Coal India Limited
A Maharatna Company

Synergy, Diversity
Sustainability

Business Responsibility and Sustainability Report **2025-26**

Coal India Limited
A Maharatna Company

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SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L23109WB1973GOI028844
2.	Name of the listed entity	COAL INDIA LIMITED
3.	Year of Incorporation	1973
4.	Registered Office Address	Coal Bhawan, Premises 04-MAR, Action Area 1A, Newtown Rajarhat Kolkata – 700156
5.	Corporate Address	
6.	Email Address	edenv.cil@coalindia.in
7.	Telephone	033-23244335
8.	Website	https://www.coalindia.in/
9.	Financial Year for which reporting is being done	2025-26
10.	Name of the Stock Exchanges where shares are listed	Bombay Stock Exchange and National Stock Exchange
11.	Paid-up Capital	₹ 6,162.73 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri R P Dash General Manager (Mining/Environment) E-mail ID: edenv.cil@coalindia.in 033-23244335
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated basis*
14.	Name of assurance provider	M/s Joint Values ESG Services Pvt. Ltd.
15.	Type of assurance obtained	Reasonable Assurance

*Previous year the Boundary has been disclosed based on the consolidated boundary including operational control subsidiaries. For the current year, the Company has expanded the boundary to include all subsidiaries and joint ventures. Consequently, differences in reporting boundaries between the previous and current financial years may affect the comparability of certain disclosures.

Note

- Talcher Fertilizers Limited (TFL) a Joint Venture Company is currently under construction, with its Consent to Establish (CTE) valid until 20th October, 2029. Data pertaining to BRSR will be furnished later upon the project's transition to the operational phase and receipt of Consent to Operate (CTO).

- ICVL is currently not having its own pay structure and own permanent employees. All the executives are posted on deputation basis from their parent / promoter companies. Salary, allowances and other benefits are being paid by their respective companies as per their entitlement and the same is debited to ICVL. Also, ICVL is presently not having any plant / mine or operations in India. Subsidiaries and JV of ICVL India are located abroad and are not considered .

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Production & Sale of Coal and Coal Products	Production & Sale of coal and Coal Products	99%

17. Products/Services sold by the Entity (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Coal and Coal Products	0510	99%

III. Operations

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

Location	Number of plants*	Number of offices**	Total
National	312	43	355
International	0	1	1

19. Markets served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	0

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

Nil

c. A Brief on Types of customers

Power and Regulated Sector Customers: This segment primarily consists of power generation companies operated by Central and State Governments, along with private power producers, which collectively account for the largest share of Coal India Limited's coal consumption for electricity generation. It also includes other regulated industries such as Fertilizers, Railways, and Defence, which rely on coal to meet their operational requirements.

Non-Regulated Sector Customers: This category includes industries such as cement, steel, aluminium, and other manufacturing enterprises, including captive power plants. These customers utilize coal either as a primary fuel for operational activities or as a key raw material in their manufacturing processes.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	2,12,686	1,92,279	90.40%	20,407	9.60%
2.	Other than Permanent (E)	243	219	90.12%	24	9.88%
3.	**Total employees (D + E)**	**2,12,929**	**1,92,498**	**90.40%**	**20,431**	**9.60%**
	WORKERS					
4.	Permanent (F)	1,72,387	1,54,427	89.58%	17,960	10.42%
5.	Other than Permanent (G)	1,26,375	1,22,244	96.73%	4,131	3.27%
6.	**Total workers (F + G)**	**2,98,762**	**2,76,671**	**92.61%**	**22,091**	**7.39%**

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	780	686	87.95%	94	13.70%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	**Total employees (D + E)**	**780**	**686**	**87.95%**	**94**	**13.70%**
	WORKERS					
4.	Permanent (F)	589	520	89.30%	63	10.70%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	**Total workers (F + G)**	**589**	**520**	**89.30%**	**63**	**10.70%**

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	175	9	5.14%
Key Management Personnel	66	5	7.57%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2024-25			FY'2023-24			FY'2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	6.45%	3.56%	6.18%	8.46%	5.45%	6.96%	8.00%	5.70%	7.80%
Permanent Workers	6.48%	3.63%	6.21%	6.997%	4.13%	5.55%	6.50%	4.00%	6.30%

*Including subsidiaries and JVs (HURL,TFL,ICVL) for current year i.e., FY 2025-26.

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Eastern Coalfields Limited	Subsidiary	100%	Yes
2	Bharat Coking Coalfields Limited	Subsidiary	90%	Yes
3	Central Coalfields Limited	Subsidiary	100%	Yes
4	Northern Coalfields Limited	Subsidiary	100%	Yes
5	Western Coalfields Limited	Subsidiary	100%	Yes
6	South Eastern Coalfields Limited	Subsidiary	100%	Yes
7	Mahanadi Coalfields Limited	Subsidiary	100%	Yes
8	Central Planning & Design Institute Limited	Subsidiary	85%	Yes
9	Coal India Africana Limitada	Subsidiary	100%	Yes
10	CIL Navikarniya Urja Limited	Subsidiary	100%	Yes
11	CIL Solar PV Limited	Subsidiary	100%	Yes
12	Bharat Coal Gasification & Chemicals Limited	Subsidiary	51%	Yes
13	Coal Gas India Limited	Subsidiary	51%	Yes
14	CIL Rajasthan Akshay Urja limited	Subsidiary	74%	Yes
15	DVC CIL Power Private Limited	Joint Venture	50%	Yes
16	CIL NTPC Urja Private Limited	Joint Venture	50%	Yes
17	Talcher Fertilizers Limited	Joint Venture	39.87%	Yes
18	Hindustan Urvarak & Rasayan Limited	Joint Venture	30.10%	Yes
19	Coal Lignite Urja Private Limited	Joint Venture	50%	Yes
20	International Coal Venture Private Limited	Joint Venture	0.19%	Yes
21	Jharkhand Central Railway Limited	Step Down Subsidiary	64%	Yes
22	Chhattisgarh East Railway Limited	Step Down Subsidiary	63.97%	Yes
23	Chhattisgarh East-West Railway Limited	Step Down Subsidiary	64.88%	Yes
24	MJSJ Coal Limited	Step Down Subsidiary	60%	Yes
25	MHN Shakti Limited	Step Down Subsidiary	70%	Yes

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
26	Mahanadi Basin Power Limited	Step Down Subsidiary	100%	Yes
27	Mahanadi Coal Railway Limited	Step Down Subsidiary	71.11%	Yes

VI. CSR Details

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

(ii) Turnover (in ₹): 16,84,00,29,00,000

(iii) Net worth (in ₹): 11,91,01,55,67,111

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes https://pgportal.gov.in/	426	1	_	0	0	_
Investors (other than shareholders)	Yes https://pgportal.gov.in/	25	2	_	0	0	_
Shareholders	Yes https://www.coalindia.in/contact-us/	106	3	_	32	1	As on 31st March 2025, one compliant was pending which was resolved on 4th April 2025
Employees and workers	Yes https://pgportal.gov.in/	3019	68	_	167	13	_
Customers	Yes https://pgportal.gov.in/	824	22	Including CPGRAMS and Grahak Samhadan	11	0	_
Value Chain Partners	Yes https://pgportal.gov.in/	135	5	_	2	0	_
Others (Assumption Basis)	-	156	5	_	39	0	_

Note: Grievance data has been sourced from the CPGRAMS portal and consolidated across Coal India Limited, its subsidiaries (including step down subsidiaries) and JVs. As the data is reported on a departmental and regional basis rather than by stakeholder category, certain assumptions have been applied for stakeholder-wise classification in line with BRSR disclosure requirements. Further, while the previous year's disclosure covered grievances pertaining only to Coal India Limited, the current year's disclosure includes grievance data from all subsidiaries (including step down subsidiaries) and JVs. Accordingly, year-on-year comparisons should be viewed in the context of the expanded reporting boundary and the assumptions adopted for stakeholders mapping.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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	Air Emissions	Risk	Large-scale opencast mining operations generate significant fugitive dust and emissions of SOx, NOx and SPM. With operational mines across eight states, CIL's air quality footprint is material and subject to increasing scrutiny under MoEFCC regulations and CAAQMS reporting mandates.	Deployment of fog cannons, mist sprayers, wet drilling, and mechanised road sweepers across all mines. Surface miners and First Mile Connectivity (FMC) projects reduce road-transport pollution. Green belts and windscreens around quarries and OB dumps act as natural dust barriers. Real-time CAAQMS connected to SPCB websites ensures continuous compliance monitoring under the Environment (Protection) Act, 1986.	Negative
2	Community Engagement	Opportunity	CIL operates in densely populated coal-belt regions where mining directly affects local livelihoods, land, water and air quality. Proactive and structured community engagement reduces the risk of project delays due to public opposition, builds the Company's social licence to operate, and enables targeted CSR investment aligned with community needs.	NA	Positive

Sl. 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	Biodiversity and land Management	Risk	Opencast mining involves large-scale land diversion, which can destroy local ecosystems, impact forest cover, and affect flora and fauna. CIL's operations require forest clearances under the Forest (Conservation) Act, and any failure to meet compensatory afforestation obligations poses legal, regulatory, and reputational risk.	Progressive and concurrent reclamation of mined-out areas and OB dumps mandated through approved Mine Closure Plans. Innovative techniques seed ball plantation, drone seeding, Miyawaki plantation deployed across subsidiaries. 2,404 Ha plantation achieved in FY 2025-26. Additionally, Miyawaki plantation was carried out over 51.80 Ha. Mission GREEN Coal Regions launched for post-mining ecosystem restoration.	Negative
4	Grievance Redressal Management System	Opportunity	As a listed Government Company serving multiple stakeholder groups across 310 mines, CIL's ability to receive and resolve grievances in a structured and timely manner directly affects its stakeholder relationships, regulatory standing and operational risk profile. Robust redressal signals accountability and transparency.	NA	Positive
5	Employee Development & Well - being / Training & Education	Opportunity	With a workforce of over 2.2 lakh employees and workers across 310 mines in eight states, CIL's operational effectiveness is directly linked to workforce capability. Investment in skills development, safety training and leadership programs builds a pipeline of competent managers and technically skilled workers critical for production targets and technological adoption.	NA	Positive
6	Labour Conditions/ Human Rights Assessment	Risk	CIL's contractual workforce of over 1.14 lakh workers spans remote mining locations across eight states, managed through intermediary contractors. Ensuring consistent wage, safety and welfare compliance	Contractual wages enforced under Contract Labour (Regulation and Abolition) Act with digital payment monitoring to eliminate intermediary manipulation. CMPF	Negative

Sl. 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)
			across this scale is operationally complex. Any finding of wage violation, unsafe contractor conditions or human rights contraventions even at sub-contractor level exposes CIL to liability under the Contract Labour Act, Minimum Wages Act and state labour laws, as well as ESG index exclusion risk.	and EPF contributions ensured for all eligible workers. Collective bargaining upheld through JBCCI forums. Zero-tolerance policy on child labour, forced labour and discrimination embedded in Code of Conduct. Supply chain labour compliance being progressively strengthened in line with BRSR Principle 5.	
7	Waste Management	Risk	Coal mining particularly large-scale opencast operations generates overburden (OB) in volumes running into hundreds of millions of tonnes annually, making it CIL's single largest waste stream. Improper OB disposal leads to land degradation, slope failure, groundwater contamination and dust generation, directly triggering Forest Conservation Act violations and environmental clearance conditions. Failure to meet Mine Closure Plan obligations which are waste-management-centric can block new project approvals. Hazardous waste streams (used oil from HEMMs, e-waste, biomedical waste across 310 mines) carry statutory liability under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. The scale of CIL's operations makes waste mismanagement a material regulatory, financial and reputational risk, not a discretionary sustainability initiative.	Progressive and concurrent reclamation of mined-out areas and OB dumps mandated through Board-approved Mine Closure Plans, with financial provisions made annually. Overburden backfilling prioritised to restore land contour and reduce surface disturbance. Hazardous waste (used oil, e-waste, biomedical waste) disposed exclusively through MoEFCC-authorised channels in compliance with HW (M&TM) Rules. Fly ash utilisation promoted under MoEFCC guidelines to reduce secondary waste burden. Real-time waste inventory maintained at mine level. Waste generation, recovery and disposal data disclosed annually in BRSR under Principle 6. Internal audits and DGMS inspections used to identify and rectify non-compliances proactively.	Negative

Sl. 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)
8	Water Management (Consumption and Discharge)	Risk	Mining operations in water-stressed geographies across Jharkhand, Chhattisgarh, Odisha and Madhya Pradesh generate significant mine water discharge that must be carefully managed. Groundwater depletion, contamination of surface water bodies, and inadequate treatment of mine effluents can attract regulatory action and community opposition.	CIL maximises utilisation of treated mine water for industrial operations and community supply. Advanced pisciculture in decommissioned surface mines generates community livelihood. Mine water management plans mandated under environmental clearance conditions. Real-time discharge monitoring reported to regulatory bodies. Water balance data disclosed annually in BRSR.	Negative
9	Socio-economic Compliance (providing equal and fair wages)	Opportunity	As a Maharatna CPSE and one of India's largest employers, CIL's wage policies and socio-economic compliance practices are widely observed by unions, civil society and regulators. Consistent, transparent and fair remuneration structures reinforce CIL's social contract with its workforce and coal-belt communities.	NA	Positive
10	Employee Inclusion and Diversity	Opportunity	CIL's workforce is predominantly male, reflecting both historical recruitment patterns and the physically demanding nature of mining operations. Improving gender diversity and inclusion particularly in officer and supervisory grades is increasingly important for regulatory compliance, stakeholder expectations, and organisational culture.	NA	Positive
11	Regulatory/ Compliance / Anti – Corruption	Risk	As a listed Maharatna CPSE operating under the oversight of the Ministry of Coal, SEBI, MoEFCC and the CAG, CIL and its subsidiaries face a complex, multi-layered compliance	Zero-tolerance anti-bribery and anti-corruption policy. Whistle Blower Policy providing employees a secure channel for reporting unethical	Negative

Sl. 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)
			environment. Non-compliance whether in environmental clearances, listing obligations, or financial disclosures can result in fines, operational suspensions and reputational damage. Anti-corruption risk is heightened given the scale of procurement and contracting activities.	practices. Code of Conduct for Board and Senior Management. Anti-fraud Policy, Corruption Risk Mitigation framework, and Ethical Governance Action Plan implemented. Vigilance departments active at HQ and all subsidiaries. CAG and internal audit findings actioned on priority basis.	
12	GHG Emissions / Climate Change	Risk	Coal mining and transport are inherently carbon-intensive. India's Panchamrit commitments and COP-aligned net-zero trajectory create long-term regulatory and reputational risk for CIL's core business. Methane emissions from underground mines and diesel consumption by HEMMs are significant GHG sources within CIL's operational boundary.	Energy efficiency programs (LED retrofitting, EE motors, EE ACs) across all subsidiaries. Aggressive ramp-up of renewable energy targeting 3,000 MW by FY 2027-28 and 9,500 MW by FY 2029-30. GHG inventory maintained and disclosed annually. Emission reduction factored into mine planning and HEMM procurement decisions.	Negative
13	Reducing environmental impacts during transportation, packaging and dispatch Risk	Risk	Road-based coal transport generates disproportionate dust, noise and vehicular emissions in coal-bearing communities, attracting community and regulatory pressure. With over 744.83 MT of coal dispatched in FY 2025-26, transportation emissions represent a material environmental and social risk for CIL.	Systematic shift to rail-based and conveyor-based coal evacuation through First Mile Connectivity (FMC) projects. Majority of coal now moved through non-road modes. Mechanised rapid loading systems (silos, rapid loading bunkers) at mine-heads reduce road dwell time and dust generation. Progress monitored under Ministry of Coal's FMC program.	Negative

Sl. 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	Occupational Health & Safety	Risk	As one of India's largest employers with over 2.2 lakh workers operating in inherently hazardous underground and opencast mines OHS failures carry direct consequences: DGMS-ordered mine closures, statutory compensation liability, union action, legal proceedings and reputational damage. Strong safety performance is fundamentally the avoidance of this downside, not an independent value creator.	Safety Committees at mine, area and HQ levels across all subsidiaries. Statutory compliance with Mines Act, 1952 and DGMS directives. Regular safety audits, mock drills and mandatory worker training. Progressive mechanisation through surface miners and longwall systems to reduce manual exposure in high-risk zones. Safety performance fatality rates, serious injuries, dangerous occurrences tracked and disclosed in BRSR. Star Rating system incentivizes sustained mine-level safety compliance.	Negative
15	Business risk Management	Risk	CIL's operations are exposed to a diverse set of business risks: geological uncertainty in new mine development, commodity price sensitivity in non-regulated coal sales, land acquisition delays, project execution risk in renewable energy ventures, and regulatory changes affecting environmental clearances or coal pricing. These risks, if poorly managed, can materially impact production targets and financial performance.	Board-approved Risk Management Policy with defined risk identification, prioritisation and mitigation framework. Risk Management Committee at Board level oversees enterprise-wide risk. Subsidiary-level risk registers maintained and reviewed periodically. Contingency planning embedded in Annual Action Plans. Diversification into renewables, gasification and critical minerals reduces long-term revenue concentration risk.	Negative

Sl. 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	Energy efficiency / Energy Management	Opportunity	Coal mining is one of India's most energy-intensive industrial activities, with HEMMs, ventilation, pumping and transport consuming substantial fuel and electricity. Systematic energy efficiency improvements directly reduce operating costs, lower GHG emissions, and strengthen CIL's ESG performance credentials with investors and regulators.	NA	Positive
17	Renewable Energy and clean Energy	Risk	India's accelerating shift toward solar and wind energy poses a structural demand risk to CIL's long-term coal offtake volumes. While thermal coal remains critical to India's power sector through this decade, declining costs of renewables, battery storage scale-up, and India's 500 GW non-fossil target by 2030 create medium-term uncertainty for CIL's core business model.	CIL is actively diversifying into renewable energy (solar, wind), coal gasification, critical minerals and fertilisers. Subsidiaries are pursuing large-scale solar projects and Battery Energy Storage System (BESS) feasibility studies. Business diversification strategy approved at Board level to reduce long-term coal dependency.	Negative

First Mile Connectivity project at SECL Dipka

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Weblink of the policies, if available	Major Policies P-1 || Policy on Materiality P-1 || code of Internal Procedures and Conduct for Prevention of Insider Trading In Dealing with Securities of Coal India Limited P-1 || Policy on Archival of Documents P-1 || Dividend Distribution Policy of Coal India Limited P-1,5 || Code of Conduct for Board Members and Senior Management P-1 || Revised Related Party Transaction Policy P-1 || Policy on Preservation of documents including Archival Policy under SEBI(LODR) Regulations 2015 P-1 || Policy on materiality of related party transactions and on dealing with related party transactions P-1 || CIL Policy for Registrars and Share Transfer Agent (RTA) P-2,6 || Scrap Disposal Policy 2026 P-3,5 || CIL Equal Opportunity Policy P-4 || Risk Management Policy P-5 || Coal India - Whistle Blower Policy P-1-9 || Sustainable Development Policy of CIL 2013 P-2,6 || CIL Corporate Environmental Policy 2023 P-1 || Management Policy of CIL HQ Kolkata on ISO P-8 || CSR Policy of Coal India Limited P-9 || IT Policy for CIL and Subsidiaries									
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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 the Company and mapped to each principle.

ISO Standard	Scope / Units	Mapped NGRBC Principle(s)
ISO 9001:2015 Quality Management System	CIL HQ, ECL, MCL, CMPDIL HQ & 7 Regional Institutes	P2 P9
ISO 14001:2015 Environment Management System	CIL HQ, ECL & MCL	P6
OHSAS 18001 / ISO 45001 Occupational Health & Safety Management System	MCL & ECL	P3 P5
ISO 50001:2018 Energy Management System	CIL HQ	P6 P2
ISO 37001:2016 Anti-Bribery Management System	CMPDIL Ranchi	P1

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.	5 Years Action Plan (2024-25 to 2029-30) • Establishment of 13 OB to M-Sand Plants. • Grassing on 900 Ha of land. • Total plantation on 13,225.07 Ha land • 2948.11 LKL/year treated mine water supply for community use • 920 villages and ~13.13 lakh people to benefit from mine water supply annually • Development of 48 Eco Parks / Mine tourism sites / recreational parks • Rejuvenation of 441 traditional water bodies • Renewable energy generation project (Target: 5602.55 MW)								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	See table below								

Commitment / Target (5-Year Plan)	FY 2025-26 Performance
Establishment of 13 OB to M-Sand Plants	CIL has commenced M-Sand production from overburden. In FY 2025-26, approximately 16,500 m³ of M-Sand was produced. Plant establishment is in progress across subsidiaries.
Grassing on 900 Ha of land	During FY 2025-26, grassing has been completed across 323 hectares of land.
Rejuvenation of 441 traditional water bodies	During FY 2025–26, the Company rejuvenated 48 traditional water bodies. As of 31st March 2026, the cumulative number of rejuvenated traditional water bodies stood at 57.
Total plantation on 13,225.07 Ha. land	2,404 Ha plantation achieved in FY 2025-26. Cumulative progress ongoing; annual plantation is a step toward the 5-year total area target. Additionally, Miyawaki plantation was carried out over 51.80 Ha.
Renewable energy generation project (Target: 5602.55 MW)	A total of 357 MW renewable capacity has already been installed various CIL subsidiaries, signifying steady progress.
2,948.11 LKL/year treated mine water supply for community use	In FY 2025-26, 3,140.55 Lakh Cum (LKL) of treated mine water was shared with nearby communities for domestic and irrigation purposes.
920 villages and ~13.13 lakh people to benefit from mine water supply annually	In FY 2025-26, mine water supply benefited 971 villages and more than 16.20 lakh people.
Development of 48 Eco Parks / Mine Tourism / Recreational Parks	In FY 2025-26, 6 new Eco Parks were developed. Cumulative total stands at 39 Eco-Parks & Mine Tourism/Eco-restoration sites as on date.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

As Director(Technical) responsible for the Business Responsibility and Sustainability Report of Coal India Limited, I am pleased to present our ESG commitments, challenges and progress for FY 2025-26.

Coal India occupies a unique position as the backbone of India's energy security and simultaneously as an organisation that must evolve responsibly in a rapidly changing environmental and regulatory landscape. I acknowledge both dimensions with equal seriousness.

On the environmental front, we continued to advance our renewable energy program, intensify afforestation and greening initiatives across our mining regions, improve energy efficiency across operations, and strengthen mine closure planning. Climate change, land management, air quality and water conservation remain our most material environmental challenges, and we are addressing each through targeted, monitored action plans.

On the social front, our commitment to workforce welfare, community development, occupational health and safety, and meaningful CSR investment in our operating geographies. Strengthening stakeholder grievance redressal mechanisms across all our subsidiaries has been a particular focus this year.

On governance, we are committed to compliance with applicable regulatory and listing obligations and are actively pursuing the requisite steps in this regard.

I firmly believe that responsible business conduct is not separate from our core purpose it is integral to it. CIL's long-term relevance will be shaped as much by how we mine as by how much we mine.

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

Shri B. Sairam Chairman-cum-Managing Director, CIL (DIN-09784229)

9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

The Directors and senior management of CIL monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis. The following committees are in place in CIL:

(i) The Corporate Social Responsibility Committee

Name of Member	Designation	DIN
Shri Satyabrata Panda, (Chairman)	Independent Director	02736534
Shri Ashim Kumar Modi (Chairman)	JS & FA, Govt. Nominee Director	11342680
Dr. Vinay Ranjan (Member)	Director (HR)	03636743

(ii) Risk Management Committee

Name of Member	Designation	DIN
Shri Satyabrata Panda, (Chairman)	Independent Director	02736534
Dr. Vinay Ranjan (Member)	Director (HR)	03636743
Shri Achyut Ghatak, (Member)	Director (Technical)	08923591
Shri Asheesh Kumar, (Member)	Director (BD)	10836997
Shri Sanjay Srivastava, (Member)	ED (Finance), CIL	11243864
Shri K. Rajasekhar, (Member)	ED (CP&PM), CRO	ACQPK5665B-PAN

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

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	Director									Need Basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Need Basis								

11.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	Yes M/s Joint Values ESG Services Pvt. Ltd.								

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 Principle 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)									

240 Ton Dumpers at SECL Gevra Mine

Section C: PRINCPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicator:

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	17	Capacity Building of Functional Directors/Familiarisation program/ Director's Certification Program for Audit Committee Members/Global Coal value chain workshop/Study tour of PSP facilities of EDF France/Study advancement in Coal Gasification Technology/Different type of international Conferences/Preventive Forensics	13.71%

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Key Managerial Personnel	27	Workshop on Global Coal Value Chain Repurposing / Study tour of PSP facilities / ICSI 4th International Conference /Overview of GRF & Public procurement through GeM/ Orientation Program for Capacity Building of FD/Different type of international Conferences/ / Senior Leadership Development Program through Mindfulness and Experiential Learning /End Participant Training/ Webinar on Nuances of Internal Audit and Role of Company Secretaries, Labour Codes, Ai inti Secretarial Operations, Critical issues in Annual Filing under MCA-21 V5317, CSR, Basics of SME IPO, Annual Secretarial Compliance Report/FID/ Workshop on Corporate Governance	27.27%
Employees other than Board of Directors and KMPs	1988	Technical/ Managerial/ Behavioural/ Functional competencies as per the need of the employees	6.66%
Workers	1424	As per MVT Rules 1966 & Special Skill development Training	20.33%

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:**

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	P1	BSE & NSE	₹12,41,360/-	Fine of ₹ 6,20,680/- each was paid under Protest to both BSE and NSE	Yes – Waiver application filed with both BSE and NSE.
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary				
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment			Nil	
Punishment				

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
Waiver application filed with both BSE and NSE for the fine paid under protest	BSE & NSE

4. Does the Company 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, the Company has implemented a comprehensive framework of policies and mechanisms to ensure ethical, transparent, and accountable operations. This includes the Code of Conduct, anti-corruption safeguards, Whistle Blower Policy, Complaint Handling Policy, Corruption Risk Mitigation measures, Ethical Governance Action Plan, Value Card for Coal India, Core Values framework, Anti-fraud Policy, and CDA Rules for Executives.

Collectively, these structures are designed to promote responsible decision-making and reinforce ethical behaviour across all levels of the organisation. By adhering to these standards, the Company strengthens its commitment to integrity, transparency, and sustainable business practices, thereby supporting long-term organisational success. Detailed information on these policies is available on the Company's website at https://www.coalindia.in/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 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	1	2
Employees	12	8
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY 2025-26		FY 2024-25	
	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 conflict of interest.

The Company follows a laid down process on dealing with such cases.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	66.90	60.82*

*Restated as per financial report.

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	0	0
	b. Sales (Sales to related parties as % of Total Sales)	0	0
	c. Loans & advances given to related parties as % of Total loans & advances	0	0
	d. Investments in related parties as % of Total Investments made	59%	58%*

*Restated as per financial report.

Leadership Indicators

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

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
-	-	-

During the financial year, 65 Vendor Development Programs were conducted by the MM Division of CIL and its subsidiaries, focusing on awareness among MSE vendors regarding provisions of the Public Procurement Policy for Micro and Small Enterprises and the benefits available under the Trade Receivables Discounting System (TReDS) platform. At present, a formal mechanism to accurately capture the percentage of value chain partners covered under these programs is not in place.

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 put in place a comprehensive Code of Conduct for its Board of Directors and senior management, defining the ethical standards and behavioural expectations for individuals in leadership positions. This framework provides clear guidance for decision-making, professional conduct, and accountability at the highest levels of the organisation.

By reinforcing principles of transparency, integrity, and responsible governance, the Code supports the Company's commitment to maintaining strong ethical and professional standards. It also plays a key role in strengthening stakeholder trust and ensuring that leadership practices are aligned with long-term sustainability and operational excellence. Further details can be accessed through the provided link. https://d3u7ubx0okog7j.cloudfront.net/documents/Code_of_Conduct_for_Board_Members_and_Senior__Mgt.pdf

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

Essential Indicator:

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

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R & D	68.17%	38.02%	**Major Activities/Projects includes:** 1. Establishment of Centre of Excellence on Sustainable Energy at IIT Madras. 2. Pilot Project on Underground Coal Gasification 3. Sustainable Solutions for Fluoride Removal from Groundwater in Mining Areas of CIL in Jharkhand, Odisha and West Bengal 4. Bi-Facial Perovskite Module (Solar Cells) 5. Non-Invasive Health Screening & Smart Monitoring for Coal Miners 6. Source Apportionment Studies 7. Environmental Assessment of Fly-ash mixing with OB in Mine Voids. 8. Smart Algal Liquid Tree for CO2 Absorption 9. Green Hydrogen Pilot Plant Assessment 10. Utilisation of OB for Road Construction 11. Other Activities related to Environment

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Capex	41.46%	15.26%	**Capex Investments with positive environmental impact:** 1. Invested in solar power infrastructure, including rooftop and ground-mounted plants, to reduce carbon footprint. 2. Improved coal transportation and evacuation infrastructure through:- i.) Construction of Coal handling Plants (CHP) ii.) Installation of silos, bunkers, surge bins and crushers iii.) Deployment of conveyor systems from pithead to siding iv.) Development of rail sidings for efficient logistics

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

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

Yes, the Company has established Board-approved Environment and Sustainability Policies, which are implemented across the organisation as an integral part of its ESG framework. These policies provide a structured approach to aligning sustainability objectives, addressing key environmental challenges, and strengthening monitoring and mitigation mechanisms throughout the value chain.

In recognition of the energy-intensive nature of coal mining driven by significant fuel and power requirements for heavy earth-moving machinery, transportation, ventilation, and pumping, the Company is committed to reducing its overall carbon footprint. Accordingly, it focuses on enhancing energy efficiency and advancing a range of carbon-offsetting initiatives to support long-term environmental sustainability.

At present, the Company has not disclosed the percentage of inputs sourced sustainably, as a formal mechanism for measuring and reporting this data is not yet in place.

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.

(a) Plastics (including packaging)	The Company ensures that any plastic waste generated is managed and disposed in strict compliance with applicable regulatory requirements.
(b) E-waste	The Company acknowledges the environmental implications of electronic waste and manages its disposal within the framework of the Uniform Policy for Disposal of Scrap. This policy underscores the Company's commitment to the systematic and responsible management of e-waste, ensuring full compliance with applicable regulatory standards while supporting broader sustainability objectives. It reflects the Company's proactive approach toward environmental stewardship and responsible corporate practices. Further details on the Scrap Disposal Policy can be accessed here.
(c) Hazardous waste	The Company recognizes the importance of effective waste management in protecting the environment. It ensures hazardous waste is handled by authorised vendors in compliance with applicable regulations and submits necessary documentation to the State Pollution Control Board (SPCB) to maintain regulatory adherence. Disposal of hazardous scrap is undertaken on a priority basis, in accordance with the guidelines of the Government of India and statutory authorities such as the Central/State Pollution Control Board (CPCB/SPCB), and is governed by the Company's Uniform Policy for Disposal of Scrap, which is aligned with the Hazardous Wastes (Management, Handling and Transboundary Movement) Rules, 2016, reinforcing its commitment to sustainable practices.
(d) other waste.	Other waste generated by the Company is managed in accordance with applicable regulations, ensuring strict compliance with environmental standards.

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.**

Not Applicable

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.
NA					

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
NA		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
	NA	NA

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:**

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Coal India Limited is engaged in the extraction and supply of coal, a bulk commodity that is typically sold without conventional consumer packaging. Its business model involves direct delivery of coal to power plants, steel plants, and other industrial consumers through rail and conveyor systems, thereby eliminating the need for product packaging requiring end-of-life management. Since coal is fully consumed during industrial processes at customer sites, no residual product materials or packaging are returned to the Company for reuse, recycling, or disposal. Accordingly, disclosures related to product and packaging reclamation are not applicable to the Company's operational framework.					
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
NA	

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicator:

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	192279	191693	99.70%	191726	99.71%	0	0.00%	191726	99.71%	191693	99.70%
Female	20407	20373	99.83%	20374	99.84%	20374	99.84%	0	0.00%	20373	99.83%
Total	**212686**	**212066**	**99.71%**	**212100**	**99.72%**	**20374**	**9.58%**	**191726**	**90.15%**	**212066**	**99.71%**
Other than Permanent employees											
Male	219	4	1.83%	4	1.83%	0	0.00%	4	1.83%	0	0.00%
Female	24	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**243**	**4**	**1.65%**	**4**	**1.65%**	**0**	**0.00%**	**4**	**1.65%**	**0**	**0.00%**

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	154427	154195	99.85%	154195	99.85%	0	0.00%	154195	99.85%	154195	99.85%
Female	17960	17954	99.97%	17954	99.97%	17954	99.97%	0	0.00%	17954	99.97%
Total	**172387**	**172149**	**99.86%**	**172149**	**99.86%**	**17954**	**10.41%**	**154195**	**89.45%**	**172149**	**99.86%**
Other than Permanent Workers											
Male	122244	118827	97.20%	116655	95.43%	0	0.00%	116655	95.43%	116655	95.43%
Female	4131	4090	99.01%	4081	98.79%	4081	98.79%	0	0.00%	4081	98.79%
Total	**126375**	**122917**	**97.26%**	**120736**	**95.54%**	**4081**	**3.23%**	**116655**	**92.31%**	**120736**	**95.54%**

Note: Maternity benefits as per statue applicable to all female employees. Both Male and Female employees are now eligible for creche facility as per labour codes.

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.85%	0.73%

*Restated as per financial report.

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

Benefits	FY 2025-26			FY 2024-25		
	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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA			NA		
Others- please specify	NA			NA		

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Yes, the Company is committed to fostering an inclusive and supportive workplace environment. It ensures accessibility for persons with disabilities by providing essential facilities such as ramps and accessible washrooms across its premises. This reflects its ongoing commitment to creating a workplace that is inclusive, comfortable, and welcoming for all employees, regardless of physical ability.

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

Yes, Coal India Limited (CIL) is strongly committed to fostering a diverse and inclusive workplace that values the unique perspectives, skills, and experiences of all individuals. It ensures that employees are respected and appropriately recognised for their contributions.

The Company maintains a zero-tolerance approach towards discrimination and harassment, safeguarding employees irrespective of race, colour, nationality, ethnicity, age, religion, disability, gender, sexual orientation, or gender identity/ expression. This reinforces its commitment to a fair, respectful, and equitable work environment.

CIL has also implemented an Equal Opportunity Policy, which is available on the Company's website through the following link: CIL 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%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company is committed to addressing concerns raised by employees, customers, and stakeholders through the CPGRAMS portal and the Samadhan cell. Grievances submitted via these platforms are promptly reviewed and resolved within a specified timeframe, reinforcing the Company's dedication to open communication and stakeholder satisfaction.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2025-26			FY 2024-25		
	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	2,12,686	2,12,066	99.71%	15,138	15,138	100%
- Male	1,92,279	1,91,693	99.70%	13,921	13921	100%
- Female	20,407	20,373	99.83%	1,217	1,217	100%
Total Permanent Workers	1,72,387	1,72,149	99.86%	2,05,134	2,05,134	100%
- Male	1,54,427	1,54,195	99.85%	1,86,342	1,86,342	100%
- Female	17,960	17,954	99.97%	18,792	18,792	100%

Note: All permanent executives (part of employees) are considered to be covered as part of CIL Officers Association. All permanent workers are unionised workers.

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,92,279	3,720	1.93%	11,643	6.06%	13,921	8,547	61.40%	20,257	145.51%
Female	20,407	321	1.57%	1,453	7.12%	1,217	594	48.81%	1,563	128.43%
Total	**2,12,686**	**4,041**	**1.90%**	**13,096**	**6.16%**	**15,138***	**9,141**	**60.38%**	**21,820**	**144.14%**
Workers**										
Male	1,54,427	11,987	7.76%	44,866	29.05%	1,86,342	12,684	6.81%	14,642	7.86%
Female	17,960	1,573	8.76%	3,534	19.68%	18,792	818	4.35%	1,201	6.39%
Total	**1,72,387**	**13,560**	**7.87%**	**48,400**	**28.08%**	**2,05,134**	**13,502**	**6.58%**	**15,843**	**7.72%**

Note : * An employee undergoes multiple training program in previous year.

** Workers implies permanent workers only.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,92,279	1,92,246	99.98%	13,921	13,921	100%
Female	20,407	20,406	100%	1,217	1,217	100%
Total	**2,12,686**	**2,12,652**	**99.98%**	**15,138**	**15,138**	**100%**
Workers						
Male	1,54,427	1,54,427	100%	1,86,342	1,86,342	100%
Female	17,960	17,960	100%	18,792	18,792	100%
Total	**1,72,387**	**1,72,387**	**100%**	**2,05,134**	**2,05,134**	**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, Implemented in all operating mines of CIL. The Company places the highest priority on the health and safety of its employees and promotes strict adherence to safety regulations and best operational practices, while encouraging timely reporting of potential hazards. Its objective is to maintain a safe and productive work environment by minimizing the risk of accidents, injuries, and occupational health issues.

A comprehensive Occupational Health and Safety Policy have been implemented, along with Internal Safety Organisations (ISO) across all subsidiaries, headed by senior executives. These bodies regularly review safety practices, monitor and analyse incidents (including near misses), and ensure corrective and preventive actions are taken.

In addition, dedicated rescue teams are positioned at strategic locations and remain available 24/7 to respond to emergencies. The Company also conducts regular safety reviews, investigations, and awareness and training programs, reinforcing its commitment to building a strong culture of safety and continuously improving health and safety performance.

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

Site specific Hazard Identification and Risk assessment (HIRA) techniques are adopted to identify the work-related hazards

Based on the assessment, a comprehensive Safety Management Plan (SMP) is developed for each mine operated by CIL and its subsidiaries. Appropriate control measures are then implemented as per the SMP to ensure the safety and health of workers and to mitigate potential risks effectively.

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

Yes, the Company has constituted Safety Committees at each mine, comprising representatives from both management and workers, under the chairmanship of the Mine Manager, with the Safety Officer serving as Secretary. These committees play an important role in reducing workplace injuries and occupational health risks.

Regular meetings are held to review safety conditions and assess working environments. In addition, structured institutional mechanisms are in place to identify health and safety incidents, implement corrective and preventive actions, and conduct comprehensive awareness and training programs to strengthen safety practices across operations.

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

Yes, Coal India Limited (CIL) and its subsidiaries provide medical facilities to employees and their families through a network of medical establishments. Outpatient and inpatient care are also extended in the Company's hospitals and dispensaries to workers engaged through contractors.

In addition, the Company places strong emphasis on occupational health and regularly conducts awareness programs on HIV/AIDS to support the overall well-being of employees and their families.

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

Safety Incident /Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.17	0.22
	Workers	0.36	0.17
Total recordable work-related injuries	Employees	27	27
	Workers	9	9
No. of fatalities	Employees	11	15
	Workers	24	15
High consequence work-related injury or ill-health (excluding fatalities)	Employees	23	27
	Workers	14	7

Note: Total recordable work-related injuries includes beyond first-aid, fatal and non-fatal incidents; Contractual workers are taken as workers; Recordable work-related injuries are taken as minor & reportable injuries; High consequence work-related injuries are taken as serious injuries.

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

Apart from compliance with the statutory provisions under the Occupational Safety, Health and Working Conditions Code, 2020 and the Bye-laws and Standing Orders framed thereunder, the following measures are undertaken to ensure a safe and healthy workplace:

1. All Mines are designed and operated based on scientific studies with the provision of fit for purpose equipment and communication systems to ensure safe operations and healthy working environment.
2. Adoption of blast-free and eco-friendly mining methods, including Continuous Miners (UG), Surface Miners and Vibro-Rippers (OC), and High Wall Mining, for safer and cleaner operations
3. Formulation and implementation of Scientific Study-based Strata Control and Monitoring Plans (SCAMPs) in underground mines.
4. Formulation and implementation of Hazard Identification and Risk Assessment (HIRA)-based Safety Management Plans (SMPs).
5. Conduct of Mine Safety Audits as per the guidelines of the Ministry of Coal (MoC).
6. Organizing safety awareness programs, including video clips and animated films focused on safe work practices.
7. Providing of structured training (Initial, refresher & Special) including simulator-based training to ensure operational safety and competency.
8. Conduct of regular Periodical Medical Examinations (PME) of employees as per statutory requirements and provision of medical facilities.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	_	Nil	Nil	_
Health & Safety						

Note: Based on complaints lodged on working conditions and health & safety issues in CIL, Samadhan Cell, CIL (HQ), Kolkata

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

Note: Safety audits were completed in 277 producing mines of CIL and its subsidiaries, in accordance with the guidelines issued by the MoC.

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.

Yes, recommendations suggested based on Mine Safety Audit conducted during FY- 2025-26 are being complied by the respective Mine.

1. Working at Heights: Routine inspections of guardrails, scaffolding stability, and strict use of personal fall arrest systems.
2. Safety Inductions: Mandatory site-specific orientations before workers are allowed on-site.
3. Daily Inspections: Pre-task safety assessments and daily supervisor walkthroughs to catch issues before they escalate.
4. PPE Enforcement: Mandatory provision and use of required gear like hard hats, safety glasses, high-visibility vests, and steel-toed boots.
5. Every month safety committee meeting and site surveillance.
6. Motivation program of workers & provided welfare facilities.

Leadership Indicators

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

Yes, the Company provides compassionate employment and monthly financial assistance in the unfortunate event of an employee's demise. In cases of fatal mine accidents, a compensation amount of ₹15 lakhs is extended to the next of kin of the deceased employee. This support is also aligned with the provisions of the Employees' Compensation Act, 1923, ensuring financial security and assistance to families during such difficult circumstances.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

As a responsible employer, all the Acts and provisions of the land, are followed to ensure the same.

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

	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	11	15	11	15
Workers	24	15	#	#

Note: Contractual workers are considered as workers. Job provided to the next of kin of deceased Dept. employees only.

Dependents of Contractual workers are not eligible in dept. job. However, compensation is paid as per the Employees' Compensation Act, 1923 and additional special monetary relief of ₹ 25 Lakhs is provided in each case of fatality in the mine arising out and the course of employment as rehabilitation.

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, the Company remains committed to supporting employees beyond their active service period, extending assistance into retirement and post-employment life. This includes pre-retirement counselling to help employees prepare for life after retirement, both financially and personally, as well as skill development and re-skilling initiatives for those nearing retirement to facilitate second careers or entrepreneurial opportunities. The Company also conducts awareness programs on financial planning, health, wellness, and social engagement after retirement. In addition, it supports voluntary transition planning by offering guidance on relevant government schemes and external employment opportunities, where applicable.

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	0.00%
Working Conditions	0.00%

Contractor's HOE patches maintain Safety practices as per requirement of applicable statutes and provisions made under contract.

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.

Safety Audit has been conducted in Contractor's patches and corrective action as per recommendations are being taken.

Principle 4: Business 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 Company.

Coal India Limited (CIL) follows a progressive and structured approach to stakeholder engagement, recognizing their inputs as vital to maintaining its competitive position in the global market. Guided by the principles of inclusiveness, materiality, and responsiveness, the Company actively engages a wide range of stakeholders, including employees, customers, shareholders, suppliers, local communities, and regulatory authorities, in its decision-making processes. This collaborative engagement framework is aimed at fostering mutually beneficial outcomes and strengthening trust-based relationships across its operational ecosystem.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Earning calls, Meetings, Investor, Conferences, AGM, Website, Emails, SMS, Newspapers	Continuous process	Regulatory Compliance

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Regional Coal Consumers Council meetings with customers, Meeting between customers and the marketing team, Online filing and redressal of complaints	Continuous process	Customer satisfaction and timely redressal of grievances
Land Losers	Yes	Newspaper, Public announcement, Public hearing as per CBA Act, 1957.	As and when required	Rehabilitation and resettlement (R&R)/ Environmental clearance
Employees	No	Corporate-level industrial relation meetings with union leaders, Trainings and seminars, Safety Fortnight, Vigilance Awareness Week	Continuous process	Job satisfaction, wages and welfare, Learning and development, Health and wellness
Suppliers and Contractors	No	Interactive Meetings and Sessions during tenders, Vendor meetings	As and when required	Notice inviting tenders
Knowledge partners and R&D associates	No	Trainings	Continuous Process	Research and development of new technology
Government/ statutory and regulatory bodies	No	Performance report, Board meetings, Compliance Report, Inspection	Annually and Quarterly	Regulatory compliance
Media	No	Press releases and interviews	As and when required	Achievement of Company, performance, progress
Local Villagers/ Community	Yes	Sustainable development initiatives, CSR activities	Continuous Process	Livelihood options and job opportunities
NGO's	No	Direct engagement, public forums like panel discussions etc	As and when required	Impact of mining activities on local community CSR activities

Leadership Indicators –

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

The Company maintains continuous engagement with its stakeholders to gain a holistic understanding of their needs and expectations. This process is guided by the principles of inclusiveness, materiality, and responsiveness, with stakeholders grouped into defined categories for effective engagement.

Regular interactions are conducted through surveys, focus group discussions, meetings, workshops, and other communication channels. A structured materiality assessment is also undertaken to identify key sustainability risks and opportunities relevant to both the business and its stakeholders, enabling prioritisation of material issues.

Inputs from internal stakeholders across functions such as legal, procurement, sustainability, marketing, corporate governance, and human resources are actively considered and categorised based on their level of criticality as major, significant, or moderate. These insights are reviewed by the sustainability team and senior management, who finalize the material topics based on their relevance and strategic importance.

Finally, consolidated feedback from stakeholder consultations including material topics, concerns, expectations, and corresponding organisational strategies, actions, and performance is presented to the Board, ensuring a structured, transparent, and inclusive stakeholder engagement process.

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

Yes, The Company actively engages with stakeholders to identify and address key environmental and social issues. Through regular interactions, it ensures that stakeholder needs, concerns, and expectations are reflected in its business decisions and strategies.

Stakeholder inputs form an integral part of the materiality assessment process, helping to identify sustainability-related risks and opportunities relevant to both the business and its stakeholders. During the reporting period, a comprehensive materiality assessment was conducted in line with industry guidelines, incorporating feedback from internal stakeholders across functions such as legal, procurement, sustainability, marketing, corporate governance, and human resources. These inputs were systematically categorised and prioritised based on their significance.

The sustainability team and senior management review and finalize the material topics to ensure alignment with stakeholder expectations and organisational priorities. This approach reinforces the Company's commitment to integrating stakeholder perspectives into its policies, operations, and reporting, thereby strengthening transparency and informed decision-making.

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

The Company is committed to identifying and supporting vulnerable and marginalised communities, with the objective of driving meaningful social, ethical, and environmental progress. In areas where its operations are located, it actively contributes to the socio-economic development of these communities.

Each year, the Company undertakes detailed assessments to understand their specific needs, enabling the design of focused interventions that address local challenges effectively. This ongoing commitment reflects the Company's dedication to social responsibility and its focus on promoting inclusive and sustainable growth.

Hon'ble Union Minister for Coal & Mines inaugrating Coal NEER Plants

Principle 5: Business should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
		Employees				
Permanent	2,12,686	3,949	1.86%	15,138	1,045	6.90%
Other than Permanent	243	0	0%		NA	
Total Employees	**2,12,929**	**3,949**	**1.85%**	**15,138**	**1,045**	**6.90%**
		Workers				
Permanent	1,72,387	7,804	4.53%	2,05,134	676	0.33%
Other than Permanent	1,26,375	8,103	6.41%	1,14,085	1,991	1.75%
Total Workers	**2,98,762**	**15,907**	**5.32%**	**3,19,219**	**2,667**	**0.84%**

Note: *CIL does not directly employ contract labourers.

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

Category	FY 2025-26					FY 2024-25				
	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)
Employees										
Permanent										
Male	1,92,279	0	0	1,92,279	100%	13,873	0	0	13,873	100
Female	20,407	0	0	20,407	100%	1,216	0	0	1,216	100
Other than Permanent										
Male	219	0	0	219	100%	NA				
Female	24	0	0	24	100%					
Workers										
Permanent										
Male	1,54,427	0	0	1,54,427	100%	1,86,342	0	0	1,86,342	100
Female	17,960	0	0	17,960	100%	18,792	0	0	18,792	100
Other than Permanent										
Male	1,22,244	38,972	31.58%	83,272	68.12%	1,10,563	0	0	1,10,563	100
Female	4,131	3,957	95.79%	174	4.21%	3,522	0	0	3,522	100

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

   a. **The details are provided below:**

Gender	Male		Female	
	Number	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	166	74,74,548.13	9	38,70,949.50
Key Managerial Personnel	61	65,44,677.98	5	34,76,712.25
Employees other than BoD and KMP	1,92,279	16,62,696.35	20,407	11,70,850.46
Workers	2,71,347	15,99,277.66	22,110	11,47,371.01

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	7.38%	6.62%

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, the Company ensures the effective functioning of key committees such as the Steering Committee, Joint Consultative Committee (JCC), and Welfare Committee across its subsidiaries. These forums address a range of issues, including those related to human rights and employee welfare. Structured as two-way engagement platforms, the committees include representatives from both management and trade unions affiliated with Central Trade Unions in the coal industry. This approach promotes open dialogue, collaboration, and proactive resolution of concerns. Through these mechanisms, the Company reinforces its commitment to upholding human rights, maintaining strong industrial relations, and fostering a fair and inclusive workplace.

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

   The Company remains committed to upholding human rights across its operations by ensuring responsible engagement with all stakeholders and enforcing compliance with applicable labour laws. It incorporates specific provisions in agreements with suppliers, contractors, and vendors to ensure adherence to labour regulations for all employees and workers involved.

   Additionally, the Company addresses employee grievances through platforms such as CPGRAMS/PG Portal, enabling timely resolution of concerns and reinforcing its commitment to fairness, accountability, and responsible business practices.

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

The details are provided below:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	27	5	-	0	0	_
Discrimination at workplace	0	0	-	482	18	The Company ensures that all grievances received through CPGRAMS are actively addressed without segregation based on the nature of the complaint. This approach enables timely resolution of concerns while maintaining a fair, transparent, and efficient grievance redressal mechanism.
Child Labour	0	0	-			
Forced Labour / Involuntary Labour	0	0	-			
Wages	3	3	-			
Other Human rights related issues	0	0	-			

Note: Complaints/grievances filed by employees and workers under Child Labour, Forced Labour/Involuntary Labour, Wages, and Other Human Rights-related issues have been reported including JVs and subsidiaries for the current year, based on actual records maintained by the Company. In the previous year, in the absence of separately maintained category-wise data, figures were estimated based on complaints received through the CPGRAMS portal.

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

	FY 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	27	0
ii) Complaints on POSH as a % of female employees / workers	0.132%	0
iii) Complaints on POSH upheld	0	0

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

The Company has established a strong framework of policies and mechanisms to uphold ethical standards, including a Code of Conduct and a Whistle-blower Policy. It also actively utilizes the Centralised Public Grievance Redressal and Monitoring System (CPGRAMS), a web-based platform managed by the Department of Administrative Reforms and Public Grievances, Government of India, to address complaints raised by employees, customers, and other stakeholders.

To maintain confidentiality, the Company ensures the protection of complainants' identities and handles sensitive matters, including harassment-related cases, with strict privacy. Appropriate disciplinary actions are taken wherever misconduct is identified. Additionally, the Audit Committee periodically reviews the effectiveness of the Whistle-blower mechanism, reinforcing the Company's commitment to transparency, accountability, and ethical governance.

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

Yes

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Sexual Harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Other- please specify	Nil

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

-Not Applicable

Leadership Indicators

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

The Company has not modified any process.

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

The Company has not conduced any human rights due-diligence.

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

Yes, the Company is committed to fostering an inclusive environment across all its offices by creating workplaces that are accessible to everyone, including persons with disabilities. It has implemented essential accessibility features, such as ramps, to support ease of mobility and continues to make necessary accommodations to ensure a disability-friendly workplace.

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	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
Others – please specify	0.00%

As all the value chain partners of entity have to comply with all the provisions of the law of the land, it is ensured that such violations do not take place.

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

NA

Principle 6: Business should respect and make efforts to protect and restore the environment.

Essential indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	9,19,626.39	4,34,621.71
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**9,19,626.39**	**4,34,621.71**
From non-renewable sources		
Total electricity consumption (D)	1,75,25,844	1,69,58,020.93
Total fuel consumption (E)	15,94,089.50	16,99,455.00
Energy consumption sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**1,91,19,933.5**	**1,86,57,475.93**
Total energy consumed (A+B+C+D+E+F)	**2,00,39,559.89**	**1,90,92,097.64**

Note: These table includes data from CIL and its subsidiaries.

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	638.37	-
Total fuel consumption (B)	0	-
Energy consumption sources (C)	0	-
Total energy consumed from renewable sources (A+B+C)	**638.37**	**-**
From non-renewable sources		
Total electricity consumption (D)	80,050.00	-
Total fuel consumption (E)	2,260.80	-
Energy consumption sources (F)	0.00	-
Total energy consumed from non-renewable sources (D+E+F)	**82,310.80**	**-**
Total energy consumed (A+B+C+D+E+F)	**82,949.17**	**-**

Note: This table contains data from JVs.

Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ ₹ in Crores)	119.49	133.167618
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/₹ in Crores USD)	2,433.35	2751.24299
Energy intensity in terms of physical Output (GJ/ Million tonnes of production)	26,194.70	24,444.14

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, M/s Joint Values ESG Services Pvt. Ltd.

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.**
   Not Applicable. The company does not fall under PAT scheme.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in Lakh kilolitres)		
(i) Surface water	482.79	152.87
(ii) Groundwater	5,690.13	5,716.99
(iii) Third party water	98.91	22.34
(iv) Seawater / desalinated water	0.00	0
(v) Others	0.00	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**6,271.83**	**5,892.20**
Total volume of water consumption (in kilolitres)	**3,225.68**	**2,915.47**

Note: This data is for CIL and its subsidiaries.

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in Lakh kilolitres)		
(i) Surface water	162.13	-
(ii) Groundwater	0.00	-
(iii) Third party water	0.00	-
(iv) Seawater / desalinated water	0.00	-
(v) Others	0.00	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**162.13**	**-**
Total volume of water consumption (in kilolitres)	**162.13**	**-**

Note: This data is for CIL's Joint Ventures.

Parameter	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (Lakh KL / ₹ in Crores)	0.020	0.020
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (Lakh KL / ₹ in Crores USD)	0.41	0.420
Water intensity in terms of physical output (Lakh KL / Million tonnes of production)	4.4	3.73

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, M/s Joint Values ESG Services Pvt. Ltd

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in Lakh kilolitres)		
(i) To Surface water	181.46	463.07
- No treatment	0	0
- With treatment - please specify level of treatment	181.46	463.07
(ii) To Groundwater	8.20	0
- No treatment	8.149	0
- With treatment - please specify level of treatment	0.055	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	2,220.13	2,513.66
- No treatment	0	0
- With treatment - please specify level of treatment	2,220.13	2,513.66
(v) Others	636.35	0
- No treatment	0	0
- With treatment - please specify level of treatment	636.35	0
Total water discharged (in kilolitres)	**3,046.15**	**2,976.73**

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, M/s Joint Values ESG Services Pvt. Ltd

Note: No discharged water reported for CIL's JVs.

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

Yes, the Company recognizes water as a critical resource and remains committed to a zero liquid discharge approach. It has implemented various initiatives to optimize water consumption and minimize wastewater generation through recycling and reuse practices.

As part of its ongoing efforts towards sustainable water management, the Company has implemented a range of water conservation and wastewater treatment initiatives across its operational areas. These include the installation of Sewage Treatment Plants (STPs), Effluent Treatment Plants (ETPs), and Mine Discharge Treatment Plants (MDTPs) to ensure the effective treatment and management of wastewater. In addition, rooftop rainwater harvesting structures have been established across designated infrastructure and built-up areas to promote water conservation and groundwater recharge. The Company also utilises mine sumps and de-coaled mine voids as natural groundwater recharge structures, supporting the replenishment of deep aquifers. These initiatives demonstrate the Company's focus on sustainable water resource management, environmental protection, and the responsible stewardship of natural resources.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Microgram/m^3	24	22.2
SOx	Microgram/m^3	18	20.52
Particulate matter (PM 10)	Microgram/m^3	146	155
Persistent organic pollutants (POP)	_	NA	NA
Volatile organic compounds (VOC)	_	NA	NA
Hazardous air pollutants (HAP)	_	NA	NA
Others (PM 2.5)	Microgram/m^3	53	55

Note: These values are Annual average values estimated for core zone stations of all the Coal Mines data of CIL available with CMPDIL.

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Milligram/m^3	46.67	-
SOx	Milligram/m^3	2.23	-
Particulate matter (PM 10)	Milligram/m^3	42.57	-
Persistent organic pollutants (POP)	_	NA	NA
Volatile organic compounds (VOC)	_	NA	NA
Hazardous air pollutants (HAP)	_	NA	NA
Others (PM 2.5)	_	NA	NA

Note: These values are Annual average values estimated for CIL's Joint Ventures.

7. **Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	2,62,38,555	2,66,76,819.21
Total Scope 2 emissions	Metric tonnes of CO_2 equivalent	76,89,227	83,19,234.08

Note: This data is for CIL and its subsidiaries.

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	19,51,680	-
Total Scope 2 emissions	Metric tonnes of CO_2 equivalent	15,787.77	-

Note: This data is for CIL's Joint Ventures.

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent / ₹ in Crores	213.15	244.10
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent / USD in Crores	4,340.71	5,043.06
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO_2 equivalent / Million tonnes	46,727.04	44,805.85

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, M/s Joint Values ESG Services Pvt. Ltd.

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

Yes, Coal India Limited (CIL) has undertaken a wide range of initiatives to reduce greenhouse gas emissions through a multi-pronged approach. Its emission mitigation strategy focuses on key areas such as afforestation, energy efficiency, renewable energy adoption, circular economy practices and carbon sequestration research.

Key initiatives include large-scale plantation drives with an estimated carbon sink potential of 1.2 lakh tonnes annually, the implementation of 46 First Mile Connectivity projects that reduce CO_2-equivalent emissions by nearly 1.2 million MT per year, and plans to scale solar power capacity to 3,000 MW by FY 2027–28, with a long-term target of 9.5 GW by 2030. The Company is also advancing cleaner coal technologies through strategic partnerships, reflecting its strong commitment to environmental sustainability and emissions reduction.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,360.49	60.96
E-waste (B)	54.20	13.84
Bio-medical waste (C)	75.28	62.60
Construction and demolition waste (D)	7,590.96	0
Battery waste (E)	228.94	404.74
Radioactive waste (F)	0.00	0
Other Hazardous waste. Please specify, if any. (G)	5,637.07	4,459.16
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5,34,59,04,505.19	5,43,01,53,704.32
Total (A+B + C + D + E + F + G+ H)	**5,34,59,19,452.12**	**5,43,01,58,705.62**

Parameter	FY 2025-26	FY 2024-25
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	8,82,136.16	58,16,307
(ii) Re-used	5,34,50,22,733.38	5,42,43,37,292
(iii) Other recovery operations	13,146.83	4,506.32
Total	**5,34,59,18,016.36**	**5,43,01,58,105**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0
(ii) Landfilling	0.00	0
(iii) Other disposal operations	1,435.77	600.3
Total	**1,435.77**	**600.3**

Note: This table contains data from CIL and its subsidiaries.

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	175.58	-
E-waste (B)	0.00	-
Bio-medical waste (C)	0.6055	-
Construction and demolition waste (D)	0.00	-
Battery waste (E)	0.00	-
Radioactive waste (F)	0.00	-
Other Hazardous waste. Please specify, if any. (G)	1,162.51	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	164.76	-
Total (A+B + C + D + E + F + G+ H)	**1,503.46**	**-**
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	262.86	-
(ii) Re-used	0.00	-
(iii) Other recovery operations	0.00	-
Total	**262.86**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4.11	-
(ii) Landfilling	158.81	-
(iii) Other disposal operations	1,077.68	-
Total	**1,240.60**	**-**

Note: This table contains data from Coal India Limited's Joint ventures.

Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ ₹ in Crores)	31,745.32	37,875.40
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ ₹ in Crores USD)	6,46,467.56	7,82,505.83
Waste intensity in terms of physical output (MT/ Million tonnes of production)	69,59,112.92	69,52,293.94

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.

M/s Joint Values ESG Services Pvt. Ltd.

10. Briefly describe the waste management practices adopted in your establishment. 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.

The Company remains committed to sustainable waste management by continuously exploring innovative ways to reduce, reuse, and responsibly manage waste. Overburden generated from operations is repurposed through sand extraction, transforming a by-product into a valuable resource. Similarly, mine water is reutilised for industrial and domestic purposes, benefiting both operations and nearby communities by supporting drinking water and irrigation needs.

The Company also follows a dedicated e-Waste Disposal Policy. During the reporting period, all hazardous and non-hazardous waste was disposed of through authorised vendors in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. These initiatives reflect the Company's commitment to environmental sustainability and responsible waste management practices.

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	Durgapur OC	Mining	Y

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
Amlo Expansion OCP	EIA Notification 2006	08.04.2025	No	Yes	
Amrapali OC	EIA Notification 2006	25.06.2025	No	Yes	
North Urimari OCP	EIA Notification 2006	09.03.2026	No	Yes	
New Sawang Coking Coal Washery	EIA Notification 2006	27.01.2026	No	Yes	
Cluster X	EIA Notification 2006	15.04.2025	No	Yes	
Block B OC	EIA Notification 2006	14.05.2025	No	Yes	
Khairaha UG	EIA Notification 2006	15.01.2026	No	Yes	
Bhubaneswari OC	EIA Notification 2006	23.06.2025	No	Yes	
Integrated Lakhanpur Belhapar Lilari OC	EIA Notification 2006	10.10.2025	No	Yes	
Kulda OC Expansion	EIA Notification 2006	31.12.2025	No	Yes	https://parivesh.nic.in/
Bhatadi OC	EIA Notification 2006	25.06.2025	No	Yes	
Amalgamated Gauri Pauni Expansion OCP	EIA Notification 2006	09.03.2026	No	Yes	
Amalgamated Inder Kamptee Deep OC	EIA Notification 2006	09.03.2026	No	Yes	
Dhuptala OC	EIA Notification 2006	16.03.2026	No	Yes	
New Majri UG to OC	EIA Notification 2006	16.03.2026	No	Yes	
Jagannathpur OC	EIA Notification 2006	09.03.2026	Yes	Yes	
Baroud OC	EIA Notification 2006	11.09.2025	Yes	Yes	
Vijay West UG	EIA Notification 2006	26.02.2026	Yes	Yes	
Saraipali OC	EIA Notification 2006	26.02.2026	Yes	Yes	

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) - Yes

If not, provide details of all such non-compliances, in the following format:

<table>
<tr><th>S. No.</th><th>Specify the law / regulation / guidelines which was not complied with3</th><th>Provide details of the non-compliance</th><th>Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts</th><th>Corrective action taken, if any</th></tr>
<tr><td>1</td><td>Air (Prevention and Control of Pollution) Act</td><td>Exceeding of NAAQS air quality parameter at Bahtgaon UG</td><td>30,000</td><td rowspan="6">For effective dust control, SECL has deployed 46 truck-mounted and 42 trolley-mounted fog cannons, 194 mobile water sprinklers, 1,804 fixed sprinkler systems, 28 mechanical road sweepers, with an additional 108 trolley-mounted fog cannons to be deployed during FY 2026-27. Environmental performance is continuously monitored through 51 Continuous Ambient Air Quality Monitoring Stations (CAAQMS), enabling real-time assessment and timely corrective action.
Directions have been issued to all Areas to ensure timely compliance with statutory conditions under EC, FC, CTO and Hazardous Waste authorisations through sensitisation of field personnel compliance is regularly monitored.</td></tr>
<tr><td>2</td><td>Air (Prevention and Control of Pollution) Act</td><td>Exceeding of NAAQS air quality parameter at Shiwani UG</td><td>30,000</td></tr>
<tr><td>3</td><td>Air (Prevention and Control of Pollution) Act</td><td>Exceeding of NAAQS air quality parameter at Kusmunda OC</td><td>30,000</td></tr>
<tr><td>4</td><td>Air (Prevention and Control of Pollution) Act</td><td>Exceeding of NAAQS air quality parameter at Manikpur OC</td><td>30,000</td></tr>
<tr><td>5</td><td>Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act</td><td>Non -Compliance of CTO conditions at Dipka OC</td><td>5,80,000</td></tr>
<tr><td>6</td><td>Air (Prevention and Control of Pollution) Act</td><td>Excedence of air quality parameter at Chirmiri OC</td><td>2,10,000</td></tr>
<tr><td>7</td><td>Water (Prevention and Control of Pollution) Act,</td><td>Due to Discharge of Untreated Mine Water due to heavy rainfall. At Churcha RO UG</td><td>4,20,000</td><td>New Treatment Plant of 4.5 MLD has been proposed</td></tr>
<tr><td>8</td><td>Water (Prevention and Control of Pollution) Act</td><td>Due to Discharge of Untreated Mine Water due to heavy rainfall. Katkona UG</td><td>3,60,000</td><td>New Settling Tank of 2 lakhs litres has been proposed</td></tr>
</table>

Leadership Indicators -

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

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

(i) Name of the area – NA

(ii) Nature of operations – NA

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	8,76,337	8,93,653.70
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	5.20	6.23
Total Scope 3 emission intensity	Metric tonnes of CO2 equivalent	1,140.78	1,144.16

Note: This table contains data from CIL and its subsidiaries.

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.

No

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

Coal India Limited (CIL) remains committed to environmental conservation by implementing strategic mitigation measures based on impact assessments, environmental management plans, and wildlife conservation studies to support long-term ecosystem sustainability. Key initiatives include the development of dense green belts around mining areas, installation of wind barriers to control dust dispersion, and restrictions on night-time transportation in forest zones, wildlife corridors, and Eco-Sensitive Zones (ESZs) to minimize ecological disturbances. The Company also ensures that waste is not disposed of in forested or natural areas, reinforcing responsible environmental practices. Through the Green Credit Program, CIL has undertaken large-scale plantations to restore degraded forests, guided by scientific inputs from the Forest Research Institute. Its three-tier plantation approach and eco-restoration efforts have helped transform disturbed land into thriving green spaces and biodiversity-rich habitats across its operational regions.

4. If the entity provided below taken 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	Continuous Ambient Air Quality Monitoring	Installation of 164 CAAQMS systems integrated with CPCB/SPCB servers for real-time monitoring.	Enhanced transparency and compliance with statutory norms; proactive pollution control.
2	Fog Cannon Deployment	Installation of 591 fog cannons across subsidiaries to suppress airborne dust.	Effective dust mitigation in mining and coal handling areas; improved ambient air quality.
3	Installation of Mine Discharge Treatment Plants (MDTP)	MDTPs are installed in mines for treatment of discharged mine water on the surface for second phase treatment.	3140.55 Lakh m3 water was shared with nearby community for domestic and irrigation purpose benefiting more than 16.20 Lakh people in 971 villages.
4	Land Reclamation & Eco-Restoration	Concurrent reclamation of mined-out areas and plantation under Green Credit Program.	210.96 km^2 reclaimed land; biodiversity restoration; creation of eco-parks and mine tourism sites.
5	Overburden Utilisation for M-Sand	Processing of overburden rocks to produce manufactured sand (M-Sand) for infrastructure use.	Produced ~16,500 m^3 of M-Sand in FY 2025–26; reduced waste and supported circular economy.
6	Pisciculture in Mine Voids	Conversion of abandoned mine voids into aquaculture ecosystems with 307 floating cages.	Annual fish yield of 5.86 lakh kg; livelihood generation for 678 individuals; biodiversity enhancement.

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

Yes, the Company follows a proactive approach to risk management to strengthen business resilience and operational continuity. A dedicated Risk Management Committee oversees the implementation of effective methodologies, processes, and systems for risk identification, monitoring, and evaluation.

It has also established a comprehensive Risk Management Policy that provides a structured framework for identifying both internal and external risks relevant to the organisation. The policy outlines mitigation measures, supported by appropriate internal control systems and processes. Additionally, it includes provisions for business continuity planning to ensure operational stability during unforeseen disruptions. Further details are available in the Risk Management Policy https://d3u7ubx0okog7j.cloudfront.net/documents/Risk_Management_Policy_ldunvff.pdf

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?

During the reporting period, Coal India Limited (CIL) did not identify any material environmental concerns arising from its value chain based on the mechanisms currently in place. The Company continues to strengthen its approach towards value chain assessment and engagement and undertakes appropriate measures, wherever required, in accordance with applicable laws, regulations, and its internal governance framework.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

No distinct engagement or assessment activities were undertaken with value chain partners regarding environmental impacts.

8. How Many green credits have been generated or produced?

a. By the listed entity	Nil
b. By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA

Note: CIL and its subsidiaries have registered more than 1,793 Ha of degraded forest land under the Green Credit Program (GCP) of MoEF&CC for plantation.

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.

   5

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

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	The Bengal Chamber of Commerce	National
2	Indian Chamber of Commerce	National
3	FICCI	National
4	ASSOCHAM	National
5	MGMI INDIA	National

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

Name of the authority	Brief of the case	Corrective action taken
There have been no adverse orders against the Company related to anti-competitive conduct from regulatory bodies.		

Leadership Indicators -

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

Sr. 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
NA					

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of project*	SIA Notifi cation No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Acquisition of 1.92 acres of land in mouza Tisra under RFCTLARR Act. Cost of SIA for ₹ 56,020/- paid by BCCL on 03.01.2025	1897	17.10.2025	M/s Consultants for Rural Area Development Linked Economy (CRADLE), C-258 Ashoknagar Road No-1C, Ranchi as per the notification published by the State Govt.	Yes	https://cdn.s3waas.gov.in/s337f0e884fbad9667e38940169d0a3c95/uploads/17618225148760.pdf

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
Acquisition of 54.82 acres of land in mouza Tetulmuri-271 under RFCTLARR Act. Cost of SIA for ₹ 1,12,885/- paid by BCCL on 02.07.2025	179	25.01.2025	M/s Centre for Development Communication and Studies,133 (1st Floor),Devi Nagar, Nannu Marg, New Saganer Road, Sodala Jaypur-302019 as per the notification published by the State Govt.	Yes	https://cdn.s3waas.gov.in/s337f0e884fbad9667e38940169d0a3c95/uploads/2025020420.pdf

*Including responses from JVs

Note: The requirement to conduct Social Impact Assessments (SIA) is prescribed under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (RFCTLARR Act, 2013). However, land acquisition by Coal India Limited and its subsidiaries is governed by the Coal Bearing Areas (Acquisition and Development) Act, 1957 (CBA Act), which is a special Central legislation applicable to Government companies engaged in coal extraction. As per Section 105(1) of the RFCTLARR Act, 2013, read with the Fourth Schedule thereto, the CBA Act, 1957 is amongst the thirteen (13) Central enactments exempted from the applicability of the RFCTLARR Act, including its SIA provisions. Accordingly, the Company is not required under applicable law to conduct Social Impact Assessments, and no SIA was undertaken during the financial year including subsidiaries.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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 ₹)
1	Bastacolla OCP-II	Jharkhand	Dhanbad	38	100%	₹ 60,90,497.00
2	Amal Bhowra North & South Colliery	Jharkhand	Dhanbad	9	100%	₹ 3,45,000.00
3	Amal.Keshalpur West Mudidih Colliery	Jharkhand	Dhanbad	8	100%	₹ 11,44,998.00
4	Amal.Keshalpur West Mudidih Colliery	Jharkhand	Dhanbad	16	100%	₹ 9,14,085.75
5	Amal. Muraidih Phularitand Colliery	Jharkhand	Dhanbad	1	100%	₹ 3,66,630.00
6	Muraidih UG Project	Jharkhand	Dhanbad	1	100%	₹ 3,65,115.00
7	Amal.Keshalpur West Mudidih Colliery	Jharkhand	Dhanbad	2	100%	₹ 46,278.99
8	Amal. Muraidih Phularitand Colliery	Jharkhand	Dhanbad	2	100%	₹ 8,59,800.00
9	NTST Kujama Project	Jharkhand	Dhanbad	24	100%	₹ 1,87,00,000.00
10	Amalgamated Gondegaon-Gathrohan Opencast Mine	Maharashtra	Nagpur	833	83.55%	₹ 17,00,462.00
11	Mungoli-Niruguda Opencast Mine	Maharashtra	Yavatmal	561	12.29%	₹ 5,47,57,587.00
12	Penganga Opencast Mine	Maharashtra	Chandrapur	514	38%	₹ 36,44,438.00

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 ₹)
13	Ananta OCP	ODISHA	ANGUL	1106	100%	₹ 13,05,20,536.01
14	Jagannath OCP	ODISHA	ANGUL	821	100%	₹ 76,15,903.97
15	Bhubaneswari OCP	ODISHA	ANGUL	1153	100%	₹ 48,39,955.90
16	Hingula OCP	ODISHA	ANGUL	1625	76.62%	₹ 13,16,45,614.61
17	Balaram OCP	ODISHA	ANGUL	3916	15%	₹ 1,92,07,841.08
18	KANIHA OCP	ODISHA	ANGUL	3507	53.46%	₹ 1,07,18,20,492.77
19	Lingaraj OCP	ODISHA	ANGUL	1147	100%	₹ 13,156.50
20	Bharatpur OCP	ODISHA	ANGUL	1363	92.66%	₹ 22,22,58,745.55
21	Siarmal OCP	ODISHA	Sundargarh	3044	58%	₹ 17,41,81,386.85
22	Basundhara West Ext. OCP	ODISHA	Sundargarh	81	90%	₹ 68,72,057.00
23	Basundhara Area	ODISHA	Sundargarh	1196	70.15%	₹ 16,95,000.00
24	Lajkura OCP	ODISHA	Jharsuguda	577	26.34%	₹ 7,34,71,398.01
25	Samaleswari OCP	ODISHA	Jharsuguda	1264	29.90%	₹ 6,55,87,056.66
26	ILBL Lakhanpur Area	ODISHA	Jharsuguda	225	78.97%	₹ 47,00,34,279.21
27	Dudhichua	Madhya Pradesh	Singrauli	22	100%	₹ 1,76,17,600.00
28	Jayant	Madhya Pradesh	Singrauli	105	100%	₹ 8,27,97,000.00
29	Block-B	Madhya Pradesh	Singrauli	3	100%	₹ 9,00,000.00
30	Amrapali (Amrapali & Chandragupta)	Jharkhand	Latehar	133	100%	₹ 14,50,29,257.10
31	Magadh (Magadh & Sanghmitra)	Jharkhand	Latehar	133	100%	₹ 5,01,37,800.00
32	Tapin N (Hazaribagh)	Jharkhand	Ramgarh	103	100%	₹ 8,68,79,494.85
33	N Urimari (Barkasayal)	Jharkhand	Hazaribagh	71	100%	₹ 2,50,88,600.00
34	Gevra OCP	Chhattisgarh	Korba	4912	58%	₹ 16,01,00,000.00
35	Dipka Expansion	Chhattisgarh	Korba	521	64%	₹ 22,39,00,000.00
36	Kusmunda OCP	Chhattisgarh	Korba	1800	11%	₹ 55,00,000.00
37	Korba	Chhattisgarh	Korba	442	93%	₹ 24,40,00,000.00
38	Raigarh	Chhattisgarh	Raigarh	1188	42%	₹ 4,85,00,000.00
39	Bishrampur	Chhattisgarh	Sarajpur	635	90%	₹ 2,40,00,000.00
40	Bhatgaon	Chhattisgarh	Balrampur, Ramanujganj & Sarajpur	2015	40%	₹ 8,18,00,000.00
41	Jamuna Kotma	Madhya Pradesh	Anuppur	907	76%	₹ 6,19,00,000.00
42	Hasdeo	Madhya Pradesh	Anuppur	174	52%	₹ 70,00,000.00
43	Sohagpur	Madhya Pradesh	Shahdol & Anuppur	2658	2%	₹ 2,07,00,000.00
44	Johilla	Madhya Pradesh	Umaria	222	35%	₹ 93,00,000.00
45	Rajmahal Expansion OCP	Jharkhand	Godda	171	96%	₹ 13,76,00,000.00
46	Gourangdi Expansion OCP	West Bengal	Paschim Bardhaman	33	12%	₹ 2,04,66,538.00
47	Itapara OC Patch	West Bengal	Paschim Bardhaman	60	50%	₹ 4,23,52,161.00
48	Mohanpur Expansion OCP	West Bengal	Paschim Bardhaman	188	35%	₹ 24,09,76,829.00
49	Sonepur Bazari Project	West Bengal	Paschim Bardhaman	791	55%	₹ 20,73,99,000.00
50	Chitra East OCP	Jharkhand	Deoghar	52	38%	₹ 2,69,000.00

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

CIL and its subsidiaries have established multi-channel grievance redressal systems combining digital platforms, written communication, and institutional structures.

Digital Platforms: CPGRAMS (Centralised Public Grievance Redress and Monitoring System) is the primary digital channel across CIL and all subsidiaries. It is available 24x7, allows citizens to lodge grievances online, and communicates resolutions through the portal itself. CIL additionally accepts grievances via email.

Written/Physical Channels: Grievances are also received through written applications addressed to Area General Managers, Heads of Departments, or higher management (GM-CSR level). ECL operates a dedicated NIDAN Cell for this purpose, while BCCL also channels grievances through local administration feedback and direct beneficiary communication.

Institutional Structures: NCL has the most elaborate institutional framework it operates a Samadhan Cell, project-level Grievance Redressal Committees, and GRM Cells at the district level under the District Collector's guidance. A continuous redressal process specifically covers employment and land compensation grievances.

Redressal Process: Across all entities, the process follows a broadly uniform pattern complaints are investigated by the concerned department, corrective action is taken (in coordination with local authorities where needed), and Nodal Officers monitor cases to ensure timely resolution.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	33.87%	59.62%
Sourced directly from within India	97.43%	97.09%

Note: For the current financial year, sourcing has been considered for both goods and services to provide a clear, consolidated view and ensure transparency. In the previous year, only the value of goods procured was reported; however, in the current year, both goods and services procured have been included.

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

Location	FY 2025-26	FY 2024-25
Rural		
% of Job creation in Rural areas	19.4%	0
Semi-urban		
% of Job creation in Semi-urban areas	64.5%	0
Urban		
% of Job creation in Urban areas	14.1%	79.48%
Metropolitan		
% of Job creation in Metropolitan areas	2.0%	20.52%
(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)		

Note: During the current year, the Company adopted a more rigorous methodology for determining location classification based on the RBI classification framework and the Census of India 2011.

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
Not Applicable	

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

S. No	State	Aspirational District	Amount spent (In ₹ Lakhs)
1	Jharkhand	Godda	616.07
2	Jharkhand	Bokaro	229.77
3	Jharkhand	Chatra	1,216.48
4	Jharkhand	Giridih	54.94
5	Jharkhand	Gumla	87.51
6	Jharkhand	Hazaribagh	724.06
7	Jharkhand	Latehar	310.71
8	Jharkhand	Palamu	132.05
9	Jharkhand	Ramgarh	1,677.08
10	Jharkhand	Ranchi	3,886.65
11	Jharkhand	Simdega	58.28
12	Jharkhand	Multiple Aspirational Districts (CCL)	46.75
13	Odisha	Balangir	314.05
14	Odisha	Kandhamal	54.00
15	Odisha	Nuapada	158.08
16	Odisha	Rayagada	181.08
17	Chattisgarh	Korba	1,371.69
18	Madhya Pradesh	Singrauli	9,935.72
19	Uttar Pradesh	Sonbhadra	2,231.08
20	Uttar Pradesh	Chandauli	91.40
21	Jharkhand	Lohardaga	216.26
22	Jharkhand	Dumka	191.64
23	Assam	Dhubri	16.31
24	Bihar	Begusarai	620.81

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups?

Yes

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

Coal India Limited (CIL) complies with the Government of India's Public Procurement Policy for Micro and Small Enterprises (PPP-MSE), 2012, ensuring that 25% of its total procurement is sourced from Micro and Small Enterprises (MSEs). Within this mandate, procurement from enterprises owned by Scheduled Castes/Scheduled Tribes (SC/ST) and women entrepreneurs accounts for 4% and 3%, respectively.

By supporting these groups, which are often considered marginalised and vulnerable, the Company promotes inclusive economic participation and reinforces its commitment to equitable and responsible procurement practices.

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

66.56%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (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
		NA		

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
	NA	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Operationalisation of NSCH	66,00,000	40
2	Construction of Medical College (MIMSR) at Talcher	66,00,000	40
3	Financial assistance for procurement or MRI & CT Scan Machines for patient care in SCB Medical College & Hospital,Cuttack	26,00,000	30
4	Multiyear FY 2025-27: Powering for Sustainable and Safe Communities in Hazaribagh district by installation of solar lights in the villages.	22,50,000	89
5	Development of Kelo River Front from old Jindal bridge to Kayaghat bridge for an amount of ₹ 44.66 Crores under CSR Head of SECL, Raigarh Area.	3,07,513	70
6	Construction of building and providing Medical equipment for Dasharath Baba Charity Hospital Bhokardan, Jalna, Maharashtra	3,00,000	80
7	Health camps in CCL command areas and Dumma	2,40,000	70
8	Providing Financial Assistance for Upgradation and Promotion of Health Services in District Hospital, Anuppur to be implemented by Zila Swasthya Samiti (District Health Society), Distt. Anuppur under CSR Activities of SECL Jamuna Kotma Area.	1,09,138	85
9	Running and operation of 5 MMUs through specialised agencies on hiring basis	32,117	75
10	Health, Water & Sanitation	1,00,000	20
11	Education & skill development	20,000	5
12	Rural Development	20,000	7.5
13	Environment	25,000	4,420

Note: As there are more than 200 CSR projects, only those projects have been considered which contain higher number of beneficiaries.

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.

The Company places strong emphasis on quality management and the timely resolution of consumer complaints to enhance customer satisfaction. To support this, it has implemented digital mechanisms for the filing and resolution of customer grievances, enabling consumers to conveniently raise concerns through an efficient online platform.

In addition, traditional offline channels remain available for complaint submission. This integrated approach helps streamline communication, reduce response time, and improve the overall customer experience.

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	
Safe and responsible usage	Not applicable as coal is the primary product.
Recycling and/or safe disposal	

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

Number of consumer complaints in respect of the following:	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	–	0	0	–
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	824	22		11	0	

Note: The data disclosed in previous year was on standalone basis & currently the Company has taken approach of considering all the subsidiary and JVs.

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

	Number	Reasons for recall
Voluntary recalls	NA	
Forced recalls		

5. Does the Company 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, the Company has established a Risk Management Committee to identify and monitor both internal and external risks, including those related to cybersecurity and data privacy. In addition, a CERT-In empanelled auditor has been appointed to develop policies and frameworks that ensure compliance with data privacy requirements. https://d3u7ubx0okog7j.cloudfront.net/documents/1595245392_Approved_IT_Policy_CIL_and_Subsidiaries.pdf

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.

Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	No data breach
b. Percentage of data breaches involving personally identifiable information of customer	Nil
c. Impact, if any, of the data breaches	NA

Leadership Indicators

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

Information on products and services of the Company can be accessed on the Company's website at https://www.coalindia.in/

The Company's presence can be found on several social media platforms

Twitter https://twitter.com/CoalIndiaHQ

Instagram https://www.instagram.com/coalindia.in/

Facebook https://www.facebook.com/coalindiaHQ

Linkedin https://www.linkedin.com/company/coalindialtd/

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

The Company regularly conducts awareness sessions to educate customers on the safe and responsible use of its products and services. These interactions serve as important platforms for sharing relevant guidance and ensuring customers are well-informed about proper usage practices.

Through these initiatives, the Company promotes informed customer behaviour and encourages the responsible and efficient use of its offerings, reinforcing its commitment to customer awareness and safety.

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

Not Applicable. The Company primarily deals in raw coal and is not directly engaged in consumer distribution services. The coal produced by the Company is supplied to sectors such as power generation, steel, cement, and various other industrial consumers.

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. 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 whole? (Yes/No)

Yes, details related to coal quality are made available through the websites of Coal India Limited (CIL) and its subsidiaries. Additionally, coal specifications are clearly mentioned in the invoice provided to customers at the time of dispatch.

To enhance customer satisfaction, the Company also actively seeks feedback from consumers through prescribed feedback formats and various customer engagement meetings, ensuring continuous improvement in service delivery.

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Independent Reasonable Assurance Statement

To,
The Directors
Coal India Limited (CIL)
Premise No-04 MAR, Plot No-AF-III, Action Area-1A, Newtown, Rajarhat,
Kolkata - 700156, West Bengal, India

JointValues ESG Services Pvt. Ltd. (hereinafter referred to as "JointValues") was appointed and engaged by the management of the Coal India Limited (hereinafter referred to as the "Company" or "CIL") for performing an independent assurance of the nine core attributes as mentioned in SEBI's BRSR Core[1] format[2] for information pertaining to Environmental, Social, and Governance performance disclosed by the Company in the Business Responsibility and Sustainability Report (BRSR) for the 'reporting period' April 1, 2025 to March 31, 2026 considering related formats and criteria[3], [4], [5], [6], [7] for listed entities issued by SEBI.

JointValues performed the engagement through a multidisciplinary team of experienced professionals and subject-matter specialists, on attributes pertaining to Environmental, Social, and Governance performance of the Company reported through BRSR Core, to obtain sufficient evidence to support the professional judgement, and provide the basis for conducting reasonable assurance within the defined scope and boundary of the engagement.

The Assurance team applied professional judgement, skills, and techniques with professional scepticism in a systematic engagement process to arrive at an independent opinion about the subject matters within the scope and boundary of the engagement.

Methodology

JointValues conducted this reasonable assurance engagement for the Company in accordance with the following standards issued by the International Auditing and Assurance Standards Board (IAASB):

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[1] *Annexure-I in SEBI's circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023*
[2] *Annexure-II in SEBI's circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023*
[3] *Regulation 34(2)(f) of SEBI' Listing Obligations and Disclosure Requirements (SEBI LODR).*
[4] *SEBI vide circular number SEBI/HO/CFD-PoD-2/CIR/P/0155 dated 11th November, 2024*
[5] *SEBI circular number SEBI/HO/CFD-PoD-1/D/CIR/2024/177 dated 20th December, 2024*
[6] *Circular number SEBI/HO/CFD-PoD-1/CIR/2025/42 dated 28th March, 2025*
[7] *GHG Verification and Validation conducted against GHG Protocol and ISO 14064 - 1:2018, ISO 14064 - 2:2019 and ISO 14064 - 3:2019.*

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- ISAE 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information
- ISAE 3410, Assurance Engagements on Greenhouse Gas Statements

JointValues conducted the engagement process with adherence to ethical requirements, professional standards, and compliance with applicable legal and regulatory requirements, in line with the International Standards on Quality Management (ISQM), Quality Management for Firms that Perform Audits or Reviews of Financial Statements or Other Assurance or Related Services Engagement issued by IAASB.

During the engagement, the assurance team complied with JointValues's Code of Conduct, that defines independence and other ethical requirements and aligns with the best practices and the International Code of Ethics (ICE) for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Opinion

Based on the procedures performed, evidence obtained and explanations provided by management, JointValues expresses its opinion that the nine core attributes as per the BRSR Core, as disclosed by the Company through the BRSR format, are reasonably assured within the scope, boundary and data coverage as described in this statement.

Limitations and Exclusions

- Preparing the Company's BRSR information requires management to set the criteria, decide what information is relevant to include, and make estimates and assumptions that impact the reported information.

- Reducing engagement risk to zero is rarely attainable; therefore, reasonable assurance is less than absolute assurance.

- Calculating and measuring certain amounts and BRSR Core metrics, such as GHG emissions, water, waste and energy footprint, involves assumptions/estimations and inherent measurement uncertainty. Even though we obtain sufficient appropriate evidence to support our opinion, it does not eliminate the uncertainty in these amounts and metrics.

- Evaluation, verification and assessment of any Company's financial performance and data have been out of the scope of this engagement, except relying on the

Company's third-party audited financial reports as provided to us during the course of engagement, wherever materially required concerning the nine core attributes of the BRSR core. The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.

- Aspects of the BRSR and the data and information (qualitative or quantitative) as per BRSR Core attributes.
- The engagement does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the BRSR with reporting frameworks other than those specifically mentioned. This engagement does not consider assessments or comparisons with frameworks beyond the specified ones.
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- The absence of a significant body of established practice on which to draw, to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Activities and practices followed outside the defined assurance period stated herein above.

The Company has specified its approach for Scope 1 and Scope 2 GHG computation through a production-based emission factor methodology, applying emission factors sourced from the Company's internal study — *Carbon Footprint Analysis: Roadmap for Carbon Neutrality, Coal India Limited 2020-21, prepared by its subsidiary the Central Mine Planning and Design Institute (CMPDI), Ranchi published July 2022,*— expressed as tCO_2e per metric tonne of coal mined, applied to the total coal production quantities of CIL and its coal mining subsidiaries for FY 2025-26. This production-based approach covering CIL's coal mining operations and direct coal mining subsidiaries has been adopted by the Company as the methodology for GHG computation and disclosure for the reporting year.

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Across specific BRSR Core attributes — water withdrawal and discharge by source and destination, waste generation by category, and safety incident records including lost time injury frequency rate, permanent disabilities and fatalities — CIL has specified, in the BRSR provided for the assurance, that its data compilation approach for these attributes is through aggregation of subsidiary-level data collated at each coal mining subsidiary head office, with the mine-wise and operating entity-level data underlying the consolidated figures maintained at the respective subsidiary and mine level and traceable to statutory returns filed at those levels with the relevant regulatory authorities. Assurance procedures have accordingly been applied to the consolidated aggregate figures as compiled and made available at the CIL consolidated level, consistent with the data compilation approach specified by the management of the Company in the BRSR submitted for the purposes of this assurance engagement, on which JointValues has placed appropriate and limited reliance.

Procedures Followed

Given the circumstances of the engagement, in performing the engagement procedures, we have:

- Interacted with relevant personnel of Company's management responsible for Sustainability, Environmental, Social and Governance (ESG) and their team through a combination of virtual meeting interactions at the Company's corporate head office for understanding the process of collecting, collating the subject matter as per SEBI Circular for BRSR Core.
- Assessed the appropriateness of various assumptions, estimations and materiality thresholds used by the Company for data analysis.
- Performed analytical procedures to analyse trends in the historical data and accordingly ascertain the reasonableness of the data reported in the current year.
- Performed substantive testing on a sample basis of the identified sustainability indicators, to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported, including returns and internal monitoring reports filed to various authorities by the Company and relied upon by us. This includes assessing records and performing testing, including recalculation of sample data.

JointValues has placed appropriate and limited reliance on the information, methodology specifications and data provided by the management of the Company through the BRSR submitted for the purposes of this assurance engagement and

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through communications during the course of the engagement, consistent with the provisions of ISAE 3000 (Revised) and ISAE 3410.

The selection of the assurance approach was based on our professional judgment, available data and considering the risk assessment and relevant aspects of assurance. Our opinion on the continuing effectiveness of the Company's internal controls is out of the scope of this assurance statement. Our responsibilities under those standards are further described in this statement's "Our Responsibilities" section.

Our Responsibilities

- Planning and performing the engagement to obtain reasonable assurance that the disclosures about the BRSR Core are free from material misstatement.
- Exercising professional scepticism, judgement, skills and techniques in systematic engagement process.
- Forming an independent opinion about the underlying subject matter within the scope and boundary of the engagement based on the procedures performed and the evidence obtained.

Other Information

Our reasonable assurance engagement was with respect to the information for the period April 1, 2025 to March 31, 2026 only and not on any other elements included in the BRSR or any report linked to BRSR and, therefore, do not express any conclusion thereon.

Independence, Quality Control and Competence

JointValues is independent of the Company (CIL) and has not been involved in any non-audit, non-assurance or non-assessment nature of engagement during the financial year 2025-26 for which JointValues has conducted independent assurance of BRSR core for the Company.

The Company has specified its data aggregation and emission factor methodology for the consolidated BRSR Core disclosures as described in the Limitations and Exclusions section of this statement. The assurance practitioner exercised professional judgement and applied professional scepticism consistent with the provisions of ISAE 3000 (Revised) and ISAE 3410, which prescribe that unless information provided by the firm or other parties suggests otherwise, the engagement team is entitled to rely on the firm's system of quality control. JointValues placed appropriate and limited reliance on the information, methodology specifications and data provided by the management of the Company through the BRSR submitted for the purposes of this assurance engagement, with its professional opinion informed by the safeguards embedded in the Company's system of quality control, including the competence and structure of the Company's management systems, adherence to applicable regulatory requirements, and the overall rigour of the Company's governance and continuance procedures. The responsibility for the completeness, accuracy and integrity of the underlying data, computation inputs, emission factor methodology and consolidation of sustainability data across all entities within the reporting boundary rests solely with the management of the Company.

The independent assurance opinion statement has been prepared for the stakeholders of the Company only for the purpose of verifying its non-financial sustainability information relating to Environment, Social and Governance disclosures as required in the SEBI's BRSR core format, particularly described in the scope above.

Scope and Boundary of Assurance

The scope of this engagement, as agreed upon by JointValues and the Company, was to provide reasonable assurance on the non-financial sustainability disclosure covered under nine core attributes of the BRSR Core format, as provided by the Company to JointValues in the BRSR format. The values related to the nine core attributes of BRSR Core as provided by the Company are mentioned in Annexure-I to the assurance statement.

The Company has specified its reporting boundary for BRSR Core disclosures on a consolidated basis. For the purpose of this assurance engagement, available data, documentation and financial statements have been examined at the level of Coal India Limited (consolidated), its direct coal mining subsidiaries — Eastern Coalfields Limited, Bharat Coking Coal Limited, Central Coalfields Limited, Northern Coalfields Limited, Western Coalfields Limited, Mahanadi Coalfields Limited, South Eastern Coalfields Limited and North Eastern Coalfields — and Hindustan Urvarak and Rasayan Limited (HURL), on of the Joint Venture of CIL. The assurance opinion expressed in this statement is on the nine core attributes as disclosed by the Company in the BRSR format, within the scope, boundary and data coverage examined as described in this statement. The table in Annexure-I below shows the reporting boundaries and scope of disclosure on which the opinion is being issued for the reporting period from April 1, 2025, to March 31, 2026.

Responsibilities of Management at the Company

By publishing this assurance statement, the management of the Company acknowledges and understands that they are, inter-alia, responsible for the information provided in the BRSR for:

- Designing, implementing, and maintaining internal controls to ensure the information is free from material misstatement, including preventing deliberate misrepresentation.
- Selecting or establishing suitable criteria for preparing the information, considering applicable laws and regulations, identifying key aspects, engaging with stakeholders, and preparing and presenting the information according to the reporting criteria.
- Disclosing the applicable criteria used for preparation in the relevant report or statement.
- Preparing and calculating the information in accordance with the reporting criteria.
- Ensuring the reporting criteria are available to assurance providers and intended users with relevant explanations and assumptions.
- Establishing targets, goals, and performance measures and implementing actions to achieve them.
- Identifying and describing inherent limitations in measuring or evaluating information according to the reporting criteria.
- Providing details of the management personnel responsible for the disclosed information.
- Ensuring compliance with laws, regulations, or applicable contracts and preventing fraud.

Limitation of Liability and Legal Disclaimer

In no event, the assurance agency and assurance practitioners, for the opinion in this assurance statement, shall be liable to any party for any direct, indirect, incidental, compensatory, punitive, special, or consequential damages, costs, expenses, legal fees, or losses (including, without limitation, lost income or lost profits and opportunity costs or losses caused by negligence) in connection with any use of the content in this assurance statement.

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This assurance statement is not intended to be produced by any user in any court of law. The assurance practitioners and the agency absolve themselves from legal or other representation to any third party for any consequences arising from using this assurance statement.

The Intended Use or Purpose of this Assurance Statement

The information provided by the Company related to BRSR Core in the BRSR and our reasonable assurance statement is intended only for users who have reasonable knowledge of the BRSR Core attributes and who have read the information with reasonable diligence and understand that the attributes are prepared and assured at appropriate levels of materiality.

Except for the publication along with the BRSR as part of the annual report or for internal purposes by the Company, this assurance statement is not intended to be used by anyone for the publication of any selected paragraphs or excerpts elsewhere, nor should the design or content be altered for any purpose.

This document is intended to be used in its original form without modification by the management of the Company. JointValues will not be responsible for monitoring disclosures made by the Company after the date of issuance of assurance. In the event that any material deviation comes to the attention, JointValues may bring it to the attention, JointValues may bring it to the notice of the Company and, if considered necessary in the context of regulatory expectations, also communicate the same to relevant stakeholders and authority concerned.

In sections where BRSR has specific requirements to indicate if any independent assessment, evaluation, assurance has been carried out by any external agency and if any reference has been made to JointValues, such should be interpreted as reasonable assurance provided by JointValues, if such requirements form a part of BRSR Core only on which JointValues has given its opinion.

July 31, 2026

J.S. Kamyotra J.S. Kamyotra (Jul 31, 2026 19:53:13 GMT+5.5) J. S. Kamyotra Verifier and Assurer	Ritu A Ritu A (Jul 31, 2026 19:29:25 GMT+5.5) Ritu A Signatory - Commercial Contract

Annexure-I of Assurance Statement for BRSR Core of the Company for FY 2025-26 as per format in annexure 17a of SEBI Master Circular dated 11 November, 2024 and its amendments.

#	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	Remark on boundary and scope
1	Greenhouse gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Principle (P) 6, Question (Q) 7	GHG (CO2e) Emission in Mn MT / KT / MT Direct emissions from organization's owned- or controlled sources	2,81,90,235 tCO_2e	Computed based on CMPDIL Carbon Footprint Study Report for mining operations under CIL. HURL emissions exclude process emissions on account of lime consumed in FGD.
		Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	P6, Q7	GHG (CO2e) Emission in Mn MT / KT / MT Indirect emissions from the generation of energy that is purchased from a utility provider	77,05,014.77 tCO_2e	Do
		GHG Emission Intensity (Scope 1 +2)	P6, Q7	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations	4,340.71 tCO_2e/ Crore US Dollars (USD)	

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				adjusted for PPP	adjusted for PPP	
			P6, Q7	Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	46,727.04 tCO_2e/ Million tonnes of Production	
2	Water footprint	Total volume of water consumption	P6, Q3	Mn Lt or KL	3,387.81 Lakh KL	Computed value based on total water withdrawal minus total water discharge. Refer P6, Q3 of BRSR for total water withdrawal as 6,433.96 Lakh KL.
		Water consumption intensity	P6, Q3	Mn Lt or KL / Rupee adjusted for PPP	0.41 Lakh KL/Crore USD adjusted for PPP	
			P6, Q3	Mn Lt or KL / Product or Service	4.4 lakh KL/ tonnes of Production	
		Water Discharge by destination and levels of Treatment	P6, Q4	Mn Lt or KL	3,046.15 Lakh KL	
3	Energy footprint	Total energy consumed	P6, Q1	In Joules or multiples	2,01,22,509.06 Gigajoules (GJ)	
		% of energy consumed from	P6, Q1	In % Terms	4.57%	

		renewable sources				
		Energy intensity	P6, Q1	Joules or multiples / Rupee adjusted for PPP	2,433.35 GJ/Crore USD adjusted for PPP	
			P6, Q1	Joules or multiples / Product or Service	26,194.70 GJ/Million tonnes of Production	
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	P6, Q9	Kg or MT	1,536.07 Metric Tonne (MT)	
		E-waste (B)	P6, Q9	Kg or MT	54.20 MT	
		Bio-medical waste (C)	P6, Q9	Kg or MT	75.89 MT	
		Construction and demolition waste (D)	P6, Q9	Kg or MT	7,590.96 MT	
		Battery waste (E)	P6, Q9	Kg or MT	228.94 MT	
		Radioactive waste (F)	P6, Q9	Kg or MT	0 MT	
		Other Hazardous waste. Please specify, if any. (Waste Oil) (G)	P6, Q9	Kg or MT	6,799.58 MT	
		Other Non Hazardous waste. Please specify, if any. (H) Please specify, if any.(Break-up by composition i.e., by materials	P6, Q9	Kg or MT	5,34,59,04,669.95 MT	Including Overburden from mines

		relevant to the sector)				
		Total waste quantity(A+B+C+D+E+F+G+H)	P6, Q9	Kg or MT	5,34,59,20,955.59 MT	
		Waste intensity	P6, Q9	Kg or MT / Rupee adjusted for PPP	6,46,467.56 MT/ Crore USD adjusted for PPP	
			P6, Q9	Kg or MT / Employee (FTE) (Unit of Product or Service)	69,59,112.92 MT/ Million tonnes of Production	
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	P6, Q9	Kg or MT	5,34,59,18,279.22 MT	
			P6, Q9	Intensity	0.99 (MT/MT)	MT of Waste Recycled Recovered /Total Waste generated
		For each category of waste generated, total waste disposed by nature of disposal method	P6, Q9	Kg or MT	2,676.27 MT	
				Intensity	0.00000005 (MT/MT)	MT of Waste Disposed/ Total Waste generated
5	Enhancing safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total	P3, Q1(c)	In % terms	0.85%	Based on Consolidated Audited Financial Statement

		revenue of the company				
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3, Q11	Number of Permanent Disabilities	23 (For Employees)	
					14 (For workers)	
				Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0.17 (For Employees)	
					0.36 (For workers)	
				No. of fatalities	11 (For Employees)	
					24 (For workers)	
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	P5, Q3	In % terms	7.38 %	
		Complaints on POSH	P5, Q7	Total Complaints on Sexual Harassment (POSH) reported	27	
				Complaints on POSH as a % of female employees / workers	0.132%	
				Complaints on POSH upheld	0	

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Advancing Sustainability

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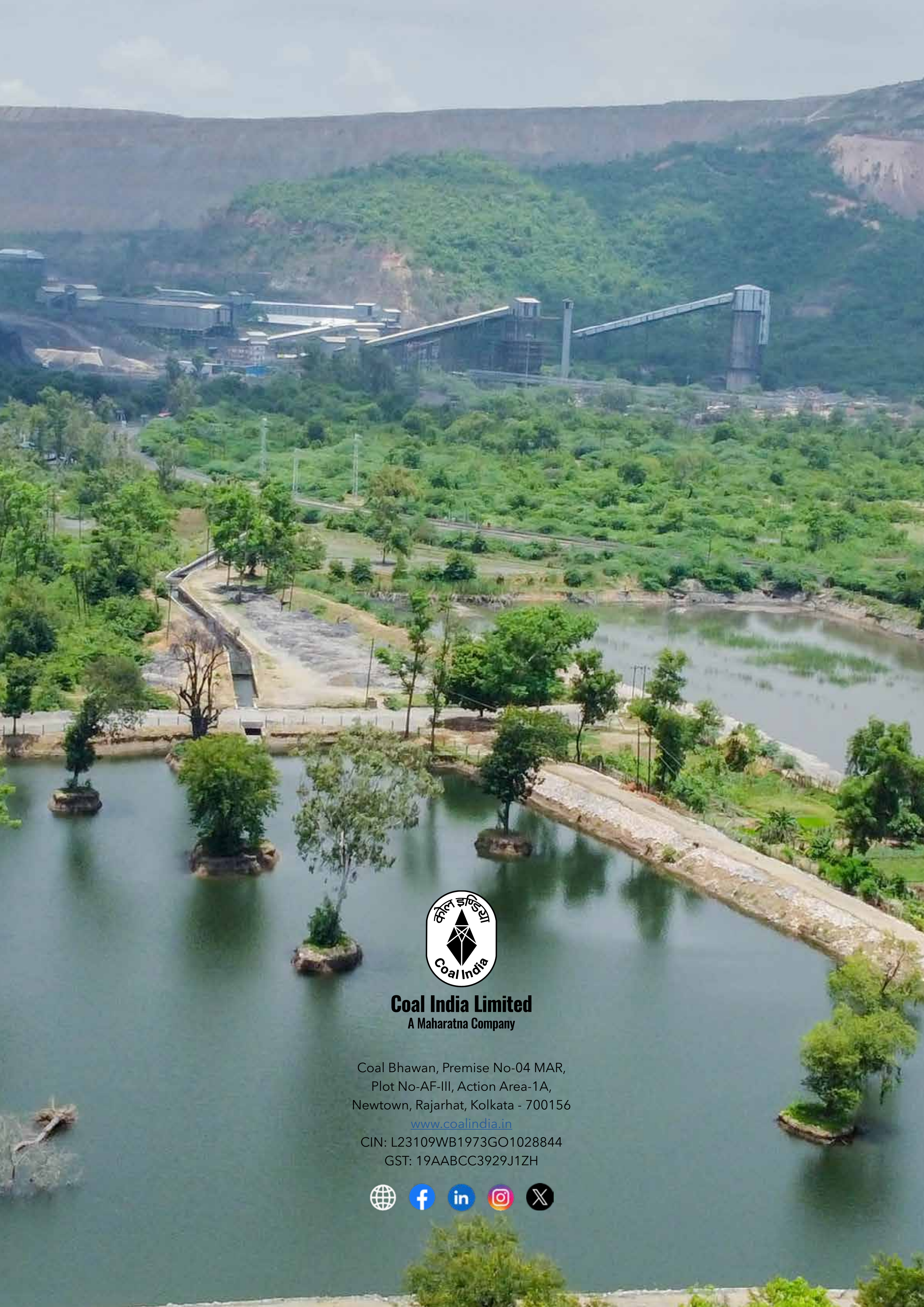
7	Enabling Inclusive Developme nt	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	P8, Q4	In % terms – As % of total purchases by value	MSMEs/ small Producers: 33.87% Within India: 97.43 %	
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	P8, Q5	In % terms – As % of total wage cost	Rural: 19.4% Semi-Urban: 64.5% Urban: 14.1% Metropolitan: 2.0%	
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	P9, Q7	In % terms	0%	
		Number of days of accounts payable	P1, Q8	(Accounts payable *365) / Cost of goods/services procured	66.90 days	Based on Consolidated Audited Financial Statement
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties	P1, Q9	• Purchases from trading houses as %of total purchases • Number of trading	NA NA	Disclosed as Not Applicable (NA). The Company does not operate through a

		Loans and advances & investments with related parties		houses where purchases are made from • Purchases from top 10 trading houses as % of total purchases from trading houses	NA	dealer or distribution network for the sale of coal; coal is sold directly to end consumers. This disclosure is applicable to the Company's standalone coal sales operations and is not extended to joint venture entities such as HURL generating the fertilizers.
				• Sales to dealers / distributors as % of total sales • Number of dealers / distributors to whom sales are made • Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA NA NA	
				Share of RPTs (as respective %age) in - Purchases - Sales - Loans & advances - Investments	0% 0% 0% 59%	Based on Consolidated Audited Financial Statement


This animal is adopted by
Coal India


I ♥ SURAJPUR



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A Maharatna Company

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