

## ESG DATA TABLE

### Materials

Indicator code	Indicator description	Units	RIL'24
GRI 301-1	Total raw materials used (Renewable + Non renewable)*	metric ton	7,332,000
GRI 301-2: a.1	Percentage of recycled input materials used**	%	9%

#### Footnotes

\* Data available for all applicable sites

\*\* Percentage of recycled input materials used in Hamilton, Kurnool and Suryapet only.

### Energy

Indicator code	Indicator description	Units	RIL'24
GRI 302-1: e.1	Total Energy input (primary + secondary energy)	MWh	3,562,022
<b>PRIMARY energy input*</b>		MWh	2,804,718
GRI 302-1: a.1	Natural gas (purchased and consumed in reporting year)	MWh	923,906
GRI 302-1: a.2	Process gas (Extra category Rain)	MWh	28,930
GRI 302-1: a.3	Coke gas	MWh	4,808
GRI 302-1: a.4	Coal	MWh	1,819,853
GRI 302-1: a.5	Oil	MWh	4,000
GRI 302-1: a.6	LSHS	MWh	4,355
GRI 302-1: a.7	Gasoil/Diesel	MWh	2,576
GRI 302-1: a.8	LPG	MWh	16,289
GRI 302-1: b.	From renewable sources	MWh	0
<b>SECONDARY energy input**</b>		MWh	757,304
GRI 302-1: c. - i.1	Grid electricity	MWh	289,156
GRI 302-1: c. - iv.1	Steam there of steam purchased	MWh	113,852
RCI Ene 3.3	Electricity from solar or wind power	MWh	33,535
RCI Ene 3.1	Electricity from waste heat*****	MWh	141,144
RCI Ene 4.1	Steam from waste heat *****	MWh	179,616
<b>Consumption</b>			
GRI 302-1: c. - i.	Electricity consumption	MWh	464,774
GRI 302-1: c. - iv.	Steam consumption	MWh	527,162
GRI 302-1: c	Heating & Cooling consumption	Not Applicable	
GRI 302-1: d	Heating & Cooling Sold	Not Applicable	
GRI 302-1: d.	Energy SOLD	MWh	749,179

Indicator code	Indicator description	Units	RIL'24
GRI 302-1: d. - i.1	Electricity sold there of electricity from waste heat	MWh	289,064
GRI 302-1: d. - iv.1	Steam sold there of steam from waste heat	MWh	433,303
GRI 302-1: d. - i.2	Electricity sold there of electricity from fuel combustion	MWh	3,025
GRI 302-1: d. - iv.2	Steam sold there of steam from fuel combustion	MWh	23,787
GRI 302-1: e. 1	Total energy consumption within the organization (input - sold)***	MWh	2,812,843
GRI 302-3: a.	Energy intensity ratio (total energy consumption / production volume)****	MWh	0.50

### Footnotes

\*The value includes primary energy for stationary combustion only (processes as well as production of energy), excluding mobile combustion (all vehicles (trains, trucks, and fork lifts, among others) used on sites and for production).

\*\* Including electricity, self-generated renewable energy and self-generated energy from waste heat.

\*\*\* 'Primary energy input' plus 'secondary input (excluding WHR)' subtraction of 'energy sold'.

\*\*\*\* Calculated for net energy consumption, not energy input.

\*\*\*\*\*Based on electricity and steam generation from different waste heat-recovery systems in Chalmette, Lake Charles, Norco, Visakhapatnam, Atchutapuram, Castrop-Rauxel, Duisburg, Hamilton, Zelzate, Kurnool and Suryapet.

## Water

Indicator code	Indicator description	Units	RIL'24
GRI 303-3: a.	Total water withdrawal (Excluding produced and rain water)*	[m <sup>3</sup> ]	7,080,394
GRI 303-3: a.- i.	Surface water withdrawal	[m <sup>3</sup> ]	1,319,255
GRI 303-3: a.- ii.	Groundwater withdrawal	[m <sup>3</sup> ]	1,889,348
GRI 303-3: a.- iii.	Seawater withdrawal	[m <sup>3</sup> ]	2,137,262
GRI 303-3: a.- v.	Third-party water withdrawal	[m <sup>3</sup> ]	1,734,529
GRI 303-4: a.	Total water discharge (Excluding produced and rain water)**	[m <sup>3</sup> ]	3,373,900
GRI 303-4: a.- i.	Surface water discharge	[m <sup>3</sup> ]	1,442,692
GRI 303-4: a.- iii.	Seawater discharge	[m <sup>3</sup> ]	1,130,078
GRI 303-4: a.- iv.	Third-party water discharge	[m <sup>3</sup> ]	801,130
GRI 303-5a	Total water consumption***	[m <sup>3</sup> ]	3,703,718
GRI 303-4: d.2	PAH	[metric ton]	0.00043
GRI 303-4: d.3	Suspended solids	[metric ton]	55.71
GRI 303-4: d.4	Others	[metric ton]	0.74

### Footnotes

\*Water withdrawal includes water sourced from surface waterbodies (both fresh and saltwater), groundwater aquifers or third-party suppliers.

\*\*Water discharge includes surface discharge, Sea & third party discharge

\*\*\*Consumption calculated based on the GRI (Total water withdrawal subtracted with total water discharge)

## Water - Water Stress Areas

Indicator code	Indicator description	Units	RIL'24
GRI 303-3: a.	Total water withdrawal (Excluding produced and rain water)*	[m <sup>3</sup> ]	1,234,045
GRI 303-3: a.- i.	Surface water withdrawal	[m <sup>3</sup> ]	749,397
GRI 303-3: a.- ii.	Groundwater withdrawal	[m <sup>3</sup> ]	153,846
GRI 303-3: a.- iii.	Seawater withdrawal	[m <sup>3</sup> ]	0
GRI 303-3: a.- v.	Third-party water withdrawal	[m <sup>3</sup> ]	330,803
GRI 303-4: a.	Total water discharge (Excluding produced and rain water)*	[m <sup>3</sup> ]	371,706
GRI 303-4: a.- i.	Surface water discharge	[m <sup>3</sup> ]	299,130
GRI 303-4: a.- iii.	Seawater discharge	[m <sup>3</sup> ]	0
GRI 303-4: a.- iv.	Third-party water discharge	[m <sup>3</sup> ]	72,576

### Footnotes

\* Production sites that operate in areas with water stress: Hamilton (high (40-80%)), Zelzate (extremely high (>80%)), Kurnool (extremely high (>80%)) and Suryapet (high (40-80%)) as per the assessment carried out by RAIN in 2023 based on WRI water atlas (as the GRI standards suggest)

## GHG Emissions

Indicator code	Indicator description	Units	RIL'24
GRI 305-1: a.	Gross direct GHG emissions (Scope 1) [CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O]****	metric ton	2,899,852
GRI 305-1: a.1	Fuel combustion	metric ton	788,688
GRI 305-1: a.2	Waste gas combustion	metric ton	8,918
GRI 305-1: a.3	Process emissions	metric ton	2,102,247
GRI 305-2: a.3	Scope 2 : Gross location-based energy indirect GHG emissions**, #		133,097
GRI 305-2: b.2	Scope 2 : Gross market-based energy indirect GHG emissions**	metric ton	21,702
	Total GHG emissions (Scope 1+2)*		3,054,652
GRI 305-4: a.	GHG emissions intensity ((Scope 1-emissions + Scope 2-emissions)/production volume)	metric ton	0.51
GRI 305-5	Total GHG Emissions avoided (internal + external)***		423,930
GRI 305-5	GHG Emissions avoided internally (due to internal consumption)	metric ton	165,158
GRI 305-5	GHG Emissions avoided externally (due to sales)	metric ton	258,772

### Footnotes

\*Includes GHG Emissions for all applicable sites.

\*\* Used location based emission factors except Castrop-Rauxel. For Castrop-Rauxel, we use market based (supplier-specific) emission factors.

\*\*\* Based on electricity and steam generation at different waste heat recovery processes in Castrop-Rauxel, Chalmette, Duisburg, Hamilton, Lake Charles, Norco, Visakhapatnam, Zelzate, Kurnool and Suryapet. Avoided emission are calculated from the generated megawatts, emission factors of local electricity grids and combustion of natural gas as well as respective efficiency factors.

# GHG emissions from the purchased electricity are calculated utilizing location-based emission factors in mt CO<sub>2</sub>-equivalent per kWh except for the Company's Indian operations, where the emission factor is only available in tCO<sub>2</sub> per kWh.

\*\*\*\*Includes emissions from fuel combustion, the calcination process and waste gas combustion for all sites where this is applicable. (Exemption: Process emissions at Castrop-Rauxel, Hamilton, Duisburg and Kędzierzyn-Koźle are not included). & Waste gas combustion data only considered for Castrop-Roauxel, Hamilton & Zelzate

## Air Emissions other than GHG

Indicator code	Indicator description	Units	RIL'24
GRI 305-7: a. - i.	No <sub>x</sub> *	metric ton	3,937.44
GRI 305-7: a. - ii.	So <sub>x</sub> *	metric ton	16,208.42
GRI 305-7: a. - iv.	Volatile organic compounds (VOC) total**	metric ton	228.07
GRI 305-7: a. - v.	Hazardous air pollutants (HAP) total**	metric ton	172.80
GRI 305-7: a. - vi.	Particulate matter***	metric ton	730.12

### Footnotes

\* Data available for all the applicable sites

\*\* VOC & HAP Data available for all applicable sites except Castrop-Rauxel, Duisburg, Kędzierzyn-Koźle, Zelzate, Visakhapatnam, Atchutapuram, Kurnool & Suryapet

\*\*\* PM Data available for all applicable sites except Castrop-Rauxel, Duisburg, Hamilton, Kędzierzyn-Koźle & Zelzate

## Waste

Indicator code	Indicator description	Units	RIL'24
GRI 306-3: a.	Total waste generated by toxicity [metric ton]	metric ton	344,852.59
GRI 306-3: a.1	Hazardous waste*	metric ton	138,718.92
GRI 306-3: a.2	Non-Hazardous waste*	metric ton	206,133.67
RCI Was 1.6	Other	metric ton	2,585.17
GRI 306-4: a.	Total weight of waste diverted from disposal (recycling + reuse)	metric ton	296,963.74
GRI 306-4: b.	Reuse/ Recycling (hazardous waste)	metric ton	119,940.36
GRI 306-4: c.	Reuse/ Recycling (non-hazardous waste)	metric ton	177,023.38
GRI 306-5: a.	Total weight of waste directed to disposal	metric ton	48,639.73
GRI 306-5: a.1	Hazardous waste	metric ton	18,757.02
GRI 306-5: a.2	Non-Hazardous waste	metric ton	29,882.71

### Footnotes

\* No hazardous waste occurred at Lake Charles, Purvis, Robinson and Cherepovets

## Diversity, Equity, and Inclusion

Indicator code	Indicator description	Units	RIL'24
GRI 2-7	Total number of permanent male employees (Headcount)	Number	1,939
GRI 2-7	Total number of temporary male employees (Headcount)	Number	58
GRI 2-7	Total number of non-guaranteed hours male employees (Headcount)	Number	0
GRI 2-7	Total number of full-time male employees (Headcount)	Number	2,025
GRI 2-7	Total number of part-time male employees (Headcount)	Number	40
GRI 2-7	Total number of permanent female employees (Headcount)	Number	193
GRI 2-7	Total number of temporary female employees (Headcount)	Number	6
GRI 2-7	Total number of non-guaranteed hours female employees (Headcount)	Number	0
GRI 2-7	Total number of full-time female employees (Headcount)	Number	175
GRI 2-7	Total number of part-time female employees (Headcount)	Number	35
GRI 2-7	Total number of permanent other gender employees (Headcount)	Number	0
GRI 2-7	Total number of temporary other gender employees (Headcount)	Number	0
GRI 2-7	Total number of non-guaranteed hours other gender employees (Headcount)	Number	0
GRI 2-7	Total number of full-time other gender employees (Headcount)	Number	0
GRI 2-7	Total number of part-time other gender employees (Headcount)	Number	0

Indicator code	Indicator description	Units	RIL'24
GRI 2-7	<b>General employees (Headcount)</b>	Number	2,394
GRI 2-7	... Male	Number	2,162
GRI 2-7	... Female	Number	232
GRI 2-7	<b>Employees directly reporting to executive team (Headcount)</b>	Number	56
GRI 2-7	... Male	Number	45
GRI 2-7	... Female	Number	11
GRI 2-7	<b>Executive team (Headcount)</b>	Number	10
GRI 2-7	... Male	Number	10
GRI 2-7	... Female	Number	0
GRI 2-7	... <30	Number	1
GRI 2-7	... 30 – 50	Number	0
GRI 2-7	... > 50	Number	9
GRI 2-7	<b>Total number of employees (Headcount)</b>	Number	2,394
GRI 2-7	... in Belgium	Number	188
GRI 2-7	... in Canada	Number	91
GRI 2-7	... in Germany	Number	540
GRI 2-7	... in India	Number	1,233
GRI 2-7	... in Russia	Number	119
GRI 2-7	... in US	Number	198
GRI 2-7	... in Poland	Number	25
GRI 2-7	<b>Total number of permanent male employees (Headcount)</b>	Number	2,104
GRI 2-7	... in Belgium	Number	168
GRI 2-7	... in Canada	Number	74
GRI 2-7	... in Germany	Number	394
GRI 2-7	... in India	Number	1,190
GRI 2-7	... in Russia	Number	97
GRI 2-7	... in US	Number	165
GRI 2-7	... in Poland	Number	16
GRI 2-7	<b>Total number of temporary male employees (Headcount)</b>	Number	58
GRI 2-7	... in Belgium	Number	0
GRI 2-7	... in Canada	Number	2
GRI 2-7	... in Germany	Number	56
GRI 2-7	... in India	Number	0
GRI 2-7	... in Russia	Number	0
GRI 2-7	... in US	Number	0
GRI 2-7	... in Poland	Number	0
GRI 2-7	<b>Total number of full-time male employees (Headcount)</b>	Number	2,122
GRI 2-7	... in Belgium	Number	142
GRI 2-7	... in Canada	Number	74
GRI 2-7	... in Germany	Number	439
GRI 2-7	... in India	Number	1,190
GRI 2-7	... in Russia	Number	97
GRI 2-7	... in US	Number	164

Indicator code	Indicator description	Units	RIL'24
GRI 2-7	... in Poland	Number	16
GRI 2-7	<b>Total number of part-time male employees (Headcount)</b>	Number	40
GRI 2-7	... in Belgium	Number	26
GRI 2-7	... in Canada	Number	2
GRI 2-7	... in Germany	Number	11
GRI 2-7	... in India	Number	0
GRI 2-7	... in Russia	Number	0
GRI 2-7	... in US	Number	1
GRI 2-7	... in Poland	Number	0
GRI 2-7	<b>Total number of permanent female employees (Headcount)</b>	Number	226
GRI 2-7	... in Belgium	Number	20
GRI 2-7	... in Canada	Number	15
GRI 2-7	... in Germany	Number	84
GRI 2-7	... in India	Number	43
GRI 2-7	... in Russia	Number	22
GRI 2-7	... in US	Number	33
GRI 2-7	... in Poland	Number	9
GRI 2-7	<b>Total number of temporary female employees (Headcount)</b>	Number	6
GRI 2-7	... in Belgium	Number	0
GRI 2-7	... in Canada	Number	0
GRI 2-7	... in Germany	Number	6
GRI 2-7	... in India	Number	0
GRI 2-7	... in Russia	Number	0
GRI 2-7	... in US	Number	0
GRI 2-7	... in Poland	Number	0
GRI 2-7	<b>Total number of full-time female employees (Headcount)</b>	Number	197
GRI 2-7	... in Belgium	Number	14
GRI 2-7	... in Canada	Number	15
GRI 2-7	... in Germany	Number	64
GRI 2-7	... in India	Number	43
GRI 2-7	... in Russia	Number	22
GRI 2-7	... in US	Number	32
GRI 2-7	... in Poland	Number	7
GRI 2-7	<b>Total number of part-time female employees (Headcount)</b>	Number	35
GRI 2-7	... in Belgium	Number	6
GRI 2-7	... in Canada	Number	0
GRI 2-7	... in Germany	Number	26
GRI 2-7	... in India	Number	0
GRI 2-7	... in Russia	Number	0
GRI 2-7	... in US	Number	1
GRI 2-7	... in Poland	Number	2

## New Hires & Turnover

Indicator code	Indicator description	Units	RIL'24
GRI 401-1	<b>Total number and rate of new employee hires during the reporting period, by age group, gender and region.</b>		
GRI 401-1	<b>&lt;30 (Under 30 years old)</b>		
GRI 401-1	... Male	Number	98
GRI 401-1	... Female	Number	8
GRI 401-1	<b>30-50 (30-50 years old)</b>		
GRI 401-1	... Male	Number	83
GRI 401-1	... Female	Number	5
GRI 401-1	<b>&gt;50 (Over 50 years old)</b>		
GRI 401-1	... Male	Number	13
GRI 401-1	... Female	Number	2

## Employee Attrition by Age, Gender and Zone

Indicator code	Indicator description	Units	RIL'24
GRI 401-1	<b>Total number of employee turnover during the reporting period.</b>	Number	300
GRI 401-1	<b>Male</b>		277
GRI 401-1	Permanent		190
GRI 401-1	Temporary		86
GRI 401-1	<b>Female</b>		23
GRI 401-1	Permanent		20
GRI 401-1	Temporary		5
GRI 401-1	<b>Rate of employee turnover during the reporting period.</b>	Number	12.53%
GRI 401-1	<b>Male</b>		11.57%
GRI 401-1	Permanent		7.94%
GRI 401-1	Temporary		3.59%
GRI 401-1	<b>Female</b>		0.96%
GRI 401-1	Permanent		0.84%
GRI 401-1	Temporary		0.21%
GRI 401-1	<b>&lt;30 (Under 30 years old)</b>		
GRI 401-1	... Male	Number	92
GRI 401-1	... Female	Number	5
GRI 401-1	<b>30-50 (30-50 years old)</b>		
GRI 401-1	... Male	Number	116
GRI 401-1	... Female	Number	7
GRI 401-1	<b>&gt;50 (Over 50 years old)</b>		
GRI 401-1	... Male	Number	69
GRI 401-1	... Female	Number	11

## Employee Benefits

Indicator code	Indicator description	Units	RIL'24
GRI 401-2	<b>Life insurance;</b>	%	18%
GRI 401-2	<b>Health care;</b>	%	99%
GRI 401-2	<b>Disability and invalidity coverage;</b>	%	17%
GRI 401-2	<b>Parental leave;</b>	%	92%
GRI 401-2	<b>Retirement provision;</b>	%	93%
GRI 401-2	<b>Others if any</b>	%	0%

## Parental leave

Indicator code	Indicator description	Units	RIL'24
GRI 401-3	<b>a. Total number of employees that were entitled to parental leave, by gender.</b>		
GRI 401-3	... Male	Number	708
GRI 401-3	... Female	Number	210
GRI 401-3	<b>b. Total number of employees that took parental leave, by gender.</b>		
GRI 401-3	... Male	Number	15
GRI 401-3	... Female	Number	13
GRI 401-3	<b>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</b>		
GRI 401-3	... Male	Number	15
GRI 401-3	... Female	Number	7
GRI 401-3	<b>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</b>		
GRI 401-3	... Male	Number	11
GRI 401-3	... Female	Number	3
GRI 401-3	<b>e. Return to work and retention rates of employees that took parental leave, by gender.</b>		
GRI 401-3	... Male	Rate	100%
GRI 401-3	... Female	Rate	100%
GRI 402-1	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	Number	

## Employees Training & Skill Development Programs

Indicator code	Indicator description	Units	RIL'24
GRI 404-1	<b>Total number of training hours conducted</b>	Hours	56,717.74
GRI 404-1	<b>Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.</b>		
GRI 404-1	Employees		
GRI 404-1	... Male	Average	24.72
GRI 404-1	... Female	Average	14.06

## Work-related injuries

Indicator code	Indicator description	Units	RIL'24
<b>a. For all employees:</b>			
GRI 403-9	i. The number of fatalities as a result of work-related injury;	Numbers	0
GRI 403-9	ia. The rate of fatalities as a result of work-related injury;	Rate	0
GRI 403-9	ii. The number of high-consequence work-related injuries (excluding fatalities);	Numbers	2
GRI 403-9	iii. The number of recordable work-related injuries / Accidents	Numbers	7
GRI 403-9	iv. The main types of work-related injury;	Qualitative	Recordables - Slips or Trips
GRI 403-9	v. The number of hours worked.	Hours	3,693,798



Indicator code	Indicator description	Units	RIL'24
<b>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</b>			
GRI 403-9	i. The number of fatalities as a result of work-related injury;	Numbers	0
GRI 403-9	ia. The rate of fatalities as a result of work-related injury;	Rate	0
GRI 403-	ii. The number of high-consequence work-related injuries (excluding fatalities);	Numbers	0
GRI 403-9	iii. The number of recordable work-related injuries / Accidents	Numbers	0
GRI 403-9	iv. The main types of work-related injury;	Qualitative	N/A
GRI 403-9	v. The number of hours worked.	Hours	7,066,241
<b>b. Total for all employees as well as all workers who are not employees but whose work and/or workplace is controlled by the organization:</b>			
GRI 403-9	ii.a. The rate of high-consequence work-related injuries (excluding fatalities);	Rate	0.04
GRI 403-9	iii.a. The rate of recordable work-related injuries / Accidents	Rate	0.13
<b>Work-related ill health For all employees:</b>			
GRI 403-10	i. The number of fatalities as a result of work-related ill health;	Numbers	0
GRI 403-10	ii. The number of cases of recordable work-related ill health;	Numbers	0
GRI 403-10	iii. The main types of work-related ill health.	Qualitative	N/A
<b>Work-related ill health For all Non-employees:</b>			
GRI 403-10	i. The number of fatalities as a result of work-related ill health;	Numbers	0
GRI 403-10	ii. The number of cases of recordable work-related ill health;	Numbers	0
GRI 403-10	iii. The main types of work-related ill health.	Qualitative	N/A
GRI 403-10			
GRI 403-10	The number of days lost to work related injuries	Number	98
GRI 403-10	The number of days lost to work related Fatalities from work related accident	Number	0
GRI 403-10	The number of days lost to work related ill health	Number	0
GRI 403-10	The number of days lost to work related fatalities from ill health	Number	0
GRI 403-10			
GRI 403-10	The number of days lost to work related injuries	Number	0
GRI 403-10	The number of days lost to work related Fatalitiesfrom work related accident	Number	0
GRI 403-10	The number of days lost to work related ill health	Number	0
GRI 403-10	The number of days lost to work related fatalities from ill health	Number	0

## Collective bargaining agreements

Indicator code	Indicator description	Units	RIL'24
GRI 2-30	<b>a. Report the percentage of total employees covered by collective bargaining agreements;</b>	%	
GRI 2-30	Number of employees covered by collective bargaining agreements	Number	706
GRI 2-30	Total number of employees reported	Number	2,394
GRI 2-30	<b>b. In the EEA, whether it has one or more collective bargaining agreements and, if so, the overall percentage of its employees covered by such agreement(s) for each country in which it has significant employment, defined as at least 50 employees by head count representing at least 10% of its total number of employees;</b>	%	

## Social Dialogue

Indicator code	Indicator description	Units	RIL'24
GRI 407-1	<b>a. Report the percentage of total employees covered by workers representative;</b>	%	
	Number of employees covered by workers representative	Number	836
None	Total number of employees reported	Number	2,394
<b>The number of work-related incidents and/or complaints and severe human rights impacts within its own workforce, and any related fines, sanctions or compensation for the reporting period.</b>			
GRI 406-1 a	<b>The total number of incidents of discrimination , including harassment</b>		
GRI 2-27 b	The total amount of fines for damages as a result of the incidents and complaints disclosed above	Number	0
<b>Whether or not RCI's employees are paid an adequate wage, and if they are not all paid an adequate wage, the countries and percentage of employees concerned.</b>			
<b>Adequate Wage</b>			
GRI 202-1	Total number of employees	Number	1,042
GRI 202-1	Total number of employees getting less than adequate wage	Number	0