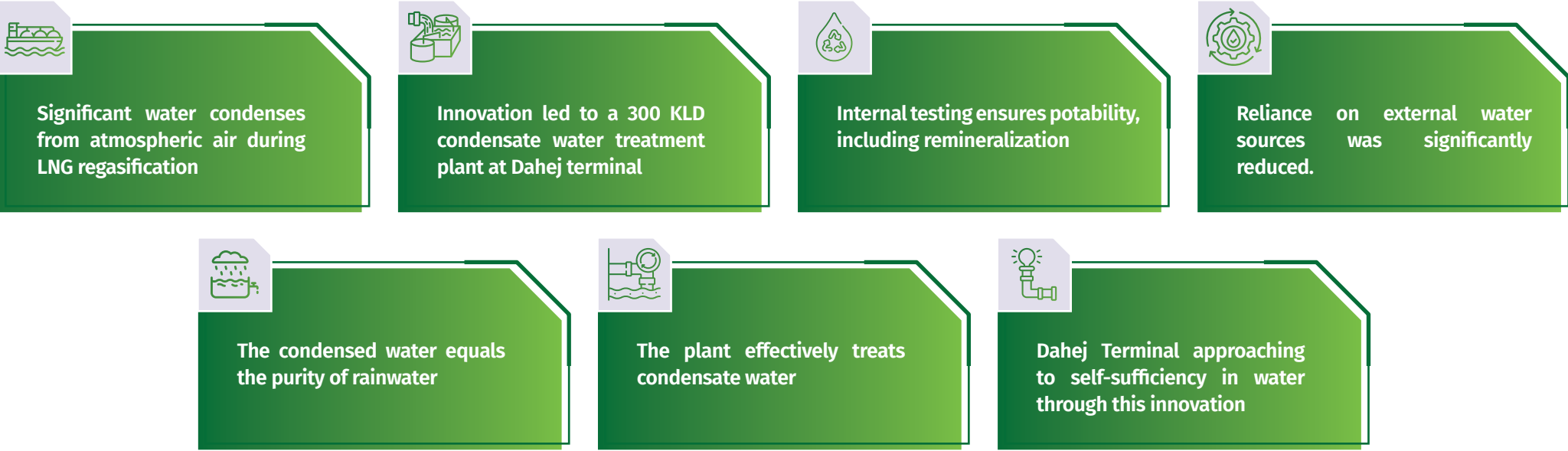
| Disclosure 303-3: Water Withdrawal |   | UoM         | FY 2023-24 | FY 2022-23 |
|------------------------------------|---|-------------|------------|------------|
| a                                  | Surface water   | Mega Litres | 0          | 0          |
| b                                  | Groundwater   | Mega Litres | 0          | 0          |
| c                                  | Seawater  | Mega Litres | 0          | 0          |
| d                                  | Produced water  | Mega Litres | 0          | 0          |
| e                                  | Third-party water   | Mega Litres | 41.20      | 11.20      |
| f                                  | Condensate water from the atmosphere + Rain-harvested water | Mega Litres | 35.19      | 43.01      |

PLL maintains a zero liquid discharge status, with no discharge of industrial effluents. For domestic water use, the company procures water externally, utilizes condensed water and harvested rainwater.

At the Dahej terminal, external water procurement has been reduced significantly. Dahej terminal has established a condensate water treatment plant that purifies condensate water accumulated from air heaters, an integrated part of regasification process of LNG, which contributes to a self-sustaining operational model. The quality of the treated condensate water is rigorously monitored and analyzed according to IS-10500 standards. Building sewage water is treated in the STP, and the treated water is repurposed for garden irrigation.



Plant for the Treatment of Condensate water in Dahej terminal



Besides utilizing the condensate water, PLL Kochi terminal has installed a rainwater harvesting system above the LNG storage tanks, the collected rainwater is directed to raw water storage.

The company conscientiously applies several strategies to maintain its commitment to sustainable water management, including using treated water for gardening, implementing rainwater harvesting systems, establishing a rigorous water consumption monitoring system, raising awareness among employees and contractors, and adopting other relevant measures.

| Disclosure 303-4: Water Discharge |   | UoM         | FY 2023-2024 | FY 2022-2023 |
|-----------------------------------|---|-------------|--------------|--------------|
| a                                 | Surface water   | Mega Litres | 0            | 0            |
| b                                 | Groundwater   | Mega Litres | 0            | 0            |
| c                                 | Seawater  | Mega Litres | 0            | 0            |
| d                                 | Third-party water   | Mega Litres | 0            | 0            |
| e                                 | Water Discharged post treatment (The water is used for horticulture purposes inside the facilities) | Mega Litres | 10.59        | 9.36         |



Raw Material Security

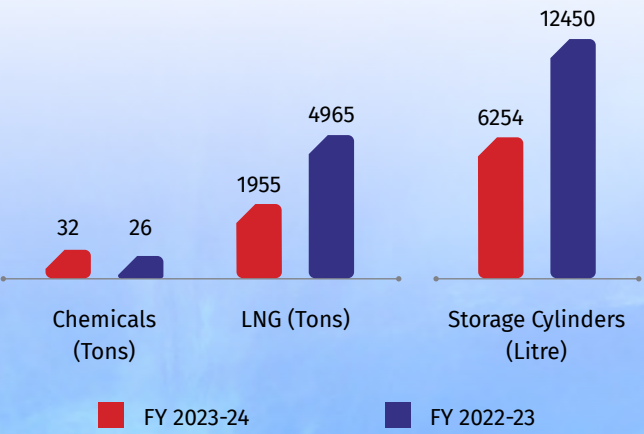
PLL prioritizes secure and sustainable sourcing of raw materials, with a specific focus on natural gas. PLL has developed a diversified global supply network to mitigate risks from dependency on a single supplier or region. PLL ensures a reliable and stable gas supply at consistent pricing by engaging multiple suppliers and entering long-term agreements with reputable international partners. Additionally, the company has made strategic investments in storage facilities, allowing it to maintain

operations during supply disruptions or increased demand, thereby safeguarding against potential interruptions and ensuring consistent delivery to its customers. Materials required to assist the operations are procured and stored as required. The company has also deployed three dedicated and chartered LNG ships for transporting LNG from Qatar, thus robustly fortifying its supply-chain.

| Disclosure 301-1 Material used by weight or volume |                   | UoM   | FY 2023-2024 | FY 2022-2023 |
|--|-------------------|-------|--------------|--------------|
| 1  | Chemicals         | Tons  | 31.98        | 25.67        |
| 2  | Storage Cylinders | Litre | 6254.4       | 12449.5      |
| 3  | LNG               | Tons  | 1954.88      | 4964.64      |

**Note:** Storage cylinders hold gases safely for industrial and analytical uses. These include calibration cylinders for gases like CO2, CO, NOX, and CH4, and inert cylinders for nitrogen, CO2, IG541, and helium. Specialty cylinders are used for hydrogen and natural gas mixtures, while sample cylinders collect gases for analysis.

Material used by weight or volume



PLL employs advanced risk management practices to anticipate and mitigate potential supply chain disruptions, including comprehensive market analysis, risk assessments, and scenario planning. By proactively identifying risks and implementing contingency plans, PLL enhances its ability to respond swiftly and effectively to challenges.



Biodiversity

The company is dedicated to minimizing the effects of its activities on local ecosystems and species by conducting thorough environmental assessments, undertaking habitat restoration efforts, and implementing conservation programs.

**Dahej Terminal:** Located within the GIDC Industrial Estate, capacity of the terminal has been augmented from 5 MMTPA to 17.5 MMTPA in phases. The terminal is undergoing further augmentation in its re-gasification capacity along with construction of a third jetty. A 50 meters green belt has been maintained along the periphery of the plant, which is a home to a number of birds including peacock and also an abode for various migratory birds. The Regas

Expansion and Third Jetty projects also showed no significant biodiversity impact. No pollution or invasive species were introduced, and the local ecosystems remained intact. Any minor impacts during construction were reversible.

**Kochi Terminal:** This facility is located near the Mangalavanam Bird Sanctuary and Vembanad Kol wetland, a Ramsar site. The facility has well maintained the delicate balance among industry and environment, ensuring that none of the species in the habitat are adversely affected and ecological process such as salinity and ground water remain stable.

The water reservoir at Kochi terminal has also transformed itself into a natural home for various birds and aquatic species.

PLL has allocated a budget of Rs. 127 lakhs for habitat and wildlife conservation activities. These efforts are implemented by the company's team through its Corporate Environment Responsibility (CER) budget, with additional activities carried out by the Bharuch Forest Division, supported by PLL's CER/CSR funds. PLL's strict adherence to environmental protocols ensures that its operations do not result in significant biodiversity loss.





Native species like the peacock flourishing alongside PLL's responsible operations



Tree conservation supported around PLL's operations



Mangrove ecosystems are integral to PLL's biodiversity commitments







# Social Stewardship Towards People and Communities

PLL is steadfast in its commitment to social stewardship, particularly towards its people and communities. The company recognizes that its success is deeply intertwined with the well-being and development of its employees and the positive impact it makes on society. This section elaborates on PLL's comprehensive approach to Occupational Health and Safety, Human Capital Development, Community Engagement, and Marketing Management.



## Occupational Health and Safety

### Commitment to Safety Culture

Fostering a robust safety culture is a core priority that underpins every aspect of the company's operations. The organization adopts a proactive and continuous approach to safety, ensuring it is deeply integrated into its day-to-day activities. PLL's comprehensive Occupational Health & Safety (OHS) system is meticulously designed to safeguard the well-being of all employees engaged in the LNG and NG processes. This system not only upholds the highest standards of workplace safety but also ensures full compliance with regulatory frameworks, including the Factory Act of 1948, the Environmental (Protection) Act of 1986, Petroleum and Natural Gas Regulatory Board (PNGRB).

PLL's Occupational Health & Safety (OHS) system is developed as per national regulations and standards as well international practices, including OISD, PNGRB, and ISO 45001:2018 etc. This ensures comprehensive coverage of all work activities under its scope that directly impact OHS&E performance, including critical operations such as LNG regasification, port activities, and various support services. The company's Quality, Health, Safety, Environment, and Asset (QHSE & A) policy emphasizes a steadfast commitment to the highest safety standards and plays a crucial role in guiding the board's strategic decisions. It ensures that all decisions made align with the company's business objectives and environmental sustainability goals.

In accordance with the Factories Act, 1948, PLL has established a Safety Committee, with equal representation from management and employees. Led by a committee chairman and a secretary, the committee is dedicated to addressing safety concerns, fostering awareness, and driving the implementation of HSE initiatives across the organization. It rigorously reviews safety audits, conducts in-depth risk assessments, and evaluates disaster management plans, actively working to implement corrective actions and provide ongoing safety education. Convening at

least quarterly, the committee plays a vital role in nurturing safe environment, facilitating continuous improvements, and ensuring unwavering compliance with the highest health and safety standards.

Also, a quarterly HSE review meeting is conducted, chaired by Director (Technical), to assess and improve HSE measures in place.

### Safety Training and Awareness

Employees and contract manpower undergo regular training facilitated by both internal experts and external consultants or subject matter specialists, aimed at expanding their HSE knowledge, enhancing safety-conscious work habits, and keeping them abreast of the latest industry advancements. A strong emphasis is placed on safety training to ensure that employees are fully equipped to manage safe working conditions, sharpen firefighting skills, perform first aid, and cultivate a culture of proactive safety behaviour. Regular safety training sessions for contract workers are also conducted to ensure the continuous maintenance of a safe and compliant workplace.

For the fiscal year 2023-24, Dahej Terminal provided an average of 1.95 man-days of safety training per employee and 1.65 man-days per contract worker.

Kochi Terminal delivered an average of 3.55 man-days of safety training per employee and 1.80 man-days per contract worker during the same period.

The initial target for HSE training was set at 1 man-day per worker per year for both PLL employees and contractors. This target has since been raised to 1.5 man-days per worker per year, underscoring the company's unwavering commitment to enhancing safety standards and fostering a culture of continuous improvement.

### Disclosure 403-8 Workers covered by an occupational health and safety management system

The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;



The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;



The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.

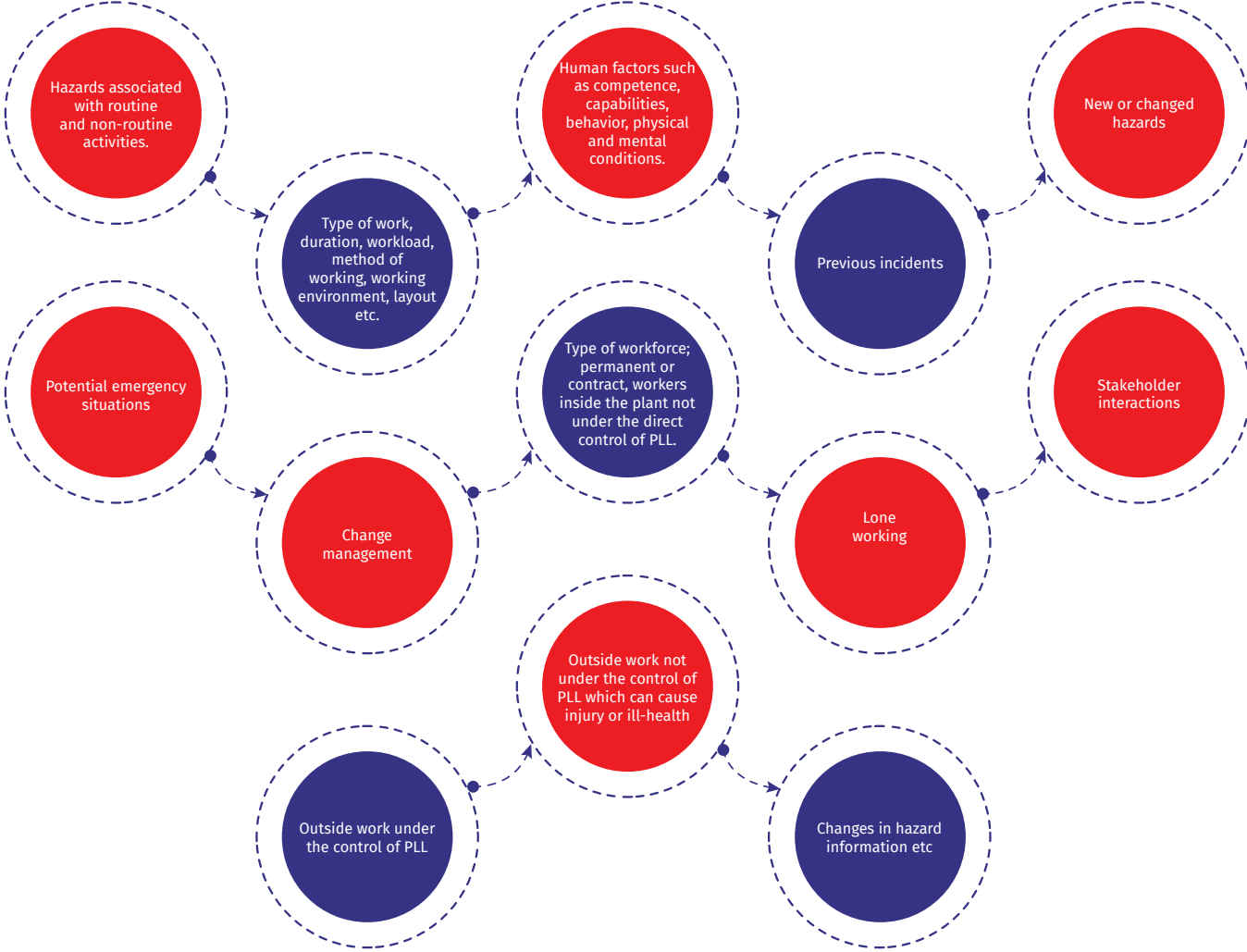




Hazard Identification and Risk Management

Hazard identification at PLL plays a critical role in enabling the organization to recognize and fully understand potential hazards at the workplace, as well as those that may pose risks to workers. This process empowers the company to assess, prioritize, and either eliminate or mitigate occupational health and safety (OH&S) risks effectively. PLL follows a structured and systematic approach for identifying potential risks and hazards, rigorously evaluating their associated dangers, and implementing targeted control measures to safeguard the well-being of its workforce. The company firmly believes that robust risk management is essential to preventing accidents and incidents, fostering a culture of safety and vigilance across all levels of operation.

The continuous, proactive identification of hazards begins at the conceptual design stage of any new workplace, facility, product, or organizational development. This process extends throughout the detailed design phase, continues as operations commence, and remains a dynamic, ongoing activity throughout the entire life cycle of the project. This ensures that all current, evolving, and future activities are adequately addressed. PLL has established, implemented, and maintains a comprehensive procedure for the Identification of Significant Hazards and the Assessment of Risks and Opportunities (HIRA). Through this procedure, all hazards linked to the functions of each department are systematically identified, risk assessments are rigorously conducted, and necessary control measures are determined and put into practice. The hazard identification process is designed to consider and incorporate the following critical elements:



The process at PLL encompasses both routine and non-routine activities, ensuring continuous safety through strict adherence to Health, Safety, and Environment (HSE) procedures. These comprehensive procedures include hazard identification, risk assessment, Job Safety Analysis (JSA), Permit to Work, incident investigations, and regular inspections which are complemented by management walkthroughs and behavioral safety programs. Routine safety audits, conducted by both internal teams and external experts, play a pivotal role in identifying areas for improvement and ensuring full compliance with established standards. The findings from these audits serve as a foundation for enhancing the Occupational Health and Safety (OHS) management systems by identifying non-conformities, assessing corrective actions, evaluating their effectiveness, uncovering opportunities for improvement, addressing training gaps, and facilitating robust communication and informed decision-making. Additionally, emergency preparedness and response initiatives helps to mitigate the impact of unforeseen events, ensuring swift and effective action in times of crisis.

- **Emergency Response and Disaster Management Plans (ERDMP):** Each of PLL's facilities is equipped with comprehensive Emergency Response and Disaster Management Plans (ERDMPs), meticulously tailored to address the unique risks associated with their specific operations. These detailed plans outline clear and structured procedures for effectively responding to a wide range of emergencies, including fires, spills, and natural disasters, ensuring a swift and coordinated response to mitigate potential impacts. ERDMPs are regularly updated, at an interval of three years and also after addition of any new facility, to keep them abreast with the regulations and also to incorporate the modifications arising out of addition of any new facility at the plants.
- **Regular Mock Drills and Tabletop exercises:** PLL conducts regular emergency drills and table-top exercises to ensure that its employees are fully prepared to respond promptly and effectively in the event of an emergency. These simulated exercises not only test the efficacy of the Emergency Response and Disaster management Plans (ERDMP) but also help

identify potential gaps and weaknesses, providing valuable opportunities for refinement and continuous improvement.

- **Occupational Health Centers:** PLL's facilities are equipped with fully operational Occupational Health Centers, staffed

around the clock to provide immediate medical care in the event of an emergency. A team of trained first aid responders is consistently available, ensuring effective assistance in any medical emergency.

| Number of safe hours worked |   | Units | FY 2023-24 | FY 2022-23 |
|-----------------------------|---|-------|------------|------------|
| Dahej                       | For all employees   | Nos.  | 442,026    | 436,232    |
|                             | For all workers who are not employees but whose work and/or workplace is controlled by the organization | Nos.  | 2,882,288  | 2,484,464  |
| Kochi                       | For all employees   | Nos.  | 278,164    | 341,900    |
|                             | For all workers who are not employees but whose work and/or workplace is controlled by the organization | Nos.  | 1,091,526  | 924,927    |





PLL maintains a robust incident reporting system designed to encourage employees to report all incidents, including near misses. All work-related incidents are documented and investigated using the IRIS modules of the online HSE management system known as the Suraksha Setu portal. For investigations, the “WHY-WHY” analysis methodology is employed to identify the physical, human, and system causes related to the incident. Thorough investigations are conducted to determine root causes and implement corrective actions. The identification of root causes further aids in improving any deficiencies in the Standard Operating Procedures (SOPs) or systems to prevent future reoccurrences. Monitoring and evaluating safety performance is essential to ensure continuous improvement at PLL. The company’s safety performance monitoring includes several key components:

- **Key Performance Indicators (KPIs):** Key Performance Indicators (KPIs) in Health, Safety, and Environment (HSE) has been introduced with the purpose to evaluate the effectiveness of PLL’s health and safety system. These KPIs help monitor

| Safety Incident/Number   | Category  | FY 2023-24 | FY 2022-23 |
|--|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR)<br>(per one million-person hours worked) | Employees | 0          | 0          |
|  | Workers   | 0          | 0.27       |
| Total recordable work-related injuries   | Employees | 0          | 0          |
|  | Workers   | 0          | 1          |
| No. of fatalities  | Employees | 0          | 0          |
|  | Workers   | 0          | 0          |
| High consequence work-related injury or ill-health<br>(excluding fatalities)     | Employees | 0          | 0          |
|  | Workers   | 0          | 0          |

progress towards strategic objectives and ensure a safe working environment. These KPIs are typically categorized into two types: Leading Indicators (safety observations, near miss incidents, trainings etc.) and Lagging Indicators (personal and process safety incidents, LTIFR etc.).

- **Safety Reviews and Feedback:** Regular safety reviews are conducted to assess safety performance. Feedback from employees and stakeholders is actively sought and used to enhance safety programs.
- **Continuous Improvement:** PLL is committed to continuous improvement in its safety practices. Lessons learned from incidents, audits, and feedback are utilized to refine safety policies and procedures. Additionally, the plant safety and HSE related activities of both terminals and HO are reviewed quarterly at the level of Director (Technical). A Board level sub-committee, i.e., Technical Audit and HSE (TAHSE) committee also reviews the safety and well-being measures at a regular basis.



Health and Wellness Programs

PLL prioritizes the health and wellness of its employees, recognizing their importance to productivity and overall well-being. The company demonstrates this commitment through its comprehensive Occupational Health Services (OHS), staffed by qualified professionals, including MBBS + CIH (Certificate of Industrial Health) doctors and skilled nursing assistants. These experts create a health-focused workplace, ensuring legal compliance and easy access to on-site services in multiple languages for transparency and inclusivity.

Key components of PLL’s OHS include regular health check-ups and medical services at the Onsite Occupational Health Center (OHC). The center offers both occupational and non-occupational medical services, ensuring timely care for injuries and facilitating further medical attention through partner hospitals when needed.

PLL arranges medical counseling services, wellness programs, and health awareness initiatives to address both physical and mental health. Periodic health talks and fitness programs promote a healthy lifestyle, empowering employees with knowledge and tools to manage health challenges. PLL’s OHS system complies with legal standards, focusing on immediate health care and long-term risk mitigation, underscoring the company’s dedication to providing a safe and healthy workplace.

PLL received the prestigious 5-Star rating and “Sword of Honour” award from British Safety Council for both the terminals viz. Dahej & Kochi. PLL becomes first LNG terminal in India to receive this award. This has demonstrated the organization’s commitment to achieve excellence in the areas of health, safety and employee well-being.





# Human Capital Development

## Talent Acquisition and Recruitment

At PLL, attracting and retaining top talent is a backbone of its human capital strategy. The company's employment approach focuses on performance and potential, ensuring it hires and retains the best in the industry. Recognizing that its people are its most valuable asset, PLL prioritizes building a team of highly skilled and motivated professionals essential for its ongoing success and growth. PLL's comprehensive talent acquisition strategy targets individuals with the required technical expertise and experience who also align with its core values and commitment to sustainability. By aligning recruitment efforts with business objectives and anticipating future industry trends, PLL maintains a talent pool capable of meeting current and future challenges with a focus on gender equality.

PLL's rigorous and transparent selection process evaluates candidates on their technical skills, experience, and potential to excel within the organization. This multi-stage process includes initial screenings, technical assessments, behavioral interviews, and cultural fit evaluations, ensuring PLL identifies individuals passionate about contributing to its vision for a sustainable future.

The onboarding experience at PLL integrates new hires into its organizational culture and values through comprehensive orientation programs. These programs introduce employees to PLL's sustainability goals, operational practices, and corporate ethics. Through mentorship and continuous learning opportunities, PLL empowers new team members to thrive and become integral contributors to its mission.



Disclosure 401-1 New employee hires and employee turnover (By Gender)

| Employee Hire (By Gender) |            |        |            |        |
|---------------------------|------------|--------|------------|--------|
| Category                  | FY 2023-24 |        | FY 2022-23 |        |
|                           | Male       | Female | Male       | Female |
| Total                     | 7          | 2      | 21         | 1      |
| Head Office               | 3          | 1      | 11         | 0      |
| Dahej Plant               | 3          | 1      | 9          | 1      |
| Kochi Plant               | 1          | 0      | 1          | 0      |

| Employee Turnover (By Gender) |            |        |            |        |
|-------------------------------|------------|--------|------------|--------|
| Category                      | FY 2023-24 |        | FY 2022-23 |        |
|                               | Male       | Female | Male       | Female |
| Total                         | 10         | 1      | 15         | 3      |
| Head Office                   | 2          | 1      | 2          | 2      |
| Dahej Plant                   | 7          | 0      | 7          | 0      |
| Kochi Plant                   | 1          | 0      | 6          | 1      |

Employee retention is vital for PLL's long-term success and productivity. To ensure it retains its talent, PLL invests in various engagement mechanisms and skill development programs. The company's retention strategy includes offering competitive compensation packages, comprehensive benefits, recognition and awards, transparent communication, and fostering a positive work environment. By doing so, PLL aims to create a workplace where employees feel valued, motivated, and equipped to contribute to the company's collective success.

Disclosure 401-1 New employee hires and employee turnover (By Age)

| Employee Hire (By Age) |            |             |           |            |             |           |
|------------------------|------------|-------------|-----------|------------|-------------|-----------|
| Category               | FY 2023-24 |             |           | FY 2022-23 |             |           |
|                        | <30 years  | 30-50 years | >50 years | <30 years  | 30-50 years | >50 years |
| Total                  | 2          | 7           | 0         | 11         | 11          | 0         |
| Head Office            | 0          | 4           | 0         | 3          | 8           | 0         |
| Dahej Plant            | 1          | 3           | 0         | 7          | 3           | 0         |
| Kochi Plant            | 1          | 0           | 0         | 1          | 0           | 0         |

| Employee Turnover (By Age) |            |             |           |            |             |           |
|----------------------------|------------|-------------|-----------|------------|-------------|-----------|
| Category                   | FY 2023-24 |             |           | FY 2022-23 |             |           |
|                            | <30 years  | 30-50 years | >50 years | <30 years  | 30-50 years | >50 years |
| Total                      | 0          | 9           | 2         | 6          | 11          | 1         |
| Head Office                | 0          | 3           | 0         | 0          | 3           | 1         |
| Dahej Plant                | 0          | 5           | 2         | 3          | 4           | 0         |
| Kochi Plant                | 0          | 1           | 0         | 3          | 4           | 0         |





Diversity and Inclusion

At PLL, the company believes that diversity is not just a goal but a fundamental aspect of its identity and success. Embracing diversity means recognizing and valuing the unique backgrounds, perspectives, and experiences that everyone brings to the organization. This commitment to diversity is woven into the fabric of PLL’s corporate culture and is essential in driving innovation, creativity, and overall business performance.

PLL’s commitment to diversity is underpinned by its Equal Opportunity Policy. At Petronet LNG, the company provides equal employment opportunities to all employees and applicants for employment. It does not discriminate based on race, color,

religion, gender, sexual orientation, age, disability, veteran status, or any other characteristic protected by law. This policy applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination. PLL’s objective is to ensure that everyone is treated fairly and with respect, fostering an inclusive environment where all employees can thrive. The company has intensified its efforts to cultivate an inclusive and diverse workplace culture.

A diverse workforce brings a broad spectrum of ideas and perspectives, which is essential for innovation and problem-solving. By embracing diversity, PLL is better equipped to understand and meet the needs of its global customers.

| Strength as of 31 <sup>st</sup> March 2024 |   |   |
|--|---|---|
|  |  |  |
| BoDs                                       | 13  | 1   |
| KMP  | 1   | -   |
| Permanent Employees                        | 490   | 31  |
| Temporary Employees                        | 2342  | 97  |

Parental Leave

| Disclosure 401-3: Parental Leave   |        | Nos | Rate (%) |
|--|--------|-----|----------|
| Total number of employees that were entitled to parental leave, by gender.   | Male   | 490 | 100%     |
|  | Female | 128 | 100%     |
| Total number of employees that took parental leave, by gender  | Male   | 5   | 1%       |
|  | Female | 1   | 1%       |
| Total number of employees that returned to work in the reporting period after parental leave ended, by gender  | Male   | 5   | 100%     |
|  | Female | 1   | 100%     |
| Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. | Male   | 5   | 100%     |
|  | Female | 1   | 100%     |
| Return to work and retention rates of employees that took parental leave, by gender  | Male   | 5   | 100%     |
|  | Female | 1   | 100%     |

Note: Only permanent employees are considered for male employees, and female employees consist of both permanent and temporary employees.





Training and Development

Continuous learning and development are vital to PLL's employees' growth and the company's success. PLL is deeply committed to the continuous development and enhancement of its employees' skills and knowledge, fostering a culture of lifelong learning. Through its comprehensive training and development programs, PLL empowers its workforce to embrace innovative technologies, explore clean energy solutions, and implement sustainable practices across the value chain. By investing in its employees' skills and capabilities, PLL ensures they are not only prepared for today's challenges but also equipped to seize tomorrow's opportunities. PLL's comprehensive training and development programs include:

- **Technical Training:** PLL provides specialized technical training to enhance its employees' skills and knowledge. This training covers areas such as LNG technology, safety protocols (Office Ergonomics, Process Safety Management (PSM), Hazard Identification and Risk Assessment (HIRA), and Control of Substances Hazardous to Health), and operational excellence.
- **Leadership Development:** PLL's leadership development programs are designed to nurture future leaders. These programs include mentoring, coaching, and leadership workshops to develop managerial and leadership skills.

- **Soft Skills Training:** PLL offers training in soft skills, such as communication, teamwork, and problem-solving. These skills are essential for personal and professional growth.
- **Continuous Education:** PLL supports employees in pursuing further education and certifications to enhance knowledge and expertise.

Additionally, PLL emphasizes the importance of compliance with regulatory requirements and ethical standards. The company offers training on the prohibition of insider trading regulations to ensure its employees are well-informed and compliant with legal and moral standards in the financial domain.



| Disclosure 404-1: Average Hours of Training per year per employee |                   |                |       |              |              |
|---|-------------------|----------------|-------|--------------|--------------|
| Location  | Category          |                | UoM   | FY 2023-2024 | FY 2022-2023 |
| Delhi   | Gender            | Male           | Hours | 13           | 22           |
|   |                   | Female         | Hours | 15           | 2            |
|   | Employee Category | Executives     | Hours | 14           | 26           |
|   |                   | Non-Executives | Hours | 11           | 0            |
| Dahej   | Gender            | Male           | Hours | 52           | 38           |
|   |                   | Female         | Hours | 58           | 36           |
|   | Employee Category | Executives     | Hours | 55           | 46           |
|   |                   | Non-Executives | Hours | 49           | 32           |
| Kochi   | Gender            | Male           | Hours | 56           | 47           |
|   |                   | Female         | Hours | 68           | 62           |
|   | Employee Category | Executives     | Hours | 58           | 49           |
|   |                   | Non-Executives | Hours | 54           | 46           |

Performance Management and Career Growth

PLL's performance management system is designed to recognize and reward excellence, ensuring alignment with the company's goals and objectives. Key elements of PLL's performance management and career growth initiatives include:

- **Regular Performance Reviews:** PLL conducts regular performance reviews to evaluate employees' performance, set

goals, and provide feedback. These reviews are based on clear and measurable criteria.

- **Reward and Recognition:** PLL believes in recognizing and rewarding outstanding performance. The company's reward and recognition programs include performance bonuses, awards, and promotions.

- **Career Progression Paths:** PLL provides clear career progression paths to help employees plan their career growth. Its internal mobility programs offer opportunities for employees to explore new roles and responsibilities within the company.

| Disclosure 404-3: Percentage of Employees receiving Regular Performance and Career Development Reviews  |                   | Unit | FY 2023-24 | FY 2022-23 |
|---|-------------------|------|------------|------------|
| Employees who received a regular performance and career development review during the reporting period. |                   | %    | 100%       | 100%       |
| Gender  | Male              | %    | 100%       | 100%       |
|   | Female            | %    | 100%       | 100%       |
| Employee Category   | Senior Management | %    | 100%       | 100%       |
|   | Middle Management | %    | 100%       | 100%       |
|   | Junior Management | %    | 100%       | 100%       |

CAREER



# Marketing Management

As a pioneer and leader of LNG industry, PLL stands at the forefront of energy innovation and sustainability. The company's marketing efforts strategically promote LNG as a cleaner, more environmentally responsible energy source. PLL's campaigns highlight both the economic advantages and the significant reduction in greenhouse gas emissions achieved by switching to LNG from more carbon-intensive fuels. Through targeted initiatives, PLL aims to raise awareness and drive the adoption of LNG across sectors such as Fertilizer, Refinery, Petro-chemicals and Power generation.

PLL's commitment to sustainability permeates through its entire value chain. The company prioritizes responsible sourcing, efficient regasification processes, and optimized operations to minimize its environmental footprint. Collaborating with suppliers and partners, PLL implements best practices and innovative technologies that enhance the sustainability of its value chain. PLL's state-of-the-art cryogenic LNG storage tanks and carriers ensure secure LNG shipping, underscoring its commitment to environmental responsibility. Additionally, PLL offers facilities to supply LNG through cryogenic tankers at its Dahej and Kochi to meet the requirements customers seeking to transport LNG to remote locations, enabling access to low carbon energy source in underserved areas.

Safety in LNG handling is paramount at PLL, which adheres rigorously to industry-leading safety norms and collaborates with respected pipeline operators to ensure the highest standards. PLL displays crucial safety information, including 'hazardous chemicals' codes and emergency contact details on tankers, and conducts initiation sessions for drivers and others involved in LNG transport to educate them on emergency protocols and best practices.

To secure its position in the market, PLL has signed long term re-gasification capacity booking contracts with its major customers such as GAIL for 2.5 MMTPA, GSPC for 2.25 MMTPA, IOCL for 1.5 MMTPA, BPCL for 1 MMTPA and Torrent power for 1 MMTPA.

Through its strategic position in the LNG value chain and commitment to environmental responsibility, PLL contributes to mitigating climate change impacts while ensuring a reliable, sustainable energy supply for diverse consumers.

To present LNG as a cleaner fuel for heavy vehicle and long haul transportation, the company is in the process of setting up a network of LNG dispensing stations along the highway and

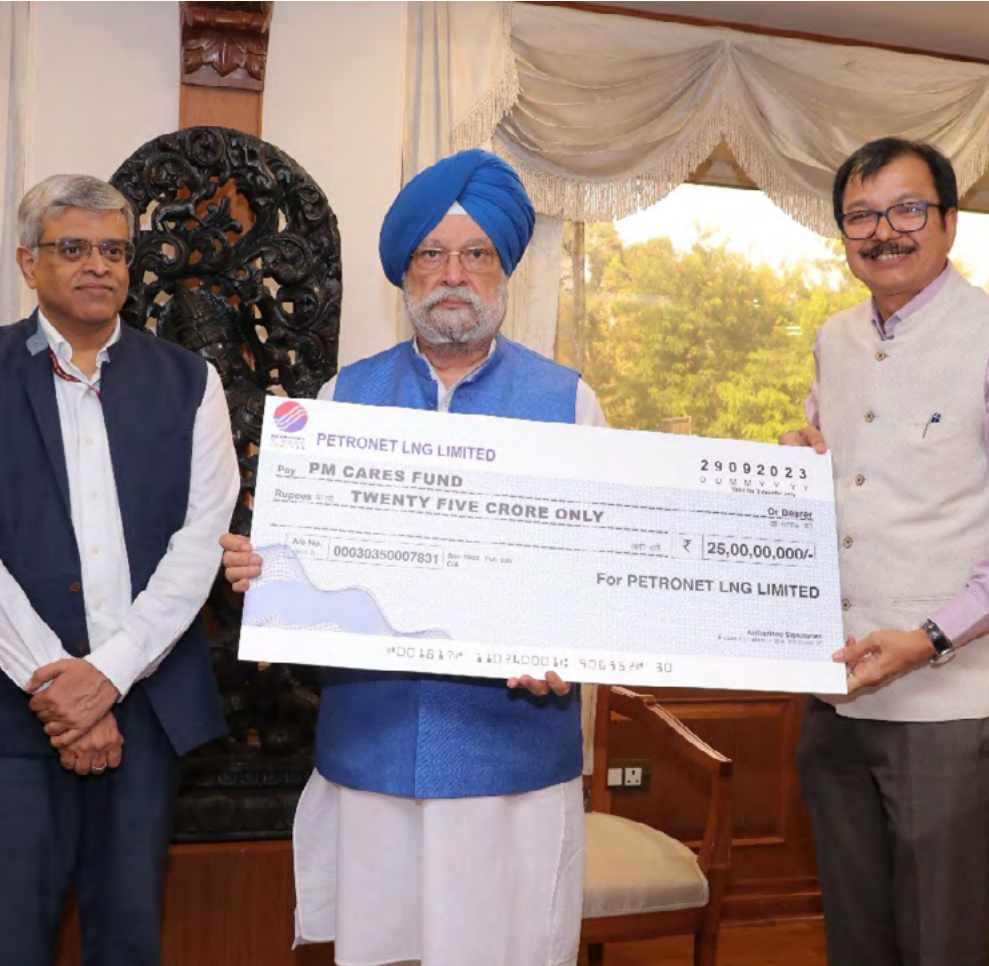
in various industrial belts. To begin with, four LNG dispensing stations have been setup and are ready for commissioning.

The Company is foraying into new diversified business of Compressed Biogas (CBG) project. The Company is in the process of identification of Government land for setting up of CBG plants in the various states of the country. The foundation stone for setting up of CBG Plants has been laid in 4 districts in Uttar Pradesh (UP) namely Amethi, Fatehpur, Bahraich & Kanpur Dehat by the Hon'ble Chief Minister of UP in the august presence of Hon'ble Minister of Petroleum and Natural Gas and Housing and Urban Affairs



# Community Engagement

Recognizing our profound commitment and responsibility towards society and the nation's welfare, PLL remains dedicated to advancing societal well-being. Consistently striving for excellence, PLL has committed itself to numerous development initiatives, adopting a systematic approach to enhance access to quality healthcare, elevate educational and skill development facilities, support environmental initiatives, empower women, and uplift disadvantaged communities across various regions.



Contribution to PM Cares (left) and Petronet Kashmir Super 50 Project (right)





In line with commitment to social advancement, PLL have strategically adopted a structured approach to increase access to high-quality healthcare, enrich educational and skill development infrastructure, advocate for environmental stewardship, promote gender parity, and uplift underserved communities across diverse nation regions. We have implemented a comprehensive strategy encompassing short-term, medium-term, and long-term CSR initiatives, ensuring our resources are channeled in an organized manner to achieve maximum socio-economic impact. In alignment with PLL's social imperatives, the organization has diligently identified and undertaken projects in Healthcare & Sanitation, Education & Skill Development, Promotion of Art & Culture, Heritage Preservation, Animal Welfare, Environment & Sustainability, Welfare of Persons with Disabilities, Gender Equality, and Rural Development.

We understand that being a responsible corporate citizen entails prioritizing the well-being of the communities in which it operates. To this end, the company has implemented several mechanisms, including community engagement through a designated department, project selection based on community needs, and regular feedback from the community. A key initiative is the establishment of the Petronet LNG Foundation (PLF), exclusively dedicated to addressing community concerns and improving living standards. The foundation's CSR team collaborates closely with local communities to identify their needs and develop targeted interventions. Through community development projects, the foundation works to improve the quality of life for community members, promote sustainable development, and empower communities.

CSR Policy

PLL's CSR policy serves as the cornerstone of our commitment to responsible business practices and community development. This policy encapsulates our dedication to creating a positive societal impact by clearly defining the scope of our activities. It acts as a guiding framework, steering our efforts towards initiatives that resonate with our values, leverage our business expertise, and meet the needs of the communities we engage with. Our CSR policy is dynamic, evolving to address the changing landscape of societal challenges and opportunities. It underscores our determination to make meaningful contributions in areas such as healthcare, education, environmental sustainability, gender equality, and more. Grounded in transparency, accountability, and sustainable growth, our CSR policy emphasizes our firm belief that business success is closely linked with the well-being of the communities we aim to uplift.

Vision

To actively participate in the social, economic, environmental, and cultural development of communities through our CSR initiatives, particularly around our work centers. We focus on addressing the priority needs of socially and economically disadvantaged, marginalized, and vulnerable communities, thereby promoting self-reliance.

Social Philosophy

Petronet is unwavering in its commitment to Corporate Social Responsibility, deploying a variety of CSR initiatives. We utilize our resources and expertise to contribute to the social, economic, and environmental well-being of communities.

CSR Focus Areas

In commitment to Corporate Social Responsibility (CSR), PLL's have concentrated our efforts on impactful projects that embody the principles of quality, inclusivity, and sustainability. Each initiative is carefully selected to ensure effective resource utilization, broad reach, and enduring significance. These efforts have consistently produced outstanding results and widespread benefits. Throughout 2023-24, we undertook several exemplary CSR initiatives across various sectors, showcasing our dedication to fostering positive change.





Healthcare & Sanitation:

In the realm of healthcare and sanitation, PLL has undertaken numerous impactful initiatives:

- Support towards infrastructure facilities & providing equipment to Government Medical College, Kottayam, Kochi
- Operating 10 Mobile Medical Vans in rural and urban areas of Gujarat, Kerala, Delhi, and Uttar Pradesh.
- Support towards procuring ambulance with four-wheel facility to Edamalakudy Family Health Center, Kochi
- Support for Development of Smart Anganwadi in nearby village, Dahej, Gujarat
- Organizing general health awareness camps in Bulandshahr, Uttar Pradesh.
- Support towards setting up helpdesk for differently abled and senior citizens at Revenue Divisional Office (RDO), Fort Kochi, Kochi.
- Conducting health awareness camps and facilitating Ayushman health cards for the economically weaker sections in Saran District, Bihar.
- Procuring and installing RO water purifiers with coolers at government schools in Maharajganj, Siwan, and Saran, Bihar.
- Constructing and redeveloping Sulabh Toilet Complexes in Ayodhya and Prayagraj districts, Uttar Pradesh.
- Implementing a hygienic nutritious meal distribution program and funding five food delivery vans.
- Organizing eye and healthcare camps in Delhi/NCR, Dahej, and Kochi.
- Providing medical equipment such as incinerators and solid waste management facilities to various hospitals.
- Support towards installing incinerators at Government Medical College Idukki, Kochi
- Donating an ambulance and 11 sets of health camp equipment to a charitable eye care society.
- Constructing child-friendly washrooms, setting up safe drinking facilities, upgrading government child welfare committees, and establishing helpdesks for differently abled and senior citizens across various locations.
- Support towards constructing Baby friendly washroom at Anganwadi No: 105, Njarakkal, Kochi
- Support for providing safe drinking water facility for Community Health Centre Malippuram, Kochi



Mobile Medical Unit at Mirzapur

Education and Skill Development:

- Redeveloping the Boys Hostel at Hindu College, University of Delhi.
- Petronet Top to 10 Scholarship Program (Vidhyasaarathi), Dahej
- Support towards procurement and installation of Incinerator at Ekalavya Model Residential School, Painavu, Idukki, Kochi
- Support for Papad Making Gruh-Udyog by Women SHG of Lakhigam Village, Dahej
- Construction of two Classrooms and one Multi-media room at DVKM, Dahej-Bharuch, Gujarat
- Constructing an auditorium block for women's education at Maharani Lakshmi Bai College, Hisar, Haryana.
- Supporting the construction of an academic and administrative block for the School of Sustainable Habitats at the Himalayan Institute of Alternative Learning (HIAL), Ladakh.
- Building additional classrooms at government schools in Jodhpur and Jaisalmer, Rajasthan.
- Setting up computer labs and a digital library in five government schools in Indore, Madhya Pradesh.
- Implementing Petronet Kashmir Super 50, Jammu Super 30, and National Super 30 (Delhi) to provide full-time residential coaching and counseling support to 110 underprivileged students preparing for the JEE examination.
- Establishing nine smart classrooms with PM-WANI Wi-Fi access points and distributing 500 e-tablets.
- Providing skill development training to 400 youth in plastics technology in collaboration with the Central Institute of Petrochemicals Engineering & Technology (CIPET) at Ahmedabad, Kochi, Dehradun, and Murthal.
- Supporting infrastructure restoration at Bal Shaikshanik Kendra, Igatpuri (Nasik, Maharashtra).
- Distributing bicycles and umbrellas to students and the workforce in Dibrugarh and Tinsukia districts, Assam.
- Organizing skill development training for underprivileged women, youth, and special children at various locations.





## Art, Culture, and Heritage Development:

Company's commitment to nurturing art, culture, and heritage is exemplified through impactful projects that celebrate our diverse heritage and support creative expressions:

- Installing air conditioning and a DG set at the Partition Museum and Cultural Hub at Dara Shikoh Library Building (DSLBB), Dr. B.R. Ambedkar University campus, Kashmere Gate, New Delhi.
- Refurbishing Jawahar Bal Bhavan (JBB) through District Nirmithi Kendra, Thrissur, Kochi.
- Supporting "Akhil Bhartiya Kala Sadhak Sangam 2024."
- Conducting skill development workshops for the promotion of art and culture in Rajasthan, Jammu, and Kashmir.



## Environment & Gender Equality:

### 1. Disaster Management & Environment Sustainability:

- Undertaking the construction of five pilgrim accommodation blocks at Shri Kedarnath Dham, Uttarakhand.
- Support for Refurbishment of Disaster Training Centre at Fort Kochi, Kochi
- Support for Plastic Waste Management Project: Providing E-Riksha, Dahej

### 2. Gender Equality & Women Empowerment:

- Support for Promotion of Sports, Self Défense and Nutrition Program among adolescent girls of local villages, Dahej
- Conducting health awareness workshops and distributing sanitary napkins in Jaipur, Rajasthan.
- Organizing women's health care camps in Agra, Uttar Pradesh.
- Hosting various women-centric awareness camps nationwide.
- Support for Papad Making Gruh-Udyog by Women SHG of Lakhigam Village, Dahej

### 3. Rural Infrastructure Development:

- Constructing a Community Hall in Malikpur village, Guru Teg Bahadur Nagar, Delhi.
- Renovating a Community Hall (Trade Centre) in Pothepalli village, Machilipatnam, Andhra Pradesh.
- Supporting the establishment of a community helpdesk in Ernakulam.

### 4. Welfare of the Divyangjan:

- Support for District Level Special Olympics 2023, Dahej
- Renovating and refurbishing a school for differently abled children in Jaipur.
- Establishing healthcare and education centers in Delhi.
- Implementing various other programs for the welfare of differently abled individuals across the nation.

### 5. Research & Development:

- Supporting experimental studies and lab facilities for the development and demonstration of hydrogen fuel cells and electrolysis technology at NITK Suratkal.
- Supporting a hybrid data analysis course on water quality at IIT Madras.

### 6. Welfare of War Widows:

- Constructing 48 Type II widow quarters at Gandhinagar (24 units), Bikaner (18 units), and Punjab (6 units) for BSF. The inauguration of the Veer Nari Awas Quarters in Gandhinagar took place in November 2023.

### 7. Namami Gange Program:

- In collaboration with the National Mission for Clean Ganga (NMCG) and Clean Ganga Fund (CGF), dedicating the Dinkar Ghat at Simariya, Begusarai district, Bihar to the public. The facility was inaugurated by the Hon'ble Minister of Rural Development & Panchayati Raj in the presence of several notable dignitaries and senior officials.

### 8. Contribution to PM Cares:

- The Company has generously contributed Rs. 25 crores to the Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund) in FY 2023-24. Since its creation in March 2020, following the COVID-19 pandemic, the Company has contributed approximately Rs. 146 crores to the PM CARES Fund.





Recognitions of Excellence: Acclaimed CSR Project Awards

PLL's CSR endeavors have garnered significant recognition through prestigious national awards, affirming company's exceptional dedication to nation-building. Notable highlights include:



CSR India Award 2023: Presented by Greentech Foundation, we were honored in the category “Gender Equality & Empowering Women” in the 10th Annual Greentech CSR India Award 2023 for commendable contributions and initiatives for Gender Equality and Women Empowerment on 22nd November 2023.



Best Education Improvement Award: Presented at the 10th National Awards 2023 for Excellence in CSR & Sustainability on 15th September 2023. This prestigious award recognizes the Company's flagship CSR initiative, the 'Petronet Kashmir Super 50' project.



CSR Times Award 2023: We were honored with the 10th CSR Times Award 2023 for PLL's pivotal role in nation-building through the skill development projects in plastics technology, in association with Central Institute of Petrochemicals Engineering & Technology (CIPET) across multiple locations on 21st August 2023.

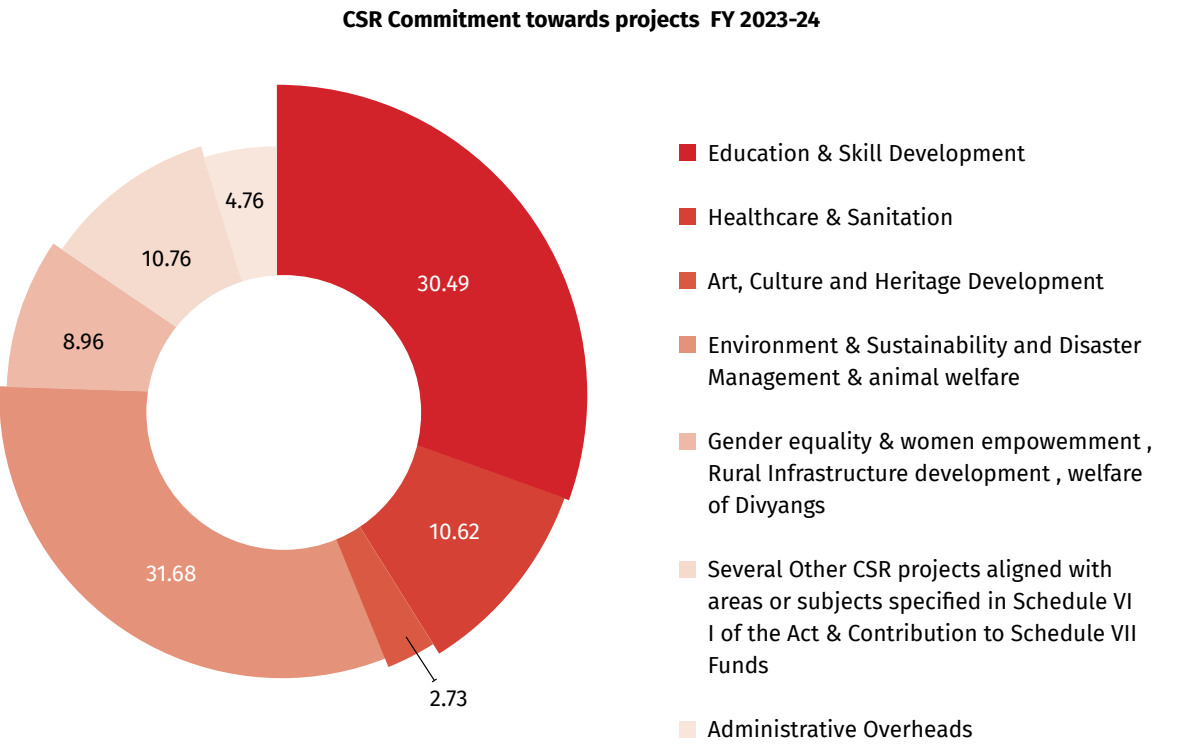


Best CSR Impact Award - for the project Petronet Kashmir Super 50 at 9th Corporate Social Responsibility Awards 2023 by UBS Forums on 6th December 2023.



Scope of CSR Projects/Programs:

We take pride in the extensive scope of company's CSR initiatives, which align with Schedule VII of the Companies Act 2013 and its subsequent amendments. CSR commitment encompasses a wide range of activities, including addressing basic needs, empowering communities, promoting equality, environmental stewardship, heritage preservation, supporting veterans, promoting sports, and fostering innovation. These projects reflect our dedication to driving positive change, promoting self-reliance, and contributing to the overall betterment of society in alignment with PLL's CSR philosophy.

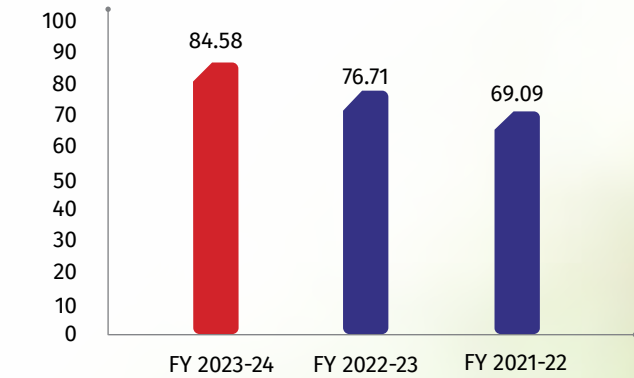




CSR Expenditure

CSR expenditure is carefully allocated to projects and programs that align with PLL's CSR policy, addressing key areas such as education, healthcare, environmental sustainability, and community empowerment. This financial commitment reflects Company's dedication to responsible business practices that support not only growth of the company but also the well-being and advancement of the society in which we operate. Through CSR spending, we aim to create lasting positive impacts, fostering an improved quality of life and a more sustainable future for all.

CSR Expenditure (Crores) in last 3 FYs



In accordance with the provisions of the Companies Act 2013, an amount of INR 84.58 crore was required to be committed to CSR activities for the financial year 2023-24. The company has made its highest-ever annual CSR commitment of INR 76.11 crore. Of this, INR 14.92 crore has been released (including administrative expenses), INR 61.18 crore has been transferred to the unspent CSR account within 30 days from the end of the FY 2023-24 for ongoing projects, and the unspent and uncommitted amount of INR 8.48 crore has been earmarked for transfer to the Schedule VII

fund by 30th September 2024, as per the Companies Act 2013 and the CSR Amendment Rules.

This compliance with the Companies Act 2013 and the CSR Amendment Rules highlights PLL's commitment to driving positive change and sustainable development in the communities we serve.



Creating a Positive Impact on Lives

Throughout the financial year 2023-24, PLL's dedicated efforts and initiatives have brought about significant positive changes in the lives of countless individuals and communities. Each

project we undertake stands as evidence of our commitment to fostering positive transformation and contributing to societal improvement. The scope of our impact spans diverse regions and communities, highlighting the breadth and inclusivity of

our outreach. Our initiatives in healthcare, education, skill development, and cultural preservation have made meaningful differences for those who need it most with total beneficiaries around 43.9 lacs.

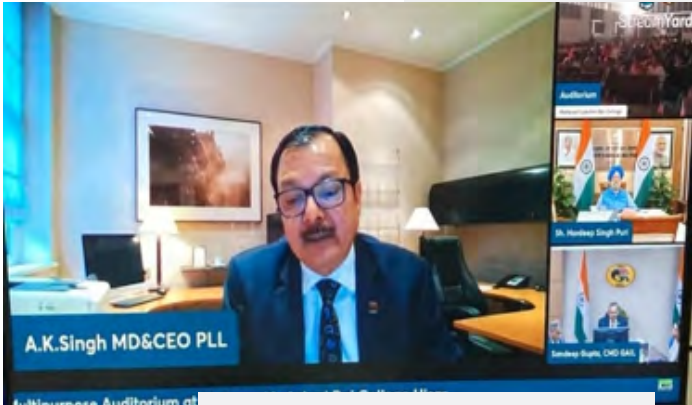




Glimpses of CSR Initiatives



Students of the Petronet Kashmir Super 50 & Jammu Super 30 Project undergoing residential coaching for JEE Examinations at Indian Army Campus



Shri Akshay Kr. Singh, MD & CEO addressing during inauguration of the Auditorium for the Women's College at Rani Laxmi Bai College, Hisar, Haryana



Inauguration of the Dinkar Ghat in Begusarai by the Hon'ble Minister of Panchayati Raj constructed in association with the National Mission for Clean Ganga (NMCG)





Foundation stone laying for the construction of MCD Community Hall at Malikpur, Delhi



Operating 10 Mobile Medical Vans in rural and urban areas of Gujarat, Kerala, Delhi and Uttar Pradesh





Agreement Signing for the construction of five pilgrim accommodation blocks at Shri Kedarnath Dham, Uttarakhand





Appendix

Annexure-1: GRI Content Index

| GRI STANDARD                    | DISCLOSURE   | LOCATION                                    |
|---------------------------------|--|---|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details   | 14-19                                       |
|                                 | 2-2 Entities included in the organization's sustainability reporting             | 13  |
|                                 | 2-3 Reporting period, frequency and contact point                                | 13  |
|                                 | 2-4 Restatements of information  | No restatements                             |
|                                 | 2-5 External assurance   | -   |
|                                 | 2-6 Activities, value chain and other business relationships                     | 14-19                                       |
|                                 | 2-7 Employees  | 58  |
|                                 | 2-8 Workers who are not employees  | 58  |
|                                 | 2-9 Governance structure and composition   | 31-33                                       |
|                                 | 2-10 Nomination and selection of the highest governance body                     | 32  |
|                                 | 2-11 Chair of the highest governance body  | 33  |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | 32 and 34                                   |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | 34  |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | 31-33                                       |
|                                 | 2-15 Conflicts of interest   | 147 (BRSR 2024: Part of Annual Report 2024) |
|                                 | 2-16 Communication of critical concerns  | 99 -101 (Annual Report 2024)                |
|                                 | 2-17 Collective knowledge of the highest governance body                         | 102 (Annual Report 2024)                    |
|                                 | 2-18 Evaluation of the performance of the highest governance body                | 103 (Annual Report 2024)                    |

| GRI STANDARD                            | DISCLOSURE   | LOCATION  |
|---|--|---|
| GRI 2: General Disclosures 2021         | 2-19 Remuneration policies   | 106-107 (Annual Report 2024)                                    |
|   | 2-20 Process to determine remuneration   | 106-107 (Annual Report 2024)                                    |
|   | 2-21 Annual total compensation ratio   | -   |
|   | 2-22 Statement on sustainable development strategy                                   | 10-11   |
|   | 2-23 Policy commitments  | 35  |
|   | 2-24 Embedding policy commitments  | 35  |
|   | 2-25 Processes to remediate negative impacts   | 137, 147, 153, 154, 162 (BRSR 2024: Part of Annual Report 2024) |
|   | 2-26 Mechanisms for seeking advice and raising concerns                              | 137, 147, 153, 154, 162 (BRSR 2024: Part of Annual Report 2024) |
|   | 2-27 Compliance with laws and regulations  | 146 (BRSR 2024: Part of Annual Report 2024)                     |
|   | 2-28 Membership associations   | 173 (BRSR 2024: Part of Annual Report 2024)                     |
|   | 2-29 Approach to stakeholder engagement  | 23-24   |
|   | 2-30 Collective bargaining agreements  | 154 (BRSR 2024: Part of Annual Report 2024)                     |
| GRI 3: Material Topics 2021             | 3-1 Process to determine material topics   | 22  |
|   | 3-2 List of material topics  | 22  |
|   | 3-3 Management of material topics  | 22  |
| GRI 201: Economic Performance 2016      | 201-1 Direct economic value generated and distributed                                | 27  |
|   | 201-2 Financial implications and other risks and opportunities due to climate change | 27  |
|   | 201-3 Defined benefit plan obligations and other retirement plans                    | 27  |
|   | 201-4 Financial assistance received from government                                  | 27  |
| GRI 202: Market Presence 2016           | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage   | 28  |
|   | 202-2 Proportion of senior management hired from the local community                 | 28  |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported                              | 28  |
|   | 203-2 Significant indirect economic impacts  | 28  |



| GRI STANDARD                            | DISCLOSURE  | LOCATION                                       |
|---|---|--|
| GRI 204: Procurement Practices 2016     | 204-1 Proportion of spending on local suppliers                                       | 29   |
| GRI 205: Anti-corruption 2016           | 205-1 Operations assessed for risks related to corruption                             | 35   |
|   | 205-2 Communication and training about anti-corruption policies and procedures        | 35   |
|   | 205-3 Confirmed incidents of corruption and actions taken                             | 21   |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 173 (BRSR 2024: Part of Annual Report 2024     |
| GRI 207: Tax 2019                       | 207-1 Approach to tax   | 223-224 (BRSR 2024: Part of Annual report 2024 |
|   | 207-2 Tax governance, control, and risk management                                    | 35   |
|   | 207-3 Stakeholder engagement and management of concerns related to tax                | 35   |
|   | 207-4 Country-by-country reporting  | -  |
| GRI 301: Materials 2016                 | 301-1 Materials used by weight or volume  | 46   |
|   | 301-2 Recycled input materials used   | Not applicable                                 |
|   | 301-3 Reclaimed products and their packaging materials                                | Not applicable                                 |
| GRI 302: Energy 2016                    | 302-1 Energy consumption within the organization                                      | 39   |
|   | 302-2 Energy consumption outside of the organization                                  | -  |
|   | 302-3 Energy intensity  | 39   |
|   | 302-4 Reduction of energy consumption   | 40   |
|   | 302-5 Reductions in energy requirements of products and services                      | 40   |
| GRI 303: Water and Effluents 2018       | 303-1 Interactions with water as a shared resource                                    | 44   |
|   | 303-2 Management of water discharge-related impacts                                   | 45   |
|   | 303-3 Water withdrawal  | 44   |
|   | 303-4 Water discharge   | 45   |
|   | 303-5 Water consumption   | 44   |

| GRI STANDARD                                    | DISCLOSURE  | LOCATION  |
|---|---|---|
| GRI 304: Biodiversity 2016                      | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 47  |
|   | 304-2 Significant impacts of activities, products and services on biodiversity  | 47  |
|   | 304-3 Habitats protected or restored  | 47  |
|   | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | 47  |
| GRI 305: Emissions 2016                         | 305-1 Direct (Scope 1) GHG emissions  | 41  |
|   | 305-2 Energy indirect (Scope 2) GHG emissions   | 41  |
|   | 305-3 Other indirect (Scope 3) GHG emissions  | 42  |
|   | 305-4 GHG emissions intensity   | 42  |
|   | 305-5 Reduction of GHG emissions  | 40  |
|   | 305-6 Emissions of ozone-depleting substances (ODS)   | 41  |
|   | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions   | 42  |
| GRI 306: Waste 2020                             | 306-1 Waste generation and significant waste-related impacts  | 43  |
|   | 306-2 Management of significant waste-related impacts   | 43  |
|   | 306-3 Waste generated   | 43  |
|   | 306-4 Waste diverted from disposal  | 43  |
|   | 306-5 Waste directed to disposal  | 43  |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria   | -   |
|   | 308-2 Negative environmental impacts in the supply chain and actions taken  | -   |
| GRI 401: Employment 2016                        | 401-1 New employee hires and employee turnover  | 57  |
|   | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees  | 304-305 (BRSR 2024: Part of Annual Report 2024) |
|   | 401-3 Parental leave  | 58  |
| GRI 402: Labor/ Management Relations 2016       | 402-1 Minimum notice periods regarding operational changes  | -   |



| GRI STANDARD   | DISCLOSURE   | LOCATION   |
|--|--|--|
| GRI 403: Occupational Health and Safety 2018                   | 403-1 Occupational health and safety management system   | 51   |
|  | 403-2 Hazard identification, risk assessment, and incident investigation   | 52   |
|  | 403-3 Occupational health services   | 53   |
|  | 403-4 Worker participation, consultation, and communication on occupational health and safety                        | 53-55  |
|  | 403-5 Worker training on occupational health and safety  | 54   |
|  | 403-6 Promotion of worker health   | 54   |
|  | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | 54   |
|  | 403-8 Workers covered by an occupational health and safety management system   | 54   |
|  | 403-9 Work-related injuries  | 54   |
|  | 403-10 Work-related ill health   | 54   |
| GRI 404: Training and Education 2016                           | 404-1 Average hours of training per year per employee  | 60   |
|  | 404-2 Programs for upgrading employee skills and transition assistance programs                                      | 60-61  |
|  | 404-3 Percentage of employees receiving regular performance and career development reviews                           | 61   |
| GRI 405: Diversity and Equal Opportunity 2016                  | 405-1 Diversity of governance bodies and employees   | 58   |
|  | 405-2 Ratio of basic salary and remuneration of women to men   | -  |
| GRI 406: Non-discrimination 2016                               | 406-1 Incidents of discrimination and corrective actions taken   | 162, 163 (BRSR 2024: Part of Annual Report 2024) |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 162, 163 (BRSR 2024: Part of Annual Report 2024) |
| GRI 408: Child Labor 2016                                      | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | 162, 163 (BRSR 2024: Part of Annual Report 2024) |
| GRI 409: Forced or Compulsory Labor 2016                       | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | 162, 163 (BRSR 2024: Part of Annual Report 2024) |
| GRI 410: Security Practices 2016                               | 410-1 Security personnel trained in human rights policies or procedures  | 162, 163 (BRSR 2024: Part of Annual Report 2024) |

| GRI STANDARD                               | DISCLOSURE  | LOCATION   |
|--|---|--|
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples                                | 162, 163 (BRSR 2024: Part of Annual Report 2024) |
| GRI 413: Local Communities 2016            | 413-1 Operations with local community engagement, impact assessments, and development programs      | 63-79  |
|  | 413-2 Operations with significant actual and potential negative impacts on local communities        | 63-79  |
| GRI 414: Supplier Social Assessment 2016   | 414-1 New suppliers that were screened using social criteria  | -  |
|  | 414-2 Negative social impacts in the supply chain and actions taken                                 | -  |
| GRI 415: Public Policy 2016                | 415-1 Political contributions   | 173 (BRSR 2024: Part of Annual Report 2024)      |
| GRI 416: Customer Health and Safety 2016   | 416-1 Assessment of the health and safety impacts of product and service categories                 | 182 (BRSR 2024: Part of Annual Report 2024)      |
|  | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 182(BRSR 2024: Part of Annual Report 2024)       |
| GRI 417: Marketing and Labeling 2016       | 417-1 Requirements for product and service information and labeling                                 | 183-184 (BRSR 2024: Part of Annual report 2024)  |
|  | 417-2 Incidents of non-compliance concerning product and service information and labeling           | 183-184 (BRSR 2024: Part of Annual report 2024)  |
|  | 417-3 Incidents of non-compliance concerning marketing communications                               | 183-184 (BRSR 2024: Part of Annual report 2024)  |
| GRI 418: Customer Privacy 2016             | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | 182-183 (BRSR 2024: Part of Annual Report 2024)  |



Notes





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