



Ambition with **Responsibility**

Sustainability Report 2024-2025



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Theme FY 2024-2025



Ambition with Responsibility

Petronet LNG Limited's (PLL) journey is shaped by the theme '**Ambition with Responsibility.**' As the company steadily expands into allied sectors, it remains firmly committed to sustainability and advancing India's energy commitments. In this pivotal year, PLL has undertaken substantial initiatives to grow continuously, responsibly and undertake capacity expansion aimed at strengthening energy infrastructure and ensuring gas supply resilience to the Country in the face of uncertain geopolitical scenarios.

The company is prioritizing enhancements in operational efficiency and broadening its portfolio to incorporate a higher share of greener energy within the national energy mix. These strategic efforts are designed not only to reduce PLL's ecological footprint but also to support India's transition toward cleaner energy sources. The initiatives are aligned with the United Nations Sustainable Development Goals (UN SDGs), reinforcing a dual commitment to environmental stewardship and national progress.

Propelled by a robust framework for expansion and diversification, PLL is embracing a future where ambition and responsibility coexist, advancing its mission to create long-lasting, positive transformation across the energy landscape.



Leadership Perspective

Insights from the Managing Director & CEO



Shri Akshay Kumar Singh
MD & CEO

Dear Stakeholders,

It gives me great pleasure to present Petronet LNG Limited's Sustainability Report for FY 2024-25, aligned with our theme, "Ambition with Responsibility." This document reflects our strong commitment to ESG principles and our progress toward a cleaner, more inclusive, and resilient energy future.

FY 2024-25 was a landmark year, with PLL achieving its highest-ever total sendout of 934.4 TBTUs, setting a new operational benchmark. Guided by our theme, we continue to expand within the LNG value chain and also diversify into emerging areas such as petrochemicals—while upholding our responsibilities toward safety, environmental care, and stakeholder well-being. PLL's Dahej LNG Terminal considered to be world's busiest, having a re-gas capacity of 17.5 MMTPA, is being further expanded to 22.5 MMTPA, thereby positioning itself as a leader in India's LNG sector.

Our dedication to global safety and wellbeing standards was reaffirmed as both Dahej and Kochi terminals earned the "5 Star Rating" and the "Sword of Honour" from the British Safety Council for the third consecutive year, thus underscoring our culture of operational excellence and care for people.

PLL is advancing steadily on its decarbonization pathway, with a clear roadmap to achieve net-zero by 2040. Our renewable energy footprint continues to expand, with solar generation capacity now at 1,430 kWp, and further additions underway. We are also progressing on CBG and LNG dispensing initiatives across key highways and industrial corridors in progressive manner, supporting India's transition to a low-carbon, gas-based economy.

Our CSR initiatives positively impacted over two lakh lives, through programs such as Petronet Super (30-50) programs, skill development with CIPET, operating mobile medical units, and environmental and heritage restoration including work at Vipassana Park, Siddharth Nagar. These initiatives earned recognition through the Prithvi Award, CSR Times Award, and One Decade Excellence in CSR Award, reinforcing our commitment to meaningful social development.

As we move forward in an evolving energy landscape, we remain dedicated to delivering sustainable value and contributing to national progress. I welcome your continued support and collaboration on this journey toward a more resilient and sustainable future.

Shri Akshay Kumar Singh
MD & CEO



Insights from the Director (Technical)



Shri Pramod Narang
Director (Technical)

Dear Stakeholders,

Building on the strategic vision of Petronet LNG Limited's (PLL), I am pleased to share the progress we have made in embedding sustainability into the core of our daily operations. PLL's Sustainability Report for FY 2024-25, comprehensively captures technical advancements and strategic initiatives of the company that support its sustainable operations. Guided by this year's theme, "Ambition with Responsibility," we continue to set bold targets toward achieving net-zero emissions by 2040, while remaining deeply aligned with Environmental, Social, and Governance (ESG) principles.

To realize our net-zero vision, we have prepared a detailed roadmap outlining our decarbonization pathway. As a key enabler, we are in the advanced stages of sourcing renewable energy through a group-captive power project for our Dahej terminal. Simultaneously, we are evaluating options to significantly enhance the share of renewable energy in the power mix of our upcoming petrochemical complex, thereby reducing long-term carbon intensity.

As part of our diversification strategy, PLL is progressing well with the development of a 750 KTA Propane Dehydrogenation (PDH) Unit and a 500 KTA Polypropylene Unit at Dahej. By efficiently integrating and utilizing the cold energy available from the LNG terminal, the first of its kind in the country, we expect to optimize the consumption of electric power by 12-15 MW in our upcoming Petrochemical project. This is likely to result in an estimated reduction of around 1,00,000 tCO₂e, thereby strengthening the sustainability of this new business vertical.

We also continue to support India's growing LNG demand through road-based distribution. During FY 2024-25, we doubled the truck-loading capacity at both Dahej and Kochi terminals, leading to a 32% increase in LNG truck loading. This expansion reinforces PLL's commitment to facilitate India's transition towards cleaner and reliable transition fuels.

Our achievements this year are the result of the dedication, expertise, and passion of our teams who continue to drive excellence across operations, innovation, and sustainability. As we look ahead; technical innovation with focus on sustainability will remain at the core of our strategy, enabling us to develop impactful solutions in an evolving clean energy landscape.

Shri Pramod Narang
Director (Technical)



Insights from the Director (Finance) & CFO



Shri Saurav Mitra
Director (Finance) & CFO

Dear Stakeholders,

I am pleased to present the financial performance of Petronet LNG Limited for FY 2024-25, a remarkable year characterized by our company's outstanding financial results that have further bolstered our capacity to invest in sustainability and long-term growth. Despite a marginal decrease in turnover, this year marks a significant milestone in our journey of growth and resilience.

The turnover for the year was ₹50,979.56 crore, a slight dip from ₹52,728.43 crore in FY 2023-24. Yet, our strategic focus on operational efficiency and cost management has led us to achieve outstanding financial results, with the highest-ever Profit Before Tax (PBT) and Profit After Tax (PAT) totaling ₹5,275.18 crore and ₹3,926.37 crore, respectively. This marks a significant growth from last year's figures of ₹4,757.03 crore and ₹3,536.20 crore. Notably, our PBT has surpassed the ₹5,000 crore milestone for the first time, showcasing our financial strength, resilience, and disciplined approach to value creation and robust financial strategies.

Our net worth also registered healthy growth of over 14%, further enhancing shareholder value and creating the foundation for greater investment in sustainable initiatives.

At Petronet LNG Limited, we are committed to aligning strong financial performance with responsible growth, ensuring that our initiatives foster sustainable practices. Driven by our ambition to achieve net-zero emissions for Scope 1 and Scope 2 by 2040,

our financial planning carefully integrates these objectives, promoting investments that champion both sustainability and long-term value creation. Through the expansion of solar power installations, adoption of hybrid renewable solutions, and embedding sustainability within our operations, we demonstrate our steadfast dedication to a greener future. These efforts are essential to our business strategy, reflecting our contribution to national environmental goals and our commitment to delivering lasting value to stakeholders and the environment alike.

Our financial strategies remain aligned with the stringent provisions of the Companies Act 2013, SEBI Listing Obligations and Disclosure Requirements Regulations 2015, and applicable Indian Accounting Standards, ensuring transparency and accountability in our financial and sustainability reporting.

As we move forward, Petronet LNG will continue to leverage its financial strength to drive sustainable growth, enhance shareholder value, and contribute meaningfully to India's clean energy transition.

Shri Saurav Mitra
Director (Finance) & CFO



Introduction



About the Report

Petronet LNG Limited's sustainability report for FY 2024-25 highlights the company's steadfast commitment to sustainable development and its efforts to integrate responsible business practices into its operations. Throughout the report, Petronet LNG Limited is referred to as "PLL" or the "Company."

This report presents the company's commitment to environmental stewardship, social responsibility, exemplary corporate governance, and the integration of sustainable practices across all facets of its operations. It highlights key achievements in the company's sustainability journey, emphasizing historical performance trends, anticipated future advancements, and a continued dedication to fostering positive economic, environmental, and social impacts through its sustainability efforts. In nutshell, this report presents the company's ambitious achievements in coherence with responsibility towards humanity and ecosystem.

Reporting Boundary

This report outlines sustainability achievements and performance for the financial year 2024-25 of Petronet LNG Limited. The report includes data from PLL's Head Office, as well as operational details from the LNG terminals located in Dahej and Kochi.

PLL is dedicated to ensure that its growth and success are harmonized with its environmental responsibilities, the needs of the communities it serves, and the expectations of its valued stakeholders. This report provides a comprehensive view of how the leadership, organizational

culture, and strategic direction of the company converge to create value while effectively managing risks and adapting to external environmental changes. It includes both quantitative and qualitative ESG (Environmental, Social, and Governance) metrics that are integral to the company's sustainability plan.

Reporting Period

This report encompasses environment, social, financial and governance data and information presenting a comprehensive overview of PLL's sustainability initiatives and achievements for the period from April 1 2024 to March 31 2025. For more information, company's 'Annual Report for 2024-25 and the BRSR may also be referred to. <https://petronetlng.in/annual-report>

Reporting Standards and Framework



PLL maintains a rigorous and transparent sustainability reporting structure designed to communicate its environmental, social, and economic performance to global stakeholders. For the 2024-25 reporting cycle, PLL adheres to GRI and UN SDG standards. In compliance with SEBI mandates for top listed companies in India, PLL

provides detailed disclosures via these frameworks. This ensures that sustainability performance is integrated with financial results, reflecting a holistic view of the company's value creation.

GRI

GRI (Global Reporting Initiative), is an independent, non-profit organization that develops the world's most widely used sustainability reporting standards, helping companies and other organizations transparently report their economic, environmental and social impacts (ESG) to build long-term value for people and the planet. These standards enable better decision-making, risk management, and stakeholder engagement, being used by over 14,000 entities globally to communicate their contributions to sustainable development.

The environmental performance presented in the report has been calculated using the factors and guidance from the greenhouse gas (GHG) protocol, the Central Electricity Authority (CEA), UK Defra, and the Intergovernmental Panel on Climate Change (IPCC). The GRI Index can be found in Annexure 1.

Feedback

Stakeholder feedback is highly valued by PLL, and the company remains committed to addressing all concerns raised. The company welcomes reader's inputs on this report, Please feel free to share your feedback via email at esg@petronetlng.in.

Overview of PLL



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.



Values

- Integrity
- Excellence
- Sustainability
- Team
- Trust



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.



Corporate Snapshot

Petronet LNG Limited is leading and one of the fastest-growing companies in the Indian energy sector. PLL, was incorporated on 2nd April 1998, as a joint venture Company in the oil and gas sector of the country. PLL's promoter companies are Bharat Petroleum Corporation Limited (BPCL), GAIL (India) Limited (GAIL), Indian Oil Corporation Limited (IOCL) and Oil and Natural Gas Corporation Limited (ONGC) each holding an equity of 12.5%. The market capitalization of the Company stands at Rs. 44,040 crores (approx.) at the end of March 2025.

The Company has set up the country's first LNG receiving and regasification terminal at Dahej, Gujarat and second terminal at Kochi, Kerala. The company is also advancing its plans for a third terminal at east coast of India at Gopalpur in Orissa. The existing regasification capacity of the Company stands at 22.5 MMTPA, with the Dahej Terminal having a nominal capacity of 17.5 MMTPA and the Kochi Terminal having a capacity of 5 MMTPA enabling PLL to handle around two-thirds of LNG imports in India and serve major gas off-takers of the country. Further at Dahej terminal company is in advance stage of expansion 0 "to augment the name plate capacity to 22.5 MMTPA". In addition to this PLL is also constructing a unique third jetty at Dahej capable of handling liquefied ethane, propane, along with LNG. Further to diversify its business venture and to remain competitive in future, PLL has embarked on a major diversification into the petrochemical sector with plans to set up a ₹20,685 crore petrochemical complex comprising 750 KTPA PDH (Propane Dehydrogenation) Unit and 500 KTPA PP units, along with ethane and propane handling facilities. Work for said petrochemical complex is progressing as per schedule.

Leveraging its strategic role in India's energy transition, the company positions natural gas as a cleaner alternative to crude oil, directly supporting national climate goals and global sustainability commitments. Through large-scale LNG regasification, PLL strengthens energy security of nation while reducing carbon footprints. Beyond regasification, the company enables last-mile LNG distribution via truck loading for City Gas Distribution (CGD) networks and other industries lacking pipeline connectivity. Thus the company's business and LNG dispensing station expansion is promoting nationwide access to the cleaner fuels while Dahej is the largest regas terminal of the country (and also the busiest R-LNG terminal in the world. Kochi terminal exemplifies innovation with specialized services such as gassing up and cooling down (GUCD) operation, LNG reloading and bunkering of LNG as fuel in ship etc. Further advancing decarbonization in mobility, PLL

promotes LNG as a sustainable automotive fuel for long-haul transport and intercity buses. To demonstrate the safety, economy and reliability of LNG fueled vehicles, company has used LNG-powered employee buses at Dahej and Kochi Terminals, as a live demonstration of its commitment to low-emission transportation solutions.

Our Process

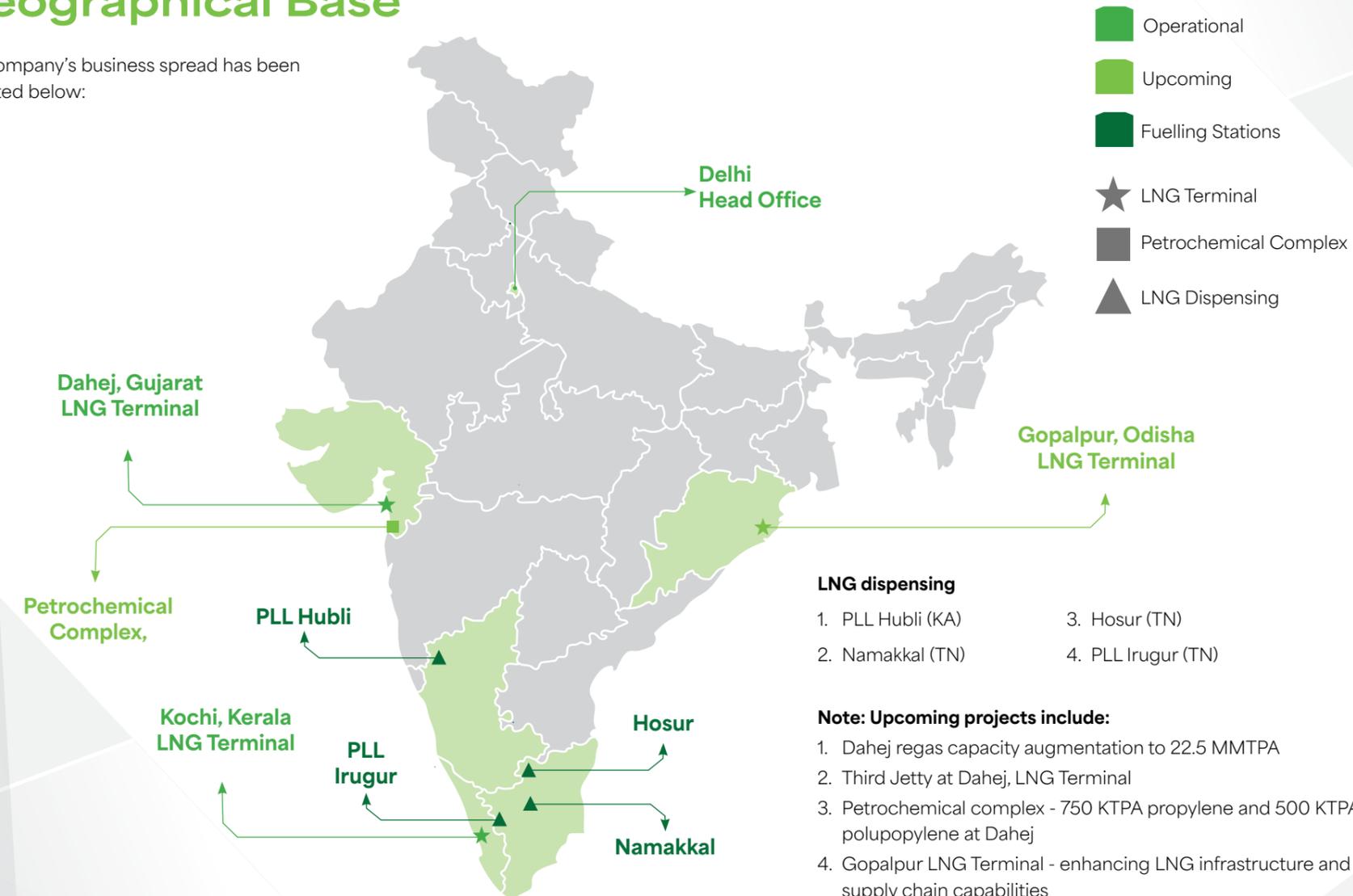
PLL sources LNG from diverse global suppliers to meet the growing demand for natural gas in India. Upon arrival of LNG cargo at jetty, LNG is unloaded from cargo ships and stored in full containment insulated cryogenic tanks, at approximately -160°C temperature. It is more important to manage boil-off gas generated during storage through industry-standard technologies and operational practices, to ensure the highest safety and efficiency. From storage tanks, LNG is pumped and pressurized using high-pressure pumps, subsequently directed to vaporizers where it undergoes vaporization or regasification process after absorbing the atmospheric heat via circulating glycol water. This LNG after regasification to its positive temperature, is then transported via cross-country pipelines by gas off takers.

To increase the reach of natural gas in all part of the country, LNG is transferred to any interior part of the country via cryogenic LNG truck tankers to cater to the need of industrial and domestic consumers which are not connected to national gas grid. At the Kochi terminal cost effective modification was done for gassing-up and cooling-down (GUCD) operations of LNG vessels by virtue of which, it became the first terminal in India to provide such specialized service. In addition to this LNG Reloading operation and bunkering of LNG is also carried out at Kochi successfully considering all safety norms.

Moreover, PLL is actively expanding its business portfolio by supplying LNG as an automotive fuel. Three LNG dispensing stations are commissioned and More are under constructions, aiming to promote cleaner LNG fuel options.

Geographical Base

The company's business spread has been depicted below:



Dahej Terminal

Dahej LNG Terminal, Southeast Asia's first receiving and regasification facility, was commissioned with an initial capacity of 5 MMTPA in January 2004 and has since been expanded to 17.5 MMTPA in phases. It is currently undergoing further expansion to 22.5 MMTPA. The terminal also provides tolling services of regasification of LNG to bulk customers and facilitates LNG supply via LNG tanker trucks for regions without gas pipeline connectivity. Dahej terminal pioneered LNG truck loading in India and now operates eight loading bays in its facility, twice as many as it had earlier in the previous year.

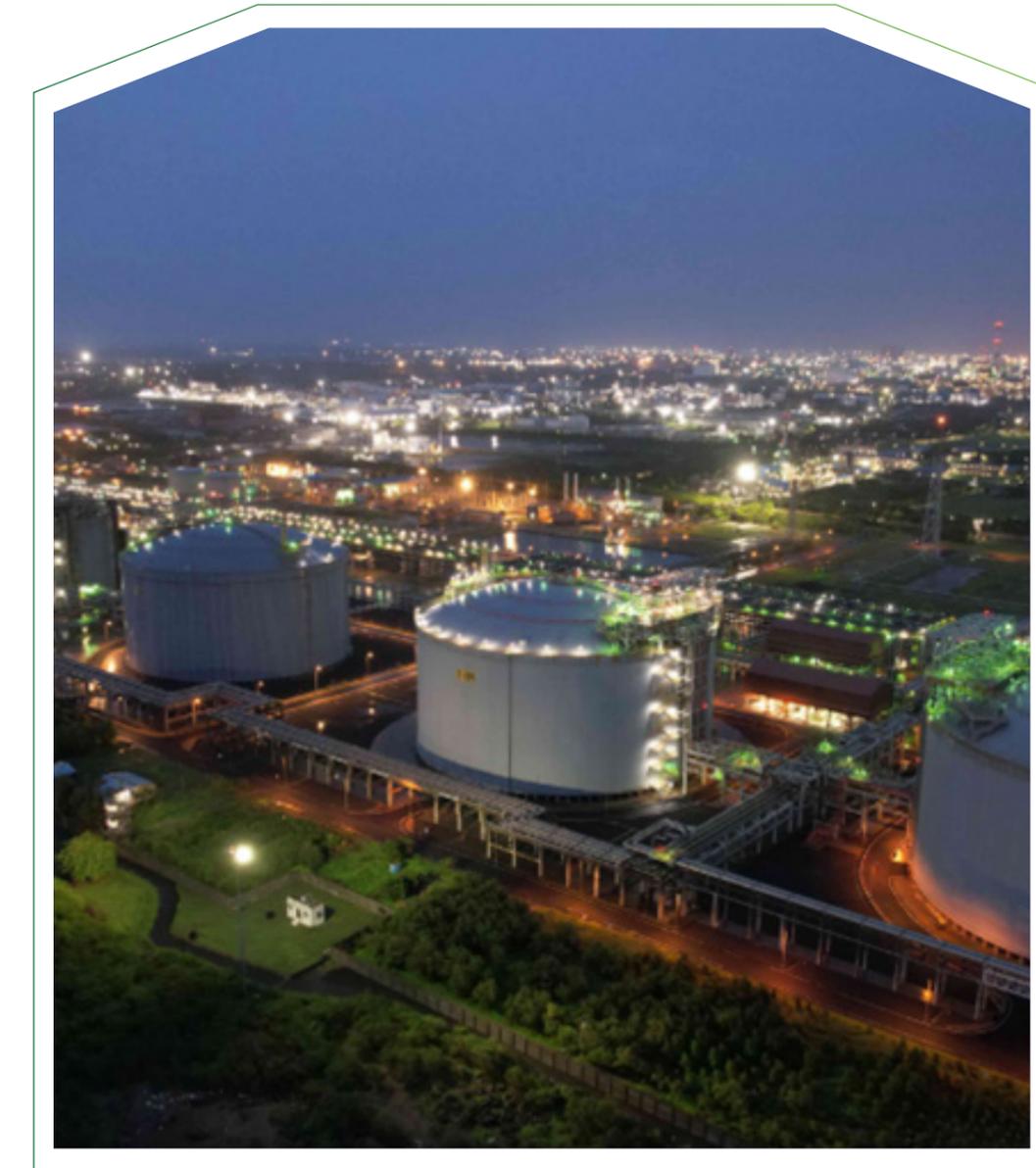
Few key ambitious achievements towards sustainability in FY 2024-25 include:

- Commissioning of two LNG storage tanks.
- Expansion of truck loading bays from four to eight.
- Initiation of construction for a unique third jetty and
- Major diversification in petrochemicals project.
- Dahej terminal achieved 29.07 accident-free million manhours till March 2025.

Dahej features two LNG jetties, The first jetty can cater vessels up to Q-Flex size (65,000-216,000 m³), while the second jetty is capable of accommodating vessels up to Q-Max (125,000-266,000 m³) size and it remains India's largest single-location LNG storage and regasification facility, having managed 3657 LNG cargoes till 31st March 2025. The 3rd jetty which is under construction has been uniquely designed to handle LNG carriers up to 266,000 (Q-Max) cubic meter along with ethane & propane carriers of size greater than 65,000 cubic meters.

In FY 2024-25, the terminal operated at a utilization rate of around 97%, handling nearly 17 million metric tonnes of LNG, surpassing utilization of the previous year. The terminal handled 258 LNG ships, up from 254 the previous year, and significantly increased LNG truck loading operations, reaching 12,411 trucks, a notable rise from 9,266 in FY 2023-24.

The terminal carries a distinction of being the busiest LNG terminal of the world.





Kochi Terminal

PLL established its second LNG receiving, storage, and regasification terminal at Kochi in August 2013, with a nameplate capacity of 5 MMTPA. Located within the Special Economic Zone (SEZ) at Puthuvypeen near Cochin Port, the terminal caters requirement of southern part of India. The LNG jetty at Kochi terminal can accommodate LNG vessels up to 216,000 cubic meters, (Q-Flex). The terminal had handled 148 cargoes till March 2025 including LNG bunkering, reloading and GUCD operations. Similar to Dahej terminal, Kochi terminal also provides tolling services of regasification of LNG for bulk customers and facilitates LNG supply via cryogenic trucks for regions without gas pipeline connectivity. In FY 2024-25, it operated at around 23% capacity which is a significant improvement over the previous year. The terminal also witnessed around 24% increase in LNG truck loading, reaching 2,758 trucks, up from 2,230 in FY 2023-24.

Kochi terminal is a unique LNG terminal in India in terms of offering three specialized LNG services, i.e., Gassing Up and Cooling Down (GUCD), LNG reloading, and LNG bunkering, under one roof. Terminal carried out two GUCD operations and two LNG reloading operations in FY 2024-25

Few major ambitious achievements towards sustainability in 2024-2025:

- Upgrading GUCD facility to meet international benchmarks in terms of operational efficiency and turnaround time.
- Commissioned 2 new LNG truck loading bays to cater to increase demand in CGD and promote cleaner fuel to industries which are not connected through gas pipelines.
- Installed 750 kWp solar power plant to reach total capacity to 1150 kWp.

Ongoing projects and new business initiatives

In pursuit of ambitious growth and diversification goals outlined in the “1-5-10-40” vision strategy, PLL has launched and completed several projects, alongside additional ongoing initiatives.

I. Ongoing Projects: Petronet LNG Limited continues to advance a portfolio of strategic projects aligned with its long-term growth, infrastructure expansion and diversification objectives. These ongoing initiatives focus on enhancing LNG import and regasification capacity, strengthening downstream distribution, diversification into petrochemical and contributing to social infrastructure development while maintaining adherence to project timelines and operational efficiency.

- 1. Regas Capacity Expansion at Dahej:** Progressing towards completion by end of FY 2025-26, this project will enhance the RLNG terminal capacity from 17.5 MMTPA to 22.5 MMTPA.
- 2. Third Jetty at Dahej:** Designed to handle LNG, ethane, and propane, this project has achieved progress as per schedule. Third Jetty is uniquely designed to handle LNG, liquid ethane and liquid propane and supports upcoming petrochemical ventures.
- 3. LNG Terminal at Gopalpur:** Land acquisition and environmental clearance is underway for company’s first 5 MMTPA LNG terminal on eastern coast.
- 4. Petrochemical Complex at Dahej:** PLL is developing a Petrochemical Complex, comprising 750 KTA Propane Dehydrogenation (PDH) unit, a 500 KTA Polypropylene (PP) unit and associated facilities for the import, storage and transfer of Ethane and Propane at Dahej, Gujarat, India. The key infrastructure (under development) includes:
 - i. Import and storage of Propane, followed by its conversion to propylene in the PDH UNIT-750 KTPA
 - ii. Production of Polypropylene in the PP plant -500 KTPA
 - iii. Import, Storage (140,000 m³) and handling facilities for Propane
 - iv. Import, Storage (170,000 m³) and handling facilities for Ethane
- 5. Truck Loading Bay Expansion at Dahej and Kochi:** Enhancing LNG distribution potential, expansion aims to increase truck filling bays to 14 at Dahej and 6 at Kochi.
- 6. Affordable Rental Housing Complex (ARHC):** To enhance the living standard of urban migrants, the construction of 1,500 units of Affordable Rental Housing Complex at Bharuch, Gujarat has been undertaken which is 75% completed.

II. New Business Initiatives: Petronet LNG Limited is actively pursuing new business initiatives to diversify its revenue streams, optimize asset utilization and support India’s evolving energy transition. These initiatives span clean and alternative fuels, petrochemical integration, renewable energy adoption and value added LNG services, reinforcing the company’s commitment to sustainability, operational excellence and long term growth.

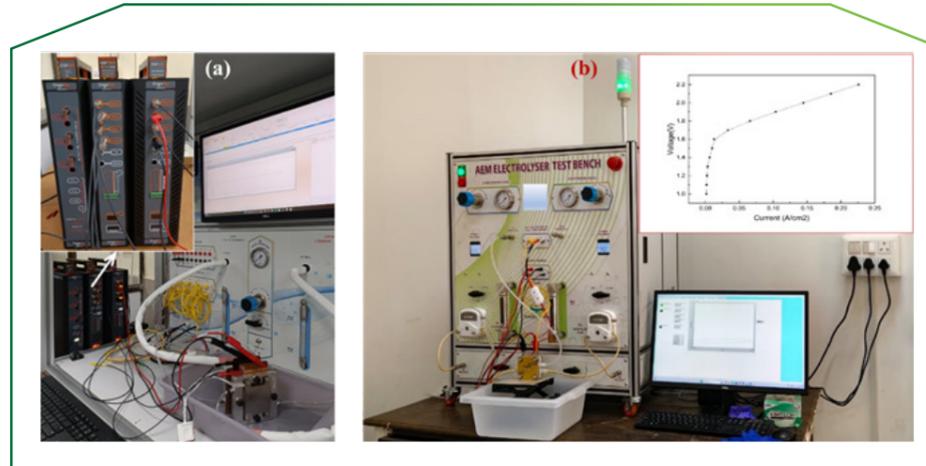
- 1. Compressed Biogas (CBG):** Aligning with SATAT and GOBAR and Dhan, for establishing 25 CBG plants nationwide, with initial setups in Uttar Pradesh, Odisha, and Haryana.
- 2. Ethane Supply from Dahej:** Petronet is leveraging its expertise in handling cryogenic liquids to enter the ethane import business. This strategic move not only diversifies PLL’s operational portfolio but also supports the nation’s growing demand for ethane.
- 3. Propylene supply from Dahej:** Agreement for 250 KTA of Propylene to supply to Deepak Phenolics Ltd. (DPL) to increase the throughput of the petrochemical plant.
- 4. Hydrogen Supply from Dahej:** 11 KTA of Hydrogen supply to Deepak Phenolics Ltd. (DPL) to utilize hydrogen from the petrochemical plant.
- 5. Renewable Power Optimization at Dahej:** With the objective of optimizing power consumption at the Dahej terminal and the proposed petrochemical complex, PLL is pursuing cost optimization initiatives through the adoption of hybrid renewable power solutions on the group captive basis. This initiative reflects the company’s steadfast commitment to sustainable operations and its long-term Net-Zero goals.
- 6. Enhanced Throughput at Kochi Terminal:** Kochi LNG Terminal is continuously exploring ways to enhance its capacity utilization by aggressively deploying infrastructure to attract business, such as LNG bunkering for ships, Gassing Up and Cooling Down (GUCD) operations, and similar services.
- 7. Unique design for PDH Plant for utilization of cold energy:** Petronet LNG Limited (PLL) is developing a 750 KTPA Propane Dehydrogenation (PDH) plant, incorporating a highly energy-efficient initiative that utilizes the cold energy from LNG. By nature, PLL has a vast amount of cold energy available in the form of LNG at -160°C. The proposed LNG integration with the petrochemical plant aims to optimise the power consumption by 12-15 MW, totally generating a potential to save around 1,00,000 tCO₂ annually, making it such a unique facility in the Country.

Research and New technologies development:

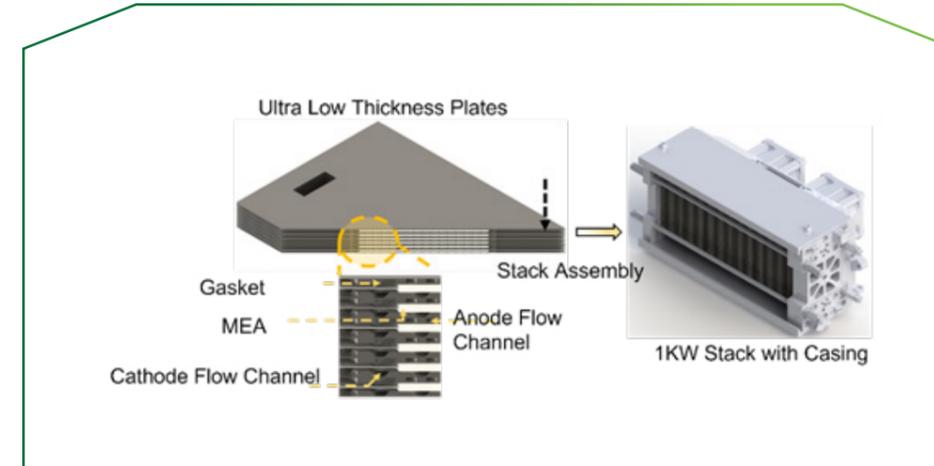
To support energy security of nation PLL is involved in following research and development:

- Project 1: Hydrogen Fuel Cell and Electrolysis Technology Development** Petronet LNG Limited (PLL), in collaboration with the National Institute of Technology Karnataka, Surathkal (NITK Surathkal), is advancing research into hydrogen as a clean energy solution by focusing on water electrolysis for hydrogen production. This initiative supports global sustainability goals and climate action by exploring scalable, cost-effective methods for generating hydrogen. The financial investment from PLL has enabled the establishment of key facilities, including an electrochemical workstation and a hydrogen fuel cell test station, as well as an Anion Exchange Membrane (AEM) electrolyser test cell, which are instrumental in driving innovation in hydrogen technology.

- Project 2: Hydrogen Fuel Cell Stacks for Aerial Vehicles.** To overcome the limitations of lithium-ion battery-powered drones, particularly their short flight duration, NITK Surathkal has proposed the development of lightweight hydrogen fuel cell stacks aimed at significantly extending drone operability. Supported by PLL's financial assistance, this project seeks to enhance aerial performance by achieving up to four times longer flight time and ensuring durability over thousands of operational hours. The proposed fuel cell stack design is tailored for integration into high-performance aerial platforms, offering a promising leap in energy efficiency and endurance for applications such as surveillance, monitoring, and security.



The above figure shows the key facilities created from the fund (a): Electrochemical workstation (inset figure) along with the hydrogen fuel cell test station; (b): Anion Exchange Membrane (AEM) electrolyser test cell along with I-V response curve (Inset figure)



Major Energy conservation & environment protection highlights for FY 2024-25

In addition to its diverse portfolio of projects and initiatives, the company is significantly engaged in promoting clean energy and technology absorption to support the nation's transition to low-carbon fuels. As part of these efforts during FY 2024-25, PLL undertook several key energy conservation initiatives:

- 30 MW Renewable power plant:** PLL is in the process of selecting a partner for supplying the RE hybrid power to meet its existing ~30 MW demand by setting up power plant in group captive mode. This will save around 1 lakh tCO₂e per annum of carbon footprint.
- Solar Power Plant Installation inside PLL terminals:** Contributing to net-zero emissions target by 2040, installations at Dahej (120 kWp) and Kochi (750 kWp) terminals have expanded total renewable energy capacity to 1,430 kWp, reducing annual carbon emissions by 1,770 tCO₂e.
- Replacement of High-Capacity Glycol Water Pump:** At Kochi, energy efficiency was improved by replacing a high capacity pump with the one of optimum capacity resulting in annual energy savings of 875 MWh.

- Variable Frequency Drive (VFD) Installation:** Kochi terminal installed VFD on chilled water systems utilizing LNG's cold energy, achieving annual energy savings of 262 MWh.
- Operational Optimization:** Various measures at Kochi terminal improved efficiency by 7.7%, through optimal equipment operation, energy saving schemes implementation, LNG unloading procedures and truck scheduling.
- Modification to prevent gas venting in atmosphere:** Dahej terminal implemented solutions to safely manage leaked gas from vaporizer to route into flaring system, enhancing environmental performance and safety.
- Efficiency in Long-Term Ships:** For long term chartered PLL ships, there is a reduction of about 5.5% in the carbon footprint per MMBtu of LNG transported with respect to the emissions generated during the previous fiscal. By optimized SOPs, ship scheduling, timely overhauling of engine and fuel consumption monitoring.

- Health, Safety & Environment (HSE):** Maintaining exemplary safety records and HSE standards, the company undertook various environmental initiatives, including mass plantation drives while aligning business strategies with global climate goals.
- Net Zero Emission Target:** PLL commits to achieving Net-Zero Scope 1 and 2 emissions by 2040.
- Petronet on Mission LiFE:** Engaging in initiatives to inspire sustainable practices, including energy conservation, solar power installation, and operational optimizations to reduce carbon emissions.

By adopting innovative technologies and optimizing operations, the company demonstrates its commitment to energy conservation, cost efficiency, and sustainable practices integral to achieving its corporate sustainability goals.

Key customers



Gail

GAIL (India) Limited is India's Maharatna leading natural gas company with a diversified presence across the entire gas value chain, including transmission, LNG, LPG, petrochemicals, city gas distribution, and renewable energy. With an extensive pipeline network, strong market leadership, and growing focus on cleaner fuels, renewable power, green hydrogen, CBG, and decarbonization initiatives, GAIL plays a pivotal role in strengthening India's energy security while advancing the transition towards a sustainable and low-carbon energy future.

Indian Oil Corporation Limited

Indian Oil Corporation Limited is India's Maharatna national oil company with business interests straddling the entire hydrocarbon value chain - from refining, pipeline transportation & marketing to exploration & production of crude oil & gas, petrochemicals, gas marketing, alternative energy sources and globalization of downstream operations. It also has global aspirations, fulfilled to an extent by the formation of subsidiaries in Sri Lanka, Mauritius, the UAE, Sweden, USA and the Netherlands. It is pursuing diverse business interests with the setting up of over 15 joint ventures with reputed business partners from India and abroad to explore global opportunities. Sustainability is integral to the Company's long-term strategy, guiding its transition towards a low-carbon and environmentally responsible future.

ONGC

ONGC, India's Maharatna and largest crude oil and natural gas company, contributes approximately 71% to the country's domestic production. The company has a unique distinction of having in-house service capabilities in all areas of Exploration and Production of oil & gas and related oil-field services. The company is involved in exploration, development, and production both domestically and internationally through subsidiaries like ONGC Videsh, focusing on energy security and sustainable growth in the energy sector.



BPCL

BPCL is a leading Maharatna public sector oil and gas company headquartered in Mumbai, India. As the country's second-largest government-owned downstream oil producer, BPCL operates three major refineries in Mumbai, Kochi & Bina and maintains a network of over 23,500 retail fuel stations, alongside aviation fuelling, LPG, CNG, lubricants, and petrochemical operations. The company also invested in refining upgrades and green energy projects like petrochemicals and green hydrogen under its "Project Aspire" strategy to propel future growth and drive India's energy transition.

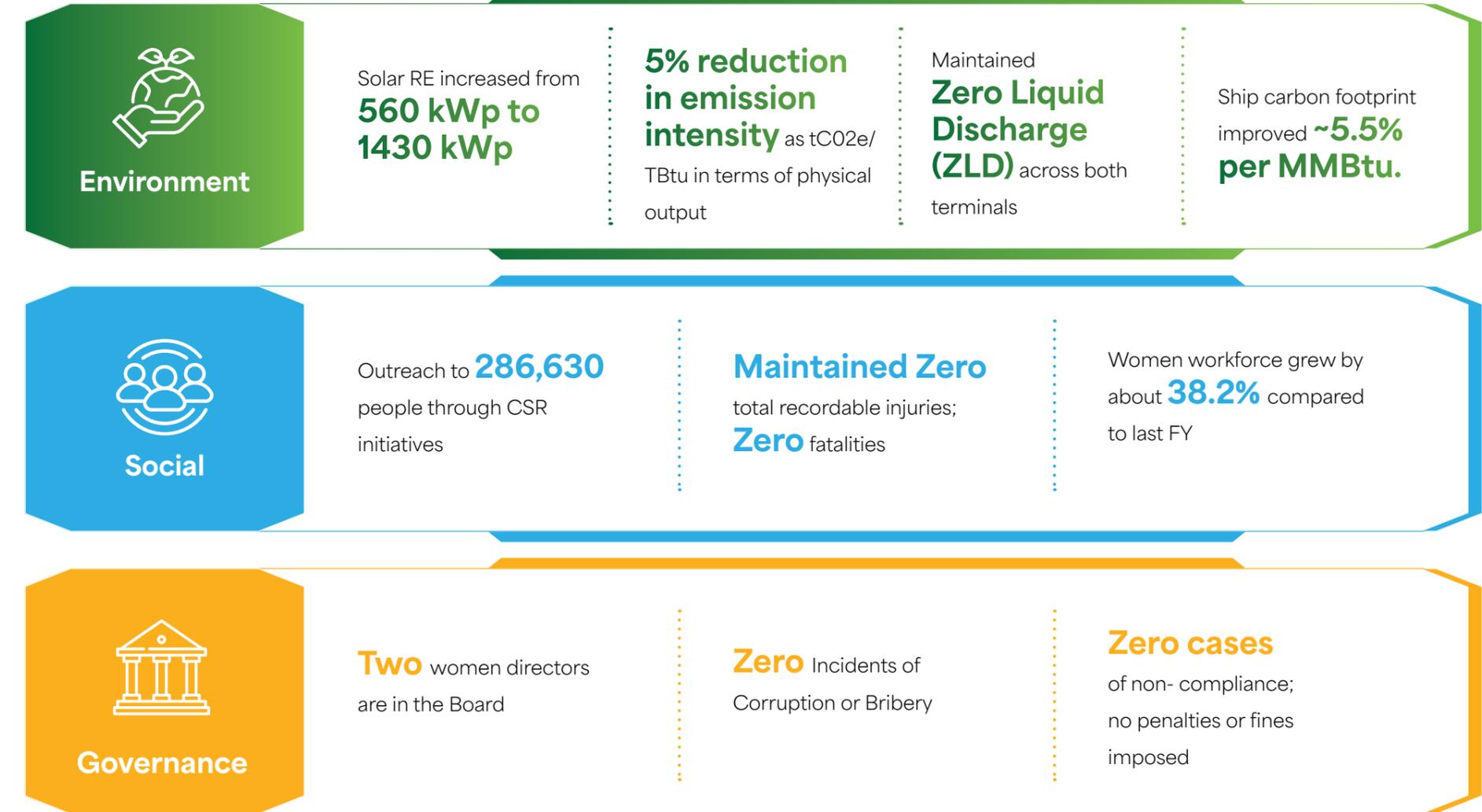
GSPL

GSPL, a GSPC Group company, is a pioneer in developing energy transportation infrastructure and connecting natural gas supply sources including LNG terminals to growing markets. GSPL is continuously expanding its pipeline network currently in Gujarat to reach the demand centres by laying gas pipeline network. The company has developed requisite expertise and confidence with proven project management competencies. The transmission network of the company envisages development of systematic and seamless pipeline network across Gujarat connecting various suppliers and users.

Torrent Power

Torrent Power Limited is a leading integrated power utility in India with operations in generation, transmission, and distribution. It has a generation capacity of 4,328 MW across coal, gas, and renewable sources and serves over 4.13 million customers in multiple states and union territories. Known for operational efficiency and low Transmission and Distribution losses, Torrent pioneered India's first distribution franchise model and continues to expand through strategic acquisitions. The company also emphasizes sustainability and social responsibility through initiatives in healthcare, education, and community welfare.

Milestones in FY 2024-25



Stakeholder Relationships

Stakeholder involvement is a central component of PLL's sustainability strategy. Stakeholder engagement underscores the company's commitment to understanding and fulfilling the needs of its diverse stakeholders. PLL engages with a wide array of stakeholders, including investors, employees, contractors, customers, local communities, government bodies, suppliers, service providers, media to name a few. Each group plays a pivotal role in influencing the company's business practices and sustainability outcomes.



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PLL acknowledges the distinct needs and concerns of all stakeholder groups and employs a structured approach to effectively communicate and collaborate with them. Through consistent and transparent interactions, PLL aims to deliver value across environmental, social, and governance (ESG) dimensions, while fostering trust and collaboration.

PLL remains committed to maintaining open, transparent and proactive engagement with all its stakeholders. By building strong relationships and continuously incorporating stakeholder feedback, PLL is well-positioned to meet its sustainability objectives and generate lasting positive impacts across its business operations and the communities it serves.

Key Stakeholders	Vulnerable & Marginalized Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement
Employee	No	Discussion forums, Internet/Intranet, Messaging Groups, social media, announcements/notifications by E-mail, town hall meets.	Regular	<ul style="list-style-type: none"> Update on company policies, future plans, event announcements, grievance redressal, campaigns, and any other changes that may occur. Any feedback that the employee may like to share in the town hall meet.
Contract Employee	No	Notice board, safety committee, meetings at plants & HO, training and awareness programs	Regular	<ul style="list-style-type: none"> Safety induction, toolbox talk, safety committee, Safety training, Contractor Safety Review meeting.
Customers/Client	No	E-mail, customer engagement and grievance redressal, Face to Face interaction, surveys, and periodic meetings.	Regular	<ul style="list-style-type: none"> Discovering opportunities to enhance PLL's service and product quality. Customer expectations.
Promoters/Shareholders/ investors	No	Representatives of four major promoters are nominated on the PLL's Board. Other channels are Meetings, Annual Reports, Investors meet, Conference call, Virtual meetings and E-mail communication. Quarterly results, Investor presentations, Annual general meetings.	Regular	<ul style="list-style-type: none"> Regular updates on performance, dividends, profitability, financial stability, project status updates, business outlook, and seeking feedback regularly. To answer investor queries on financial performance. To present business performance highlights to investors. To discuss publicly available Company information to shareholders and investors.
Business Partners/vendors	No	Meetings, Email	Regular	<ul style="list-style-type: none"> Getting performance-related information. Identifying and resolving any concerns.

Key Stakeholders	Vulnerable & Marginalized Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement
Local community	Yes	Community meetings, email, websites, social media awareness programs etc.	Need Basis as And When Required	<ul style="list-style-type: none"> Community development initiatives undertaken after understanding the needs of the local communities and providing solutions in identified areas. Taking feedback from the communities. Conducting safety and first aid trainings
Lenders/Consultants/ Advisors/Auditors	No	Meetings, Email, Website	Regular	<ul style="list-style-type: none"> Developing and maintaining relationships, bringing best possible business solutions, audit of accounts and best disclosures in financial statements etc. Management review meetings with auditors
NGO/NPO	No	Website, E-mail, meetings	Need Based	<ul style="list-style-type: none"> Supporting vulnerable and weaker sections of the community through social welfare and development initiatives. Contributing to community development and sustainable social impact at the grassroots level.
Media	No	Interviews, Interactions and Press Briefings	After quarterly and annual results, as and when required.	
Government and Regulators	No	Meetings with key regulatory bodies, Written communications, Presentations, Industry associations	Regular	<ul style="list-style-type: none"> Seeking clarifications, submitting representations, communicating challenges and providing recommendations, knowledge sharing.

Materiality Assessment

PLL recognizes that identifying and addressing key material issues is essential to the organization's success and sustainability initiatives. PLL has conducted a Materiality Assessment to identify and validate these crucial issues. This process involved an extensive review of material concerns from peer companies and aligning the insights with established sustainability standards, including the Sustainability Accounting Standards Board (SASB), Sustainalytics, and the Global Reporting Initiative (GRI).

The materiality evaluation is designed to guide the company's activities and financial investments as it strives to lead the global transition to a more sustainable future. These priorities are categorized into high, medium, and low impact topics, reflecting the company's strategic vision and incorporating inputs from key stakeholders.

Benchmarking & Peer Review

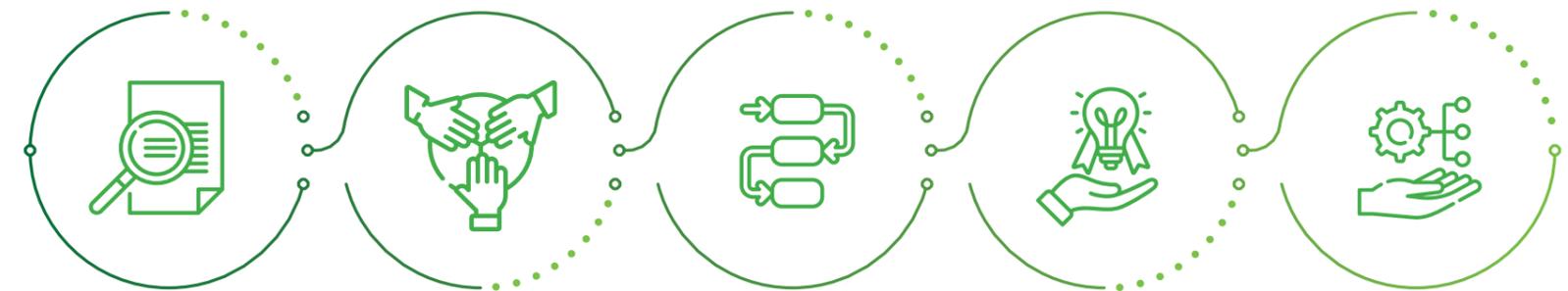
Identify potential ESG topics through sectoral and industry benchmarking. Consider emerging megatrends and externalities aligned with global standards and frameworks

Prioritisation

Categorize topics under Environmental, Social, and Governance based on their impact on PLL's value creation

Establish Materiality Matrix

Develop a materiality matrix mapping topics by their significance and impact on both PLL and its stakeholders



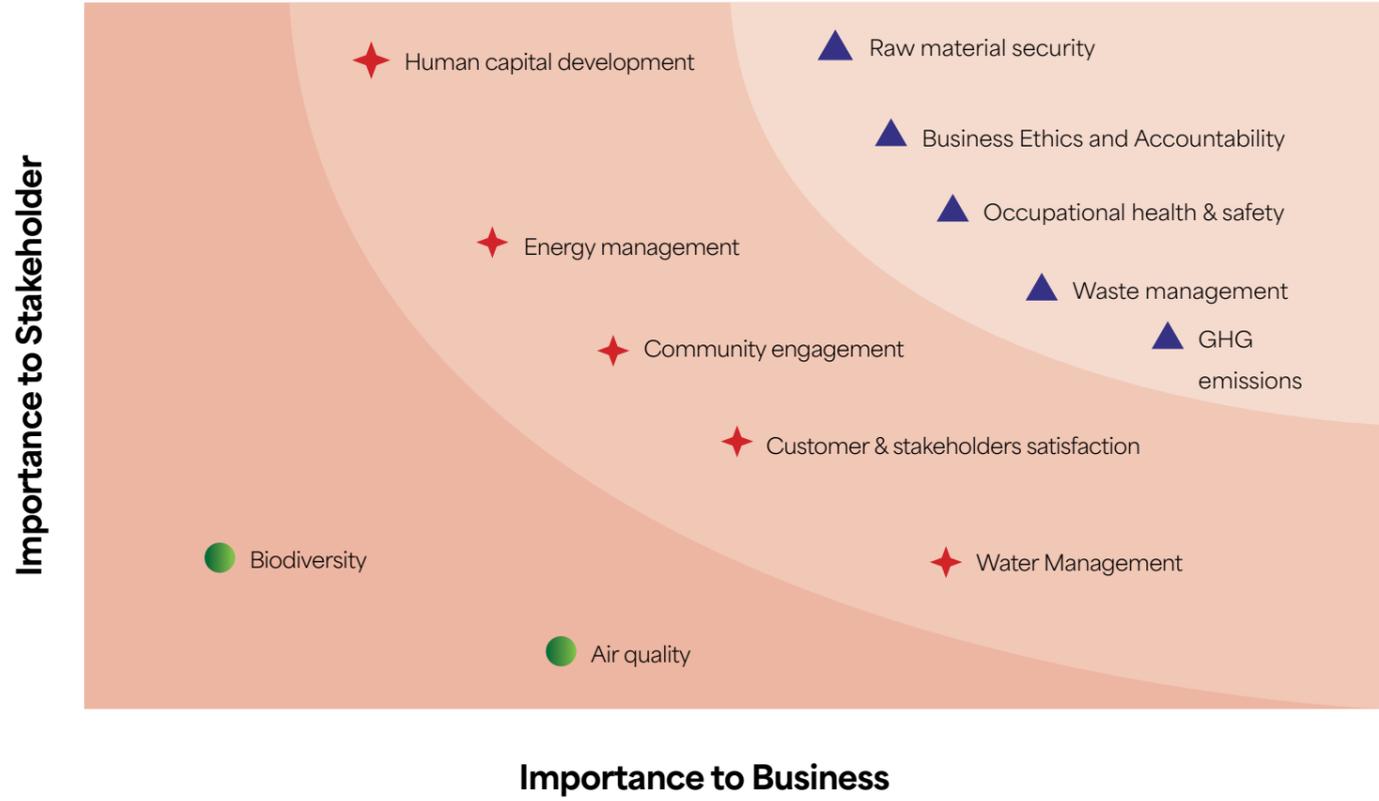
Stakeholder Engagement

Engage with internal and external stakeholders to gather insights on ESG-related issues

Management Review

Present prioritized topics to senior management for input and alignment on focus areas for the reporting period

PLL Materiality Matrix



- ▲ High Impact**
 - Raw material security
 - Business Ethics and Accountability
 - Occupational health & safety
 - Waste management
 - GHG emissions
- ◆ Medium Impact**
 - Human capital development
 - Energy management
 - Community engagement
 - Customer & stakeholders satisfaction
 - Water Management
- Moderate Impact**
 - Bio Diversity
 - Air quality



Financial Performance

This section presents a detailed analysis of PLL's economic performance for the financial year 2024-2025, benchmarked against the financial year 2023-2024. It includes an in-depth breakdown of revenue, expenditure, profitability, and other key financial indicators. The data underscores PLL's continued financial strength and its steadfast commitment to sustainable economic growth.



Financial Performance

Requirement	Unit	FY 2024-2025	FY 2023-2024
Direct economic value generated (a+b+c+d)	Crore	51764.47	53316.53
(a) Revenue from sales of goods	Crore	47823.62	49378.99
(b) Revenue from rendering of services	Crore	2854.15	2548.04
(c) Revenue from financial investments	Crore	784.92	588.1
(d) Other operating income	Crore	301.79	801.4
Direct economic value distributed (i+ii+iii+iv+v+vi)	Crore	54867.77	58019.85
(i) Operating Expenses	Crore	938.19	866.06
(ii) Wages and other payments to employees	Crore	219.40	191.74
(iii) Payments to shareholders	Crore	1500	1500
(iv) Payments to creditors	Crore	44297.87	46464.11
(v) Payments to government (Including income tax)	Crore	8760.47	8913.36
(vi) Community commitment	Crore	90.03	84.58

PLL's revenue from sales of goods stood at ₹47,823.62 crore in FY 2024-25, while service revenue increased to ₹2,854.15 crore, reflecting growth in regasification and related services. The company also strengthened its financial position through higher returns from investments and continued its commitment to community development with CSR spending of ₹90.03 crore. Service revenue grew 12.01% from ₹2,548.04 crore in FY 2023-24 to ₹2,854.15 crore in FY 2024-25.

PLL achieved its highest-ever Profit Before Tax (PBT) and Profit After Tax (PAT) of ₹5,275.18 crore and ₹3,926.37 crore respectively, compared to ₹4,757.03 crore and ₹3,536.20 crore in FY 2023-24. As a significant milestone, for the first time, the company's PBT crossed ₹5,000 crore.

The company's net worth increased from ₹16,962.80 crore as on March 31, 2024, to ₹19,382.38 crore as on March 31, 2025, marking a growth of over 14%.

By complying with national regulations and aligning with international standards and best practices, PLL ensures its operations remain sustainable, ethically responsible, and geared toward fostering long-term growth and stability.

Note:

The figure reported as Direct Economic Value Generated represents the sum of the following components:

- (a) Revenue from sales of goods,
- (b) Revenue from rendering of services,
- (c) Revenue from financial investments, and
- (d) Other operating income.

This aggregation reflects the total economic value created by PLL's core operations and related activities during the financial year.

The figure reported as Direct Economic Value Distributed represents the total of the following components:

- (i) Operating expenses,
- (ii) Wages and other payments to employees,
- (iii) Payments to shareholders,
- (iv) Payments to creditors,
- (v) Payments to government (including income tax), and
- (vi) Community commitment.

This reflects the overall distribution of economic value by PLL to its stakeholders during the financial year.

Governance & Leadership



Principles of Governance

Governance acts as the guiding framework for PLL's corporate conduct, promoting transparency, accountability, and ethical decision-making. Through robust governance practices, PLL effectively navigates the complexities of the modern business environment while championing a responsible energy transition with minimal ecological impact.

Sustainability is embedded across PLL's operations, with a strong emphasis on fairness, responsibility, and openness. This section outlines PLL's strategic efforts in corporate governance, ESG risk mitigation, ethical business practices, sustainable supply chain management, and

innovation-driven research. It also highlights how PLL's leadership cultivates a culture where sustainability and profitability go hand in hand, setting a benchmark for responsible practices across the industry.

PLL's corporate governance framework is built on the core principles of responsibility, accountability, fairness, and transparency. These values guide the company's actions as it strives to enhance shareholder value while fulfilling its role as a responsible corporate citizen.

In FY 2024-2025, PLL continued to uphold the highest standards of governance by ensuring full compliance with

applicable laws and regulations, empowering leadership, and maintaining robust checks and balances. These practices support informed and ethical decision-making aligned with the expectations of all stakeholders.

Governance remains central to PLL's sustainability strategy. Ethical conduct, transparency, and accountability are key to managing environmental impacts and driving sustainable business practices. The Board of Directors plays a pivotal role in steering the company toward cleaner energy solutions, optimizing LNG operations, and fostering innovation in low-carbon technologies.

Transparency and accountability are not just internal values, they enable stakeholders to gain clear insights into PLL's operations and environmental footprint, helping identify opportunities for continuous improvement.

PLL's commitment to governance extends across its stakeholder ecosystem. The company consistently adheres to legal standards and global best practices, ensuring socially responsible and environmentally sustainable operations. Fairness is embedded in every interaction, from promoting an inclusive workplace to maintaining equitable relationships with customers, suppliers, and shareholders.

By staying true to these principles, PLL aims to deliver long-term value, meet stakeholder aspirations, and contribute meaningfully to global sustainability goals.

Corporate Governance- Fundamental Pillars



RESPONSIBILITY



FAIRNESS



TRANSPARENCY



ACCOUNTABILITY

Board of Directors



Shri Neeraj Mittal
Chairman



Shri Akshay Kumar Singh
Managing Director & CEO



Shri Pramod Narang
Director (Technical)



Shri Saurav Mitra
Director (Finance) & CFO



Shri Sandeep Kumar Gupta
Nominee Director (GAIL)



Shri Arun Kumar Singh
Nominee Director (ONGC)



Shri Arvinder Singh Sahney
Nominee Director (IOCL)



Shri Sanjay Khanna
Nominee Director (BPCL)



Avantika Singh Aulakh
Nominee Director (GMB/
GoG)



**Ambassador
Bhaswati Mukherjee**
Independent Director



Shri Sanjeev Mitla
Independent Director



Shri Sundeep Bhutoria
Independent Director



Shri Raian Nogi Karanjawala
Independent Director

PLL's Board is structured to provide a well-rounded blend of expertise, leadership, and foresight through a combination of executive and non-executive directors. In line with SEBI's Listing Obligations and Disclosure Requirements (LODR), when the Chairman is a non-executive director, at least one-third of the Board must

be independent. PLL continues to meet this regulatory requirement.

The Board comprised 13 directors, including a Non-Executive Chairman. The composition included three whole-time Directors (including the Managing Director &

CEO). There are two women Director in the board. This diverse and balanced structure ensures that PLL maintains strong governance, strategic direction, and compliance with the Companies Act, 2013 and SEBI LODR. The Board's composition reflects PLL's commitment to transparency, accountability, and effective decision-making.



Statutory committees of the Board

Audit Committee

Responsible for monitoring the financial reporting process to ensure accuracy, transparency, and adherence to all legal and regulatory standards. Also evaluates the robustness of internal control mechanisms and assesses the performance of both internal and external auditors.

Nomination and Remuneration Committee

Responsible for guiding the nomination process for Board members and senior leadership, ensuring that the Board's composition supports the company's long-term strategic goals. Also reviews and advises on remuneration policies for directors and senior executives, promoting fairness, competitiveness, and alignment with industry standards.

Stakeholder Relationship Committee

Tasked with addressing stakeholder issues in accordance with Section 178 of the Companies Act, 2013 and Regulation 20 of SEBI's Listing Obligations and Disclosure Requirements (LODR). The committee plays a key role in fostering transparency, ensuring accountability, and maintaining open and effective communication between the company and its stakeholders.

Risk Management Committee

For identifying, evaluating, and managing potential risks that could impact the company. The committee ensures the implementation of a robust risk management framework designed to protect the company's assets and uphold its strategic interests.

Corporate Social Responsibility (CSR) Committee

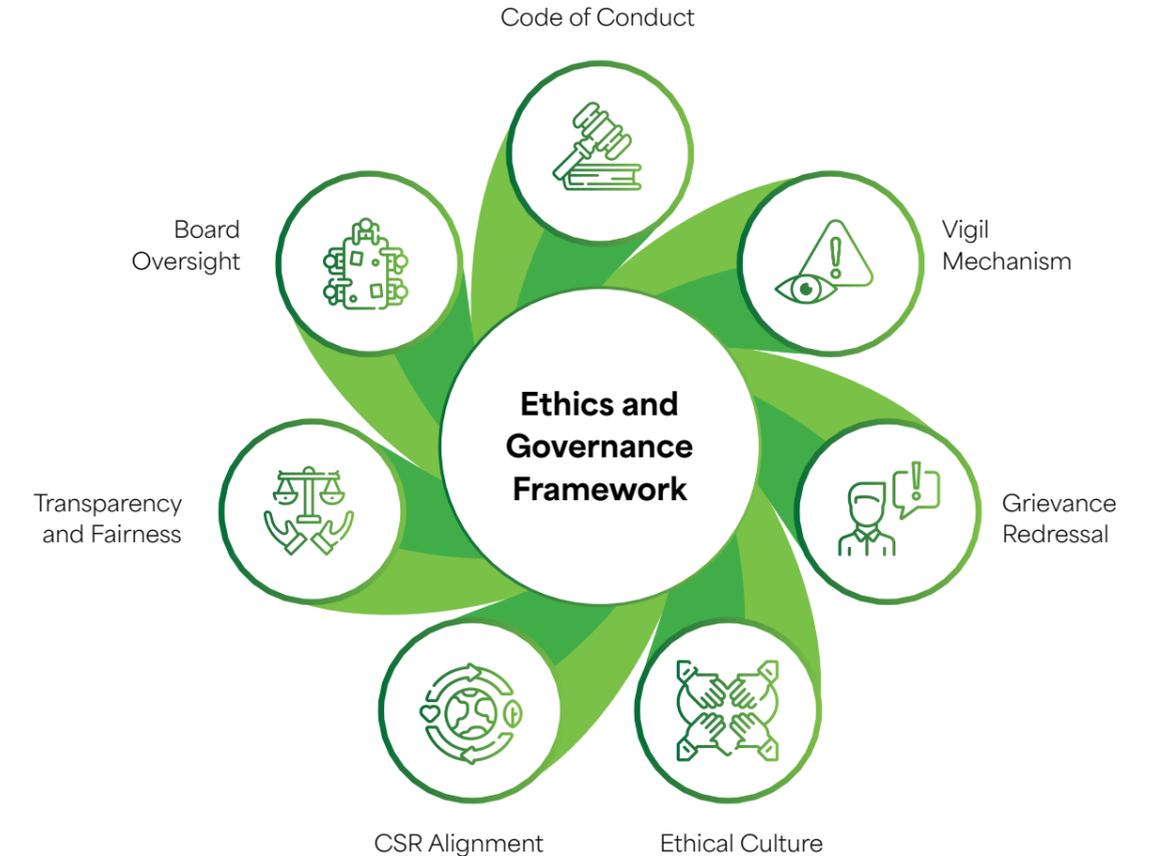
Responsible for guiding and monitoring the company's Corporate Social Responsibility (CSR) efforts. The committee ensures that CSR initiatives reflect the company's core values and strategic goals, while making meaningful contributions to society and the environment.

Commitment to Policies

Ethical conduct remains a cornerstone of Petronet LNG Limited's (PLL) corporate governance framework. The company is deeply committed to fostering a culture of integrity and responsible behavior across all levels of the organization. This commitment is guided by a comprehensive set of policies, including the Code of Conduct for Board Members and Senior Management, Code for Prevention of Insider Trading, Related Party Transaction Policy, and Supplier Code of Conduct, which collectively outline expectations around anti-corruption, conflict of interest, and legal compliance. In addition, employee conduct and disciplinary matters, including the process for inquiry and appeals, are governed by the applicable Conduct, Discipline and Appeal Rules of the company.

To reinforce ethical practices, PLL has implemented a Vigil Mechanism in accordance with Section 177 of the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. This mechanism enables directors and employees to confidentially report concerns related to unethical conduct, suspected fraud, or policy violations. The Vigil Mechanism policy is publicly accessible on the company's website, ensuring transparency and awareness among the workforces.

PLL also maintains a structured grievance redressal system designed to resolve disputes arising from misconduct, workplace issues, or contractual breaches. Grievances, defined as any formally communicated concern requiring resolution, are addressed through a fair and timely process. Matters outside the scope of this policy are escalated to relevant Board committees for appropriate handling. The company's governance practices are further supported by a robust framework of additional policies, including the Risk Management Policy, Quality, Health, Safety, Environment and Asset (QHSE&A) Management Policy, Equal Opportunity Policy, Policy on Diversity of Board, CSR Policy, POSH Policy, Privacy Policy, and the Archival and Records Retention and Destruction Policy.



Risk Management

PLL maintains a comprehensive risk management framework that is fully aligned with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The company's risk management policy outlines structured procedures for identifying, evaluating, and addressing risks, while ensuring that core business objectives remain uncompromised.

The risk management system is designed to proactively detect, assess, and manage risks across all operational areas. Risks are reviewed regularly, with periodic assessments conducted to ensure timely mitigation. The Chief Risk Officer evaluates all identified

risks on a quarterly basis. A holistic review of the existing risks and future risks (if any) along with their mitigation measures and action plans is carried out by the risk steering committee, chaired by Director (Technical). High-priority risks are escalated and presented to the Board-appointed Risk Management Committee in accordance with the latest SEBI (LODR) guidelines.

This approach enables PLL to safeguard its assets, enhance resilience, and maintain strategic continuity in a dynamic business environment.

Protecting Data and Privacy

Innovation at PLL extends beyond operational excellence to encompass the safeguarding of information and the reinforcement of stakeholder trust. As digital transformation accelerates, data protection and privacy have become integral components of PLL's governance and risk management strategies. The company is committed to maintaining the highest standards of data security, aligning its practices with global benchmarks and regulatory requirements.

PLL's approach is built on a proactive framework that evolves continuously to address emerging cyber threats and privacy challenges. Data protection protocols have been

implemented to secure sensitive information across all operations, ranging from employee data and customer records to strategic business intelligence. Employees are regularly trained in data ethics and privacy best practices, fostering a culture of accountability and awareness.

By embedding data protection into its innovative ecosystem, PLL reinforces its commitment to stakeholder trust, regulatory compliance, and long-term sustainability.



Environmental Responsibility

PLL continues to prioritize efficient energy management as a cornerstone of its sustainability strategy. The company remains committed to optimizing energy consumption across its operations by integrating sustainable practices that enhance efficiency and reduce dependency on non-renewable sources.



Key initiatives include:

- Deployment of high-efficiency equipment.
- Regular energy audits for power optimization.
- Utilization of cold energy.
- Integration of renewables and low carbon solutions (for example solar power/ green hydrogen).
- Tree plantation.
- Implementation of innovative concepts as feasible.

- Incorporation of latest technologies like Real Time Data Monitoring and Digitization of HSE reporting and Maintenance activities to reduce paper waste.
- Use of the latest technology (Robotics) for equipment inspections, ensuring the minimization of waste generation.

These measures not only contribute to cost savings but also play a vital role in reducing PLL's carbon footprint, aligning with climate action goals.

In FY 2024-25, PLL significantly advanced its adoption of renewable energy. The company completed total 1430 kWp solar power plant installation in comparison to 560 kWp in FY 2023-24. This growth reflects PLL's strategic shift toward a low-carbon energy mix and its commitment to environmental stewardship.

As PLL continues to grow, it remains committed to reducing emissions and promoting sustainability through responsible energy use and an increased reliance on renewable sources.

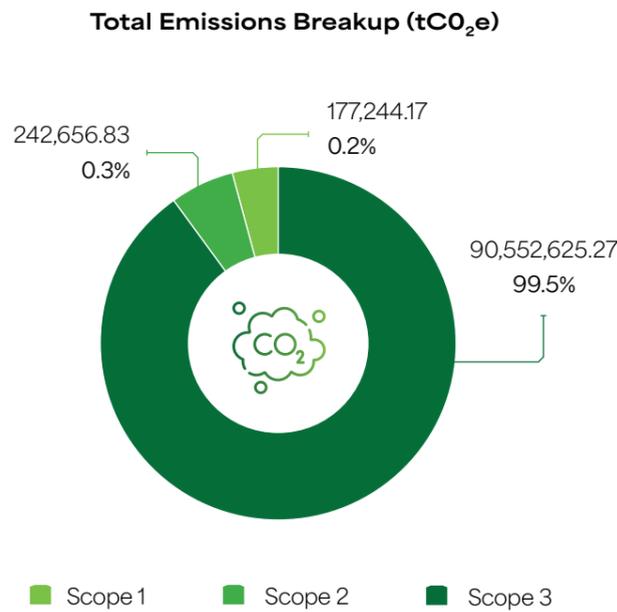
Addressing Climate Challenges

As a leading entity in the energy sector, PLL remains deeply committed to addressing climate change and managing its environmental responsibilities with diligence. In FY 2024-25, the company continued to prioritize the reduction of greenhouse gas (GHG) emissions and other pollutants linked to its operations, aligning with its broader mission to minimize environmental impact.

The company also actively focuses on developing innovative and scalable solutions for emission reduction.

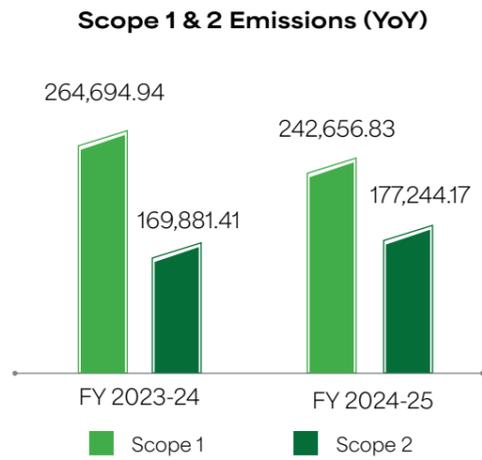
These efforts reflect PLL's proactive approach to environmental stewardship and its dedication to preserving air quality and promoting public health. Transparent reporting remains a key aspect of PLL's strategy, reinforcing its accountability and commitment to sustainable growth.



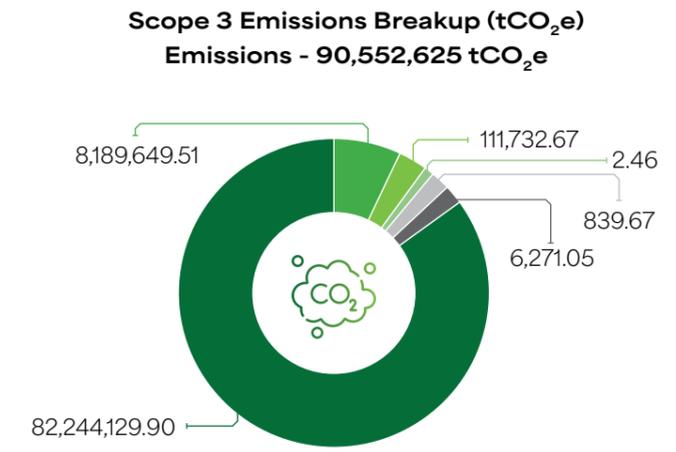


Disclosure 305-1 Direct (Scope 1) GHG emissions	UoM	FY 2024-25	FY 2023-24
	tCO ₂ e	2,42,656.83	2,64,694.94

Disclosure 305-2 Indirect (Scope 2) GHG emissions	UoM	FY 2024-25	FY 2023-24
	tCO ₂ e	1,77,244.17	1,69,881.41



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.



- Cat - 1 & Cat - 2 Purchased Goods & Services and Capital Goods
- Cat - 3 Fuel & Energy
- Cat - 5 Waste Generated
- Cat - 6 Business Travel
- Cat - 7 Employee Commute
- Cat - 11

Disclosure 305-3 Other Indirect (Scope 3) GHG emissions	UoM	FY 2024-25
Total Scope 3 Emissions	tCO₂e	90,552,625.27
Cat - 1 & Cat - 2 Purchased Goods & Services and Capital Goods	tCO ₂ e	8,189,649.51
Cat - 3 Fuel & Energy	tCO ₂ e	111,732.67
Cat - 5 Waste Generated	tCO ₂ e	2.46
Cat - 6 Business Travel	tCO ₂ e	839.67
Cat - 7 Employee Commute	tCO ₂ e	6,271.05
Cat - 11 Use of sold products	tCO ₂ e	82,244,129.90

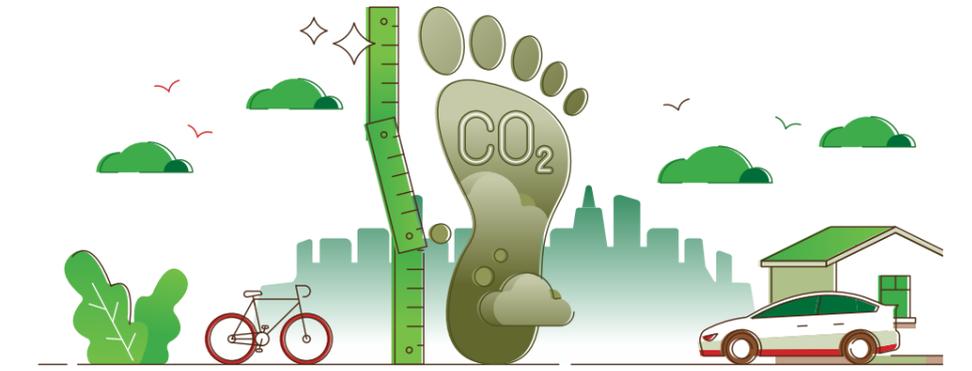
Disclosure 305-4: GHG Emission Intensity	UoM	FY 2024-25	FY 2023-24
1 Emission (Scope 1 and Scope 2) intensity per rupee of turnover	tCO ₂ e/ INR Crore	8.24	8.24
2 Emission (Scope 1 and Scope 2) intensity in terms of physical output	tCO ₂ e/ TBTU	449.37	472.91

Air Emissions

PLL has established robust systems and practices to effectively mitigate emissions, thereby strengthening its overall environmental performance. The company ensures compliance with the Air (Prevention and Control of Pollution) Act by adhering to the conditions outlined in the Consent to Operate (CTO) and Consent to Establish (CTE) issued by the relevant statutory authorities.

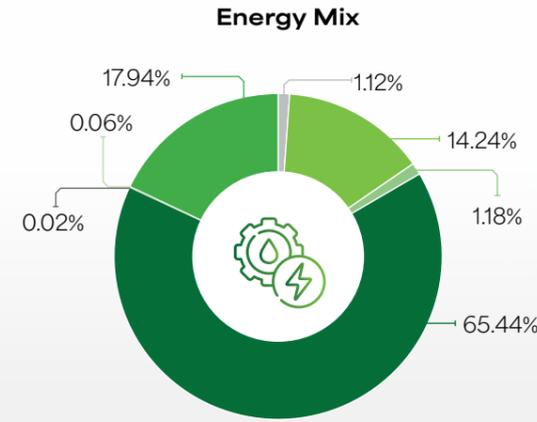
Disclosure 305-7: Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and other significant air emissions	UoM	FY 2024-25	FY 2023-24
1 NO _x	mg/Nm ³	41.83	49.50
2 SO _x	mg/Nm ³	30.80	46.91
3 Particulate Matter (PM)	mg/Nm ³	52.96	59.00

Note: The figure for FY 2023-24 is suitably restated/amended for fair representation



Energy Efficiency Efforts

Efficient energy management is central to PLL's sustainability strategy, focusing on reducing non-renewable energy use and improving efficiency. Key initiatives include high-efficiency equipment, energy audits, and integrating solar power, helping lower costs and the carbon footprint.

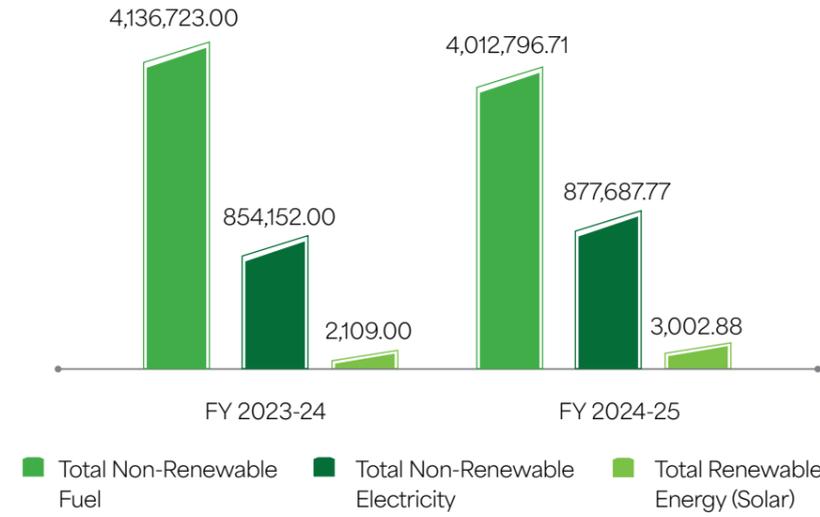


- Natural gas
- Grid electricity
- Furnance oil
- Diesel
- MGO (Marine Gas Oil)
- Solar energy
- Petrol

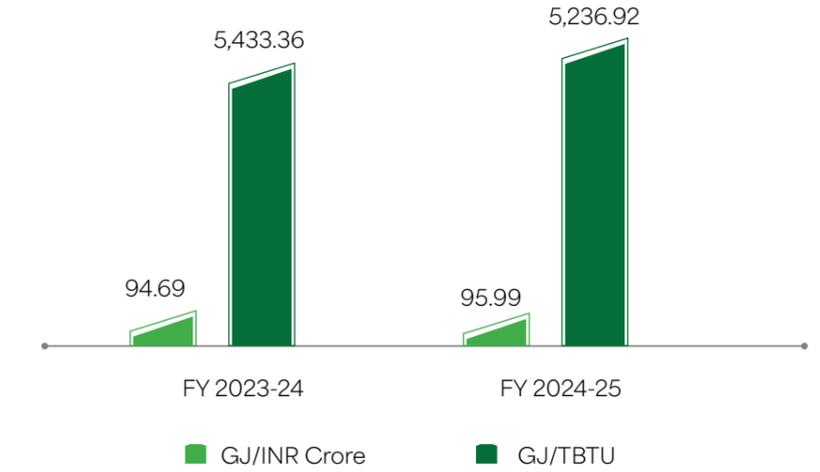
Non-Renewable Fuel	Diesel	FO (Furnace oil)	MGO (Marine gas oil)	Petrol	Natural Gas
UoM	GJ	GJ	GJ	GJ	GJ
Value/Quantity	54,984.31	696,838.01	57,636.01	795.67	3,202,542.72

Electricity	Non-Renewable (Grid)	Renewable
UoM	GJ	GJ
Value/Quantity	8,77,687.77	3,002.88

Energy Consumption (GJ)



Energy Intensity



Disclosure 302-1: Energy Consumption within the Organization	UoM	FY 2024-25	FY 2023-24
1 Total Non-Renewable Fuel	GJ	40,12,796.71	4,136,723.00
2 Total Non-Renewable Electricity	GJ	8,77,687.77	854,152.00
3 Total Renewable Energy (Solar)	GJ	3,002.88	2,109.00

Disclosure 302-3: Energy Intensity	UoM	FY 2024-25	FY 2023-24
1 Energy intensity per rupee of turnover	GJ/INR Crore	95.99	94.69
2 Energy intensity per physical output	GJ/TBTU	5236.92	5433.36

Initiatives undertaken for promoting Energy Efficiency



Shipping Voyage Efficiency Measures

Various measures were implemented to improve shipping voyage efficiency, contributing to overall emission reductions and fuel savings. These efforts are part of a broader strategy to enhance sustainability in logistics operations. Optimized ship operations at Dahej have led to a notable reduction in energy consumption across the three chartered vessels, resulting in approximately a 5.5% decrease in carbon emissions per MMBTU of LNG transported compared to the previous fiscal year.



RLNG Flare Routing Mechanism

A mechanism was implemented to redirect the accumulation of RLNG (Regasified Liquefied Natural Gas) from the shell side of the natural gas vaporizer to the flare system at dahej. This proactive measure effectively prevents the unintended release of methane into the atmosphere. By safely routing the gas to the flare, where it is combusted under controlled conditions, the Company has significantly reduced potential environmental risks and reinforced its commitment to responsible emissions management and environmental stewardship.



Renewable Power

A feasibility study was completed sourcing of green power at dahej through 30 MW renewable power plant under a Public-Private Partnership (PPP) model. The green sourcing initiative is now in the advanced stage of tender document finalization, with the potential to reduce emissions by around 100,000 tCO₂e, significantly benefiting the environment.



Shore Power Supply to Tugboats

As another cleaner initiative, shore power was supplied to tugboats as another cleaner initiative, from the Port Craft jetty, at Dahej replacing diesel usage. This initiative led to diesel savings of 70,756 liters, and an emission reduction of 308.2 tCO₂e, demonstrating a successful shift towards cleaner energy sources.



Renewable Hydrogen Research

The Petronet Centre for Renewable Hydrogen Research, established at the Central Research Facility of NITK, Surathkal, is focused on advancing research in renewable hydrogen production. A dedicated setup has been created to explore hydrogen generation from methane-rich biogas produced by a pilot biogas plant. Early findings from the research have shown promising potential for sustainable hydrogen fuel development.



Solar Power Plant Installations

During financial year 2024-2025, a 120 kWp solar power plant was successfully commissioned at Dahej, along with a 750 kWp solar installation at Kochi. These renewable energy projects contribute significantly to emission reduction, with a total estimated saving of around 1,108 tCO₂e per annum, assuming an average of 20% actual generation.



Operational Optimization at Kochi

By optimizing operations at the Kochi facility, the Company achieved a 7.7% reduction in specific energy consumption, resulting in substantial annual energy savings of 2,170 MWh. A key contributor to this improvement was the replacement of an existing high-capacity glycol water pump with a right-sized, energy-efficient model, which alone accounted for an estimated annual saving of 875 MWh. This reflects the Company's ongoing commitment to energy efficiency and operational excellence.



Pump Capacity Optimization

Following a detailed technical study, a higher capacity pump was replaced with a pump of optimum capacity, also at Kochi, to better match operational requirements. This change resulted in annual energy savings of approximately 875 MWh, showcasing the benefits of right-sizing equipment.



Installation of Variable Frequency Drive (VFD)

To enhance operational efficiency, a variable frequency drive (VFD) was installed in the chilled water pump system. At Kochi this upgrade enabled better control over pump speed based on real-time demand, significantly reducing energy wastage. As a result, the system achieved an annual energy savings of approximately 262 MWh, contributing to lower overall energy consumption and improved performance of the cooling infrastructure.

PLL's Net Zero Commitments

Aligning with global climate change initiatives, India has committed to reaching net zero emissions by 2070, with objectives to reduce the emissions intensity of its GDP by 45% by 2030, and to achieve 50% of its electric power capacity from renewable sources. The oil and gas sector, crucial to India's economy, plays a significant role in transitioning toward a more sustainable and diversified energy landscape, reducing dependence on traditional fuels. Recognizing this importance, PLL has established an

ambitious goal to achieve operational net zero emissions for its scope 1 and 2 emissions by 2040, well ahead of the sovereign target, through a well-defined Net Zero Roadmap.

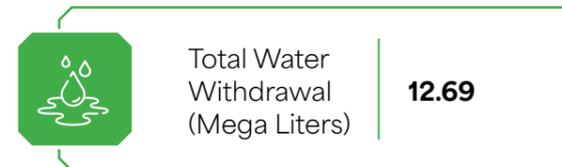
PLL's strategy for attaining operational net zero emissions involves utilizing targeted decarbonization mechanisms to mitigate greenhouse gas emissions, thereby fulfilling its net zero objectives. This includes deploying technologies

and practices designed to increase energy efficiency and incorporate renewable energy sources, effectively lowering emissions from both stationary and mobile sources within Scope 1 and 2 operations. Overall, the approach combines multiple methods aiming to both reduce direct and indirect emissions across all areas of operation.



Strategies for Water Conservation

Recognizing the importance of water as a natural resource, PLL has made sustainable water management a key operational focus. In FY 2024-25, the company continued efforts to optimize water usage across its facilities through water-efficient technologies, regular monitoring, and wastewater treatment and reuse. The LNG regasification process also naturally produces pure water, similar to rainwater, which is stored, treated, and used for operations, helping reduce reliance on external water sources. This contributed to a 3.21% increase in overall condensate and rainwater utilization compared to the previous year. PLL also works with local communities to promote water conservation and support regional initiatives, contributing to long-term water sustainability.



Disclosure 303-3: Water Withdrawal		UoM	FY 2024-25	FY 2023-24
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	12.69	41.20
Total		Mega Litres	12.69	41.20

*The figure for FY 2023-2024 is suitably restated/amended for fair representation.

PLL maintains a Zero Liquid Discharge (ZLD) status, with no discharge of industrial effluents. For domestic water use, the company procures water externally and supplements it with condensed water from LNG regasification and harvested rainwater. The regasification terminals are ZLD approved by the Pollution Control Board, reinforcing PLL's commitment to responsible water management. Domestic sewage water is treated in 100 KLD sewage treatment plant at Dahej terminal and 30 KLD sewage treatment plant at Kochi terminal. The treated sewage water is being used for gardening purposes inside the terminals.

Disclosure 303-4: Water Discharge		UoM	FY 2024-25	FY 2023-24
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	14.21	10.59

Note: In absence of discharge information at leased offices, complete quantity of estimated 1,933 KL is considered to be discharged same as withdrawal for FY 2024-25. This is not included in the above table.

Initiatives for Waste Reduction

PLL follows structured waste management practices as part of its sustainability efforts, focusing on reducing environmental impact and meeting regulatory requirements. Its approach includes minimizing waste at the source, recycling, and responsible disposal, supported by efficient processes to improve operations and manage costs.

All hazardous and non-hazardous waste is managed in accordance with applicable environmental laws and regulations. Waste segregation is practiced across terminals, with designated bins for biodegradable and non-biodegradable materials. At both Dahej and Kochi Terminals, non-hazardous waste is segregated and disposed of through the controlled processes in accordance with site procedures and statutory norms.

PLL operates sewage treatment plants at both locations, with the treated water repurposed for horticultural use. The company also limits the use of hazardous chemicals, ensuring minimal waste during handling and operations. Hazardous [JV53.1] waste, including thermal insulation materials and used lubricating oil, is safely collected, stored, and disposed of via authorized recyclers, in full compliance with statutory guidelines. Biomedical, e-waste, and battery waste are managed under their respective regulatory frameworks. Hazardous waste is stored for no longer than 90 days, with meticulous record-keeping and disposal through certified agencies. Annual waste management returns are submitted to the respective State Pollution Control Boards, reinforcing PLL's commitment to transparency and environmental responsibility.

Disclosure 306-3: Waste Generated		UoM	FY 2024-2025	FY 2023-2024
1	Hazardous Waste	Tons	15.93	17.34
a	E-waste	Tons	2.21	2.23
b	Biomedical waste	Tons	0.02	0.013
c	Battery waste	Tons	2.17	3.82
d	Other Hazardous Waste (Used Oil, waste residue, empty containers, etc)	Tons	11.53	11.28
2	Non-Hazardous Waste	Tons	0.00	0.00

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

Disclosure 306-4: Waste directed from disposal		UoM	FY 2024-2025	FY 2023-2024
1	Hazardous Waste	Tons	15.93	17.34
2	Non-Hazardous Waste	Tons	0	0
Waste diverted from disposal by recovery operation				
1	Reuse	Tons	0.00	0.00
2	Recycle	Tons	4.86	3.68
3	Other Recovery Options (replacement of Battery)	Tons	4.19	1.75

Disclosure 306-4: Waste directed to disposal		UoM	FY 2024-2025	FY 2023-2024
Waste directed to disposal by disposal operation				
1	Incineration (with energy recovery);	Tons	1.78	0.86
2	Incineration (without energy recovery);	Tons	0.00	0.00
3	Landfilling;	Tons	2.81	5.95
4	Other disposal operations.	Tons	3.52	3.20

Note:

- The figure for FY 2023-24 is suitably restated/reamended for fair representation.
- To convert used oil into metric tonnes, a conversion factor of 0.85 metric tonnes per kilolitre is utilized for Kochi and 1.1 metric tonnes per kilolitre is utilized for Dahej.
- Other recovery operations (Replacement of battery) - 2.07 MT (Waste carry forwarded from previous FY) + 0.231 MT (Wastes generated in Current FY). Balance stock of 0.05 MT will carry forward for FY 2025-26, and this quantity will be disposed in FY 2025-26.

The company follows a structured and compliant approach to waste segregation, treatment, and disposal, ensuring environmental safety and regulatory adherence.

Hazardous Waste Management

- Storage & Disposal:** Hazardous waste is securely stored at designated facilities and disposed of through agencies approved by GPCB/KSPCB, in compliance with applicable environmental regulations.
- Chemical Usage:** Use of hazardous chemicals is minimized. Key chemicals used in PLL include Liquid Nitrogen, Sodium Hydroxide, Soda Ash, Hypochlorite, High-Speed Diesel, and Mono Ethylene Glycol.
- Waste Handling:** No waste is generated during the handling of these chemicals- Any hazardous waste from biocides or lubricants is disposed off responsibly.

Biomedical Waste

- Source:** Generated from the Occupational Health Centre (OHC)
- Disposal:** Incinerated by Pollution Control Board-accredited third-party agencies.



Non-Hazardous Waste Management

- Segregation:** Waste bins are placed across terminals for biodegradable and non-biodegradable waste,
- Disposal:** Managed under housekeeping contracts, particularly at the Dahej and Kochi Terminal.
- Sewage Treatment:** A 130 KLD STP treats sewage from the plant admin building and canteen. Treated water is reused for gardening. STPs also operational at both Kochi and Terminal

Canteen Waste

- Recycling:** Food waste is processed using in-house converters.
- Composting:** Converted into manure and used in the kitchen garden, promoting circular waste practices.

E-Waste & Battery Waste

- Disposal:** Safely handed over to authorized recyclers in accordance with e-waste and battery waste regulations.

Ensuring Supply Chain Sustainability

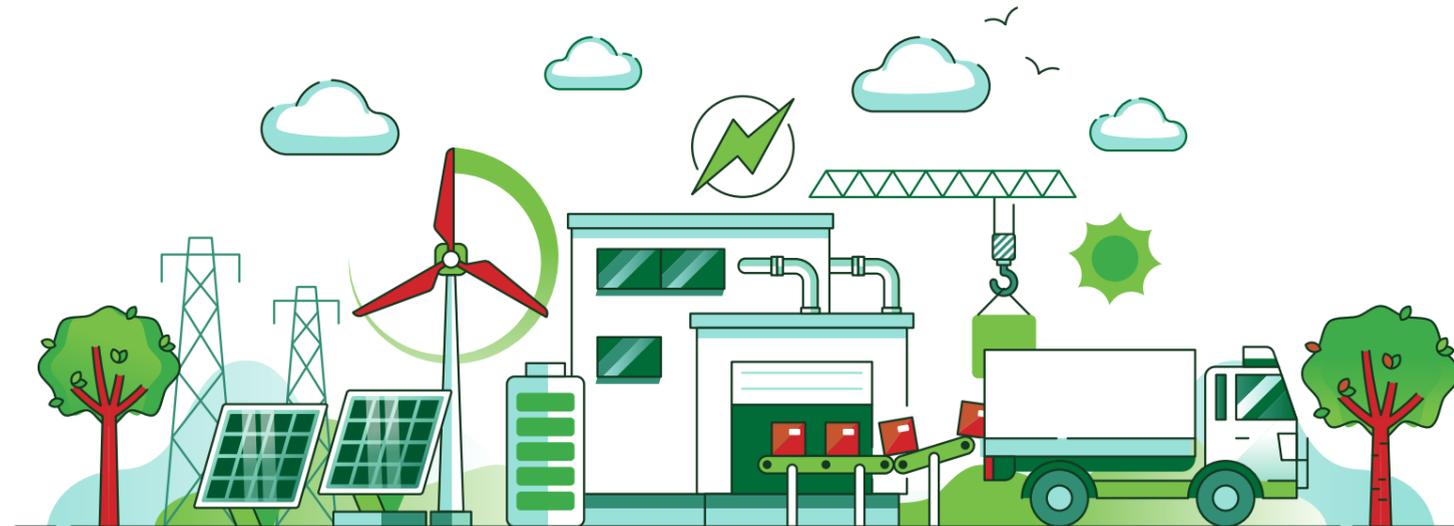
In FY 2024-25, PLL continued to uphold its commitment to responsible and sustainable supply chain practices, recognizing its vital role in long-term business success and environmental stewardship. The company conducts comprehensive assessments of suppliers to ensure alignment with its Contract and Procurement guidelines, emphasizing ethical conduct, regulatory compliance, and operational excellence.

The procurement of input materials, equipment, tools, spares, and services is carried out in strict accordance with the Contract and Procurement Policy, which is consistently implemented across all locations with a focus on sustainable procurement practices. A well-

defined Delegation of Authority framework guides the procurement process for both goods and services.

PLL's supply chain strategy is built on collaboration, transparency, and innovation, with a strong focus on sustainability across the value chain. By partnering with suppliers, industry bodies, and other stakeholders, PLL promotes the adoption of environmentally responsible practices, encourages resource efficiency, and drives innovation from material sourcing to product delivery. Open communication channels are maintained to ensure clarity and accountability, and in cases of non-compliance, PLL works closely with suppliers to implement corrective actions and foster continuous improvement.

The company also expects that its suppliers must adhere to relevant laws and ethical standards, as outlined in its Supplier Code of Conduct. Regular evaluations of supplier performance in terms of quality, cost, sustainability, reliability, and compliance, with measurable goals is conducted regularly. Vendors and other partners within PLL's value chain operating on company premises are routinely evaluated for their health and safety standards as well as their working conditions. PLL undertakes various evaluations such as safety index assessments, external safety audits (ESA), priority inspections, and vendor evaluations to ensure compliance and safety among value chain partners. In addition, periodical meetings with key suppliers are held.



Mission LiFE: FY 2024-25

The company remains committed to protecting local ecosystems and biodiversity by conducting detailed environmental assessments, restoring habitats, and implementing conservation initiatives.

The Government of India introduced Mission LiFE at the UN Climate Change Conference of the Parties (COP26) in Glasgow, emphasizing the mindful and deliberate utilization of resources. This initiative aims to inspire individuals and communities to adopt sustainable practices through conscious choices in daily life. In alignment with this vision, PLL has demonstrated full commitment to supporting Mission LiFE and has undertaken several significant initiatives. These include mass plantation drives at both terminals, particularly during occasions such as World Environment Day.

Key initiatives undertaken by PLL include:

- **Mass Plantation Drives:** On occasions such as World Environment Day, extensive tree and mangrove plantations were carried out at both Dahej and Kochi terminals.
- **Green Belt Development:** : Under the “Ek Ped Maa Ke Naam” initiative, PLL has developed a 25-hectare green belt as part of the regasification expansion project at the Dahej Terminal. Cumulative tree plantation outside the Dahej Terminal stands at 65,129 trees, carried out across various locations in the Bharuch District.

LiFE Themes



- **Mangrove Restoration:** A 200 hectare mangrove plantation MoU was signed as part of the development of the Third Berth. Additionally, an 800 hectare mangrove plantation MoU was executed for the upcoming PDH PP petrochemical complex.

Out of the total 1,000 hectares planned, 800 hectares of mangrove plantation were successfully completed on 29.12.2024 in the state of Gujarat by Dahej Terminal. Furthermore, activities for raising a mangrove nursery for the remaining 200 hectares commenced in January 2025.

- **On-site Tree Plantation:** Within the PLL premises, the cumulative tree plantation at the Dahej Terminal is 721 trees, and the cumulative tree plantation at the Kochi Terminal is 179 trees.



- **E-tendering:** Initiative has been taken to go paperless in tendering and evaluation process.
- **Water Conservation:** The terminals collectively harvested approximately 192.59 mega liters of condensate and rainwater during the year. Further, condensate water will be utilized in petrochemical projects to minimize water footprints.
- **Zero Liquid Discharge:** PLL has maintained zero liquid discharge status at both terminals, reinforcing its commitment to sustainable water management.
- **Renewable Energy Expansion:** The company enhanced its renewable power generation capacity by 870 kWp, bringing the total installed capacity to 1,430 kWp.

Through these initiatives, Petronet LNG Limited continues to support Mission LiFE by integrating sustainability into its operations and fostering environmental consciousness among stakeholders.



Environmental Management Key Highlights

PLL has established dedicated Environmental Management Cells (EMCs) at both its Dahej and Kochi Terminals to ensure environmentally responsible operations and full compliance with statutory requirements. Each EMC is led by the Plant Head and coordinated by the HSE Department, with representation from Operations, Maintenance, Projects and other key functions.

The EMC convenes quarterly to review environmental performance, address emerging issues, and identify opportunities for continuous improvement. As a reinforcement of PLL's commitment to ecological stewardship, every EMC meeting is followed by a tree-plantation activity, symbolizing the company's dedication to enhancing green cover and promoting sustainable practices.

Core Responsibilities

- Advising management on environmental protection and compliance.
- Identifying environmental risks and recommending mitigation measures.
- Promoting awareness among employees, contractors, and local communities.
- Monitoring air, water, and noise quality, ensuring adherence to ISO 14001:2015 standards.
- Overseeing waste management, including hazardous, biomedical, and e-waste disposal as per statutory norms.
- Facilitating green belt development and maintaining.



Key Initiatives

1. Renewable Energy Integration

- Installed 1430 kW solar power capacity within the terminal at both Dahej and Kochi.

2. Energy & Resource Optimization

- Shore power for tugboats, saving ~70,750 liters of diesel annually at Dahej.
- Condensate water reuse from LNG regasification, saving 192.59 mega liters water in FY 2024-25.
- Chilled water utilization for HVAC systems, reducing energy consumption by ~1,646 MWh/year.
- VFD air compressors to avoid air venting, saving ~635 MWh/year.

3. Green Belt & Biodiversity

- Developed 45,000 sq.m. green belt with Avenue tree species like Neem, Ficus, Casuarina, Peltophorum and Pongamia at Dahej Terminal & additionally, 30000 Sqm Lawns & Green Cover developed & maintained within the terminal
- Initiatives like “PLL Thanal” and “Ek Ped Maa Ke Naam” for employee-driven plantation at both the terminals.
- Developed the Green Belt of 25 hectares (250000 Sqm) at Kaladara village in the State of Gujarat & completed 20.09.2024 by planting 62,500 No. native tree species

4. Waste Management

- Hazardous waste handled through authorized recyclers.
- Food waste-to-manure converter installed for organic waste recycling.

5. Community & Awareness Programs

- Beach cleaning drives, World Environment Day celebrations, and school awareness campaigns.
- Workshops on microplastic hazards, bird rescue and rehabilitation, and biodiversity care.

Live LNG Demonstration

The company's LNG handling team at both the terminals are extensively trained to manage **liquefied natural gas stored at -160°C**. The team is equipped to conduct **live demonstrations** for new joiners and training participants

at LNG Academy, showcasing the impact of extreme cryogenic temperatures on common materials such as steel, rubber, and wood etc. and also, flora and fauna.

These demonstrations provide an engaging, practical learning experience, reinforcing **safety protocols and operational awareness**.



Sh. Pramod Narang, Director (Technical) along with parliamentary committee also witness the live LNG demonstration and encourage team Kochi.

Empowering Our People

PLL remains deeply committed to social responsibility, with a strong focus on its workforce and surrounding communities. The company understands that its long-term success is closely linked to the health, growth, and engagement of its employees, as well as the positive contributions it makes to society. This section outlines PLL's integrated efforts in Occupational Health and Safety, Talent Development and Community Outreach.



Recruitment and Retention Strategies

At PLL, talent acquisition and retention form the cornerstone of its human capital strategy. The company emphasizes hiring individuals based on both performance and potential, aiming to build a workforce that is not only technically proficient but also aligns with PLL's values and sustainability goals. Recognizing its people as a key driver of success, PLL is committed to nurturing a team of skilled, motivated professionals who can support its long-term growth.

The selection process is structured and transparent, involving multiple stages such as initial screenings, technical evaluations, behavioral interviews, and cultural fit assessments. This ensures that new hires are not only capable but also passionate about contributing to PLL's vision for a sustainable future. A strong focus on gender equality and diversity is embedded throughout the process. A recruitment drive was successfully conducted to onboard specialized and experienced professionals for the Petrochemical project, which required immediate deployment. The initiative led to the induction of employees across multiple domains and hierarchical levels. In total, 72 individuals, including both experienced hires and freshers, joined the Company during FY 2024-25. This marks the highest number of recruits in a single year over the past decade.

Once onboarded, employees are introduced to PLL's culture through comprehensive orientation programs that cover sustainability objectives, operational standards, and ethical practices. Ongoing mentorship and learning opportunities further support new team members, helping them integrate smoothly and contribute meaningfully from the start.

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

Employee Hire (By Gender)

Category	FY 2024-25		FY 2023-24	
	Male	Female	Male	Female
Total	64	8	7	2
Head Office	31	6	3	1
Dahej Plant	31	1	3	1
Kochi Plant	2	1	1	0

Employee Turnover (By Gender)

Category	FY 2024-25		FY 2023-24	
	Male	Female	Male	Female
Total	14	0	10	1
Head Office	5	0	2	1
Dahej Plant	2	0	7	0
Kochi Plant	7	0	1	0

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

Employee Hire (By Age)

Category	FY 2024-25			FY 2023-24		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Total	32	38	2	2	7	0
Head Office	18	18	1	0	4	0
Dahej Plant	11	20	1	1	3	0
Kochi Plant	3	0	0	1	0	0

Employee Turnover (By Age)

Category	FY 2024-25			FY 2023-24		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Total	3	8	3	0	9	2
Head Office	0	3	2	0	3	0
Dahej Plant	1	0	1	0	5	2
Kochi Plant	2	5	0	0	1	0

Employee retention is crucial to PLL’s sustained growth and operational efficiency. To support this, PLL implements a range of engagement initiatives and skill-building programs. Its retention strategy includes competitive pay, robust benefits, extensive wellbeing measures, recognition systems, open communication, employee engagement and a supportive work culture. These efforts help ensure employees feel appreciated, motivated, and empowered to contribute to the organization’s success.



Promoting Diversity and Inclusion

At PLL, diversity continues to be a core value and a strategic priority. In FY 2024-25, the company reaffirmed its belief that embracing diverse backgrounds, perspectives, and experiences strengthens its organizational culture and drives innovation. PLL recognizes that a diverse workforce is essential for solving complex challenges and responding effectively to the needs of the customer base.

Guided by its Equal Opportunity Policy as well as the policy on the Diversity Board, PLL ensures fair and respectful

treatment for all employees and applicants, regardless of race, gender, age, religion, sexual orientation, disability, or any other legally protected characteristic. This policy is embedded across all employment practices, from recruitment and training to compensation and career advancement.

By aligning its diversity strategy with business goals, PLL continues to cultivate a resilient, innovative, and future-ready workforce.

Strength as of 31st March 2025

		
BoDs	13	1
KMP	4	0
Permanent Employees	540	39
Temporary Employees	2088	87

Parental Leave

Disclosure 401-3: Parental Leave

	Nos	Rate (%)	
Total number of employees that were entitled to parental leave, by gender.	Male	304	100
	Female	26	100
Total number of employees that took parental leave, by gender	Male	35	11.51
	Female	0	NA
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Male	35	100
	Female	0	NA
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	35	100
	Female	0	NA
Return to work and retention rates of employees that took parental leave, by gender	Male	35	100
	Female	0	NA

Note: Only permanent employees are considered

Fair Remuneration

PLL remains steadfast in its commitment to pay equity and the elimination of any form of discrimination in employee compensation, regardless of geographic location. The company actively promotes fair and transparent compensation practices for all individuals engaged in its operations, including those not formally classified as employees.

Compensation at PLL is merit-based, determined by objective factors such as an individual's level, grade, years of experience, skills, competencies, and performance.

PLL fosters an inclusive and equitable work environment where every contributor is fairly rewarded for their efforts. To ensure compliance with the Central Government's minimum wage regulations—categorized by skill levels (Unskilled, Skilled, and Highly Skilled), PLL designs its manpower and job contracts with precision. Vendors are required to submit documentary proof, including bank statements and signed wage registers, prior to payment release. This verification process reinforces PLL's dedication to fair compensation and regulatory adherence.

Further strengthening its governance framework, the Nomination and Remuneration Committee plays a pivotal role in guiding the nomination process for Board members and senior leadership. It ensures that the composition of the Board aligns with the company's long-term strategic objectives. Additionally, the Committee reviews and advises on remuneration policies for directors and senior executives, promoting fairness, competitiveness, and alignment with industry standards.



Professional Development Opportunities

At PLL, continuous learning is recognized as a cornerstone of both individual growth and organizational success. The company is strongly committed to nurturing a culture of lifelong learning, where employees are encouraged to expand their knowledge and refine their skills consistently. Through a wide array of structured training and development initiatives, PLL equips its workforce to stay ahead in a rapidly evolving industry. These programs are designed to foster innovation, support the adoption of clean energy technologies, and promote sustainable practices throughout the operational value chain.

By focusing on employee development, PLL ensures its teams are not only capable of meeting current demands but are also well-prepared to capitalize on future opportunities. The company's training framework includes:

- **Technical Training**

PLL delivers focused technical training to strengthen employees' expertise in key operational areas. Topics include LNG technology, safety protocols such as Office Ergonomics, Process Safety Management (PSM), Hazard Identification and Risk Assessment (HIRA), and Control of Substances Hazardous to Health (COSHH), as well as operational excellence practices.

- **Ethics Training**

As part of its commitment to responsible business practices, the company provides targeted training on insider trading regulations, ensuring that employees are well-informed about legal obligations and ethical expectations within the financial domain. This proactive approach helps foster a culture of integrity and accountability across the organization.

- **Leadership Development**

Designed to cultivate future leaders, PLL's leadership programs incorporate mentoring, coaching, and interactive workshops. These initiatives aim to build strong managerial and strategic leadership capabilities across the organization.

- **Soft Skills Enhancement**

PLL emphasizes the importance of interpersonal skills by offering training in communication, team collaboration, and problem-solving. These soft skills are essential for fostering a productive and harmonious workplace.

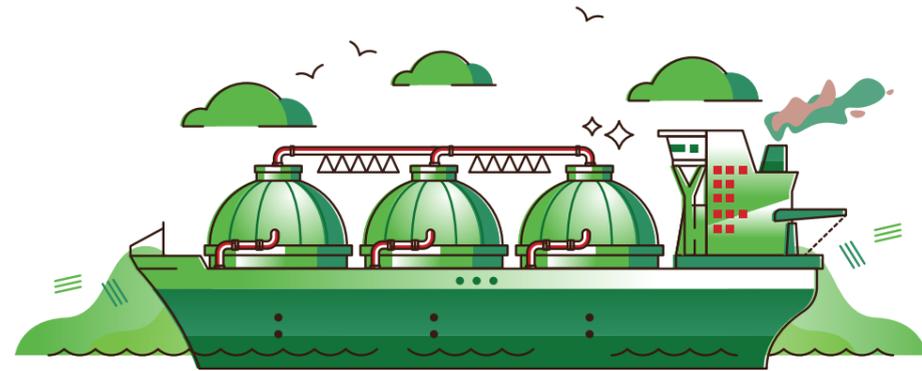
- **Support for Continuous Education**

PLL encourages employees to pursue advanced education and professional certifications, enabling them to deepen their knowledge and stay current with industry advancements.



Disclosure 404-1: Average Hours of Training per year per employee

Location	Category	UoM	FY 2024-2025	FY 2023-2024	
Delhi	Gender	Male	Hours	45	13
		Female	Hours	132	15
	Employee Category	Executives	Hours	73	14
		Non-Executives	Hours	17	11
Dahej	Gender	Male	Hours	66	52
		Female	Hours	87	58
	Employee Category	Executives	Hours	99	55
		Non-Executives	Hours	37	49
Kochi	Gender	Male	Hours	62	56
		Female	Hours	251	68
	Employee Category	Executives	Hours	89	58
		Non-Executives	Hours	43	54



Knowledge Sharing Initiative: Kochi LNG Academy



As the pioneering operator of India’s first LNG terminal, operating in the import, storage, and regasification of liquefied natural gas, PLL has demonstrated its commitment to corporate responsibility by launching the Kochi LNG Academy, a cutting-edge training center located in Kochi.

Over the years, the academy has facilitated, national and international participants, numerous customized educational programs on LNG terminals, CGD operators and LNG/ LCNG fueling stations such as commissioning, O&M, Safety, Firefighting, Regulations etc. It has successfully conducted specialized training sessions covering various aspects of LNG, Natural Gas, LNG as a fuel etc. to key players in the oil and gas industries, including Bahrain LNG, HPCL LNG Chhara, AG&P, BPCL, Think Gas, GAIL, Shell LNG Hazira and ONGC.

Performance Management and Career Development

PLL’s performance management framework is designed to recognize excellence, drive accountability, and ensure alignment with the organization’s strategic objectives. The company fosters a culture of continuous improvement and professional growth through the following key initiatives:

Ongoing Performance Evaluations

PLL conducts regular performance assessments to review employee contributions, set clear goals, and provide constructive feedback. These evaluations are based on transparent and measurable criteria, promoting fairness and clarity.

Recognition and Rewards

PLL values high performance and celebrates achievements through a variety of reward and recognition programs, including performance-based bonuses, awards, and promotional opportunities.

Structured Career Growth Paths

To support long-term career development, PLL offers defined career progression frameworks. Through internal mobility programs, employees are encouraged to explore new roles and responsibilities, enabling them to grow within the organization.

Disclosure 404-3: Percentage of Employees receiving Regular Performance and Career Development Reviews

	Unit	FY 2024-25	FY 2023-24	
Employees who received a regular performance and career development review during the reporting period.				
Gender	Male	%	100%	100%
	Female	%	100%	100%
Employee Category	Senior Management	%	100%	100%
	Middle Management	%	100%	100%
	Junior Management	%	100%	100%



Cultivating a Culture of Safety

At PLL, safety is not just a priority; it is a core value embedded in every aspect of the company's operations. The organization adopts a proactive and integrated approach to safety, ensuring that occupational health and safety (OHS) practices are seamlessly woven into daily activities across all terminals and facilities. PLL continues to demonstrate excellence in health, safety and well being having earned the prestigious 5-star rating from the British Safety Council for three consecutive years.

PLL has implemented a comprehensive OHS management system, aligned with ISO 45001:2018 standards, to safeguard the well-being of employees, contractors, and stakeholders involved in LNG and NG processes. The OHS system is designed to deliver immediate care while also supporting long-term risk mitigation, reflecting PLL's commitment to a safe, healthy, and inclusive workplace. This system ensures full compliance with key regulatory frameworks such as the Factory Act of 1948,

the Environmental Protection Act of 1986, and guidelines from the Petroleum and Natural Gas Regulatory Board (PNGRB).

The company's QHSE&A policy, endorsed by senior leadership, mandates rigorous safety protocols at all terminals. Initiatives such as Suraksha Setu, a robust platform for reporting unsafe conditions and acts, empower employees and contractors to actively participate in maintaining a safe workplace. Additional safety mechanisms include:

- A round-the-clock rescue team equipped to respond to emergencies.
- Manual and electronic communication systems for hazard alerts
- Windsocks, assembly points, fire extinguishers, and breathing support systems strategically placed across hazardous zones.

- Incident investigation, work permit systems, and plant-level safety committees targeting zero incidents.

Regular health check-ups, risk assessments, and safety audits are conducted to ensure compliance and continuous improvement. Safety performance is reviewed through quarterly HSE meetings chaired by the Director (Technical) and periodic sub-board committee reviews.

By integrating safety into decision-making processes, from equipment selection to contractor engagement, PLL promotes a life-cycle approach to asset management and encourages the judicious use of resources to support sustainable development.

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

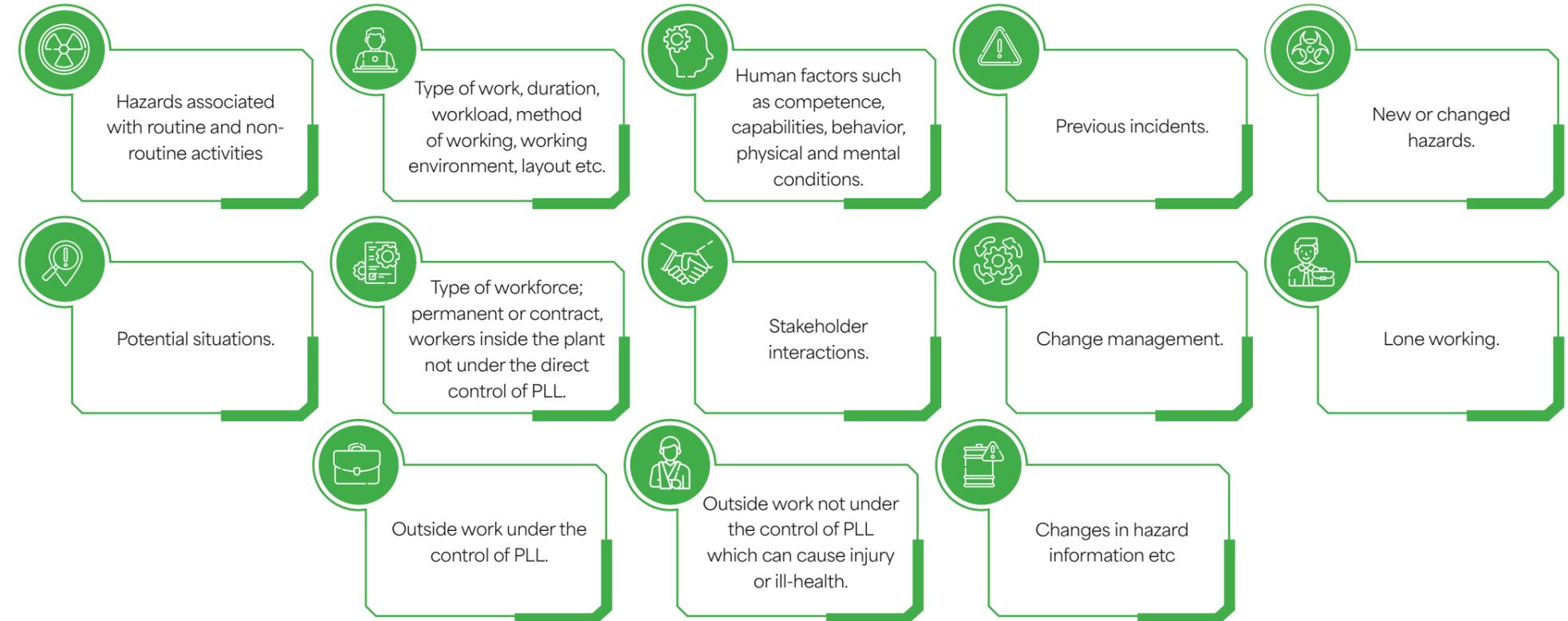
Disclosure 403-8 Workers covered by an occupational health and safety management system	Units	FY 2024-25
The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;	Nos.	2,167
	%	100%
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;	Nos.	2,167
	%	100%
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.	Nos.	2,167
	%	100%

Hazard Identification and Risk Management

At PLL, identifying workplace hazards is a critical component of its safety framework, enabling the organization to proactively assess, prioritize, and mitigate occupational health and safety (OH&S) risks. This structured approach supports a culture of vigilance and prevention, ensuring that risks are addressed effectively across all levels of operation. Hazard identification begins at the conceptual design stage of any new facility or process and continues throughout its lifecycle, allowing PLL to manage both current and emerging risks.

To support this, PLL has implemented a comprehensive Hazard Identification and Risk Assessment (HIRA) procedure. This system ensures that hazards linked to departmental functions are systematically identified, risks are thoroughly evaluated, and appropriate control measures are put in place. By integrating hazard identification into every phase of development and operation, PLL reinforces its commitment to maintaining a safe and healthy work environment for all employees and stakeholders.

Elements of HIRA



Integrated Safety Management and Emergency Preparedness

PLL has developed a holistic Health, Safety, and Environment (HSE) management system to ensure the safety and well-being of its employees, contractors, and visitors. Anchored by its Quality, Health, Safety, Environment, and Asset (QHSE&A) policy, the system reflects PLL's unwavering commitment to operational safety and environmental stewardship. Safety is embedded from the design and construction phase of facilities and continues throughout operations via protocols such as operation and maintenance guidelines, a risk-based work permit system, mandatory use of personal protective equipment (PPE), and extensive training programs. The system also includes incident reporting and analysis, hazard identification and mitigation, process safety data evaluation, change management, and routine safety audits. Leading safety indicators are tracked, and behavioral safety programs are actively promoted to foster a safety-first culture.

PLL's safety processes cover both routine and non-routine activities, supported by advanced methodologies like Rapid Risk Analysis (RRA), HAZOP, HAZID, HIRA, and Quantitative Risk Analysis (QRA). QRA is revisited every five years or upon any significant operational change, in line with OISD standards and PNGRB regulations. A unique metric called the Safety Index is used to quantitatively assess the effectiveness of safety measures across terminals, with corrective actions taken based on performance scores. Job Safety Analysis (JSA) is conducted for critical tasks to identify specific hazards and mitigation strategies. Regular work environment monitoring ensures that exposure to noise, vibration, and emissions remains within safe limits.

Emergency preparedness is a cornerstone of PLL's safety strategy. Each facility is equipped with a tailored Emergency Response and Disaster Management Plan (ERDMP), detailing protocols for handling fires, spills, natural disasters, and other emergencies. These plans are regularly tested through mock drills and tabletop exercises, which help identify gaps and improve response capabilities. Fully functional Occupational Health Centers, staffed 24/7, provide immediate medical support, backed by trained first-aid responders. Communication systems, including paging networks, manual call points, walkie-talkies, and emergency shutdown systems (ESD), ensure swift hazard reporting and response. The "Suraksha Setu" platform enables employees and contractors to report unsafe conditions, with all observations tracked, reviewed, and addressed in HSE committee meetings. Monthly recognition of the Best Safety Observer further reinforces safety ownership among staff.

Additionally, PLL promotes a culture of empathy and support through its "Good Samaritan" initiative, encouraging employees to voluntarily assist contract workers facing health challenges or personal loss. This reflects PLL's broader commitment to not only safety but also compassion and community within the workplace.

Number of safe hours worked	Units	FY 2024-25	FY 2023-24
For all employees	Nos.	703,040	720,190
For all workers who are not employees but whose work and/or workplace is controlled by the organization	Nos.	5,025,280	3,973,814

At PLL, monitoring and evaluating safety performance is fundamental to driving continuous improvement and maintaining a safe work environment. The company employs a structured approach that includes several key components to assess and enhance its Health, Safety, and Environment (HSE) practices.

- Key Performance Indicators (KPIs)**
 PLL has introduced a comprehensive set of HSE KPIs to measure the effectiveness of its safety systems. These indicators are divided into leading indicators—such as safety observations, near-miss reports, and training sessions—and lagging indicators, which include personal and process safety incidents and Lost Time Injury Frequency Rate (LTIFR). This dual approach helps track progress toward strategic safety goals and ensures proactive risk management.
- Safety Reviews and Feedback Mechanisms**
 Regular safety reviews are conducted to evaluate performance and identify areas for improvement. PLL actively encourages feedback from employees and stakeholders, using these insights to refine and strengthen its safety programs.
- Commitment to Continuous Improvement**
 PLL is dedicated to evolving its safety practices through lessons learned from incidents, audit findings, and stakeholder input. These learnings are systematically incorporated into updated policies and procedures, reinforcing a culture of safety and resilience. There are zero recordable work-related fatalities.

Safety Incident/Number	Unit	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0



Live Firefighting Simulation using LNG

To strengthen emergency preparedness and safety culture, PLL conducted hands-on firefighting training using LNG as the fuel source. The program provided participants with

real-life simulation exercises, enhancing their ability to respond effectively to actual fire scenarios.



Ensuring Employee Wellbeing

PLL is deeply committed to ensuring the health, safety, and overall well-being of its employees and workers. As part of this commitment, the company proudly provides comprehensive health and accident insurance coverage to 100% of its workforce. Furthermore, the company has secured its employees' future by providing 100% of them with robust retirement benefits. PLL aims to foster a supportive and inclusive work environment where every individual feels valued and well-cared for, enabling them to thrive both professionally and personally.

PLL's Occupational Health Services (OHS) are a key pillar of its safety framework, staffed by qualified professionals including MBBS + CIH-certified doctors and trained nursing assistants. These centers provide accessible, multilingual medical support and ensure timely care for both occupational and non-occupational health concerns. In addition to clinical services, PLL offers medical counseling, wellness programs, and health awareness initiatives focused on both physical and mental well-being. Activities such as health talks, fitness sessions, and lifestyle education empower employees to proactively manage their health.

PLL prioritizes the well-being and growth of its employees by offering a comprehensive array of benefits designed to support both their professional and personal lives. These include:

- Maternity and paternity benefits to support employees during family life changes.
- Convenient day care facilities to help employees balance work and family responsibilities.
- Commitment to equal opportunities, ensuring a respectful and dignified workplace for everyone in accordance with the Equal Opportunity Policy
- Implementation of measures to cater to the needs of differently abled individuals, fostering an inclusive environment in compliance with the provisions of the Rights of Persons with Disabilities (RPwD) Act, 2016, and the Rights of Persons with Disabilities Rules, 2017.

The company invested ₹4 crore in employee well-being measures. This reflects a dedicated commitment to fostering a healthy and supportive work environment. PLL has achieved 5-star rating in health, safety and wellbeing in audit conducted by British Safety Council in last consecutive two years. To demonstrate consistency in safety performance, PLL aims to maintain 5-star rating for FY 2025-26.



PLL Foundation

The **Petronet LNG Foundation**, a wholly owned subsidiary of Petronet LNG Limited, was established on **31st March 2017** under Section 8 of the Companies Act, 2013. It serves as the dedicated arm for implementing the company's **Corporate Social Responsibility (CSR)** initiative in alignment with Section 135 of the Act.



Vision and Mission

PLL is committed to fostering an **inclusive and self-reliant society** through structured and impactful CSR programs. Its mission is to uplift marginalized communities by addressing their priority needs and enabling sustainable development.

Key Focus Areas

PLL's initiatives span across several domains:

Focus Area	Initiatives
Education	Empowering students through infrastructure support and awareness programs
Healthcare	Mobile medical units and hygiene awareness campaigns for underprivileged groups
Rural Infrastructure	Enhancing basic amenities and connectivity in remote areas
Environment	Promoting cleanliness and ecological sustainability
Livelihood	Supporting skill development and entrepreneurship
Sports & Culture	Encouraging youth participation and preserving heritage
Women Empowerment	Distributing sewing machines and conducting vocational training
Welfare of War Widows and COVID-19 Relief	Targeted support for vulnerable populations

Notable Initiatives

- Launch of **Mobile Medical Units** in Mirzapur, Uttar Pradesh, offering free doorstep healthcare.
- Installation of **sanitary pad vending machines** and hygiene sessions in Jaipur schools, benefiting over 400 girls.
- Distribution of **sewing machines** to underprivileged women, supported by Union Minister Shri Hardeep Singh Puri.

PLL continues to make **measurable progress** toward its goal of building a more equitable and empowered India.



Social Impact and Contributions (CSR initiatives)

Petronet LNG Limited (PLL) acknowledges its profound responsibility toward society and actively contributes to social development causes. With a renewed emphasis on social goals, PLL has adopted a structured approach to enhance healthcare access, improve educational and skill development facilities, support environmental initiatives, empower women, and uplift communities across different regions in India.

CSR Policy

PLL's CSR policy reflects its commitment to responsible business practices and community development. It outlines the scope of initiatives that align with the company's values and expertise, focusing on areas such as healthcare, education, environmental sustainability, and gender equality. The policy is designed to evolve with changing societal needs and is grounded in transparency, accountability, and sustainable growth, reinforcing PLL's belief that business success is closely tied to the well-being of the communities it serves.

Vision

To actively participate in the social, economic, environmental, and cultural development of communities through CSR initiatives, particularly around PLL's work centers. The company focuses on addressing the priority

needs of socially and economically disadvantaged, marginalized, and vulnerable communities, thereby promoting self-reliance.

Social Philosophy

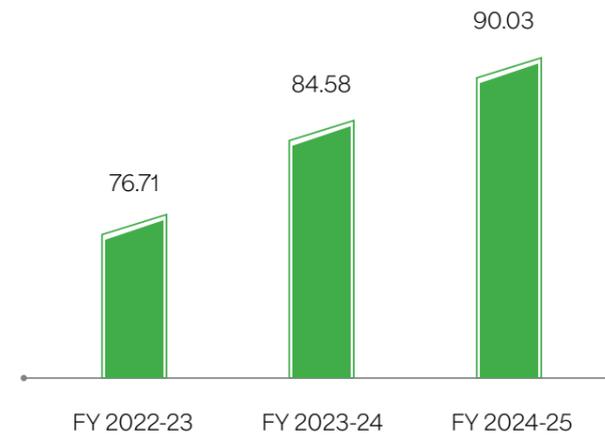
PLL is unwavering in its commitment to Corporate Social Responsibility, deploying a variety of CSR initiatives. The company utilizes its resources and expertise to contribute to the social, economic, and environmental well-being of communities.

CSR Strategy and Commitment

PLL has implemented a comprehensive strategy that encompasses short-term, medium-term, and long-term CSR initiatives, ensuring resources are channeled in an organized manner to achieve maximum socio-economic impact. In line with its social objectives, the company has identified several projects in key areas such as Healthcare & Sanitation, Education & Skill Development, Promotion of Art & Culture, Heritage Development, Environment & Sustainability, Disaster Management, Animal Welfare, Welfare of Divyang, Gender Equality, and Rural Infrastructure Development. The annual CSR budget is allocated progressively and sustainably toward these initiatives.

With the continued efforts and under the visionary guidance of the CSR Committee and Board, the Company has made a commitment of INR 69.54 crore (including the administrative expenses & impact assessment) towards several high impact CSR projects/programmes - in the FY 2024-25. An amount of INR 19.24 crore has been released against the commitment (including the administrative expenses), and an amount of INR 50.30 crore has been transferred to unspent CSR account within 30 days from the end of the FY 2024-25, against the ongoing projects.

CSR Expenditure (Crores) in last 3 FYs



Sr. No.	Sector	Sector wise commitment (%)
1.	Education & Skill Development	24.32
2.	Healthcare & Sanitation	13.70
3.	Art, Culture and Heritage Development	4.81
4.	Environment & Sustainability and Disaster Management & animal welfare	5.75
5.	Gender Equality & Women Empowerment	14.01
6.	Rural Infrastructure Development	0.05
7.	Welfare of the Divyangs	7.47
8.	Several Other CSR projects aligned with areas or subjects specified in Schedule VII of the Act & Contribution to Schedule VII Funds	24.96*
9.	Administrative Overheads (Up to 5% of allocated Budget)	4.93**
Total		100

Including the unspent and non-committed amount of INR 20.49 crore for transferring to Schedule VII fund by 30th September 2025

** Including the impact assessment expenses

Strategic Focus Areas

- 1. Healthcare & Sanitation:** PLL implemented initiatives to strengthen healthcare infrastructure, providing mobile medical units, ambulances, nutrition support, and sanitation facilities. Participation in national campaigns enhanced sanitation outcomes, while solar installations promoted sustainability.
- 2. Education & Skill Development:** PLL improved access to quality education and skill development by supporting school infrastructure revitalization and vocational training programs. Meritorious students benefited from residential coaching initiatives and mid-day meal programs.
- 3. Environment & Sustainability, Disaster Management, & Animal Welfare:** Actionable steps included biodiversity restoration, tree plantation drives, urban sanitation improvements, and wildlife conservation support. Disaster management and animal welfare initiatives enhanced community resilience.
- 4. Art, Culture & Heritage Development:** PLL supported cultural preservation by promoting artistic expression and enhancing museum infrastructure, providing free music education to underprivileged children.
- 5. Gender Equality & Women Empowerment:** Comprehensive programs addressed women's health, provided training camps, and supported community kitchens, shelter homes, and tribal settlements.
- 6. Welfare of the Divyangjan & Rural Infrastructure Development:** Initiatives included assistive device distribution and improving mental health facilities, contributing to the advancement of people with disabilities. Rural development projects enhanced community safety and support.

7. Other Key Programs: PLL demonstrated commitment to war widows, supported young professionals through PM Internship Scheme, and played a significant role in the Namami Gange Programme, enhancing river conservation.

Petronet LNG Foundation (PLF):

Established as the CSR arm of PLL, PLF successfully undertook impactful projects nationwide, emphasizing the quality of spending, reach, and sustainability. This year's initiatives have resulted in a total CSR spend of INR 67.24 crore, furthering PLL's dedication to community development.

Good Samaritan Initiative:

In keeping with the not-for-profit mission of Good Samaritan, effort is made for financial assistance to uninsured and insured patients with demonstrated financial need. Endeavours has been made to provide medical care to individuals presenting emergency medical conditions, without discrimination, regardless of their ability to pay for those services or their eligibility for financial assistance.

Contributions and Future Commitments:

PLL's contributions include Rs. 6.78 crore to PM CARES Fund and Rs. 153 crores cumulatively since its inception following the COVID-19 pandemic. Additionally, PLL earmarked INR 20.49 crore for CSR initiatives by September 2025. Through its carefully planned and executed CSR strategy, PLL remains committed to advancing social welfare, environmental stewardship, and sustainable economic empowerment.

Impact Assessment

In compliance with the Companies Act 2013 and CSR rules 2021, an impact assessment of eligible CSR projects are conducted by third-party evaluators. From developing public health infrastructure and deploying mobile medical units to establishing oxygen generation plants, the projects have played a crucial role in tackling significant social issues. By prioritizing education, healthcare, and skill development,

communities are not only prepared to face current challenges but are also empowered to build a better future. These initiatives have triggered a ripple effect, positively impacting individuals, families, and the broader community. The lasting positive results underscore the importance of ongoing community engagement and tailoring solutions to local needs. Beneficiary feedback reflects high levels of

satisfaction and noticeable improvements in quality of life, highlighting the effective design and execution of these programs. As these projects evolve, they serve as model interventions demonstrating how targeted collaborative efforts can drive meaningful, long-lasting change in under-resourced areas.



Awards and Accolades for CSR Initiatives in FY 2024-25

PLL's CSR efforts have been widely recognized and conferred with several National-level awards and accolades, for its outstanding contribution to nation-building as mentioned below:



Additional Awards and Accolades:

- 2025** Best Organisation to Work by ET Now
- 2024** Shreshtha Suraksha Puraskar (Silver Trophy) by National Safety Council of India
- 2024** HR Distinction Gold Award for Most Innovative L&D Programs by HRAI
- 2024** Most Preferred Workplace by Daily Marksmen
- 2024** Prithvi Award for Excellence in ESG and Sustainability Initiatives
- 2024** Excellence in Internal Communication by Greentech Foundation
- 2024** Featured in Business World India's Top 50 Most Sustainable Companies
- 2024** Ranked 38th in Business Standard BS 1000
- 2024** Multiple recognitions by Extel Investors Relations Platform
 - 3rd Best CEO, CFO, Board of Directors, Most Honored Company
 - 3rd best ESG, IR Program and IR Team
 - 1st and 2nd Best IR Professionals
- 2025** Procurement Ethics and Compliance Award & Procurement Team of the Year by UBS Forum

The Corporate Social Responsibility Policy of the Company is available at the Company website on the following weblink:

<https://www.petronetng.in/corporate-governance>



UN SDG mapping

SR Chapter	Key Themes	Relevant UN SDGs
Leadership Messages	Strategic sustainability direction, vision, governance responsibility	SDG 8, SDG 12, SDG 13, SDG 17
About the Report	Reporting transparency, disclosures, sustainability approach	SDG 12, SDG 17
Overview of PLL	Business model, LNG role in energy transition	SDG 7, SDG 9, SDG 13, SDG 17
Financial Performance	Economic value generated, capex, contribution to economy	SDG 8, SDG 9
Governance and Leadership	Governance structures, ethics, compliance, risk management	SDG 16, SDG 17
Environmental Responsibility	Energy, emissions, water, waste, biodiversity	SDG 6, SDG 7, SDG 12, SDG 13, SDG 14, SDG 15
Stakeholder Relationships	Stakeholder engagement, feedback mechanisms, grievance redressal	SDG 16, SDG 17
Empowering Our People	Workforce development, training, diversity, OHS	SDG 3, SDG 4, SDG 5, SDG 8
PLL Foundation (CSR)	Community development, health, education, women empowerment	SDG 1, SDG 2, SDG 3, SDG 4, SDG 5, SDG 10, SDG 11
UN SDG Mapping	Alignment of PLL initiatives with UN SDGs	ALL applicable SDGs
Annexure 1: GRI Content Index	Transparency, reporting standards	SDG 12, SDG 17

Annexure 1: GRI Content Index (GRI 2021 Standards)

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2 1 Organizational details	SR pp. 12-21
GRI 2: General Disclosures 2021	2 2 Entities included in the organization's sustainability reporting	SR pp. 12-13
GRI 2: General Disclosures 2021	2 3 Reporting period, frequency, contact point	SR pp. 12-13
GRI 2: General Disclosures 2021	2 4 Restatements of information	SR Environmental Tables pp. 44-53
GRI 2: General Disclosures 2021	2 5 External assurance	Not applicable
GRI 2: General Disclosures 2021	2 6 Activities, value chain and other business relationships	SR pp. 14-21
GRI 2: General Disclosures 2021	2 7 Employees	SR pp. 56-61
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	SR pp. 56-61
GRI 2: General Disclosures 2021	2 9 Governance structure and composition	SR pp. 36-39
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	SR pp. 36-39
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	SR pp. 36-39
GRI 2: General Disclosures 2021	2 12 Oversight of impacts	SR pp. 34-41
GRI 2: General Disclosures 2021	2 13 Delegation of responsibility	SR pp. 38-41
GRI 2: General Disclosures 2021	2 14 Governance in reporting	SR pp. 12-13, 34-36
GRI 2: General Disclosures 2021	2 15 Conflicts of interest	SR pp. 39-41; AR Governance
GRI 2: General Disclosures 2021	2 16 Critical concerns	SR pp. 39-41
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Annual Report 2025 p. 107
GRI 2: General Disclosures 2021	2 -18 Evaluation of the performance of the highest governance body	Annual Report 2025 p. 109

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Annual Report 2025 pp. 111-112
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Annual Report 2025 pp. 111-112
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	-
GRI 2: General Disclosures 2021	2 22 Statement on sustainable development strategy	SR pp. 6-11
GRI 2: General Disclosures 2021	2 23 Policy commitments	SR pp. 39-41
GRI 2: General Disclosures 2021	2 24 Embedding policy commitments	SR pp. 39-41
GRI 2: General Disclosures 2021	2 25 Processes to remediate negative impacts	BRSR (Annual Report 2025) pp 180
GRI 2: General Disclosures 2021	2 26 Mechanisms for seeking advice and raising concerns	BRSR (Annual Report 2025) pp 148 and 169
GRI 2: General Disclosures 2021	2 27 Compliance with laws and regulations	BRSR (Annual Report 2025) p 180
GRI 2: General Disclosures 2021	2 28 Membership associations	BRSR (Annual Report 2025) p 190
GRI 2: General Disclosures 2021	2 29 Approach to Stakeholder engagement	SR pp. 26-28
GRI 2: General Disclosures 2021	2 30 Collective bargaining agreements	BRSR (Annual Report 2025) p 169
GRI 3: Material Topics 2021	3 1 Process to determine material topics	SR pp. 29-31
GRI 3: Material Topics 2021	3 2 List of material topics	SR pp. 30
GRI 3: Material Topics 2021	3 3 Management of material topics	SR pp. 29-31
GRI 201: Economic Performance 2016	201 -1 Direct economic value generated and distributed	SR pp. 32-33
GRI 201: Economic Performance 2016	201 -2 Financial implications and other risks and opportunities due to climate change	SR pp. 42-47
GRI 201: Economic Performance 2016	201 -3 Defined benefit plan obligations and other retirement plans	SR pp. 56-61
GRI 201: Economic Performance 2016	201 -4 Financial assistance received from government	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR pp. 14-21; 22-29; 76-79
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	SR pp. 14-21; 26-29; 76-79
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR pp. 54-55

GRI Standard	Disclosure	Location
GRI 205: Anti-corruption 2016	Operations assessed for risks related to corruption	SR pp. 39-41
GRI 205 1		
GRI 205: Anti-corruption 2016	Communication and training about anti-corruption policies and procedures	SR pp. 39-41; 56-61
GRI 205 2		
GRI 205: Anti-corruption 2016	Confirmed incidents of corruption and actions taken	SR pp. 39-41
GRI 205 3		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	BRSR (Annual Report 2025) p 147
GRI 207: Tax 2019	207- 1 Approach to tax	SR P 38-39
GRI 207: Tax 2019	207- 2 Tax governance	SR P 38-39
GRI 207: Tax 2019	207- 3 Stakeholder concerns related to tax	SR P 38-39
GRI 207: Tax 2019	207- 4Country-by-country reporting	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-
GRI 301: Materials 2016	301-2 Recycled input materials used	-
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR PP 46-47
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	-
GRI 302: Energy 2016	302-3 Energy intensity	SR PP 46-47
GRI 302: Energy 2016	302-4 Reduction of energy consumption	SR PP 48-49
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	SR PP 46-47
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR pp. 50-51
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	SR p. 51
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	SR p. 51
GRI 303: Water and Effluents 2018	303-4 Water discharge	SR p. 51
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	SR p. 55-58

GRI Standard	Disclosure	Location
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	SR p. 55-58
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	SR p. 55-58
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR p. 55-58
GRI 303: Water and Effluents 2018	303-5 Water consumption	SR P 51
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR p. 45
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	SR p. 45
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	SR p. 45
GRI 305: Emissions 2016	305-4 GHG emissions intensity	SR p. 45
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	SR p. 48-49
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	SR p. 45
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR p. 45
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR pp. 52-53
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	SR pp. 52-53
GRI 306: Waste 2020	306-3 Waste generated	SR pp. 52-53
GRI 306: Waste 2020	306-4 Waste diverted from disposal	SR pp. 52-53
GRI 306: Waste 2020	306-5 Waste directed to disposal	SR pp. 52-53
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR pp 56-61
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	BRSR (part of Annual report 2025) pp. 147-148
GRI 401: Employment 2016	401-3 Parental leave	SR pp 58-60
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational change	-

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	SR pp 50-55
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	SR pp 50-55
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR pp. 56-61
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	SR pp. 56-61
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	SR pp. 56-61
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR pp. 56-61
GRI 405: Diversity and Equal Opportunity 2016	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	BRSR (part of Annual report 2025) pp. 180

GRI Standard	Disclosure	Location
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	BRSR (part of Annual report 2025) pp. 169
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	BRSR (part of Annual report 2025) pp. 180
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	BRSR (part of Annual report 2025) pp. 180
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	BRSR (part of Annual report 2025) pp. 178
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	BRSR (part of Annual report 2025) pp. 180
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR pp 76-79
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	SR pp 76-79
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria-	-
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions take	-
GRI 415: Public Policy 2016	415-1 Political contributions	BRSR (part of Annual report 2025) pp. 160
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	BRSR (part of Annual report 2025) pp. 194
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	BRSR (part of Annual report 2025) pp. 194
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	BRSR (part of Annual report 2025) pp. 194
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	BRSR (part of Annual report 2025) pp. 194
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	BRSR (part of Annual report 2025) pp. 194
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	BRSR (part of Annual report 2025) pp. 194

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