

COMPANY OVERVIEW

A. Revenue

Reporting Year*	Unit	FY19 2018	FY20 2019	FY21 2020	FY22 2021
Reported Revenues	INR Million	631,435	587,523	525,886	896,440

B. Business Activity

Business Activity	Product	Revenue in FY2020	% of total revenue in FY20
	USD Million	6,952	100%

Note * The reporting year for HMEL is April-March fiscal year. Hence for example, for HMEL FY22 is April 2021-March

ENVIRONMENTAL DATA

A. Environmental Policy and Management Systems

	Description	Coverage (%)
EMS verified through international standards	ISO 14001	100
Third party certification/ audit/ verification by specialized companies	TÜV SÜD (South Asia)	100
Internal certification/ audit/ verification by company's own specialists from headquarters	Internal audit once in a year	100

B. Return on Environmental Investments

	Unit	2018	2019	2020	2021
Capital Investments	INR	6,500,000	1,300,000	0	0
Operating expenses	INR	0	0	0	0

Total expenses (=capital investment + operating expenses)	INR	6,500,000	1,300,000	0	0
Savings, cost avoidance, income, tax incentives	INR	Nil	Nil	Nil	Nil

C. Environmental Violations

	Unit	2018	2019	2020	2021
Violations of legal obligations/ regulations	Number	Nil	Nil	Nil	Nil
Amount of fines/ penalties related to the above	INR	Nil	Nil	Nil	Nil
Environmental liability accrued at the year end	INR	Nil	Nil	Nil	Nil

D. GHG Emissions

	Unit	2018	2019	2020	2021
Total direct GHG emissions (Scope 1)	metric tonnes	3,896,640	3,912,891	3,488,743	3,958,973
Location-based (Scope 2)	metric tonnes	183,000	157,771	103,565	183,349
Market-based (Scope 2)	metric tonnes	0	0	0	0
Total	metric tonnes	4,079,640	4,070,662	3,592,308	4,142,322
Baseline year for Scope 1 and 2	year	2018-2019			
Direct NOx Emission	metric tonnes	3,933	3,908	4,142	3,696
Direct SOx Emission	metric tonnes	4,055	3,334	2,840	2,995
Direct CH4 Emissions	metric tonnes	390	400	430	1,050

E. Energy Consumption

Unit	2018	2019	2020	2021
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Total non-renewable energy consumption	MWh	14,519,637	13,402,235	12,029,012	13,997,984
Total renewable energy consumption	MWh	0	7,146	7,068	2,014
Energy intensity	MWh/Revenue (INR Million)	23.0	22.8	22.9	15.6
Total	MWh	14,519,637	13,409,381	12,036,080	13,999,998

F. Water

	Unit	2018	2019	2020	2021
Municipal water use	MCM	0	0	0	0
Fresh surface water (lakes, rivers)*	MCM	17.26	17.40	17.71	22.29
Water recycled	CM	100%	100%	100%	100%
Discharge of water to source of extraction	MCM	0	0	0	0
Evaporation losses	MCM	0.14	0.19	1.41	0.93
Total net fresh water consumption	MCM	17.12	17.21	16.29	21.36

G. Waste

	Unit	2018	2019	2020	2021
Total waste recycled/reused (Non-Hazardous)	metric tonnes	0	2498	4845	7149
Total waste disposed (Non Hazardous)	metric tonnes	0	0	0	0
Total hazardous waste recycled/ reused	metric tonnes	11416	18,906	12,241	7,760
Hazardous waste landfilled	metric tonnes	221	4,000	0	0

PEOPLE DATA

A. Workforce

		2018 (in %)	2019(in %)	2020(in %)	2021(in %)
Headcount by Age Group	Less than 30 years	50%	34%	44%	39%
	Between 30-50 years	46%	58%	50%	55%
	More than 50 years	5%	8%	6%	6%
Headcount by Management Level	Senior Management	2%	2%	2%	2%
	Middle Management	11%	12%	12%	13%
	Junior Management	40%	40%	42%	41%
	Others	46%	46%	44%	43%
Headcount by Gender	Male	98%	98%	98%	98%
	Female	2%	2%	2%	2%
Headcount by Nationality	Indian	99.8%	99.8%	99.7%	99.8%
	Foreign	0.2%	0.2%	0.3%	0.2%
Headcount by Race/Ethnicity	Asian	99.8%	99.8%	99.7%	99.8%

B. Gender Diversity

		2018 (in %)	2019(in %)	2020(in %)	2021(in %)
Female Workforce	Organization	2%	2%	2%	2%
	Permanent	2%	2%	2%	2%
Female workforce in Departments	Revenue Generation	0.10%	0.10%	0.16%	0.30%
	STEM Functions	1.30%	1.40%	1.30%	1.10%
Female Workforce in Age Group	Less than 30 years	1%	1%	1%	1%
	Between 30-50 years	1%	1%	1%	1%
	More than 50 years	0%	0%	0%	0%
Female Workforce at	All management	4.0%	5.0%	4.9%	4.9%
	Senior Management	0%	0%	0%	0%

Management level	Middle Manager	0.50%	1.80%	1.80%	1.60%
	Senior Management	3.50%	3.20%	3.10%	3%

Female Workforce at Leadership Level	Board members	12.50%	12.50%	12.50%	12.50%
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C. Discrimination and Harassment

		2018	2019	2020	2021
Discrimination and Harassment Incidents	Number	0	0	0	0

D. Hiring

		2018	2019	2020	2021
Annual Hiring	Organization (New Hiring in numerical)	397	262	120	134
	Internal Movement/Positions filled internally (%)	2%	11%	12%	17%

E. Employee Turnover

		2018 (in %)	2019(in %)	2020(in %)	2021(in %)
Total Employee Turnover rate	Total	9.7%	7.9%	3.5%	6.1%

Employee Turnover Rate-by Gender	Male	9.6%	7.5%	3.3%	6.0%
	Female	0.1%	0.4%	0.2%	0.1%

Employee Turnover rate by Age Group	Less than 30 years	6.2%	4.8%	2.7%	2.9%
	Between 30-50 years	3.0%	2.4%	0.4%	2.3%
	More than 50 years	0.4%	0.6%	0.4%	0.9%

Total Voluntary Turnover rate	Total	Data not available	7.20%	3.00%	4.80%
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F. Employee Engagement

		2018 (in %)	2019(in %)	2020(in %)	2021(in %)
Employee participated in survey	Total	77%	Data not available	83%	88.00%

G. Human Capital Development

		2018	2019	2020	2021
Average hours spent by FTE on training and development	Hours	86.3	69.3	32.6	54.0
Average hours spent on training and development	Male	86.90	69.10	32.70	55.10
	Female	53.20	85.20	27.80	37.40
Average hours spent on training and development	Management	37.41	26.15	14.62	17.21
	Technical	48.93	43.19	18.02	37.56

H. Human Capital Return on Investment

		2018	2019	2020	2021
Total Revenue	INR	631,435,000,000	587,523,000,000	525,886,000,000	896,440,000,000
Total Operating Expenses	INR	419,804,000,000	391,070,000,000	229,678,000,000	520,977,000,000
Total employee-related expenses (salaries and benefits)	INR	2,944,000,000	3,070,000,000	2,970,000,000	3,401,000,000
Resulting HC ROI	INR	72.88553	64.99121	100.73333	111.39782

I. Employee Development Programme

2021

FTE participation (%)

Description of program objective and outcomes	Develops Self and Teams through effective collaboration	By the end of the workshop, participants would be able to: 1. Identify various dimensions of personal development 2. Explore effective ways to identify needed skills and continuously develop those skills 3. Create strong base of building rapport and trust with others for	46.00%
	Focus on innovation and optimizes work	By the end of the workshop, participants would be able to: 1. Define innovation and ways to innovate? 2. Concept of constant improvement	32.00%

J. Employee Support Programme

Provide a write-up on special training and/or measures undertaken by the company to foster employees' health and well-being in the following areas	
Flexible working hours	Maternity benefit of 26 Weeks paid leaves is given as per Maternity Benefit Act
2. Working-from-home	
3. Childcare facilities or contributions	Paid parental leave for the non-primary caregiver in excess of the minimum legal requirement is less than 2 weeks
4. Breast-feeding/ lactation facilities or benefits	
5. Paid parental leave for primary caregiver with indication of number of paid weeks	

K. Talent Attraction and Retention

Provide a small write-up on how the company is	We have an approved recruitment policy based on which the company takes such decisions
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Management by objectives: systematic use of agreed measurable targets by line superior	100% of employees
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Multidimensional performance appraisal (e.g. 360 degree feedback)	14% of employees
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Formal comparative ranking of employees within one employee category	100% of employees
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L. Occupational Health and Safety

	Unit	2018	2019	2020	2021
Fatalities - Employees	Number	0	0	0	0
Fatalities - Contractors	Number	1	1	2	1
Lost-Time Injury Frequency Rate (LTIFR) - Employee	n/million hours worked	0	0	0.21	0
Lost-Time Injury Frequency Rate (LTIFR) - Contractors	n/million hours worked	0.2	0.21	0.29	0.22
Total Recordable Injury Frequency Rate (TRIFR) - Employee	n/million hours worked	0	1.1	0.42	0.62

Total Recordable Injury Frequency Rate (TRIFR) - Contractors	n/million hours worked	0.98	0.83	0.84	0.85
Process Safety Events - Tier 1	n/million hours worked	0	0	0.03	0

CORPORATE SOCIAL RESPONSIBILITY DATA

A. Philanthropic Contributions by Category

	Unit	2020-21
Charitable Donations	%	19.41
Community Donations	%	80.59
Commercial Initiatives	%	0
Total	%	100

B. Philanthropic Contributions by Type

	Currency	2020-21
Cash contributions and benefits	INR	146800000
Employee volunteering hours	INR	0
In-kind contributions	INR	0
Management overheads	INR	0

C. Corporate Citizenship Strategy

Livelihood and Sustainable Development
Education Development
Community health care and hygiene
Skill Development
Community infrastructure and environment

Description	Creating a congenial environment in vicinity through economic empowerment of the community	An educated vicinity to support the growth of business	A healthy community around	Skill development trainings in partnership with NSDC	Support to community institutions
Business Benefit KPI	Uninterrupted business operation to contribute in through put target	Uninterrupted business operation to contribute in through put target	Uninterrupted business operation to contribute to the through put target	Uninterrupted business operations to contribute to the through put target	Uninterrupted business operations to contribute to the through put target
Social/Environmental Benefit KPI	More than 2000 women associated with SHGs and more than 2400 farmers through dairy development	More than 12000 children in 53 government schools in 27 villages	More than 54000 population in 27 villages are being helped through COVID prevention measures	Imparting specialized skill development trainings for benefitting local youth	More than 20,000 population in 46 villages are being benefitted

GOVERNANCE AND ECONOMIC DATA

A. Board Structure

	Unit	2019	2020	2021
Executive Directors	Number	2	1	1
Independent Directors	Number	1	1	1
Other Non-Executive Directors	Number	6	6	6
Total	Number	9	8	8
Female Directors	Number	/	/	1
	Name	/	/	Dr. Asha Kaul

	Unit	2021
Average board meeting attendance	Percentage	94
Minimum attendance required of board members	Percentage	25
Average tenure of board members	Years	5.88 years
Number of non-executive/ independent directors with 4 or less other mandates	Number	7
Please provide the names of the directors included in the above count	Describe	MK Surana, Aditya Mittal, Dr. Asha Kaul, Rajan Tandon, Vindoo Shenoy, Jagjeet Singh Bindra, Rajneesh Narang
Performance assessment of board of directors/ supervisory board members	Describe	Nomination and Remuneration Committee of the Board of Directors does the performance evaluation of the Board, its committees and individual directors

Number of independent or non-executive members with industry experience (e.g. excludes executives)	Number	6
List the independent or non-executive directors included in the above count:	Describe	MK Surana, Aditya Mittal, Rajan Tandon, Vinod Shenoy, Jagjeet Singh Bindra, Rajneesh Narang

B. Emerging Risk

		Emerging risk 1	Emerging Risk 2
Name of emerging risk	Describe	Health and Safety Risk	ESG Risk

Category	Describe	Occupational Safety of Employees and	Operational, Health and Safety and Stratgic risks
Description	Describe	We operate in a very high risk industry and	These risks are related to climate change,
Impact	Describe	With the large scale of our operations,	ESG risks in our industry are based on the
Mitigating actions	Describe	To mitigate this risk within our premises.	The Company is increasingly strategizing its ESG

C. Code of Conduct

	Unit	Written/ Direct Acknowledgement	Training Provided
Employees	Percentage	100	100
Subsidiaries	Percentage	100	100

Systems and procedures for effective implementation of code of conduct We reinforce our Code of Conduct by generating awareness with our employees, workers, supply chain vendors and third parties while onboarding them, and we continue to communicate with them periodically via emails to provide a reminder about our policies and standards at work. The effectiveness of our ethics and Code of Conduct at work are measured by the number of concerns, reported, poll surveys and internal assessments. The

D. Anti-Competitive Practices and Political Contributions

	Unit	2018	2019	2020	2021
Fines and settlements	INR	Nil	Nil	Nil	Nil
Corruption and bribery cases	Number	Nil	Nil	Nil	Nil
Lobbying	INR	Nil	Nil	Nil	Nil
Political campaigns (local, regional or national)	INR	Nil	Nil	Nil	Nil
Trade associations or tax-emept groups (think tanks)	INR	Nil	Nil	Nil	Nil
Total					

E. Material Issue

	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue	Health and Safety	GHG Emissions, Environmental	Energy Management
Business case	Health and safety is a crucial part of our	Oil and Gas are one of the most	HMEL is dedicated towards creating a
Use-cases	We have robust safety protocols and	We have executed more than	Our total non-renewable energy
Long term target/ metric	Continual improvement of HMEL safety	Net Zero	10% of the energy mix to be

Target year	2025	2060	2027
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F. Supply Chain Management

	Unit	Tier 1 suppliers	Critical non-tier 1 suppliers
Absolute number of suppliers	Number	85	/

G. Tax Strategy

	Unit	FY20	FY21
Earnings before tax	INR	3,423,000,000	40,888,000,000
Reported taxes	INR	-613,000,000	28,312,000,000
Cumulative acceptable adjustments	INR	0	0
Effective Tax Rate	Percentage	-17.91%	69.24%
Cash Taxes Paid	INR	458,000,000	284,000,000
Cash Tax Rating	Percentage	13.38%	0.69%

H. Information Security

Please indicate which role in the Executive Management team is responsible for overseeing cybersecurity within the company	We have an Internal Cybersecurity Policy in place. HMEL APEX Committee (chaired by MD&CEO) and Head-IT are responsible for overseeing cybersecurity governance as per HMEL's Risk Management Framework. Reports pertaining to cybersecurity risks are to be presented from the Information Security Team to the APEX Committee part of regular reviews with Top Management.
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