

कोल इण्डिया लिमिटेड कंपनी सचिवालय 3 तल्ला, कोर-2, प्रेमिसेस-04-एमआर, प्लॉट-ए एफ-III, एक्शन एरिया-1A, न्यूटाउन, रजरहट, कोलकाता-700156, फोन-0332324555, ईमेल: complianceofficer.cil@coalindia.in वेबसाइट: www.coalindia.in सी आई एन - L23109WB1973GOI028844	 एक महारत्न कंपनी A Maharatna Company	Coal India Limited Company Secretariat Regd. Office: 3rd floor, Core-2 Premises no-04-MAR, Plot no-AF-III, Action Area-1A, Newtown, Rajarhat, Kolkata-700156 PHONE; 033-2324-5555, E-MAIL: complianceofficer.cil@coalindia.in WEBSITE: www.coalindia.in CIN- L23109WB1973GOI028844
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Ref.NoCIL:XI(D):4157/4156:2025:

Dated: 09.12.2025

To,
Listing Department,
Bombay Stock Exchange Limited,
Mumbai
Scrip Code 533278

To,
Listing Department,
National Stock Exchange of India
Limited, Mumbai
Ref: ISIN – INE522F01014

Sub: - Disclosure under Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations').

Dear Sir,

In terms of Regulation 30 of SEBI Listing Regulations read with the SEBI Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th Nov 2024, this is to inform that NSE Sustainability Ratings & Analytics Ltd ("NSE Sustainability") vide their report received by the Company on 9th Dec'2025 assigned an Environmental, Social, and Governance (ESG) rating of CIL.

The summary of ESG report and ratings thereof as required is enclosed as Annexure. Please note that the Company has not engaged NSE Sustainability for undertaking any ESG rating.

This is for your information and record.

Encl: As above

Yours faithfully,

(बी पी दुबे/B. P Dubey)

Company Secretary/कंपनी सचिव
& Compliance Officer/कम्प्लायंस ऑफिसर



NSE

Sustainability
Ratings & Analytics

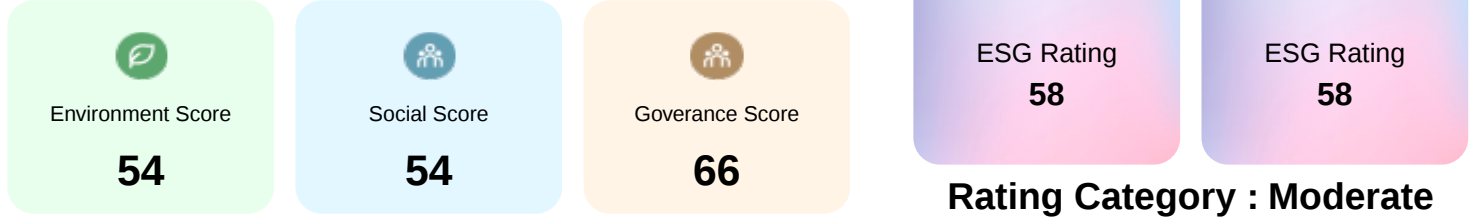
ESG RATINGS

FY2025

Coal India Limited

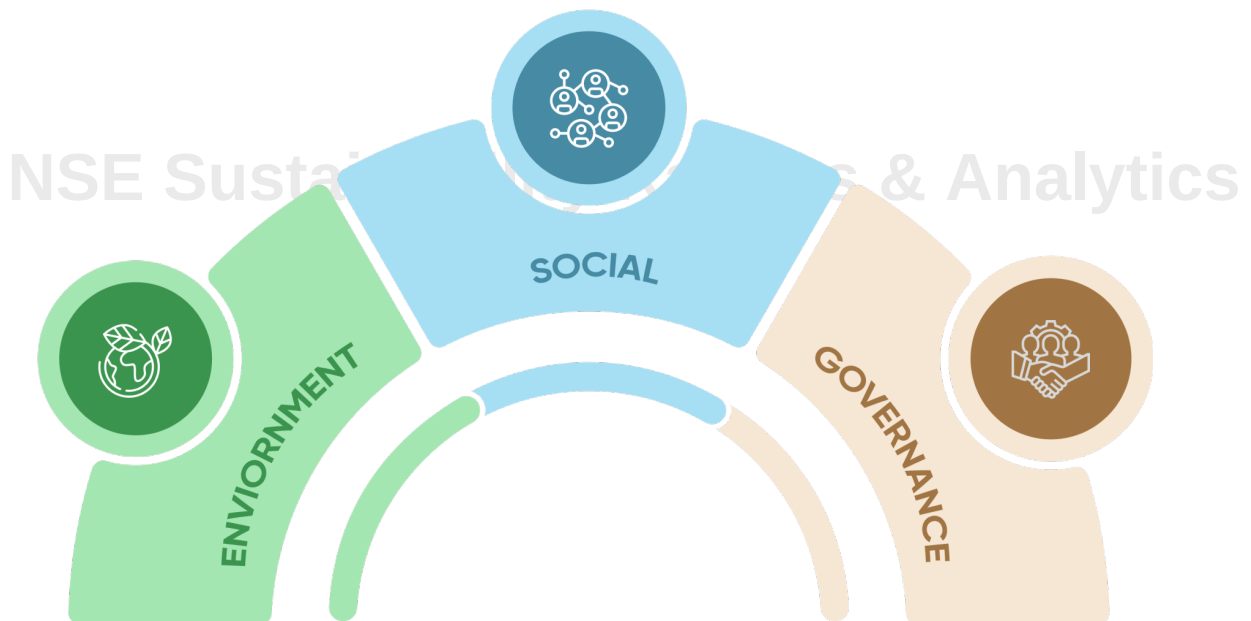
Coal India Limited

Last Review Date: 8th December 2025



Coal India Limited is a state-owned coal mining corporation headquartered in Kolkata, India. It falls under the Energy macro-economic sector. The company is the largest coal producer in the world and operates through its subsidiaries in various coal mining regions of India. Coal India provides thermal coal to power and steel plants, contributing significantly to the country's energy requirements.

We have assessed the company across the three pillars – Environment, Social and Governance:



ESG Ratings assess how a company manages its material ESG issues, such as climate change, employee and community welfare, diversity, anti-corruption, etc. and how it creates positive outcomes for its stakeholders and society at large. It also evaluates how the company manages and mitigates ESG-related risks through various initiatives and commitments, as well as how it identifies ESG-related opportunities.

We define sector-wise ESG parameters and evaluate a company's performance against those parameters, assigning a rating using a structured scoring framework:

- **Environmental assessment** Environmental Stewardship assesses the company's impact on the natural environment and its efforts towards sustainability. It includes aspects like climate change mitigation, sustainable management of resources and so on.

- **Social impact** helps assess how well leadership manages relationships with stakeholders, ensures employee welfare, positively impacts communities, and holds supply chain partners accountable. Businesses are evaluated based on their policies and initiatives around diversity, inclusion, social equity, and ethical conduct.
- **Effective governance** including transparency and disclosures is crucial for ensuring business continuity and minimizing risk. We assess factors such as the independence and diversity of the board, segregation of the roles of CEO and Chairperson, and the composition of auditors, including the balance between audit and non-audit/advisory services.

NSE Sustainability Ratings & Analytics

ESG Ratings - Key Drivers

Environment Weightage

39%

Environment
Score
54

The score of 54 of Environment pillar of Coal India Ltd. is driven by:

- The organization's greenhouse gas emissions from direct operations and energy consumption exceed industry averages
- The company's carbon footprint from Scope 3 emissions is in line with the standard practices
- Water intensity performance is low with decrease of 50% as compared to previous year
- The energy intensity of the company's operations is above the benchmarks with increase of 10% as compared to previous year
- Energy consumption from renewable sources is subpar
- Waste generation per unit of production is high with increase of 43% as compared to previous year
- Waste recycling and recovery are high when compared with peers

The score of 54 of Social pillar of Coal India Ltd. is driven by:

- Lost time incident rate for workers is low as compared to the peers with decrease of 29% as compared to previous year
- There were 15 fatalities reported for workers in the assessment year
- Permanent employees' health insurance coverage is at par with industry norms
- The company is providing adequate accident insurance to its permanent workers
- Women are underrepresented in the organization compared to industry standards. However, increase of 14% observed as compared to previous year for the company
- The organization is receiving a lower number of grievances from its employees and workers with increase of 6% as compared to previous year
- The company is experiencing average turnover among permanent employees with increase of 78% as compared to previous year
- The frequency of customer complaints is lower than the benchmarks with increase of 14% as compared to previous year
- The organization's domestic procurement rate is higher than industry standards

Social Weightage

30%

Social
Score
54

Governance
Weightage

31%

Governance
Score
66

The score of 66 of Governance pillar of Coal India Ltd. is driven by:

- The board composition shows a stronger presence of independent directors than the minimum required by regulations
- The company has fulfilled the regulatory requirement for having a sufficient number of women on its board
- Percentage of independent directors in Nomination and Remuneration Committee is better than the compliance requirements
- The Audit Committee's independent director representation is better than the statutory guidelines
- The composition of the Risk Management Committee is better than the required threshold of independent directors, ensuring regulatory compliance
- The percentage of independent directors in the CSR Committee is better than the regulatory requirements

Core ESG Rating

Core ESG Rating provides a focused and credible evaluation of a company's fundamental ESG performance, grounded in third-party assured or audited data, specifically derived from BRSR Core disclosures. This rating emphasizes transparency and reliability by utilizing a curated subset of key ESG indicators that are considered critical for assessing a company's sustainability profile. These indicators are selected based on their relevance to long-term value creation, regulatory alignment, and stakeholder expectations. The Core ESG Rating serves as a robust benchmark for investors, regulators, and other stakeholders seeking to understand a company's genuine ESG practices, free from subjective interpretations or unaudited claims. By concentrating on verified data, it ensures consistency, comparability, and accountability across ESG assessments. For FY2025, the company has achieved a core Rating of 61, Comprising an environment score of 43, a Social Score of 70, and a Governance Score of 73

NSE Sustainability Ratings & Analytics

Material Events

Coal India Limited faced multiple penalties from stock exchanges for non-compliance with Regulation 17(1) of SEBI (LODR) Regulations, 2015, which relates to Board composition requirements:

May 2025: For the quarter ended 31st March 2025, NSE and BSE imposed fines of Rs.5,42,800 each (inclusive of GST).

August 2025: For the quarter ended 30th June 2025, NSE and BSE again levied fines of Rs.5,42,800 each for continued non-compliance.

November 2025: For the quarter ended 30th September 2025, NSE imposed a fine of Rs.5,42,800 (inclusive of GST).

The company clarified that these delays were not due to negligence and were beyond its control, citing dependency on government appointments.

Source: Exchange Filings/News

NSE Sustainability Ratings & Analytics

ESG Rating Framework employed by NSE Sustainability Ratings and Analytics Ltd

Data Source and Extraction

Data has been gathered from a variety of reliable sources, ensuring a well-rounded perspective on a company's practices. A multifaceted approach has been deployed, incorporating both quantitative and qualitative information to generate a comprehensive assessment of the company's ESG performance. NSE Sustainability derives data from trusted public sources including but not limited to Annual Reports, ESG Reports, BRSR (Business Responsibility & Sustainability Reports) report, Company Website, News, Stock Exchange Filings.

Assigning Weights to Theme Based on Materiality

The materiality assessment identifies the most significant ESG themes for the company within its specific industry context. By assigning higher weights to these material themes, we ensure that the aspects with the greatest impact on the company's sustainability and long-term value receive the most emphasis in the final ESG rating.

Weighting Methodology:

The findings from the materiality assessment are often presented in a Materiality Matrix. This matrix visually depicts the relative importance of ESG themes based on their environmental, social, and economic impact on the company and its stakeholders. Themes identified as having high financial impact and high stakeholder importance receive the highest weightings. Weights are assigned by thoroughly evaluating industry-specific ESG challenges and opportunities. This process ensures that the weighting is accurately refined based on the particular sector's context.

The availability and quality of data for each theme is also considered during the weighting process. Themes with robust and reliable data points receive a higher weighting to ensure the final ESG rating reflects a more accurate picture of the company's performance.

Categorization of assessment parameters

The assessment parameters are categorised into five criteria designed to understand a company's ESG performance. These criteria are;

1. **Performance** :This assesses the company's actual results on a specific ESG metric based on the data points provided.
2. **Compliance** :This evaluates the company's adherence to relevant regulations and industry had practices related to the specific ESG theme.
3. **Policy** :This assesses the strength and comprehensiveness of the company's policies addressing the specific ESG theme
4. **Initiatives** :This assesses address the ESG theme and achieve its stated goals. specific initiatives the company is undertaking to address the ESG theme and achieve its stated goals.
5. **Best Practise** :By incorporating these categories, a comprehensive and detailed evaluation of a company's ESG performance is provided. Each criterion offers a unique perspective, collectively ensuring a balanced and thorough assessment

Rating Scale

The ESG rating methodology utilizes a clear and transparent rating scale to communicate a company's performance across the Environment, Social, and Governance (ESG) pillars. The ESG rating scale ranges such as to represent the degree of performance on a particular ESG theme. This scale is applied to each assessment parameter within the Environment, Social, and Governance pillars. However, crucially, the benchmarks for achieving a specific score vary depending on the industry a company operates in.

This industry-specific approach acknowledges that different industries have inherent differences in their environmental and social impact. For example, the expectations for greenhouse gas emission reduction will be significantly higher for an energy company compared to a software development company.

Further, companies are also scored on Environment and Social assessment parameters based on threshold / benchmark which are sector-agnostic making the scores comparable across industries.

Quantitative Data and Peer Benchmarks: When dealing with quantitative data points, such as energy consumption or waste generation, we benchmark a company's performance partly against peers within the basic industry and partly across sectors. If a company performs significantly better than its peers on a specific metric, it will achieve a higher score on the scale for that assessment parameter. Conversely, a company lagging behind the industry peers will receive a lower score

Qualitative Data and Transparency of Disclosures: For qualitative data points, the richness and detail of the company's disclosures play a crucial role in determining the score. It factors initiatives and goals undertaken by the company and their impact. A company that provides a comprehensive and transparent explanation of its policies, initiatives, and their resultant impact will be rewarded with a higher score. On the other hand, companies with vague or limited disclosures will receive a lower score.

The process initiates with the identification of relevance of each question. This precise approach ensures that each question's significance is accurately captured and contributes to the overall theme score. By meticulously mapping them and their corresponding weightages, a coherent system is created where the aggregation of theme scores reflects the true importance of each aspect assessed.

Rather than assigning weightages at the pillar level, we allow the weightages determined during the materiality mapping phase to flow seamlessly into the broader themes. This method ensures that the granular details of each theme's impact are preserved in the overall scoring process at the industry level.

The theme scores are consolidated into a comprehensive ESG rating. This is achieved by combining the scores of individual themes, which have been carefully assessed and scored based on the company's disclosures and performance against industry benchmarks. Each theme score is integrated to form a holistic view of the company's ESG performance

ESG landscape is evolving in terms of regulation, measurement standards, boundaries, disclosure level quantity/quality and standardization of parameters disclosed etc. Creating benchmarks or ideal scores using today's data may not be the best option. As these factors change in the next few years, the scores will undergo change across the board, most likely upwards, without necessarily improvement in the underlying core issues (but due to improvement in awareness/disclosures etc). To provide for that the current ESG rating is deflated by a factor that helps ESG ratings to be a fair representation of the systemic change in the ESG space and comparable over the years.

The ESG rating is normalized on a scale of 0 to 100. The ESG rating allows for cross-company and cross- industry comparisons of ESG performance.

NSE Sustainability ESG Rating Category Classification Table:

Percentile Band	Rating Category	Descriptor
Top 10%	Leader	Demonstrates exceptional ESG maturity with best-in-class practices.
Next 25%	Aspiring	Shows strong ESG commitment with steady progress and solid disclosures.
Next 35%	Adequate	Maintains adequate ESG credentials with modest but positive efforts.
Next 25%	Moderate	Displays basic ESG practices with limited strategic depth.
Bottom 5%	Lagging	Lacks ESG focus and shows weak performance with minimal progress.

The ESG rating is adjusted based on the number, severity and frequency of negative events or allegations related to its ESG practices. The controversy score is used to discount the ESG rating of the company, according to a predefined framework. The higher the controversy score, the greater the discount applied to the raw ESG rating.

The Transition Score captures the sustainability outlook- ESG Rating embeds Transition Score of the companies thus ensuring they are rewarded not only for current ESG performance but also for their transition efforts.

NSE Sustainability Ratings & Analytics

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For additional details on NSE Sustainability and its ESG ratings, please visit <https://www.nse-esgrating.com> or you may reach out on esgratings@nse.co.in

About NSE Sustainability Ratings and Analytics Limited:

Environmental, Social and Governance performance of companies to provide ESG ratings and related products to stakeholders for making informed decisions. The comprehensive assessment involves conducting thorough evaluation of corporate sustainability practices, policies and disclosures across relevant sectors and industries. It offers a detailed ESG rating scorecard highlighting the strengths and areas for improvement for all the evaluated entities by NSE Sustainability. NSE Sustainability's model delivers a thorough and unbiased evaluation of a company's ESG performance. In addition to ESG ratings services, NSE Sustainability will be actively involved in a range of associated ESG-related activities including but not limited to scoring products, and research activities incidental to ESG ratings. For more information, please visit: <https://www.nse-esgrating.com>

About NSE Indices Limited.

NSE Indices Limited, a subsidiary of NSE, provides a variety of indices and index related services for the capital markets. The company focuses on the index as a core product. The company owns and manages a portfolio of indices under the Nifty brand of NSE, including the flagship index, the Nifty 50. Nifty equity indices comprise broad-based benchmark indices, sectoral indices, strategy indices, thematic indices, and customised indices. NSE Indices Limited also maintains fixed income indices based on Government of India securities, corporate bonds, money market instruments and hybrid indices. Many investment products based on Nifty indices have been developed within India and abroad. These include index-based derivatives traded on NSE and NSE International Exchange IFSC Limited (NSE IX) and a number of index funds and exchange traded funds. The flagship 'Nifty 50' index is widely tracked and traded as the benchmark for Indian Capital Markets. For more information, please visit: www.niftyindices.com

NSE Sustainability Ratings & Analytics

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