



गेल (इंडिया) लिमिटेड

(भारत सरकार का उपक्रम – महारत्न कंपनी)

GAIL (India) Limited

(A Government of India Undertaking - A Maharatna Company)

पंजीकृत कार्यालय:

गेल भवन

16 भीकाएजी कामा प्लेस, आर.के. पुरम
नई दिल्ली-110066, इंडिया

Regd. Office:

GAIL BHAWAN

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ई-मेल/Email: info@gail.co.in

ND/GAIL/SECTT/2025

December 10, 2025

- | | |
|---|--|
| <p>1. Listing Compliance
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra-Kurla Complex, Bandra (East),
Mumbai – 400051
Scrip Code: GAIL-EQ</p> | <p>2. Listing Compliance
BSE Limited
Floor 1, Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400001
Scrip Code: 532155</p> |
|---|--|

Sub.: Disclosure of information under Regulation 30 of SEBI LODR Regulations, 2015

Dear Sir/Madam,

GAIL is in receipt of communication on ESG Rating of GAIL (India) Limited by registered ESG Rating Providers M/s NSE Sustainability Ratings & Analytics Ltd (“NSE Sustainability”). In this regard, the summary ESG report of GAIL (India) Limited is enclosed as annexure-1.

This disclosure is in compliance of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Thanking you,

Yours faithfully,

(Mahesh Kumar Agarwal)
Company Secretary

Copy to:

- 1 Deutsche Bank AG, Filiale Mumbai
TSS & Global Equity Services
The Capital, 14th Floor
C-70, G Block, Bandra Kurla Complex
Mumbai -400051

K/A- Ms. Bijal Patel
2. Beacon Trusteeship Limited
4C and D Siddhivinayak Chambers,
Gandhi Nagar, Opposite MIG Cricket club,
Bandra East, Mumbai -400051

K/A–Mr. Kaustubh Kulkarni



NSE

Sustainability
Ratings & Analytics

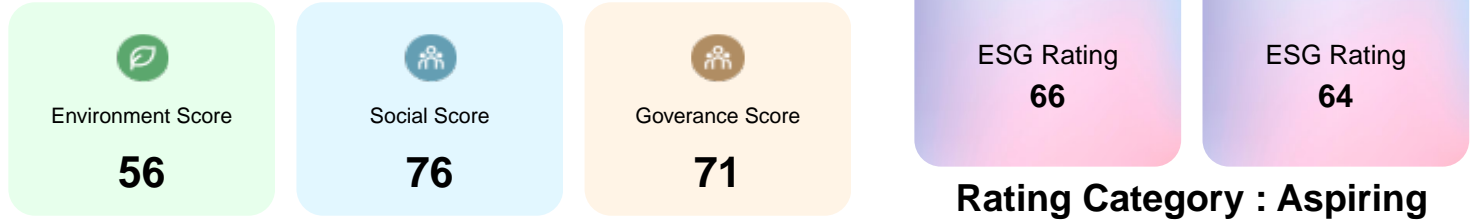
ESG RATINGS

FY2025

GAIL (India) Limited

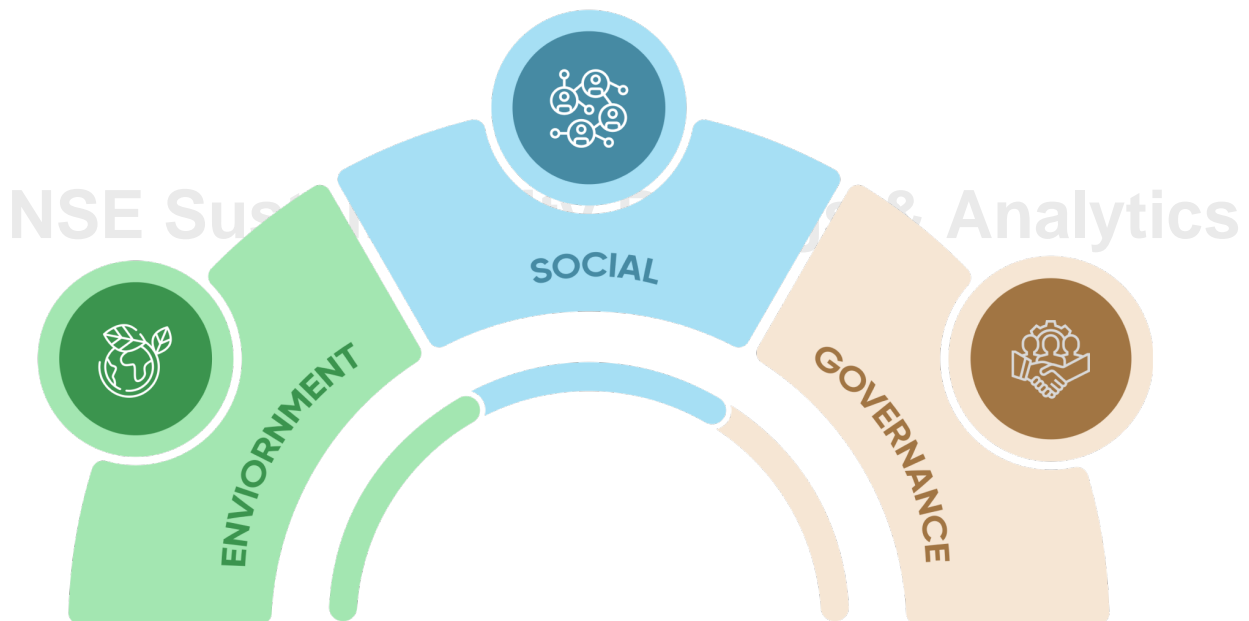
GAIL (India) Limited

Last Review Date: 8th December 2025



GAIL (India) Limited is a state-owned natural gas processing and distribution company headquartered in New Delhi, India. It falls under the Energy macro-economic sector. The company is involved in natural gas transmission, distribution, LPG production, and petrochemicals. GAIL plays a crucial role in India's energy sector, ensuring efficient and reliable energy supply nationwide.

We have assessed the company across the three pillars – Environment, Social and Governance:



ESG Ratings assess how a company manages its material ESG issues, such as climate change, employee and community welfare, diversity, anti-corruption, etc. and how it creates positive outcomes for its stakeholders and society at large. It also evaluates how the company manages and mitigates ESG-related risks through various initiatives and commitments, as well as how it identifies ESG-related opportunities.

We define sector-wise ESG parameters and evaluate a company's performance against those parameters, assigning a rating using a structured scoring framework:

- **Environmental assessment** Environmental Stewardship assesses the company's impact on the natural environment and its efforts towards sustainability. It includes aspects like climate change mitigation, sustainable management of resources and so on.

- **Social impact** helps assess how well leadership manages relationships with stakeholders, ensures employee welfare, positively impacts communities, and holds supply chain partners accountable. Businesses are evaluated based on their policies and initiatives around diversity, inclusion, social equity, and ethical conduct.
- **Effective governance** including transparency and disclosures is crucial for ensuring business continuity and minimizing risk. We assess factors such as the independence and diversity of the board, segregation of the roles of CEO and Chairperson, and the composition of auditors, including the balance between audit and non-audit/advisory services.

NSE Sustainability Ratings & Analytics

ESG Ratings - Key Drivers

Environment Weightage

38%

Environment
Score
56

The score of 56 of Environment pillar of GAIL (India) Ltd. is driven by:

- The organization's greenhouse gas emissions from direct operations and energy consumption exceed industry averages
- The company's carbon footprint from Scope 3 emissions is higher than the standard practices with increase of 13% as compared to previous year
- Water intensity performance is high with decrease of 12% as compared to previous year
- The energy intensity of the company's operations is above the benchmarks
- The company lags behind in renewable energy adoption with increase of 34% as compared to previous year
- Waste intensity is managed effectively by the company with increase of 50% as compared to previous year
- Waste recycling and recovery fall short when compared with peers with increase of 11% as compared to previous year

The score of 76 of Social pillar of GAIL (India) Ltd. is driven by:

- Lost time incident rate for workers is low as compared to the peers with decrease of 90% as compared to previous year
- There was 1 fatality reported for workers in the assessment year
- Permanent employees' health insurance coverage is at par with industry norms
- The company is providing adequate accident insurance to its permanent workers
- Women are underrepresented in the organization compared to industry standards
- The organization is receiving a lower number of grievances from its employees and workers with decrease of 28% as compared to previous year
- The company is experiencing lower-than-average turnover among permanent employees with increase of 9% as compared to previous year
- The frequency of customer complaints is lower than the benchmarks
- The organization's domestic procurement rate is parallel industry standards

Social Weightage

30%

Social
Score
76

Governance Weightage

32%

Governance
Score
71

The score of 71 of Governance pillar of GAIL (India) Ltd. is driven by:

- The board's composition is in line with the required percentage of independent directors
- The company has fulfilled the regulatory requirement for having a sufficient number of women on its board
- Percentage of independent directors in Nomination and Remuneration Committee is better than the compliance requirements
- The Audit Committee's independent director representation is better than the statutory guidelines
- The composition of the Risk Management Committee meets the required threshold of independent directors, ensuring regulatory compliance
- The percentage of independent directors in the CSR Committee is better than the regulatory requirements

Core ESG Rating

Core ESG Rating provides a focused and credible evaluation of a company's fundamental ESG performance, grounded in third-party assured or audited data, specifically derived from BRSR Core disclosures. This rating emphasizes transparency and reliability by utilizing a curated subset of key ESG indicators that are considered critical for assessing a company's sustainability profile. These indicators are selected based on their relevance to long-term value creation, regulatory alignment, and stakeholder expectations. The Core ESG Rating serves as a robust benchmark for investors, regulators, and other stakeholders seeking to understand a company's genuine ESG practices, free from subjective interpretations or unaudited claims. By concentrating on verified data, it ensures consistency, comparability, and accountability across ESG assessments. For FY2025, the company has achieved a core Rating of 43, Comprising an environment score of 46, a Social Score of 51, and a Governance Score of 34

NSE Sustainability Ratings & Analytics

ESG Rating Framework employed by NSE Sustainability Ratings and Analytics Ltd

Data Source and Extraction

Data has been gathered from a variety of reliable sources, ensuring a well-rounded perspective on a company's practices. A multifaceted approach has been deployed, incorporating both quantitative and qualitative information to generate a comprehensive assessment of the company's ESG performance. NSE Sustainability derives data from trusted public sources including but not limited to Annual Reports, ESG Reports, BRSR (Business Responsibility & Sustainability Reports) report, Company Website, News, Stock Exchange Filings.

Assigning Weights to Theme Based on Materiality

The materiality assessment identifies the most significant ESG themes for the company within its specific industry context. By assigning higher weights to these material themes, we ensure that the aspects with the greatest impact on the company's sustainability and long-term value receive the most emphasis in the final ESG rating.

Weighting Methodology:

The findings from the materiality assessment are often presented in a Materiality Matrix. This matrix visually depicts the relative importance of ESG themes based on their environmental, social, and economic impact on the company and its stakeholders. Themes identified as having high financial impact and high stakeholder importance receive the highest weightings. Weights are assigned by thoroughly evaluating industry-specific ESG challenges and opportunities. This process ensures that the weighting is accurately refined based on the particular sector's context.

The availability and quality of data for each theme is also considered during the weighting process. Themes with robust and reliable data points receive a higher weighting to ensure the final ESG rating reflects a more accurate picture of the company's performance.

Categorization of assessment parameters

The assessment parameters are categorised into five criteria designed to understand a company's ESG performance. These criteria are;

1. **Performance** :This assesses the company's actual results on a specific ESG metric based on the data points provided.
2. **Compliance** :This evaluates the company's adherence to relevant regulations and industry had practices related to the specific ESG theme.
3. **Policy** :This assesses the strength and comprehensiveness of the company's policies addressing the specific ESG theme.
4. **Initiatives** :This assesses address the ESG theme and achieve its stated goals. specific initiatives the company is undertaking to address the ESG theme and achieve its stated goals.
5. **Best Practise** :By incorporating these categories, a comprehensive and detailed evaluation of a company's ESG performance is provided. Each criterion offers a unique perspective, collectively ensuring a balanced and thorough assessment.

Rating Scale

The ESG rating methodology utilizes a clear and transparent rating scale to communicate a company's performance across the Environment, Social, and Governance (ESG) pillars. The ESG rating scale ranges such as to represent the degree of performance on a particular ESG theme. This scale is applied to each assessment parameter within the Environment, Social, and Governance pillars. However, crucially, the benchmarks for achieving a specific score vary depending on the industry a company operates in.

This industry-specific approach acknowledges that different industries have inherent differences in their environmental and social impact. For example, the expectations for greenhouse gas emission reduction will be significantly higher for an energy company compared to a software development company.

Further, companies are also scored on Environment and Social assessment parameters based on threshold / benchmark which are sector-agnostic making the scores comparable across industries.

Quantitative Data and Peer Benchmarks: When dealing with quantitative data points, such as energy consumption or waste generation, we benchmark a company's performance partly against peers within the basic industry and partly across sectors. If a company performs significantly better than its peers on a specific metric, it will achieve a higher score on the scale for that assessment parameter. Conversely, a company lagging behind the industry peers will receive a lower score.

Qualitative Data and Transparency of Disclosures: For qualitative data points, the richness and detail of the company's disclosures play a crucial role in determining the score. It factors initiatives and goals undertaken by the company and their impact. A company that provides a comprehensive and transparent explanation of its policies, initiatives, and their resultant impact will be rewarded with a higher score. On the other hand, companies with vague or limited disclosures will receive a lower score.

The process initiates with the identification of relevance of each question. This precise approach ensures that each question's significance is accurately captured and contributes to the overall theme score. By meticulously mapping them and their corresponding weightages, a coherent system is created where the aggregation of theme scores reflects the true importance of each aspect assessed.

Rather than assigning weightages at the pillar level, we allow the weightages determined during the materiality mapping phase to flow seamlessly into the broader themes. This method ensures that the granular details of each theme's impact are preserved in the overall scoring process at the industry level.

The theme scores are consolidated into a comprehensive ESG rating. This is achieved by combining the scores of individual themes, which have been carefully assessed and scored based on the company's disclosures and performance against industry benchmarks. Each theme score is integrated to form a holistic view of the company's ESG performance.

ESG landscape is evolving in terms of regulation, measurement standards, boundaries, disclosure level quantity/quality and standardization of parameters disclosed etc. Creating benchmarks or ideal scores using today's data may not be the best option. As these factors change in the next few years, the scores will undergo change across the board, most likely upwards, without necessarily improvement in the underlying core issues (but due to improvement in awareness/disclosures etc). To provide for that the current ESG rating is deflated by a factor that helps ESG ratings to be a fair representation of the systemic change in the ESG space and comparable over the years.

The ESG rating is normalized on a scale of 0 to 100. The ESG rating allows for cross-company and cross- industry comparisons of ESG performance.

NSE Sustainability ESG Rating Category Classification Table:

Percentile Band	Rating Category	Descriptor
Top 10%	Leader	Demonstrates exceptional ESG maturity with best-in-class practices.
Next 25%	Aspiring	Shows strong ESG commitment with steady progress and solid disclosures.
Next 35%	Adequate	Maintains adequate ESG credentials with modest but positive efforts.
Next 25%	Moderate	Displays basic ESG practices with limited strategic depth.
Bottom 5%	Lagging	Lacks ESG focus and shows weak performance with minimal progress.

The ESG rating is adjusted based on the number, severity and frequency of negative events or allegations related to its ESG practices. The controversy score is used to discount the ESG rating of the company, according to a predefined framework. The higher the controversy score, the greater the discount applied to the raw ESG rating.

The Transition Score captures the sustainability outlook- ESG Rating embeds Transition Score of the companies thus ensuring they are rewarded not only for current ESG performance but also for their transition efforts.

NSE Sustainability Ratings & Analytics

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Mr. Mohit Singh

Mr. Suhas Shetty

Ms. Divyani Chaudhari

Senior Rating Analyst

Mr. Piyush Palan

Chief Rating Officer

Ms. Snehal Suryawanshi

NSE Sustainability Ratings & Analytics

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For additional details on NSE Sustainability and its ESG ratings, please visit <https://www.nse-esgrating.com> or you may reach out on esgratings@nse.co.in

About NSE Sustainability Ratings and Analytics Limited:

Environmental, Social and Governance performance of companies to provide ESG ratings and related products to stakeholders for making informed decisions. The comprehensive assessment involves conducting thorough evaluation of corporate sustainability practices, policies and disclosures across relevant sectors and industries. It offers a detailed ESG rating scorecard highlighting the strengths and areas for improvement for all the evaluated entities by NSE Sustainability. NSE Sustainability's model delivers a thorough and unbiased evaluation of a company's ESG performance. In addition to ESG ratings services, NSE Sustainability will be actively involved in a range of associated ESG-related activities including but not limited to scoring products, and research activities incidental to ESG ratings. For more information, please visit: <https://www.nse-esgrating.com>

About NSE Indices Limited.

NSE Indices Limited, a subsidiary of NSE, provides a variety of indices and index related services for the capital markets. The company focuses on the index as a core product. The company owns and manages a portfolio of indices under the Nifty brand of NSE, including the flagship index, the Nifty 50. Nifty equity indices comprise broad-based benchmark indices, sectoral indices, strategy indices, thematic indices, and customised indices. NSE Indices Limited also maintains fixed income indices based on Government of India securities, corporate bonds, money market instruments and hybrid indices. Many investment products based on Nifty indices have been developed within India and abroad. These include index-based derivatives traded on NSE and NSE International Exchange IFSC Limited (NSE IX) and a number of index funds and exchange traded funds. The flagship 'Nifty 50' index is widely tracked and traded as the benchmark for Indian Capital Markets. For more information, please visit: www.niftyindices.com

NSE Sustainability Ratings & Analytics

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