हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड
(भारत सरकार उपक्रम) रजिस्टर्ड ऑफिस : 17, जमशेदजी टाटा रोड, मुंबई - 400 020.
HINDUSTAN PETROLEUM CORPORATION LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE) REGISTERED OFFICE : 17, JAMSHEDJI TATA ROAD, MUMBAI - 400 020.

17, जमशेदजी टाटा रोड, पोस्ट बॉक्स नं. - 11041, मुंबई - 400 020. दूरभाष - 2286 3900 • फॅक्स - 2287 2992 • ई-मेल : corphqo@hpcl.in
17, Jamshedji Tata Road, P. O. Box No. - 11041, Mumbai - 400 020. Tel. : 2286 3900 • Fax : 2287 2992 • e-mail : corphqo@hpcl.in
CIN No.: L23201MH1952GOI008858

Ref.: Co.Secy./RKS/273/2026 July 31, 2026

BSE Limited,
Phiroze Jeejeebhoy Towers, Dalal Street,
Mumbai – 400 001 **Scrip Code: 500104**

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1, G-Block,
Bandra-Kurla Complex, Bandra East,
Mumbai – 400 051 **Scrip Name : HINDPETRO**

Sub.: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sirs,

In compliance with provisions of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we write to forward herewith the Business Responsibility and Sustainability Report **("BRSR")** for the Financial Year 2025-26 which also forms part of the Integrated Annual Report submitted to the Stock Exchanges vide letter Ref. Co.Secy./RKS/272/2026 dated July 31, 2026.

The Integrated Annual Report, inter-alia, containing the BRSR is also hosted on the website of the Company at www.hindustanpetroleum.com.

This is for your information and records.

Thanking you,

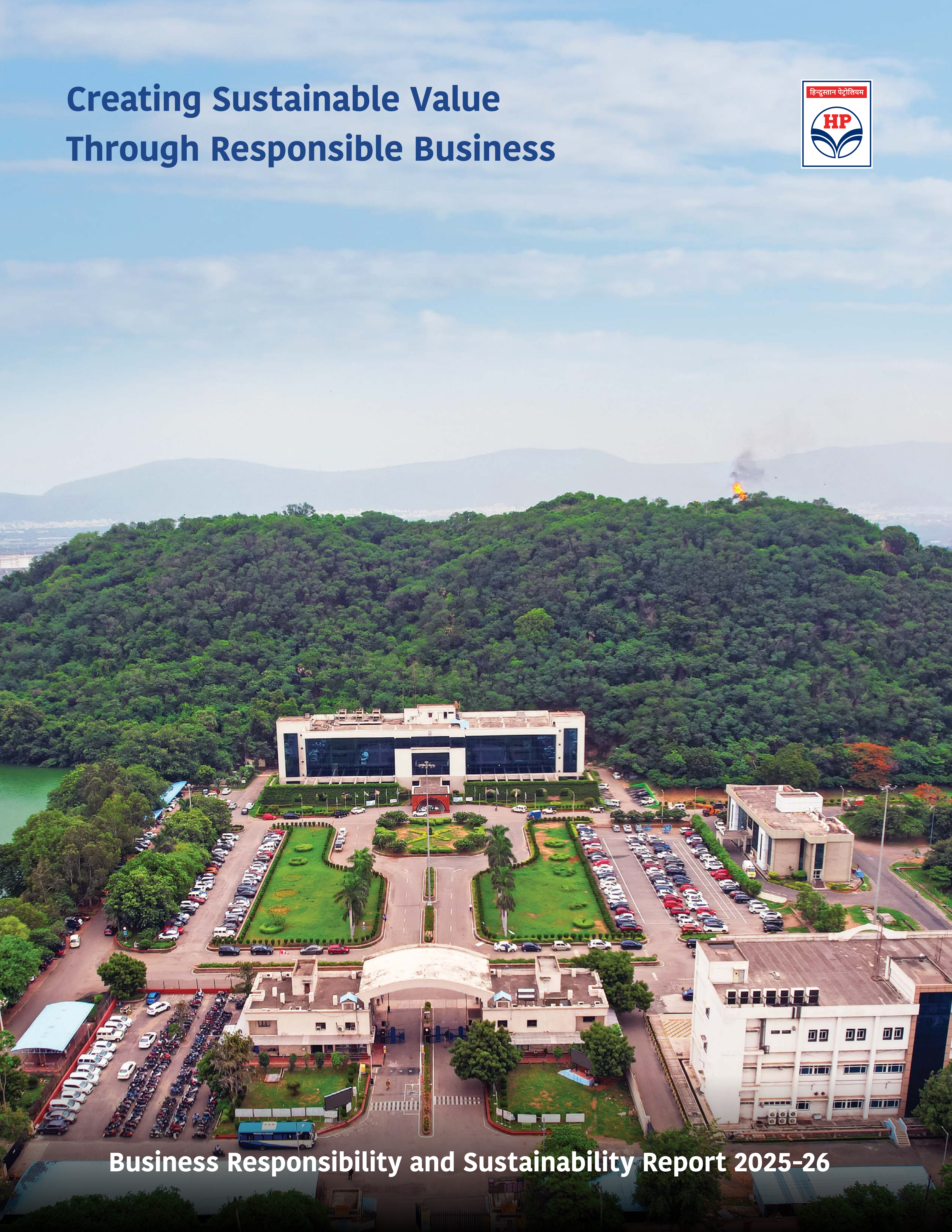
Very truly yours,

RAKESH KUMAR SINGH
Digitally signed by RAKESH KUMAR SINGH
Date: 2026.07.31 17:55:46 +05'30'

Rakesh Kumar Singh
Company Secretary

Encl: a/a

Creating Sustainable Value Through Responsible Business



Business Responsibility and Sustainability Report 2025-26

Driving Energy Today,
Empowering a Sustainable Tomorrow

Sustainability is integral to HPCL's long-term strategy and business excellence. Guided by our commitment to responsible growth, we continue to integrate environmental stewardship, social responsibility and robust governance practices across our operations. Through investments in clean energy, operational excellence, climate resilience, resource efficiency, employee well-being and stakeholder engagement, HPCL is advancing its transition towards a lower-carbon future while creating sustainable value for society. Our Business Responsibility and Sustainability Report reflects our commitment to transparency, accountability and alignment with national priorities and globally accepted sustainability principles.

Environment

- Net Zero 2040
- Renewable Energy
- Climate Action
- Water Stewardship
- Circular Economy
- Biodiversity

Social

- Employee Safety
- Community Development
- DEI
- Human Rights
- Skill Development
- Customer Trust

Governance

- Ethical Business Conduct
- Board Oversight
- Risk Management
- Transparency
- Compliance
- Data Security

Business Responsibility and Sustainability Report

Table of Contents

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

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

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

Principle 4
Businesses should respect the interests of and be responsive to all its stakeholders

Principle 5
Businesses should respect and promote human rights

Principle 6
Businesses should respect and make efforts to protect and restore the environment

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

Principle 8
Businesses should promote inclusive growth and equitable development

Principle 9
Businesses should engage with and provide value to their consumers in a responsible manner

Section A

GENERAL DISCLOSURES

HPCL AT A GLANCE

Our Operations

Our People

Our Products & Services

Our Presence

SECTION A: GENERAL DISCLOSURES

1. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L23201MH1952GOI008858
2.	Name of the Listed Entity:	HINDUSTAN PETROLEUM COPORATION LIMITED
3.	Year of incorporation:	1952
4.	Registered office address:	Petroleum House, 17, Jamshedji Tata Road, Mumbai 400020
5.	Corporate address:	Petroleum House, 17, Jamshedji Tata Road, Mumbai 400020
6.	E-mail:	corphqo@hpcl.in
7.	Telephone:	+91-22-22788370
8.	Website:	www.hindustanpetroleum.com
9.	Financial year for which reporting is being done:	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd, National Stock Exchange of India Limited
11.	Paid-up Capital:	INR 2,127.82 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Shri D K Sharma Designation: Executive Director – HSE (Corporate) Telephone: 022 - 22863595 Email Address: corporatehse@mail.hpcl.co.in; HSE.HEAD@hpcl.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assessment or assurance provider	SR ASIA
15.	Type of assessment or assurance obtained	Reasonable Assurance for BRSR – Core Indicators

2. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Refining, Production & Marketing	Refining, Production, and Marketing of Petroleum Products	100%

Note: As per the SEBI Guidance Note on the Business Responsibility and Sustainability Report (BRSR), the details of the Company's business activities should be aligned with those disclosed in Form MGT-7 prescribed by the Ministry of Corporate Affairs (MCA). Accordingly, based on **Form MGT-7**, the Company's most relevant **Main Activity** is "**Manufacturing**", the **Business Activity Code** is "**C5**", and the corresponding **Business Activity** is "**Coke and Refined Petroleum Products**".

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

Sr. No	Product/Service	NIC Code	% of total Turnover contributed
1	High Speed Diesel	46610, 47300	46.05%
2	Motor Spirit		27.38%
3	Lubes & Greases		1.52%
4	Aviation Turbine Fuel		1.91%
5	Liquefied Petroleum gas	35202, 46610, 47736	13.84%

3. Operations

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

Location	Number of plants	Number of offices	Total
National*	331	177	508
International#	0	0	0

- Nil as this is a standalone report

*Details are as follows:

Locations	
Refineries	2
Terminal & TOPs	41
Inland Relay Depots	37
Lube Blending Plants	4
Exclusive Lube Depots(Contractor Operated)	30
LPG Bottling Plants	55
LPG Import Facility Locations	1
Aviation Fuel Stations	45
Pipelines Locations	50
Compressed Gas D Stations	14
Retail COMCOs(Company-Owned and Company-Operated Outlets)	52
Total	**331**

Offices	
Admin Offices	6
Retail Zonal Offices	12
Retail Regional Offices	67
Direct Sales (I&C) Regional Offices	18
Lubes Regional Office	20
LPG Zonal Offices	7
LPG Regional Offices	42
Aviation Zonal Offices	5
Total	**177**

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States and 7 U/Ts
International (No. of Countries)	16

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

2.51%

Turnover (in ₹) – Gross Sale of Products	₹ 476411.29 Crore
Exports	₹ 11,952.18 Crore
%	2.51%

c. A brief on types of customers

HPCL serves a diverse customer base across both Business-to-Consumer (B2C) and Business-to-Business/Business-to-Government (B2B/B2G) segments. Its customers include domestic households through LPG distribution; individual and commercial vehicle owners through its retail fuel network; industrial and commercial establishments through bulk fuel, lubricants, natural gas and specialty products; aviation customers through Aviation Turbine Fuel (ATF) supply; shipping and marine customers; Government departments, Defence and Public Sector Undertakings; and institutional customers. The Company also caters to international customers through the export of petroleum products, lubricants and specialty products to overseas markets.

4. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	7050	6192	87.83%	858	12.17%
2.	Other than Permanent (E)*	150	87	58.00%	63	42.00%
3.	**Total employees (D + E)**	**7200**	**6279**	**87.21%**	**921**	**12.79%**
	WORKERS					
4.	Permanent (F)	1206	1102	91.38%	104	8.62%
5.	Other than Permanent (G)**	31719	30576	96.40%	1143	3.60%
6.	**Total workers (F+ G)**	**32925**	**31678**	**96.21%**	**1247**	**3.79%**

*Fixed term Research Associates and Project Associates at HP Green R&D Center and other employees on fixed term contracts.

**Note: Contract labour is engaged by contractors under a Contract for Services arrangement for the execution of non-core, intermittent, and peripheral activities. The number of contract workers is dynamic and varies depending on the nature, scope, and duration of projects and other works being undertaken by HPCL.

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	112	101	90.18%	11	9.82%
2.	Other than Permanent (E)	1	1	100.00%	0	0%
3.	**Total differently abled employees (D + E)**	**113**	**102**	**90.27%**	**11**	**9.73%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	27	25	92.59%	2	7.41%
5.	Other than Permanent (G)*	0	0	0%	0	0%
6.	**Total differently abled workers (F + G)**	**27**	**25**	**92.59%**	**2**	**7.41%**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	0	0*
Key Management Personnel	7#	0	0

*Smt. Sharda Singh Kharwar, woman independent director, who was appointed on 28.3.2025, ceased to hold office with effect from 28.03.2026 upon completion of her tenure.

The matter regarding the appointment of a Women Director has been consistently pursued with the Administrative Ministry, and the Company is awaiting further directions in this regard.

#For the purpose of determining the total number of Key Managerial Personnel (KMPs), the positions of Director (Finance) and Chief Financial Officer (CFO) have been counted separately, although both roles are currently held by the same individual.

22. Turnover rate for permanent employees and workers

(Disclose trends **Turnover rate** for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.68%	6.74%	6.23%	5.38%	5.52%	5.40%	6.83%	8.04%	6.97%
Permanent Workers	15.16%	15.14%	15.32%	15.47%	10.18%	15.14%	14.54%	15.38%	14.59%

The above turnover figures include employees and workers who separated from the Company during the reporting period due to voluntary resignation, dismissal, termination, retirement, or death while in service.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Oil & Natural Gas Corporation Limited	Holding Company	54.90	No
2	Aavantika Gas Ltd	Joint Venture	49.993	No
3	Bhagyanagar Gas Ltd	Joint Venture	47.72	No
4	Godavari Gas Pvt Ltd	Joint Venture	26.00	No
5	Hindustan Colas Pvt Ltd	Joint Venture	50.00	No
6	HPCL Rajasthan Refinery Ltd	Joint Venture	74.00	No
7	HPCL-Mittal Energy Ltd	Joint Venture	48.993	No
8	HPOIL Gas Pvt Ltd	Joint Venture	50.00	No
9	IHB Ltd	Joint Venture	25.00	No
10	Mumbai Aviation Fuel Farm Facility Pvt Ltd	Joint Venture	25.00	No
11	Petronet India Ltd	Joint Venture (Under Voluntary Liquidation)	16.00	No
12	Petronet MHB Ltd	Joint Venture	50.00	No
13	Ratnagiri Refinery and Petrochemicals Ltd	Joint Venture	25.00	No
14	South Asia LPG Company Pvt. Ltd.	Joint Venture	50.00	No
15	HPCL Biofuels Ltd	Subsidiary	100.00	No
16	HPCL LNG Ltd	Subsidiary	100.00	No
17	HPCL Middle East FZCO	Subsidiary	100.00	No
18	HPCL Renewable & Green Energy Ltd.	Subsidiary	100.00	No
19	Prize Petroleum Co Ltd	Subsidiary	100.00	No
20	GSPL Indian Gasnet Ltd	Associate Company	11.00	No
21	GSPL Indian Transco Ltd	Associate Company	11.00	No
22	Mangalore Refinery and Petrochemicals Ltd	Associate Company	16.955	No

Note: The classification of group companies into Subsidiaries, Joint Ventures, and Associates has been made in accordance with the provisions of the applicable Indian Accounting Standards (Ind AS).

6. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes

a. Turnover (in ₹)

₹ 476411.29 Crore

b. Net worth (in ₹)

₹ 59847.09 Crore

Delivering Happiness

Corporate Overview

7. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers/ Communities	Yes. Web link for lodging public grievance is provided below. https://pgportal.gov.in/	8762	1723*	HPCL has an established mechanism for registering and monitoring public grievance through the Centralized Public Grievance Redress and Monitoring System (CPGRAMS). The system facilitates the receipt, tracking, and timely redressal of public grievances in accordance with the applicable guidelines and procedures.	5533	88	Complaints received on Centralised Public Grievance Redress Portal. Avg Disposed time: 9** days. Pending complaints less than 0-15 days
	Yes. Web link for lodging vigilance-related complaints is provided below. https://www.hindustanpetroleum.com/pages/Vigilance-Complaints	288	11#	HPCL has an established mechanism for lodging and monitoring vigilance-related complaints through the following web portal. The portal enables stakeholders to submit complaints, which are processed and addressed in accordance with the Company's Vigilance Policy and applicable guidelines.	455	0	General Public
	Yes. Web link for lodging consumer complaints with respect to products and services is provided below. https://www.hindustanpetroleum.com/pages/Complaints-and-Feedback	301620	7761$	HPCL has established mechanisms for lodging, tracking and monitoring consumer complaints relating to its products and services through designated grievance redressal platforms. These platforms enable customers to register complaints, service requests and feedback pertaining to the Company's products and services, which are processed, monitored and resolved in a timely manner in accordance with the Company's customer service standards, grievance redressal procedures and applicable regulatory requirements.	295 120	771	Customer Complaints

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Not Applicable^						
Shareholders	Yes. Mechanism in place to address requests/complaints from shareholders thru Registrar & Transfer Agent. Link for which is given below: investor.helpdesk@in.mpms.mufg.com	74	1	The number denotes the total complaints referred to HPCL by SEBI/NSE/BSE/ CPGRAMs.	109	1	The number denotes the total complaints referred to HPCL by SEBI/NSE/BSE/ CPGRAMs. Mechanism in place to address requests/ complaints from shareholders thru Registrar & Transfer Agent. (Shareholder Complaints are dealt with as required under the Statutes)
Employees and workers	Yes; 1. For Vigilance related complaints:https://www.hindustanpetroleum.com/pages/Vigilance-Complaints 2. For other complaints- Policies are available on Internal HPCL portal	1406	3#	Employees / Source Information/ Inspection	3065	0	Performance rating related complaints raised by employees Complaints raised by employees with HPCL vigilance department
Value Chain Partners	Yes -- HPCL has developed a mechanism to deal with references / grievances if any, that are received from Parties who participated/intends to participate in the Corporation Tenders. The following is the link for submitting the grievance. https://www.hindustanpetroleum.com/pages/grievance-redressal-mechanism. Alternatively, these can be logged through email at corphqo@hpcl.in	200	5#	1. Integrity Pact related References received from Vendors 2. Tender related grievances 3. Vigilance related Complaints from vendors /dealers/ distributors/ transporters and processed subsequently as per guidelines	81	3	1. Integrity Pact related references received from Vendors 2. Tender related grievances 3. Vigilance related complaints from vendors/ dealers and processed subsequently as per guidelines

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Others	Yes, Link: https://www.hindustanpetroleum.com/pages/transparency-portal And For Vigilance related complaints: https://www.hindustanpetroleum.com/pages/Vigilance-Complaints	491	13#	Complaints raised with HPCL vigilance department by LOI holders, prospective business partners, communities etc.	920	15	Complaints raised with HPCL vigilance department by LOI holders, prospective business partner, communities etc.

* The pendency as on 31 March 2026 was higher than usual due to a significant surge in complaint volume during the month. HPCL received 2,650 customer grievances in March 2026, which was nearly six times the average monthly inflow, primarily on account of supply disruptions arising from the evolving geopolitical situation in West Asia. The Company closely monitors all pending complaints through its customer grievance redressal system and is taking necessary measures to ensure their resolution within the prescribed timeline of 30 days, wherever applicable.

Action has been taken on all the complaints as per CVC guidelines.

$ Of the 7,761 complaints pending at the end of FY 2025-26, 7,752 pertained to LPG customers, primarily due to an exceptional surge in complaints during March 2026 amid the prevailing geopolitical situation. The Company intensified monitoring and follow-up to expedite resolution. The remaining complaints pertaining to other departments have been appropriately addressed, with no backlog pending as on date.

^ All investors are shareholders.

**The figures for FY 2024-25 have been restated following a revision in the underlying grievance resolution data, resulting in the average resolution time being revised from 10 days to 9 days.

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, the rationale for identifying the same, the approach to adapt or mitigate the risk, and the associated financial implications, are set out below. These disclosures are consistent with the Risks and Opportunities identified in the Materiality Assessment section of the Integrated Annual Report (IAR).

S. No.	Material issue identified (E / S / G)	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (positive / negative)
1	Climate Change & GHG Emissions (E)	Risk and Opportunity	• Accelerating global warming trends and rising dependence on fossil fuels heighten transition and physical climate risks for the business • Tightening regulatory frameworks and stakeholder expectations necessitate embedding energy transition pathways into core strategy • Reduction of carbon emissions through energy efficiency gains directly supports climate change mitigation goals • Integral to demonstrating credible environmental stewardship • The energy transition also creates opportunities across renewables, green hydrogen, biofuels, carbon markets and low-carbon products	**Approach to mitigate risk / capitalise opportunity:** • Strengthening energy efficiency measures across all operational facilities • Accelerating transition towards renewable energy sources for captive consumption • Advancing development of cleaner fuel alternatives such as biofuels and green hydrogen • Embedding climate risk considerations within the overall corporate strategy and enterprise risk framework • Driving focused R&D efforts towards innovative and sustainable energy solutions • Enhancing the climate-resilient share of the product portfolio (biofuels, CBG, EV-related offerings)	Positive and Negative Implications

S. No.	Material issue identified (E / S / G)	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (positive / negative)
2	Air Quality (E)	Risk	• Emissions of air pollutants from refineries and distribution networks pose risks to human health and surrounding communities • Dust generation and fugitive emissions during operations can attract regulatory scrutiny and penalties • Air quality concerns are closely tied to broader public health outcomes	**Approach to mitigate risk:** • Deploying emission control technologies at refineries and across distribution infrastructure • Implementing process improvements aimed at reducing pollutant generation at source • Promoting wider adoption of biofuels to lower overall air pollutant intensity • Continuous monitoring, feedback and corrective action on emission parameters	Negative Implications
3	Water & Waste Management (E)	Risk and Opportunity	• Operations in water-stressed regions face heightened risk of disruption due to scarcity • Generation of industrial waste, if not managed effectively, can lead to environmental pollution and elevated resource intensity • Growing need to embed circular economy principles into operational practices • Circular economy and resource efficiency create operational and financial opportunities	**Approach to mitigate risk / capitalise opportunity:** • Identifying and prioritising water conservation measures at vulnerable, water-stressed locations • Minimising environmental footprint through structured reuse, recycling and recharge initiatives • Implementing efficient wastewater treatment and waste management systems • Embracing circular economy principles across reuse and recycling programmes • Building awareness and capability among employees and stakeholders	Positive and Negative Implications
4	Biodiversity (E)	Risk	• Operational activities may adversely affect local ecosystems, flora and fauna • Risk of degradation of green cover and loss of indigenous or endangered species within and around operational premises • Heightened regulatory and stakeholder focus on ecological balance	**Approach to mitigate risk:** • Conducting environmental impact assessments and implementing recommended mitigation actions • Restoring, protecting and enhancing biodiversity at and around operational sites • Enhancing green cover with emphasis on indigenous and endangered species • Periodic review and monitoring of biodiversity footprint across locations • Supporting conservation of endangered fauna, including species on the IUCN Red List, through corporate intervention • Driving awareness among employees and stakeholders on biodiversity preservation	Negative Implications

S. No.	Material issue identified (E / S / G)	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (positive / negative)
5	Health, Safety & Well-being (S)	Risk	• Workforce and contractor safety incidents pose risks of injuries, fatalities and consequent financial, reputational and litigation exposure • Operations in proximity to communities elevate the importance of robust safety systems • Critical to fostering a strong safety culture and protecting economic value	**Approach to mitigate risk:** • Establishing and continually strengthening robust safety protocols across all operations • Conducting regular hazard identification, risk assessment and mitigation exercises • Periodic review of Health and Safety management systems, SOPs, audits, surprise inspections and Board-level reviews • Capacity building through safety induction, trade-specific and live-fire trainings, along with stakeholder engagement • Investigating incidents, conducting root cause analysis and disseminating learnings organisation-wide • Continued investment in health and safety risk mitigation infrastructure	Negative Implications
6	Product Safety & Quality (S)	Risk	• Safety risks across the product lifecycle could result in recalls, incidents and exposure for surrounding communities • Non-compliance with applicable standards may lead to regulatory and reputational consequences • Quality products support efficiency gains and lower consumption for customers	**Approach to mitigate risk:** • Manufacturing in line with applicable national, international and customer-specific standards • Rigorous monitoring of process parameters across manufacturing operations • Conducting QA/QC checks at each stage of the product lifecycle • Implementing safety protocols spanning manufacturing, storage, transportation and retail • Undertaking timely corrective actions to minimise recalls and safety incidents • Driving customer awareness on product safety and quality	Negative Implications
7	Customer Satisfaction (S)	Risk and Opportunity	• Sustained customer satisfaction is fundamental to retention, brand equity and long-term business continuity • Gaps in service delivery or feedback mechanisms can erode customer trust and loyalty if not addressed proactively • Strong customer relationships create brand advocates and support business longevity	**Approach to mitigate risk / capitalise opportunity:** • Delivering high-quality, differentiated products and services aligned with evolving customer needs • Strengthening customer experience through structured surveys, feedback and consultative practices • Driving innovation in service delivery through technology, automation and digitalisation • Proactively addressing service gaps and grievances to safeguard customer trust and loyalty • Continually engaging and empowering stakeholders to deepen long-term relationships	Positive and Negative Implications

S. No.	Material issue identified (E / S / G)	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (positive / negative)
8	Talent Management (S)	Risk and Opportunity	• Risk of talent attrition, disengagement and skill gaps can affect business continuity and performance • Work-life imbalance may adversely impact employee performance, satisfaction and well-being • Competent and motivated manpower is a key driver of sustainable development and long-term business associations • An engaged, skilled workforce creates opportunities across innovation, digital capability, leadership development and productivity	**Approach to mitigate risk / capitalise opportunity:** • Strengthening HR practices, policies and career development opportunities through periodic review • Promoting employee welfare, health initiatives and structured feedback mechanisms • Enhancing engagement, motivation and performance through continual interventions • Supporting work-life balance initiatives and technical/behavioural competency enhancement • Ensuring compliance with applicable labour enactments and laws • Maintaining strong stakeholder relations	Positive and Negative Implications
9	Human Rights (S)	Risk	• Risks of child labour, forced labour, discrimination or harassment, including within the supply chain, could lead to legal and reputational exposure • Non-adherence to fair working conditions may erode stakeholder trust	**Approach to mitigate risk:** • Adopting and implementing a Human Rights Policy across the organisation • Embedding human rights and labour law clauses within procurement contracts • Conducting mandatory training on statutory compliance, including POSH, for officers and stakeholders • Conducting field audits by HR functions and statutory authorities • Running awareness programmes in coordination with labour authorities to promote responsible business practices	Negative Implications
10	Diversity, Equity & Inclusion (DEI) (S)	Risk and Opportunity	• Equitable distribution of opportunities and resources supports societal growth and livelihood creation • Poor DEI may result in legal and reputational risk and lower employee engagement, while strong DEI drives better innovation, higher retention and better decision-making • Systemic workplace barriers and gaps in inclusive policy coverage, if unaddressed, can limit access to diverse talent pools	**Approach to mitigate risk / capitalise opportunity:** • Promoting a culture of fairness and equal opportunity across the organisation • Implementing comprehensive DEI policies and tracking progress through structured monitoring • Identifying stakeholder needs and developing targeted interventions to address systemic barriers • Attracting, retaining and empowering a diverse workforce	Positive and Negative Implications

S. No.	Material issue identified (E / S / G)	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (positive / negative)
11	Business Ethics, Transparency & Regulatory Compliance (G)	Risk	• Breach of stakeholder trust due to weak governance practices could result in legal, regulatory and reputational risk • Transparency in operations and reporting positively influences stakeholder confidence	**Approach to mitigate risk:** • Formulating and upholding policies that reflect high ethical and compliance standards • Identifying vulnerable areas through robust auditing mechanisms and reporting to management • Operating an Enterprise Risk Management System for close monitoring and mitigation of risks • Ensuring adherence to national/ international standards and quality assurance requirements • Maintaining accurate, balanced, comprehensive, comparable, contextual and timely reporting	Positive Implications
12	Cybersecurity & Data Privacy (G)	Risk	• Increasing automation and technology dependence heighten exposure to cyber threats and unauthorised access to critical systems • Breaches could result in frauds, economic losses, identity theft or disruption of operational controls, particularly through end-user devices outside the corporate network	**Approach to mitigate risk:** • Continuously reviewing and strengthening existing systems with updated security tools and solutions • Conducting regular training and awareness programmes for users • Fortifying security of end-user devices, recognised as the most vulnerable points • Establishing dedicated infrastructure to safeguard end users and devices beyond the corporate network perimeter, around the clock • Conducting surprise drills, simulations and back-testing to identify and address vulnerabilities • CISO providing quarterly reports to the Board on the state of cybersecurity, ensuring transparency and accountability	Negative Implications
13	Economic Performance (G)	Opportunity	• Strong economic performance creates value for both the organisation and society, supporting environmental and social commitments • Market volatility and capital allocation inefficiencies, if unmanaged, could affect long-term growth	**Approach to capitalise opportunity:** • Driving growth through sound business management practices, governance frameworks and cost optimisation • Adapting proactively to evolving market conditions • Managing economic risks through efficient fund management and capital deployment • Constantly reviewing strategies to mitigate risks and leverage emerging opportunities for stakeholder value creation	Positive Implications

S. No.	Material issue identified (E / S / G)	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (positive / negative)
14	Safety & Security of Critical Assets (G)	Risk	• Operational disruptions arising from asset failures could lead to unwarranted replacement investments and erosion of economic value • Cyber-physical security and asset integrity risks may disrupt regular operations and threaten business continuity	**Approach to mitigate risk:** • Identifying critical assets and assessing their vulnerabilities • Implementing preventive and predictive maintenance systems, including digital asset integrity tools • Conducting regular vulnerability assessments and surveillance • Maintaining robust process safety management systems • Building training and awareness on asset safety and security • Investing in continuous safety enhancements	Negative Implications
15	Supplier Assessments on Sustainability (G)	Risk and Opportunity	• Evolving regulations and stakeholder expectations call for greater alignment of the supply chain with environmental and social objectives • Weak supplier ESG performance creates supply chain risks, while low supplier awareness on sustainability presents both a procurement risk and an opportunity to drive collective improvement • Organisation's influence over its value chain can be leveraged to facilitate positive ESG outcomes	**Approach to mitigate risk / capitalise opportunity:** • Engaging and assessing suppliers on environmental and social sustainability practices • Building awareness among suppliers on environmental impacts and emerging sustainability trends • Embedding ESG criteria within procurement processes and contracts • Identifying high-value supplier partners for time-bound sustainability assessments • Supporting suppliers in raising their sustainability performance, thereby reducing overall supply chain footprint	Positive and Negative Implications
16	R&D & Innovation (G)	Opportunity	• Continued dependence on legacy technologies risks missing emerging energy transition opportunities • Innovation is critical to developing new, mass-adoptable technologies, revenue streams and renewable product lines • Supports indigenisation and self-reliance across business operations	**Approach to capitalise opportunity:** • Investing in innovation and development of new products, solutions and technologies that bring stakeholder value • Advancing cleaner technologies and energy solutions through focused R&D • Conducting pilot testing and assessments of emerging technologies before adoption • Encouraging an organisation-wide culture of innovation and ideation • Recognising and rewarding innovative ideas across verticals including energy, chemicals and petrochemicals	Positive Implications

Section B

MANAGEMENT & PROCESS DISCLOSURES

GOVERNANCE. ETHICS. RESPONSIBILITY.

Transparent Governance

Responsible Business

Continuous Improvement

Stakeholder Trust

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	The policies are approved by the Board of Directors/Competent Authority, as applicable.								
c. Web Link of the Policies, if available	**Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable** a. Code of Conduct https://hindustanpetroleum.com/pages/code-of-conduct b. Whistle Blower Policy https://hindustanpetroleum.com/images/Whistle_Blower_policy.pdf c. Anti-Bribery and Anti-Corruption Policy Anti Bribery and Anti - Corruption Policy d. Tax Policy https://www.hindustanpetroleum.com/pages/Tax-Policy e. Policy on Related Party Transactions Policy on Related Party Transactions f. Policy for Determination of Materiality of Event/Information Policy for Determination of Materiality of Event/Information g. Code for Prohibition of Insider Trading in the Securities of HPCL The Code for Prohibition of Insider Trading in the Securities of HPCL h. Dividend Distribution Policy Dividend Distribution Policy i. Policy for Determining Material Subsidiaries Policy for Determining Material Subsidiaries j. Privacy Policy https://hindustanpetroleum.com/documents/pdf/Privacy_Policy_June_2023.pdf k. Corporate Governance https://www.hindustanpetroleum.com/pages/corporate-governance								
	Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe a. HSE Policy – Health https://hindustanpetroleum.com/health-at-hpcl b. HSE Policy – Safety https://hindustanpetroleum.com/safety-at-hpcl c. HSE Policy – Environment https://hindustanpetroleum.com/environment-at-hpcl d. Climate Change Policy https://hindustanpetroleum.com/documents/pdf/HPCL_Climate_Change_Policy.pdf e. Sustainable Development Policy https://hindustanpetroleum.com/pages/sustainability f. Citizen's/Clients Charter https://hindustanpetroleum.com/documents/pdf/HPCL_Citizens_Charter.pdf								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains a. Human Resource Policies covering Appointment, Compensation, Work-related Reimbursements, Location-based Allowances, Transfer Benefits, Leave Policies (EL, CL, LHP, SSL, Study Leave, Maternity Leave, Adoption Leave, Paternity Leave, Surrogacy Leave, Child Care Leave, CDO, SCDO, Festival Holidays, Special Leave), Employee Benefits, Welfare Measures, Promotions, Idea Sharing, Performance Appraisal, Separation and Post-Retirement Benefits (Available on Company Intranet) b. Human Rights Policy https://hindustanpetroleum.com/pages/Human-Rights-Policy c. HSE Policy – Health & Occupational Safety aspects https://hindustanpetroleum.com/health-at-hpcl https://hindustanpetroleum.com/safety-at-hpcl d. Whistle Blower Policy https://hindustanpetroleum.com/images/Whistle_Blower_policy.pdf								
	Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders a. CSR Policy https://hindustanpetroleum.com/images/pdf/HPCL_CSR_Policy_wef%2020052021.pdf b. Citizen's/Clients Charter https://hindustanpetroleum.com/documents/pdf/HPCL_Citizens_Charter.pdf c. Sustainable Development Policy https://hindustanpetroleum.com/pages/sustainability d. Privacy Policy https://hindustanpetroleum.com/documents/pdf/Privacy_Policy_June_2023.pdf e. Whistle Blower Policy https://hindustanpetroleum.com/images/Whistle_Blower_policy.pdf f. Stakeholder Grievance Redressal Mechanisms https://www.hindustanpetroleum.com/pages/Complaints-and-Feedback								
	Principle 5: Businesses should respect and promote human rights a. Human Rights Policy https://hindustanpetroleum.com/pages/Human-Rights-Policy b. Human Resource Policies as referred to under Principle 3 (Available on Company Intranet) c. Whistle Blower Policy https://hindustanpetroleum.com/images/Whistle_Blower_policy.pdf d. HSE Policy https://hindustanpetroleum.com/health-at-hpcl https://hindustanpetroleum.com/safety-at-hpcl https://hindustanpetroleum.com/environment-at-hpcl e. CSR Policy https://hindustanpetroleum.com/images/pdf/HPCL_CSR_Policy_wef%2020052021.pdf								
	Principle 6: Businesses should respect and make efforts to protect and restore the environment a. HSE Policy – Environment https://hindustanpetroleum.com/environment-at-hpcl b. Climate Change Policy https://hindustanpetroleum.com/documents/pdf/HPCL_Climate_Change_Policy.pdf c. Sustainable Development Policy https://hindustanpetroleum.com/pages/sustainability								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent a. Code of Conduct https://hindustanpetroleum.com/pages/code-of-conduct b. Anti-Bribery and Anti-Corruption Policy Anti Bribery and Anti - Corruption Policy c. Corporate Governance https://www.hindustanpetroleum.com/corporategovernance d. Policy for Determination of Materiality of Event/Information Policy for Determination of Materiality of Event/Information								
	Principle 8: Businesses should promote inclusive growth and equitable development a. CSR Policy https://hindustanpetroleum.com/images/pdf/HPCL_CSR_Policy_wef%2020052021.pdf b. Sustainable Development Policy https://hindustanpetroleum.com/pages/sustainability c. Human Rights Policy https://hindustanpetroleum.com/pages/Human-Rights-Policy d. Human Resource Policies (Available on Company Intranet)								
	Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner a. Citizen's/Clients Charter https://hindustanpetroleum.com/documents/pdf/HPCL_Citizens_Charter.pdf b. Privacy Policy https://hindustanpetroleum.com/documents/pdf/Privacy_Policy_June_2023.pdf c. Code of Conduct https://hindustanpetroleum.com/pages/code-of-conduct d. Customer Grievance Redressal Mechanisms https://www.hindustanpetroleum.com/pages/Complaints-and-Feedback								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	**Principle 1:** ISO 9001, ISO 27001, GRI Standards 2021, UN Global Compact (UNGC) Principles,GHG Protocol, BIS Standards **Principle 2:** ISO 9001, ISO 14001, ISO 20400, (Sustainable Procurement – Guidance), OISD Standards, BIS Standards, GRI Standards 2021, CII Greenco certification. **Principle 3:** ISO 45001, OISD Standards, UN Global Compact Principles, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, GRI Standards 2021, **Principle 4:** ISO 20400 (Sustainable Procurement – Guidance), UN Global Compact Principles, GRI Standards 2021. **Principle 5:** ISO 45001, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, UNGC Principles, GRI Standards 2021 **Principle 6:** ISO 14001, ISO 46001, ISO 50001, GHG Protocol, OISD Standards, UNGC Principles, GRI Standards 2021, CII Greenco Certification, Net Zero certification **Principle 7:** OISD Standards, UNGC Principles, GRI Standards 2021, BIS Standards **Principle 8:** ISO 20400 (Sustainable Procurement – Guidance), UNGC Principles, GRI Standards 2021, UN Sustainable Development Goals (SDGs). **Principle 9:** ISO 9001, ISO 27001, BIS Standards, GRI Standards 2021								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Principle 1** The Company is committed to upholding the highest standards of ethics, integrity, transparency and corporate governance through effective implementation of its Code of Conduct, Anti-Bribery and Anti-Corruption framework, Whistle Blower Mechanism and regulatory compliance. HPCL strives to maintain 100% compliance with applicable statutory and regulatory requirements through robust governance systems, internal controls and periodic oversight by the Board and its Committees. **Principle 2** The Company is committed to providing safe, reliable and sustainable products and services by improving energy efficiency, expanding renewable energy capacity, increasing the availability of cleaner fuels, promoting biofuels, green hydrogen and other low-carbon energy solutions, and integrating sustainability considerations across its value chain in line with its long-term energy transition strategy. **Principle 3** The Company is committed to providing a safe, healthy, diverse and inclusive workplace by strengthening occupational health and process safety management systems, promoting employee well-being, enhancing competency development, and upholding human rights and fair labour practices. HPCL continuously strives towards Zero Fatalities, continual improvement in safety performance and strengthening of its process safety culture across all operations. **Principle 4** The Company is committed to fostering transparent, inclusive and meaningful stakeholder engagement while strengthening responsible value chain management through sustainable procurement practices, regular stakeholder consultations, ESG integration across the supply chain and transparent disclosures.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Principle 5 The Company is committed to respecting, protecting and promoting human rights across its operations and value chain by ensuring equal opportunity, non-discrimination, prevention of child labour and forced labour, fair working conditions, freedom of association and effective grievance redressal mechanisms in alignment with internationally recognised human rights principles. **Principle 6** The Company has established clear environmental commitments to improve resource efficiency and reduce its environmental footprint. HPCL has announced its ambition to achieve Net Zero Scope 1 and Scope 2 greenhouse gas emissions by 2040 and has adopted a comprehensive roadmap comprising energy efficiency, renewable energy, green hydrogen, biofuels, carbon capture, utilisation and storage (CCUS), low-carbon technologies and nature-based solutions. As part of its energy transition strategy, the Company is also progressing towards expanding its renewable energy portfolio in line with its approved corporate roadmap. **Principle 7** The Company is committed to conducting its business responsibly by maintaining transparency, integrity and accountability in public policy advocacy and regulatory engagement while ensuring full compliance with applicable laws, regulations and recognised industry standards. **Principle 8** The Company is committed to creating sustainable socio-economic value by implementing impactful CSR programmes focused on education, healthcare, livelihood enhancement, environmental sustainability, skill development and community infrastructure. These initiatives are aligned with national development priorities and contribute towards the achievement of the United Nations Sustainable Development Goals (UN SDGs). **Principle 9** The Company is committed to delivering safe, high-quality products and services while continually enhancing customer satisfaction through efficient grievance redressal mechanisms, digitalisation of customer services, protection of customer information and privacy, and continual improvement in operational excellence and service delivery.								
6. Performance of the entity against the specific commitments, goals and targets along - with reasons in case the same are not met.	The Company periodically monitors and reviews its performance against the commitments, goals and targets established under the National Guidelines on Responsible Business Conduct (NGRBC), its sustainability strategy, Government of India priorities, national climate commitments and the United Nations Sustainable Development Goals (UN SDGs). During the reporting period, HPCL continued to make progress across key focus areas, including corporate governance, occupational health and safety, environmental stewardship, energy efficiency, renewable energy, low-carbon initiatives, stakeholder engagement, responsible supply chain management and community development. HPCL also continued to advance the implementation of its Net Zero Scope 1 and Scope 2 emissions by 2040 roadmap through initiatives relating to energy efficiency, renewable energy, green hydrogen, biofuels and other decarbonisation measures. Progress against these commitments is periodically reviewed by the Management and the Board, as applicable, and is disclosed in the Company's Business Responsibility and Sustainability Report, Sustainability Report and Integrated Annual Report. Wherever any commitments or targets are not fully achieved during the reporting period, the reasons and the corresponding action plans are appropriately reviewed by the Management and addressed through time-bound corrective measures as part of the Company's continual improvement process.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Please refer to the Chairman's Message in the Integrated Annual Report. Relevant extract from Chairman's message is given below:

Advancing the Energy Transition

The global transition towards cleaner energy presents both opportunities and responsibilities. I am often asked how an oil company should think about a cleaner future. My answer is simple: not as a threat to be managed, but as a chance to be earned. India is already ahead of its global commitments—and we intend to be among the builders of that future, not bystanders to it. At HPCL, we recognise that India's transition pathway must balance the energy security, affordability and sustainability.

Accordingly, we are pursuing a diversified approach that combines conventional energy leadership with investments in emerging energy solutions.

During the year, renewable energy capacity increased to 241 MW, advancing our pipeline of solar and wind assets. Green hydrogen remains a key strategic focus area. During FY 2025–26, Green H_2 Purchase Agreement (GHPA) was signed with OCIOR Green Fuels Pvt Ltd for supply of 5 KTPA to Visakh Refinery on a BOO basis. Some of the year's most quietly remarkable work happened at the edges of what we believed is possible: at Visakh, we turned used cooking oil—the very kind discarded from household kitchens—into sustainable aviation fuel; and in our laboratories, we coaxed bio-crude from seaweed. Modest steps today, perhaps, but they are the seeds of the energy company we are determined to become.

To contribute to India's energy self-reliance, we achieved 19.94% ethanol blending rate this year. Additionally, under the Government of India's SATAT initiative to promote Compressed Biogas (CBG) as an alternative transport fuel, HPCL added three new CBG plants and increased the total CBG Plants under the SATAT scheme to 18. These efforts underscore our commitment to building a future-ready energy portfolio.

Sustainability at the Core

Sustainability continues to guide our strategic decisions and operational priorities.

During FY 2025–26, HPCL refineries achieved energy savings of 86,542 SRFT and reduced greenhouse gas emissions by 0.28 $MTCO_2e$.

HPCL's focus areas to advance its sustainable development agenda include decarbonisation, transition to clean energy, improved resource efficiency and responsible governance.

HPCL remains committed to achieving Net Zero emissions by 2040 and continues to invest in initiatives that support this long-term ambition.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Board, Board Committees, C&MD, Functional Directors and Executive Directors- are responsible for implementation and oversight on the principles as identified in NGRBC.

The composition of the board as of 31.03.2026 was as follows:

S No.	Title (Mr / Ms)	Name of the Director	DIN	Category 1 of directors	Category 2 of directors
1	Mr	Shri Vikas Kaushal	10993007	Executive Director	Chairperson
2	Mr	Shri Rajneesh Narang	08188549	Executive Director	Not Applicable
3	Mr	Shri S Bharathan	09561481	Executive Director	Not Applicable
4	Mr	Shri Amit Garg	08515246	Executive Director	Not Applicable
5	Mr	Shri Suresh K Shetty	09760899	Executive Director	Not Applicable
6	Mr	Shri Alok Tripathi	06668832	Non-Executive - Non Independent Director	Not Applicable
7	Mr	Shri Vikram Saxena	10892368	Non-Executive - Non Independent Director	Not Applicable
8	Mr	Shri Vivekananda Biswal	00977767	Non-Executive - Independent Director	Not Applicable
9	Mr	Shri Abhay Sharma	01514230	Non-Executive - Independent Director	Not Applicable

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</td><td colspan="9">
Yes. The Corporation has a Board-level Sub-Committee on CSR & Sustainability Development (SD), chaired by an Independent Director, which provides strategic direction, oversight and guidance on sustainability-related matters. The Committee periodically reviews the Company’s sustainability strategy, ESG initiatives, implementation of the Business Responsibility Policies, CSR programmes, climate-related initiatives, and other material sustainability matters, and makes appropriate recommendations to the Board.
The Committee also oversees the integration of sustainability considerations into the Company’s business strategy and monitors the progress of key sustainability commitments, including ESG performance and Business Responsibility and Sustainability Report (BRSR) disclosures.
The composition of the Board-level Sub-Committee on CSR & Sustainability Development (CSR&SD) as on 31.03.2026 is as follows:
<table>
<tr><th>S No.</th><th>Name of Director</th><th>DIN</th><th>Designation/ Nature of Directorship</th></tr>
<tr><td>1.</td><td>Shri K S Narendiran (note 1)</td><td>10070865</td><td>Chairman / Independent Director</td></tr>
<tr><td>2.</td><td>Shri Bechan Lal (note 2)</td><td>09397116</td><td>Member/ Independent Director</td></tr>
<tr><td>3.</td><td>Smt. Sharda Singh Kharwar (note 3)</td><td>09414443</td><td>Chairperson / Independent Director</td></tr>
<tr><td>4.</td><td>Shri S Bharathan</td><td>09561481</td><td>Member/ Whole Time Director</td></tr>
<tr><td>5.</td><td>Shri Amit Garg</td><td>08515246</td><td>Member/ Whole Time Director</td></tr>
<tr><td>6.</td><td>Shri K S Shetty</td><td>09760899</td><td>Member/ Whole Time Director</td></tr>
</table>
Note 1: Shri K. S. Narendiran ceased to hold the office of Chairman of the Board-Level sub-committee on CSR & SD with effect from 20.05.2025 and ceased to be a Member of the CSR & SD Committee with effect from 15.03.2026 upon completion of his tenure. During his tenure on the Committee in FY 2025–26, he attended all five (5) meetings that he was eligible to attend.
Note 2: Shri Bechan Lal was inducted as a Member of the CSR & SD Committee with effect from 20.05.2025 and ceased to be a Member with effect from 28.03.2026 upon completion of his tenure. During his tenure on the Committee in FY 2025–26, he attended all six (6) meetings held after his induction.
Note 3: Smt. Sharda Singh Kharwar was inducted as a Member and Chairperson of the CSR & Sustainability Development Committee with effect from 20.05.2025 and ceased to hold the office of Member and Chairperson with effect from 28.03.2026 upon completion of her tenure. During her tenure in FY 2025–26, she attended all six (6) meetings held after her induction.
</td></tr>
</table>

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Reviewed by: Board-level Sub-Committee on CSR & Sustainability Development and the Management, as applicable. Frequency: At least Half-yearly and as and when required, depending on the nature and materiality of the subject matter.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Reviewed by: Board-level Sub-Committee on CSR & Sustainability Development and the Management, as applicable. Frequency: At least Half-yearly and as and when required, depending on the nature and materiality of the subject matter.								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	**Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (YesNo).**	No	No	No	No	No	No	No	No	No
	If yes, provide name of the agency.	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: The Company has established policies and procedures aligned with the National Guidelines on Responsible Business Conduct (NGRBC) principles. The implementation and effectiveness of these policies are reviewed periodically through internal assessment mechanisms and governance processes. In addition, certain aspects of the Company's operations and management systems are subject to audits, inspections, certifications or assessments by external agencies, including government authorities, certification bodies and independent third parties, as applicable. However, no comprehensive independent external assessment of the working of these policies has been undertaken specifically for the purpose of this disclosure.

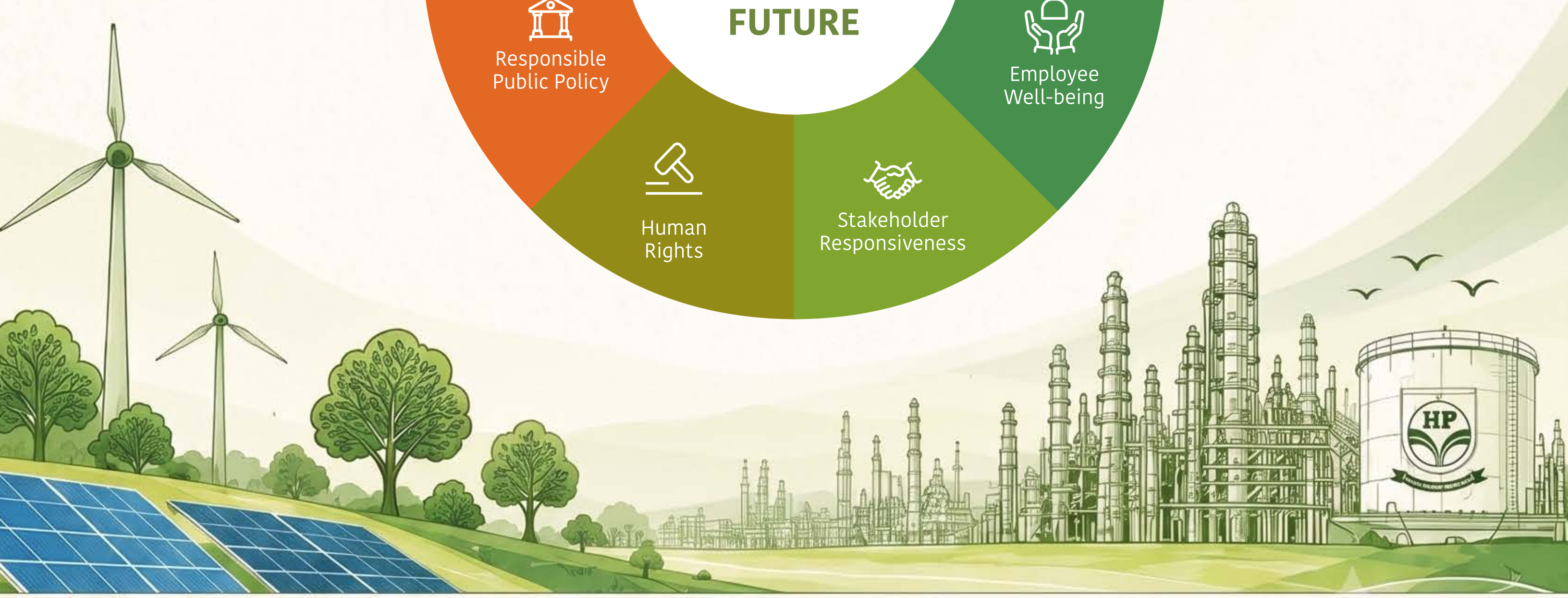
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable All the Principles are adequately addressed through the Company's approved policies and related procedures.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C

PRINCIPLE WISE PERFOMANCE DISCLOSURE

CREATING SUSTAINABLE VALUE FOR A BETTER TOMORROW



Purpose Driven | Planet Positive | People First | Progress for All

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Company conducts familiarisation programmes for its Independent Directors to enhance their understanding of the Company's business operations, organisational structure, strategic priorities, regulatory environment, and corporate governance and ethical practices. These programmes are also attended by the Key Managerial Personnel (KMPs), facilitating meaningful interaction and providing insights into the Company's business, operations and governance framework.	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs	6875	Training and awareness programmes for employees (other than the Board of Directors and Key Managerial Personnel) covered a wide range of topics, including ethics, integrity, transparency and accountability, stakeholder engagement, customer centricity and customer satisfaction, employee well-being, value chain sustainability, environmental protection and restoration, occupational health and safety, leadership and managerial development, organisational effectiveness, behavioural competencies, and compliance with applicable policies and business responsibility principles.	98.1%
Workers	4381	Training and awareness programmes for workers focused on enhancing workplace safety, operational competence and responsible business conduct. The key topics covered included occupational health and safety, emergency preparedness and response, customer service excellence, communication skills, grievance redressal mechanisms, statutory and regulatory compliance, digital payment handling (where applicable), behavioural discipline, teamwork, productivity enhancement, workplace hygiene, awareness of welfare schemes, financial literacy, and operational efficiency.	-

2. **Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil*				
Settlement	Not Applicable				
Compounding fee	Not Applicable				

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the Case	Has anappeal been preferred? (Yes/No)
Imprisonment	Nil for Directors/KMPs			
Punishment	Nil for Directors/KMPs			

*Note: The Company received notices from BSE Limited (BSE) and the National Stock Exchange of India Limited (NSE) regarding the levy of fines for non-compliance with Regulations 17, 18 and 19 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 during FY 2025–26. The non-compliances pertained to the prescribed composition of the Board of Directors, the Audit Committee and the Nomination and Remuneration Committee.

Accordingly, BSE and NSE each levied a fine of ₹ 22,43,180 (inclusive of GST), aggregating to ₹ 44,86,360 (inclusive of GST), for the aforesaid non-compliances during FY 2025–26.

The Company has not remitted the said fines and has requested BSE and NSE to waive the same, as HPCL, being a Government Company, does not have the authority to appoint Directors (including Independent Directors and the Woman Director), which vests with the Government of India. The Company has submitted that the non-compliances were not attributable to any negligence or default on its part. The requests for waiver are currently under consideration by the Stock Exchanges.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes. During FY 2025–26, the Company adopted an Anti-Bribery and Anti-Corruption (ABAC) Policy as part of its commitment to uphold the highest standards of ethics, integrity, transparency and accountability. The Policy provides a framework for the prevention, detection and reporting of bribery and corruption and sets out the expected standards of conduct for employees, Directors and business partners dealing with the Company. It also outlines the responsibilities for ensuring compliance with applicable anti-bribery and anti-corruption laws and promotes a culture of ethical business conduct across the organization.

The Policy is hosted on the Company's website and is accessible to both internal and external stakeholders.

The web-link to the policy is as follows: Anti Bribery and Anti - Corruption Policy

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	1*	Nil
Workers	Nil	Nil

*An employee of the corporation was arrested by the Central Bureau of Investigation, Anti-Corruption Branch (CBI, ACB), Nagpur, on 17.01.2026 for allegedly accepting a bribe of ₹1 lakh from a dealer. The matter is under investigation by the CBI.

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

Particulars	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

During FY 2025–26, no cases of corruption or conflict of interest involving Members of the Board were reported by any regulatory authority, law enforcement agency or judicial institution. Consequently, no corrective action was required in respect of any such cases.

As part of its preventive vigilance framework and continual improvement process, the Company regularly undertakes investigations, inspections and system reviews to identify opportunities for strengthening internal controls, enhancing transparency, improving accountability and mitigating corruption risks. Based on these reviews, various systemic improvements have been implemented and/or are under implementation. Key initiatives include:

- Strengthening of Terminal Automation System (TAS)
- Integration of TAS with the Mass Flow Meter (MFM) Totalizer
- Strengthening of Online Gate pass system for Empty Tank Trucks (TTs)
- Implementation of an auto alert mechanism for any changes in System based parameters in the Batch Controller Unit (BCU)
- Dashboard-based monitoring of Terminal Automation System (TAS), Vehicle Tracking System(VTS), and Optimized Logistic Assistant(OLA)
- Online monitoring of Tank-Truck (TT) verification, flow meter verification etc. and other critical operational controls.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payable	27.69	25.91

9. **Open-ness of business**

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

Particulars	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses* as % of total purchases	8.84%	8.75%
	b. Number of trading houses where purchases are made from	20	20
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	88.27%	86.44%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	86.99%	88.70%
	b. Number of dealers / distributors to whom sales are made	34,861	32,751
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0.55%	0.54%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	25.17%	26.47%
	b. Sales (Sales to related parties / Total Sales)	0.73%	0.72%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)#	86.92%	78.39%
	d. Investments (Investments in related parties / Total Investments made)	84.40%	83.80%.

*Trading houses have been considered as entities other than National Oil Companies (NOCs), trading arms of NOCs and integrated oil companies.

There is no amount of advance having the nature of loan, as being reported in the Financial Statements.

Leadership Indicators

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

Total number of training and awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
673	During FY 2025-26, HPCL conducted awareness and capacity-building programmes for its Retail Outlet Dealers, who constitute an important segment of the Company's value chain. The programmes covered topics such as entrepreneurship development, customer service excellence, safe handling of petroleum products, retail outlet operations, adoption of new technologies and dissemination of best practices, thereby supporting responsible business conduct in line with Principles 1, 2 and 9 of the National Guidelines on Responsible Business Conduct (NGRBC).	The awareness programmes were organised based on operational requirements, business priorities and identified target groups across the Retail Outlet network. During FY 2025-26, approximately 10,790 Retail Outlet Dealers participated in these programmes. As the programmes are conducted for specific categories of value chain partners based on business and operational requirements, and are not linked to the value of business transacted with individual partners, the coverage is monitored based on the number of participating dealers rather than the percentage of business value associated with them.
105	HPCL conducted awareness programmes for its Aviation Customers, Petrochemical Direct Customers (DCA)/ Customer Service (CS) customers, Direct Sales Customers and LNG Customers, who constitute important segments of its value chain. The programmes focused on the safe handling and use of petroleum, petrochemical and natural gas products, operational safety, statutory and safety compliance, emergency preparedness, safe operating practices, and other operational and technical aspects to promote responsible business conduct across the value chain. These programmes support the implementation of Principles 2, 6 and 9 of the National Guidelines on Responsible Business Conduct (NGRBC).	The awareness programmes were organised based on operational requirements, business priorities and identified target groups across the Aviation, Petrochemicals, Direct Sales and LNG business segments. During FY 2025-26, the programmes covered 2 Aviation customers, 3 Petrochemicals customers, 97 Direct Sales customers (38.54% of the total Direct Sales customer base) and 5 LNG customers. As these programmes are conducted for specific categories of value chain partners based on business and operational requirements, and are not linked to the value of business transacted with individual partners.

Total number of training and awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
14303	HPCL conducted awareness and capacity-building programmes for LPG/CGD distributor, who constitute important stakeholders in its value chain. The programmes focused on the safe handling, storage, transportation and distribution of LPG and natural gas, safe installation and usage practices, emergency preparedness and response, fire and accident prevention, statutory and safety compliance, customer safety awareness, and other operational best practices. These initiatives were aimed at strengthening safety culture, enhancing operational excellence and promoting responsible business conduct in alignment with Principles 2, 3 and 9 of the National Guidelines on Responsible Business Conduct (NGRBC).	The awareness programmes were organised based on operational requirements, business priorities and identified target groups across the LPG and CGD value chain. During FY 2025–26, the programmes covered 5,10,012 LPG and CGD distributors. As these programmes are conducted for specific categories of value chain partners and stakeholders based on business and operational requirements, and are not linked to the value of business transacted with individual partners, the coverage is monitored based on the number of participants rather than the percentage of business value associated with them.
1402	HPCL conducted awareness and capacity-building programmes for Contractors, Transporters and Material Suppliers, who constitute important partners in its value chain. The programmes covered occupational health and safety, process safety, contractor safety management, road safety, safe transportation, handling and storage of petroleum products, statutory and safety compliance, emergency preparedness and response, environmental protection, and other operational best practices. These initiatives were aimed at strengthening safety culture, enhancing operational excellence and promoting responsible business conduct across the value chain in alignment with Principles 2, 3 and 6 of the National Guidelines on Responsible Business Conduct (NGRBC).	During FY 2025–26, a total of 24,531 personnel associated with Contractors, Transporters and Material Suppliers participated in these programmes. As these programmes are conducted for specific categories of value chain partners based on business and operational requirements, and are not linked to the value of business transacted with individual partners.

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

Yes. The Company has established governance processes and policy mechanisms to identify, disclose, prevent and manage actual or potential conflicts of interest involving members of the Board. Directors are required to disclose their concern or interest in other entities and any changes thereto in accordance with the applicable provisions of the Companies Act, 2013 and the Company's governance framework. The Company also obtains the prescribed disclosures relating to Directors' interests from all members of the Board and places them before the Board, as required.

The Company has adopted a Code of Conduct for Board Members and Senior Management Personnel, which requires them to act with integrity, transparency and accountability and to avoid, situations where their personal interests may conflict, directly or indirectly, with the interests of the Company. In the event of any actual or potential conflict of interest, the concerned Director is required to make appropriate disclosures and comply with the applicable statutory and governance requirements.

Compliance with the Code of Conduct is affirmed annually by all Board Members and Senior Management Personnel. The Code of Conduct is available on the Company's website.

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

Essential Indicators

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

	FY 2025-26 Current Financial Year	FY 2024-25* Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100% INR 579.41 Crore	100% INR 463.24 Crore	The Company's R&D initiatives are focused on developing innovative products and processes that enhance environmental performance and create long-term social value. Key areas include the development of advanced product formulations, improvement in product quality and efficiency, enhancement of fuel performance, research on biofuels and other low-carbon energy solutions to reduce emissions, extension of product life, optimisation of manufacturing and operational processes, waste minimisation and promotion of cleaner technologies.
Capex	28.67%	26.95%	The Company's capital investments were directed towards projects and initiatives that deliver positive environmental and social outcomes. These investments contributed to improved energy efficiency, enhanced adoption of renewable energy, reduction in greenhouse gas and air pollutant emissions, conservation of water through improved water management and wastewater recycling/reuse, strengthened waste management practices, reduction in hydrocarbon emissions, promotion of cleaner fuels and low-carbon technologies, and enhancement of environmental compliance. On the social front, the investments supported improvement in occupational health and safety, workplace infrastructure, employee welfare, operational reliability, and community development initiatives, thereby contributing to sustainable business growth and long-term stakeholder value.

*Note: The previous year's disclosure has been restated based on a refined project-level assessment to include only those capital expenditure projects that are directly attributable to specific technologies and initiatives aimed at improving the environmental and social impacts of the Company's products, processes and operations.

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

Yes.

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

59.42%

Note: HPCL has achieved the reported level of sustainable procurement against the prescribed target of 25% procurement from Micro and Small Enterprises (MSEs) for eligible goods and services. These figures exclude procurement categories that are generally beyond the scope of participation by MSEs, which, inter alia, include:

a) Crude Oil and Petroleum Products including logistics cost through Shipping, Railways & Pipelines.

b) LNG/Natural Gas.

c) API Line pipes.

d) OEM spares, OEM services, Proprietary items and services.

e) Technology Licenses and Licensor mandated items.

f) Plant and Machinery (single item value equal to or more than ₹ 100 Cr.)

Other initiatives for Sustainable Sourcing at HPCL:

In addition to promoting procurement from Micro and Small Enterprises (MSEs), HPCL has integrated sustainability considerations into its sourcing and procurement processes through the following initiatives:

a. Sustainable Procurement Practices - HPCL incorporates social, ethical and environmental considerations into its procurement decisions in accordance with Government procurement policies, applicable statutory requirements and industry best practices. These include, inter alia, procurement preferences for Micro and Small Enterprises (MSEs), women entrepreneurs, members of Scheduled Castes (SC) and Scheduled Tribes (ST), and eligible local suppliers under the Make in India initiative. Environmental considerations, such as the age and suitability of tank trucks, are also taken into account while awarding transportation contracts.

b. Ethical Procurement and Integrity - To promote transparency, fairness and ethical conduct in procurement, an Integrity Pact is executed for eligible procurement contracts with an estimated tender value exceeding ₹1 crore. Tender documents and purchase orders also incorporate references against Bribery and Corruption, reinforcing the Company's commitment to ethical business practices.

c. Sustainable Shipping and Logistics - For international trade, HPCL follows a Principal-to-Principal procurement model, under which intermediaries or agents are not engaged. The Company promotes responsible shipping practices by engaging vessels that comply with applicable international maritime regulations and environmental standards prescribed by the International Maritime Organization (IMO). Vessels are required to use Very Low Sulphur Fuel Oil (VLSFO) or equivalent emission control measures, such as approved exhaust gas cleaning systems (scrubbers), where permitted. They are also required to maintain Protection and Indemnity (P&I) insurance with coverage of at least USD 1 billion and comply with applicable international conventions, including MARPOL, SOLAS, and the Civil Liability Convention (CLC). Further, vessels calling at ports are required to comply with the applicable port health and regulatory requirements, including obtaining Free Pratique prior to berthing.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The majority of HPCL's products (over 94% of sales volume during FY 2025-26) comprise transportation and industrial fuels that are consumed through combustion to provide energy. As these products are fully consumed during use, they do not generate end-of-life products that can be reclaimed for reuse, recycling or disposal. Accordingly, product take-back or end-of-life reclamation processes are not applicable to these products.

The processes adopted for other applicable materials are as follows:

1) Plastics (including packaging)

a) Lubes SBU:

HPCL has established a mechanism for collection and environmentally sound management of post-consumer plastic packaging through authorised third-party agencies in compliance with the Plastic Waste Management Rules and the Extended Producer Responsibility (EPR) framework. During FY 2025–26, 11,904 MT of plastic packaging waste was reclaimed, of which 7,742 MT was recycled and 4,162 MT was disposed of through authorised channels. The required information is reported through the CPCB EPR portal.

b) Petrochemicals SBU:

The Petrochemicals SBU is registered as a Brand Owner/Importer under the applicable Extended Producer Responsibility (EPR) framework for plastic packaging. The SBU fulfils its EPR obligations through CPCB/SPCB-authorised recyclers, processors and Producer Responsibility Organisations (PROs) for collection, recycling, co-processing and environmentally sound end-of-life disposal of plastic packaging waste. Compliance is monitored through the CPCB EPR portal, and the prescribed records, certificates and statutory returns are maintained.

2) E-waste-Not Applicable.

The Company does not manufacture or place electrical and electronic equipment in the market that attracts producer obligations under the applicable E-Waste (Management) Rules.

3) Hazardous Waste-HPCL is registered as a Producer under the Extended Producer Responsibility (EPR) framework for used oil with CPCB. The Company fulfils its EPR obligations through procurement of EPR certificates generated by CPCB-registered recyclers, who collect and re-refine used oil into Re-Refined Base Oil (RRBO) in accordance with applicable regulatory requirements. The CPCB portal provides end-to-end traceability of collection, recycling and certification, ensuring environmentally sound management of end-of-life used oil.

4) Other Waste: Not Applicable

As the Company's principal products do not generate any other end-of-life waste requiring product take-back, reuse, recycling or disposal by the Company.

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

Yes,

Extended Producer Responsibility (EPR) is applicable to HPCL in respect of plastic packaging (Lubricants and Petrochemicals business) and used oil, in accordance with the applicable regulatory framework.

For plastic packaging, the Company has established the necessary EPR compliance framework, including obtaining the requisite registrations under the applicable categories, such as Producer, Importer and Brand Owner (PIBO) and Brand Owner (BO). The application for registration under the SIMP (Importer) category has been submitted and approval from the Central Pollution Control Board (CPCB) is awaited. Compliance with EPR obligations is ensured through authorised recyclers, processors and Producer Responsibility Organisations (PROs), as applicable, and is monitored through the CPCB EPR portal.

For used oil, the Company is registered as a Producer under the applicable EPR framework and fulfils its EPR obligations through the procurement of EPR certificates generated by CPCB-authorised recyclers in accordance with the prevailing regulatory requirements.

The Company's waste collection and EPR compliance mechanisms are aligned with the respective EPR plans submitted to the Pollution Control Boards, and compliance is periodically monitored through the prescribed regulatory reporting and documentation framework. No material deviation from the approved EPR plans was observed during the reporting period.

Leadership Indicators

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

No. The Company did not conduct any Life Cycle Assessment (LCA) studies for its products during FY 2025–26. However, HPCL has initiated the process for undertaking Life Cycle Assessment studies of its major petroleum products, namely Motor Spirit (MS) and High-Speed Diesel (HSD), in accordance with the applicable international standards. The studies are planned to be completed during FY 2026–27 to assess the environmental impacts across the product life cycle and support the Company's sustainability and decarbonisation initiatives.

Accordingly, the details relating to NIC Code, product/service, turnover contribution, assessment boundary, external agency and public disclosure are not applicable for the reporting period.

NIC Code	Name of Product / Service	% of Total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was Conducted	Whether Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No). If Yes, Provide the Web-link
Not Applicable					

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

During FY 2025–26, no significant social or environmental concerns or risks specifically arising from the production or disposal of the Company's products and services were identified through a Life Cycle Assessment (LCA), as no LCA study was undertaken during the reporting period.

However, HPCL continuously identifies and manages potential environmental and social risks associated with its products and operations through its Environment, Health, Safety and Sustainability (EHS&S) management systems, statutory compliance mechanisms, process safety studies, environmental monitoring, product stewardship initiatives, risk assessments, and stakeholder feedback. Appropriate mitigation measures, including adoption of cleaner technologies, pollution prevention, resource efficiency initiatives, safe handling and transportation practices, emergency preparedness, and compliance with applicable environmental and safety regulations, are implemented on an ongoing basis.

Accordingly, the disclosures relating to the product/ service, description of risk/concern and action taken are not applicable for the reporting period.

Name of Product / Service	Description of the Risk / Concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material FY 2025-26 Current Financial Year	 FY 2024-25 Previous Financial Year
Plastic Packaging	24%	1%*

The majority of HPCL's products (over 90% of sales volume during FY 2025–26 and FY 2024–25) comprise transportation and industrial fuels that are consumed through combustion to provide energy. Accordingly, these products do not lend themselves to the use of recycled or reused inputs in the product itself, and the scope for incorporation of recycled input materials in the core manufacturing process is limited. The reported percentage therefore primarily relates to recycled or reused plastic packaging materials used in the Lubricants and Petrochemicals businesses.

*Restatement Note: The previous year's disclosure has been restated to align with the BRSR reporting requirement and is presented as the percentage of recycled or reused input material to the total material used in production (by value). Accordingly, the FY 2024–25 figure has been recalculated on the same basis to facilitate year-on-year comparability.

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

Particulars	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)*	NIL	7,742	4,162	NIL	4,373	4,429
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous Waste (Used Oil)	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

*Data pertains to Lubricant related products and plastic recollection on account of lubricant package sales.

The majority of HPCL's products are transportation and industrial fuels that are consumed during use and, therefore, do not generate end-of-life products requiring reclamation. Accordingly, the reported quantities primarily relate to plastic packaging used in the Lubricants business.

During FY 2025–26, 7,742 metric tonnes of reclaimed plastic packaging waste was recycled and 4,162 metric tonnes was disposed of through authorised channels in accordance with the applicable regulatory requirements. No plastic packaging was reused during the reporting period.

No quantities have been reported under E-waste, Hazardous Waste (Used Oil) and Other Waste.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Packaging (HDPE / PPCP / PET) *	100%
Packaging (Multilayer) *	100%

*Data pertains to plastic recollection on account of lubricant package sales. **Reclaimed = Recycled + Safety Disposed**.

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	6192	6192	100.00%	6192	100.00%	NA	NA	6192	100.00%	NA	NA
Female	858	858	100.00%	858	100.00%	858	100.00%	NA	NA	858 (Pl refer to note 1)	100.00%
Total	**7050**	**7050**	**100.00%**	**7050**	**100.00%**	**858**	**100.00%**	**6192**	**100.00%**	**858 (Pl refer to note 1)**	**100.00%**
Other than Permanent Employees*											
Male	87	87	100.00%	77	88.51%	NA	NA	NA	NA	NA	NA
Female	63	63	100.00%	60	95.24%	NA	NA	NA	NA	NA	NA
Total	**150**	**150**	**100.00%**	**137**	**91.33%**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

* Fixed term: Research Associates and Project Associates at HP Green R&D Center and other employees on fixed term contracts.

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	1102	1102	100.00%	1102	100.00%	NA	NA	1102	100.00%	NA	NA
Female	104	104	100.00%	104	100.00%	104	100.00%	NA	NA	104 (Pl refer to note 1)	100.00%
Total	**1206**	**1206**	**100.00%**	**1206**	**100.00%**	**104**	**100.00%**	**1102**	**100.00%**	**104 (Pl refer to note 1)**	**100.00%**
Other than Permanent workers											
Male	30576							NA	NA	NA	NA
Female	1143	Pl. refer to note 2		Pl. refer to note 3		Pl refer to note 4		NA	NA	NA	NA
Total	**31719**							**NA**	**NA**	**NA**	**NA**

Note 1: With effect from 1st April 2025, all eligible female employees are entitled to reimbursement of Creche/ day-care expenses up to ₹ 7500 per month per dependent child (up to 5 years of age) upon submission of valid fee receipts. Employee may either avail the creche/day-care facility provided at the Company's housing complexes, wherever available, or opt for reimbursement of creche expenses.

Note 2: Covered under Employee's State Insurance (ESI) Scheme, in accordance with the provisions of the Employee's State Insurance Act, 1948.

Note 3: Contract workers are covered under the Employees' State Insurance (ESI) Scheme or the Employees' Compensation (EC) Act, as applicable. In addition, in the event of death or 100% permanent disability of a contract worker arising out of an accident while performing work under a contract executed for HPCL, the Company provides compensation equivalent to 100 month's wages, subject to minimum of ₹ 20 lacs and a maximum of ₹ 25 lacs, to the eligible nominee/ next of kin.

Note 4: Maternity benefits to eligible contract workers are ensured by the concerned contractors in accordance with the applicable statutory provisions. The payment made by the contractor, wherever eligible, is reimbursed by HPCL as per the applicable contractual terms and policy provisions.

In addition to the above statutory and contractual benefits, the Corporation has introduced an Ex-gratia scheme for workmen engaged by its Business Associates in the event of death or 100% permanent disablement due to an accident arising out while performing work. The scheme covers workmen engaged at in HP Retail Outlets, HP Gas Distributorships, Transporters, and business partners of Lubes SBU, Direct Sales SBU, and other eligible business associates. Under the scheme, a lump sum ex-gratia amount of ₹20 Lakhs is payable for approved claims, subject to the terms and conditions of this scheme.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
i) Cost incurred on wellbeing measures (in ₹ Crore) (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	187.17	156.78
ii) Total revenue of the company (₹ Crore)	478543.05	466345.65
Cost incurred on well-being measures as a % of total revenue of the company*	0.039%**	0.034%#

*Data pertains to permanent employees and workers of the corporation.

**The expenditure primarily pertains to health and accident insurance coverage for employees and workers, along with employee engagement and well-being initiatives, including occupational health and emergency medical services, health camps, medicines, and medical equipment.

#Data for 2024-25 has been restated after including expenses on employee engagement and well-being initiatives, including occupational health and emergency medical services, deployment of medical personnel, ambulance services, medicines, health camps, and procurement of medical equipment.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
Benefits#	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Y**	100.00%	100.00%	Y**
Gratuity	100%	100.00%	NA	100.00%	100.00%	NA
ESI	NA*	NA	NA	NA	NA	NA
Others - Please specify	100.00%	100.00%	Y***	100.00%	100.00%	Y***

*HPCL has obtained exemption under the Employees' State Insurance (ESI) Act, as all its employees draw wages exceeding the prescribed statutory threshold for ESI coverage. All HPCL employees are provided with comprehensive medical benefits under the Company's medical welfare schemes.

** HPCL makes the prescribed monthly contributions towards the HPCL Provident Fund Trust in accordance with the applicable rules.

*** Other Retirement Benefits include:

1. HPCL Employees' Superannuation Benefit Funds Scheme (SBFS)
2. National Pension System (NPS)
3. Leave Encashment
4. Post-retirement Medical Benefit
5. Resettlement Allowance

#The above details are applicable only to permanent employees (Management) and permanent workers (Non-Management) of the Company.

3. Accessibility of workplaces

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

Yes.

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

Yes. HPCL has adopted an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 (RPwD Act, 2016). The Policy, approved by the Management on 26 March 2019, promotes an inclusive workplace based on fairness, equality, dignity and respect, and aims to safeguard the rights of persons with disabilities by providing equal opportunities in employment and a non-discriminatory work environment.

The Policy is applicable to both existing and prospective employees of HPCL and is available on the Company's internal employee portal.

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

	Permanent Employees		Permanent Workers*	
Gender	**Return to Work Rate**	**Retention Rate**	**Return to Work Rate**	**Retention Rate**
Male	100.00%	100.00%	NA	NA
Female	100.00%	98.08%	NA	NA
Total	100.00%	99.00%	NA	NA

*During FY 2025-26, no permanent workers (Non-management employees) availed parental leave.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes; An Online Grievance Redressal Platform is in place to facilitate the registration and monitoring of grievances and to ensure their timely resolution within the prescribed timelines.
Other than Permanent Workers	Yes; The Company has established a Public Grievance Redressal Mechanism to facilitate the registration, and timely resolution of grievances. In addition, regular interactions and engagement initiatives are undertaken to understand concerns, address issues proactively and strengthen relationships.
Permanent Employees	Yes; An Online Grievance Redressal Platform has been established to facilitate the registration, and monitoring of grievances and to ensure their timely redressal within the prescribed timelines.
Other than Permanent Employees	Yes; The Company has established a Public Grievance Redressal Process to facilitate the registration, and timely resolution of grievances. In addition, they may raise their concerns through regular interactions, direct emails or emails routed through supervisors, enabling effective communication and prompt redressal of issues.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
Category	**Total employees / workers in respective category (A)**	**No. of employees / workers in respective category, who are part of association(s) or Union (B)**	**% (B / A)**	**Total employees / workers in respective category (C)**	**No. of employees / workers in respective category, who are part of association(s) or Union (D)**	**% (D / C)**
Total Permanent Employees	7050	0	0%	6009	0	0%
Male	6192	0	0%	5263	0	0%
Female	858	0	0%	746	0	0%
Total Permanent Workers	1206	1006	83.42%	2040	1826	89.51%
Male	1102	908	82.40%	1909	1701	89.10%
Female	104	98	94.23%	131	125	95.42%

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
		On Health and Safety Measures		On Skill Upgradation			On Health and Safety Measures		On Skill Upgradation	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees (Management)										
Male	6192	4719	76.21%	6103	98.56%	5263	3226	61.30%	5170	98.23%
Female	858	599	69.81%	837	97.55%	746	369	49.46%	717	96.11%
Total*	7050	5318	75.43%	6940	98.44%	6009	3595	59.83%	5887	97.97%
Workers (Non-Management)										
Male	1102	372	33.76%	94	8.53%	1909	111	5.81%	134	7.02%
Female	104	41	39.42%	22	21.15%	131	0	0%	7	5.34%
Total*	1206	413	34.25%	116	9.62%	2040	111	5.44%	141	6.91%

*The above figures represent training programmes conducted centrally through HPCL's Capability Building Department for permanent employees and permanent workers. In addition, a substantial number of training programmes are conducted by the Refineries and Marketing locations, with a focus on health, safety, technical competency and skill development for the workforce engaged at these locations.

During FY 2025-26, a total of 2,55,937 man-days of training were imparted, comprising 18,499 man-days for Permanent Employees (Management), 5,768 man-days for Permanent Workers (Non-management), 1,36,401 man-days for contractual workforce, and 95,269 man-days for the transport workforce.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees (Permanent)						
Male	6192	6192	100.00%	5263	5263	100.00%
Female	858	858	100.00%	746	746	100.00%
Total	7050	7050	100.00%	6009	6009	100.00%
Workers (Permanent)						
Male	1102	1102	100.00%	1909	1909	100.00%
Female	104	104	100.00%	131	131	100.00%
Total	1206	1206	100.00%	2040	2040	100.00%

10. Health and safety management system:

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

Yes. HPCL has implemented a comprehensive Health, Safety, Environment and Sustainability Management System (HSESMS) to provide a safe and healthy workplace for employees, contract workers, visitors and other stakeholders, while ensuring safe and sustainable operations across its business activities. The HSESMS is based on the Plan–Do–Check–Act (PDCA) framework and integrates occupational health, process safety, environmental protection, risk management and continual improvement into the Company's business processes.

The HSESMS is supported by a structured four-tier documentation framework comprising the Corporate HSE & Sustainability Management System Framework, Corporate HSE Standards, Strategic Business Unit (SBU)-specific Safety Manuals, and location-specific Standard Operating Procedures (SOPs) and Work Instructions. The system encompasses key elements such as hazard identification and risk assessment, process safety, occupational health, permit-to-work, asset integrity, contractor safety management, emergency preparedness and response, incident reporting and investigation, transport safety, statutory compliance, training and competency, and sustainability management.

The HSESMS is implemented across all HPCL operations, including Refineries, Marketing installations, Pipelines, LPG Plants, Terminals, Depots, Corporate Offices, Projects and other operational locations, and is applicable to employees, contract workers and other personnel working under the Company's operational control. Dedicated Health, Safety and Environment (HSE) departments function at the Corporate, Strategic Business Unit (SBU), Refinery, Zonal and operating location levels to support effective implementation, monitoring and continual improvement of the system.

The effectiveness of the HSESMS is reinforced through Behaviour-Based Safety (BBS) programmes, regular monitoring of the Total Recordable Incident Rate (TRIR) and other safety performance indicators, deployment of digital safety tools and dashboards, periodic emergency preparedness drills, occupational health surveillance and wellness programmes, leadership safety walkthroughs, and a robust audit and assurance framework comprising internal, corporate and independent third-party HSE audits. In addition, operational and product safety training, awareness programmes and stakeholder engagement initiatives are conducted regularly to strengthen safety culture, enhance organisational capability and drive continual improvement in occupational health and safety performance.

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

HPCL has established a structured and systematic process for identifying work-related hazards and assessing risks associated with routine, non-routine and emergency activities through its Health, Safety, Environment and Sustainability Management System (HSESMS). The system is based on the principles of hazard prevention, risk reduction and continual improvement and is implemented across all business operations.

The primary process for hazard identification and risk assessment is the Hazard Identification and Risk Assessment (HIRA) framework, which provides a structured methodology for identifying workplace hazards, evaluating the likelihood and consequences of potential events, determining risk levels and implementing appropriate risk control measures. HIRA is applied throughout the lifecycle of facilities, processes and activities, including project planning, design, construction, commissioning, operations, maintenance, modification and decommissioning.

For routine activities, risks are managed through approved Standard Operating Procedures (SOPs), operating manuals, safe work practices, task-specific risk assessments and competency-based training. Operational controls are periodically reviewed to ensure that identified hazards remain effectively controlled.

For non-routine and high-risk activities, HPCL follows a structured risk assessment process comprising Job Safety Analysis (JSA), Permit-to-Work (PTW), Management of Change (MOC), Pre-Start-up Safety Review (PSSR) and other process safety studies such as HAZOP, Quantitative Risk Assessment (QRA) and specialised assessments, wherever applicable. Simultaneous Operations (SIMOPS), contractor activities, confined space entry, work at height, hot work, electrical isolation and other critical activities are subjected to specific risk assessments before commencement of work.

The Company adopts the Hierarchy of Risk Controls, giving preference to elimination, substitution, engineering controls and administrative controls, with the use of appropriate Personal Protective Equipment (PPE) as the last line of defence. Risks are evaluated against defined risk acceptance criteria, and appropriate mitigation measures are implemented to reduce risks to As Low As Reasonably Practicable (ALARP). Human factors such as competency, fatigue, workload, supervision and behavioural aspects are also considered during risk assessments wherever relevant.

HPCL continuously reviews workplace risks through regular inspections, safety observations, Behaviour-Based Safety (BBS) programmes, occupational health surveillance, safety audits, process safety reviews, statutory inspections and monitoring of leading and lagging safety performance indicators. All incidents, occupational illnesses, injuries, High Potential (HiPo) incidents and near misses are investigated to identify immediate and root causes, implement corrective and preventive actions, and capture organisational learning. Key learnings are disseminated across locations to prevent recurrence of similar incidents.

Emergency Preparedness and Disaster Management Plans are developed based on identified hazard scenarios and are periodically validated through mock drills, emergency response exercises and post-drill reviews. The effectiveness of the hazard identification and risk management process is periodically evaluated through internal audits, corporate reviews, independent third-party assessments and Management reviews, ensuring continual improvement in occupational health and safety performance across the organisation.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes. HPCL has established processes that enable workers to identify and report work-related hazards and unsafe conditions through multiple channels, including Safety Committees, safety suggestion schemes, near-miss reporting and the online incident reporting system. Safety Committees are constituted at operating locations, wherever applicable, in accordance with the provisions of the Factories Act, 1948, with representation from both management and workers to facilitate consultation, participation and continual improvement in workplace safety.

Workers are encouraged to actively participate in hazard identification, risk assessment and implementation of corrective and preventive actions. Safety suggestions and learnings from incidents and near misses are reviewed, and appropriate actions are taken to eliminate or mitigate identified hazards.

HPCL also empowers employees and workers to stop work or remove themselves from situations that they reasonably believe present an imminent risk to their health or safety, without fear of reprisal, and to immediately report such situations to their supervisors for appropriate corrective action before work is resumed.

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

Yes. HPCL provides employees and workers, as applicable, with access to non-occupational medical and healthcare services through its comprehensive medical welfare framework. The Company offers medical facilities and reimbursement benefits in accordance with its service rules and welfare schemes, enabling access to preventive, curative and wellness-related healthcare services.

In addition to the above, Periodic Medical Examinations (PMEs) are conducted at prescribed intervals based on age, gender and occupational exposure to promote preventive healthcare and early detection of health concerns. HPCL has also entered into a strategic partnership with Apollo Hospitals to provide employees access to the UR Life mobile application, which offers digital health and wellness services, including health risk assessments, fitness and lifestyle guidance, preventive healthcare resources and wellness programmes to support employees' overall well-being.

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

Safety Incident / Number	Category*	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.063	0.000
	Workers	0.084	0.060
Total recordable work-related injuries	Employees	1	0
	Workers	6	5
No. of fatalities	Employees	2**	0
	Workers	1**	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

*"Employees" refers to the permanent employees of the Corporation, including both management and non-management employees and "workers" refers to contract workmen engaged through contract.

**Denotes deaths occurring within the Company's premises that were not attributable to work-related safety incidents. Accordingly, these cases have not been considered for the calculation of the Lost Time Injury Frequency Rate (LTIFR).

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

HPCL is committed to providing a safe, healthy and sustainable workplace for its employees, contract workers, visitors and other stakeholders. The Company follows a proactive and risk-based approach to occupational health and safety through its Health, Safety, Environment and Sustainability Management System (HSESMS), which integrates internationally accepted management practices, statutory requirements and industry standards into all business activities.

A) Measures to ensure a safe workplace.

The key measures adopted to ensure a safe workplace include:

- Management Systems and Certifications: Implementation of a structured HSESMS supported by Corporate HSE Standards, Safety Manuals, Standard Operating Procedures (SOPs) and Work Instructions. Major manufacturing installations are certified to ISO 14001 and ISO 45001, demonstrating adherence to internationally recognised environmental and occupational health & safety management systems.
- Safe Design and Risk Management: Adoption of inherent safety principles during design and engineering of facilities in accordance with national and international standards. Systematic risk management is undertaken through Hazard Identification and Risk Assessment (HIRA),

HAZOP, Quantitative Risk Assessment (QRA), Job Safety Analysis (JSA), Permit-to-Work (PTW), Management of Change (MOC) and Pre-Start-up Safety Reviews (PSSR), as applicable.

- Asset Integrity and Fire Safety: Preventive and predictive maintenance, inspection and testing of critical equipment, residual life assessment, and implementation of Asset Integrity Management programmes are undertaken to ensure operational reliability. All operating installations are equipped with firefighting systems and emergency response infrastructure designed in accordance with OISD and other applicable standards.
- Emergency Preparedness: Comprehensive Emergency Response and Disaster Management Plans (ERDMPs) are implemented in accordance with applicable regulatory requirements. Periodic onsite and offsite mock drills are conducted to validate emergency response arrangements and enhance preparedness.
- Training, Competency and Safety Culture: Employees and contract workers undergo safety induction, job-specific safety training, live fire simulation exercises, toolbox talks and refresher programmes. Mandatory use of Personal Protective Equipment (PPE) is enforced based on risk assessment, and Behaviour-Based Safety (BBS) initiatives are implemented to strengthen proactive safety culture.
- Contractor Safety Management: Contractor safety requirements are integrated into the contract lifecycle through pre-qualification, safety induction, competency development, supervision, toolbox talks, periodic performance monitoring and compliance with Contractor HSE requirements.
- Employee Participation and Learning: Safety Committees with representation from management and workers function at operating locations to review workplace safety performance and recommend improvements. All incidents, including near misses and High Potential (HiPo) incidents, are investigated to identify root causes and implement corrective and preventive actions. Safety learnings are disseminated across the organisation to prevent recurrence.
- Monitoring, Audit and Management Review: Safety performance is monitored through inspections, internal audits, external OISD safety audits, third-party audits, surveillance audits and regular review of leading and lagging safety performance indicators. Safety performance, audit findings, incident trends and implementation of corrective actions are periodically reviewed by Senior Management, the Committee of Functional Directors and the Board.

B. Measures to Ensure a Healthy Workplace

HPCL has implemented a comprehensive occupational health programme aimed at protecting employee health, promoting well-being and preventing occupational and lifestyle-related diseases. Key initiatives include:

- Pre-employment and Periodic Medical Examinations (PMEs), including job-specific medical surveillance for employees working in identified occupational risk areas.
- Industrial hygiene monitoring, workplace exposure assessment, health surveillance and analysis of occupational health data to identify emerging health risks and implement targeted interventions.
- Preventive healthcare initiatives such as vaccination drives, health awareness campaigns, wellness programmes, screening camps and specialised medical camps for early detection and management of lifestyle disorders.
- Access to medical facilities, specialist consultations, onsite OPD services, Employee Assistance Programme (EAP), counselling services “Paramarsh”, mental health support and digital healthcare services through Apollo UR Life.
- Employee wellness initiatives, including wellness carnivals, sports and fitness programmes, step-count challenges, yoga, meditation, nutrition awareness and healthy lifestyle campaigns.
- Measures to prevent communicable diseases through workplace hygiene, safe drinking water, sanitation facilities, awareness programmes and disease screening initiatives such as the TB Mukt Bharat Abhiyan.
- Regular health and wellness training covering first aid, hygiene, nutrition, ergonomics, industrial health, emotional well-being and mental health to enhance awareness and foster a healthy workplace culture.

These measures collectively support HPCL’s objective of providing a safe, healthy and sustainable workplace while promoting employee well-being, operational excellence and continual improvement in occupational health and safety performance.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	--	0	0	--
Health & Safety	0	0	--	0	0	--

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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

HPCL has established a structured incident investigation and corrective action process to address safety-related incidents and significant risks arising from assessments of health and safety practices and working conditions. All major incidents and High Potential (HiPo) incidents are investigated by multidisciplinary committees comprising members independent of the concerned location to identify immediate, underlying and root causes.

Based on the findings of the investigation, appropriate corrective and preventive actions are identified and implemented to eliminate or minimise the likelihood of recurrence. Wherever applicable, disciplinary action is taken in cases involving violations of established procedures or safety requirements. The implementation of corrective actions is systematically monitored until closure.

Incident investigation reports, root cause analyses, recommendations and compliance status are periodically reviewed at the Strategic Business Unit (SBU), Corporate HSE and Committee of Functional Directors (CFD) levels. Learnings from incidents are disseminated across all Strategic Business Units through Safety Cues, Safety Insights and other knowledge-sharing platforms to strengthen organisational learning, improve health and safety practices, and drive continual improvement across the Company.

Leadership Indicators

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

A. Employees – Yes

HPCL provides life insurance and/or death-related financial assistance to eligible employees through statutory and Company-sponsored benefit schemes in accordance with the applicable service rules and welfare policies.

B. Workers – Yes

Eligible workers are covered under the applicable statutory social security provisions and compensation mechanisms.

In addition, the Company has established welfare measures and ex-gratia/compensation schemes, as applicable, to provide financial support in the event of death arising under the specified terms and conditions of the respective schemes.

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

As the Principal Employer, HPCL has established robust processes to ensure that its contractors and other applicable value chain partners comply with statutory labour and social security obligations. The Company monitors compliance with applicable labour laws relating to payment of wages, Employees' Provident Fund (EPF), Employees' State Insurance (ESI), statutory bonus and other applicable statutory dues.

Contractors are required to disburse wages through electronic payment modes and remit the prescribed statutory contributions to the respective statutory authorities within the stipulated timelines. As a precondition for processing contractor bills, documentary evidence of compliance, including proof of wage disbursement and remittance of statutory contributions (such as EPFO, ESIC and other applicable statutory dues), is required to be submitted and verified.

In addition, HPCL conducts periodic compliance audits and verification at multiple levels, including the Officer-in-Charge, Location In-charge and Finance functions, to monitor adherence to statutory requirements. Any non-compliance identified during verification or audits is taken up with the concerned contractor for immediate rectification before release of payments and to ensure continued compliance.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Employees	0	0	0	0
Workers	1	2	0	0

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

Yes. HPCL provides transition assistance programmes to support employees approaching superannuation and facilitate a smooth transition into post-retirement life. These programmes include structured training on financial planning, retirement planning, health and wellness, lifestyle management and other aspects relevant to career transition.

The Company also provides eligible retired employees with opportunities to contribute as Subject Matter Experts (SMEs) for training, knowledge sharing and capability-building programmes, in accordance with the applicable Company policy, thereby facilitating continued professional engagement and leveraging their experience for organisational development.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	100.00 % (Dealers, Distributors and Direct Sales Customers)
Working Conditions	100.00 % (Dealers, Distributors and Direct Sales Customers)

*Data pertains to inspection of retail dealers, LPG distributors and assessment of direct sales customers.

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

HPCL has established a structured process to identify, assess and address health and safety risks across its value chain through periodic inspections, audits, field assessments, contractor evaluations and stakeholder engagement. Significant observations and non-conformities identified during these assessments are communicated to the concerned value chain partners, and time-bound corrective and preventive actions are implemented and monitored until closure. The effectiveness of the corrective actions is periodically reviewed through follow-up inspections, audits and performance monitoring.

Some of the key initiatives undertaken to strengthen the health and safety performance of value chain partners are as follows:

Value Chain Partner	Health & Safety Concerns	Major efforts undertaken
Retail Network/ Dealers / Distributors	Safety in Retail Operations	• Periodic safety audits and inspections are conducted by Field Officers in accordance with OISD Standard-225 to identify health, safety and operational gaps. Observations are communicated to the concerned dealers/distributors, and corrective actions are implemented and monitored in accordance with the Marketing Discipline Guidelines. • Regular training and awareness programmes are conducted on safe operations, incident reporting, root cause analysis, customer service, product handling and adoption of new technologies to strengthen operational safety and business excellence. • During FY 2025–26, 32 Entrepreneurship Development Programmes were organised across all Zones, covering 978 newly appointed Dealers to build their capabilities in safe and efficient retail operations. • 629 Deeksha Dealer Training Programmes were conducted, covering 9,380 Dealers, focusing on retail petroleum trade, safe handling of petroleum products, retail outlet operations, customer service, emerging technologies and dissemination of best practices. • To enhance workplace safety and operational competency at Retail Outlets, 3,178 Customer Service Assistant (CSA) Training Programmes (including 2,710 programmes conducted by Sales Officers and 468 programmes conducted through HSSC/External Experts) were organised during FY 2025–26, covering 48,306 CSAs. The programmes focused on workplace safety, retail outlet operations, customer service excellence and awareness of Government initiatives.
Transporters/ TT Crew	Safety in Road Transportation	• HPCL adopts a comprehensive road transport safety management framework to address risks associated with the transportation of petroleum products. Regular safety training and awareness programmes, including defensive driving, safe driving practices and emergency response, are conducted for transporters and Tank Truck (TT) crew to promote safe transportation. • Drivers engaged for transportation of petroleum products are required to possess the prescribed hazardous goods endorsement issued by the Regional Transport Office (RTO) in accordance with Rule 9 of the Central Motor Vehicles Rules. Tank Trucks are inducted only after verification of the prescribed age and fitness criteria, valid RTO fitness certificates, PESO approvals and Pollution Under Control (PUC) certificates. Compliance with these requirements is periodically monitored throughout the contract period to ensure continued roadworthiness and regulatory compliance. • HPCL regularly organises health camps, safety awareness programmes and specialised training programmes for TT crew in collaboration with leading OEMs to enhance driving skills, vehicle safety awareness and overall well-being. Outstanding transporters and drivers are recognised and encouraged through the Category-S (Safe) initiative at Zonal and National levels. • A Vehicle Tracking System (VTS) is deployed for real-time monitoring of Tank Truck movements, driving behaviour and route compliance. Deviations and violations are analysed, and appropriate corrective actions are implemented in accordance with the Transport Discipline Guidelines to strengthen transportation safety and prevent recurrence.

Value Chain Partner	Health & Safety Concerns	Major efforts undertaken
LPG Delivery chain / Customers	Safe delivery and usage of LPG cylinders	• HPCL implements a comprehensive safety management programme across its LPG distribution chain to promote the safe storage, handling, transportation and usage of LPG. LPG distributors are regularly engaged through safety campaigns, meetings, training programmes and awareness initiatives on product safety, statutory compliance and safe operating practices. • Periodic safety inspections and evaluations of LPG distributorships are conducted to assess compliance with applicable safety requirements. Observations and non-conformities identified during these assessments are communicated to the concerned distributors, and corrective actions are implemented and monitored in accordance with the Marketing Discipline Guidelines. • Standard Operating Procedures (SOPs) have been established for LPG delivery personnel covering safe handling, transportation and delivery of LPG cylinders. Regular training is imparted to strengthen operational safety and emergency response capabilities. • HPCL also undertakes continuous consumer awareness initiatives through LPG Safety Clinics, demonstrations, campaigns and other outreach programmes to educate customers on the safe installation, handling, storage and use of LPG, thereby enhancing safety awareness and reducing the risk of accidents.
Shipping logistics vendors	Safe delivery of sea cargo and health of crew	• HPCL engages shipping logistics vendors that comply with applicable international maritime safety, environmental and crew welfare requirements. Vessels deployed for transportation of petroleum cargo are required to meet the emission standards prescribed by the International Maritime Organization (IMO) through the use of Very Low Sulphur Fuel Oil (VLSFO) or approved exhaust gas cleaning systems (scrubbers), as applicable. • All engaged vessels are required to maintain Protection and Indemnity (P&I) Insurance with a minimum coverage of USD 1 billion and comply with applicable international conventions and regulations, including the International Convention on Civil Liability for Oil Pollution Damage (CLC), MARPOL, and SOLAS, to ensure safe vessel operations, environmental protection and adequate liability coverage. • Prior to berthing, vessels are required to comply with the health, safety and operational requirements prescribed by the respective Port Authorities, including obtaining Free Pratique to confirm the health status of the crew. Compliance with these requirements is monitored as part of HPCL's shipping logistics management process to promote safe and responsible marine transportation.

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

Essential Indicators

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

HPCL identifies its key stakeholder groups through a structured stakeholder identification and prioritisation process based on the nature of the Company's business, its value chain, regulatory environment and sustainability commitments. Stakeholders are identified considering their influence on the Company's ability to create long-term value, as well as the actual or potential economic, environmental and social impacts of the Company's activities on them.

The Company prioritises stakeholders based on factors such as the extent of their influence on the business, the significance of the Company's impact on them, their legitimate expectations and concerns, statutory and regulatory requirements, and their relevance to the Company's strategic objectives and material sustainability issues. This assessment enables HPCL to identify distinct stakeholder groups and determine appropriate engagement mechanisms and the frequency of engagement.

Based on the outcome of this prioritisation process, HPCL undertakes stakeholder engagement through a combination of one-to-one interactions, meetings, consultations, workshops, surveys, digital platforms and periodic forums. Stakeholder feedback is considered in decision-making, risk management, materiality assessment and the formulation of business and sustainability strategies, thereby strengthening long-term value creation for both the Company and its stakeholders.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half Yearly/ Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	SMS, Website, Advertisements, Face to Face interactions	Others - Periodic campaigns and surveys	• Product quality and service standards • Awareness on safety and environment aspects • Resolving complaints
Investors and Shareholders	No	Email, Newspaper, Website, Surveys Other - Annual report, AGM, Analyst meet Other – Sustainability report, Response to ESG ratings	Annually, Others – periodic press releases	• Financial performance • Good corporate ethics and compliance • ESG performance/ Energy Transition
Regulators	No	Email, Face to Face meetings	Others – Regular interactions	• Compliance • Disaster management
Employees (Management and non-management	Yes (As per GOI guidelines with respect to reservation in services for SC/ ST/OBC / PWD/ EWS candidates).	SMS, Website, Notice Board, Surveys	Annually, Half yearly, Quarterly, Others – Regular interactions	• Focus on health and safety • Aspirations for career progression and higher education • Grievance redressal • Ecosystem based and need based trainings • Work-life balance • Rewards and recognition

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half Yearly/ Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
LPG Distributors	Yes (As per GOI guidelines with respect to reservation for various categories mentioned in Unified Guidelines For Selection Of LPG Distributorships.)	SMS, Email, Website, Surveys	Others – Regular interactions	• Product quality and delivery • Safety • Competition from peers
Retail Dealers	Yes (As per GOI guidelines with respect to reservation for various categories mentioned in Guidelines On Selection Of Dealers For Regular & Rural Retail Outlets.)	SMS, Email, Website, Surveys	Others – Regular interactions	Competition from peers • Upgradation of outlet and dispensing units • Improvement in vendor services
Delivery men	No	Other – regular training sessions, interactions	Others – Regular interactions	• Customer retention • Training needs • Health and Safety
Suppliers and Vendors	No	Email, Other – Supplier portal, face to face interactions, Surveys	Others – Regular and as per business requirements	• Health and Safety • Higher running and maintenance costs • Complaint redressal mechanism • Improved RTKM transportation rates • Increased transparency • On-time payments • Payment process
MSE, SC/ST Vendors	Yes	Email, Other – Supplier portal, face to face interactions	Others – Regular and as per business requirements	• Health and Safety • Complaint redressal mechanism • Increased transparency • On-time payments • Payment process • Preferred vendor status
Contract Workers	No	Other – training sessions, regular interactions	Others – Regular and as per business requirements	• Health and Safety • Regular payment • Training needs
Local Communities	Yes	Multiple modes, Surveys	On Regular basis	• Empowerment, upliftment and overall development of communities • Provision of sanitation, educational and health infrastructure in rural areas • Collaboration during special cleanliness awareness campaigns etc.

Leadership Indicators

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

    HPCL has established a structured governance framework to ensure that stakeholder perspectives on economic, environmental and social matters are appropriately considered in strategic decision-making. The Board has constituted a Corporate Social Responsibility and Sustainability Development (CSR&SD) Committee, chaired by an Independent Director, to provide oversight and strategic direction on sustainability, ESG and stakeholder-related matters. The Committee periodically reviews the Company's sustainability strategy, performance, material ESG issues, emerging risks and opportunities, and provides guidance to the Management.

    Stakeholder consultation is undertaken through a structured engagement process involving customers, employees, workers, investors, suppliers, contractors, regulators, local communities, industry associations, business partners and other relevant stakeholders. The Company uses multiple engagement channels, including meetings, surveys, workshops, consultations, grievance mechanisms, digital platforms, investor interactions and regulatory engagements, to understand stakeholder expectations, concerns and emerging issues.

    The responsibility for sustainability reporting has been delegated to the Corporate HSE (Sustainability) Department, which, in consultation with the Strategic Business Unit (SBU) and other functional departments, undertakes materiality assessment, identification of sustainability priorities and preparation of sustainability disclosures. Inputs received from stakeholders are evaluated to identify material economic, environmental and social issues, assess associated risks and opportunities, and formulate appropriate action plans.

    The outcomes of stakeholder consultations, materiality assessment, sustainability performance, key ESG risks and opportunities, and progress against strategic sustainability initiatives are periodically presented to the CSR&SD Committee, and the Committee of Functional Directors (CFD), wherever required, for review, guidance and strategic decision-making. Stakeholder feedback is also considered while formulating policies, strengthening management systems, enhancing sustainability performance and preparing the Integrated Annual Report, Sustainability Report and Business Responsibility and Sustainability Reporting (BRSR).

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

    Yes. HPCL follows a structured stakeholder engagement process to identify, assess and manage material environmental and social topics. Inputs received through continuous engagement with Government and regulatory authorities, customers, employees, investors, suppliers, local communities, industry associations and other stakeholders are integrated into the Company's policies, business strategies and operational practices. These stakeholder consultations form an important input to HPCL's materiality assessment, risk management process and sustainability strategy.

    Some key instances where stakeholder feedback has been incorporated into the Company's policies and activities are as follows:

    - Energy Transition and Climate Change: In line with the policy direction of the Government of India and stakeholder expectations on decarbonisation, HPCL has expanded its initiatives in biofuels (ethanol, biodiesel and Compressed Biogas), renewable energy, green hydrogen, sustainable aviation fuel and energy efficiency. The Company has also adopted a Net Zero Scope 1 and Scope 2 emissions by 2040 ambition and integrated climate action into its Sustainable Development Policy, Climate Change Policy and long-term business strategy.
    - Cleaner Fuels and Product Innovation: Feedback received from Government agencies, automobile manufacturers, industrial customers and other business partners has supported the transition to cleaner fuels and the development of products with improved efficiency and environmental performance. The Company's R&D programmes continue to focus on cleaner fuels, advanced lubricants and sustainable technologies that address evolving customer and regulatory expectations.
    - Material ESG Issues: Through periodic materiality assessment and stakeholder consultations, GHG emissions and climate change have consistently emerged as material sustainability topics. Based on these inputs, HPCL has strengthened its climate governance framework, established long-term decarbonisation targets, implemented emission reduction initiatives and enhanced disclosures through its Integrated Annual Report, Sustainability Report, Business Responsibility and Sustainability Reporting (BRSR) and other ESG reporting platforms.
    - Community Development: While planning Corporate Social Responsibility (CSR) projects, HPCL consults local

communities, district administration, local authorities and implementation partners to understand local development priorities. The feedback received is used to design and implement need-based interventions in areas such as education, healthcare, skill development, water conservation, sanitation, livelihood enhancement and environmental sustainability.

- Employee Health, Safety and Well-being: Feedback from employees, workers and Safety Committees has contributed to strengthening occupational health and safety management systems, competency development programmes, workplace wellness initiatives and employee welfare measures, thereby fostering a safer and healthier work environment.

Through this structured stakeholder engagement process, HPCL ensures that stakeholder expectations are systematically considered in policy formulation, operational decision-making, sustainability initiatives and long-term value creation.

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

HPCL actively engages with vulnerable and marginalised stakeholder groups through its field offices, Corporate Social Responsibility (CSR) function, project implementation partners, local authorities, community representatives and other stakeholder engagement platforms to understand their needs, concerns and development priorities. The feedback received from these engagements is considered while planning, implementing and monitoring the Company's CSR and sustainability initiatives.

Some key instances of engagement and actions taken are as follows:

- Community Development: Based on consultations with local communities, district administration, Gram Panchayats and implementation partners, HPCL undertakes need-based CSR interventions in areas such as education, healthcare, drinking water, sanitation, rural infrastructure, skill development, livelihood enhancement, women empowerment and environmental sustainability. Special focus is accorded to Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), economically weaker sections and communities residing in Aspirational Districts identified by NITI Aayog.
- Livelihood and Skill Development: Engagement with local communities and youth has resulted in implementation of skill development, entrepreneurship and employability enhancement programmes aimed at improving livelihood opportunities for socially and economically disadvantaged sections of society.
- Inclusive Procurement: In line with the Government of India's procurement policies, HPCL conducts dedicated Vendor Development Programmes, awareness workshops and outreach initiatives to encourage greater participation of SC/ST-owned Micro and Small Enterprises (MSEs), Women-owned MSEs and other eligible domestic vendors in the Company's procurement process. Procurement preferences are extended in accordance with the applicable Government guidelines to promote inclusive economic development.
- Health and Social Welfare: Based on stakeholder consultations, HPCL undertakes healthcare initiatives, preventive health programmes, sanitation projects and community welfare interventions to address the specific needs of vulnerable communities, particularly in the areas surrounding its operations.

Through these engagements, HPCL continuously incorporates stakeholder feedback into its CSR programmes, community development initiatives and inclusive business practices, thereby contributing to equitable, sustainable and inclusive socio-economic development.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	7050	1117	15.84%	6009	543	9.04%
Other than permanent	150	137	91.33%	149	149	100.00%
Total Employees	**7200**	**1254**	**17.42%**	**6158**	**692**	**11.24%**
Workers						
Permanent	1206	0	0.00%	2040	3	0.15%
Other than permanent	31719	NA*	NA*	36974	NA*	NA*
Total Workers	**NA**	**NA**	**NA**	**39014**	**NA**	**NA***

*Note: Employees, workers and the contractual workforce are covered through regular training and awareness programmes on various aspects of human rights and responsible workplace practices. These programmes, inter alia, cover compliance with key labour legislations, including prohibition of child labour and forced labour, payment of wages, Provident Fund (PF), Employees' State Insurance (ESI), gratuity and bonus, prevention of sexual harassment at the workplace (PoSH), occupational health and safety, awareness of Government welfare schemes, and financial literacy and investment awareness.

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
	Total (A)	No. (B)	% (B / A)	No. (C)	% (C/D)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**7050**	**0**	**0%**	**7050**	**100.00%**	**6009**	**0**	**0%**	**6009**	**100.00%**
Male	6192	0	0%	6192	100.00%	5263	0	0%	5263	100.00%
Female	858	0	0%	858	100.00%	746	0	0%	746	100.00%
Other than permanent	**150**	**0**	**0%**	**150**	**100.00%**	**149**	**0**	**0%**	**149**	**100.00%**
Male	87	0	0%	87	100.00%	88	0	0%	88	100.00%
Female	63	0	0%	63	100.00%	61	0	0%	61	100.00%
Workers										
Permanent	**1206**	**0**	**0%**	**1206**	**100.00%**	**2040**	**0**	**0%**	**2040**	**100.00%**
Male	1102	0	0%	1102	100.00%	1909	0	0%	1909	100.00%
Female	104	0	0%	104	100.00%	131	0	0%	131	100.00%
Other than permanent	**31719**	**0**	**0%**	**31719**	**100.00%**	**36974**	**0**	**0%**	**36974**	**100.00%**
Male	30576	0	0%	30576	100.00%	35795	0	0%	35795	100.00%
Female	1143	0	0%	1143	100.00%	1179	0	0%	1179	100.00%

3. **Details of remuneration/salary/wages, in the following format:**

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	5	92,87,712	-	-
Key Managerial Personnel	2	83,68,889	-	-
Employees other than BoD and KMP	6,192	26,30,676	1,102	22,88,083
Workers	858	29,60,278	104	39,27,774

Values in INR

*Note: The above remuneration pertains only to the Whole-time Directors of HPCL. Independent Directors are paid sitting fees for attending meetings of the Board and its Committees, in accordance with the applicable statutory provisions and the Company's policy. HPCL does not pay any profit-linked commission to any of its Directors.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages*	9.70%	9.13%

*Data pertains to permanent employees of the corporation.

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

Yes. HPCL has adopted a Human Rights Policy that sets out the Company's commitment to respecting and promoting human rights across its business activities and operations. The Human Resources Department is responsible for facilitating the implementation of the Policy and addressing employee-related matters through the existing grievance redressal mechanisms.

The Company has also constituted Internal Committees under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to address complaints relating to sexual harassment at the workplace.

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

While HPCL does not currently have a dedicated standalone mechanism exclusively for addressing human rights-related grievances, such concerns, if any, may be raised by management employees through the existing employee grievance redressal channels or official email communication. Grievances from non-management employees are examined through the established Employee Relations Committee mechanism, wherein the Committee interacts with the aggrieved employee, as required, and recommends appropriate resolution in accordance with the Company's policies and applicable statutory provisions. Grievances relating to performance ratings are addressed through MERC for management employees and the Employee Relations Committee for non-management employees. In cases where a management employee is not satisfied with the decision of the MERC, an appeal may be submitted within the prescribed timeline in accordance with the applicable grievance redressal policy. Grievances relating to compensation and benefits are addressed through the Company's e-Samaadhaan portal, which provides a structured platform for employees to raise and track their grievances

External stakeholders may communicate human rights-related concerns through the Company's website, and CRM platform with dedicated options for submitting complaints and feedback. All such grievances are reviewed, routed to the concerned functional department, and addressed in accordance with the Company's policies, applicable statutory requirements, and the nature of the grievance raised.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	As of date of publishing of this report all the complaints have been closed. No complaints are pending for resolution.	4	3	As of date of publishing of this report all the complaints have been closed.
Discrimination at workplace	0	0	--	0	0	--
Child Labour	0	0	--	0	0	--
Forced Labour/Involuntary Labour	0	0	--	0	0	--
Wages	0	0	--	0	0	--
Other human rights related issues	0	0	--	0	0	--

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	4
Complaints on POSH as a % of female employees / workers	0.09%	0.19%
Complaints on POSH upheld	1*	2#

*As on March 31, 2026

*One complaint was Prima facie substantiated by the Internal Committee (IC), and further action was initiated in accordance with the applicable service rules.

#Of the two complaints reported,one was prima facie substantiated during FY 2024-25, while the other was prima facie substantiated by the IC in April' 25. Appropriate action was initiated in accordance with the applicable service rules.

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

HPCL has established appropriate mechanisms to protect complainants from retaliation, and victimisation while reporting concerns relating to discrimination, harassment or other unethical practices. The Company's Whistle-Blower Policy provides a secure and confidential mechanism for reporting suspected unethical conduct, unfair practices or serious irregularities and includes safeguards to protect whistle-blowers acting in good faith from any form of retaliation or adverse consequences. The Policy is available on the Company's website.

The Company has also implemented the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 by constituting Internal Committees. Complaints are handled in a fair, impartial and confidential manner, with due regard to the principles of natural justice and protection of the complainant against victimisation or retaliation, in accordance with the provisions of the Act and the Company's policy.

In addition, employee grievances are addressed through the established grievance redressal mechanisms, ensuring confidentiality, impartiality and protection of the complainant throughout the grievance resolution process.

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

Yes. HPCL incorporates applicable human rights, labour, health, safety and statutory compliance requirements into its business agreements, contracts and tender documents, wherever relevant. Contractors, suppliers and other business partners are expected to comply with applicable labour laws, occupational health and safety requirements, the prohibition of child labour and forced labour, non-discrimination provisions, wages and social security obligations, and other applicable statutory requirements while executing work for the Company.

To reinforce compliance across the value chain, HPCL periodically undertakes awareness and compliance initiatives. During 1st – 15th May 2025, the Company conducted Statutory Compliance Fortnight to educate and sensitise employees, contractors and contract workmen on key labour legislations, including the Minimum Wages Act, the Factories Act, the Employees' Provident Funds and Miscellaneous Provisions Act, and the Employees' State Insurance Act/Employees' Compensation Act. HPCL also strictly prohibits the engagement of child labour and does not permit the employment of persons below 18 years of age within its premises.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	-*
Discrimination at workplace	-*
Wages	-*
Others (Inspection of compliance by different statutory authorities pertaining to Working Conditions, Social Security etc.)	100%

*Note: At present, HPCL does not have a dedicated reporting mechanism specifically for capturing and monitoring cases relating to workplace discrimination, child labour or forced/involuntary labour. However, any concerns or complaints pertaining to these matters, if reported, are addressed through the Company's existing grievance redressal mechanisms and in accordance with applicable policies and statutory requirements.

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

Wherever observations or recommendations were received from statutory authorities or identified through internal reviews, the same were examined by the concerned functional departments, and appropriate corrective actions, wherever required, were implemented within the stipulated timelines. Compliance with the applicable statutory requirements and closure of observations are monitored through the Company's established compliance and governance mechanisms.

Leadership Indicators

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

HPCL periodically reviews and updates its policies, procedures and grievance redressal guidelines to strengthen employee welfare, statutory compliance and workplace practices, as and when required. During FY 2025-26, no business process was modified or introduced specifically as a result of human rights-related grievances or complaints. Any grievances received are addressed through the Company's established grievance redressal mechanisms, and lessons, where relevant, are considered for continual improvement of policies, procedures and workplace practices. HPCL has formulated Anti-Bribery Anti-Corruption policy and the same is hosted in our website.

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

HPCL ensures compliance with applicable statutory provisions relating to employees and workers through established governance, monitoring and audit mechanisms. Due diligence in this regard is carried out through periodic internal audits and compliance reviews to assess adherence to applicable labour and employment-related statutory requirements across the Company's operations.

In addition, Nirvahan Audits are conducted by the Human Resources function at various locations to verify compliance with applicable statutory provisions, Company policies and employment-related requirements. Observations arising from these audits, wherever applicable, are addressed through appropriate corrective actions and follow-up reviews.

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

Yes

HPCL endeavours to make its offices and operational premises accessible to persons with disabilities in accordance with the applicable provisions of the Rights of Persons with Disabilities Act, 2016. Accessibility features are provided, wherever applicable and feasible, to facilitate barrier-free access for differently abled employees, visitors and other stakeholders.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil. However, all tenders issued by HPCL's Central Procurement Organization (CPO) incorporate applicable statutory provisions relating to labour welfare, including compliance with the Minimum Wages Act and the prohibition of Child Labour, thereby requiring contractors and suppliers to adhere to the applicable labour laws while executing contracts for the Company.
Forced Labour/Involuntary Labour	Nil
Wages	Nil. However, all tenders issued by HPCL's Central Procurement Organization (CPO) incorporate applicable statutory provisions relating to labour welfare, including compliance with the Minimum Wages Act and the prohibition of Child Labour, thereby requiring contractors and suppliers to adhere to the applicable labour laws while executing contracts for the Company.
Others – please specify	Nil

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

Not Applicable

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

Essential Indicators

The following calculations have been used in this section:

- PPP Adjusted Revenue in USD = Revenue in INR/IMF PPP Conversion Factor
- PPP Conversion Factor is taken as 20.34 (for FY25-26) and 20.66 (for FY24-25) as per the latest available value up to finalization of this report and is sourced from https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND
- For FY 2024–25, HPCL had calculated the intensity metrics using turnover as the denominator. Subsequently, it was observed that, as per the formula prescribed in the BRSR format, Revenue from Operations is required to be used as the denominator for computing intensity ratios. Accordingly, the intensity metrics have been recalculated using Revenue from Operations in place of turnover to align with the prescribed methodology.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	2,33,564.48	2,97,892.16
Total fuel consumption (B)	40,044.31	17,025.49
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**2,73,608.79**	**3,14,917.65**
From non-renewable sources		
Total electricity consumption (D)	53,89,449.98	59,20,735.79
Total fuel consumption (E)	6,83,96,437.43	6,41,15,835.17
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**7,37,85,887.41**	**7,00,36,570.96**
Total energy consumed (A+B+C+D+E+F)	**7,40,59,496.20**	**7,03,51,488.61**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/INR Crore	154.76	150.86

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) GJ/ Million USD adjusted for PPP	314.78	311.67
Energy intensity in terms of physical output GJ/MT Sales	1.44	1.41
Energy intensity (optional) – GJ/MT of Crude Processed**	2.84	2.78
Percentage of energy consumed from renewable sources	0.37%	0.45%

*The figures for FY 2024-25 have has been restated following a recalculation of the intensity metrics using revenue from operations as the denominator in place of turnover,as per the requirements.

**Energy consumption at HPCL's Refineries accounts for approximately 97% of the total energy consumption across the Company's Refining and Marketing operations

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

Yes. An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

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

No.

HPCL's Refineries were covered under the Perform, Achieve and Trade (PAT) Scheme up to PAT Cycle VI, which covered the period FY 2020–21 to FY 2022–23. As the Refineries were not notified as Designated Consumers (DCs) under any PAT cycle applicable during FY 2025–26, no PAT targets were prescribed for the reporting year. Accordingly, disclosure on achievement of PAT targets and remedial actions is not applicable.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,69,558.00	1,82,929.00
(ii) Groundwater	7,39,237.14	6,61,348.82
(iii) Third party water	1,48,67,419.80	1,39,38,161.17
(iv) Seawater / desalinated water	5,00,25,533.00	4,17,14,837.28
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**6,58,01,747.94**	**5,64,97,276.27**
Total volume of water consumption (in kilolitres)	**2,21,68,850.14**	**1,98,23,764.82**
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) (KL / INR Crore)	46.33	42.50
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/ Million USD adjusted for PPP)	94.23	87.80
Water intensity in terms of physical output (KL/MT Sales)	0.43	0.40
Water intensity (optional) – (Water consumed / Refinery Throughput)** KL/MT Refinery Throughput	0.851	0.785

*The figures for FY 2024-25 have been restated following a recalculation of the intensity metrics using revenue from operations as the denominator in place of turnover, as per the requirements.

**Water consumption at HPCL's Refineries accounts for approximately 93% of the total water consumption across the Company's Refining and Marketing operations

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

Yes. An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

4. Provide the following details related to water discharged:

Parameter Water discharge by destination and level of treatment (in kilolitres)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	4,36,26,093.80	3,66,69,763.94
- No treatment	-	0.00
- With treatment – please specify level of treatment	4,36,26,093.80	3,66,69,763.94
(iv) Sent to third-parties	5,234.00	1,335.00
- No treatment	-	0
- With treatment – please specify level of treatment	5,234.00	1,335.00
(v) Others	1,570.00	2,412.51
- No treatment	-	0
- With treatment – please specify level of treatment	1,570.00	2,412.51
Total water discharged (in kiloliters)	**4,36,32,897.80**	**3,66,73,511.45**

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

Yes. An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

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

Yes. More than 90% of the wastewater discharged by HPCL installations is attributable to the Company's Refineries, where comprehensive wastewater treatment and reuse systems have been implemented to maximise water recycling and minimise freshwater consumption.

Mumbai Refinery:

Zero Liquid Discharge (ZLD) has been implemented. Process effluent is treated through primary, secondary and tertiary treatment systems, following which approximately 75% of the treated water is recycled back into the refinery process. The remaining treated water, meeting the prescribed regulatory standards, is reused within the Refinery for cooling water and fire water make-up, thereby reducing freshwater intake. During FY 2025–26, approximately 1,320,328 m^3 of treated water was recycled back into the process.

Vizag Refinery:

The treated effluent from the Integrated Effluent Treatment Plant (IETP) is routed to the Reverse Osmosis Demineralisation (RODM) system for production of demineralised water. The reject from the RODM system is reused as cooling tower make-up water, thereby maximising internal water reuse. The cooling tower blowdown, after meeting the applicable regulatory discharge standards, is discharged into the Meghadrigedda Surplus Channel in accordance with the prescribed environmental norms.

Through these initiatives, HPCL continues to enhance water reuse, reduce freshwater withdrawal and improve water resource efficiency across its Refinery operations.

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

Parameter	UoM	FY 2025-26 (Current Financial Year)	FY 2024-25# (Previous Financial Year)
NOx	MT	1158.25	1607.03
SOx	MT	3734.00	4331.72
Particulate matter (PM)	MT	296.21	431.00
Persistent organic pollutants (POP)	MT	0	0
Volatile organic compounds (VOC)	MT	23.08	19.97
Hazardous air pollutants (HAP)	MT	0	0
Others–Please specify	MT	0	0

*The above data pertains to HPCL's Mumbai Refinery, Visakh Refinery and Lubes SBU only.

The figures for FY 2024-25 have been restated to include air emissions (other than GHG emissions) from the Lubes SBU, which were not included in the previous reporting period.

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

Yes. An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

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

Parameter	UoM	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	5635927.82	5512534.10
Break-up of Scope 1 emissions			
CO_2	Metric tonnes of CO_2 equivalent	5598134.17	5465684.48
CH_4	Metric tonnes of CO_2 equivalent	30595.04	27847.82
N_2O	Metric tonnes of CO_2 equivalent	7198.61	6913.48
SF_6	Metric tonnes of CO_2 equivalent	0	12088.32
Total Scope 2 emissions#	Metric tonnes of CO_2 equivalent	1062919.30	1195659.70
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO_2e/INR Crore	14.00	14.38
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)$	tCO_2e/Million USD adjusted for PPP	28.47	29.72
Total Scope 1 and Scope 2 emission intensity in terms of physical output – Total Sales	tCO_2e/MT Sales	0.130	0.135
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Emissions / Refinery thruput)**	tCO_2e/MT of Refinery Thruput	0.257	0.265

#A break-up of Scope 2 GHG emissions into individual greenhouse gases is not available, as HPCL calculates Scope 2 emissions using the Average Grid Emission Factor for the Indian Grid published by the Central Electricity Authority (CEA), which provides emissions as a single CO_2 equivalent (CO_2e) factor rather than gas-wise emission factors.

*The figures for FY 2024-25 have been restated following a recalculation of the intensity metrics using revenue from operations as the denominator in place of turnover, as per the requirements.

**GHG Emissions at HPCL's Refineries accounts for approximately 95% of the total GHG emissions across the Company's Refining and Marketing operations

Calculation Methodologies:

Scope 1 Emissions:

Scope 1 emissions comprise direct greenhouse gas (GHG) emissions from stationary combustion, mobile combustion, flaring, and process emissions. The inventory includes emission of Carbon Dioxide (CO_2), Methane (CH_4), and Nitrous Oxide (N_2O).

The calculations were carried out using the following methodologies and assumptions:

- **Net Calorific Values (NCVs):** Refinery-specific measured NCVs were used wherever available. In the absence of site-specific values, default calorific values from the GHG Protocol Cross-Sector Calculation Tools (March 2024 update) were applied.
- **Emission Factors:** Emission factors were adopted from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, incorporating the 2019 Refinement wherever applicable.
- **Global Warming Potentials (GWPs):** Conversion of individual greenhouse gases to CO_2 equivalent (CO_2e) was based on the IPCC Sixth Assessment Report (AR6).

Process emissions from hydrogen production units were estimated using site-specific conversion factors. Emissions from refinery flaring were calculated based on the quantity of hydrocarbons flared by applying appropriate carbon emission factors, oxidation factors, and flare destruction efficiency in accordance with recognized industry guidance. A flare destruction efficiency of 98% was assumed for estimating combustion-related emissions and residual methane emissions from flaring.

Scope 2 Emissions:

Scope 2 emissions represent indirect GHG emissions associated with the consumption of purchased electricity. These emissions were calculated by multiplying the quantity of purchased electricity consumed during the reporting period by the applicable Average Grid Emission Factor published in the Central Electricity Authority (CEA), CO_2 Baseline Database for the Indian Power Sector, Version 21.0 (November 2025), expressed in tCO_2/MWh.

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

Yes. An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

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

Yes,

HPCL has implemented and is progressing several projects and initiatives across its Refineries, Marketing businesses, Pipelines and R&D to reduce greenhouse gas (GHG) emissions, improve energy efficiency and increase the use of cleaner and renewable energy sources. Major initiatives undertaken during FY 2025–26 are summarised below:

Mumbai Refinery:

- Implemented several energy conservation projects during FY 2025–26, resulting in energy savings of 43,676 SRFT/year (including sustenance of previous schemes), equivalent to an annual monetary saving of ₹174.70 crore and an estimated reduction of 0.14 million tonnes of CO_2 equivalent ($MMTCO_2e$) per year.
- Achieved the lowest-ever steam leak rate of 158 kg/hr during the CHT Steam Leak Survey conducted in February 2026.
- Achieved the lowest-ever Fuel & Loss of 6.75 wt% and lowest-ever flare loss of 0.12 wt% during FY 2025–26.
- Maintained 85% uptime of the Back Pressure Steam Turbine Generator (BPSTG), contributing to generation of 34,399 MWh of electricity.
- Digitalised the Steam Trap Management System (STMS) using Bitherm LT4, enabling monitoring of approximately 300 steam traps per day, thereby improving the accuracy, consistency and efficiency of steam management.

Visakha Refinery

Major decarbonisation and renewable energy initiatives undertaken during the year include:

- Commissioning of a 1.2 MW reservoir-mounted floating solar power plant.
- Installation of rooftop solar photovoltaic systems on the OHC and Fire & Safety buildings.
- Progress towards commissioning of a 21 KTPA Demonstration CO_2 Capture Plant.
- Award of contract to M/s Ocior Energy for development of a 5 KTPA Green Hydrogen Plant under the Build-Own-Operate (BOO) model.
- Implementation of energy efficiency initiatives resulting in energy savings of approximately 42,866 SRFT, equivalent to a monetary saving of approximately ₹175.4 crore.

HP Green R&D Centre (HPGRDC):

HPGRDC continued to develop innovative products and technologies that contribute to energy efficiency, resource conservation and emission reduction, including:

- HP iCOMB – Combustion Enhancing Additive to improve combustion efficiency and reduce fuel consumption and emissions.
- HP PPD – Pour Point Depressant for lubricants to improve low-temperature performance and reduce energy losses.
- HP PMA45 – Propylene Maximisation Additive to improve propylene yield and enhance resource utilisation.
- HP JnrPro – Additive for Polymer Modified Bitumen (PMB) to improve pavement durability and reduce material consumption.
- HP BituLock – High-performance adhesion promoter for moisture-resistant pavements, extending pavement life and reducing resource consumption.
- HP OFM – Organic Friction Modifier for engine oils to reduce frictional losses and improve fuel efficiency.
- HP TRIJET Technology – An indigenous technology for conversion of Used Cooking Oil (UCO) into Sustainable Aviation Fuel (SAF), Green Diesel and Green Naphtha. The technology has been validated at laboratory and pilot scale, while Basic Design Engineering Package (BDEP) has been completed and detailed engineering is underway for a 7.4 KTPA demonstration unit at Visakh Refinery.

Marketing SBUs:

HPCL continued to implement several initiatives across its Marketing businesses to reduce greenhouse gas emissions and promote cleaner energy:

- Blended approximately 290.94 crore litres of ethanol with petrol during FY 2025–26, supporting the Government of India's Ethanol Blending Programme and reducing lifecycle GHG emissions.
- Continued expansion of renewable energy across LPG operations by installing 2,340 kW of additional solar capacity across 14 LPG Plants, taking the total installed solar capacity of LPG SBU to 10.6 MW. The SBU also procured 30.8 GWh of green power and utilised biodiesel in DG sets at 36 LPG Plants.

Retail Business

- 23,824 Retail Outlets (95%) were solarised as on 31 March 2026, with a cumulative installed solar capacity of 93.88 MWp.
- Established 5,379 EV Charging Stations and 154 Battery Swapping Stations, promoting cleaner mobility.
- Expanded the CNG retail network to 2,253 outlets, supporting the adoption of lower-carbon transport fuels.
- Installed Vapour Recovery Systems (VRS) at 1,932 Retail Outlets to minimise hydrocarbon emissions.
- Implemented 100% energy-efficient lighting at 24,571 Retail Outlets to reduce electricity consumption.
- 101 Retail Outlets sourced 100% green power, contributing to the reduction of Scope 2 emissions.

Pipelines

- Transported 25.543 MMT of petroleum products through pipelines during FY 2025–26, resulting in an estimated avoidance of approximately 43,666 tCO_2e compared with equivalent rail transportation.
- Increased the cumulative installed solar capacity at pipeline stations to 11.7 MW through installation of additional 1.2 MW solar power systems.
- Implemented Variable Frequency Drives (VFDs), motion sensor-based lighting, replacement of conventional lighting with energy-efficient LED lighting and a Centralised Energy Monitoring System across pipeline operations to improve energy efficiency and reduce Specific Energy Consumption (SEC).

City Gas Distribution (CGD)

- Continued development of City Gas Distribution Networks across 14 Geographical Areas in the States of Haryana, Uttar Pradesh, Uttarakhand, West Bengal, Bihar, Jharkhand, Rajasthan and Gujarat. Natural gas, being a cleaner transition fuel, supports the Government of India's objective of increasing the share of natural gas in the national energy mix to 15% by 2030.

Aviation

- Continued development of Sustainable Aviation Fuel (SAF) and biofuel initiatives for the aviation sector. In addition, solar photovoltaic systems have been installed at a majority of Aviation Service Facilities (ASFs), increasing the use of renewable energy in aviation operations.

Renewable Energy

- HPCL's wind farms generated 16.1 crore kWh of renewable electricity during FY 2025–26, of which 1.29 crore kWh was supplied to HPCL installations as green power, contributing to the reduction of Scope 2 greenhouse gas emissions.

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

Parameter	Total Waste Generated (MT) 2025-26 (Current Financial Year)	2024-25* (Previous Financial Year)
Plastic Waste (A)	191.19	137.92
E-Waste (B)	8.59	8.72
Bio-Medical Waste (C)	0.07	0.12
Construction and Demolition Waste (D)	16846.68	1,09,978.02
Battery Waste (E)	42.38	28.02
Radioactive Waste (F)	0.0	0.0
Other Hazardous waste. Please specify, if any. (G)#	22379.67	6999.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)$	20141.51	17442.50
Total (A+B+C+D+E+F+G+H)	59610.08	134594.30
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT of waste / INR Crore)	0.12	0.29
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT of waste / Million USD adjusted for PPP)	0.25	0.60
Waste intensity in terms of physical output (Total Waste Generated / MT of Sales)	0.001	0.003
Waste intensity (optional) - MT of waste / MT of Crude Thruput	0.002	0.005
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Plastic Waste(Values in MT)		
(i) Recycled	0.27	0.42
(ii) Re-used	2.60	10.07
(iii) Other recovery operations	0.29	0.33
Total Plastic Waste Recovered e-Waste	**3.16**	**10.81**
(i) Recycled	2.87	0.86
(ii) Re-used	0.00	0.02
(iii) Other recovery operations	0.00	0.02
Total e-waste Recovered	**2.87**	**0.90**
Biomedical Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Biomedical Waste Recovered	**0**	**0**
Construction and Demolition Waste		
(i) Recycled	00	0.00
(ii) Re-used	24.90	3.20
(iii) Other recovery operations	2.90	0.00
Total Construction and Demolition Waste Recovered	**27.80**	**3.20**
Battery Waste		
(i) Recycled	0.97	1.26
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	2.96	14.71
Total Battery Waste Recovered	**3.93**	**15.97**
Radioactive Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total Radioactive Waste Recovered	**0**	**0**

Parameter	Total Waste Generated (MT) 2025-26 (Current Financial Year)	2024-25* (Previous Financial Year)
Other Hazardous Waste		
(i) Recycled	380.85	392.87
(ii) Re-used	17821.17	0.23
(iii) Other recovery operations	0.00	5040.00
Total Other Hazardous Waste Recovered	**18202.02**	**5433.10**
Other Non-Hazardous Waste		
(i) Recycled	4027.19	10242.17
(ii) Re-used	5.70	15.59
(iii) Other recovery operations	0.01	0.01
Total Other Non-Hazardous Waste Recovered	**4032.90**	**10257.77**
Total Waste		
(i) Recycled	4412.16	10637.58
(ii) Re-used	17854.37	29.10
(iii) Other recovery operations	6.16	5055.07
Total Waste Recovered	**22272.69**	**15721.76**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
Plastic Waste		
(i) Incineration	1.99	0.89
(ii) Landfilling	28.51	10.31
(iii) Other disposal operations	176.20	108.57
Total Plastic Waste Disposed	**206.70**	**119.76**
e-Waste		
(i) Incineration	0.05	0.02
(ii) Landfilling	0.06	0.00
(iii) Other disposal operations	3.90	7.74
Total e-Waste Disposed	**4.00**	**7.75**
Bio-medical Waste		
(i) Incineration	0.00	0.09
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.07	0.00
Total Bio-medical Waste Disposed	**0.07**	**0.09**
Construction & Demolition Waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	1646.30	99098.80
(iii) Other disposal operations	15160.72	10775.02
Total Construction & Demolition Waste Disposed	**16807.02**	**109873.82**
Battery Waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	40.80	9.92
Total Battery Waste Disposed	**40.80**	**9.92**
Radioactive Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total Radioactive Waste Disposed	**0**	**0**

Parameter	Total Waste Generated (MT) 2025-26 (Current Financial Year)	2024-25* (Previous Financial Year)
Other Hazardous Waste		
(i) Incineration	321.32	160.95
(ii) Landfilling	5050.84	1410.75
(iii) Other disposal operations	300.56	5389.14
Total Other Hazardous Waste Disposed	**5672.72**	**6960.84**
Other Non-Hazardous Waste		
(i) Incineration	179.84	92.63
(ii) Landfilling	56.52	56.48
(iii) Other disposal operations	13731.05	6949.67
Total Other Non-Hazardous Waste Disposed	**13967.41**	**7098.78**
Total Waste		
(i) Incineration	503.20	254.57
(ii) Landfilling	6782.23	100576.34
(iii) Other disposal operations	29413.28	23240.06
Total Waste Disposed	**36698.71**	**124070.97**

*The figures for FY 2024-25 have been restated to provide the required category-wise break-up of waste recovered and disposed by recovery and disposal method and to recalculate waste intensities using revenue from operations as the denominator in place of turnover, as per the requirements.

#Other Hazardous waste includes Oily Sludge, Paint Sludge, Used Oil, and Oily Cotton Waste.

$Non-hazardous waste includes Metal Scrap, Wood Waste, Garden Waste, Food Waste, LPG Cylinder Scrap, Valve Scrap, and Regulator Scrap.

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

Yes. An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

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

HPCL adopts a structured waste management approach based on the principles of reduce, reuse, recycle, recover and safe disposal, while ensuring compliance with applicable environmental regulations. Waste generated across its operations is segregated at source and managed through authorised recyclers, processors and Treatment, Storage and Disposal Facilities (TSDFs), as applicable. The Company also strives to minimise the generation and use of hazardous substances through process optimisation, resource recovery and adoption of cleaner technologies.

The key waste management practices adopted are as follows:

a) Plastic Waste (including Packaging)

Plastic waste, including packaging waste, is segregated and managed through authorised recyclers in accordance with applicable regulations.

- At Mumbai Refinery, non-recyclable plastic waste such as Fibre Reinforced Plastic (FRP) is disposed of through authorised Common Hazardous Waste Treatment, Storage and Disposal Facilities (CHWTSDF).
- Recyclable plastic waste, including plastic drums, barrels and other recyclable plastics, is disposed of through authorised recyclers using the MSTC e-auction platform, ensuring environmentally sound recycling.
- Lubes and Petrochemical businesses also comply with the applicable Extended Producer Responsibility (EPR) requirements for plastic packaging through authorised collection and recycling mechanisms.

b) **E-waste**

E-waste generated across HPCL operations is disposed of only through Pollution Control Board (PCB)-authorised recyclers using the MSTC e-auction process, ensuring environmentally sound recycling and recovery of valuable materials.

c) **Hazardous waste:**

Hazardous waste is managed in accordance with the applicable statutory requirements and disposed of through CPCB-authorised recyclers or authorised Treatment, Storage and Disposal Facilities (TSDFs).

Key practices include:

- Safe handling and disposal of spent catalysts packed in UN-approved containers.
- Recovery and reprocessing of oil from high-oily sludge generated in refineries.
- Bioremediation of low-oily sludge using HP Bio Remedia, an in-house technology developed by HP Green R&D Centre, enabling beneficial utilisation after treatment.
- Routing of slop oil generated at lube plants to refineries for recovery and reprocessing, thereby promoting resource conservation and waste minimisation.

d) **Other Waste:**

- Metallic scrap, including LPG cylinders, valves and regulators, is decommissioned (removed from circulation) in accordance with Company procedures and recycled through authorised agencies using the MSTC platform.
- Used batteries are disposed of through authorised recyclers under buy-back arrangements.
- Biofuel facilities are designed based on Waste-to-Energy principles and incorporate Zero Liquid Discharge (ZLD) systems to minimise environmental impacts.
- The Company's Compressed Biogas (CBG) plants do not produce hazardous or toxic chemicals during operations. The solid and liquid by-products generated are utilised as organic manure, supporting circular economy principles by returning nutrients and carbon to the soil and improving soil health.

Strategy for Reducing Hazardous and Toxic Chemicals

HPCL continuously endeavours to minimise the use and generation of hazardous and toxic chemicals through process optimisation, cleaner production technologies, improved operating practices, resource recovery, substitution wherever technically feasible, and research-driven product and process improvements. Hazardous wastes generated are scientifically managed through recovery, recycling, co-processing or safe disposal using authorised agencies, thereby minimising environmental impacts and promoting sustainable resource management.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Mumbai Refinery	Refinery Operations	Yes
2	Kozhikode IRD (Under CRZ)	Receipt, storage and distribution of petroleum products	Yes
3	Chennai New Terminal (Under CRZ)	Receipt, storage and distribution of petroleum products	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
New Boilers & STG- HPCL MR is planning to install 2 new boilers of capacity 125 TPH each (Gross) each at 110 kg/ cm2g pressure (VVHP- steam) along with a Steam Turbine Generator, Condensate Polishing units and DM water plant to cater to BFW generation for new boilers	EIA Notification 2006 - para 7(ii)(a)	29-12-2025	Yes	No	No
Bitumen Export Pipeline from HPCL Mumbai Refinery II to Third Chemical Berth (MBPA) at Mumbai	EIA Notification 2006 - para 6(a) and OM dated 6th Sept 2018 - point 4	01-09-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=136177408&proposal_no=IA%2FMH%2FCRZ%2F551421%2F2025&proposal_id=136177403

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

HPCL is compliant with applicable environmental laws/ regulations/ guidelines in India. Details of cases pertaining to environmental laws and regulations are as under:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Air (Prevention and Control of Pollution) Act of 1981	HPCL Vs. Charudatt Koli & Others before Supreme Court: Mr. Charudatt Koli and certain other individuals have alleged that industries in Mahul, Mumbai are polluting and creating health hazard to the nearby residents. On 18.12.2015, Hon'ble National Green Tribunal, Pune (NGT) had directed Maharashtra Pollution Control Board (MPCB) to prepare action plan to control pollution and conduct health assessment study etc. HPCL has complied with the directions of MPCB, passed pursuant to NGT's orders. Thereafter, an Execution Application (EA) was filed by Mr. Charudatt Koli and others at NGT, New Delhi (where the matter was transferred to). In this EA by order dated 13.08.2020 the NGT assessed damages to environment to the tune of ₹ 142 Crores, ₹ 76.50 Crores, ₹ 67.50 Crores, and ₹ 0.20 Crores to be borne by Aegis, HPCL, BPCL, and Sealord, respectively. This amount was directed to be kept in a separate accounts by HPCL and BPCL. A 10 member committee was appointed and directed to prepare an action plan for restoration measures spread over a period of 5 years and further that these amounts will be used for such remedial measures. This Order was challenged by HPCL before the Hon'ble Supreme Court, and the Supreme Court by Orders dated 27.10.2020 granted stay of the order of NGT. The matter is pending before Hon'ble Supreme Court.	The Order of NGT directing payment of ₹ 76.50 Crores has been challenged before the Hon'ble Supreme Court and the Supreme Court by Order dated 27.10.2020 granted stay of the order of NGT. The matter is pending before Hon'ble Supreme Court.	HPCL takes all necessary measures to ensure compliance with applicable environmental pollution norms and the conditions stipulated under the Consent to Operate issued by the respective regulatory authorities.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
2	Air (Prevention and Control of Pollution) Act of 1981 & The Water (Prevention and Control of Pollution) Act, 1974	Visakha Pawan Praja Karmika Sangham Vs. Union of India & Others before NGT: This application has been filed before NGT-South Zone bench (Chennai), inter alia complaining about odour emanating from HPCL's refinery at Visakhapatnam. The applicant has alleged that other government bodies have not implemented recommendation of studies conducted to reduce odour and pollution in the area, and that A.P. Pollution Control Board has not implemented the directions of the Hon'ble Andhra Pradesh High Court. On 25.02.2021, NGT has admitted the application and constituted a 5 member committee to inspect the premises/area. This Joint Committee submitted its reports to the NGT, and the parties completed pleadings in the matter. On 20/10/2022 the NGT passed its final order and inter alia directed HPCL to deposit with APPCB environmental compensation assessed at ₹ 8,35,20,000/-, and further deposit with CPCB a sum of ₹ 10 crores for their willful negligence. This Order was challenged before the Hon'ble Supreme Court, and the Supreme Court by Order dated 05.01.2023 granted stay of the order of NGT to the extent of payment of ₹ 10 crore for wilful negligence and directed HPCL to deposit of ₹ 8,35,20,000/- which has been deposited with APPCB on 03/03/2023 without prejudice to the rights of HPCL in the pending appeal. The matter is pending before Hon'ble Supreme Court.	Order of NGT was challenged before Hon'ble Supreme Court and Hon'ble Supreme Court granted stay of the Orders subject to deposit of ₹8,35,20,000/- with APPCB.	The stipulated amount has been deposited, and all recommendations of the Andhra Pradesh Pollution Control Board (APPCB) have been complied with.

Leadership Indicators

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

HPCL has identified the following locations as areas of water stress:

Locations situated within assessment units categorized as 'Critical' or 'Over-Exploited' in the Central Ground Water Board's National Compilation on Dynamic Ground Water Resources of India, 2025 have been considered as Water Stressed Areas.

The following 39 HPCL locations fall under areas of water stress as per the latest National Compilation on Dynamic Ground Water Resources of India, 2025.

The aggregated volumes of water withdrawal, discharge and consumption have been provided in the table below for easy readability.

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

(i) **Name of the area**

(i) **Aviation Service Facilities:** Bhuj ASF, Raipur ASF

(ii) **LPG Plants:** Ajmer LPG Plant, Cherlapally LPG Plant, Gandhinagar LPG Plant, Jamshedpur LPG Plant, Kota LPG Plant, Loni LPG Plant, Madurai LPG Plant, Palghat LPG Plant

(iii) **Pipeline Stations:** BPPL, Barmer, MDPL - Ajmer R&P Station, MDPL - Awa Int Pumping Station, MDPL - Palanpur R&P Stn, MDPL Pindwara IP Station, MDPL Salwas Rec. Stn., MHMBPL HCPL Cherlapally Receiving Stn, RKPL, Rewari, RRKPL Bharatpur Receiving Station

(iv) **Retail Outlets (COMCOs):** HP Centre Vidhyadhar Nagar, M/s Millennium Jaipur Barwara House, MSHSD Millennium Kota, NRO COMCO Begur

(v) **POL Depots/Terminals:** Ajmer Terminal, Bengaluru Terminal, Bharatpur Terminal, Cassimode Black Oil Terminal, Hisar Terminal, Indore Depot, Jaipur Terminal, Jalandhar Depot, Kandla Terminal, Madurai Depot, Meerut Depot, Palanpur Terminal, Raipur Depot, Raipur Depot-II

(vi) **Admin Offices:** HP Green R&D Centre, IS Center Hyderabad.

(ii) Nature of operations

Receipt, Storage, Dispatch of Petroleum Products; Receipt, Storage, Blending and Dispatch of Lubricants, Admin Offices.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	6100.00	0
(ii) Groundwater	173471.00	143606.43
(iii) Third party water	187191.00	182985.41
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilo litres)	3,66,762.00	3,26,591.84
Total volume of water consumption (in kilo litres)	3,66,734.00	3,26,577.54
Water intensity per rupee of turnover (Water consumed / turnover) KL/INR Crore	0.766*	0.700**
Water discharge by destination and level of treatment (in kilo litres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	26.00	12.00
- No treatment	0	0
- With treatment – please specify level of treatment	26.00	12.00
(v) Others	2.00	2.30
- No treatment	0	0
- With treatment – please specify level of treatment	2.00	2.30
Total water discharged (in kilo litres)	**28.00**	**14.30**

*Water Intensity has been calculated using the formula Water Consumed/Revenue from Operations to maintain uniformity across disclosures

**The figures for FY 2024-25 have been restated following a recalculation of the intensities using revenue from operations as the denominator in place of turnover, as per the requirements.

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

Yes. An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

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

Parameter	UoM	FY 2025-26** (Current Financial Year)	FY 2024-25# (Previous Financial Year)
Total Scope 3 emissions*	Metric tonnes of CO_2 equivalent	15,01,55,711	14,39,21,988
Total Scope 3 emissions per rupee of turnover	tCO_2e/INR Crore	313.78	308.62
Total Scope 3 emission per MT of Sales	tCO_2e/ MT Sales	3.01	2.80

*Scope 3 emissions (categories included: 3,4,6,7,9,11)

**Emission intensity has been calculated using the formula: Total Scope 3 emissions/Revenue From Operations to maintain uniformity across disclosures.

#The figures for FY 2024-25 have been restated following a recalculation of the intensities using revenue from operations as the denominator in place of turnover, as per the requirements.

Scope 3 calculation methodology:

Category 3 - Fuel and Energy Related Activities (T&D Losses)

Emissions from transmission and distribution losses associated with purchased electricity were calculated using the applicable AT&C loss factor published by the Ministry of Power, Government of India (PIB Press Release, March 2026) and the grid emission factor published by the Central Electricity Authority (CEA).

Category 4 - Upstream Transportation and Distribution

Emissions were calculated based on the quantity of products transported, distance travelled and the relevant freight transportation emission factors from the UK Government GHG Conversion Factors for Company Reporting (2025).

Category 6 - Business Travel:

Air Travel- Emissions from air travel were calculated using travel distances obtained from the ICAO Carbon Emissions Calculator and the applicable air travel emission factors from the UK Government GHG Conversion Factors for Company Reporting (2025).

Rail Travel- Emissions from rail travel were calculated using travel distances obtained from the Indian Railways website and the **Non-Suburban passenger rail** emission factor published in India Specific Rail Transport Emission Factors for Passenger Travel and Material Transport (2015).

Category 7 - Employee Commute:

Emissions due to employee commuting were estimated based on fuel reimbursements. Fixed conveyance allowances were converted to equivalent fuel quantities using the applicable fuel reimbursement rates, and total fuel consumption was converted to GHG emissions using the standard fuel emission calculation methodology.

Category 9 - Downstream Transportation and Distribution:

Emissions were estimated based on the quantity of products transported, distance travelled and the mode of transport. For road transportation, fuel consumption was derived using the distance travelled and average fuel mileage of the vehicles, and emissions were calculated using the applicable fuel combustion emission factors. For rail transportation, emissions were estimated using the India-specific rail freight emission factor published in India Specific Rail Transport Emission Factors for Passenger Travel and Material Transport under the India GHG Program. Where applicable, freight transportation emission factors from the UK Government GHG Conversion Factors for Company Reporting (2025) were used.

Category 11 - Use of Sold Product:

Emissions were calculated based on the quantity of fuel products sold, applicable calorific values and fuel-specific emission factors. Global Warming Potentials (GWPs) were sourced from IPCC AR6, while calorific values were based on the IPCC Guidelines (Volume 2, Chapters 2 and 3) or Company-specific measured values, where available.

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

An independent assurance of the applicable BRSR Core disclosures has been carried out by an external agency. The assurance was conducted by SR Asia.

3. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Environmental Impact Assessments (EIAs) are undertaken prior to the commencement of new projects in accordance with applicable regulatory requirements and the Company's commitment to environmental stewardship. The EIAs identify potential direct and indirect impacts on biodiversity, including ecologically sensitive areas, and prescribe appropriate mitigation measures to avoid, minimize, and manage such impacts.

HPCL implements the environmental management and biodiversity conservation measures stipulated under in the Environmental Clearance (EC), Coastal Regulation Zone (CRZ) Clearance, Forest Clearances (where applicable) and other statutory approvals. The effectiveness of these measures is periodically monitored through internal reviews and regulatory compliance assessments. Compliance reports are submitted periodically to the Ministry of Environment, Forest and Climate Change (MoEF&CC) and other regulatory authorities, as applicable.

During the reporting period, no significant direct or indirect adverse impacts on biodiversity in ecologically sensitive areas were identified. Accordingly, no specific remediation measures were required beyond the routine preventive, mitigation and environmental management measures implemented as part of the Company's Environmental Management Plans and statutory compliance requirements.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Initiatives By Refineries			
1	In House Bio-remediation using HP-Bioremedia	In House Bio-remediation using HP-Bioremedia	Cost and treatment time savings
2	Inclusion of new treatment/ disposal method of HW treatment / disposal via co-processing / pre-processing instead of incineration	Inclusion of new treatment/disposal method of HW treatment / disposal via co-processing / pre-processing instead of incineration	Sustainable treatment and disposal of Hazardous Waste
3	Various Energy Conservation Initiatives were taken in HPCL Refineries wherein emission per year.	**MR:** • Revival of AFC 05/06 pitch control for better optimization of product rundown temperatures in LOUP. • Stopping of DHT fractionator stripping steam. • TST issue resolution in PDS Furnace (higher excess O2 in furnace stack). • Furnokare furnace (FR & FRE) cleaning and exchanger cleaning. • Reduction of LP steam header pressure by 0.5 kg/cm^2. • Power saving through HPRT in VGO feed pump. • Steam Trap Management System. • Reduction in flare loss. • Power saving through BPSTG and solar power. • Energy savings through Encon Composite Surveys (steam, insulation and furnace surveys). **VR:** • Renewable power generation using Solar panel installation and operation at building rooftop & at reservoir. • Replacement of 165W ML fittings with 45W LED in VR to reduce electricity consumption. • Maximization of Hot feed in NHT unit to improve energy efficiency. • Energy optimization by reducing the H_2/HC ratio in CCR based on carbon content in spent catalyst. • Online chemical cleaning of NHT 72-F-01 & F-02 heaters. • Improvement in steam generation by rectification of Diversion Damper in GTG-4. • Implementation of HRSG-3 Supplementary Firing System for enhancement of steam generation. • Repair of VRCFP water seal drum to reduce fuel consumption. • Improvement in energy efficiency through APC implementation in CDU-4/FCHCU/DHT. • Periodical cleaning of crude pre-heat exchangers at CDU-2/CDU-3 improved pre-heat leading to reduction in furnace duty. • Periodical online chemical cleaning of furnaces at CDU-2/CDU-3/ CDU-4 leading to improved furnace efficiency. • Arresting CAPH leak in CDU-3 42F01 and replacement of 42F02 GAPH bundle to improve furnace efficiency.	Energy savings of 86,542 SRFT/ year (including sustenance) equivalent to a monetary savings of ₹ 350.1 Crore/year and reduction of 0.28 million tCo_2e were achieved.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		• Replacement of convection bank bare tubes with finned tubes in VRMP HGU TR-1 & TR-2 improved steam generation. • Reduction of LGO/HGO stripping steam in CDU-4 to improve energy efficiency. • Reduction of CDU-4 atmospheric column pressure from 2.6 to 2.3 kg/ cm^2 to reduce atmospheric furnace fuel consumption. • CDU-4 LGO routed to FLO header leading to stoppage of FLO supply pump at offsite. • VD hot feed from CDU-4 to DHDS/DHT reduced fuel consumption in furnace. • STG operation in CPP-7 resulted in improved power output. • Operation of HPRT-2 & HPRT-3 in FCHCU led to reduction in electricity consumption. • Commissioning and operation of DHT Feed Pump 90P01A HPRT resulted in lower electricity consumption. • DHT switched to single product diesel pump operation resulting in lower electricity consumption.	
Initiatives by HPGRDC-HPGRDC has developed the following technologies which help reduce carbon footprint and promote circular economy			
4	Co-processing of Used Cooking Oil (UCO) along with VGO for Sustainable Aviation Fuel (SAF)	Co-processing of Used Cooking Oil (UCO) along with VGO for Sustainable Aviation Fuel (SAF) production (90 TMT) at VR.	1. Promotes circular economy. 2. Biogenic SAF produced.
5	HP-BH2 Technology	HP-BH2 Technology - Demo plant of 24 KTPA for CO_2 capture from HGU PSA feed gases using in-house developed Hi-Gas Technology at VR.	Reduces carbon foot print by capturing CO_2 from the direct emission source.
HPGRDC has developed the following products which contribute towards lowering resource use and improve renewable energy generation			
6	HP iCOMB	Combustion Enhancing Additive	Enhances combustion efficiency, lowering fuel consumption and emissions Better engine performance and fuel economy
7	HP SolarOKare V 2.0	A Chemical Formulation for Solar Panel Cleaning	Improves solar panel efficiency, promoting higher renewable energy generation
8	HP PPD (for lubes)	Pour point depressant for Lubes	Improves low-temperature lubricant performance, reducing energy losses
9	HP CorrInAC	Corrosion inhibitor for Ammonium chloride corrosion	Reduces corrosion-related leakages and waste generation in refinery systems
10	HP PMA45	Propylene Maximization Additive	Enhances propylene yield, improving resource utilization efficiency
11	HP JnrPro	An additive for reducing the Jnr diff% for PMB	Improves Polymer modified Bitumen performance and pavement durability, reducing resource use
12	HP BituLock	High-Performance Adhesion Promoter for Moisture-Resistant Pavements	Prevents premature pavement failure, reducing frequent resurfacing and material consumption
13	HP SweetPro	Novel Promoter for Enhanced LPG Merox	Improves LPG Merox process efficiency and reduces chemical consumption

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
14	HP Coning Oil Additive Package	Product for Textile industry coning application	Enhances textile process efficiency and reduces wastage
15	HP Hytherm Additive Package	Additive package for heat transfer oil	Enhances thermal fluid stability, reducing degradation and waste oil generation
16	HP OFM	Organic friction modifier for engine oils	Reduces friction-related energy losses and emissions
Initiatives by Marketing SBUs-Marketing SBUs have taken several initiatives to reduce GHG emissions, reduction in resource use, reduction in waste generation etc.			
17	Solarisation of Retail outlets	Solar facilities installed at 1471 nos. of outlets against MOU target of 1380 nos. during the year taking the total to 23824 nos. of outlets covering	Reduction in GHG emissions
18	EV Charging Stations(EVCS) and Battery Swapping Stations(BSS)	The total number of EVCS and BSS installed by HPCL as on 31.03.2026 was 5379 and 154 respectively.	Installation of EVCS and BSS by HPCL lead to reduction in GHG emissions.
19	CNG Retail Outlets	CNG Retail Outlets- The total number of CNG outlets of HPCL as of 31.03.2026 was 2253.	CNG is a cleaner fuel and leads to reduction in GHG emissions.
20	Energy Efficient Lighting at Retail Outlets	The number of retail outlets with 100% energy efficient lighting (LED Lighting or Induction Lighting or Any Other Energy Efficient Lighting) as on 31.03.2026 was 24571	Energy Efficient Lighting at retail outlets reduce electricity consumption at the outlet thereby reducing Scope 2 GHG emissions.
21	Paperless Receipt Facility at Retail Outlets	23445 Nos Retail Outlets have paperless receipt facility	leads to reduction in usage of paper
22	No Use of Single-Use Plastic(SUP) at Retail Outlets	1821 Nos Retail outlet ensure No use of Single-Use Plastic' at the outlet.	helps reduce waste generation
23	Vapor Recovery at Retail Outlets	The number of retail outlets with vapor recovery system as on 31.03.2026 was 1932.	Vapor recovery systems installed at Retail outlets lead to reduction in release of hydrocarbons into the atmosphere thereby reducing GHG emissions.
24	Solar plant of 1.2 MW capacity installed at PVPL-Vadodara	1.2 MW of Ground Mounted Solar plant commissioned at PVPL Vadodara	1752 MW of Solar power generation is expected during the complete year
25	Drip irrigation implemented at MDPL Ajmer	Gardening work is done through Drip Irrigation at MDPL Ajmer	130 KL of Water saved through initiative during the year
26	Rain Water Harvesting System installed at MPSPL Loni	Rain Water Harvesting System is designed to collect total 50 KL of Rain Water during the year	50 KL of Rain water harvested during the year
27	Vermicomposting arrangement at MPSPL Hazarwadi	Vermicompost arrangement has been made inside plant which will convert organic wastes of plant mixed with Cow dung into compost	200 KG of compost generation in an year
28	vermicompost Pit at UCSPL-Shikrapur	Vermicompost arrangement has been made inside plant which will convert organic wastes of plant mixed with Cow dung into compost	6.6 tons of compost generation in an year
29	Rain Water Harvesting System installed at UCSPL SV stations	Total 750 KL of Rain Water was harvested through a robust Rain water Harvesting System at SV stations of UCSPL	750 KL of Rain water harvested during year
30	Centralized Energy monitoring System at all Pipleines	All Pipelines have implemented Centralized Energy Monitoring System for real time monitoring of energy cosumption which has led to reduced SEC.	Real time monitoring of Energy consumption and SEC reduction.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
31	CBG Plant at Badaun is designed according to philosophy of Zero Liquid Discharge ensuring optimum utilisation of precious water resources and net zero effluent discharge	All the process Drains are routed to the ETP and after treatment water can be utilized for domestic usage like gardening etc. Further All the Storm Water drains are routed through Ground Water Recharge Pits.	Maximum re-utilisation of feed raw water and nil environmental burden due to effluent discharge.
32	CBG Plant at Badaun is an innovative technology aimed at utilization of agricultural waste for generation of eco friendly and sustainable biofuel.	The CBG Plant converts agricultural waste viz. Parali into Compressed Biogas.	1) Utilisation of stubble for biofuel generation which leads to reduction in instances of stubble burning 2) Generation of sustainable and eco friendly biofuel from agricultural waste (i.e. second generation biofuel technology) rather than using conventional edible produce from agriculture
33	CGD SBU developed and installed the ASSETPLUS software for system driven real time demand assessment and live Scheduling of HCVs for CNG distributors.	https://www.cng-suvidha.in/hpcl/html/login.php	Ensuring improved planning of HCVs, resulting in reduced Turn Around Time (TAT) and in turn better utilisation. This resulted in reduction of Truck requirement by 5% and thus reduced the Carbon Emmission in the Environment.
34	Aviation SBU signed a Memorandum of Understanding (MoU) with Boeing for Strategic Collaboration	• Enhance SAF production capacity in India • Support certification of domestic produced SAF • Policy frameworks to accelerate SAF market • Sustainability standards for SAF supply chain • Training programs and knowledge-sharing opportunities	Agreement with Boeing to uplift the SAF produced by HPCL

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

Yes. HPCL has a comprehensive Business Continuity and Emergency Response & Disaster Management Plan (ERDMP) to ensure preparedness and resilience against natural and man-made emergencies. All operational locations maintain updated ERDMPs aligned with the Ministry of Petroleum & Natural Gas (MoP&NG) Disaster Management Plan and prepared in accordance with the PNGRB (ERDMP) Regulations, 2010, as amended. The plans are periodically reviewed, certified by approved third parties and approved by the Board, as applicable. HPCL also has a Corporate Crisis Management Plan defining roles, responsibilities, communication protocols and resource mobilisation during emergencies. Regular onsite and offsite mock drills, training programmes and post-drill reviews are conducted to strengthen emergency preparedness, validate response systems and drive continual improvement.

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

HPCL continued to implement several initiatives across its Marketing SBUs to promote cleaner fuels, improve energy efficiency, enhance resource conservation and reduce greenhouse gas (GHG) emissions.

Significant Impact	Mitigation Measure
GHG/Air Emissions arising from products sold	• Continued expansion of cleaner transportation fuels through the supply of BS VI Auto Fuels across the retail network. • Achieved 19.94% ethanol blending during FY 2025–26 by blending 2,909,447 KL of ethanol with petrol. Biofuel-blended petrol was dispensed through 24,571 Retail Outlets. • Achieved 0.196% biodiesel blending, with 44,868 KL of biodiesel blended into diesel during the year. • Expanded the CNG retail network to 2,253 CNG Retail Outlets, promoting the use of cleaner transportation fuel. • Installed Vapour Recovery Systems (VRS) at 1,932 Retail Outlets to minimise hydrocarbon emissions during fuel dispensing. • Implemented 100% energy-efficient lighting (LED/Induction/other energy-efficient lighting) at 24,571 Retail Outlets, reducing electricity consumption and Scope 2 GHG emissions. • 101 Retail Outlets sourced 100% green power, contributing to the reduction of Scope 2 emissions. • Expanded the clean mobility ecosystem by establishing 5,379 EV Charging Stations and 154 Battery Swapping Stations across the retail network. • Solarised 23,824 Retail Outlets (95% of the retail network) with a cumulative installed solar capacity of 93.88 MWp, increasing the use of renewable energy. • Introduced paperless receipt facilities at 23,445 Retail Outlets, reducing paper consumption and promoting digital transactions. • Eliminated the use of Single-Use Plastic (SUP) at 1,821 Retail Outlets, contributing to waste reduction and responsible resource management. • Promoted the adoption of High Thermal Efficiency (THE) LPG Cook Stoves, with 108,055 cook stoves sold during FY 2025–26, supporting improved fuel efficiency and lower LPG consumption. HPGRDC continued to develop innovative products and technologies that contribute to energy efficiency, resource conservation and emission reduction, including: • HP iCOMB – Combustion Enhancing Additive to improve combustion efficiency and reduce fuel consumption and emissions. • HP PPD – Pour Point Depressant for lubricants to improve low-temperature performance and reduce energy losses. • HP PMA45 – Propylene Maximisation Additive to improve propylene yield and enhance resource utilisation. • HP JnrPro – Additive for Polymer Modified Bitumen (PMB) to improve pavement durability and reduce material consumption. • HP BituLock – High-performance adhesion promoter for moisture-resistant pavements, extending pavement life and reducing resource consumption. • HP OFM – Organic Friction Modifier for engine oils to reduce frictional losses and improve fuel efficiency. • HP TRIJET Technology – An indigenous technology for conversion of Used Cooking Oil (UCO) into Sustainable Aviation Fuel (SAF), Green Diesel and Green Naphtha. The technology has been validated at laboratory and pilot scale, while Basic Design Engineering Package (BDEP) has been completed and detailed engineering is underway for a 7.4 KTPA demonstration unit at Visakh Refinery. • Continued development of City Gas Distribution Networks across 14 Geographical Areas in the States of Haryana, Uttar Pradesh, Uttarakhand, West Bengal, Bihar, Jharkhand, Rajasthan and Gujarat. Natural gas, being a cleaner transition fuel, supports the Government of India's objective of increasing the share of natural gas in the national energy mix to 15% by 2030.
GHG emission during Shipping of Crude oil and Petroleum Products	The vessels engaged require to meet global emission standards set by the International Maritime Organisation, whereby they use VLSFO for fuel or use scrubbers in the event of high sulphur fuels. Vessels which are aged are not contracted to ensure that they are environmentally friendly and safe. Only vessels which have valid SIRE (assessed and cleared as per OCIMF guidelines and which are issued by OIl Majors) are engaged by HPCL. HPCL demands a valid certificate of SIRE during tendering process and further ensures that the certificate is valid during the period that the vessel is engaged by HPCL.

Significant Impact	Mitigation Measure
GHG emissions arising from downstream transportation and distribution of petroleum products.	• Having age limit in selection of Tank Trucks used for transporting products • Sensitisation of value chain partners towards sustainability • Network optimisation tools for improved logistics and reduced carbon footprint.
Used Oils and Product Packaging Waste	• HPCL is registered as a Producer under the Extended Producer Responsibility (EPR) framework for used oil with CPCB. The Company fulfils its EPR obligations through procurement of EPR certificates generated by CPCB-registered recyclers, who collect and re-refine used oil into Re-Refined Base Oil (RRBO) in accordance with applicable regulatory requirements. • HPCL has established a mechanism for collection and environmentally sound management of post-consumer plastic packaging through authorised third-party agencies in compliance with the Plastic Waste Management Rules and the Extended Producer Responsibility (EPR) framework. During FY 2025-26, 11,904 MT of plastic packaging waste was reclaimed, of which 7,742 MT was recycled and 4,162 MT was disposed of through authorised channels. The required information is reported through the CPCB EPR portal. • Post-consumer recycled (PCR) content in plastic packaging for lubricants- HPCL has incorporated 30% post-consumer recycled (PCR) content in plastic packaging for lubricants and has utilized 161.85 MT of PCR material, while also developing packaging solutions with maximum feasible PCR content, including the introduction of 100% PCR-based packs for select SKUs. The Corporation has developed 100% recycled HDPE using a proprietary additive system to ensure improved mechanical strength and consistent performance

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

The Company identified its value chain partners in accordance with the SEBI-prescribed value chain disclosure framework. Upstream value chain partners individually contributing 2% or more of the Corporation's total purchase value during FY 2024-25 were identified and assessed for environmental aspects through a structured questionnaire covering key environmental parameters. In addition, publicly available sustainability disclosures, including sustainability reports, annual reports, BRSR disclosures and other ESG-related information, were reviewed wherever available to supplement the assessment.

No downstream value chain partner individually contributed 2% or more of the Corporation's total sales value during FY 2024-25. Accordingly, environmental assessment of downstream value chain partners was not applicable under the SEBI-prescribed threshold for value chain disclosures.

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

a. By the listed entity - Nil

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

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

Essential Indicators

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

During FY 2025–26, HPCL was affiliated with 13 trade and industry chambers/associations at the national and state level.

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	FEDERATION OF INDIAN CHAMBER OF COMMERCE & INDUSTRIES (FICCI)	National
2	FEDERATION OF INDIAN PETROLEUM INDUSTRY (FIPI)	National
3	IMC CHAMBER OF COMMERCE & INDUSTRIES	National
4	VIGILANCE STUDY CIRCLE	National
5	CONFEDERATION OF INDIAN INDUSTRIES, Mumbai - Western Region (CII)	State
6	ASSOCIATION OF GLOBAL SUSTAINABILITY PROFESSIONALS	National
7	ALL INDIA MANAGEMENT ASSOCIATION (AIMA) (Lifetime Paid)	National
8	ASSOCHAM (THE ASSOCIATED CHAMBERS OF COMMERCE AND INDUSTRY OF INDIA)	National
9	INDIA HABITAT CENTRE	National
10	INDIA INTERNATIONAL CENTRE	National

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

Name of Authority	Brief of the case	Corrective Action Taken
	Not Applicable	

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of review by Board (Annually / Half Yearly / Quarterly / Others – please specify)	Web Link, if available
1	Representation of Interests of Public Sector Enterprises (PSEs)	During **FY 2025–26**, HPCL was one of the **Executive Board Members** of the **Standing Conference of Public Enterprises (SCOPE)**. SCOPE represents Public Sector Enterprises (PSEs) through policy advocacy and engagement with the Government, statutory authorities and regulatory bodies on matters of strategic and sectoral importance.	Yes	As and When Required	https://scopeonline.in/scope-member-pses/

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of review by Board (Annually / Half Yearly / Quarterly / Others – please specify)	Web Link, if available
2	Oil and gas industry policies and regulations	During FY 2025–26, HPCL was a member of the Governing Council of the Federation of Indian Petroleum Industry (FIPI). FIPI serves as the apex industry body representing the Indian petroleum sector and acts as an interface between the industry and the Government, statutory and regulatory authorities. It supports the Government in addressing industry issues and in the formulation and evolution of policies and regulatory frameworks.	Yes	As and When Required	https://www.fipi.org.in/governing-council-members.php
3	Compressed Biogas under the Sustainable Alternative towards Affordable Transportation(SATAT)	Though regular interactions with the Government, Financial Institutions, Regulatory Authorities and other relevant agencies	Yes	As and When Required	Satat: Home
4	Resource Efficiency and Circular Economy Industry Coalition (RECIC)	Through active engagement with industry leaders and participation in sectoral forums. During FY 2025–26, Executive Director (Lubes) served as the Chair of the Working Group on Circularity in Used Oil, facilitating industry collaboration and promoting circular economy practices in the used oil value chain.	Yes	As and When Required	Working Group – Circularity in Used Oil – RECEIC
5	National Policy on Biofuels	Through representation on inter-governmental committees, enabling active participation in policy discussions, consultation processes and the formulation of sectoral strategies and regulatory frameworks.	Yes	As and When Required	https://mopng.gov.in/en/page/11

In addition to the above, HPCL actively participated in the following industry forums, commitees and collaborative initiatives during FY 2025-26:

- **Global Dialogue on Downstream Transformation (ADIPEC):** Director-Refineries participated in leadership roundtable discussions at ADIPEC with global energy leaders on advancing resilient, competitive, and sustainable downstream businesses. The deliberations focussed on strategies to address the evolving feedstock landscape, enhance profitability amidst market volatility, accelerate decarbonization, and leverage digital technologies and artificial intelligence to improve operational excellence. During the discussions, Director-Refineries shared HPCL perspectives on enhancing refinery flexibility, operational resilience and long-term competitiveness in the evolving energy landscape. The dialogue also underscored the importance of strategic partnerships, enabling policy frameworks, technology adoption and collaborative innovation to support the energy transition and create sustainable value across the downstream and chemical value chain.
- **Inspiring Future Talent through Industry-Academia Engagement:** Director-Refineries delivered led an online masterclass titled *"The Marvel of Modern Refinery Engineering: From Crude to Consumer,"* engaging nearly 1,000 students from premier institutions across the country, including IITs, IIMs, NITs, and other Institutes of National Importance. The session provided a comprehensive perspective on modern refinery engineering, highlighting the integration of advanced molecular science, large-scale process engineering, digital technologies, and sustainability in transforming crude oil into high-value products. Through this interactive knowledge-sharing initiative, Director-Refineries showcased HPCL's technological capabilities and reinforced the Company commitment to strengthening industry-academia

collaboration, nurturing future-ready talent, and inspiring the next generation of engineers and leaders to contribute to India's the evolving energy landscape.

- **Driving AI-Led Transformation for Sustainable Growth:** Director-Refineries was conferred the prestigious *Padma Shri Dr. G. P. Kane Chemcon Distinguished Speaker Award* at Chemcon 2025, organized by the Indian Institute of Chemical Engineers (IIChE) during its 78th Annual Session at Annamalai University. As a Distinguished Speaker, Director-Refineries delivered an insightful address on *"Role of Artificial Intelligence in Operating Refinery and Petrochemical Processes for Sustainable Growth,"* highlighting the transformative role of artificial intelligence in enhancing operational excellence, process efficiency, sustainability, and competitiveness in the refining and petrochemical sectors. The engagement showcased HPCL's initiatives in leveraging advanced analytics, digital technologies, and AI to optimise operations, improve decision-making and support sustainable growth, while reinforcing the Company's commitment to technology leadership and innovation in the evolving energy landscape.

- **Driving Net Zero through Green Capex:** As a panellist in the thematic session on *"Green CAPEX – Driving Net Zero in Oil & Gas"* at India Energy Week 2026, organised by the Ministry of Petroleum & Natural Gas (MoPNG), Director-Refineries participated in high-level deliberations on accelerating the country's transition towards a low-carbon economy. The discussions focussed on enabling policy frameworks, innovative financing mechanisms, Green Capex strategies, and implementation of projects in emerging areas sectors such as green hydrogen, biofuels, compressed biogas (CBG), and natural gas. Director-Refineries shared HPCL's experience in project execution, technology adoption, and investment planning, for low-carbon initiatives, highlighting the importance of coordinated efforts among industry, government, and financial institutions. The engagement reinforced the critical role of collaborative policymaking, strategic investments and stakeholder partnerships in strengthening India's Net Zero roadmap and sustainable energy transition.

- **Advancing the Green Hydrogen Ecosystem through Collaborative Dialogue:** Director-Refineries participated in a high-level Green Hydrogen Round Table Conference at IIT Bombay, which brought together producers, consumers, technology providers, industry leaders, project developers, and academia to deliberate on the future of Green Hydrogen. The discussions focused on improving the commercial viability and scalability of Green Hydrogen, expanding its applications beyond conventional uses, and enhancing the utilization of oxygen generated during electrolysis to improve refinery and process efficiencies. The forum also showcased implementation experiences, including the Pune Valley Hydrogen initiative, providing valuable insights into deployment strategies technology adoption and stakeholder collaboration. The engagement highlighted the importance of collaborative partnerships, techno-economic assessments, and knowledge sharing in accelerating the adoption of Green Hydrogen and supporting India's transition to a sustainable, low-carbon energy future.

- **Human Resources and Skill Development:** HPCL continued to strengthen industry collaboration and capability development through active participation in leading professional and academic institutions.

  The Company is associated with key professional bodies, including the Indian Society for Training and Development (ISTD), the All India Management Association (AIMA) – HR Committee, and the National HRD Network (Western Region), facilitating knowledge sharing and adoption of leading human resource practices. During FY 2025–26, HPCL served as one of the Executive Board Members of the Standing Conference of Public Enterprises (SCOPE) and was represented on the Board of Governors of the Indian Institute of Petroleum and Energy (IIPE), Visakhapatnam, an Institute of National Importance. In addition, the HPCL Skill Development Institute, Visakhapatnam continued to contribute to socio-economic development by imparting industry-relevant skill development programmes aimed at enhancing the employability of youth and supporting nation-building.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Nil						

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

HPCL provides multiple channels for community members and stakeholders to submit grievances, including:

A dedicated Public Grievance Redressal Portal hosted on the Company's website. Link-https://www.hindustanpetroleum.com/pages/public-grievance-redressal

- A public Grievance Redressal system wherein designated officers of the Corporation will be available every Friday between 4.00 PM to 5.00 PM at all major locations to hear & facilitate Redressal of Grievances of the Public, if any. Links to locate and contact / correspond with the Grievance Redressal Officer are provided on HPCL Corporate Website (refer to the link above)
- Link to CPGRAMS portal under the aegis of (Department of Administrative Reforms and Public Grievances) DARPG reporting to Ministry of Personnel, Public Grievances & Pensions, Govt of India that aims to provide citizens pan India a platform for redressal of their grievances. It is a single window applicable to all Ministries/ Departments / various Organizations of Govt of India to receive the grievances from various channels and process them for quality resolution within stipulated timelines as advised by DARPG, and also constantly monitored and strictly adhered to the timelines. Grievances submitted on the CPGRAMS portal are forwarded by Ministry of Petroleum & Natural Gas (MOP&NG) to the Nodal officer for Public Grievances in HPCL for redressal. Weblink: https://pgportal.gov.in/

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs / small producers	59.42%*	58.36%*
Directly from within India#	12.08%	10.26%

* **Note:** The reported percentage reflects HPCL's procurement performance against the Government of India's target of 25% procurement from Micro and Small Enterprises (MSEs), after excluding procurement categories that are outside the scope of MSE procurement. These include, inter alia: (a) crude oil and petroleum products, including logistics through shipping, railways and pipelines; (b) LNG/Natural Gas; (c) API line pipes; (d) OEM spares, OEM services, proprietary items and services; (e) technology licences and licensor-mandated items; and (f) plant and machinery with a single item value of ₹100 crore or more.

Includes procurement from all categories of domestic vendors, including purchases of biofuels, works contracts, security services, OEM/proprietary items and services, single-item procurements exceeding ₹100 crore, and purchases from MSEs. Foreign procurements are excluded from the above figures. The figures for FY 2024-25 have been restated to align with the aforementioned methodology.

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

Location*	FY 2025-26 Current Financial Year	FY 2024-25# Previous Financial Year
Rural	0%	0%
Semi-Urban	3.91%	3.66%
Urban	14.71%	13.69%
Metropolitan	81.38%	82.65%

* Categorization as per RBI classification system. The values presented in the table pertain only to permanent management and permanent non-management employees of HPCL.

The figures for 2024-25 have been restated following a recalculation based on the correction of employee location mapping.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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

S. No.	State	Aspirational District	Amount spent (in INR / Lakh)
1	Andhra Pradesh	Visakhapatnam	1,902.71
2	Andhra Pradesh	Vizianagaram	300.00
3	Bihar	Banka	6.15
4	Jharkhand	Simdega	37.34
5	Madhya Pradesh	Khandwa	11.66
6	Odisha	Balangir	19.80
7	Uttar Pradesh	Bahraich	17.90
8	Uttarakhand	Udham Singh Nagar	25.67
GRAND TOTAL			**2,321.23**

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

Yes

HPCL promotes inclusive procurement in line with the Government of India's Public Procurement Policy. Under the policy, 4% of the annual procurement target is earmarked for SC/ST-owned Micro and Small Enterprises (MSEs) and 3% for Women-owned MSEs for procurement of goods and services. In transportation tenders involving the induction of Tank Trucks (TTs), reservation is provided for 15% SC-owned and 7.5% ST-owned vendors. In addition, HPCL follows the Government's Start-up Policy by extending procurement opportunities to eligible start-ups for non-critical items, thereby encouraging innovation, entrepreneurship and inclusive business participation.

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

Procurement is done from SC/ST, Women, MSEs and Start-ups under marginalized/ vulnerable groups.

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

Procurement from SC/ST-owned Micro and Small Enterprises (MSEs) constituted 5.10% of HPCL's total procurement (by value), amounting to ₹573.20 crore during FY 2025–26. Procurement from Women-owned MSEs constituted 4.30% of total procurement (by value), amounting to ₹483.81 crore during the year.

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

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

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

Name of Authority	Brief of the case	Corrective Action Taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Promoting Health Care	205906	100%
2	Promoting Education	118604	
3	Swachh Bharat Abhiyan	1986721	
4	Environment Sustainability	703417	
5	Rural Development	982360	
6	Empowerment of Socially and Economically Backward groups	219	
7	Activities under various other Schedule VII areas	105	
8	Imparting Employment by Enhancing Vocation Skills	7013	
9	Promotion of Nationally recognized and Para-Olympic Sports	49	
GRAND TOTAL		**4004393**	

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

Essential Indicators

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

HPCL has established a robust, multi-channel consumer grievance redressal and feedback mechanism to enable customers to conveniently register complaints, provide feedback and track the status of their grievances. Consumers can lodge complaints relating to products and services through the Company's corporate website, where an online complaint registration and tracking facility is available. The common grievance portal can be accessed at https://hindustanpetroleum.com/pages/Complaints-and-Feedback.

In addition to the corporate mechanism, each Strategic Business Unit (SBU) has established dedicated consumer engagement and grievance redressal processes, as summarised below:

1. Retail SBU:

Once a complaint is lodged, it is scrutinized by relevant teams at Region, Zonal and HQO levels, ensuring a quick and favorable response. The key institutional arrangements and processes are as follows:

1. At Dealer Level:

- Complaint/Suggestion Books are mandatorily maintained and made available at all Retail Outlets for customer use.
- The Sales Officers review, address, and provide feedback to the customer.

2. **Display of Contact Details:**

- Contact details of concerned Sales Officers is prominently displayed at all locations.
- Customers can contact the respective Sales Officer (SO) directly.

3. **Centralized Customer Care Channels:**

- Retail Toll-free number: 1800-1039-811

4. **Digital and Online Platforms:**

- Customer Relationship Management (CRM) System for complaint submission and tracking:
- https://www.hindustanpetroleum.com/pages/Complaints-and-Feedback
- https://crminterface.hpcl.co.in/CRMInterface/retailcomplaints.aspx
- MoPNG CPGRAMS online grievance system
- National Consumer Helpline (NCH) Portal
- Email: CorpHqo@hpcl.in

5. **Social Media Platforms:**

- Customers can reach HPCL through social media channels like Twitter @HPCL, Facebook, and Instagram etc.

6. **Grievance Redressal Cell:**

- Complaints are overseen by designated Regional Managers acting as Nodal Officers, with provisions for personal hearings where required.

7. **Consumer Awareness Initiatives:**

- HPCL promotes awareness through Citizen Charters, display of consumer rights and grievance procedures at outlets, dealer–consumer interactions, helplines, websites, SMS alerts, and safety/awareness campaigns.

2. **LPG:**

HPCL has multiple types of interactions from different sources in place to receive and respond to consumer complaints and feedback.

HPCL can receive grievances from multiple sources, which can be classified as:

- End Customers (B2C & Commercial/Bulk/Direct)
- Government and Statutory Bodies

These sources can choose to raise a grievance through multiple channels, with the resolution process varying depending on the channel. The available channels are:

- HPCL Website
- Call Centre (Third Party)
- Letter (Post) to any Officer
- E-mail to any Officer
- Call to any Officer
- Walk-in at any Office
- Social Media (handled by third-party E-Seva Team)
- CPGRAMS
- National Consumer Helpline

3. **Aviation:**

The feedback mechanisms are in place at all HPCL Aviation Service Facility (ASF) locations, where customers provide feedback during inspections and visits. Subsequently, the ASF obtains and records customer feedback. This forms part of the Key Performance Indicators (KPIs) of the field in-charges/officers.

HP Aviation also has the unique distinction of providing a single-point contact through the HP Aviation Hub, where all customer queries and requests are responded to on a 24×7 basis.

4. **Direct Sales:**

Consumers can register their complaints or provide feedback through the following channels:

Customer Relationship Management (CRM) Portal: https://rishte.hpcl.co.in/apps/customerservicehub

HPCL Website: www.hindustanpetroleum.com

5. **CGD:** A Customer Relationship Management (CRM)-based platform is available for receipt, tracking and resolution of consumer complaints and feedback.

6. **Petrochemicals:**

The Petrochemicals SBU has a mechanism to receive and address customer complaints and feedback through the dedicated email ID “petrochemical.marketing@hpcl.in”. Customer concerns received through various channels are reviewed and resolved by the concerned teams in a timely manner.

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

The majority of HPCL's products are supplied in bulk, except products such packed LPG cylinders, packaged lubricants, petrochemical products etc. For bulk products, relevant product information, including product specifications and Material Safety Data Sheets (MSDS), is provided to customers, as applicable.

Disclosure	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% Lube Containers are labelled with recycling code. 100% Of petrochemical products display Environmental and social parameters relevant to the product
Safe and responsible usage	100% LPG Packages (Cylinders) and lube packages include information on Safe and responsible usage of products. MSDS of products are made available to customers and stakeholders, providing guidance on safe handling, storage, transportation, usage, emergency measures, and disposal to ensure responsible product stewardship.
Recycling and/or safe disposal	100% Lube Containers are labelled with recycling code and message for recycling / safe disposal. Petrochemical products are recyclable and carry appropriate recyclability identification. Guidance on responsible recycling and disposal is provided on the packaging of products & also through product literature and TDS/MSDS, supporting environmentally sound circular economy practices.

Note: The above disclosure pertains to packaged lubricants, LPG cylinders and petrochemical products.

3. **Number of Customer complaints in respect of the following:**

Number of consumer complaints in respect of the following:	FY 2025-26 (Current Financial Year)			FY 2024-25* (Previous Financial Year)		
	Received during the year	Pending Resolution at end of the year	Remarks	Received during the year	Pending Resolution at end of the year	Remarks
Data privacy	0	0		0	0	
Advertising	354	0	Related to new dealerships	0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	1,31,262	6,762	Quality and Quantity related	68,669	287	LPG cylinder refill delivery, MS/HSD Dispensing
Restrictive Trade Practices	1,009	5	-	1,067	2	Forced Sale of Hot plates
Unfair Trade Practices	11,445	41	-	5,573	38	
Other	1,57,550	953	Services Related & Others	2,19,811	444	Complaints related to Service, cylinder delivery, subsidy, digital payment, safety and IT applications
Total	**3,01,620**	**7,761#**	**-**	**2,95,120**	**771**	All complaints have been resolved as on date.

*Data has been restated due to recalculation.

#Of the 7,761 complaints pending at the end of FY 2025-26, 7,752 pertained to LPG customers, primarily due to an exceptional surge in complaints during March 2026 amid the prevailing geopolitical situation. The Company intensified monitoring and follow-up to expedite resolution. The remaining complaints pertaining to other departments have been appropriately addressed, with no backlog pending as on date.

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

	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes, HPCL's privacy policy is available at the following link: https://www.hindustanpetroleum.com/pages/Privacy-Policy

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

Advertising - All the complaints were resolved and no complaints were pending for resolution during the year.

Delivery of Essential Services: Issues on Delivery of Essential Services were reported by Retail and LPG businesses and the business wise details are as follows:

Retail-All the complaints related to products sold through retail network were resolved and no complaints were pending for resolution during the year.

LPG-Delivery-related complaints are monitored through a dedicated "Delivery" category, comprising 18 sub-categories within the CRM system.

Whenever any complaint is registered:

- It is automatically assigned to the concerned Regional Office.
- Time-bound action is taken by the concerned Sales Officer (SO) and Regional Office (RO) for investigation, resolution, and closure.
- Regional Offices regularly engage with distributors to improve service delivery standards and prevent recurrence of delivery-related grievances.
- Performance monitoring and follow-up mechanisms ensure timely resolution and continuous improvement in customer service delivery.

The above measures constitute a well-established and effective grievance redressal framework for addressing issues relating to the delivery of essential LPG services.

Cyber security and data privacy of customers-No complaints related to cyber security and data privacy were received during the year.

Re-occurrence of instances of product recalls-There were no product recalls during the year.

Penalty / action taken by regulatory authorities on safety of products / services-No action taken by regulatory authorities on safety of products/services during the year.

7. **Provide the following information relating to data breaches:**

a. **Number of instances of data breaches along-with impact**

NIL*#

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

NIL

c. **Impact, if any, of the data breaches**

None

*During 2025-26, a security incident was identified involving unauthorized access through compromised user IDs and a vulnerability in a publicly accessible website. In response, immediate containment measures were implemented, including isolating affected systems, taking applications offline, and launching a comprehensive investigation and cybersecurity review with support from third-party experts. All user and service account passwords were reset, and VPN access was temporarily disabled. Access has been gradually restored with strengthened security measures, including enforced two-factor authentication. We have taken all necessary steps to enhance our cybersecurity infrastructure, and all services have now been fully restored.

The details of the incident have been disclosed in the Corporate Governance Report for Q1 FY 2025-26 available on the Company's website.

https://www.hindustanpetroleum.com/pages/Corporate-Governance-Report-June-2025.

#Security Posture brief at HPCL-

HPCL has successfully avoided data breaches by implementing a multi-layered, ISO 27001-certified security framework that combines proactive monitoring, advanced threat protection, and strict governance. A dedicated compliance team enforces best practices, while layered defences—DMZ, firewalls, IPS, reverse proxy, host-based IPS, and ISP clean traffic engagements with DDoS protection—secure critical applications and infrastructure. Continuous oversight through a 24×7 SOC with SIEM ensures rapid detection and response, supported by regular penetration testing, vulnerability assessments, and secure code reviews. Advanced APT sandboxing, web/mail gateways, automated endpoint antivirus, and structured patch management further strengthen resilience. Segmented environments, Privilege Access Management, VPN-only entry, 2FA, and identity controls minimize exposure, while user awareness programs enhance preparedness. Critical OT systems remain air-gapped with monitored one-way OT-IT connectivity, and intelligence sharing with CERT-IN/NCIIPC ensures timely action against emerging threats. Together, these measures enable HPCL to withstand continuous cyberattacks and maintain operational integrity without data breaches, reinforcing stakeholder trust and audit readiness.

HPCL continuously faces attacks for different kind. Data for Mar-26 is given below is to give a glimpse of the number of instances faced and successfully mitigated.

March-26 Data:

Threat Category Wise Mitigation

Threat Category	Count
Network Anomaly	155291018
Anti Bot	14946035
Anti Virus	10506054
URL Filtering	3860864
IPS	721175
Application Control	56234
Grand Total	**185381380**

Web Gateway Level Mitigation

Name	Total Alert Count	Unique count	Blocked
Malware	3468	68	68
Malicious URL's	62843	837	837

EDR Level Mitigation

Category	Count of Action
Exploits	58
Malware	6905
Grand Total	**6963**

Leadership Indicators

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

   Information of HPCL's products and services can be accessed through the following links:

   - Corporate Website: www.hindustanpetroleum.com;
   - Facebook: www.facebook.com/hpcl;
   - Twitter: www.twitter.com/hpcl;
   - Instagram: www.instagram.com/hpcl;
   - LinkedIn: https://www.linkedin.com/company/hpcl;
   - YouTube: https://www.youtube.com/@Hindustanpetroleum74

   Apart from the above, information on products and services are also available at HPCL customer touch points such as retails outlets, LPG distributorships, CNG stations, etc.

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

   HPCL undertakes a wide range of initiatives to educate consumers on the safe, responsible and environmentally conscious use of its products and services. Consumer awareness is promoted through the Company's website, social media platforms, digital campaigns, press releases, advertisements (television, print, outdoor and digital media), exhibitions, technical awareness programmes and customer engagement initiatives. Safety messages, operating instructions and emergency contact information are prominently displayed at customer touch points, while regular awareness campaigns and mock drills are organised to reinforce safe operating practices.

   At Retail Outlets, Standard Operating Procedures (SOPs) and safety awareness messages are prominently displayed to educate customers on safe refuelling practices, fire safety precautions and responsible fuel usage. Dealers and Customer Service Assistants (CSAs) actively guide customers on safety measures during fuel dispensing and encourage adherence to prescribed safety practices. HPCL also undertakes periodic consumer awareness campaigns and outreach programmes to promote safe, efficient and environmentally responsible use of fuels. In addition, the Company actively participates in the 15-day SAKSHAM campaign to create awareness on fuel conservation, environmental protection and renewable energy through activities such as school outreach programmes, painting competitions, cyclothons, walkathons, vehicle rallies, seminars and television/radio campaigns. Regular training programmes are also conducted for Retail Outlet staff covering safety, retail operations, environmental protection, renewable energy and fuel conservation.

   Since LPG cylinders provide energy access directly at consumers' premises, HPCL undertakes several initiatives to promote their safe and responsible usage. Safety instruction cards are provided to customers at the time of release of new LPG connections, and safety demonstrations are conducted during installation to ensure safe placement of the hotplate above the LPG cylinder and adherence to safe installation practices. Customers are also educated on the safe handling and use of LPG through interactions with field officers and distributors. In addition, safety messages are disseminated through social media platforms to reinforce safe usage practices. Standard Operating Procedures (SOPs) have also been developed for mass awareness, and field officers and distributors regularly conduct Safety Clinics to educate consumers on safe handling, usage and emergency response measures.

The Petrochemicals SBU undertakes regular customer engagement and awareness initiatives to educate consumers on safe handling, storage, and responsible usage of polymer products. Guidance is also provided on compliance with Single Use Plastic (SUP) regulations, responsible disposal practices, and Extended Producer Responsibility (EPR) requirements to promote environmental sustainability and responsible consumption.

During FY 2025–26, the Direct Sales SBU conducted 45 consumer awareness programmes across India to educate customers on the safe handling, storage and responsible use of petroleum products and related services.

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

HPCL has established appropriate communication mechanisms to ensure that consumers are informed in a timely manner of any potential disruption or discontinuation of essential products or services. While the Company strives to ensure uninterrupted supply across all its business segments, any unforeseen disruption is communicated through appropriate customer engagement channels to minimise inconvenience and enable customers to make informed decisions.

Retail and LPG SBUs: Customers are informed through Retail Outlets, LPG Distributors, dealers, field personnel and customer service channels. Important information is also disseminated through the Company's website, social media platforms, press releases and other communication channels, as appropriate.

Direct Sales SBU: Customers are promptly informed of any potential disruption or discontinuation of supplies through direct communication, including emails and telephone calls.

City Gas Distribution (CGD) SBU: In the event of any disruption, SMS alerts are automatically triggered through the e-Gas Suite software and communicated to the affected customers within the respective Charge Area.

Petrochemicals SBU: The Petrochemicals SBU maintains regular communication with customers through sales officers, distributors, emails and other customer interaction channels to provide advance intimation of any potential disruption in product supply or services. Wherever feasible, alternative supply arrangements are made to minimise the impact on customers.

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

Yes. While the majority of HPCL's products are supplied in bulk, the Company provides product information over and above the applicable statutory requirements, wherever relevant, to promote safe handling, responsible usage and environmental protection.

For bulk petroleum products, customers are provided with relevant product information, including product specifications, safety guidelines and Material Safety Data Sheets (MSDS)/Safety Data Sheets (SDS), as applicable.

Packaged products such as LPG cylinders, lubricants and petrochemical products carry additional information relating to safe handling, storage, usage and emergency precautions. Petrochemical products also include guidance on recyclability, responsible disposal practices and customer contact details to promote product stewardship and sustainability. Lubricant containers are labelled with recycling codes and information on safe disposal and recycling to encourage environmentally responsible waste management.

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

Yes. HPCL regularly undertakes customer satisfaction surveys and feedback initiatives across its business segments to assess customer experience, identify improvement opportunities and enhance service quality.

Retail SBU: Customers are encouraged to provide instant feedback on Retail Outlet facilities and services through the Darpan@PetrolPump mobile application by scanning the QR code displayed at Retail Outlets. Customer feedback is regularly monitored, analysed and acted upon to improve service delivery and customer experience.

Aviation SBU: Customer satisfaction surveys are conducted at all Aviation Service Facilities (ASFs), and the feedback received is reviewed to continually improve service quality and operational performance.

Petrochemicals SBU: The Petrochemicals SBU regularly engages with customers through meetings, market visits, customer interactions and structured feedback mechanisms to assess customer satisfaction with products and services. The feedback received is reviewed and utilised for continual improvement and enhancement of customer support.

Independent Practitioners' Reasonable Assurance Statement

To
Hindustan Petroleum Corporation Limited
Petroleum House,
17, Jamshedji Tata Road,
Churchgate, Mumbai,
Maharashtra 400020

Introduction

SR Asia is an international organization that provides third-party assurance for sustainability disclosures, covering reports prepared under frameworks such as GRI, CDP, IFRS Sustainability Disclosure Standards, CSRD, and TCFD. Our assurance services enhance the accuracy, reliability, and credibility of ESG data and narratives, giving stakeholders confidence in the information we verify. Authorized through Accountability UK licensing, we integrate rigorous methodologies with deep subject-matter expertise—evaluating climate-related financial disclosures, verifying carbon and water metrics, and assessing conformity with leading global reporting frameworks—to support organizations in demonstrating transparency, mitigating risks, and advancing their sustainability performance.

Scope of Work

HPCL (the 'Company') engaged SR Asia to perform an Independent Assurance of the Sustainability Disclosures contained in the Business Responsibility and Sustainability Reporting (BRSR) Core Annexure-I. This assurance was carried out in compliance with the Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026. The engagement covers the reporting period from April 1, 2025, to March 31, 2026.

As part of this Reasonable Assurance engagement, we assessed whether the Company's sustainability disclosures in the BRSR Core (Annexure-1) have been prepared in accordance with the reporting criteria set out in the table below.

Assured Sustainability Information' (ASI) subjected to assurance	Period subject to assurance	Assessment criteria
BRSR Core (refer Annexure 1)	01.04.2025 to 31.03.2026	Guidance notes for BRSR format and BRSR Core issued by SEBI

		ISAE 3000 (Revised) & ISAE3410 Regulation 34 (2) (f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers, environmental & social professionals.

Assessment Criteria and References

Our engagement was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), the AA1000v3 AccountAbility Standards, and the guidelines issued by SEBI. We performed a Reasonable Assurance engagement on the BRSR report, evaluating it against the qualitative characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability, and issued our independent assurance statement dated July 06, 2026.

SR Asia adheres to the International Quality Management System (IQMS) applicable to firms performing assessments or reviews of non-financial statements, as well as other assurance or related service engagements, as prescribed by the IAASB.

We are confident that the evidence obtained throughout our engagement is both sufficient and appropriate to provide a reasonable basis for our conclusion.

Work Performed

1. An online kick-off meeting was conducted to outline the engagement plan, assignment timeline, and assurance team composition, along with a discussion on sample size determination. This was supplemented by an in-person meeting at Petroleum House to facilitate further deliberations.
2. Standardized data verification formats and templates were developed and shared with the relevant stakeholders to enable accurate and consistent data collection for Core ESG reporting and assurance purposes, ensuring full alignment with applicable frameworks such as BRSR Core and GRI.
3. A comprehensive review of the BRSR Core parameters for FY2025–26 was undertaken, with specific reference to the applicable data points and disclosures mandated under the SEBI circular. This review ensured completeness, consistency, and strict compliance with the prescribed BRSR Core Frameworks.
4. Data and information verification was carried out through a combination of on-site visits and virtual interactions. Physical verifications were conducted at
    - HPCL's Corporate Office and

- Visakhapatnam Refinery,

while video conferencing was utilized for

- Rewari depot
- Mazgaon lube plant
- MHMSPL, Yediyur
- Calicut New ASF
- CGD Mainpuri-Kannauj GA, and
- Mangalore LPG Import Facility.

5. The data aspects reviewed encompassed Energy Consumption, Energy Savings, Water Management, Hazardous and Non-Hazardous Waste Management, GHG Emissions, Air Emissions, Environmental Expenditures, Health & Safety, Labour Practices, and other essential indicators prescribed under BRSR Core.
6. The methodologies employed for data collection and the associated reporting processes were assessed for the selected sustainability indicators.
7. Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, aggregation carried out by HPCL for preparation of the BRSR.
8. The verification scope covered all applicable compliance requirements and included a commentary on the completeness and accuracy of the reported data when compared against actual findings, substantiated through authentic source documents and in line with the requirements of Reasonable Assurance.
9. A detailed presentation was delivered to the Management team to communicate the key findings, insights, and recommendations arising from the assessment. This was followed by the formal submission of a comprehensive Management Report for their review and further action.
10. Upon the conclusion of the assessment process, the Assurance Statement was issued in accordance with the applicable standards (such as ISAE 3000 or AA1000AS), providing an independent and objective opinion on the accuracy, completeness, and reliability of the reported information.

Intended use or purpose

Our Assurance Statement and this report are intended for the users and stakeholders of HPCL. The management of the Company acknowledge and understand their responsibility for:

- Designing, implementing, and maintaining internal controls necessary for the preparation of a BRSR report that is free from material misstatement, whether arising from fraud or error.
- Selecting or establishing suitable criteria for the report's preparation, taking into consideration applicable laws and regulations concerning reporting, identification of key aspects, stakeholder engagement, content development, and presentation in line with the reporting criteria.

- Disclosing the applicable criteria used in preparing the BRSR report.
- Accurately preparing and calculating all data and figures in accordance with the reporting criteria.
- Ensuring that the reporting criteria are accessible to intended users, along with relevant explanatory context.
- Establishing subjective targets, goals, and other performance measures, as well as implementing actions to achieve them.
- Providing the details of the management personnel who take ownership of the disclosures within the report.
- Ensuring compliance with applicable laws, regulations, and contractual obligations.
- Making judgments and estimates that are reasonable under the prevailing circumstances.
- Identifying and describing any inherent limitations in the measurement or evaluation of information subjected to assurance, in accordance with the reporting criteria.
- Preventing and detecting instances of fraud.
- Selecting the content of the BRSR report, which includes identifying and engaging with intended users to understand their information requirements.
- Informing us of any other information that will be included alongside the BRSR report.

Limitations and Exclusions:

- Financial performance disclosures and related data of the Company.
- Activities and practices undertaken outside the defined assurance period mentioned above.
- Forward-looking statements, including positional assertions, expressions of opinion, beliefs, aims, future intentions, and future commitments made by HPCL.
- HPCL's operations and activities that fall outside the scope and geographical boundaries specified in the report, as well as those of any other entity that may be associated with or have a business relationship with HPCL.
- Compliance with environmental, social, and legal regulations as determined by regulatory authorities.
- Any statements pertaining to the Company's broader corporate image or reputation.

Inherent Limitations

The reliability of our assurance is subject to inherent limitations that are an integral part of the assurance process. These limitations may stem from the quantification models employed, the assumptions applied, the data conversion factors used, or the estimation of data required to derive the reported results. Consequently, our conclusions with respect to this assurance are naturally subject to such inherent uncertainties.

Our responsibilities

We are responsible for:

- Planning and performing the engagement to provide Reasonable Assurance on the Sustainability Disclosures in the BRSR Core, while noting that this independent statement should not be relied upon as a means of detecting all errors, omissions, or misstatements that may exist within the BRSR or its supporting documents.
- Forming an independent opinion based on the procedures performed and the evidence obtained.
- Reporting our Reasonable Assurance opinion to HPCL.
- Expressly disclaiming any liability for decisions made based on this Assurance Statement.

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement.
Procedures were designed and performed to obtain evidence sufficient and appropriate to support our reasonable assurance opinion.

Reasonable assurance opinion

To form our opinion, we:

- Obtained an understanding of internal controls relevant to the information subject to assurance, limited to designing appropriate procedures and not for expressing an opinion on their effectiveness.
- Assessed the data and disclosures made by HPCL in preparing the information subject to Reasonable Assurance.
- Evaluated the appropriateness of the reporting policies and quantification methods used, as well as the reasonableness of the estimates made by HPCL.
- Assessed the overall presentation of the information subject to Reasonable Assurance.

Conclusion

In our view, HPCL's BRSR Core parameters for FY2025–26—encompassing the reporting and declaration of ESG metrics from operations within the defined boundary and period—have been prepared in conformity with the applicable criteria.

Statement of independence, impartiality, and competence

None of the assurance team members have, directly or indirectly, any business relationship with HPCL. No form of bribe has been accepted before, during, or after performing the verification. The verification team has not been subjected to any intimidation to agree to, change, or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing, or tampering. Where any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented, and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation, and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

ASI BRSR Core Metrics

Assured Sustainability Information	Type of Assurance
Green-house Gas (GHG) footprint	Reasonable
Water footprint	Reasonable
Energy footprint	Reasonable
Embracing circularity-details related to waste management by the entity	Reasonable
Enhancing Employee Wellbeing and Safety	Reasonable
Enabling Gender Diversity in Business	Reasonable
Enabling Inclusive Development	Reasonable
Fairness in Engaging with Customers and Suppliers	Reasonable
Open-ness of business	Reasonable

BIRENDRA DUTT RATURI

Digitally signed by BIRENDRA DUTT RATURI
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Reason: I am the author of this document
Location:
Date: 2026-07-14 12:09+05:30

Birendra Raturi
Director /Team Lead
Social Responsibility Asia (SR Asia)
Date: 06th July 2026
Place: New Delhi India

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