

COMPANY OVERVIEW											
A. Revenue											
Reporting Year*	Unit	FY20 2019	FY21 2020	FY22 2021	FY23 2022	FY24 2023	FY25 2024	FY26 2025			
Reported Revenues	INR Million	5,80,053	5,17,305	8,95,512	9,61,506	9,13,305	9,94,994	9,49,942			
B. Business Activity											
	Product	Revenue in FY22 (USD)	% of total revenue in FY22	Revenue in FY23	% of total revenue in FY23	Revenues in FY24	% of total revenue in FY24	Revenues in FY25	% of total revenue in FY25	Revenues in FY26	% of total revenue in FY25
Business Activity	USD Million	12,019	100%	11,961	100%	11,032	100%	11,765	100%	10757	100%
Note: The reporting year for HMEL is April-March fiscal year. Hence for example, for HMEL FY26 is 1st April 2025 to 31 March 2026 period which corresponds to 2025 year in the S&P DJSI											
GOVERNANCE AND ECONOMIC DATA											
A. Board Structure											
	Unit	FY20	FY21	FY22	FY23	FY24	FY25	FY26			
Executive Directors	Number	1	1	1	1	1	1	1			
Independent Directors	Number	2	1	1	1	1	1	1			
Other Non-Executive Directors	Number	6	6	6	6	6	6	6			
Total	Number	9	8	8	8	8	8	8			
Female Directors	Number	/	/	1	1	1	2	2			
	Name	/	/	Dr. Asha Kaul	Dr. Asha Kaul	Dr. Asha Kaul	Vanisha Mittal Bhatia Dr. Manaswini Bhalla	Vanisha Mittal Bhatia Dr. Manaswini Bhalla			
	Unit	FY22	FY23	FY24	FY25	FY26					
Average board meeting attendance	Percentage	94	94	98	85	98					
Minimum attendance required of board members	Percentage	25	25	25	25	25					
Average tenure of board members	Years	5.88 years	5.38 years	6.38 years	5.44 years	4.36 years					
Number of non-executive/ independent directors with 4 or less other mandates	Number	7	7	7	7	7					
Please provide the names of the directors included in the above count	Describe	MK Surana, Aditya Mittal, Dr. Asha Kaul, Rajan Tandon, Vinod Shenoy, Jagjeet Singh Bindra, Rajneesh Narang	Aditya Mittal, Pushp Kumar Joshi, Dr. Asha Kaul, Rajan Tandon, Jagjeet Singh Bindra, Rajneesh Narang, S. Bharathan			Aditya Mittal, Pushp Kumar Joshi, Dr. Asha Kaul, Rajan Tandon, Jagjeet Singh Bindra, Rajneesh Narang, S. Bharathan	Vikas Kaushal, Vanisha Mittal Bhatia, Dr. Manaswini Bhalla, Rajan Tandon, Jagjeet Singh Bindra, Rajneesh Narang, S. Bharathan	Vikas Kaushal, Vanisha Mittal Bhatia, Dr. Manaswini Bhalla, Sandeep Kumar Jalan, Jagjeet Singh Bindra, Rajneesh Narang, S. Bharathan			
Performance assessment of board of directors/ supervisory board members	Describe	The Board of Directors does the performance evaluation of the Board, its committees and individual directors									
		FY22	FY23	FY24	FY25	FY26					
Number of independent or non-executive members with industry experience (e.g. excludes executives)	Number	6	6	6	6	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	Pushp Kumar Joshi, Aditya Mittal, Rajan Tandon, S. Bharathan, Jagjeet Singh Bindra, Rajneesh Narang			Pushp Kumar Joshi, Aditya Mittal, Rajan Tandon, S. Bharathan, Jagjeet Singh Bindra, Rajneesh Narang	Vikas Kaushal, Vanisha Mittal Bhatia, Rajan Tandon, S. Bharathan, Jagjeet Singh Bindra, Rajneesh Narang	Vikas Kaushal, Vanisha Mittal Bhatia, Sandeep Kumar Jalan, S. Bharathan, Jagjeet Singh Bindra, Rajneesh Narang			
B. Emerging Risk											
		Emerging Risk									
Name of emerging risk	Describe	Water Risk									
Category	Describe	Sustainability									
Description	Describe	HMEL GGSR Complex has single source of water									
Impact	Describe	In future, our requirements may grow along with business growth and current source of water supply may deplete. So there is a risk of water stress.									
Mitigating actions	Describe	Identification of alternate water source is under exploration.									

C. Code of Conduct							
	Unit	Acknowledgement*	Training Provided*	FY23	FY24	FY25	FY26
Employees	Percentage	100	100	100	100	100	100
Subsidiaries	Percentage	100	100	100	100	100	100
* 100% for new joinees at the time of induction and remaining done once in 2 years. Online system developed and used by all employees.							
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 feedback is incorporated into the annual plan for deployment. All the employees have accepted the Code of Conduct.						

D. Anti-Competitive Practices and Political Contributions								
	Unit	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Fines and settlements	INR	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Corruption and bribery cases	Number	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Lobbying	INR	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Political campaigns (local, regional or national)	INR	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Trade associations or tax-exempt groups (think tanks)	INR	Nil	Nil	Nil	Nil	Nil	Nil	Nil

E. Material Issue			
	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue	Health and Safety	GHG Emissions, Environmental and Social Impact	Energy Management
Business case	Health and safety is a crucial part of our industry given the risk to human life.	Oil and Gas are one of the most important commodities for the Indian Economy and is required to meet domestic needs. We monitor our emissions to contribute to the greater goal of India becoming a net zero country by 2070	HMEL is dedicated towards creating a greener and cleaner environment and are slowly shifting towards consuming renewable energy instead of fuel-based energy.
Use-cases	We have robust safety protocols and have conducted over 2,24,500 hours of safety trainings along with ancillary trainings such as mock fire drills during the year.	We have executed 49 energy and fuel efficiency projects to increase our productivity and align our activities to foster a sustainable and cleaner environment.	Our total renewable energy consumption incresed by 52% in the year as we are shifting towards renewable sources of energy. To further reduce our reliance on non-renewable sources of energy, we are looking into renewable sources of energy such as Ethanol, Green Chemicals, Green Hydrogen and Solar Energy to fulfill our energy needs.
Long term target/ metric	Continual improvement of HMEL safety management systems through internal and external audits and learning from incidents and near misses	Near Net Zero	10% of the energy mix to be constituted by solar renewables
Target year	2026	2040	2027

F. Supply Chain Management					
	Unit	Tier 1 suppliers	FY25 Critical non-tier 1 suppliers	FY26 Tier 1 suppliers	FY26 Critical non-tier 1 suppliers
Absolute number of suppliers - Crude	Number	25	NA	30	NA
Absolute number of suppliers - Non Crude	Number	175	1702	244(Above 1 Cr)	1113

G. 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 called - Overall Guiding Principles of Information Security. 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.

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 NORD (India)	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	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Capital Investments	INR Million	1.3	110.0	153.2	234.2	5,270.4	421.6	836.9
Operating expenses	INR Million	598.3	499.8	666.6	710.2	825.8	2,005.2	1,456.7
Total expenses (=capital investment + operating expenses)	INR Million	599.6	609.8	819.8	944.4	6,096.2	2,426.8	2,293.6
Savings, cost avoidance, income, tax incentives	INR Million	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Yearly Expected Benefits	INR Million	0.9	98.6	136.0	208.1	1,272.1	501.9	413.9

C. Environmental Violations								
	Unit	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Violations of legal obligations/ regulations	Number	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Amount of fines/ penalties related to the above	INR	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Environmental liability accrued at the year end	INR	Nil	Nil	Nil	Nil	Nil	Nil	Nil

D. GHG Emissions								
	Unit	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Total direct GHG emissions (Scope 1)	Million Metric tonnes	3.91	3.49	4.34	4.29	5.95	6.66	5.98
Location-based (Scope 2)	Million Metric tonnes	0.16	0.10	0.16	0.13	0.72	0.96	0.96
Market-based (Scope 2)	Million Metric tonnes	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	Million Metric tonnes	4.07	3.59	4.50	4.42	6.67	7.62	6.94
Direct NOx Emission	Metric tonnes	3,908	4,142	3,696	4,600	6,341	6,385	4,252
Direct SOx Emission	Metric tonnes	3,334	2,840	2,995	4,378	3,977	3,993	4,230
Direct CH4 Emissions	Metric tonnes	400	430	1,050	990	742	705	506

E. Energy Consumption								
	Unit	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Total non-renewable energy consumption	MWh	13,06,782	11,29,699	13,73,435	13,29,132	20,70,829	23,82,480	23,06,442
Total renewable energy consumption*	MWh	7,146	7,068	2,014	3,803	14,434	21,901	35,168
Energy intensity	MWh/Revenue (INR Million)	2.24	2.16	1.53	1.39	2.28	2.42	2.47
Total	MWh	13,13,928	11,36,768	13,75,449	13,32,936	20,85,262	24,04,381	23,41,610
* Note: Renewable energy consumption is for the Pipeline operations only								

F. Water								
	Unit	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Municipal water use	MCM	0	0	0	0	0	0	0.05
Fresh surface water (lakes, rivers)*	MCM	17.40	17.71	22.29	26.44	29.48	32.69	34.07
Water recycled	%	100%	100%	100%	100%	100%	100%	100%
Discharge of water to source of extraction	MCM	0	0	0	0	0	0	0
Evaporation losses	MCM	0.19	1.41	0.93	1.55	1.56	1.56	1.93
Total net fresh water consumption	MCM	17.21	16.29	21.36	24.89	27.92	31.13	32.18
*Note - Very minor volume of water for the Pipeline subsidiary taken from Municipality and Ground Water								

G. Waste								
	Unit	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Total waste recycled/ reused (Non-Hazardous)	metric tonnes	0	0	0	0	0	0	0
Total waste disposed (Non Hazardous)	metric tonnes	2,498	4,845	7,149	9,318	6,886	5,787	14,480

Total hazardous waste recycled/ reused	<i>metric tonnes</i>	18,906	12,242	12,966	10,168	9,502	10,788	15,457
Hazardous waste landfilled	<i>metric tonnes</i>	4,000	0	0	0	0	341	70
Hazardous waste otherwise recycled (Recycled with SPCB approved recyclers)	<i>metric tonnes</i>	1,465	1,008	1,216	668	1,825	2,066	2,952

PEOPLE DATA

A. Workforce

		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Headcount by Age Group	Less than 30 years	33.6%	43.9%	38.7%	33.7%	34.8%	29.80%	28.69%
	Between 30-50 years	58.5%	50.3%	55.2%	60.1%	59.9%	63.35%	63.77%
	More than 50 years	7.9%	5.8%	6.1%	6.7%	5.3%	6.85%	7.55%
Headcount by Management Level	Senior Management	2.0%	2.4%	2.2%	2.5%	2.2%	2.1%	2.2%
	Middle Management	12.3%	11.7%	13.1%	12.0%	15.6%	16.0%	16.6%
	Junior Management	40.1%	42.2%	41.2%	43.6%	28.0%	27.0%	27.7%
	Others	45.7%	43.7%	43.5%	41.8%	54.2%	55.0%	53.5%
Headcount by Gender	Male	98.4%	98.4%	98.0%	97.7%	95.5%	94.8%	94.3%
	Female	1.6%	1.6%	2.0%	2.3%	4.5%	5.2%	5.7%
Headcount by Nationality	Indian	99.8%	99.7%	99.8%	99.9%	100.0%	99.96%	99.96%
	Foreign	0.2%	0.3%	0.2%	0.1%	0.0%	0.04%	0.04%
Headcount by Race/Ethnicity	Asian	99.8%	99.7%	99.8%	99.9%	100.0%	99.96%	99.96%

B. Gender Diversity

		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Female Workforce	Organization	1.6%	1.6%	2.0%	2.3%	4.5%	5.2%	5.7%
	Permanent	1.6%	1.6%	2.0%	2.3%	4.5%	5.2%	5.7%
Female workforce in Departments	Revenue Generation	0.1%	0.2%	0.3%	0.4%	0.8%	0.6%	0.6%
	STEM Functions	1.4%	1.3%	1.1%	1.7%	3.2%	1.1%	3.5%
Female Workforce in Age Group (Total workforce)	Less than 30 years	0.9%	0.9%	1.0%	1.2%	3.3%	3.63%	3.86%
	Between 30-50 years	0.7%	0.7%	1.0%	1.1%	1.2%	1.50%	1.73%
	More than 50 years	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.13%
Female Workforce at Management level (Within level)	All management	1.6%	1.6%	2.0%	2.3%	2.2%	2.4%	2.5%
	Senior Management	0.0%	0.0%	0.0%	0.0%	0.1%	0.00%	0.1%
	Middle Management	1.8%	1.8%	1.6%	3.0%	0.3%	0.31%	0.4%
	Junior Management	3.2%	3.1%	3.3%	4.2%	1.8%	2.10%	2.1%
Female Workforce at Leadership Level	Board members	12.5%	12.5%	12.5%	12.5%	12.5%	25.0%	25.0%

C. Discrimination and Harassment

		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Discrimination and Harassment Incidents	<i>Number</i>	0	0	0	0	0	0	0

D. Hiring

		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Annual Hiring	Organization (New Hiring in numerical)	262	120	134	229	418	226	152
	Internal Movement per Positions filled internally (%)	11%	12%	17%	17%	12%	14%	17%

E. Employee Turnover

		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Total Employee Turnover rate	Total	7.9%	3.5%	6.1%	11.1%	7.7%	7.3%	7.2%
Employee Turnover Rate- by Gender	Male	7.5%	3.3%	6.0%	10.7%	7.3%	6.7%	6.8%
	Female	0.4%	0.2%	0.1%	0.4%	0.4%	0.6%	0.4%
Employee Turnover rate by Age Group	Less than 30 years	4.8%	2.7%	2.9%	5.5%	2.7%	3.8%	2.6%
	Between 30-50 years	2.4%	0.4%	2.3%	4.9%	3.9%	3.1%	4.0%
	More than 50 years	0.6%	0.4%	0.9%	0.8%	1.1%	0.4%	0.6%
Total Voluntary Turnover rate	Total	7.2%	3.0%	4.8%	9.7%	6.8%	6.9%	6.7%

F. Employee Engagement

		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Employee participated in survey	Total	Data not available	83.00	88.00	Data not available*	93%	96%	Data not available*

* Survey not conducted for FY 2022-23 & FY2025-26

** As per Kincentric Survey conducted in Apr'23

G. Human Capital Development								
		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Average hours spent by FTE on training and development	Hours	69.3	32.6	54.8	61.8	119.7	82.4	61.6
Average hours spent on training and development by gender	Male	69.1	32.7	55.1	61.3	107.4	78.4	61.4
	Female	85.2	27.8	37.4	83.5	464.2	160.9	64.6
Average hours spent on training and development by training type	Management	26.2	14.6	17.2	21.4	33.1	27.1	20.4
	Technical	43.2	18.0	37.6	40.5	86.6	55.2	41.3

H. Human Capital Return on Investment								
		FY20	FY21	FY22	FY23	FY24	FY25	FY26
Total Revenue	INR Million	5,80,053	5,17,305	8,95,512	9,61,506	9,13,205	9,94,994	9,49,942
Total Operating Expenses	INR Million	3,91,070	2,29,678	5,20,977	6,69,334	6,35,138	7,36,422	6,33,502
Total employee-related expenses (salaries and benefits)	INR Million	3,070	2,970	3,401	3,892	6,348	6,603	6,635
Resulting HC ROI		61.6	96.8	110.1	75.1	43.8	39.2	47.7

I. Employee Development Programme

	Description of program	FTE participation (%) in FY22	FTE participation (%) in FY23	FTE participation (%) in FY24	FTE participation (%) FY25	FTE participation (%) FY26
Description of program objective and outcomes	Developing Adaptability in VUCA World Developing Adaptability in VUCA World: Target Participants: DM, AM, Engineer & Officer who have opted Adapts to Uncertainty & Readiness and Adaptability competencies as their IDPs for FY25-26. a) To enhance participants' ability to navigate and respond effectively to change, uncertainty, and disruption. b) Articulate the key characteristics of an adaptable mindset. c) To develop an adaptive mindset, building emotional and cognitive flexibility d) Equipping them with practical tools and strategies to lead themselves and their teams confidently in a dynamic and evolving business environment.				NA	59.80%
	Chat GPT (FY24-25) & (25-26) Chat GPT Target Participant: DGM & below Objectives: a) Understand ChatGPT capabilities in various tasks b) Learn text prompting techniques for enhanced results c) Apply effective prompting techniques for different tasks d) Explore different OpenAI applications e) Learn image prompting techniques for enhanced results f) Understand prompt reliability and privacy concerns				11.70%	13.40%

J. Employee Support Programme

FY26

Flexible working hours 2. Working-from-home 3. Childcare facilities or contributions 4. Breast-feeding/ lactation facilities or benefits 5. Paid parental leave for primary caregiver with indication of number of paid weeks	Maternity benefit of 26 Weeks paid leaves is given as per Maternity Benefit Act Paid parental leave for the non-primary caregiver in excess of the minimum legal requirement is less than 2 weeks To expand spectrum of employee wellness, Employee Assistance Program on mental wellness, "Employee Well-Being & Assistance Program (Care & Support program)", 5-Day Working implemented in Refinery & Pipeline
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K. Talent Attraction and Retention

Provide a small write-up on how the company is evaluating recruiting channels, screening of candidates, assessing talent supply/demand)	We have 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)	15% 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	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Fatalities - Employees	Number	0	0	0	0	0	0	0
Fatalities - Contractors	Number	1	2	1	0	0	0	0
Lost-Time Injury Frequency Rate (LTIFR) - Employee	n/million hours worked	0.00	0.21	0.00	0.00	0.19	0.00	0.00
Lost-Time Injury Frequency Rate (LTIFR) - Contractors	n/million hours worked	0.21	0.29	0.22	0.23	0.04	0.00	0.10
Total Recordable Injury Frequency Rate (TRIFR) - Employee	n/million hours worked	1.10	0.42	0.62	0.21	0.19	0.60	0.22
Total Recordable Injury Frequency Rate (TRIFR) - Contractors	n/million hours worked	0.83	0.84	0.85	0.90	0.62	0.80	0.57
Process Safety Events - Tier 1	n/million hours worked	0.00	0.03	0.00	0.08	0.00	0.00	0.12

CORPORATE SOCIAL RESPONSIBILITY DATA
CSR

	Unit	FY22	FY23	FY24	FY25	FY26
Charitable Donations	%	19.4	11.0	4.0	7.6	16.6
Community Donations	%	80.6	89.0	96.0	92.4	83.4
Commercial Initiatives	%	0.0	0.0	0.0	0.0	0.0
Total	%	100.0	100.0	100.0	100.0	100.0

B. Philanthropic Contributions by Type

	Unit	FY22	FY23	FY24	FY25	FY26
Cash contributions and benefits	INR Million	147	275	409	705	528
Employee volunteering hours	INR Million	0	0	0	0	0
In-kind contributions	INR Million	0	0	0	0	0
Management overheads	INR Million	0	0	0	0	0

C. Corporate Citizenship Strategy

Livelihood and Sustainable Development

Education Development

Community health care and hygiene

Skill Development

Community infrastructure and environment

Promoting Sports, Art & Culture

Description	Women Empowerment and Entrepreneurship Development initiatives	(a) Scholarship & Other support to Meritorious students for Secondary class 10th and 12th students (b) Distribution of school uniforms in Government schools	(a) Medical camps (b) Support for relief measures in flood affected areas (a mid year inclusion in Plan)	(a) Skill Training Programs (b) IELTS Preparation Training (c) English Speaking Course	(a) Raman Sewerage Project (b) Support for Heath infraststructure development (Kamala Nehru Hospital a mid year inclusion in plan.	a) Cluster based SHG enterprises for Phulkari (Phulkari Revivial Project) b) Sports promotion initiative c) Promote Art & Culture in Jalore
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	Uninterrupted business operations to contribute to the through put target
Social/Environmental Benefit KPI	155 New SHG consisting of 1550 women formed from April 25 till 31st March 2026.	(a) HMEL- 226 students Project under progress and will be completed in Jan 2026. Pipeline location- 92 students till date	(a) In FY 2025-26, HMEL in partnership with AIIMS Bathinda have organised 67 Mobile Medical camps and diagnosed 4817 patients Pipeline location. 26 Medical camps 11500 community members benifited.	(a) FY 2025-26,total 1006 students are completed their skill training and which met the target to provide training to 1826 students in year spanning from FY 2024-26.	(a) As per 2011 census	Under the Art and Culture component, HMEL is spearheading the revival and promotion of Phulkari a rich, traditional embroidery art form native to Punjab. HMEL also supports local sports events and youth engagement activities, fostering a spirit of discipline, teamwork, and health in the community.
	34 enterprise established benefitting 340 women from April 2025 till date. Overall- 820 SHG form till date consisting of 8251 women and 228 group based enterprise consisting of more than 2300 women	(b) Distribution of basic amenities in 115 government schools benefitting 20450 students approx.	(b) Support to state government	(b) 100 students are completed IELTS prepraration training. (c) HMEL implemented English speaking and writing programmes for 550 students across four government schools in Gujarat and Rajasthan, particularly in pipeline location		