



OIL AND NATURAL GAS CORPORATION LIMITED

COMPANY SECRETARIAT

ONGC/CS/SE/2025-26

07.08.2025

National Stock Exchange of India Ltd.

Listing Department
Exchange Plaza
Bandra-Kurla Complex, Bandra (E)
Mumbai – 400 051

BSE Limited

Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai – 400 001

Symbol-**ONGC**; Series – **EQ**

BSE Security Code No.
Equity: **500312**
NCD: **959881**

Subject: Business Responsibility and Sustainability Report for FY'25
Ref: 32nd Annual General Meeting

Madam/ Sir,

In terms of Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, Business Responsibility and Sustainability Report of the Company for the FY'25 forming part of Integrated Annual Report, is attached.

This is for your information and record, please.

Thanking You,
Yours Sincerely,
For Oil and Natural Gas Corporation Ltd.

Rajni Kant
Company Secretary & Compliance Officer

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1993G01054155
2.	Name of the Listed Entity	Oil and Natural Gas Corporation Limited.
3.	Year of Incorporation	23-06-1993
4.	Registered Office Address	Plot No. 5A-5B, Nelson Mandela Road, Deendayal Urja Bhawan,
5.	Corporate Address	Vasant Kunj, New Delhi-110070, India
6.	E-mail	secretariat@ongc.co.in
7.	Telephone	011-26754073
8.	Website	http://www.ongcindia.com/
9.	Financial Year for Reporting	FY 2024-25
10.	Name of the Stock Exchange(s)	National Stock Exchange of India Ltd. & BSE Ltd.
11.	Paid-up Capital	₹ 62,901.39 Million
12.	Contact Person for Queries	Mr. Deepak Tandon, ED-Chief CM&SG
	Contact Number	011-26752318
	E-mail Address	chief_cmsg@ongc.co.in
13.	Reporting Boundary	ONGC-Standalone
14.	Name of Assurance Provider	Bureau Veritas (U74210MH2001PTC134262)
15.	Type of Assurance Obtained	Reasonable

II. 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.	Exploration and Production	Crude Oil Production*= 18.558 MMT	45.47%
2.		Natural Gas Production= 19.654 BCM	48.16%
3.		Value added Production= 2.60 MMT	6.37%

*Considered crued oil production excluding condensate (1.04 MMT)

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Crude Oil	06101/06102	64.95%
2.	Natural Gas	06201/06202	24.53%
3.	Liquid Petroleum Gas	19201	3.76%

Note:

For S. No. 1: NIC Code 06101 is for Offshore and 06102 is for Onshore

For S. No. 2: NIC Code 06201 is for Offshore and 06202 is for Onshore

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	17	19	36
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Location	Number
National (Number of states)	12
International (Number of countries)	Nil

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

5.65%

c. A brief on types of customers

Company's significant revenues are derived from sales to Oil Marketing Companies (OMCs). ONGC is a producer of Crude oil and Natural Gas and supplies crude oil to Refineries engaged in refining of Crude Oil and marketing of Petroleum products in India. A list of major customers/refiners are IOCL, BPCL, HPCL, MRPL, GAIL etc.

IV. 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. (A)	No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	14,623	13,214	90.36%	1,409	9.64%
2	Other than Permanent (E)	308	262	85.06%	46	14.94%
3	Total employees (D + E)	14,931	13,476	90.26%	1,455	9.74%
WORKERS						
4	Permanent (F)	9745	9206	94.47%	539	5.53%
5	Other than Permanent (G)	643	584	90.82%	59	9.18%
6	Total employees (F + G)	10,388	9,790	94.24%	598	5.76%

Note: Permanent Employees refers to Executive employees of ONGC, Permanent workers refers to Non-Executive employees of ONGC, Other than Permanent Employees refers to Field Executives and Other than Permanent workers refers to field operators.

In FY 25, the Company's permanent workforce comprises of 24,368 individuals including Officers (Permanent Employees) and Staff (Permanent Workers).

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
		No. (A)	No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	310	270	87.10%	40	12.90%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	310	270	87.10%	40	12.90%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	213	185	86.85%	28	13.15%
5	Other than Permanent (G)	0	0	0	0	0
6	Permanent (F)	213	185	86.85%	28	13.15%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	11	2	18.18
Key Management Personnel*	8	1	12.50

* Key Management Person includes whole time director and Company Secretary

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.6%	0.9%	0.6%	0.6%	1.2%	0.6%	0.4%	0.8%	0.5%
Permanent Workers	0.1%	0.4%	0.1%	0.3%	0.4%	0.3%	0.1%	0.5%	0.1%

V. 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	ONGC Videsh Limited	Subsidiary	100%	No
2	Hindustan Petroleum Corporation Limited (HPCL)	Subsidiary	54.90%	No
3	Mangalore Refinery and Petrochemicals Limited (MRPL)	Subsidiary	71.63%	No
4	Petronet MHB Ltd (PMHBL)	Subsidiary	50%	No
5	ONGC Green Limited (OGL)	Subsidiary	100%	No
6	ONGC Petro additions Limited (OPaL)	Subsidiary	95.69%	No
7	ONGC Startup Trust	Subsidiary	99.01%	No
8	ONGC Tripura Power Company Limited (OTPC)	Joint Venture	50%	No
9	ONGC TERI Biotech Limited (OTBL)	Joint Venture	49.98%	No
10	Dahej SEZ Limited (DSL)	Joint Venture	50%	No
11	Mangalore SEZ Limited (MSEZL)	Joint Venture	26%	No
12	Pawan Hans Limited (PHL)	Associate	49%	No
13	Petronet LNG Limited (PLL)	Associate	12.50%	No
14	Indra Dhanush Gas Grid Limited (IGGL)	Joint Venture	20%	No
15	Rohini Heliport Limited (RHL)	Associate	49%	No

*Petronet LNG Limited (PLL) has been classified as an associate since the company has significant influence on PLL

*In the above companies direct equity holding of ONGC is given

VI. CSR Details
24. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
Turnover (in ₹)	1,378,462,904,864.34
Net worth (in ₹)	3,162,835,769,932.20

VII. 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 2024-25			FY 2023-24		
		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
Communities	Yes https://grievance.ongc.co.in	Public Opening: 53 Received: 153	Closed: 159 Pending: 47		Public Opening: 31 Received: 230	Closed: 208 Pending: 53	
Investors (Other than shareholders)							
Shareholder	Yes https://ongcindia.com/ca/web/eng/investors/investor-contact	Public Opening: 1 Received: 36	Closed: 36 Pending: 1		Public Opening: 0 Received: 14	Closed: 13 Pending: 1	
Employees and Workers	Yes https://grievance.ongc.co.in	Employees Opening: 11 Received: 41	Closed: 43 Pending: 9		Employees Opening: 8 Received: 24	Closed: 21 Pending: 11	
Customers	Yes https://grievance.ongc.co.in	Customers Opening: 3 Received: 24	Closed: 21 Pending: 6		Customers Opening: 4* Received: 23*	Closed: 24* Pending: 3*	
Value Chain Partners	Yes https://grievance.ongc.co.in	Vendor Opening: 64 Received: 49	Closed: 66 Pending: 47		Vendor Opening: 5 Received: 65	Closed: 6 Pending: 64	
Other (ex-employees)	Yes https://grievance.ongc.co.in	Ex-employees Opening: 22 Received: 31	Closed: 33 Pending: 20		Ex-employees Opening: 14 Received: 47	Closed: 39 Pending: 22	

*Restatement from previous year



Man. Machine. ONGC. One Energy Mission

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

S. No.	Material issue identified	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 (Indicate positive or negative implications)
1	Occupational Health and Safety	Risk	ONGC’s operations across offshore platforms, drilling rigs, and refineries, expose the organizational workforce to safety hazards, such as hazardous chemicals, equipment failure, fire incidents, and explosions. Such conditions can lead to serious injuries, loss of life and operational disruptions.	<p>Approach for risk mitigation</p> <ul style="list-style-type: none"> • ONGC ensures compliance with national regulations (e.g., PNGRB, OISD) and aligns its practices with international safety standards. • A multi-pronged approach is adopted to manage Occupational Health and Safety (OHS) risks including: <ul style="list-style-type: none"> ✓ All units are ISO 45001 certified ✓ Implementation of Project Parivartan ✓ Conducting regular internal and external audits to assess the effectiveness of HSE systems ✓ Providing mandatory HSE training for employees and contractors. ✓ Administering Periodic Medical Examination (PME) for all employees. • Deployment of advanced safety technologies such as gas leak detectors, flame arrestors, and noise dampeners. 	Negative
2	Energy Management	Risk	<p>Energy management is a key area of focus for ONGC, owing to shifts in National climate targets, and market expectations around cleaner and more efficient energy use. As a company operating in the Exploration & Production (E&P) segment of the oil and gas sector, we are acutely aware of the high energy demands across our operations – from drilling and production to processing and transportation.</p> <p>These vulnerabilities manifest in both physical risks- such as infrastructure and supply chain disruptions caused by changing weather patterns- and transition risks arising from evolving climate regulations, shifting market preferences, and other systemic changes.</p>	<p>Approach for risk mitigation</p> <ul style="list-style-type: none"> • Transitioning to renewable energy sources. • Implementing energy-efficient technologies such as LED lighting and high-efficiency motors. • Installing gas compressors to curb flaring and reduce energy waste, supported by advanced systems for real-time energy and emission monitoring. • Upgrading infrastructure and conducting routine maintenance to sustain operational performance. • Exploring cleaner fuels, including natural gas, to reduce the carbon footprint without compromising energy reliability. 	Negative

S. No.	Material issue identified	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 (Indicate positive or negative implications)
3	Human Capital Management	Opportunity	ONGC's Human Capital Management strategy reflects its ability to drive innovation, resilience, and long-term value creation. In a highly technical and competitive sector, attracting, developing, and retaining skilled professionals is essential to maintaining operational excellence. With the rise of automation, digitalization, and evolving skill demands, ONGC makes proactive investments in workforce development to enhance organizational performance and employee satisfaction.	<p>Approach for leveraging opportunity</p> <p>Recognizing its people as its greatest asset, ONGC is transforming the workplace through targeted investments in learning, well-being, and engagement. Key focus areas include:</p> <ul style="list-style-type: none"> • Implementing structured development programs across all levels to prepare employees for evolving industry demands. • Establishing transparent evaluation systems and continuous feedback mechanisms to support career growth and talent retention. • Enforcing robust policies, compliance frameworks, and grievance redressal mechanisms to ensure a fair and inclusive work environment. 	Positive
4	GHG and Air Emissions Management	Opportunity	Recognizing the growing urgency of climate action and the evolving regulatory landscape, ONGC views greenhouse gas (GHG) and air emissions management as a key area for operational advancement. As part of an industry closely monitored for its environmental impact—particularly emissions of CO ₂ , CH ₄ , and N ₂ O—ONGC is committed to aligning its operations with India's net-zero target by 2070 and global climate expectations.	<p>Approach for leveraging opportunity</p> <p>ONGC is advancing its emissions management strategy through the following measures:</p> <ul style="list-style-type: none"> • Deploying advanced technologies such as satellite-based methane detection, real-time monitoring, and predictive analytics to reduce flaring, venting, and leaks. • Based on the hotspots detected from satellite leak detection and repair program is undertaken using Optical Gas Imaging (OGI) cameras to detect and repair the source of fugitive methane emission. • Installing gas compressors, flare recovery systems, and sensor-based VOC and methane controls, supported by regular audits. • Expanding the use of cleaner fuel, integrating carbon management into operational decision-making, and adopting energy-efficient technologies in alignment with its 2038 net-zero target for Scope 1 and 2 emissions. 	Positive

S. No.	Material issue identified	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 (Indicate positive or negative implications)
5	Climate Adaptation, Resilience and Mitigation	Opportunity	<p>As climate-related risks such as extreme weather events, regulatory shifts, and changing energy demand become more pronounced, building resilience is paramount for business continuity.</p> <p>ONGC is contributing meaningfully to global climate goals by aligning with India's climate commitments under the Paris Agreement. This includes investing in adaptive infrastructure, low-emission technologies, and climate-smart planning that reduce operational vulnerabilities while improving efficiency and asset performance.</p>	<p>Approach for leveraging opportunity</p> <p>ONGC has adopted a forward-looking approach to climate adaptation, resilience, and mitigation. Key initiatives include:</p> <ul style="list-style-type: none"> Strengthening infrastructure to withstand extreme weather events, particularly at offshore and coastal assets vulnerable to sea-level rise, flooding, and cyclones. Investing in research and development focused on low-carbon technologies, carbon capture and storage (CCS), and climate-resilient systems. Engaging collaboratively with global experts, research institutions, and industry coalitions to enhance our adaptive capacity. Supporting community and ecosystem adaptation through initiatives such as disaster preparedness, local resilience planning, and restoration of natural habitats in and around operational sites. 	Positive
6	Business Ethics	Risk	<p>ONGC places ethics, integrity, and transparency at the core of its operations. However, navigating an increasingly complex regulatory landscape (both domestic and global) poses ongoing challenges in meeting legal, licensing, and governance requirements.</p> <p>In today's accountability-driven environment, adherence to frameworks like the Organisation for Economic Co-operation and Development (OECD) Guidelines, UN Global Compact, the Prevention of Corruption Act, and the Companies Act is essential. Any lapse, such as corruption, fraud, or cartel behavior, can impact market trust, trigger litigation, and damage brand value, especially given ONGC's scale and visibility.</p>	<p>Approach for risk mitigation</p> <p>ONGC ensures that all its business activities consider societal and environmental impacts while fully complying with legal and ethical standards through a comprehensive governance framework.</p> <p>A robust compliance management system supported by detailed policies, procedures, and guidelines, has been implemented with specific provisions on anti-corruption and anti-bribery, as well as adherence to all applicable laws and policies.</p> <p>Key mechanisms integrated into the governance framework include:</p> <ul style="list-style-type: none"> A Whistle-blower Policy and Vigil Mechanism for ethical reporting and protection against retaliation. An Online Grievance Management System for timely resolution of stakeholder concerns. Regular third-party audits to assess compliance. Ongoing training and awareness programs to embed a culture of ethics and accountability. 	Negative

S. No.	Material issue identified	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 (Indicate positive or negative implications)
7	Human Rights	Opportunity	<p>Operating in regions where human rights risks can be material, ONGC aligns its practices with international best practices emphasizing fair wages, safe working conditions, non-discrimination, the right to collective bargaining and prevention of forced and child labor, and equal opportunity in the workplace across our value chain.</p> <p>Proactively managing human rights concerns reduces the risk of social conflict.</p>	<p>Approach for leveraging opportunity</p> <ul style="list-style-type: none"> A formal Human Rights Policy maintains zero-tolerance towards forced labor, child labor, and modern slavery. Implementation of grievance mechanisms, contractual agreements with suppliers, and continuous engagement with stakeholders to ensure accountability and access to remedy. We ensure fair wages, safe working conditions, non-discrimination, and the right to collective bargaining in compliance with Indian labor laws and international standards. <p>Our proactive engagement with worker unions, led by elected representatives, ensures that employee welfare remains a priority.</p>	Positive
8	Information Security	Risk	<p>Innovation and technological advancement are drivers of growth and competitiveness in the oil and gas sector, directly influencing ONGC's financial performance and its contribution to the national economy. As ONGC integrates advanced digital technologies into its operations, the risk of cyberattacks, data breaches, and insider threats increase significantly. Identifying these risks is necessary to implement effective safeguards that protect sensitive information and ensure business continuity.</p>	<p>Approach for risk mitigation</p> <p>ONGC has established comprehensive and effective policies to proactively safeguard sensitive data and ensure the confidentiality, and availability of information across operations. While exploring new digital technologies for strengthening its digital roadmap, the company proactively manages cybersecurity risks by ensuring compliance with India's Information Technology Rules, 2011 and aligning our practices with globally recognized standards such as ISO/IEC 27001.</p> <p>Through ONGC Energy Centre (OEC), the company collaborates with universities and research institutes to develop cost-effective, regulation-compliant technologies.</p>	Negative

S. No.	Material issue identified	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 (Indicate positive or negative implications)
9	Community Development	Opportunity	<p>ONGC's presence across diverse operational areas presents a unique opportunity to foster socio-economic development in local communities.</p> <p>Through structured public consultations, grievance redressal mechanisms such as RTI, and transparent consent processes, ONGC ensures that community voices are heard and respected. These interactions help identify local needs and aspirations, enabling targeted interventions that improve quality of life.</p> <p>By aligning its efforts with national development priorities like the National Rural Development Mission and the Skill India Mission, ONGC strengthens its efforts address the needs of community, enhance social cohesion, and drive inclusive economic growth. Furthermore, a defined share of profits is dedicated to CSR, supporting infrastructure, welfare schemes, and capacity-building in compliance with the Companies Act, 2013.</p>	<p>Approach for leveraging opportunity</p> <p>ONGC promotes socio-economic development of indigenous and local communities through a structured, inclusive CSR framework. Key initiatives focus on skill development, entrepreneurship, and employment generation, alongside improved access to education, healthcare, and hygiene in partnership with NGOs.</p> <p>ONGC prioritizes inclusive growth and long-term economic value by promoting job creation. Additionally, we have implemented Information, Education, and Communication (IEC) strategies that keep communities informed, involved, and empowered throughout the development process.</p>	Positive

S. No.	Material issue identified	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 (Indicate positive or negative implications)
10	Land Acquisition, Rehabilitation and Land Degradation	Risk	<p>Land acquisition and rehabilitation are critical to ONGC's infrastructure and exploration activities. However, these processes are governed by complex and evolving regulatory requirements. Non-compliance can lead to legal disputes, project delays, and reputational risks. In several instances, prolonged temporary land acquisitions have escalated into legal challenges, highlighting the importance of adhering to legal timelines for acquisition and ensuring fair compensation and rehabilitation for affected communities.</p> <p>Moreover, inconsistent land policies across different states further complicate ONGC's operational landscape. These variations can result in procedural delays and dissatisfaction among stakeholders, particularly when expectations around consent, compensation, and rehabilitation are not adequately addressed.</p>	<p>Approach for risk mitigation</p> <p>ONGC is committed to providing fair compensation, proper rehabilitation, and resettlement, that minimize disputes and operational disruptions. This legal adherence is complemented by proactive stakeholder engagement, where ONGC consults with local communities, landowners, and government authorities to facilitate transparent communication, promptly addresses concerns of all parties involved.</p> <p>We enable periodic monitoring and evaluation mechanisms to continuously assess compliance with regulatory standards and identify areas for improvement.</p>	Negative
11	Biodiversity	Risk	<p>ONGC's activities, ranging from land acquisition and site development to onshore/ offshore drilling, can significantly impact biodiversity and ecosystems, potentially causing habitat fragmentation, deforestation, and disturbances to terrestrial and marine life. Moreover, excessive noise from exploration and drilling operations may harm wildlife by causing disorientation, communication breakdowns, and long-term ecological imbalances. Species that rely on sound for communication and navigation may struggle to adapt, affecting their ability to find food, avoid predators, and reproduce. As a result, the overall health and stability of local ecosystems could be threatened by these industrial activities.</p>	<p>Approach for risk mitigation</p> <p>ONGC adopts a science-based approach to environmental conservation and reclamation. Comprehensive Environmental Impact Assessments (EIAs) are conducted before project initiation to identify and mitigate ecological impacts. As part of our Environment Management Plan, we allocate funds for biodiversity conservation and implement targeted mitigation measures. These conservation plans are submitted to the State Wildlife Division and approved by the MoEF&CC prior to operations. Key initiatives include restoring habitats, reclaiming land, and rehabilitating degraded ecosystems throughout all stages of the project lifecycle.</p>	Negative

S. No.	Material issue identified	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 (Indicate positive or negative implications)
12	Supply Chain Management	Risk	<p>Our supply chain encompassing stages from procurement to distribution is exposed to disruptions caused by geopolitical tensions, natural disasters, and market fluctuations, potentially causing vendor failures and project delays.</p> <p>As global and national regulations such as SEBI's Business Responsibility and Sustainability Reporting (BRSR) Core evolve, there is growing emphasis on need to integrate Environmental, Social, and Governance (ESG) into our processes for selecting suppliers and engaging with them to build their capacity for sustainable sourcing.</p>	<p>Approach for risk mitigation</p> <p>ONGC is committed to building a sustainable and inclusive supply chain by adopting ethical practices and environmentally friendly processes, thus, optimizing and greening the supply chain.</p> <p>We collaborate with suppliers on joint sustainability initiatives, capacity-building programs, and conducting ESG assessments.</p> <p>Our focus is on enhancing supplier diversity by increasing engagement with micro, small, and medium enterprises (MSMEs) and prioritizing local sourcing to support regional economies. Additionally, we ensure efficient planning, sourcing, producing, delivering, and management of goods and services to effectively meet customer demands.</p>	Negative
13	Asset Integrity and Critical Incident Management	Risk	<p>We operate in a sector where threats can arise from diverse sources, including financial volatility, geopolitical tensions, legal liabilities, technological failures, and environmental incidents.</p> <p>Asset integrity is a key component of this risk landscape and is essential to enhance ONGC's ability to managing the degradation of physical assets throughout their life cycle, from design to decommissioning and handling threats to safeguard capital and earnings.</p>	<p>Approach for risk mitigation</p> <p>ONGC has established an integrated risk management framework, which includes:</p> <ul style="list-style-type: none"> A robust asset integrity management system that ensures all physical assets are regularly inspected, tested, and maintained to perform their intended functions safely and reliably. Adherence to international and national safety standards, including ISO 55000 and OISD guidelines. Comprehensive emergency response and crisis management plans to respond to incidents such as oil spills, gas leaks, and fires. These plans are regularly reviewed and updated to reflect evolving risks and changes in our operational landscape. Regular training and capacity-building programs to enhance the readiness of our workforce in managing critical incidents and maintaining asset integrity across operations. 	Negative

S. No.	Material issue identified	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 (Indicate positive or negative implications)
14	Water and Effluents Management	Opportunity	<p>ONGC monitors and controls its water usage across its operations, especially in regions susceptible to water stress.</p> <p>We have aligned our water management practices pertaining to water withdrawal, treatment, and discharge with national initiatives, such as India's Jal Shakti Mission. It involves managing water resources responsibly, conserving water, protecting water quality, promoting equitable access for sustainable use, and reducing the discharge of effluents.</p>	<p>Approach for leveraging opportunity</p> <p>ONGC places a strong emphasis on implementing advanced and efficient water management technologies, ensuring sustainable and responsible use of water resources in its operations.</p> <p>We have also invested in state-of-the-art water and wastewater treatment facilities to ensure that wastewater is properly managed and treated before being released into the environment. These efforts enable us to treat and recycle produced water, reducing freshwater consumption and minimizing wastewater discharge.</p>	Positive
15	Economic Performance	Risk	<p>With operations spanning joint ventures, subsidiaries, and associate companies, ONGC is exposed to a spectrum of financial and operational risks. These risks include potential project delays and cost overruns, which can adversely impact key financial metrics such as Internal Rate of Return (IRR) and Net Present Value (NPV).</p> <p>The inherent volatility of global energy markets presents a significant challenge, as fluctuating oil and gas prices can lead to unpredictable revenue streams, thereby, affecting ONGC's profitability and financial planning.</p>	<p>Approach for risk mitigation</p> <p>ONGC strives to ensure financial resilience and operational efficiency, by implementing following measures:</p> <ul style="list-style-type: none"> • Strengthened monitoring systems to ensure timely project delivery and cost control. • Diversified operations and investments in renewables to reduce reliance on upstream revenue. • Ensuring compliance with legal and regulatory standards to safeguard financial integrity. • Adopting prudent financial planning, including adoption of green financing, to support sustainable growth. 	Negative

S. No.	Material issue identified	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 (Indicate positive or negative implications)
16	Waste Management	Risk	<p>Waste management is crucial for ONGC due to large volumes of hazardous and non-hazardous waste from exploration, drilling, and production, including drilling muds, sludges, and chemical residues. Improper handling or disposal waste can lead to significant environmental degradation and legal penalties.</p> <p>Further, compliance with regulations, such as India's Hazardous and Other Wastes (Management and Transboundary Movement) Rules, is essential to avoid operational disruptions.</p>	<p>Approach for risk mitigation</p> <p>ONGC is actively transitioning towards a circular economy model. This approach focuses on:</p> <ul style="list-style-type: none"> • Maximizing resource efficiency by reusing and recycling materials • Structured waste management systems for meticulous segregation based on waste characteristics and responsible disposal methods. • Investing in waste-to-energy and resource recovery projects, transforming waste into value-added products. • Collaborations with institutions like BARC Mumbai for development of advanced water recycling technologies, converting effluent treatment plant water into potable-grade water for agricultural and industrial reuse. <p>To further its commitment, ONGC is exploring the establishment of waste treatment facilities, such as the proposed plant at Sonsoddo in Goa, to address localized waste challenges.</p>	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No) b. Has the policy been approved by the Board? (Yes/No) c. Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
	A: https://ongcindia.com/documents/77751/2660534/AntiBribery301024.pdf , https://ongcindia.com/documents/77751/1767719/3695_350_fraud211201.pdf , https://ongcindia.com/documents/77751/1767719/4994_248_Amcobm.pdf , https://ongcindia.com/documents/77751/2660534/EnvironmentPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/HealthSafetyPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/policy310723.pdf , https://ongcindia.com/documents/77751/2660534/HealthSafetyPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/HumanRightsPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/HumanRightsPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/EnvironmentPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/BiodiversityPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/WaterManagementPolicy301024.pdf , https://ongcindia.com/documents/77751/2660534/PublicAdvocacyPolicy301024.pdf , https://ongcindia.com/fi/web/eng/privacy-policy/privacy-policy#:~:text=Except%20as%20set%20out%20in,if%20we%20believe%20that%20such	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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	UN Global Compact (UNGC) Principles, ISO 37001, Companies Act, 2013	ISO 9001, Bureau of Indian Standards (BIS)	ISO 45001, POSH (Prevention of Sexual Harassment) compliance	Double Materiality Assessment	UN Global Compact (UNGC) Principles	ISO 14001, ISO 50001, UNGC Principles, CDP	Membership in industry associations (e.g., CII, FICCI)	Companies' Act, 2013 (Section 135)	ISO 27001

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	ONGC commits to comply with the provision in Companies Act, 2013 (or SEBI (LODR) regulations in case of listed entities) and Transparency	ONGC aims to embed resource efficient solutions across its activities	ONGC aims to provide training to employees on NGRBC principles	Procurement and timely payment to Micro Small and Medium Enterprises (25% of Procurement of goods and services through MSEs (including 4% from SC/ST MSEs and 3% from Women MSEs)	ONGC is a public sector enterprise and has targets of zero non-compliance	ONGC is focused to meet Net Zero Target by 2038 and Zero Routine Flaring (non-technical) by 2030 and Near Zero Upstream Methane Emission by 2030	ONGC aims to engage in supporting public policies that promote sustainable and ethical business conduct	ONGC commits to comply with the Companies' Act, 2013 (Section 135).	ONGC aims to ensure uninterrupted services to downstream partners
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>ONGC has set multiple objectives that align with the NGRBC principles, the Government of India's national targets, and the UN Sustainable Development Goals (UNSDGs). The company's initiatives span key areas such as energy, environmental sustainability, and community development. ONGC is firmly committed to supporting global and national climate goals, including Net Zero commitments (Scope 1 and Scope 2) and the UN Global Compact (UNGC). It is a signatory to the World Bank's Zero Routine Flaring (non-technical) Initiative and the Oil and Gas Decarbonization Charter (OGDC) signed at COP28. Through the OGDC, ONGC has pledged to achieve Net Zero operations by 2038, eliminate routine flaring (non-technical) by 2030, and near-zero upstream methane emissions by 2030.</p> <p>To reinforce its commitment to transparency and global best practices, ONGC participates in international sustainability disclosures such as the Carbon Disclosure Project (CDP), where it currently holds a Climate Change score of B-, reflecting moderate environmental performance and active management of climate risks and opportunities. These disclosures, along with details of the company's decarbonization roadmap and ESG performance, are comprehensively presented in Section C of the BRSR and the Integrated Annual Report, underscoring ONGC's dedication to accountable and sustainable growth.</p>								
Governance, leadership, and oversight										
7	Statement by director responsible for the business highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Director Exploration's statement</p> <p>At ONGC, we recognize that energy leadership today must be grounded in climate responsibility and long-term sustainability. As India's premier energy company, ONGC continues to uphold the highest standards of transparency, ethics, and governance across its operations. The company's Board-level Management Committee ensures strategic oversight of our ESG roadmap and alignment with stakeholder expectations.</p> <p>In FY 2024-25, ONGC expanded third-party assurance over environmental indicators including GHG emissions, water and waste management, and social performance. These assessments, benchmarked to GRI, CDP, and SEBI's BRSR framework, helped identify data quality gaps and strengthen disclosure accuracy and internal governance.</p> <p>To strengthen our governance, we have set targets at the asset level to improve energy efficiency, ensuring that decarbonization efforts are deeply integrated into operational performance. We aim to achieve Net Zero Scope 1 and 2 emissions by 2038, benchmarked against our 2021 emissions footprint. In FY 2021-22, ONGC reported operational GHG emissions of 9 MMTCO₂e, comprising 8.81 MMTCO₂e (Scope 1) and 0.19 MMTCO₂e (Scope 2), primarily from flaring, captive power, and diesel combustion. Additionally, Scope 3 emissions were reported at 24.3 MMTCO₂e, mainly due to processing of sold products.</p> <p>To meet our decarbonization goals, ONGC has outlined a science-based transition plan supported by robust capital deployment. A key focus is the development of 10 GW of renewable energy capacity—solar, wind, and small hydro (including RTC battery storage)—by 2030, with planned implementation in Gujarat, Maharashtra, Tamil Nadu, Andhra Pradesh, and Assam. An investment of ₹ 48808.70 crore has been earmarked for this transition by 2038. Our collaboration with Ayana Renewable Power targets development of up to 4.1 GW renewable capacity, reinforcing our green energy thrust.</p>								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>To reduce operational emissions, ONGC is actively working towards eliminating routine flaring through improved operational practices and process optimization. Simultaneously, efforts are underway to minimize methane emissions by implementing robust leak detection and repair mechanisms, thereby enhancing environmental performance and contributing to climate goals.</p> <p>We are also advancing the deployment of Battery Energy Storage Systems (BESS) to support grid stability and renewable energy integration. ONGC's green hydrogen roadmap envisions achieving significant capacity as part of its broader transition to low-carbon energy. In addition, Carbon Capture & Utilization (CCU) initiatives are underway, with efforts focused on scaling technologies that enable long-term emission reductions. These actions are aligned with the Oil and Gas Decarbonization Charter (OGDC), reaffirming ONGC's commitment to collective industry efforts toward reducing greenhouse gas emissions and promoting sustainable energy practices.</p> <p>Looking ahead, ONGC remains focused on embedding decarbonization across its operations through continuous innovation, strategic partnerships, and robust governance. By aligning with global frameworks and industry charters like the Oil and Gas Decarbonization Charter (OGDC), we are strengthening our leadership in climate resilience and accelerating the transition to sustainable energy, while setting a benchmark for achieving net-zero ambitions across the sector. As we advance, our efforts will prioritize transparency, accountability, and long-term value creation for all stakeholders.</p>									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Arun Kumar Singh - Chairman & Chief Executive Officer (CEO)								
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.	ONGC has a dedicated Carbon Management & Sustainability Group (CM&SG) responsible for decision making on sustainability related issues, which is headed by Director (Exploration).								

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	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director	Y, Director
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y, Committee of the Board	Y	Y	Y	Y	Y	Y	Y, Committee of the Board	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, policies have been evaluated by third party i.e. M/s KPMG India LLP								

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

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

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

Segment	Total number of trainings and awareness programmes held	Topic/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	All Technical and Managerial	72.72%
Key Managerial Personnel	2	All Technical and Managerial	100%
Employees other than BoD and KMPs	823	Functional as well as Managerial	90.38%
Workers	750	Technical	43.57%

Trainings and awareness sessions conducted are on health and safety, Code of Conduct & Ethics, ICSI National Convention Expanding Horizons for Professionals, Corporate governance, cross-functional trainings, whistleblower policy awareness, regulatory compliance, etc.

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	-
Compounding fee	Nil	Nil	Nil	Nil	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	-
Punishment	Nil	Nil	Nil	Nil	-

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, ONGC has a detailed Anti-Bribery and Anti-Corruption (ABAC) Policy that affirms its zero-tolerance stance towards bribery and corruption. The policy is aligned with the Prevention of Corruption Act, Central Vigilance Commission guidelines, and other applicable laws, and applies to all employees, directors, contractual workers, vendors, and representatives acting on behalf of the company.

The policy outlines ONGC's commitment to ethical business practices by prohibiting any form of bribery, including facilitation payments, illegal gratification, and lavish hospitality intended to secure undue advantage. It mandates strict compliance with anti-corruption laws and discourages political contributions in cash or kind. The ABAC framework includes measures for identifying and managing bribery-related risks, continuous improvement through objective setting, and regular training for all designated persons.

To support transparency, the policy establishes secure reporting mechanisms through the ONGC website and the Central Vigilance Commission's portal, with assurances of confidentiality and non-retaliation for whistleblowers. The Vigilance Department, led by the Chief Vigilance Officer, oversees all reported cases, with regular reporting to the Chairman and Central Vigilance Commission. Non-compliance with the policy can lead to disciplinary and legal consequences.

Further details of the policy can be found at <https://ongcindia.com/fi/web/eng/investors/policies>.

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	1	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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.

Not Applicable

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	16	17

Note: Calculation methodology used: (Accounts payable *365) / Revenue from operations
ONGC being an exploration company associates the value of cost of goods and services sold (COGS) with revenue from operations.

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:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases**	Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of Sales#	Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	Number of dealers /distributors to whom sales are made	Not Applicable	Not Applicable
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	3.93%	7.37%
	Sales (Sales to related parties / Total Sales)	33.83%	33.42%*
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0.024%
	Investments (Investments in related parties / Total Investments made)	71.96%	62.33%

*Restatement from previous year as previous year figures have been regrouped, wherever necessary, to conform to current year grouping.

Note: (i) Calculation methodology for 'Sales (Sales to related parties / Total Sales)' has been updated to include sales of services as part of calculation.

** ONGC prefers to establish direct relationships with Original Equipment Manufacturers (OEMs) or their authorized representatives. This ensures better control over product quality, technical specifications, and after-sales service (maintenance, calibration, spare parts).

ONGC's business model primarily focuses on direct sales of crude oil and natural gas to large-scale refineries and other major players in the energy sector, rather than through dealer or distributor networks. This approach is driven by the scale and nature of their operations and the specific products they handle.

Leadership Indicators

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

Total number of 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
01	Discussions on theme: 1. Measures taken by oil and gas service providers to reduce emissions from the supply chain. 2. Strategies to reduce emissions across the supply chain 3. Measures taken by public sector companies to reduce Scope 3 emissions	75%
04	General Vendor Meet (Interaction, orientation and sensitization program for vendors)	15%#
25	MSEs Vendor Meet (including women and SC/ST MSEs)	25%#

*ONGC conducts vendor meets and awareness sessions for its value chain partner on several topics like Anti-Corruption and Anti-Bribery, Vigilance, Enhancing Transparency, Improving Ease of business, Procurement Policy Initiatives, Resolution of GeM related queries, etc.

The given numbers are approximate based on our engagements with vendors.

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 a Code of Conduct in place for the Board of Directors and Senior Management (link <https://ongcindia.com/web/eng/investors/policies>),- which also provide for conflict, which may arise during its business activities.

The Company has Related Party Policy, which provides for approval mechanism to avoid influence of conflict of interest in business dealings.

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 2024-25 (₹ in Million)	FY 2023-24 (₹ in Million)	Details of improvements in environmental and social impacts
R&D	45.93 (0.75%)	12.10* (0.20%)	In FY 2024-25, the Carbon Capture, Utilization, and Storage (CCUS) Lab and M&BER have undertaken various R&D initiatives focused on the development and exploration of CCUS technologies, including the use of CO ₂ for enhanced oil recovery and geological storage.
Capex	46,000 (16.90%)	285.3* (0.08%)	In FY 2024-25, ONGC invested ₹ 4,600 crore CAPEX in ONGC Green Ltd for acquisition of PTC Energy and Ayana Renewables.

*Restatement of the percentage of R&D and CAPEX expenditure disclosed in the previous BRSR report. This restatement is primarily due to improved data availability regarding R&D and CAPEX investments in specific technologies aimed at enhancing the environmental and social impacts of products and processes for FY 2023-24.

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

ONGC's Policy on Climate Change and Sustainability clauses are included in the Instructions to Bidders and General Conditions of Contract. The bidder/contractor is required to simply confirm that they have read ONGC's "Policy on Climate Change & Sustainability" and that they are working towards developing their own policy as well.

The ONGC's Supplier Code of Conduct can be accessed at: <https://ongcindia.com/fi/web/eng/investors/policies>

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

Nil, the company is in the process of implementing sustainable sourcing procedures and shall initiate reporting on percentage of inputs sourced sustainably.

- 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.**

S. No	Type of product	Applicable to you (Y/N)	Processes in place to safely reclaim your products for reusing/ recycling and disposing at end of life (please provide a brief right-up of the process in place)
A	PLASTICS (INCLUDING PACKAGING)	No	The product portfolio primarily comprises crude oil, natural gas, and value-added products such as LPG, Naphtha, C2-C3 hydrocarbons, kerosene oil, and SKO, which are not recyclable, therefore this is not applicable to ONGC.
B	E-WASTE		
C	HAZARDOUS WASTE		
D	OTHER WASTE-IF ANY		

- 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**

ONGC is registered under the Central Pollution Control Board (CPCB) as an Importer of Goods with Plastic Packaging, making it subject to Extended Producer Responsibility (EPR) obligations. In response, the organization has implemented a comprehensive internal waste management plan across its work centres to ensure compliance. This plan emphasizes reducing plastic packaging at the source by including clauses in procurement contracts that encourage the use of compostable or minimal plastic packaging.

Further, to address waste collection ONGC's internal waste collection management plan ensures segregated storage of plastic packaging waste from any imports, maintains detailed category-wise records, and disposes of the waste only through

CPCB-registered Plastic Waste Processors (PWP). List of registered PWPs available on CPCB website on following link https://eprplastic.cpcb.gov.in/#/plastic/home/main_dashboard. To meet EPR targets, ONGC either obtains certificates from these processors for the waste handed over or purchases EPR credit certificates. All necessary documentation is retained for submission with annual EPR returns, ensuring transparency and regulatory alignment.

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?**

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
06101/ 06102	Crude oil	66.38	Cradle to Gate	Yes	No
06201/06102	Natural Gas	24.15	Cradle to Gate	Yes	No
19201	LPG	3.59	Cradle to Gate	Yes	No
19209	Naphtha	3.32	Cradle to Gate	Yes	No
19209	C2-C3	1.36	Cradle to Gate	Yes	No

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.**

Name of Product / Service	Description of the risk / concern	Action Taken
Crude oil	ONGC conducted a comprehensive environmental review of six of its key products, examining their impact across critical areas such as greenhouse gas emissions, acid rain potential, and nutrient pollution in both freshwater and marine ecosystems. The assessment focused on understanding how these products contribute to climate change, acidification, and eutrophication processes that affect aquatic life.	Findings indicated that the environmental impacts of these products are well-managed and remain within established industry standards
Natural Gas		
LPG		
Naphtha		
C2-C3		

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).**

The product portfolio primarily comprises crude oil, natural gas, and value-added products such as LPG, Naphtha, C2-C3 hydrocarbons, kerosene oil, and SKO, which are not recyclable, therefore this is not applicable to ONGC.

Indicate input material	Recycled or re-used input material to total material	
	FY 24-25	FY 23-24
Crude oil	-	-
Natural Gas	-	-
LPG	-	-
Naphtha	-	-
C2-C3	-	-

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:**

The product portfolio primarily comprises crude oil, natural gas, and value-added products such as LPG, Naphtha, C2-C3 hydrocarbons, kerosene oil, and SKO, which are not recyclable, therefore this is not applicable to ONGC.

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable					
E-waste						
Hazardous waste						
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
Crude oil	The product portfolio primarily comprises crude oil, natural gas, and value-added products such as LPG, Naphtha, C2-C3 hydrocarbons, kerosene oil, and SKO, which are not recyclable, therefore this is not applicable to ONGC.
Natural Gas	
LPG	
Naphtha	
C2-C3	

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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	13,214	13,214	100%*	13,214	100%	NA	NA	13,214	100%	13,214	100%
Female	1,409	1,409	100%*	1,409	100%	1,409	100%	NA	NA	1,409	100%
Total	14,623	14,623	100%*	14,623	100%	1,409	100%	13,214	100%	14,623	100%
Other than Permanent employees											
Male	262	262	100%	262	100%	NA	NA	-	-	262	100%
Female	46	46	100%	46	100%	46	100%	NA	NA	46	100%
Total	308	308	100%	308	100%	46	100%	-	-	308	100%

*There is no separate health insurance policy in ONGC for permanent employees. ONGC has in-house medical facilities and empaneled hospitals for permanent employees.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	9,206	9,206	100%*	9,206	100%	NA	NA	9,206	100%	9,206	100%
Female	539	539	100%*	539	100%	539	100%	NA	NA	539	100%
Total	9,745	9,745	100%*	9,745	100%	539	100%	9,206	100%	9,745	100%
Other than Permanent workers											
Male	584	584	100%	584	100%	NA	NA	-	-	584	100%
Female	59	59	100%	59	100%	59	100%	NA	NA	59	100%
Total	643	643	100%	643	100%	59	100%	-	-	643	100%

*There is no separate health insurance policy in ONGC for permanent workers. ONGC has in-house medical facilities and empaneled hospitals for permanent workers.

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.70*	1.81#

Note: *Calculation includes spending on medical benefits of employees and accident insurance.

Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers) for FY 2023-24 covered the following aspects contribution to Provident and other funds, Provision for gratuity, Provision for Leave (Including Compensatory Absence), Post Retirement Medical & Terminal Benefits, Staff welfare expenditure

2. Details of retirement benefits

Benefits	FY 2024-25			FY 2023-24		
	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%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	NA	NA	NA	NA	NA	NA
Post Retirement Benefit Scheme (PRBS)	100%	100%	Y	100%	100%	Y
Post Retirement Medical Benefit (PRMB)	100%	100%	Y	100%	100%	Y
Composite Social Security Scheme (CSSS)	100%	100%	Y	100%	100%	Y

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.

All areas considered safe for the differently abled are accessible through appropriate infrastructure as per regulations.

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.

Oil and Natural Gas Corporation (ONGC) underscores its dedication to equality and inclusivity through its Equal Opportunity Policy (2023), guided by India’s Rights of Persons with Disabilities Act, 2016. Recognizing the immense value brought by a diverse workforce, ONGC has established comprehensive guidelines and robust measures designed to create and sustain an inclusive work environment free from discrimination. The policy explicitly addresses the needs and rights of persons with benchmark disabilities, covering all stages from recruitment to career development and ensuring that each employee can perform their roles efficiently, comfortably, and with dignity. This approach not only fulfills statutory requirements but also enhances organizational effectiveness, fosters employee well-being, and promotes a supportive workplace culture.

The following key provisions outline ONGC’s commitment to building an accessible and equitable workplace:

- 1. Commitment to Non-discrimination:** ONGC ensures equal opportunities irrespective of disability, caste, gender, religion, or region, promoting a fair and respectful workplace.
- 2. Inclusive Recruitment:** Clearly identifies posts suitable for persons with benchmark disabilities, provides necessary accommodations, and follows transparent, merit-based selection with relaxations as per government norms.
- 3. Assistive Devices & Adaptations:** Provides essential assistive technologies and modifies residential/workplace infrastructure based on individual needs.
- 4. Grievance Redressal:** A designated officer enquires discrimination complaints within two weeks, supported by regular awareness programs and strict action against policy violations.

Further information about the policy can be accessed here: [Equal Opportunity Policy](#)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	99.80%	100%	100%
Female	100%	100%	100%	100%
Total	100%	99.80%	100%	100%

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

	Yes/No
	(If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>ONGC has instituted a well-defined grievance redressal mechanism to ensure transparency, accountability, and timely resolution of concerns raised by stakeholders. The organization operates two formal platforms for grievance submission: the ONGC Grievance Management System (GMS-2012) and the Public Grievance Redressal Portal hosted on www.ongcindia.com. Additionally, grievances may be received through emails, SAP mails, physical applications, VIP references, the PMO's PG portal, and national commissions.</p> <p>The GMS-2012 is a multi-tiered grievance redressal system applicable to all regular employees. It begins with submission to the immediate supervisor, who is expected to respond within seven working days. If unresolved, the grievance escalates to the Sectional In-charge and subsequently to the Key Executive, with defined timelines at each level. If the employee is still dissatisfied, an appeal can be made to an Appeals Committee comprising senior executives and independent external professionals, which makes recommendations to the CMD. The process is generally completed within 90 days, and direct escalation is permitted for headquarters-related matters.</p> <p>The Public Grievance Redressal Portal caters to both internal and external stakeholders, with all grievances directed to the relevant Key Executives for timely draft responses. These mechanisms reinforce ONGC's commitment to fairness, employee welfare, and effective grievance management.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	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						
Male	13,214	11,370	86.05%	14,278	14,215	99.56%
Female	1,409	1,213	86.09%	1,475	1,468	99.53%
Total	14,623	12,583	86.05%	15,753	15,683	99.56%
Total Permanent Workers						
Male	9,206	9,206	100.00%	9,526	9,526	100%
Female	539	539	100.00%	568	568	100%
Total	9,745	9,745	100.00%	10,094	10,094	100%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total	On Health and Safety Measures		On Skill upgradation		Total	On Health and Safety Measures		On Skill upgradation	
		(A)	No. (B)	% (B/A)	No. (C)		% (C/A)	(D)	No. (E)	% (E/D)
Employees										
Male	13,214	8295	62.77%	8,054	60.95%	14,278	3,083	21.59%	8,302	58.15%
Female	1,409	228	16.18%	1,171	83.11%	1,475	284	19.25%	960	65.08%
Total	14,623	8523	58.28%	9,225	63.09%	15,753	3,367	21.37%	9,262	58.80%
Workers										
Male	9,206	547	5.94%	1,327	14.41%	9,526	3,581	37.59%	1,759	18.47%
Female	539	1	0.19%	98	18.18%	568	73	12.85%	89	15.67%
Total	9,745	548	5.62%	1,425	14.62%	10094	3,654	36.20%	1,848	18.31%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	13,214	13,214	100%	14,278	14,278	100%
Female	1,409	1,409	100%	1,475	1,475	100%
Total	14,623	14,623	100%	15,753	15,753	100%
Workers						
Male	9,206	9,206	100%	9,526	9,526	100%
Female	539	539	100%	568	568	100%
Total	9,745	9,745	100%	10094	10094	100%

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

No

Coverage: 100%



Prepared for Crisis-ONGC Safety in Action

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

ONGC follows a robust, multi-tiered system to identify and assess work-related hazards on both routine and non-routine bases across its Exploration & Production (E&P) operations. At the inception stage of all projects, formal safety studies such as Hazard Identification (HAZID), Hazard Operability (HAZOP), Quantitative Risk Assessment (QRA), and Safety Integrity Level (SIL) assessments are conducted.

The following processes are used to identify work-related hazards and assess risks:

- Job Safety Analysis (JSA) and Toolbox Talks (TBTs) are carried out prior to commencement of job. JSA deals with the analysis of the risk aspects pertaining to the operations and the mitigation measures thereof.
- Safety management trainings are organized at the Advanced Training Institute (ATI). Training programs are conducted by agencies authorized by National Examination Board in Occupational Safety and Health (NEBOSH) and Institution of Occupational Safety and Health (IOSH).
- In addition, senior management undertakes Loss Control Tasks at predefined frequencies to monitor and guide safety implementation on the ground.
- Detailed records of accidents, incidents, near misses, and unsafe conditions are maintained, enabling trend analysis and targeted interventions.

Internal Safety Audits (ISAs) are periodically conducted to assess the effectiveness of safety systems. Further oversight is ensured through regular audits and inspections by external regulatory bodies such as the Oil Industry Safety Directorate (OISD), Directorate General of Mines Safety (DGMS), etc.

Hazards associated with each operational activity are documented in installation-specific risk registers developed in line with ISO 17776:2000 guidelines. Based on these risk assessments, site-specific safe working practices and control measures are established, ensuring a proactive and preventive safety culture across all levels of the organization.

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

Yes
 No

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

Yes
 No

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees^	0.29	0.34
	Workers^	0.18	0.15
Total recordable work-related injuries	Employees	23	27*
	Workers	16	20
No. of fatalities	Employees	1	0
	Workers	2	0
Near Misses	Employees	13,275	12,593
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0*
	Workers	0	0

Note:

^Employees refers to executive employees and non-executive employees of ONGC, whereas workers refer to contractual labour.

*Restatement of information due to change in methodology

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

ONGC upholds high standards of workplace safety and employee well-being through a comprehensive HSE Management System aligned with ISO 9001, ISO 45001, and ISO 14001. Regular housekeeping, equipment maintenance as per OEM guidelines, and Risk-Based Inspections (RBI) at offshore sites form the core of its operational safety framework. Plant General Inspections (PGI), guided by the Corporate Inspection Plan and Offshore Installation Manager (OIM) recommendations, ensure asset integrity. Senior management actively participates through routine site inspections and Safety Committee reviews. Risk-based assessments of pipelines and equipment are conducted periodically, and employee health is monitored through age-based Periodic Medical Examinations (PMEs).

Safety awareness and preparedness are strengthened through structured training and technology integration. ONGC mandates Advanced Marine Aviation and Sea Survival Training (A-MAST) for offshore personnel, focusing on helicopter safety and emergency escape protocols. Employees are also encouraged to pursue industry-recognized certifications such as NEBOSH and disaster management courses. An established system for incident reporting and investigation ensures timely accountability. To further enhance operational safety, ONGC leverages automation, IT systems, and real-time hazard detection and response—creating a safer and more resilient work environment.

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

	FY 2024-25			FY 2023-24		
	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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Health & Safety	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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%
Working Conditions	100%

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.

ONGC has instituted a strong incident reporting and corrective action framework to address safety-related risks and incidents. All incidents, including high-potential near misses, are mandatorily reported through a centralized SAP-based system, ensuring timely escalation to senior management and regulatory bodies.

The key measures taken by ONGC include:

- **Issuance of safety alerts** across installations to communicate key learnings from past incidents and reinforce critical safety measures.
- **Weekly safety advisories** disseminated to operational teams to highlight potential hazards, compliance observations, and good practices.
- **Investigation of high-potential near misses/incidents** to identify root causes and implement site-specific and systemic corrective actions.
- **Periodic review of risk registers** maintained at vendor operated installations to ensure timely updates based on evolving operational conditions.
- **Availability of standard operating procedures (SOPs)** for all critical operations, with gap analyses conducted in line with regulatory guidance to ensure relevance and effectiveness.

Leadership Indicator

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).

Yes, under the contributory Composite Social Security Scheme, beneficiaries are eligible to receive compensation in the unfortunate event of death.

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

ONGC has drafted a 'Model Tender and Agreement' document that includes provisions for ensuring compliance with various statutory requirements under the Contract Labour (R&A) Act, 1970, as well as other relevant laws. To ensure effective implementation of these provisions, ONGC regularly conducts compliance workshops and awareness programs for contractors and service providers at both the work-center and headquarter levels. These sessions are aimed at educating partners on statutory responsibilities, including the deduction and remittance of Provident Fund (PF), any legal dues, etc.

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 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	1	0*	Nil	Nil
Workers	2	0*	Nil	Nil

*Previous year figures have been regrouped, wherever necessary, to conform to current year grouping

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. ONGC provides structured transition assistance programs to facilitate smooth career endings and post-retirement readiness for its employees. As part of its "Planning for Superannuation" initiative, employees approaching retirement are given training that covers multiple dimensions of life after service.

The program addresses psychological changes such as loss of identity and adjustment to new routines, while also advising on how to remain active and mentally engaged. Guidance is provided on maintaining health through regular check-ups and access to ONGC's post-retirement medical schemes. Employees are also briefed on financial aspects including leave encashment, gratuity, CPF, PRBS, EPS, Public NPS, and the CSSS survival benefit. Detailed procedures are shared to ensure timely and smooth disbursement of retirement benefits. Additionally, employees are informed about the formalities to be followed in the unfortunate event of demise, ensuring preparedness and support for their families.

*The above answer does not include termination of employment

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	Nil
Working Conditions	Nil

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.

ONGC conducts regular assessments and audits of contractor deployed on ONGC's operational sites and working conditions to identify and mitigate health and safety risks within its value chain. Findings from these evaluations lead to the issuance of safety alerts and weekly advisories that emphasize critical concerns and reinforce safe practices. High-potential near misses and incidents undergo thorough investigations to uncover root causes, implement corrective measures, and prevent recurrence. Risk registers are maintained and periodically reviewed at installations, while SOPs are regularly updated based on regulatory feedback and internal gap analyses, ensuring consistent safety standards across the value chain.

Furthermore, ONGC mandates its value chain partners to comply with its Health, Safety, and Environmental (HSE) standards and actively participate in structured training and awareness programs. Emergency preparedness is bolstered by implementing Site-Specific Emergency Response Plans (ERPs), Onsite/Offsite Disaster Management Plans (DMPs), and Corporate Disaster Management Plans (CDMPs), complemented by periodic mock drills to verify their effectiveness. For high-risk operations like offshore drilling, Crisis Management Teams (CMTs) at central, regional, and work-center levels are mobilized to provide prompt and effective response. These comprehensive measures underscore ONGC's commitment to protecting the health and safety of all stakeholders within its operational ecosystem.

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.

ONGC adopts a structured and strategic process for stakeholder identification which is critical to managing risks and ensuring that all relevant parties are considered in its decision-making processes. The methodology involves four key steps: listing all potential stakeholders, assessing their impact on ONGC's operations and business, evaluating their interests and relevance, and prioritizing them to identify key stakeholders. This systematic approach enables the Company to recognize a broad spectrum of stakeholders and ensures that all relevant parties are considered in decision-making processes.

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 – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Employee Web Portals Corporate emails MySpace Grievance Portal Welfare Association such as WDF, RWAs, EWCs Regular bilateral meeting with employee union and associations 	Need Basis	<ul style="list-style-type: none"> Health & Safety Human Rights Welfare measures
Customers	No	<ul style="list-style-type: none"> Engagement meets Structured engagement through Crude Oil Sales Agreement (COSA) and Gas Sale Agreement (GSA) Regular/periodic meetings with B2B partners and external stakeholder meets 	Monthly Industry Meeting- IWG and OCCM Monthly Industry Meeting- ILP, FMDP and IPR	<ul style="list-style-type: none"> Financial Performance Customer Feedback Risk Management ESG Performance Supply and distribution plans Quality and Pricing of Products
Investors & Shareholders	No	<ul style="list-style-type: none"> Filing to Stock exchange Investor and Analyst meets Annual General Meeting Investor Conferences Corporate website Press releases/ press conference Email communications 	Filings to stock exchanges are made mainly to meet compliance requirements, however, information is commonly accessible.	<ul style="list-style-type: none"> Financial performance Risk Management Corporate governance and Business Ethics ESG performance

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 – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
			<p>Annual General Meeting is held every year. Results are submitted on quarterly basis to Shareholders through e-mail.</p> <p>Investors' meet/conference calls are arranged on financial results and also on requests.</p> <p>Corporate websites are updated very frequently, and Press Releases are published.</p>	
Regulatory Bodies	No	<ul style="list-style-type: none"> • Statutory Reporting & Filings • Regulatory Inspections & Audits • Licensing and Approvals 	Continuous	<ul style="list-style-type: none"> • Statutory Reporting & Filings • Regulatory Inspections & Audits • Licensing and Approvals
Community & NGOs	Yes	<ul style="list-style-type: none"> • Participating in Collaborative activities with NGOs • Roundtable Conference with Residents • Inviting local communities to ONGC events 	Continuous	<ul style="list-style-type: none"> • Social Concern of communities in the operational areas • Expenditure on CSR for infrastructure development and community upliftment • Need assessment
Suppliers & Contractors	Yes (MSMEs)	<ul style="list-style-type: none"> • Regular meetings • E-bidding • E-mail Communications 	Continuous, as per requirement	<ul style="list-style-type: none"> • Health & Safety • Human Rights • Portfolio diversification • ESG Performance • Supply and distribution plans • Value Chain Engagement
Industrial Associations	No	<ul style="list-style-type: none"> • Corporate website • Press Releases/ Press Conference • Periodic Consultations • Membership of Association 	Periodic	<ul style="list-style-type: none"> • Regulatory Compliance • Avenues for collaboration • Net Zero Transition

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 feedback from such consultations is provided to the Board.

ONGC recognizes that proactive and meaningful stakeholder engagement is critical to driving responsible business conduct and long-term value creation. The company follows a structured and inclusive approach to identify and engage with stakeholders who may be directly or indirectly impacted by its operations across short, medium, and long-term horizons. These include internal stakeholders such as employees and management, as well as external stakeholders such as customers, investors, suppliers, local communities, and regulators.

ONGC maintains open and transparent communication with its stakeholders through engagement on economic, environmental, and social topics, facilitated through a range of platforms including grievance redressal mechanisms, satisfaction and engagement surveys, Annual General Meetings (AGMs), industry association meetings, investor and analyst interactions, vendor meets, ESG consultations, and materiality assessments. These multi-channel engagements enable two-way dialogue, allowing ONGC to understand stakeholder expectations, address concerns, and align strategic decisions with broader sustainability goals.

Insights and feedback gathered from these interactions are systematically reviewed and communicated to relevant functional directors and board at large, ensuring that stakeholder perspectives are embedded in policy formulation, risk management, and business strategy. This approach was further strengthened by ONGC's adoption of a comprehensive Double Materiality Assessment (DMA) in FY 2024-25. The DMA helped identify and prioritise a wide range of actual and potential environmental, social, and governance impacts, risks, and opportunities across its value chain. The results of the DMA, including the materiality matrix and prioritization of critical ESG issues, are formally reviewed and validated by ONGC's Management Committee of Directors.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, ONGC actively engages with internal and external stakeholders to identify, assess, and address key environmental, social, and governance (ESG) topics of concern and relevance. These consultations form a core component of ONGC's sustainability strategy and contribute

to shaping policies, programmes, and strategic responses across its value chain.

Stakeholder inputs gathered from stakeholders on these topics are incorporated into the policies and activities of the company through various mechanisms such as public consultations, stakeholder engagement forums, and collaborative partnerships. The perspectives and concerns raised by stakeholders from these interactions enable ONGC to better understand evolving stakeholder expectations, and strive to integrate them into decision-making processes, ensuring a more inclusive and sustainable approach to environmental and social management.

To cite a few examples,

- In FY 2024-25, ONGC undertook a Double Materiality Assessment (DMA) to review and reprioritize its material topics in line with global sustainability frameworks and stakeholder feedback. The process included stakeholder mapping, surveys, interviews, and scoring workshops involving key stakeholder groups such as investors, regulators, community representatives, employees, NGOs, and policy experts. The outcomes—including a refreshed materiality matrix—were reviewed and endorsed by ONGC's highest governance body to ensure strategic alignment.
- Feedback from communities and industrial partners has led to the implementation of various CSR programmes/ environment conservation projects.

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

ONGC is committed to inclusive development by actively engaging with marginalized and vulnerable stakeholder groups through structured platforms such as the All India SC/ST Association and the All India OBC and MOBC Association. These regular interactions enable community representatives to voice specific concerns, which are integrated into ONGC's CSR strategy and Annual Component Plans. Key initiatives resulting from these engagements include ONGC Merit Scholarships for students from disadvantaged backgrounds, ensuring equitable access to education and opportunities.

In operational areas, ONGC conducts need assessments and baseline surveys to understand local challenges and priorities. Based on these insights, the company implements targeted interventions in healthcare, education, sanitation, and rural infrastructure. It also supports inclusive economic growth by encouraging participation of women and marginalized entrepreneurs in the value chain. These efforts reflect ONGC's broader commitment to responsible and equitable 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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent Employees	14623	-	-	15,753	44*	0.28%*
Other than Permanent Employees	308	-	-	51	-	-
Total Employees	14931	-	-	15,804	44*	0.28%*
Workers						
Permanent Workers	9745	-	-	10,094	-	-
Other than Permanent Workers	643	-	-	454	-	-
Total Workers	10388	-	-	10,548	-	-

*Restatement from the previous year

Note: Being a Public Sector Enterprise, ONGC adheres to all regulations of human rights as mandated by the Government of India and state regulations.

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employee										
Permanent	14,623	-	-	14,623	100%	15,753	-	-	15,753	100%
Male	13,214	-	-	13,214	100%	14,278	-	-	14,278	100%
Female	1,409	-	-	1,409	100%	1,475	-	-	1,475	100%
Other than Permanent	308	-	-	308	100%	51	-	-	51	100%
Male	262	-	-	262	100%	47	-	-	47	100%
Female	46	-	-	46	100%	4	-	-	4	100%
Workers										
Permanent	9745	-	-	9745	100%	10,094	-	-	10,094	100%
Male	9206	-	-	9206	100%	9526	-	-	9526	100%
Female	539	-	-	539	100%	568	-	-	568	100%
Other than Permanent	643	-	-	643	100%	454	-	-	454	100%
Male	584	-	-	584	100%	448	-	-	448	100%
Female	59	-	-	59	100%	6	-	-	6	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages during FY2024-25:

	Male		Female	
	Number as on 31.03.2025	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	94,89,126	1	1,04,48,197
Key Managerial Personnel**	2	80,46,157	-	-
Employees other than BoD and KMP	13,212	39,09,330	1,409	34,19,751
Workers	9206	1,903,563	539	1,716,617

*Only Whole Time (Functional) directors are being considered for Board of Director (BoD)

** Company Secretary and CFO are considered under Key Managerial Personnel

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	7.55	7.29

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, adequate systems and processes have been established throughout the ONGC Group, to minimize human rights violations, both in operations and within the supply chain. ONGC also encourages business partners, including suppliers and contractors, to provide effective grievance mechanisms for addressing human rights violations and concerns.

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

ONGC has established robust systems and mechanisms, such as the Grievance Management System, Safety Committees, Internal Complaints Committee, and Whistle-blower Policy for resolving issues raised under the Human Rights policy. ONGC has well-established mechanisms and practices like the Online Grievance Management System and Whistle Blower Policy/Vigil Mechanism, ensuring strict compliance with laws, rules, and regulations related to labor rights, health and safety, non-discrimination, freedom of association and collective bargaining, human rights disciplinary practices, contract management, and Prevention of Sexual Harassment (POSH). The company also has an independent Chief Vigilance Officer who reports to the Central Vigilance Commission of the Government of India. There is a dedicated mechanism in ONGC for POSH.

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

	FY 2024-25			FY 2023-24		
	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	3	2	02 cases pending as on 01.04.2025 have concluded during FY 2025-26	6	3	03 cases pending as on 01.04.2024 have concluded during FY 2024-25
Discrimination at workplace	2	0	The Internal Redressal Grievance Committee (IRGC) consisting of five members including 3 members from SC community, heard both the cases and found that there was no discrimination. These grievances were related to assessment of PAR grading.	Nil	Nil	Not Applicable

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Child Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Forced Labour/ Involuntary Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Wages	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other human rights related issues	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	6
Complaints on POSH as a % of female employees / worker ¹	0.15	0.28*
Complaints on POSH upheld	1	3*

* This figure is a restatement from previous year

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

The competent Authority may grant leave up to a maximum of 90 days to an aggrieved female employee on the recommendation of the Internal Complaint Committee or the Local Committee, as the case may be, during the pendency of Inquiry under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The leave so granted to the aggrieved woman under this rule shall not be debited against the leave account.

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

Yes, ONGC ensures that human rights requirements are an integral part of its business agreements and contracts and mandates strict clauses in line with the Government of India's General Conditions of Contract (GCC). This approach upholds human rights and promotes ethical practices across its operations.

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	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100% (Compliance of different statutory provisions pertaining to Wages, Working Conditions, Social Security)

Note: Being a Public Sector Enterprise, ONGC adheres to all regulations as notified from time to time by the Government of India/ State Regulatory Authorities.

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

ONGC adheres to all labor laws and aims for zero human rights violations. It has a defined Grievance Redressal Procedure for employees to report issues. Each Unit and Office maintains an Internal Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Leadership Indicators

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

ONGC is committed to full labor law compliance and zero human rights violations. In response to grievances, it has strengthened its Grievance Redressal process with faster investigations, improved tracking, and enhanced transparency which can be assessed with the link <https://grievance.ongc.co.in/>

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

ONGC conducts human rights due diligence in line with applicable legal and regulatory requirements. The Company has adopted a Human Rights Policy that applies to ONGC and serves as a guiding framework for contractors and business partners. The policy outlines commitments related to equal opportunity, non-discrimination, prevention of harassment, freedom of association, labour standards, prohibition of child and forced labour, workplace safety, right to privacy, anti-corruption, and stakeholder engagement.

Human rights due diligence is undertaken through periodic risk assessments across operational sites and business activities to identify potential human rights risks. Based on the findings, ONGC develops mitigation plans and implements appropriate preventive measures. The company has expressed alignment of its policy principles with global standards such as the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Core Conventions, the UN Global Compact, and India’s National Guidelines on Responsible Business Conduct (NGRBC). Ongoing efforts include internal trainings, grievance redressal mechanisms, and annual reviews of the policy to strengthen implementation.

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?

ONGC ensures that its premises and offices are accessible to differently abled visitors in compliance with the Rights of Persons with Disabilities Act, 2016. Accessibility features have been incorporated in all areas deemed safe for differently abled individuals, except in locations involving hazardous operations, by implementing appropriate infrastructure in line with applicable regulations.

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	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Labour	-
Wages	-
Other human rights related issues	-

ONGC obtains written commitments from all vendors and suppliers to comply with statutory human rights laws, including prohibitions on child labor, forced labor, and ensuring fair wages. Additionally, projects valued over ₹ 1 crore include an Integrity Pact that binds both buyer and supplier to uphold integrity, fairness, and transparency throughout the procurement process. All contracts also require suppliers to adhere to standard conditions, including human rights provisions, as per the contract’s general and special terms.

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

To address significant risks and concerns identified during the assessment of value chain partners, ONGC ensures strict compliance with all applicable labor and human rights laws. The company mandates fair wages that meet or exceed the minimum or prevailing rates, in line with legal requirements. Corrective actions include enforcing adherence to statutes such as the Payment of Wages Act (1936), Minimum Wages Act (1948), Equal Remuneration Act (1976), Industrial Disputes Act (1947), ESI Act (1948), Employees’ Provident Fund Act (1952), Contract Labour (Regulation and Abolition) Act (1970), and Child Labour (Prohibition and Regulation) Act (1986). These measures are reinforced through binding clauses in supplier contracts and Integrity Pacts for projects over ₹ 1 crore, ensuring accountability and promoting fair, ethical labor practices across the value chain.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2024-25	FY 2023-24
From renewable sources in GJ		
Total electricity consumption (A)-GJ	321,345	317,306
Total fuel consumption (B)-GJ	Nil	Nil
Energy consumption through other sources (C)-GJ	Nil	Nil
Total energy consumed from renewable sources (A+B+C)-GJ	321,345	317,306
From non-renewable sources in GJ		
Total electricity consumption (D)	2,469,920	2,019,005
Total fuel consumption (E)	125,702,623	124,805,703
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	128,172,543	126,824,708
Total energy consumed (A+B+C+D+E+F)	128,493,888	127,142,014
Energy intensity per rupee of turnover (GJ/ ₹)	93.22x10 ⁻⁶	91.86x10 ⁻⁶
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ / USD)	1,926.83x10 ⁻⁶	1,857.49x10 ^{-6*}
Energy intensity in terms of physical output GJ/MT (O+OEG)	3.27	3.22
Energy intensity (Optional) -the relevant metric may be selected by the entity (GJ / FTE)	5074.99	4824.76

Note: 1. Revenue from operations- 13,78,462.90 Mn ₹, PPP adjusted for Turnover - 66,721.34 Mn USD, Total production (Standalone ONGC)- 3,92,52,368.49 MT (O+OEG)

2. *Restatement from previous year. Calculation methodology has been changed from previous year for PPP as per SEBI's latest guidelines (PPP adjustment factor taken in FY 25 is 20.66 and FY 24 is 20.22)

*for Intensity/FTE total no. of permanent employees + workers (25319) in FY'2024-25 has been considered.

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, Bureau Veritas

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.

Yes
No

Given the nature of business, this indicator is not applicable.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	4,271,509	5,115,581
(ii) Groundwater	4,281,937	5,095,941
(iii) Third party water	457,973	310,085
(iv) Seawater / desalinated water	380,761	331,965
(v) Others	11,500,065	12,518,892
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	20,892,245	23,372,464
Total volume of water consumption (in kiloliters)	14,081,135	18,031,808
Water intensity per rupee of turnover (KL/ ₹)	10.22x10 ⁻⁶	13.02x10 ⁻⁶
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL / USD)	0.00031	0.00034*
Water intensity in terms of physical output KL/MT (O+OEG)	0.53	0.59
Water intensity (Optional) -the relevant metric may be selected by the entity (KL / FTE)	821.16	886.93

*Restatement from previous year. Calculation methodology has been changed from previous year for PPP as per SEBI's latest guidelines (PPP adjustment factor taken in FY 25 is 20.66 and FY 24 is 20.22)

Note: Revenue from operations- 13,78,462.90 Mn INR, PPP adjusted for Turnover - 66,721.34 Mn USD, Total production (Standalone ONGC)- 3,92,52,368.49 MT (O+OEG)

*for Intensity/FTE total no. of permanent employees + workers (25319) in FY'2024-25 has been considered.

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, Bureau Veritas

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	1,08,218	5,17,653
- No treatment	Nil	Nil
- With treatment – Tertiary treatment	1,08,218	5,17,653
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – Tertiary treatment	Nil	Nil
(iii) To Seawater	5,23,575	48,23,002
- No treatment	Nil	Nil
- With treatment – Tertiary treatment	5,23,575	48,23,002
(iv) Sent to third parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – Tertiary treatment	Nil	Nil
(v) Others*	61,79,318*	Nil
- No treatment	Nil	Nil
- With treatment – Tertiary treatment	61,79,318*	Nil
Total water discharged (in kiloliters)	68,11,111	53,40,655

*Water disposal in ED wells and Water-pits

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, Bureau Veritas

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

Yes
No

Yes, ONGC's Deendayal Urja Bhawan (DUB) in New Delhi has implemented a Zero Liquid Discharge (ZLD) system that treats and recycles all wastewater generated on-site. The treatment includes primary, secondary, and tertiary stages, enabling reuse of water for cooling and irrigation purposes. The building holds the Platinum rating under the US Green Building Council's LEED certification, reflecting its commitment to sustainable water management.

Additionally, as part of ONGC's commitment to environmental stewardship, the organization has extended ZLD principles to its onshore drilling for 04 nos. of Exploratory wells in OALP-VII Block. Here, ONGC ensures that no untreated or treated drilling wastewater is discharged off-site, supporting its mandate for sustainable operations in sensitive regions.

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

Parameter	Unit	FY 2024-25#	FY 2023-24*
NOx	MT	31.59	34.7
Sox	MT	30.29	14.6
Particulate matter (PM)	MT	2.02	1
Persistent organic pollutants (POP)^	MT	-	-
Volatile organic compounds (VOC)^	MT	-	-
Hazardous air pollutants (HAP)^	MT	-	-

*Data reported is for Uran, Hazira and C2-C3 plant and has been provided for in mg/m3. Uran, Hazira and C2-C3 plant are having online continuous air quality monitoring system in place and monitored data is being uploaded to CPCB and SPCB servers.

#The calculation methodology has been revised in FY 2024-25. Emissions have been estimated based on the flow rate of exhaust from the stack and the actual running hours of the DG set.

^Currently ONGC is not monitoring and reporting for these categories i.e. VOCs, POPs and HAPs.

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, Bureau Veritas

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions	MTCO ₂ e	90,02,041	89,61,199
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	85,28,191- CO2 4,73,851-CH4	85,03,761-CO2 4,57,645-CH4
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	4,98,787	4,02,000
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue)	MTCO ₂ e/ INR	6.89x10 ⁻⁶	6.76x10 ⁻⁶
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 adjusted for PPP)	MTCO ₂ e/ USD	142.4x10 ⁻⁶	136.8x10 ^{-6*}
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO ₂ e/MT(O+OEG)	0.24	0.24
Total Scope 1 and Scope 2 emission intensity (Optional) - the relevant metric may be selected by the entity (MTCO ₂ e / FTE)	(MTCO ₂ e / FTE)	375.24	355.31

*Restatement from previous year. Calculation methodology has been changed from previous year for PPP as per SEBI's latest guidelines (PPP adjustment factor taken in FY 25 is 20.66 and FY 24 is 20.22)

*for Intensity/FTE total no. of permanent employees + workers (25319) in FY'2024-25 has been considered.

Note: Revenue from operations- 13,78,462.90 Mn INR, PPP adjusted for Turnover - 66,721.34 Mn USD, Total production (Standalone ONGC)- 3,92,52,368.49 MT (O+OEG)

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, Bureau Veritas

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

S.no	Name and brief description of the project	Emission Saved (% saved or units saved) *if available	Any other parameter (in case emission is not available)	Baseline year
1.	Flare Gas Recovery at Uran Plant	1,46,505 MTCO ₂ e	Flare gas quantity saved is 64.84 MMSCM in FY2024-25.	2023-24
2	2,229 LED lights installed during FY 24-25 from EESL	63,796 MTCO ₂ e	Energy saved: 77.8 MU	2023-24
3	Process optimization at Hazira Plant (efficient utilization of gas for boiler operations)	43,290 MTCO ₂ e	19.75 MMSCM of gas is saved	2023-24
4	Process optimization at Hazira Plant (steam trap replacement)	-	Monetary savings due to traps replacement: ~INR 45.36 Lakh	2023-24

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in MT)		
Plastic waste (A)	83.11	3,441.08
E-waste (B)	40.02	83.73
Bio-medical waste (C)	4.65	4.64**
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	376.64	4.94

Parameter	FY 2024-25	FY 2023-24
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Spent Oil, bio-remediated waste, chemical-sludge (G)	98,840	119,823
Other Non-hazardous waste generated (H)- Metal Drums, Drill cuttings and Wooden Pellets	21,519.63	15,047.73
Total (A+B + C + D + E + F + G + H) in MT	120,864.05	138,405.12**
Waste intensity per rupee of turnover (Total waste generated / Revenue) (MT/ INR)	0.088x10 ⁻⁶	0.1x10 ⁻⁶
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ Mn USD)	1.81x10 ⁻⁶	2x10 ⁻⁶ **
Waste intensity in terms of physical output (MT/MT(O+OEG))	0.0031	0.0035
Water intensity (Optional) -the relevant metric may be selected by the entity (T / FTE)	4.78	5.25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (given to authorized recyclers)	3,117.86	228.20
(ii) Re-used	-	-
(iii) Other recovery operations	-	11,887.25
Total	3,117.86	12,115.45
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4.65	4.64**
(ii) Landfilling	-	-
(iii) Other disposal operations		
Given to authorized dealer	21,519.63	
Bioremediated soil waste	96,222.00	11,129.25**
Total	117,746.29	11,133.89**

*Restatement from previous year. Calculation methodology has been changed from previous year for PPP as per SEBI's latest guidelines (PPP adjustment factor taken in FY 25 is 20.66 and FY 24 is 20.22)

Note: Revenue from operations- 13,78,462.90 Mn INR, PPP adjusted for Turnover - 66,721.34 Mn USD, Total production (Standalone ONGC)- 3,92,52,368.49 MT (O+OEG)

*for Intensity/FTE total no. of permanent employees + workers (25319) in FY'2024-25 has been considered.

** Restatement from previous year.

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, Bureau Veritas

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

ONGC has implemented robust waste management systems to ensure responsible handling of both liquid and solid waste across its operations. In onshore facilities, wastewater from production is treated in dedicated Effluent Treatment Plants (ETPs), and the treated water is either reused for technical activities such as drilling and utility use or safely injected into underground formations. Offshore operations are supported by advanced Produced Water Conditioners (PWCs) to meet discharge standards.

For hazardous waste, ONGC follows a strict protocol aligned with regulatory norms. Oily sludge and other hazardous materials are managed through bioremediation and are treated or disposed of via authorized recyclers. The company is actively reducing its reliance on hazardous chemicals by adopting environment-friendly alternatives and process optimizations, thereby minimizing associated environmental risks while ensuring compliance with health and safety standards.

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	Jorhat Asset	Drilling and Production of Crude oil and Natural Gas	Yes
2	Assam & Assam Arakan Basin, Jorhat	Exploration of Crude oil and Natural Gas	Yes
3	Tripura Asset	Drilling and Production of Crude oil and Natural Gas	Yes
4	Eastern Offshore Asset	Drilling and Production of Crude oil and Natural Gas	Yes
5	KG Basin	Drilling and Production of Crude oil and Natural Gas	Yes
6	Frontier Basins, Dehradun	Exploration of Crude oil and Natural Gas	Yes
7	Exploratory Asset, Silchar	Exploration, Drilling and Production of Crude oil and Natural Gas	Yes
8	Assam Asset	Drilling and Production of Crude oil and Natural Gas	Yes
9	Tripura forward Base	Exploration of Crude oil and Natural Gas	Yes
10	CBM Asset Bokaro	Drilling and Production of Coal Bead Methane.	Yes
11	Ahmedabad Asset	Drilling and Production of Crude oil and Natural Gas	Yes
12	Ankleshwar Asset	Drilling and Production of Crude oil and Natural Gas	Yes
13	Cauvery Asset	Drilling and Production of Crude oil and Natural Gas	Yes

Remarks: E&P projects falling in Forest/Eco-Sensitive/Coastal Regulatory Zone/Protected Area would require Forest Clearance/Wildlife Clearance/CRZ clearance as per applicability.

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
Onshore development and production of Oil & Gas from 30 wells and Establishment of GGS at Khoraghat area in notified forest land in 3 PML blocks, Golaghat, Assam	IA/AS/IND2/515334/2024	20/03/2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FAS%2FIND2%2F515334%2F2024&proposal=115236113
Onshore development and production of oil & gas from 22 wells in forest area in 6 PML blocks, Golaghat district, Assam	IA/AS/IND2/471560/2024	28/10/2024	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FAS%2FIND2%2F471560%2F2024&proposal=65336947

* EC Certification Date

** Proposal Number

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:

ONGC is compliant with applicable environmental laws and regulations, including the Water, Air, and Environment Protection Acts. In a few instances, minor non-compliances were identified, for which necessary penalties were paid and corrective actions were promptly undertaken:

S. No.	Specify the law/ regulation/guidelines which were 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
Show Cause Notice served to ONGC				
1	Environment (Protection) Act 1986	Cauvery Asset, Karaikal: Show Cause Notice served by TNPCB with instruction to not operate without obtaining CTO for CPF Madanam. Only Establishment Activities are initiated in CPF Madanam after obtaining CTE from TNPCB; and the unit is not yet operational.	Nil	Reply submitted; Resolved
2	Oil Spill	Cauvery Asset, Karaikal: Show cause notice served by the TNPCB regarding the unit facing challenges in fully addressing an oil leakage incident, including the handling of contaminated soil, water, and the storage of hazardous waste, which are being reviewed for appropriate corrective action.	Nil	Submitted ATR/ corrective actions taken for all the Points with the relevant photographs; Resolved
3	Environment (Protection) Act 1986	Ahmedabad Asset- VIRAJ GGS: Show cause notice served by the GPCB for pending filing of Form-IV	Nil	Form submitted; Resolved
4	Air (Prevention & Control of Pollution) Amendment Act, 1987	Ahmedabad Asset – GGS 2 Kalol: Show cause notice served by the GPCB for issue of smell near Well No 441 and 756 raised by nearby residential societies	Nil	Ambient Air Quality Monitoring contract awarded for measuring of VOC and H2S and other parameters. Monitoring is ongoing; Pending

Leadership Indicators

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

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

(i) Name of the area: Gujarat, Rajasthan, Western and Eastern Offshore

(ii) Nature of operations: Exploration and Production

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	26,64,770	30,02,001
(ii) Groundwater	22,91,089	27,89,847
(iii) Third party water	1,82,541	1,02,579
(iv) Seawater / desalinated water	3,80,759	3,30,813
(v) Others	1,12,70,337	1,23,41,426
Total volume of water withdrawal (in kiloliters)	1,67,89,496	1,85,66,666
Total volume of water consumption (in kiloliters)	1,08,21,765	1,32,79,619
Water intensity per rupee of turnover (Water consumed / turnover) (KL/INR)	7.85x10 ⁻⁶	9.59x10 ⁻⁶
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	29,299	4,64,045
- No treatment	Nil	Nil
- With treatment –Tertiary Treatment	29,299	4,64,045
(ii) Into Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – Tertiary Treatment	Nil	Nil
(iii) Into Seawater	4,86,439	48,23,002
- No treatment	Nil	Nil
- With treatment–Tertiary Treatment	4,86,439	48,23,002
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment –Tertiary Treatment	Nil	Nil
(v) Others*	54,51,993	Nil
- No treatment	Nil	Nil
- With treatment – –Tertiary Treatment	54,51,993	Nil
Total water discharged (in kiloliters)	59,67,731	52,87,047

*Water disposal in ED wells and water-pits

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, Bureau Veritas

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

Parameter	Unit	FY 2024-25*	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	2,51,80,259	1,93,50,000
Total Scope 3 emissions per rupee of turnover	TCO ₂ e / INR	18.27x10 ⁻⁶	13.98x10 ⁻⁶
Scope 3 intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	TCO ₂ e / USD	377.39**	282.70#
Total Scope 3 emission intensity in terms of physical output	TCO ₂ e/T(O+OEG)	0.64	0.49#

*comprises of Purchased goods and services (Category 1), Capital Goods (Category 2), Fuel and energy-related activities (Category 3), Upstream transportation and distribution (Category 4), Waste Generated in Operations (Category 5), Business Travel (Category 6), Employee commuting (Category 7) Downstream Transportation and distribution (Category 9), Processing of Sold Products (Category 10), Use of Sold Products (Category 11) ;Categories

not within our emission inventory includes category 8 (Upstream Leased Assets), Category 12 (End-of-Life Treatment of Sold Products), Category 13 (Downstream Leased Assets), Category 14 (Franchises) and Category 15 (Investments)

#figures have been disclosed for the first time in FY 2024-25. The inclusion reflects improved data availability and enhanced tracking of value chain emissions

**Calculation methodology has been changed from previous year for PPP as per SEBI's latest guidelines (PPP adjustment factor taken in FY 25: 20.66)

Note: (i) Revenue from operations- 13,78,462.90 Mn INR, PPP adjusted for Turnover - 66,721.34 Mn USD, Total production (Standalone ONGC)- 3,92,52,368.49 MT (O+OEG)

(ii) Category 4 does not account for transportation of Crude Oil and NG that is being imported and will be accounted for from next year onwards.

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, Bureau Veritas

3. With respect to the ecologically sensitive areas reported at Question 11 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.

At ONGC, conservation of biodiversity is an ongoing process, and it is achieved through various initiatives that the group has identified and developed. ONGC has a systematic approach, which comprises of smart tools, digitalisation, and environment-friendly concepts to evaluate risks and assess their impact. The organisation's commitment is reflected in its operational excellence, which protects the biodiversity and local habitat from harm. As per Wildlife Protection Act, 1972; for Schedule - I species found in operational area, ONGC submits a conservation plan along with earmarked funds to State Wildlife Division prior to seeking Environment Clearance from Ministry of Environment, Forests & Climate Change. Prior to the commencement of operations, Environmental Impact Assessment (EIA) studies are carried out and funds are allocated under Environment Management Plan including mitigation measures towards bio-diversity conservation.

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
1	Water Recycling	ONGC's Deendayal Urja Bhawan (DUB) in New Delhi is designed with a closed-loop water management system that prioritizes sustainability by treating and recycling all wastewater generated within the facility.	There is zero discharge from the building.
2	Waste management	ONGC obtains plastic recycling certificates from authorized recyclers in accordance with the norms prescribed by the respective State Pollution Control Board, specifically for managing plastic waste generated from offshore Low Toxicity Synthetic Oil-Based Mud (LTSOBM) drilling operations.	Total waste recycled in FY 2024-25 is 3,117.86 MT out of which 83.11 MT plastic waste was recycled.
		Project Rochak, led by ONGC Mehsana Asset, addresses plastic waste management across 20 villages in Gujarat. Four centralized collection centers have been set up for segregation and recycling of plastic waste. A reward system—offering essentials like soap for each kilogram of plastic collected—encourages community participation and promotes responsible waste disposal.	More than 4 Tonnes of plastic waste has been collected as of now lead by collection efforts and community participation.
3	Emission Control and Energy efficiency	2229 LED lights installed during FY 2024-25	Energy saved: 77.8 MU Emission saved: 63,796 MTCO ₂ e
4		Process Optimization at Hazira Plant	Gas saved is 19.75 MMSCM Emission saved: 43,290 MTCO ₂ e
5		Flare Gas recovery system installation at Uran plant	Flare gas quantity saved: 64.84 MMSCM in FY 2024-25 Emission saved: 1,46,505 MTCO ₂ e

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

ONGC has established comprehensive systems and dedicated teams to manage emergencies such as blowouts or uncontrolled flow from oil and gas wells. A multi-level Crisis Management Team (CMT) structure is in place, including a Central CMT, four Regional CMTs (located at Rajahmundry, Vadodara, Mumbai, and Sivasagar), and work centre-level CMTs to ensure rapid and coordinated responses. In line with directives from the Ministry of Petroleum and Natural Gas, ONGC is also setting up a state-of-the-art Emergency Response Centre (ERC) at Hazira to handle major fire-related and other emergencies that exceed the control of local installations or district authorities. Each ERC will cover facilities within a 300 km radius.

For offshore operations, ONGC deploys a specialized Emergency Response Team (ERT) under the Chief Emergency Coordinator, typically ED-Western Offshore. This multi-disciplinary team is trained to respond swiftly and effectively to offshore emergencies. Offshore response is guided by the Regional Contingency Plan (RCP), issued by the Chief of Staff, Western Naval Command, who chairs the Regional Contingency Committee (Offshore West). In case of emergencies, the Maritime Rescue Coordination Centre (MRCC), operated by the Indian Coast Guard, is also engaged.

ONGC follows a three-tier emergency management framework:

Site-specific Emergency Response Plans (ERP)

Onsite and Offsite Disaster Management Plans (DMP) for onshore and RCP for offshore

Corporate Disaster Management Plan (CDMP)

These structured protocols ensure effective prevention, control, and mitigation of all potential emergency situations.

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.

ONGC proactively manages environmental impacts across its value chain—from R&D and production to sales and end use. Environmental protection is one of the core aspects of our sustainable development policy, and we follow a comprehensive, accountable approach that includes compliance with all environmental laws, real-time pollution monitoring, cleaner production technologies, and continuous environmental improvement through certified management systems and partnerships.

Despite these efforts, environmental impacts do arise. To address these, ONGC engages with its value chain partners to identify issues with high environmental impact and collaboratively develop joint sustainability initiatives, capacity-building programs, and conduct ESG assessments.

Moreover, ONGC conducts Environmental Impact Assessments (EIAs) for its projects in alignment with regulatory requirements set by the Ministry of Environment, Forest and Climate Change (MoEFCC). These assessments encompass a comprehensive evaluation of potential environmental impacts, including air and water quality, noise levels, biodiversity, and socio-economic factors. Based on the findings, ONGC develops Environmental Management Plans (EMPs) to mitigate adverse effects and enhance positive outcomes.

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

Nil

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

- i. **By the listed entity:** The issuance of Green Credits is currently in process, with 5 hectares of land identified in Goa for Eco restoration
- ii. **By the top ten (in terms 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

The Company has association with five trade chambers and associations such as:

- i. United Nations Global Compact Network India (UNGONI)
- ii. Federation of Indian Chambers of Commerce and Industry (FICCI)
- iii. Confederation of Indian Industries (CII)
- iv. Standing Conference on Public Enterprises (SCOPE)
- v. Federation of Indian Petroleum Industry (FIPI)

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	United Nations Global Compact Network India (UNGCNI) International	International
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Standing Conference on Public Enterprises (SCOPE)	National
4	National Confederation of Indian Industries (NCII) National	National
5	Federation of Indian Petroleum Industry (FIPI)	National

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

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	Draft Rules on refund from Investor Education & Protection Fund (IEPF), Ministry of Corporate Affairs (MCA)	Suggestions with rationale to the IEPF, MCA	No.	N.A.	
2	Consultation Papers on Unpublished Price Sensitive Information (UPSIs), Securities & Exchange Board of India (SEBI)	Suggestions with rationale to the SEBI.	No.	N.A.	
3	Review of extant Guidelines on capital Restructuring of Central public Sector Enterprises (CPSEs)	Suggestions with rationale on Capital Restructuring Guidelines to Department of Investment and Public Asset Management DIPAM, Ministry of Finance	No.	N.A.	
4	Consultation Paper on recommendations of the Expert Committee for facilitating ease of doing business and harmonization of the provisions of ICDR and LODR Regulations	Suggestions with rationale to the SEBI	No.	N.A.	

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.**

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
Financial Assistance Towards Citizen Program for Teacher Training in Online Mode Covering 1500 Schools Across Various States	DLI/CSR/2024/IA2024/1374659	23.09.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Financial Assistance for Strategic Intervention in Handicraft Projects – Empowering Handicraft and Art and Culture	DLI/CSR/2024/IA2024/1374659	23.09.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Financial Support for Providing 9 Advance Life Saving Ambulance to Nine different Medical Colleges and hospital of Assam	DLI/CSR/2024/IA2024/1374659	23.09.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Financial Assistance to Vivekananda Kendra Vidyalayas Arunachal Pradesh Trust (VKVAPT) for Developing Infrastructure of Vivekananda Kendra College of Teachers Education (B.Ed College at Nirjuli), Arunachal Pradesh	DLI/CSR/2024/IA2024/1374659	23.09.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Sports Scholarship 2022-23	DLI/CSR/2024/IA2024/1374659	23.09.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Financial Support for the Promotion of Sanskrit through Training, Technology and Research for the Period 2021-23	DLI/CSR/2024/IA2024/1374659	23.09.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Financial Assistance to Lady Goschen Hospital for Construction of New ONGC-MRPL Anniversary Wing of Government Lady Goschen Hospital, Mangalore	DLI/CSR/2024/IA2024/1374659	23.09.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report

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	Amounts paid to PAFs in the FY (In INR)
N/A						

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

ONGC has instituted a transparent mechanism to address community grievances arising from its operations. A dedicated public grievance portal is available on the company’s official website (www.ongcindia.com), enabling any individual—particularly from impacted communities—to register concerns through a single-window interface. This digital platform complements physical channels at field installations, where affected individuals can also directly submit their complaints.

Upon receiving a grievance, especially those involving land or property damage, the concerned In-charge issues a claim form and initiates a detailed assessment. A multidisciplinary committee—comprising representatives from operational departments (Surface, C&M, Drilling, Well Services), Land Acquisition (LAQ), and Finance—is formed to evaluate the claim. The team conducts site visits, assesses the damage (such as to crops or land), and prepares a compensation proposal, which is reviewed and approved by the Competent Authority. Compensation is then disbursed through electronic fund transfer (ECS). In complex cases, Revenue Authorities may also be consulted to ensure fair valuation.

For non-land-related grievances, individuals may approach ONGC’s local offices or land acquisition officers directly. Assistance is also available for illiterate complainants. All grievances are addressed through thorough consultations, ensuring fair resolution and reinforcing ONGC’s commitment to responsible community engagement.

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

	FY 2024-25	FY 2023-24
Directly sourced from SMEs/small producers	59%	58%
Directly from within India	Not available	Not available

Note: Figure reported as % of total eligible purchase

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 ONGC to please provide –Not applicable

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	23.05%	24.81%
Urban	35.76%	34.58%*
Metropolitan	41.19%	40.61%*

*Restatement from previous year due to change in asset classification from Metropolitan to Urban

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
Nil*	

*No negative social impacts were identified as part of the Social Impact Assessments

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 million)
1	Andhra Pradesh	Kadapa	0.96
2	Andhra Pradesh	Visakhapatnam	22.09
3	Assam	Goalpara	10.47
4	Assam	Hailakandi	18.40
5	Assam	Udalguri	1.40
6	Bihar	Araria	4.98
7	Bihar	Aurangabad	0.99
8	Bihar	Begusarai	39.81
9	Bihar	Gaya	2.00
10	Bihar	Khagaria	56.04
11	Bihar	Muzaffarpur	1.95
12	Bihar	Nawada	27.29
13	Bihar	Purnia	21.16
14	Bihar	Sheikhpura	9.77
15	Chattisgarh	Bastar	2.80
16	Gujarat	Dahod	28.07
17	Gujarat	Narmada	45.67
18	Haryana	Nuh	5.00
19	Jammu and Kashmir	Baramulla	6.40
20	Jharkhand	Bokaro	82.72
21	Jharkhand	Chatra	10.00
22	Jharkhand	East singbhum	2.78
23	Jharkhand	Giridih	1.90
24	Jharkhand	Gumla	51.26
25	Jharkhand	Hazaribagh	35.07
26	Jharkhand	Khunti	35.85
27	Jharkhand	Ramgarh	35.32
28	Jharkhand	Ranchi	1.32
29	Madhya Pradesh	Barwani	27.90
30	Madhya Pradesh	Damoh	1.78
31	Maharashtra	Dharashiv	33.25
32	Odisha	Dhenkanal	31.54
33	Odisha	Nuapada	31.20
34	Rajasthan	Jaisalmer	1.20
35	Rajasthan	Sirohi	33.90
36	Tamil nadu	Ramanathapuram	52.16
37	Tamil nadu	Virudhunagar	37.04
38	Telangana	Adilabad	39.56
39	Tripura	Dhalai	7.50
40	Uttar Pradesh	Chandauli	2.98
41	Uttar Pradesh	Chitrakoot	4.91
42	Uttar Pradesh	Fatehpur	17.13
43	Uttar Pradesh	Sonbhadra	10.11
44	Uttarakhand	Haridwar	31.05
45	Uttarakhand	Udham Singh Nagar	8.17

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

Yes, as per the Public Procurement Policy for MSEs (2012), ONGC is committed to abide by the mandate of procuring at least 25% of its annual procurement (by value) from Micro and Small Enterprises (MSEs), including those owned by SC/ST and women. This compliance is ensured across all tenders floated for goods and services.

The procurement policy provides a supportive framework for Micro and Small Enterprises (MSEs) by extending a price preference margin of up to 15% against the lowest bid. If an eligible MSE matches the lowest price, it is assured a minimum allocation of 25% of the total tendered quantity. Out of this, at least 3% is earmarked for MSEs owned by women and 4% for those owned by entrepreneurs from SC/ST categories, promoting inclusive participation in public procurement.

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

As per the Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012, issued by the Ministry of MSME (revised from time to time), all Central Public Sector Enterprises (CPSEs) are mandated to ensure the following in their annual procurement:

Minimum 25% of the total annual procurement (by value) should be from Micro and Small Enterprises (MSEs).

Within this 25%:

1. 4% should be procured from MSEs owned by Scheduled Caste (SC) or Scheduled Tribe (ST) entrepreneurs.
2. 3% should be procured from MSEs owned by women entrepreneurs.

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

Total procurement from MSEs for the fiscal year 2024-25 was 59% of annual eligible procurement including 2.80% from Women MSEs and 0.45% from SC/ST MSEs.

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
Nil				

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
Nil		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of Persons Benefited	% of Beneficiaries from Vulnerable and Marginalized Groups
1	Supporting Dr Ram Manohar Lohia Hospital, New Delhi with advanced cancer radiotherapy using HELA (High Energy Linear Accelerator)	40000	67%
2	Implementation of smart classroom solution in ONGC aspirational districts	800000	68%
3	Supporting government medical college, Surat with financial assistance for PET-CT scan	40000	60%
4	Providing financial support for procurement and installation of critical medical equipment at Dr Ram Manohar Lohia Hospital, New Delhi	200000	67%
5	Providing financial support for procurement and installation of HELA (High Energy Linear Accelerator) for enhancing cancer care at AIIMS Nagpur	40000	73%
6	Providing financial support for procurement and installation HELA (High Energy Linear Accelerator) for enhancing cancer care at nizam's IMS, Hyderabad	40000	78%
7	Providing financial support for procurement and installation of HELA (High Energy Linear Accelerator) for enhancing cancer care at Malabar Cancer Centre, Kerala	40000	38%

S. No.	CSR Project	No. of Persons Benefited	% of Beneficiaries from Vulnerable and Marginalized Groups
8	Providing financial support for procurement and installation of HELA (High Energy Linear Accelerator) for enhancing cancer care at AIIMS Deoghar	40000	72%
9	Supporting AIIMS Bathinda with advanced cancer radiotherapy using HELA	40000	64%
10	Part financial support towards phase iii Sui-ka-Pha Multi Specialty Hospital Sivasagar	200000	53%

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.

ONGC has institutionalized mechanisms across its business segments to receive and address consumer complaints and feedback. For crude oil, customer feedback is collected during monthly Industry Working Group (IWG) and Onshore Crude Coordination Meetings (OCCM), where concerns are discussed and resolved. In the gas segment, feedback is received directly at the Unit level and addressed promptly. Regular customer meets, such as those recently held in Hyderabad and Visakhapatnam, further facilitate two-way engagement. For Value-Added Products (VAPs), ONGC engages through industry platforms like ILP, FMDP, and IPR to gather feedback and resolve issues collaboratively.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 2024-25			FY 2023-24		
	Received during the year	Pending during the year at end of year	Remarks	Received during the year	Pending during the year at end of year	Remarks
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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, ONGC has a well-defined and structured Apex Information Security Policy, which establishes the principles, processes, responsibilities, and controls related to information and cyber security across all its operations. The policy features a dedicated Information Security Management System (ISMS) aligned with ISO 27001:2013, coverage of 14 security domains including risk management, operational security, and incident response along with protection of personally identifiable information (PII) and data privacy in accordance with relevant laws and contractual obligations.

The Apex Information Security Policy is classified as 'restricted;' and not publicly available. However, it is communicated internally across the organization through its Intranet and governed under the authority of the Steering Committee.

Weblink of the privacy policy: <https://www.ongcindia.com/web/eng/privacy-policy/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.**

NIL

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

- a. **Number of instances of data breaches**

NIL

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

NIL

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

NIL

Leadership Indicators

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

ONGC primarily engages in business-to-business (B2B) operations and transactions. Comprehensive information about its products is available on the official website: <https://ongcindia.com/>

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

ONGC ensures consumer safety through a multi-tiered approach involving regulatory compliance, awareness programs, and product-specific safety documentation.

Crude Oil and Natural Gas: ONGC conducts regular safety drills, awareness sessions, and follows OISD/ PNGRB Guidelines on the subject matter such as safe handling, storage, and transportation of Hydrocarbon as the case may be. Periodic audits and campaigns further reinforce responsible usage across the value chain.

Value-Added Products (VAPs): ONGC provides Material Safety Data Sheets (MSDS) for all petroleum products, including LPG, Naphtha, ATF, MTO, HSD, and LS-HS blends. These datasheets inform buyers about product-specific hazards, safe handling practices, storage guidelines, and emergency response measures.

These steps collectively promote safe and responsible usage of ONGC's products by all stakeholders.

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

In the event of any identified non-compliance or disruptions, ONGC promptly halts the associated services to prevent further issues. Affected consumers are informed in advance through appropriate communication channels such as email, phone calls, or official correspondence to ensure transparency and minimal disruption.

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.**

ONGC operates in a B2B sales model, delivering bulk quantities of products to industrial consumers in line with mutually agreed quality specifications. Although traditional labeling requirements are not applicable to bulk deliveries via pipelines, marine tankers, or road tankers, ONGC provides product-related information exceeding statutory requirements. In the case of pipeline transportation, clearly visible signage and site-specific display panels are installed at key locations along the route, detailing product type, safety protocols, and emergency response information.

5. **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

No

Independent Assurance Statement

To

Oil & Natural Gas Corporation Limited (ONGC).

Plot No. 5A-5B, Nelson Mandela Road, Deendayal Urja Bhawan,
Vasant Kunj, New Delhi-110070, India.

Introduction and Objective of Work

BUREAU VERITAS has been engaged by Oil & Natural Gas Corporation Limited (hereinafter abbreviated as "ONGC") to provide independent assurance of sustainability disclosures reported in the integrated report of ONGC (hereinafter abbreviated as "Report") for the reporting period from 1st April 2024 to 31st March 2025 based on reporting criteria followed for the Integrated report. Reasonable Assurance is provided for BRSR "Core" and Limited Assurance for BRSR and IR prepared in accordance with the GRI standard 2021.

Intended User

The assurance statement is made solely for "ONGC and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "ONGC" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "ONGC" for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

Reporting Criteria

The company has adopted the below criteria for preparing the report:

- The International <IR> Framework (January 2021);
- Global Reporting Initiative (GRI) Standards;
- Greenhouse Gas (GHG) Protocol;
- Business Responsibility and Sustainability Report as per Annexure 1 of the SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated July 12, 2023) BRSR Core KPIs.

Assurance Standards Used

Bureau Veritas conducted reasonable assurance of BRSR core in accordance with the requirements of the International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised) Reasonable Assurance & GHG as per ISAE 3410. Under this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability. Limited assurance of GRI disclosure consists primarily of inquiries and analytical procedures. The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement.

Scope and Boundary of Assurance

The scope of assurance involves evaluating the sustainability performance of non-financial disclosures (both General and Topic

Specific as mentioned below) for the period from 1st April 2024 to 31st March 2025, based on BRSR, GRI Standards, and the GHG Protocol.

Reporting Boundary:

- Integrated Reporting: Covers ONGC and its group companies (ONGC Videsh, MRPL, OPaL, OTPC); non-financial disclosures as per GRI 2021 pertain only to ONGC's standalone operations.
- BRSR: Applicable only to ONGC's standalone operations.

The Scope of Sustainability Assurance for IR and BRSR includes:

- An assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance non-financial disclosures for specific operations.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data evidence and information on selected material topics reported at the above-mentioned operations for the defined reporting period.
- Assessment of the suitability between the backup data for the selected sustainability performance non-financial disclosures and the information presented in IR.
- The General and topic-specific sustainability non-financial standard disclosures are subject to limited assurance based on the extent of information available for assurance.
- Completion of assurance statement for inclusion in the report reflecting the verification, findings, and conclusion of the disclosure's assurance. Gap assessment as per GRI standards, highlights of findings during verification of disclosures, draft assurance statement, final signed assurance statement as per GRI standards compliance.

The reasonable assurance includes verification of the data and information on selected material BRSR Core topics reported at the following:

- Greenhouse gas (GHG) footprint
- Water footprint
- Energy footprint
- Embracing circularity - details related to waste management by the entity
- Enhancing Employee Wellbeing and Safety
- Enabling Gender Diversity in Business
- Enabling Inclusive Development
- Fairness in Engaging with Customers and Suppliers
- Openness of business

The limited assurance carried out for the parameters that have been considered by ONGC for the sustainability reporting in

the Integrated which includes the following disclosure of GRI standard 2021;

GRI Index-2021	Disclosure
GRI 201	Economic Performance 2016
GRI 202	Market Presence 2016
GRI 203	Indirect Economic Impacts
GRI 204	Procurement Practices 2016
GRI 205	Anti-Corruption 2016
GRI 206	Anti-Competitive Behaviour 2016
GRI 301	Material 2016
GRI 302	Energy 2016
GRI 303	Water and Effluents 2018
GRI 304	Biodiversity 2016
GRI 305	Emissions 2016
GRI 306	Waste 2020
GRI 308	Supplier Environmental Assessment 2016
GRI 401	Employment 2016
GRI 402	Labor/Management Relations 2016
GRI 403	Occupational Health and Safety 2018
GRI 404	Training and Education 2016
GRI 405	Diversity and Equal Opportunity 2016
GRI 406	Non-Discrimination 2016
GRI 407	Freedom of Association and Collective Bargaining 2016
GRI 408	Child Labor 2016
GRI 409	Forced or Compulsory Labor 2016
GRI 412	Human Rights Assessment 2016
GRI 413	Local Communities 2016
GRI 414	Supplier Social Assessment 2016
GRI 415	Public Policy 2016
GRI 416	Customer Health and Safety
GRI 417	Marketing and Labelling 2016
GRI 418	Customer Privacy 2016

The Methodology Adopted for Assurance

Bureau Veritas' sustainability assurance process involves specified procedures to obtain evidence regarding the accuracy and reliability of the data provided related to general and topic-specific standard disclosures. The nature, timing, and extent of procedures selected depend on the data and evidence provided, including the verification of the associated risks with the material topics of the selected sustainability non-financial disclosures and their relevance for the reporting period. While assessing the associated risks, internal strategy is being considered during the preparation of the report to design the assurance procedure and validate their appropriateness to the possible extent.

As per the scope of the assurance, sample evidence, information, and explanations that were considered necessary in relation to the assurance scope and accordingly conclusions have been made as mentioned below:

- Assessed the report preparation in accordance with Sustainability Reporting standards based on the GRI

Standards and BRSR framework, including BRSR Core parameters applicable to ONGC operations.

- Evaluated the appropriateness of various assumptions used for data estimation and reviewed the report to ensure no misrepresentation of disclosures within the scope of assurance.
- Assessed adherence to the BRSR framework for Reasonable Assurance of Core parameters, including the principles of materiality, inclusivity, and responsiveness, and evaluated the systems used for data compilation and reporting.
- Verified systems and procedures for quantification, collation, and analysis of sustainability performance disclosures included in the report through site visits to operational locations and corporate offices, including Kakinada and Rajamundry assets. Tested data reliability on a sample basis.
- Discussed with corporate office officials to understand sustainability risks and opportunities, ONGC's strategy to address them, and assessed the month-wise data for similarity, reliability, and accuracy.
- Evaluated the stakeholder engagement process through interactions with relevant internal stakeholders and review of related documentation. Reviewed the materiality assessment process and the processes for collection, compilation, and reporting of sustainability performance disclosures at the corporate and plant levels.
- Reviewed ONGC's strategy development relative to its material issues and stakeholder concerns, including performance measurement, target setting, governance, and accountability.
- Reviewed claims and data streams to determine the accuracy of statements in the report and the reliability of specified sustainability performance – Non-Financial Disclosure Assurance. Executed an audit trail of claims and data streams to determine the accuracy of data collection, transcription, and aggregation.
- Reviewed plans, policies, and practices pertaining to Environmental, Social, and Governance aspects to assess and evaluate the adequacy and fairness of BRSR reporting. Ensured the reports provide a balanced and reasonable representation of the organization's positive and negative contributions toward sustainable development.
- Assessed the reporting procedures for GHG emissions in accordance with the GHG Protocol and evaluated the appropriateness and reliability of various assumptions and calculations adopted for data estimation.
- Reviewed the report, supporting evidence, and documented data to ensure no misrepresentation of disclosures within the scope of assurance and findings.
- Discussed data presented in the report and the associated backup data with concerned personnel at ONGC Headquarters Corporate Level and Site Level. Reviewed sustainability performance non-financial disclosures data based on data provided for respective units, including related backup, site visits to ONGC's operations and discussions with the concerned personnel.

Limitations and Exclusions

The assurance is limited to the above-mentioned scope of work and excludes the information relating to:

- Data related to the Company's financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim, or future intention by "ONGC" and statements of future commitment.
- The assurance does not extend to the activities and operations of "ONGC" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "ONGC".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- Any of the statements related to company aspects or reputation.

Reasonable assurance opinion

BRSR Core: Bureau Veritas reviewed BRSR core disclosures provided by ONGC in its Report. Based on the procedures performed as above, evidences obtained and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, in our opinion, ONGC's data and information on BRSR core disclosures for the period of 01st April 2024 to 31st March 2025 included in the Report, is, in all material respects, in accordance with the SEBI's BRSR guidelines.

Limited assurance conclusion

BRSR (Non-core) and Integrated Report "GRI standards disclosure": Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the ONGC Identified Sustainability Information in the BRSR section (which are not part of the BRSR Core) relating to disclosures in the BRSR Report for the period from 1st April, 2024 to 31st March, 2025, subject to limited assurance is not prepared, in all material respects, in accordance with the SEBI's BRSR guidelines.

Management Responsibilities

ONGC is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "ONGC". Bureau Veritas (BV) was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility

of BV was to provide limited independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of Independence, Impartiality, and Competence

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social, and Environmental Management with almost 190 years of history in providing independent assurance services. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with "ONGC", its Directors, Managers, or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports

Restriction on use of Our Report

Our assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or into whose hands it may come without our prior consent in writing.

Sd/-
Amit Kumar
Senior Lead Assurer

Date: 10/07/2025
Place: Delhi, India

Sd/-
Munji Rama Mohan Rao
Technical Reviewer

Date: 10/07/2025
Place: Hyderabad, India