



Chairman's Message on

IndianOil Values Day

30th June 2025

Dear IOCIans,

As we mark the third IndianOil Values Day, we pause not merely to celebrate a tradition, but to honour the timeless spirit that defines who we are. Our Core Values—**Nation-First, Care, Innovation, Passion, and Trust**—are more than guiding principles. They are the very essence of IndianOil. These values infuse our mission with meaning and guide our every step forward.

In 2022–23, Project Sattva was conceived as a journey to rediscover and re-energise our cherished values—Care, Innovation, Passion, and Trust—while also uncovering what truly sets IndianOil apart. Through deep engagement across the organization, it became clear that these values are not just corporate statements; they are deeply ingrained in every IOCIan. What emerged even more powerfully was the spirit of patriotism and service, captured in the heartfelt phrase, “Pehle Indian, Phir Oil.” This reaffirmation of our shared identity led to the articulation of our fifth and defining value—Nation-First—which now anchors every action we take and every aspiration we pursue.

Our core values, deeply embedded in our culture and ecosystem, remind us to care for our people and those we serve, to innovate boldly in anticipation of tomorrow, and to nurture the trust that generations of Indians have placed in us. Above all, Nation-First remains our guiding mantra as we work toward ambitious national goals like Energy Independence and Net-Zero emissions.

To take this legacy forward, we have launched Project SPRINT—an enterprise-wide transformation strategy to shape IndianOil into a future-ready, customer-centric, and sustainable energy leader. Over the next three years, SPRINT will catalyze transformative changes across the organization. However, this change will not be driven by

Project Satva highlighted the spirit of patriotism and service among IOCIans which led to the articulation of our defining core value, Nation-First

systems or structures alone—it will be powered by the values we uphold and the unwavering commitment of every IOCIan.

As part of this year's Values Day celebrations, it is truly inspiring to see over a thousand heartfelt stories shared by employees and stakeholders, reflecting how our core values shape actions and define purpose. These real-life accounts— From managing multiple emergency flight diversions to offset challenging weather conditions in Bangalore, with seamless teamwork in Coimbatore to restoring offshore crude operations during Cyclone Remal; from enabling Kerala's first seaplane trial to extending operational hours for our women engineers in Barauni—shine a light on our collective courage, care, and commitment.

Equally notable are our sustainability efforts, such as the initiative at Jayant Depot to reduce groundwater usage through rainwater harvesting—an effort that directly aligns with UN Sustainable Development Goal 12 on sustainable consumption and production. It is a proud moment that India, for the first time, has secured a position among the top 100 countries in the UN SDG Index—a reminder that every thoughtful action counts.

The stories shared by the ‘Values Champions’ reflect the enduring power of our Core Values - Nation-First, Care, Innovation, Passion, Trust - as lived experiences that continue to energise India and transform lives.

Let this Values Day be a reaffirmation of our identity. Let it remind us that our green ambitions, innovation goals, and customer commitments will only succeed if they are anchored in purpose. After all, it is not strategy alone that will shape IndianOil's future—it is the strength of our values and the spirit of our people.

Every IOCIan, driven by values, is the soul, the strength, and the spark of IndianOil.

SPRINT will catalyze transformative changes across IndianOil which will be powered by the values we uphold and the unwavering commitment of every IOCIan.

New Delhi
30th June 2025

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A S Sahney
Chairman (IndianOil)