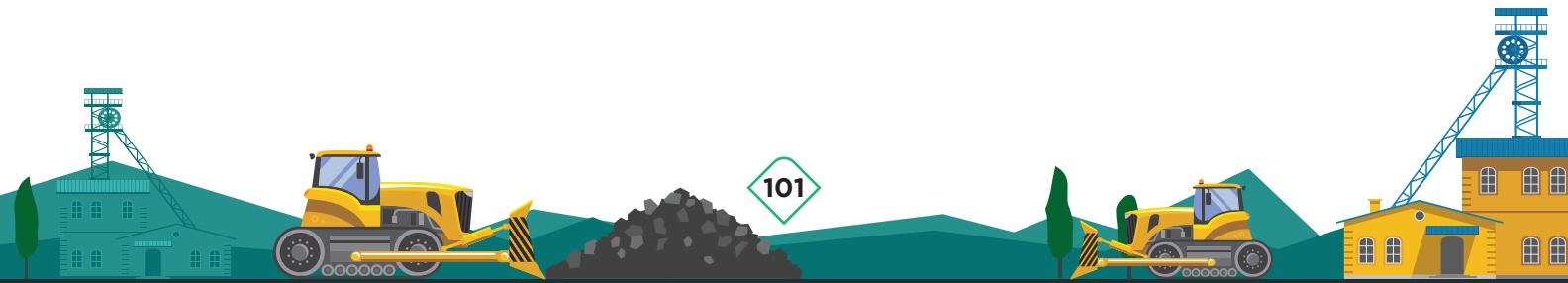


PUBLIC SECTOR UNDERTAKINGS

08

CHAPTER



PUBLIC SECTOR UNDERTAKINGS

1. Coal India Limited

Coal India Limited (CIL) is an organized state-owned coal mining corporate came into being in November 1975 with the Government taking over private coal mines. With a modest production of 79 MT at the year of its inception CIL today is the single largest coal producer in the world.

CIL works within the framework of an overall vision to emerge as a global player in the primary energy sector by attaining environmentally socially sustainable growth through best practices from mine to market. Coal India Limited (CIL) is headed by a Chairman-cum-Managing Director. He is assisted by five Functional Directors, namely, Director (Technical), Director (HR), Director (Finance), Director (Marketing) and Director (Business Development). Each Subsidiary Company has its own Board of Directors headed by Chairman-cum-Managing Director and assisted by Functional Directors. In addition, there are part-time or nominee Directors on the Board of CIL and its subsidiaries who are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.

CIL (Consolidated) has achieved Gross Sales of ₹ 89,921.05 Crore and Net sales of ₹ 58,789.66 Crore in H1 2025-26 i.e. from 01.04.2025 to 30.09.2025. CIL and its Subsidiaries paid/adjusted ₹ 37,507.47 crore towards Royalty, GST, GST Compensation Cess, Cess, District Mineral Foundation (DMF), National Mineral Exploration Trust (NMET) and other levies upto November, 2025 in FY 2025-26.

For FY 2025-26 (till November 2025), CIL has paid interim dividend of ₹ 9,706.30 Crore @ ₹ 15.75 per share against face value of Rs.10/- each fully paid up. Out of above interim dividend, the share of Govt. of India was ₹ 6,127.91 crore. Further, final

dividend of ₹ 5.15 per equity share for the financial year 2024-25 was paid in FY 2025-26 amounting to ₹ 3,173.81 crore and the share of Govt. of India was ₹ 2,003.73 crore. The total dividend paid to Gol was ₹ 8,131.64 Crore in FY 2025-26 (till November 2025).

2. Milestones in 2025-26 (Till November 2025 - provisional)

CIL ended the month of Nov'25 on a high note production 67.99 MT of coal, the highest production for November since inception, clocking a growth of 1.2% compared to 67.18 MT same month year ago.

During Apr'25-Nov'25 CIL achieved 453.51 MT coal production & 1199.43 MCum OBR against pro-rata AAP target of 525.35 MT & 1300.22 MCum respectively. Achievement against pro-rata AAP target was 86.3% & 92.2% respectively for coal production & OBR during Apr'25-Nov'25. NCL is ahead of pro-rata progressive AAP target of coal production and ECL is ahead of pro-rata progressive AAP target of OBR. NCL & SECL is in positive growth in coal production and SECL is in positive growth in OB removal during Apr'25-Nov'25.

3. Transformational HR initiatives in CIL

The following HR transformational initiatives have been undertaken by CIL among others:

3.1 Updation and Maintenance of HR Manual

CIL Executive HR Manual – a compendium of Executive HR Rules & Policies is being continuously updated and published on CIL website on 1st of every month since its launch by Hon'ble Minister of Coal on 01.11.2020. It is now acting as a single point of reference for HR related policies and guidelines which



not only ensures uniform implementation of Rules and Policies, but also enables creating of openness and transparency in dealing with all HR related matters of Executives. The main motive is to ensure that company's policies are implemented consistently and uniformly across all Subsidiaries.

3.2 Review of HR Policies/ Rules

As a continuous process, CIL's HR policies/ Rules are benchmarked with other CPSEs, Government guidelines and other best practices to revamp the HR management processes to meet the contemporary needs of the Organisation. Under this exercise, around 3 new policies/ rules have been formulated and 40 existing policies/ rules have been revised in the current year, and over 11 Policy Clarifications have been issued for bringing about uniformity. Some of the policies and rules are under process for revision and some are in the formulation process. The key policies/ rules include Post-retirement medical Scheme, Recruitment rules, Cadre Schemes, Medical Attendance Rules, and Provisions related to Compassionate Employment,

Provisions related to Lateral Recruitment, Revision of TA/DA Rules, SPARROW in Performance & Management System etc.

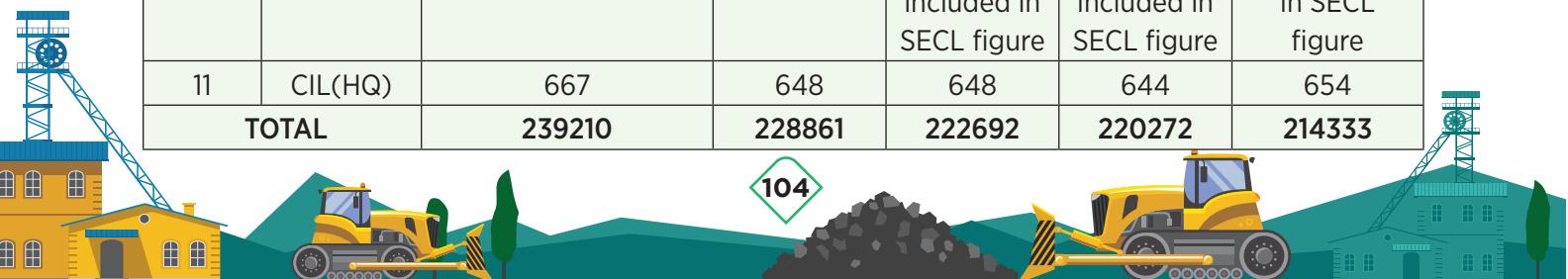
4. People performance of CIL:

Employees are the central theme of coal mining in India and the people processes in CIL includes not only the multiple stakeholders in the value chain of the company's operations, but also those affected directly and indirectly by such operations. The multiple stakeholders include the company's own employees and their families, 114844 contractors' workers, villagers around coal fields, auxiliary industries, Govt. & Non Govt. agencies operating in the coalfields etc. Coal India Limited, with a larger social purpose, is deeply committed to all stakeholders and is in constant endeavour to harmonize the varying needs of the stakeholders and that of the company, for suitable growth, with its people centric principles, policies and programmes. The details are given below:

4.1 Manpower

The total manpower of Coal India Limited including its subsidiaries as on 01.01.2026 is 214333. Company wise status of manpower is given below:

SI No.	Company	Manpower Strength as on 01.04.2023	Manpower Strength as on 01.04.2024	Manpower Strength as on 01.01.2025	Manpower Strength as on 01.04.2025	Manpower Strength as on 01.01.2026
1	ECL	51074	48711	47678	46996	45264
2	BCCL	37037	33920	32599	32124	30962
3	CCL	34975	33990	33420	33096	32467
4	WCL	34390	33352	32442	32267	31468
5	SECL	41832	39528	37959	37528	36674
6	MCL	21827	21493	21184	21060	20705
7	NCL	13753	13770	13466	13312	12972
8	NEC	667	585	558	537	506
9	CMPDI	2855	2751	2738	2708	2661
10	DCC	133	113	Manpower of DCC included in SECL figure	Manpower of DCC included in SECL figure	Manpower of DCC included in SECL figure
11	CIL(HQ)	667	648	648	644	654
TOTAL		239210	228861	222692	220272	214333



5. Employee Welfare:

Coal India Limited strives to provide the best facilities for Welfare of its employees and their families. The facilities are extended to all sections of the Society like- Scheduled caste, Scheduled Tribe, backward classes, minorities as well as other marginalised segments of the society without any discrimination, are given below: -

5.1 HOUSING FACILITIES

In CIL and its Subsidiaries, all eligible employees are provided residential quarters equipped with essential utilities based on availability and in accordance with regulations. Regular repair and maintenance, including structural upkeep, are carried out to ensure safe and suitable housing. At present there are 323068 quarters available in CIL and its Subsidiaries

5.2 WATER SUPPLY

To provide clean drinking water to the employees and their families, many water supply schemes have been taken up. Supply of water is done after proper treatment through 501 RO plants/ Pressure filter plants in residential areas/ coalfields that cater not just to our employees rather also to the population in the neighborhood.

5.3 EDUCATION FACILITIES

Coal India and its subsidiaries operate own schools in and around coalfield areas to ensure quality educational access for employees' children's and nearby communities. Apart from operating 67 Schools in mining areas (i.e. 46 DAV schools, 17 Kendriya Vidyalaya, 2 Saraswati Vidya Mandir, 1 Ramakrishna Vivekananda Vidyapith, 1 DPS), financial assistance by way of occasional help are also provided to certain educational institutions. In addition to that 120 Privately managed schools (recurring grant-in-aid) and 32 Schools where only infrastructure provided by companies are available in companies vicinity.

5.4 COAL INDIA SCHOLARSHIP SCHEME:

In order to encourage, children of the employees of Coal India Limited, as part of corporate voluntary facilities, financial benefits are extended to wards of employees every year, under the CIL Scholarship scheme (PRERNA). There are two types of Scholarship namely Merit and General Scholarship:

- Under Merit Scholarship, upon securing 1st to 20th position in 10th / 12th / state board/ 95% & above where merit is not declared is covered.
- Under General Scholarship is awarded Class V onwards to Graduation/Post Graduation in any subject to acquiring prescribed % of marks.

In FY 2024-25, total ` 1.58 Cr. Scholarships (General & Merit scholarship taken together) were given to 1785 wards.

Apart from the above, Cash Award and certificate of appreciation: Every year Cash Award of Rs.5000/- and Rs.7000/- respectively are provided to the Meritorious wards of CIL employees who secure 90% or above Marks in aggregate in 10th and 12th standard Board level examination.

Considering the high cost of technical and education in the country, Coal India Limited is providing financial assistance towards meeting the cost of education of the dependent children of non-executive cadre employees to the extent of tuition fees and hostel charges, who secured admission in IITs, NITs, ISM and Govt. Medical and Engineering College. In FY 2024-25, Financial assistance of total ` 5.56 Cr. to 769 students/wards.

5.5 MEDICAL/HEALTHCARE FACILITIES

Coal India Limited and its Subsidiaries are extending medical facilities to its employees and their dependent family members through company-owned hospitals, dispensaries and empaneled



hospitals for emergency services and inpatient medical care. For specialized treatment, where the expertise/ facilities are not available, they are also referred for treatment in reputed empaneled hospitals. Regular medical camps are held, with special focus on ailments prevalent in mining environments, such as occupational health hazards diseases. For transporting the patient to hospitals, ambulances with latest technology and life support systems are provided at central places in entire coalfields.

The healthcare infrastructure of Coal India Limited and its Subsidiaries is capable of providing the extensive healthcare facilities to its Employees and their families through various medical establishments such as 64 Hospitals (which includes Central Hospitals, Area Hospitals, Regional Hospitals), 300 Dispensaries (including 1 Ayurvedic), 3781 Beds, 505 Ambulances and 2 Mobile Vans. There are 1054 Doctors and 2947 paramedical staff working across the company.

5.6 STATUTORY WELFARE FACILITIES

In accordance with the provision of the Mines Act 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Limited are maintaining various statutory welfare facilities for the coal mines such as Canteen, Rest Shelters etc. A total of 335 Canteen, 38 Creches, 90 Pit Head Baths & 458 Rest Shelters exists in CIL.

5.7 Voluntary WELFARE MEASURES

a. Co-operatives, Credit Societies and Banking facilities.

In Coal India & its subsidiaries, many central, primary cooperative societies as well as credit societies are being run for the benefit of the employees. The Management of Coal Companies are providing infrastructure facilities to the various Nationalized Banks for opening

their Branches and Extension Counters in the Coalfields /residential areas for the benefit of employees. There is no budget allocated for this purpose. Credit societies functions based on the Trust which operates using contribution made by the employees and Bank Branches serve the nearby communities. Similarly, efforts taken to bring the post offices to the proximity of workers by encouraging opening of facilities closer to residential colonies.

A total of 156 Co-operatives exists across CIL & its Subsidiaries (22 Central Co-operatives, 76 Primary Co-operatives, 58 Credit Societies) and a total of 371 banking facilities exists across CIL and its Subsidiaries (331 Bank branches, 35 extension counters and 5 Satellite Bank branches).

b. Holiday homes

Coal India Ltd. provides facilities of Holiday homes at places of tourist attraction, at concessional cost, for the benefit of its employees & their families. These facilities are also available for retired employees. Presently, there are Holiday Homes facilities at 10 locations viz. Puri, Manali, Darjeeling, Kovalam, Munnar, Tirupati, Haridwar, Katra, Digha and Goa.

c. Recreational & Sports Facilities:

There are recreational and sports facilities near residential colonies of workers to ensure the well-being and good health of the workers and their families.

For the purpose of promotion of Sports and Culture, Coal India has an approved Sports Policy administered through Coal India Sports Promotion Association (CISPA), a body registered under the West Bengal Society's Registration Act; and this association supports Sports and Culture by way of providing sponsorship/ financial assistance including in the coalfield areas. Sports complexes, cultural



halls, and gyms are available near residential areas.. Inter Company/Area Sports Tournament are held as per Sports calendar (Cricket/Hockey/Lawn Tennis/Table Tennis/Badminton/Football/Bridge/Chess/ Volleyball).

c. Sports

For the purpose of promotion of Sports and Culture, Coal India has an approved Sports Policy administered through Coal India Sports Promotion Association (CISPA), a body registered under the West Bengal Society's Registration Act; and this association supports Sports and Culture by way of providing sponsorship/financial assistance including in the coalfield areas. Sports complexes, cultural halls, and gyms are available near residential areas.. Inter Company/Area Sports Tournament are held as per Sports calendar (Cricket/Hockey/Lawn Tennis/Table Tennis/Badminton/Football/Bridge/Chess/ Volleyball).

d. Other Welfare facilities/activities:

Community events form the core of welfare measures of Coal India Limited and its Subsidiaries. Apart from Sports events/Recreational activities, various events such as Cultural events/celebration of festivals or important events and days, facilities of talk shows etc. are held in office as well as residential areas for the holistic engagement of employees as well as their family members. Brief of such activities undertaken by CIL and its subsidiaries is as under:

- i) Welfare amenities such as **Township & Clubs, playground, children's parks, Kalyan mandap, Cultural activities** etc are provided by every company in every area/unit.

- ii) **Inter Company/Area Cultural Meet** are held as per calendar of the company.
- iii) Events under **Swachhata-Pakhwada/ Special Campaign** and other Government initiatives.
- iv) Celebration of all National Holidays/ Special days such as **International Yoga Day/Environment Day/Miners Day** etc.
- v) Felicitation of Retired employees at the end of every month in every establishment.
- vi) Holding of **Talk shows** on varied topics in CIL& its Subsidiaries. Presently, as part of celebration of Golden Jubilee year for Coal India Limited, eminent personalities are being invited for talk shows across the company.
- vii) Miscellaneous activities viz. **Talent show/Young Achievers program/ camps** etc. as per Subsidiary welfare activities annual calendar.

5.8

CIL WELFARE BOARD MEETING:

Coal India Welfare Board is the decision-making forum regarding welfare policies for betterment and improvement of living condition of company' employees.

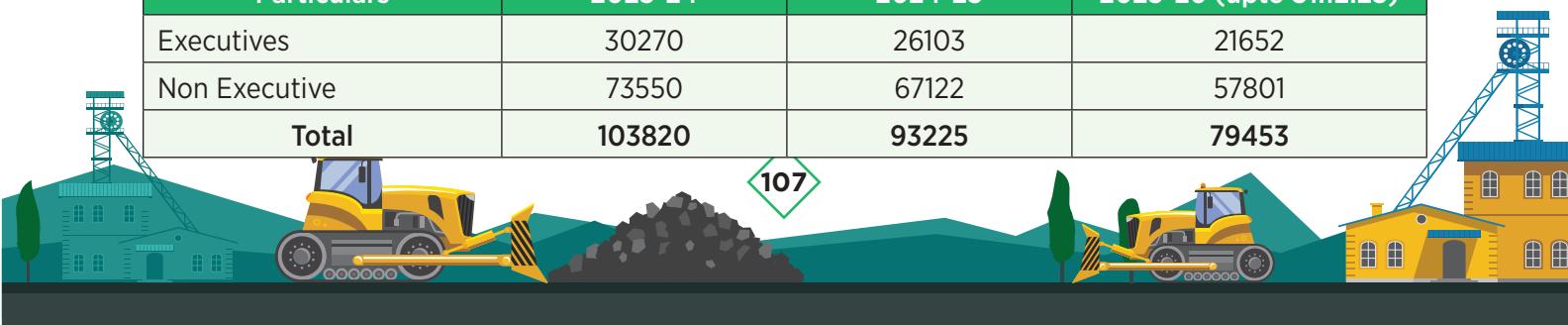
The members of CIL welfare board comprising of Central Trade Union representative and representation of Managements meet regularly to discuss on the welfare measures and review the implementation of different welfare scheme; the meeting of the Welfare board is being conducted regularly.

6.

EMPLOYEE TRAINING

The training statistics for the employees of CIL for last 3 years is given below:

Particulars	2023-24	2024-25	2025-26 (upto 31.12.25)
Executives	30270	26103	21652
Non Executive	73550	67122	57801
Total	103820	93225	79453



Training details in respect of contractual workers is given below:

Particulars	2023-24	2024-25	2025-26 (upto 31.12.25)
Contractual Workers	110971	106324	
Total Contractual Workers Trained	39374	44249	49441

6.2 Supportive Developmental Measures for the Benefit of Employees:

(i) **Skill Development Programs:** Regular training programs are conducted to enhance employee competencies and support career progression.

(a) Following flagship programs are held for Directors & Senior level Executives:

- MANTHAN: For new Directors.
- DISHA: For newly promoted General Managers.
- JIGYASA: Online program for upcoming trends globally.

(b) International Trainings for senior level executives:

- DAKSH: By SCOPE in partnership with Capacity Building Commission
- Advance Global Leadership Program (AGLP 2.0) : By SCOPE in partnership with IIM, Calcutta
- Master Class in Tunneling Technology - Tunneling- The Dynamic, Uncertainties and solutions : By Konkan Railway Corporation Ltd conducted in partnership with VersuchsStollenHagerbach (VSH), Switzerland; ETH Zurich, IIT Bombay
- Aarohan - Scaling New Heights: An in-house program by IICM in partnership with MDI / ASCI.

(c) Various training programs are being held across companies for regular employees.

d) On need basis, Contractor's Workers are also provided and made to undergo skill development /training programs.

e) Avenues are being explored for holding of structured training programs for non-executive employees.

(ii) **Diversity Inclusive Measures:** Policies and measures are in place to ensure women inclusive and equity-based workplace and prevent workplace discrimination apart from statutory provisions.

Supportive Leave Benefits:

- Maternity benefit of 180 days for less than 2 surviving children to regular female employees from the date of its commencement.
- Regular Female employees having minor children are granted Child Care Leave for a maximum period of two years (i.e. 730 days) during their entire service for taking care of up-to two eldest surviving children whether for rearing or to look after any of their needs like examination, sickness etc.
- Eligible Male employees are provided with paternity leave of 5 days for maximum two children up to 6 months from the date of delivery of the child to support their household.

(iv) Financial advances/assistance under various policies/schemes such as House Building/Laptop scheme/Mobile/Uniform etc.

7. Employees' participation in management:

In general, decisions concerning non-executive



employees are taken through bilateral fora represented by Trade Unions on behalf of employees and management. Bilateral fora such as Joint Consultative Committee (JCC), Safety Committee, Housing Committee, Welfare Committee, Canteen Committee etc. are in operation at all project. Similarly, Bipartite meetings, under the Industrial Relations system, are held periodically at unit level, area level and corporate level to resolve issues pertaining to employees' service conditions, welfare and safety. Every subsidiary is having an Apex Bipartite Committee (Joint Consultative Committee) headed by the Chairman-cum-Managing Director of the Company. The Joint Consultative Committee deliberates on various strategic issues and issues related to quality of life of employees in general. All these bipartite bodies are represented by employee's representatives.

8. CONTRACTOR'S WORKERS

8.1 Wages, Welfare and Social Securities being provided

Coal India Limited is a source of employment to the nearby villagers. There are 114844 contractors' workers employed in mines through registered contractors for various work in mining and non-mining activities across CIL & its Subsidiaries as on 01.01.2026. The company ensures compliance of all legal and company norms, pertaining to the pay and welfare of the contractors' workers, by the contractor. Minimum wages for the contract workers in Coal India Limited, who have been engaged in mining activities has been fixed, which is higher than the minimum wages prescribed by appropriate government. The Contractor workers are made to undergo compulsory vocational training for working in the Mines.

In addition to the above, the Company provides medical treatment at the Company's hospital free of cost, to the contractors' workers. All the contractors' workers are subjected to medical

examination, safety training and are being provided with personal protective equipment viz Helmet, Mining Shoes, Dust Mask, Safety lamps and Raincoats including gumboots & proper hoods in heavy watery mines. The facilities like canteen & rest shelters, first-aid facilities etc., which are provided to the regular employees, are also utilized by the contractor workers. The Company has successfully covered all the contractors' workers under the Social Security Schemes (CMPF & CMPS/ EPF). The payment of wages to the contractors' workers is ensured through bank to avoid any exploitation on this count.

For monitoring compliance of payment of wages and other benefits to the Contractors' Workers under the Contract Labour(R&A) Act, 1971, Coal India Ltd. has created and launched "Contract Labour Information portal". Comprehensive database, including bank account number and Aadhaar number of all the workers engaged by different contractors in CIL & its Subsidiaries is uploaded on this portal. This portal provide success to all contractors' workers so that they may view their personal details including rate of wages and payment status.

Further, Ministry of Labour & Employment vide its Gazette Notification dated 18th February, 2022 exempted Subsidiaries of CIL to engage the contractor workers on the works specified(prohibited) at serial nos. 1 to 3 under S.O.2063 dated 21st June,1988, Published in the Gazette of India, Part-II Section-3, subsection(ii) published by Ministry of Labour & Employment for five-year w.e.f. 07.12.2021.

9. CHILD LABOUR/FORCED LABOUR/ BONDED LABOUR.

Engagement of child labour, forced labour or bonded labour, in any form, is prohibited in the Company, either by itself or by any stakeholder in the value chain of the Company's operation. This is strictly monitored through mandatory

initial medical examination of all contract workers engaged in mines.

10. FREEDOM OF ASSOCIATION

Democratic values are ingrained in the management of human resource in the company. Employees are free to be part of any registered trade union and other govt./ non-govt. Organisations. Branches of all central trade unions and local unions are operating in coalfields. Their representation is allowed in the bipartite bodies in the company under the norms of the Industrial Relations System.

11. NON-DISCRIMINATION

The Company follows principles of non-discrimination in employee management. There is no discrimination of the employees in the name of religion, caste, region, creed, gender, language etc. All employees are given equal opportunity in service matters.

12. Organisational Culture Building Initiatives

- (i) All the new entrants joining the Organisation in Executive Cadre are being welcomed under Project "Aagman". Before posting in the subsidiaries, they are imparted with Orientation programme at Indian institute of Coal Management (IICM)-CIL's Centre of Excellence, Ranchi.
- (ii) All the superannuating employees are bid farewell and their retiral dues are settled under the Project "Samman". The Chairman, CIL and CMDs of the subsidiaries express their gratitude to the contributions laid down by the superannuating employees and their family members to the success of the Organisation.

13. Continuous improvement and Knowledge Management initiatives

For continuous sharing of knowledge, a knowledge management portal common for all CPSEs has been developed under the aegis of ONGC. This portal is a common platform for PSUs to share their Special Achievements, Best Practices and

facilitates learning from other PSUs. CIL is also contributing to the info bank of "Samavay Portal" from time to time. Some of the Subsidiaries have also taken knowledge management initiatives by introducing portals like e-Pathsala & e-Gurukul for employees, where unique experiences are shared by employees.

14. PEOPLE DEVELOPMENT INITIATIVE MONITORING POLICY

- (i) Gratuity - Employees on their retirement receive Gratuity payment up-to ₹20 lakhs.
- (ii) CMPF - All employees are covered under the Coal Mines Provident Scheme which is a contributory fund with equal shares both by employee and the employer.
- (iii) Coal Mines Pension Scheme (CMPS) - All employees are covered under the Coal Mines Pension Scheme by which, on superannuation, they receive up-to 25% of their total emoluments as monthly pension. In the event of death of the employee, the dependent is entitled to receive pension.
- (iv) Post-Retirement Medical Support - CIL has launched a post-retirement medical scheme for its 2.14 lakh employees to provide health support to the employees and their spouse, post-retirement. Subject to conditions, the Scheme provides reimbursement of medical expenses for indoor and outdoor treatment for a maximum amount up-to ₹ 8 lakhs for Non-Executives and ₹ 25 lakhs for Executives in ordinary cases, and support based on actuals in case of critical diseases such as Heart diseases, Cancer, Renal diseases, Neurological Disorder, HIV-AIDS & Addison's disease / Adrenal Histoplasmoses, Critical accidents cases, Cerebral fever (separate for executives and non-executive employees).
- (v) Superannuation Pension Scheme - CIL has formulated a Superannuation Pension Scheme to provide superannuation benefit in the form of annuity through an Annuity Service Provider, to all Board level and



below Board Level Executives. It has been implemented with effect from 01.01.2007.

- (vi) Employee Compensation - In the event of death/ disablement while on duty, the employee is eligible to receive monetary compensation under the Employee Compensation Act. Apart from that, the Company provides additional ₹ 90,000 as Ex-gratia and compensation of ₹25 lakhs in case of fatal mine accident or ₹15 in case of death due to COVID-19.
- (vii) Life Cover Scheme - In the event of death of an employee while in service, the dependents of the employee are entitled to receive an amount of ₹ 1,25,000 under the life cover scheme.
- (viii) Employment to dependent - In the event of death/ disablement of an employee, while in service, one dependent is entitled for employment in the Company

15. Grievance Redressal Mechanism

- For e-filing of complaints, 'On-line Grievance Management System' (OLGMS), a customized web-site, was introduced by CIL earlier. Subsequently, in pursuance to GoI's objectives for providing a Centralized on online grievance redressal and monitoring system across various Ministries/ Departments/ Organisations, CIL adopted Centralized Public Grievance Redress And Monitoring System (CPGRAMS) which was designed and developed by National Informatics Centre (NIC) while phasing out OLGMS to avoid duplication of work.
- For ensuring prompt response, a WhatsApp group comprising of nodal officers of each department has been created in which issues and proposed solutions can be discussed. The complaints and its response are regularly monitored/ reviewed by Grievance Redressal Committee (GRC) consisting of key management officials on weekly basis. Action is taken to redress the grievance without delay and the outcome

is posted in the portal. Wherever interim reply is necessary, such reply is also posted in the portal.

In case complaints/ grievance relate to coal companies, Nodal officer forwards the same to respective subsidiaries for their comments/ action. In case the same relates to working of some other department of CIL, the same is forwarded to the concerned department. Grievances/ complaints received on-line are thus being dealt and disposed of expeditiously and efficiently through CPGRAMS portal."

16. RESETTLEMENT & REHABILITATION POLICY

Coal India Limited

The R&R policies/plans followed by the subsidiaries had evolved over time and underwent numerous changes in response to changing circumstances, such as R&R Policy of CIL 1994, 2000, 2008 & 2012. Subsidiaries of CIL acquire land for mining and allied activities mostly under CBA (A&D) Act, 1957 and follow R&R policy of CIL 2012; except MCL which follows Odisha R&R Policy 2006. There are also flexibility clauses in the CIL R&R Policy where the subsidiary company board has been authorised to approve necessary modification in the said policy with reference to unique conditions prevailing at the concerned subsidiary.

Apropos, the promulgation of RFCTLARR (Removal of difficulties) Order, 2015 by the Central Government on 28.08.2015, the compensation, R & R benefits and infrastructure facilities for the land acquired under CBA (A&D) Act, 1957 are to be provided as per Schedule I, II & III of RFCTLARR Act, 2013. Subsequently, MoC has issued different clarifications about the applicability of provisions of RFCTLARR Act 2013 on the land acquired under CBA (A&D) Act, 1957. Accordingly, R&R benefits for the land acquired under CBA (A&D) Act, 1957 are being provided as per Schedule II of RFCTLARR Act, 2013 or as per option given by PAFs and providing employment as per prevailing practice, i.e., one employment for every two acres of land. Moreover, CIL Board in its 409th meeting held on 25.08.2020 approved the Annuity Scheme of CIL,



2020 to alleviate the need of small landowners as well as an affected family, whose primary source of livelihood was dependent on the land acquired for more than three years prior to the date of acquisition and stand affected by the acquisition of land, as certified by the State Government authorities, for their consistent source of income.

NLC India Limited:

The extensive land requirement for integrated projects of NLCIL necessitates invoking the law for the acquisition of private property leading to involuntary displacement of people in lignite bearing localities for mining and adjacent strategic locations for stationing the production and service facilities. NLCIL is sensitive to the painful involuntary relocation of displaced families due to above projects and strives to minimize the trauma of displacement. NLCIL is continuously and consciously balancing the techno-economic and the socio-economic goals of its projects.

NLCIL has developed several Resettlement Centres (RCs) in the vicinity and these RCs are provided with good infrastructure facilities and amenities. The eligible Project Affected Families have been smoothly resettled in these RCs and have also been provided with rehabilitation measures in addition to legal compensation for loss of assets, as directed by the appropriate Government from time to time and with the cooperation of the District Administration.

NLCIL has been following the National Policy on Rehabilitation and Resettlement, 2007 for the benefit of the Project Affected Population, for lands acquired up to 31.12.2013. Several R&R measures have been implemented in coordination with the R&R Administrator, i.e., Collector of Cuddalore District.

For lands acquired from 01.01.2014 onwards, compensation is given as per schedule I of RFCTLARR Act 2013. Further, as per approval of NLCIL Board in its 524th meeting held on 25.11.2022, the revised Minimum Land Compensation of Rs.25 Lakhs per acre for the agricultural lands (inclusive of all components of RFCTLARR Act provision) for the land acquired from 01.01.2014

onwards. In respect of House site lands in rural areas, the Minimum Land compensation was fixed as Rs.2.5 crore per acre and Rs.5.0 crore per acre in respect of House site lands in urban area as per the guidance of District Administration and the Government Order issued by the GoTN.

Further, there is provision for continuous employment in various outsourced works or one time grant or annuity for displaced families. In addition, the displaced families are also provided with subsistence grant, transportation cost and other benefits for their livelihood, skill development, etc.

17. Care for Environment CIL

CIL is pledged to the principle of inclusive growth while undertaking its business operation. It is also committed to care for environment while mining coal with adequate mitigation practices. In its endeavour to do so, it recognizes that pro-active precautionary approach is needed to minimize the environmental impacts due to coal mining and allied activities. The following efforts are being undertaken to ensure that adverse footprint of mining are minimal on the environment:

- **Integrated Project Planning: In new coal-mining project, planning to integrate environmental concerns are the priority concerns.** While designing the mining layout, care is being taken to reduce land (including forest land) requirement to the minimum extent possible for operations. Planning takes into consideration aspects related to soil excavation, preservation and its reuse on reclaimed areas. Latest mining technology like Surface Miner's & Continuous Miners are being introduced to achieve better productivity with lesser emissions leading to improved environmental quality. Considering techno-economic feasibility opencast mines are planned with in-pit crushing & belt conveyor system to improve air quality levels. Projects are planned with due deference to achieve best post productive land use so that it becomes an asset to the local population.



- **Statutory Clearances and their Compliances:** Projects are being operated only after securing all statutory clearances required. Compliance of all statutory conditions indicated in various clearances are being diligently implemented and reported periodically to statutory agencies.
- **Implementation of Pollution Control Measures:** CIL is committed to protect environment by practicing and following sustainable mining practices right from mine planning stage. Various pollution control measures and initiatives are being taken up concurrently with mining operations, for maintaining acceptable / permissible limits of major physical and chemical attributes of environment namely air, water, hydrogeology, ground vibrations, noise, land, etc. –

(A) Air Pollution and its Control Measures: To control and reduce dust generation during drilling, blasting, loading and coal transportation, CIL has taken up various initiatives enumerated in the MoEF&CC approved Environmental Management Plan (EMP) of projects. The EMP is prepared factoring the impact on existing environment and forest due to coal mining undertaken after conducting an Environment Impact Assessment (EIA) study of each project. Mist spraying systems, mobile water sprinklers and automatic sprinklers have been provided to mitigate air pollution & its control measures. Some of the important initiatives taken by CIL are as follows:

- i) Implementation of First Mile Connectivity to reduce transport of coal by road.
- ii) Transportation of coal by conveyors, covered trucks & loading in railway rakes through Silo.
- iii) Blacktopping/ Concrete & repairing of coal transportation roads and

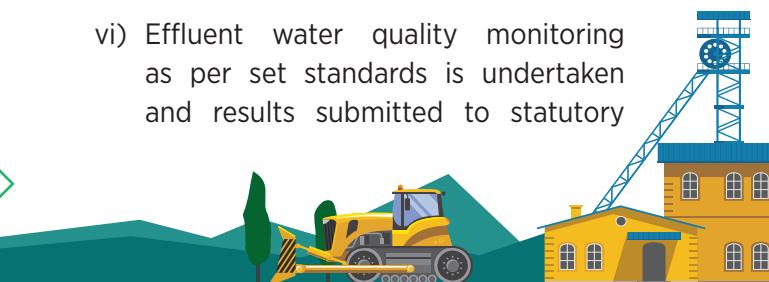
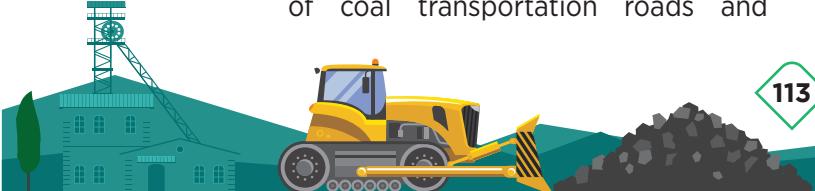
strengthening of haul roads.

- iv) Deployment of trolley mounted and mobile fog cannon sprinkling system.
- v) Installation of CAAQMS system for real-time monitoring of ambient air quality & integration with the CPCB & SPCB server wherever provisioning of the same is made available.
- vi) Installation of PM10 analysers for real time monitoring of PM10 concentration in ambient air.
- vii) Mobile water sprinkler tankers and road sweeping machines have been deployed across all the subsidiaries for air pollution control.
- viii) Development of wind breaker system, vertical greenery system and green belt plantation.
- ix) Deployment of additional Surface Miners and Continuous Miners in opencast & U/G mine respectively for blasting free coal extraction.

(B)

Water Pollution Control Measures:

- i) Wherever and to the extent possible, the mines are operated on zero discharge
- ii) Mine discharge water is stored in huge sump which acts a water harvesting structure.
- iii) For mine discharge, pumped out mine water is treated through sedimentation prior to its discharge.
- iv) Effluent Treatment Plants (ETP) are set up in workshops.
- v) Effluent from residential colonies is also treated through conventional means as well as designated 61 Sewage Treatment Plants (STPs) in townships.
- vi) Effluent water quality monitoring as per set standards is undertaken and results submitted to statutory



authorities.

- vii) Continuous Water Quality Monitoring stations for real time monitoring of effluent water quality.
- viii) Subsidiaries of CIL takes No Objection Certificate (NOC) for each project from Central Ground Water Authority, Ministry of Water Resources, Govt. NOC is granted based on detailed Hydrogeological Report and Groundwater Modelling.
- ix) Water for nearby community for domestic and irrigation purpose.

(C) Mine Water Management: Mine Discharge Treatment Plants (MDTP) are installed in mines for treatment of discharged mine water on the surface for second phase treatment. Treated mine water is then used partly for dust suppression, fire-fighting, plantation, washing etc. As per the need of the local community, treated mine water is supplied to the nearby villages for drinking & irrigation purposes. In order to assess the impact of mining activities on ground water, monitoring of ground water levels in dug wells & piezometer is being carried out in and around of the mine lease hold area. For ground water recharge within mine premises and nearby villages, initiatives like rainwater harvesting, digging of ponds / development of lagoons, de-silting of existing ponds / tanks etc. have been taken. Rain water harvesting structures have been constructed for ground water recharge. Regular monitoring of mine, workshop and domestic effluent is carried out as per rule and desired actions are being taken. Reports of the same are regularly submitted to SPCBs and MoEF&CC.

(D) Noise Pollution Control Measure: For control of noise pollution, various measures like proper maintenance of equipment, green belt development around the mine and residential area, blasting in day time

and use of ear muff / ear plugs at noisy areas are adopted.

(E)

Implementation of Mine Closure Guidelines: With the issuance of mine closure guidelines by Ministry of Coal in the year 2009 and its subsequent amendments, Mine Closure Plans (MCPs) for all the projects have been prepared, approved & implemented. In addition, guidelines have been issued in 2022 for management of coal mines those have been discontinued / abandoned / closed before 2009. The MCPs encompasses technical, environmental, social and financial issues of mine closure and lays emphasis on land reclamation during fulfilment of progressive and final mine closure activities. The implementation of MCP ensures that:

- i) Public health and safety are not compromised
- ii) Environmental resources are subjected to minimum physical and chemical deterioration
- iii) The post-mining use of the site is beneficial and sustainable in the long term
- iv) Opportunity to maximize socio-economic benefits

(F)

Greening Initiatives:

- Reclamation of the mined-out areas and external OB dumps are major environmental mitigatory activities taken up by CIL. Reclamation of mined out areas are being done as per the Environmental Management Plan (EMP), approved by MoEF&CC and Mine Closure Plan (MCP) prepared as per the guideline of Ministry of Coal. Top soil is preserved, stored and used in plantation areas in the opencast mines. Concurrent reclamation and rehabilitation of mined out areas are taken up for gainful land use. After technical reclamation is completed, plantation is carried out which

is termed as biological reclamation.

- Plantation and Green belt are developed through extensive tree plantation programme every year by the Subsidiaries of CIL. Avenue plantation, plantation on OB dumps, plantation in and around mines, residential colonies, and available government land are undertaken in the existing as well as the new projects.
- Additionally, under Green Credit Program launched by MoEF&CC, Coal India Limited and its Subsidiaries have taken initiative for taking up plantation in degraded forest land in various states.
- Eco-restoration:** For effective Bio-reclamation of disturbed land, scientific studies are carried out to select suitable species of plants for afforestation on three tier plantation concept. Forest Research Institute (FRI) has been engaged by CIL for sharing their expertise in the field of eco-restoration in the reclaimed areas. Many Eco- restoration sites have been developed in subsidiary companies of CIL with technical collaboration of FRI.
- Eco-park in Reclaimed land:** Eco Parks have been developed in many of the mined out areas and command areas of CIL.

Singareni Collieries Company Limited (SCCL)

SCCL is presently operating 17 opencast mines and 22 underground mines spread over six districts of Telangana State. SCCL is environment conscious and is pro-active in implementation of various environmental protection measures in the coal mines.

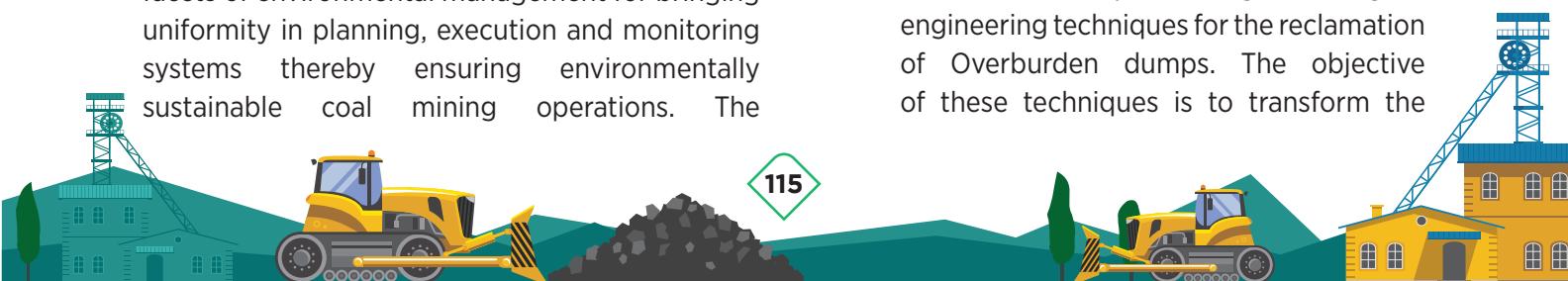
As a part of Corporate Environmental Responsibility, SCCL has formulated environmental policy. To fulfill the objectives of Environmental Policy, guidelines have been framed in different facets of environmental management for bringing uniformity in planning, execution and monitoring systems thereby ensuring environmentally sustainable coal mining operations. The

Environmental Policy, objectives and guidelines were circulated to all the mines, departments, and other units for effective implementation of environmental safeguards.

SCCL is complying with various Environmental Acts, Rules for protection of environment and Environment Management Committees have been formulated at each project for monitoring the implementation of environmental norms/ conditions. The conditions stipulated in Environment clearances, Consent for Operations and other statutory clearances in the field of environment In addition for protection of environment and compliance reports are being submitted to regulatory agencies on periodical basis. The environmental monitoring is being carried out in and around the coal mining projects through a CPCB recognized NABL accredited laboratory and necessary pollution mitigation measures are being implemented.

SCCL is taking following measures for safeguarding the environment:

- In order to control air pollution, SCCL has made adequate water spraying arrangements at mines and mist spray arrangements at coal handling plants.
- Excess mine water is being discharged in to nearby water tanks and de-silting of tanks is also taken up so as to increase the water storage capacity, which helps in raising of two crops in a year by surrounding villagers and aids in augmentation of ground water levels.
- Control blasting techniques using non-electric delay detonators are being adopted in opencast mines so as to control noise and blast vibrations.
- The mine and colony effluents are treated before discharging it for various purposes like dust suppression and plantation
- SCCL is implementing biological engineering techniques for the reclamation of Overburden dumps. The objective of these techniques is to transform the



waste and degraded land into sustaining ecological landform which will also prevent soil erosion, siltation of water bodies, water pollution, dust pollution and re-create the aesthetic beauty of the environment.

- SCCL is raising species of native saplings on a large scale in its own nurseries so as to take up massive plantation programme in all its mining areas on annual basis.
- SCCL is taking up various socio-economic measures in coal mining areas by allocating funds under CSR and DMFT for overall development of the region.
- Mine closure activities are being taken up as per mine plan and mine closure plans approved by the Ministry of Coal.
- SCCL is establishing solar power plants in all the mining areas in a phased manner as a part of its efforts for harnessing renewable sources of energy.
- SCCL is also developing eco-friendly colonies by providing modern sewage treatment plants, waste disposal arrangements, development of parks and

gardens, greenbelt in and around the colony, roof-top solar panels etc.

NLC India Limited

NLC India Limited (NLCIL) was registered as a company on 14th November 1956. The Mining operations in Mine-I were formally inaugurated on 20th May 1957 by the then Prime Minister. NLC India Limited has been conferred with the “**NAVRATNA**” status since April 2011.

NLC India Limited present mining capacity of 30.1 MTPA of lignite & 20 MTPA of coal and power generating capacity is 7558.69 MW. All the Mines and the Power Stations of NLC India Limited have received ISO Certification for Quality Management System (QMS), Environmental Management System (EMS), and Occupational Health & Safety Management System (OSHAS).

18. AUTHORIZED CAPITAL:

(i) **Coal India Limited (CIL):** (i) Coal India Limited (CIL): (i) The Authorized Equity Share Capital for CIL as on 31.03.2025 is ` 8,000.00 Crores and Authorized Preference Share Capital is ` 904.18 Crores.

Profitability of the last five financial years of CIL (Consolidated)

(₹ in Crores)

Particular	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 (Upto Sept, 2025)
Profit Before Tax	18,009.24	23,616.28	43,274.60	48,812.61	46,966.19	17,823.73

(ii) NLC India Limited (NLCIL):

The authorised capital of NLC India Limited is Rs.2,000 Crore and paid-up equity is Rs.1,386.64 Crore (Post buy back – 2018). The investment by Govt. of India as on 30.11.2025 is as under:

Investment	(Rs. Crore)
Equity - GOI Portion:	1,001.16
Loan from GOI - (including accrued interest)	Nil

(iii) The Singareni Collieries Company Limited (SCCL):

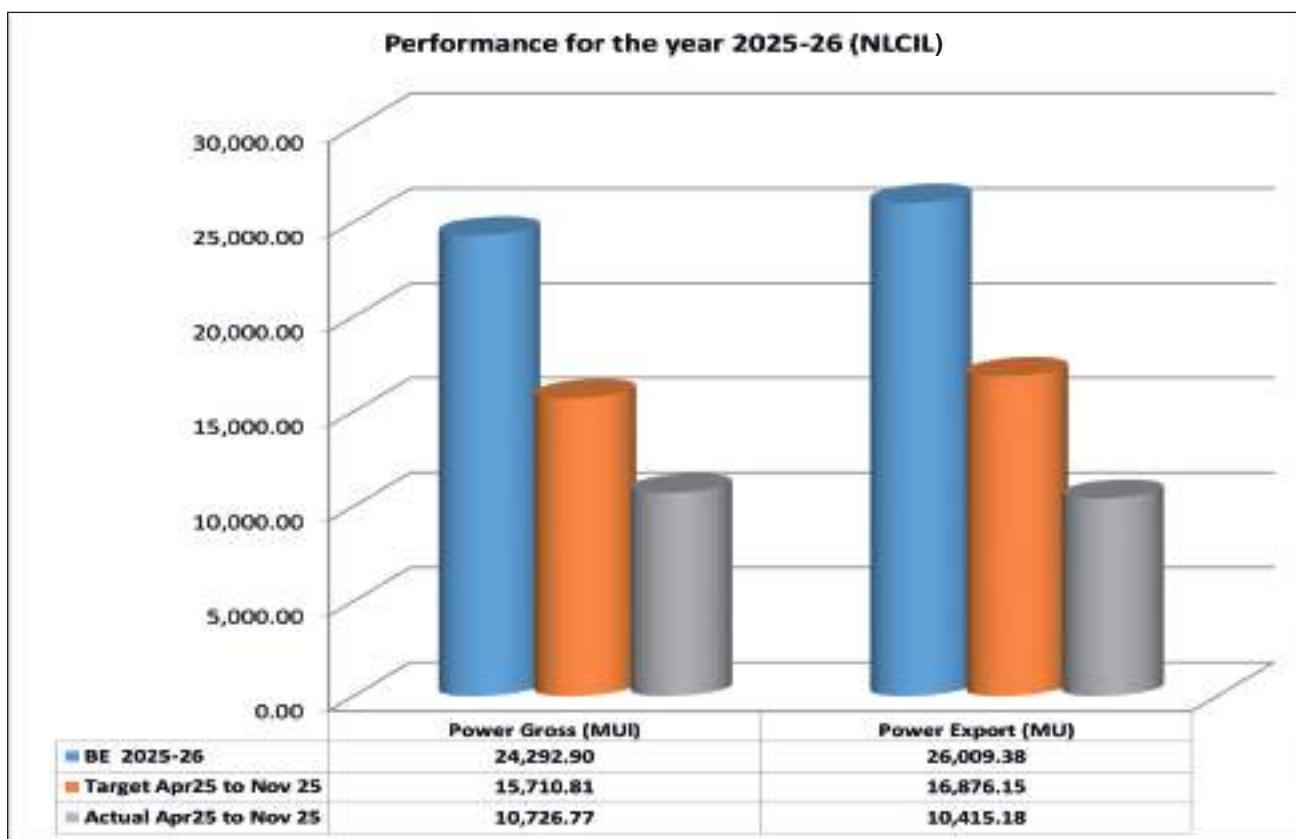
The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in

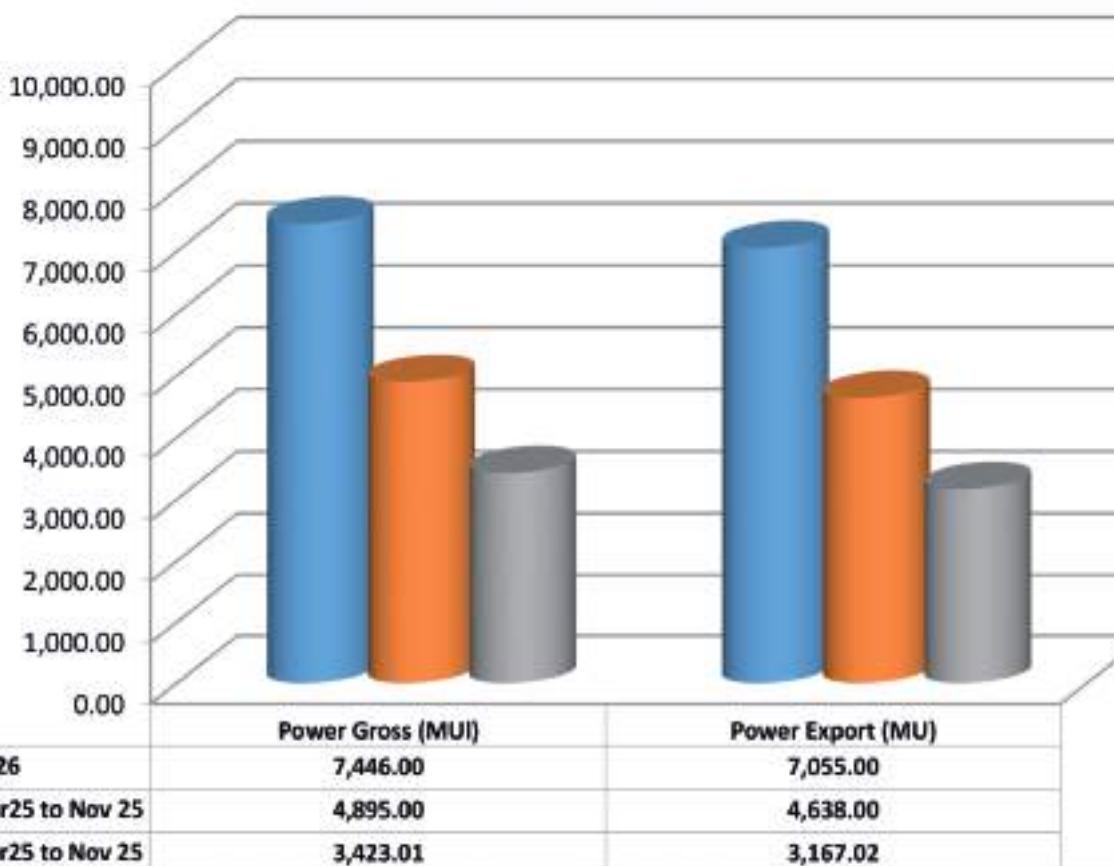
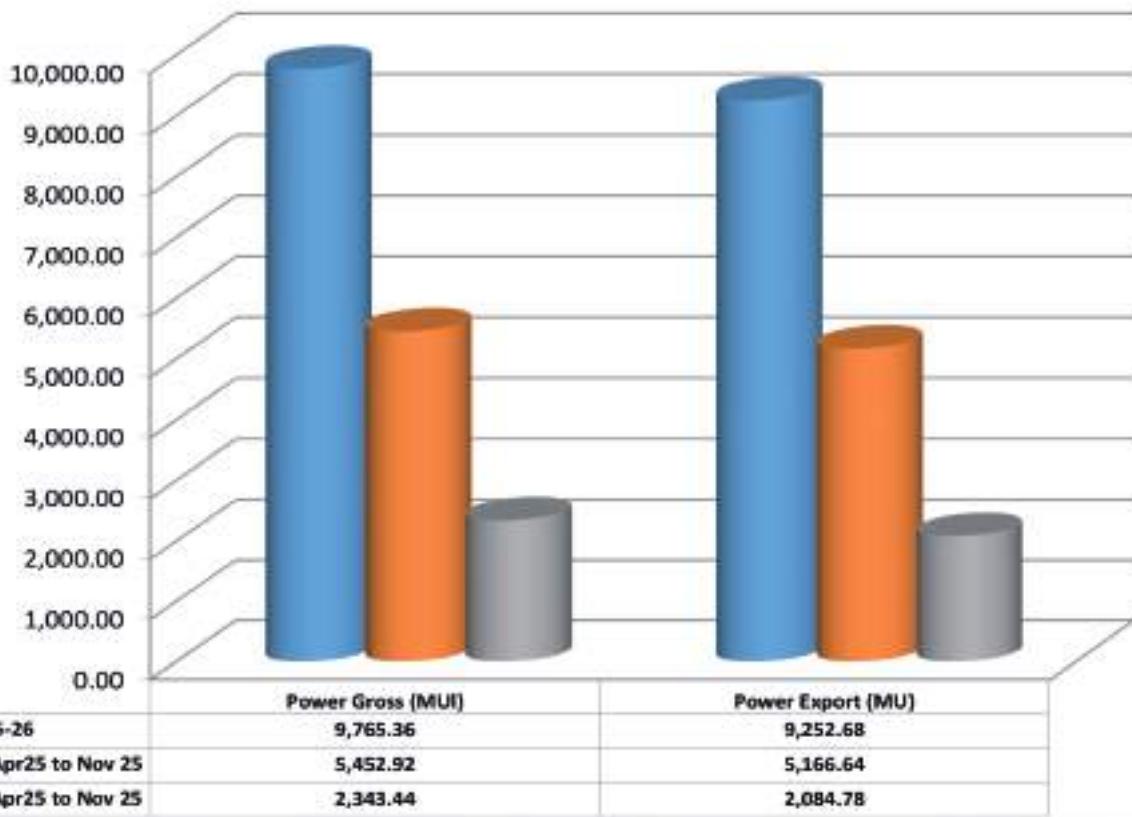
the ratio of 51:49 respectively.

19. Production Performance (NLC India Limited)

Overburden removal, lignite production, gross power generation and export of power during the year 2025-26 are indicated below:

Product	Unit	BE 2025-26	2024-25	2025-26 (Upto Nov'25)		Dec 2025 to March 2026 (Projection)
			Actual	Target	Actual (Provl)	
Overburden	MM3	190.84	168.94	125.13	110.75	65.70
Lignite	MT	28.10	24.06	17.81	12.66	11.40
Coal	MT	20.00	17.20	12.75	9.00	9.00
Power Gross (Thermal)	MU	24,292.90	19,326.07	15,710.81	10,726.77	8,582.09
Power Export (NLCIL)	MU	26,009.38	16,843.43	16,876.15	10,415.18	9,133.23
Power Gross (NTPL)	MU	7,446.00	5,236.45	4,895.00	3,423.01	2,551.00
Power Export (NTPL)	MU	7,055.00	4,848.12	4,638.00	3,167.02	2,417.00
Power Gross (NUPPL)	MU	9,765.36	1,208.73	5,452.92	2,343.44	4,312.44
Power Export (NUPPL)	MU	9,252.68	1,116.49	5,166.64	2,084.78	4,086.04



Performance for the year 2025-26 (NTPL)**Performance for the year 2025-26 (NUPPL)**

20. Productivity:

The productivity performance in 2024-25 and 2025-26 are furnished in the table below:

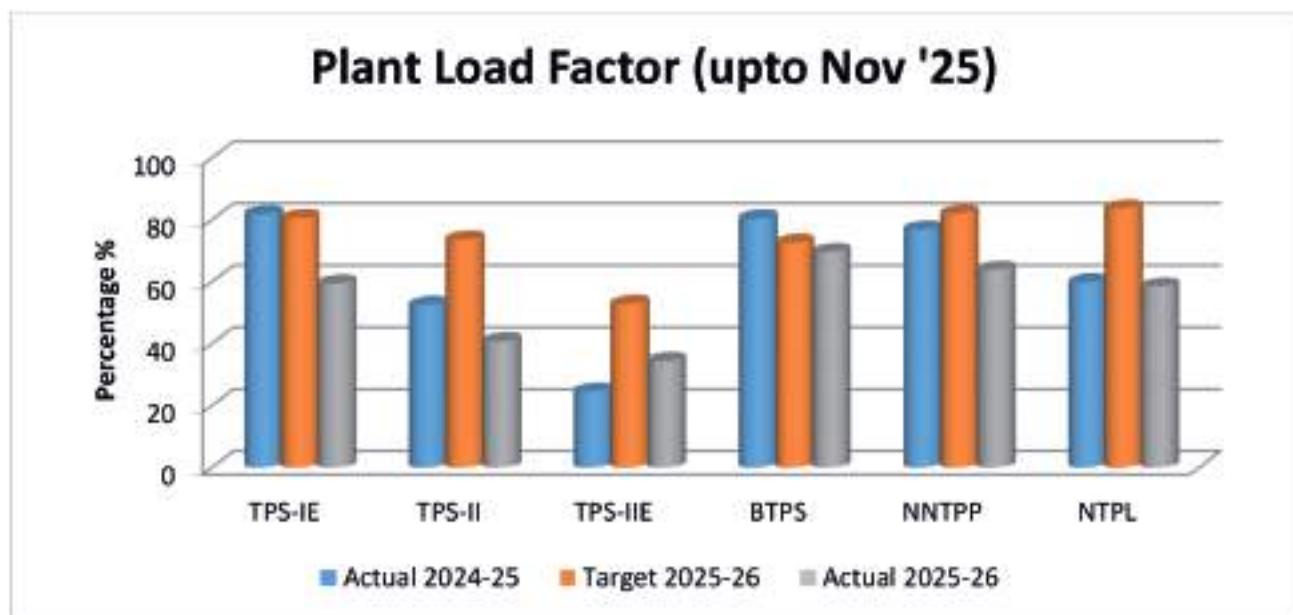
Output per Man Shift (OMS):

OMS	Unit	2024-25 Actual	2025-26 (upto Nov'25)	
			Target	
Mines	Tonne	17.60	19.69	15.16
Thermal	KwHr	36929	42186	33065

21. Plant Load Factor (PLF) – NLCIL :

The PLF of NLCIL Plants during 2024-25 and 2025-26 are as under:

PLF (in %)	2024-25 Actual	2025-26 (upto Nov '25)	
		Target	Actual (Provi)
TPS-IE	81.72	80.42	59.40
TPS-II	52.49	73.53	40.72
TPS-II E	24.51	52.80	34.35
Barsingsar TPS	80.35	72.54	69.54
NNTPP	76.79	81.88	63.81
NTPL	59.78	83.59	58.45



Singareni Collieries Company Limited

The Singareni Collieries Company Limited (SCCL) is the State level Public Enterprise with equity participation in the ratio of 51:49 of Govt. of Telangana and Govt. of India respectively. SCCL is producing



around 7.5% of the total all India coal production.

Coal Production:

(In Million Tonnes)

2025-26 (Provisional) Jan - Dec, 2025					
Company	Target (Jan-25 to Dec-25)	Act	Ach %	Jan 24 to Dec 24	Growth
SCCL	72.79	65.97	90.63%	67.12	-1.71%

Coal Despatch:

(In Million Tonnes)

2025-26 (Provisional) Jan - Dec, 2025					
Company	Target (Jan-25 to Dec-25)	Act	Ach %	Jan 24 to Dec 24	Growth
SCCL	72.24	63.25	87.56	65.02	-2.72

Sector Wise Dispatch- SCCL

Sector Wise Dispatch- SCCL: Sector Wise Supplies From Jan24-Dec24 Vs Jan 25-Dec25:

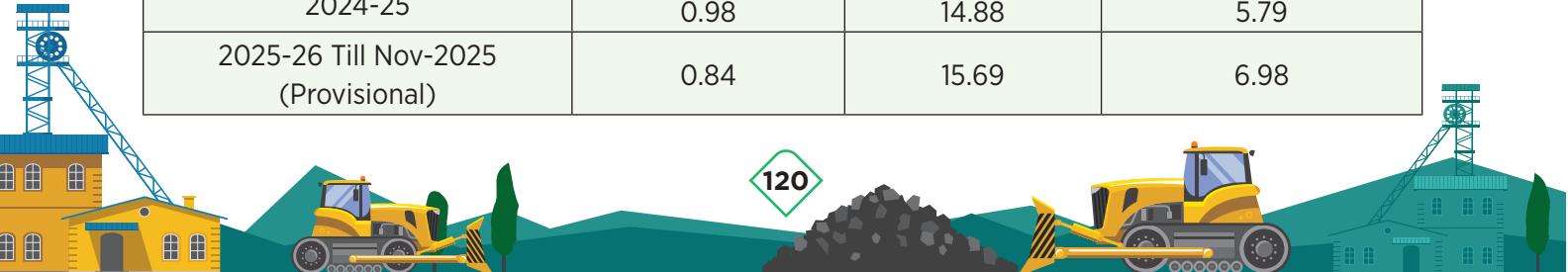
(in Million Tonnes)

SECTOR	JAN 24 TO DEC24	JAN 25 TO DEC 25	Growth%
POWER	58.90	58.76	-0.23
CAPTIVE POWER	1.55	1.15	-25.57
MAJOR CEMENTS	1.59	0.81	-49.12
SPONGE IRON	0.22	0.11	-47.93
Heavy Water Plant	0.50	0.46	-8.55
E-AUCTION	0.48	0.39	-19.83
OTHERS	1.79	1.58	-11.74
TOTAL	65.02	63.25	-2.73

Productivity (OMS): Productivity target (Overall Mines) for the current year and previous year is as follows

(In Million Tonnes)

Year	Singareni Collieries Co. Ltd.		
	UG	OC	Overall
2024-25	0.98	14.88	5.79
2025-26 Till Nov-2025 (Provisional)	0.84	15.69	6.98



Employees' Welfare measures

Welfare and social security to the employees are given due importance and various welfare activities viz., housing & sanitation, educational, recreational, medical facilities with super specialty services and social security schemes that are in vogue are being continued.

Summary of Welfare activities of SCCL is as below:

Employee welfare has remained one of the hallmarks of SCCL's achievements under the Telangana Government's two-year term. Profit share for workers increased from 33% to 34% after state formation, providing benefits worth ₹4,386.34 crore. For the first time, profit bonus was distributed to 27,518 contract personnel through their respective contractors, as per the directions of the Government of Telangana, at ₹5,000 per person for the performance year 2023-24. The amount has been enhanced to ₹5,500 per person for the financial year 2024-25.

The retirement age has been enhanced to 61 years, and profit bonuses have been extended even to contract workers. Simplification of compassionate employment has benefited 18,370 families, and SCCL has completed recruitment of 555 candidates in 2024 through transparent CBT-based examinations conducted via EdCIL. Other welfare initiatives include interest-free housing loans, enhanced festival advances, improved medical facilities through seven area hospitals and 21 dispensaries, accident insurance cover, child care leave, and fee reimbursement for children studying in IITs and IIMs. The company has also expanded sports, educational, recreational, and housing infrastructure to provide a holistic living environment for its employees.

Employees' participation in management:

- SCCL is in forefront in adopting the employees participation in Management by making the representatives of the employees involved in the joint negotiations and decisions are made after due consultations.

- The concept of employees participation in management has been put into operation long time ago at 3 levels in Singareni Collieries Company Limited (SCCL) i.e unit/ mine, area and company levels, which have yielded satisfactory results in improving industrial peace and establishment of harmonious industrial relations.
- Apart from the above, a 3 tier-Grievance Procedure ie. at unit level, at area level and Company level is being implemented to resolve the problems of the employees in a time-frame.
- After conducting elections to the trade unions through secret ballot on 09.09.1998, there has been tremendous improvement in the industrial relations scenario, which has reflected in the decrease of number of illegal strikes to a very low rate and in making the Company turn around and earn profits consecutively for the last 26 years.

Principles adopted In Negotiations with the Unions on Demands:

- JBCCI Guidelines are the bench mark for deciding any issues in connection with wages, allowances, service conditions etc
- All the appointments, promotions and transfers are against clear identified vacancies.
- Implementation of work norms evolved through scientific studies
- Enforcing all the legal rights accrued to Management under statute to maintain discipline, work standards etc.

Contract workers:

- The SCCL outsourced certain non-core activities, low value addition jobs or jobs of intermittent nature such as civic maintenance and repair works, housekeeping, security, transport, plantation and nurseries in addition to over burden removal in opencast Mining



operations by way of awarding contracts to outside agencies at unit rate for all outsourced jobs except OB removal which is at stripping ratio. The contractors in turn engage their employees to execute outsourced jobs.

- Profit bonus was shared to the 28,823 contract workmen through their contractor on the Direction of Govt. of Telangana @ Rs. 5500/- persons for the performance year 2024-25.

Non-Discrimination:

- SCCL being a public sector undertaking is following all statutory/constitutional provisions, provisions under JBCCI/ NCWA agreements and PRCs regarding service conditions, pay & perks and other privileges/working conditions. No discrimination is shown basing on gender, caste & religion. All the employees working in establishment are being treated equally.

Grievance Management:

- SCCL is following an established 'Grievance Redressal Procedure' to solve the genuine grievances of the employee containing 3 stages ie. 1) Mine/Department level 2)

Area level and 3) Appellate Authority (Corporate) level, for redressal of the genuine grievances of employee and the system is being implemented smoothly and successfully and it is playing a vital role in maintaining industrial peace in the Organisation as required under the provisions of Sec-9C of ID Act, 1947.

➤ The grievance redressal machinery shall deal with matters concerning individual employee and issues arising out of day-to-day working of the establishment, leaving general matters to be taken up by the Recognized/Representative Status Trade Unions, for amicable settlement with the management.

➤ In addition, SCCL is also following a novel method of redressing the grievances of employees by Director (P,A&W) receiving grievance of the employees personally on a specified date in each Region of the company. (SCCL has 3 Regions with each Region consisting of 8 to 14 mines) and a reply given in writing to each petitioner on the status of redressal of grievance by the concerned department on the grievance received.

