



**एनएचपीसी लिमिटेड**  
(भारत सरकार का एक नवरत्न उद्यम)  
**NHPC Limited**  
(A Government of India Navratna Enterprise)

फोन/Phone: 0129-2278018

संदर्भ सं./Ref. No. **NH/CS/199**

Corporate Relationship Department/ कॉर्पोरेट संबंध विभाग, <b>M/s BSE Limited/ बीएसई लिमिटेड,</b> Phiroze Jeejeebhoy Towers / फिरोज जीजीभोय टावर्स, Dalal Street, /दलाल स्ट्रीट, Mumbai/ मुंबई -400 001 <b>Scrip Code: 533098</b>	Listing Department/ लिस्टिंग विभाग, <b>M/s National Stock Exchange of India Limited/ नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड,</b> Exchange Plaza, Bandra Kurla Complex/ एक्सचेंज प्लाजा, बांद्रा कुर्ला कॉम्प्लेक्स, Bandra (E)/ बांद्रा (ई), Mumbai/ मुंबई - 400 051 <b>Scrip Code: NHPC</b>
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**ISIN No. INE848E01016**

**Sub: Business Responsibility and Sustainability Report for the financial year ended 31<sup>st</sup> March, 2025**

**विषय: 31 मार्च, 2025 को समाप्त वित्तीय वर्ष के लिए व्यावसायिक उत्तरदायित्व और स्थिरता रिपोर्ट**

Sirs/महोदय,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find **attached** the Business Responsibility and Sustainability Report of the Company for the financial year ended 31<sup>st</sup> March, 2025, which also forms part of the Annual Report of the Company for the financial year 2024-25 along with Independent Practitioners' Reasonable Assurance Statement provided by M/s SR Asia.

This is for your information and record.

सेबी [सूचीबद्धता (लिस्टिंग) बाध्यताएँ और प्रकटीकरण अपेक्षाएँ] विनियम, 2015 के विनियम 34(2)(एफ) के अनुसार, 31 मार्च, 2025 को समाप्त वित्तीय वर्ष के लिए कंपनी की व्यावसायिक जिम्मेदारी और स्थिरता रिपोर्ट और मेसर्स SR Asia द्वारा प्रदान की गई Independent Practitioners' Reasonable Assurance Statement के साथ संलग्न प्राप्त करे जो वित्तीय वर्ष 2024-25 के लिए कंपनी की वार्षिक रिपोर्ट का भी हिस्सा है।

यह आपकी जानकारी और रिकॉर्ड के लिए है।

धन्यवाद,

भवदीय,

संलग्न : उपरोक्तानुसार

(रूपा देब)  
कंपनी सचिव

पंजीकृत कार्यालय : एनएचपीसी ऑफिस कॉम्प्लेक्स, सेक्टर-33, फरीदाबाद - 121003, हरियाणा

Regd. Office : NHPC Office Complex, Sector - 33, Faridabad - 121003, Haryana

CIN:L40101HR1975GOI032564; Website: www.nhpcindia.com

E-mail : webmaster@nhpc.nic.in; EPABX No. : 0129-2588110 / 2588500

बिजली से संबंधित शिकायतों के लिए 1912 डायल करें। Dial 1912 for Complaints on Electricity

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

### Introduction to BRSR

NHPC Limited is dedicated to setting new standards in corporate governance, transparency, and sustainability. The Business Responsibility and Sustainability Report (BRSR) reflects our unwavering commitment to integrating Environmental, Social, and Governance (ESG) principles into our core operations. Over the past decade, global disclosure requirements have intensified, urging companies to clearly define and communicate their ESG responsibilities. As a leader in the hydro power utility sector, NHPC Limited embraces this challenge with a steadfast commitment to sustainable development and transparent corporate governance.

Aligned with the directives of the Securities and Exchange Board of India (SEBI), the BRSR enhances our disclosure practices, ensuring that our stakeholders are well-informed about our ESG initiatives. This report embodies our corporate vision of setting international benchmarks in clean power generation through innovation, responsibility, and excellence. Our mission is to advance clean energy solutions, optimize resource utilization, and foster socio-economic sustainability. By empowering our human capital and upholding the highest standards of corporate governance, we strive to create a positive impact on our employees, customers, and the communities we serve. At NHPC Limited, our journey towards a sustainable future is driven by purpose, governed by principle, and propelled by innovation. As we look to the future, NHPC is committed to leading the charge in sustainable practices, driving transformative change, and creating a greener, more resilient world for generations to come.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L40101HR1975GOI032564
2	<b>Name of the Listed Entity</b>	NHPC Limited
3	<b>Year of incorporation</b>	1975
4	<b>Registered office address</b>	NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
5	<b>Corporate address</b>	NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
6	<b>E-mail</b>	<a href="mailto:brsr@nhpc.nic.in">brsr@nhpc.nic.in</a>
7	<b>Telephone</b>	0129-2588110
8	<b>Website</b>	<a href="https://www.nhpcindia.com/">https://www.nhpcindia.com/</a>
9	<b>Financial year for which reporting is being done</b>	1st April 2024 to 31st March 2025
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	The shares of the Company are listed and traded on the National Stock Exchange of India Limited (NSE) and BSE Limited in India.
11	<b>Paid-up Capital</b>	₹ 10,045.03 crores (As on 31.03.2025)
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Name: Mr. Sandeep Batra Designation: ED (Planning) Email Id: <a href="mailto:sandeepbatra@nhpc.nic.in">sandeepbatra@nhpc.nic.in</a> Telephone Number: (0129) 2250111
13	<b>Reporting boundary</b>	Disclosures under this report are made on a Standalone Basis covering commissioned power stations, corporate and regional offices located in India.

14	<b>Name of assessment or assurance provider</b>	SR Asia
15	<b>Type of assessment or assurance obtained</b>	Reasonable Assurance

**Note:**

1. The scope of the Business Responsibility and Sustainability Report for the fiscal year 2024-25 encompasses commissioned power projects, regional and corporate offices.
2. The report considers employees including workers directly on NHPC's payroll, excluding those from joint ventures and subsidiaries, for the purpose of relevant disclosures.
3. Retrospective restatement of the Financial Statements (due to merger of LTHPL with NHPC Limited) has been taken into account for previous year data related to Revenue from Operations/Turnover.

**II. Products/Services**

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Power generation and related activities	Power generation by hydropower plants, wind power, solar power, power trading business and consultancy Services	100%

**17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):**

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Power generation and related activities	3510	100%

**III. Operations**

**18. Number of locations where plants and/or operations/offices of the entity are situated: (as on 31.03.25)**

Location	Number of plants	Number of offices	Total
National	Hydropower- 20 (excluding 4 Under construction) Solar Power Project- 1 (excluding 7 Under construction) Wind Power Project- 1	7	40
International	0	2	2

**19. Markets served by the entity:**

**a. Number of locations**

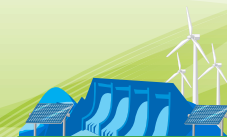
Location	Number
National (No. of States)	23 States and 4 Union Territories
International (No. of Countries)	1 (Nepal)

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

Contribution of exports is negligible.

**c. A brief on types of customers**

NHPC Limited, a Navratna Public Sector Undertaking, ranks among India's top hydropower producers, supplying electricity to numerous Distribution Companies (DISCOMs). Beyond power generation, NHPC offers consultancy in design and engineering, geotechnical investigations, construction, operations, maintenance, renovation, and modernization of hydropower projects, serving clients in both private and public sectors across national and international locations.



## IV. Employees

## 20. Details as at the end of Financial Year:

## a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	3346	3042	91%	304	9%
2.	Other than Permanent (E)	14	13	93%	1	7%
3.	<b>Total employees (D + E)</b>	<b>3360</b>	<b>3055</b>	<b>91%</b>	<b>305</b>	<b>9%</b>
<b>WORKERS</b>						
4.	Permanent (F)	894	744	83%	150	17%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total workers (F+G)</b>	<b>894</b>	<b>744</b>	<b>83%</b>	<b>150</b>	<b>17%</b>

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	119	112	94%	7	6%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total differently abled employees (D + E)</b>	<b>119</b>	<b>112</b>	<b>94%</b>	<b>7</b>	<b>6%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	6	6	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total differently abled workers (F + G)</b>	<b>6</b>	<b>6</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

## 21. Participation/Inclusion/Representation of women (as on 31.03.2025)

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	0	0%
Key Management Personnel	1	1	100%

## 22. Turnover rate for permanent employees and workers

	FY 2024-2025 (Turnover rate in current FY)			FY 2023-2024 (Turnover rate in previous FY)			FY 2022-2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	1.53%	1.91%	<b>1.56%</b>	1.51%	1.00%	<b>1.46%</b>	1.51%	0.99%	<b>1.46%</b>
<b>Permanent Workers</b>	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>	0.0%	0.0%	<b>0.0%</b>

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

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	NHDC Limited	Subsidiary	51.08%	No
2	Chenab Valley Power Projects Limited	Subsidiary	59.15%	No
3	Bundelkhand Saur Urja Limited	Subsidiary	88.82%	No
4	Ratle Hydroelectric Power Corporation Limited	Subsidiary	57.41%	No
5	Jal Power Corporation Limited	Wholly owned Subsidiary	100%	No
6	NHPC Renewable Energy Limited	Wholly owned Subsidiary	100%	No
7	APGENCO NHPC Green Energy Limited (ANGEL)	Joint Venture	50%	No
8	National High Power Test Laboratory Private Limited (NHPTL)	Associate	12.50%	No
9	Loktak Downstream Hydroelectric Corporation Limited	Subsidiary	74%	No

## VI. CSR

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

(ii) Turnover (in ₹): ₹ 89,94,25,77,680

(iii) Net worth (in ₹): ₹ 3,83,48,49,64,534



**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for grievance redress Policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, CPGRAMs web-portal of Govt of India is being used for disposal of public grievances by HR Division. The web link of CPGRAMS is: <a href="https://www.pgportal.gov.in/">https://www.pgportal.gov.in/</a>	171	2	-	185	4	--
Investors (other than shareholders)	Yes. The details of contact person for the redressal of various grievances are provided in the link below  <a href="https://www.nhpcindia.com/welcome/page/145">https://www.nhpcindia.com/welcome/page/145</a>	28	0		69	0	Data has been provided from Registrar & Share Transfer Agent (RTA) for Bonds in respect of consolidated grievances received such as non-receipt of Electronic Credit Interest Warrant Bonds
Shareholders	Yes. Shareholders can send their grievances to Company/RTA directly through email/letter. The shareholders can also lodge their grievances through SEBI SCORES portal, Stock Exchanges and SMART Online Dispute Resolution Portal (ODR). The details for grievance redressal for equity shares and bonds are provided in the link below:  <a href="https://www.nhpcindia.com/welcome/page/145">https://www.nhpcindia.com/welcome/page/145</a>	468	0	Data has been provided from Registrar & Share Transfer Agent (RTA) for Equity shares in respect of consolidated grievances received such as non-receipt of dividend Warrants, Stock Exchange Complaints, SEBI Complaints and Complaints received directly by Company or through SEBI SCORES portal, Stock Exchanges and SMART Online Dispute Resolution Portal (ODR).	816	5	Data has been provided from Registrar & Share Transfer Agent (RTA) for Equity shares in respect of consolidated grievances received such as non-receipt of dividend Warrants, Stock Exchange Complaints, SEBI Complaints and Complaints received directly by Company or through SEBI SCORES portal, Stock Exchanges and SMART Online Dispute Resolution Portal (ODR).

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for grievance redress Policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, NHPC has an 'Employee Grievance Redressal Cell' in place. The details of contact person are provided on the link below: <a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1710398701.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1710398701.pdf</a>	7	1	-	2	0	--
Customers	Power Sector is a regulated market and the power sold to the customer and the tariff at which electricity is sold to the customer falls under the ambit of various Regulations issued by MoP, CERC and SERC under the powers conferred to them under Electricity Act, 2003 and amendments thereof. NHPC ensures compliance to these regulations in supplying of power to their customers from various power stations and strives to have cordial relationship with their customers. <a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1710398701.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1710398701.pdf</a>	0	0	-	0	0	--
Value Chain Partners	Yes, Integrity Pact is being implemented in NHPC. Bidders may raise their grievances regarding tenders to Independent External Monitors (IEMs), if any. The details of IEMs are being provided in tender documents as well as available on the following link: <a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1710398701.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1710398701.pdf</a> The email for grievances is <a href="mailto:iem.nhpc@gmail.com">iem.nhpc@gmail.com</a>	14	1	-	0	0	--

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

The details of key material business topics, its significance on our business and possible impacts of each issue along with action plan to minimize/maximize its impact (risk / opportunity) are available on the Company's website. The Material topics and action plans are available in Sustainability Report for FY 2023-24 available through the following link: [https://www.nhpcindia.com/assests/pzi\\_public/gallery/1739941924.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/1739941924.pdf)



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>										
1.	a. Whether your entity'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. Web Link of the Policies, if available	Refer to Table 1 below								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	<p>Yes, the Company has established an in-house online system to manage the implementation of its Stakeholders Engagement Policy across the organization. This platform facilitates policy application while also including feedback and grievance mechanisms, ensuring that stakeholder concerns are effectively managed and addressed.</p> <p>Additionally, the Company has procedures and process for Code of Business Conduct and Ethics for Board Members and Senior Management, along with a Policy on the Materiality of Related Party Transactions and on Dealing with Related Party Transactions, in compliance with statutory requirements. The implementation of policy and management are overseen diligently, reflecting our commitment to ethical and transparent governance.</p>								
3.	Do the enlisted policies extend to your 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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Refer Table 2 below								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Refer Table 3 below								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
<b>Governance, leadership and oversight</b>										
7.	<p><b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)</b></p> <p>NHPC's steadfast dedication to sustainability goes beyond environmental conservation to include social well-being and economic development. As a strong proponent of sustainability, NHPC incorporates compliance standards into everyday practices, rigorously following environmental management plans during both construction and operation phases. The company is committed to building clean energy infrastructure and enhancing environmental performance, addressing biodiversity, wildlife, and community issues with innovative strategies.</p>									

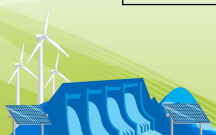
Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>The company's governance practices have helped earn numerous accolades, including 'The Economic Times HR World Future Ready Organization Award 2024.' NHPC's Environmental, Social, and Governance (ESG) score improved significantly to 61 in the 2024 S&amp;P Global CSA survey, up from 48 in 2023, reflecting its relentless focus on sustainability and transparency. NHPC sees sustainability as both a choice and an obligation, aiming to achieve the Sustainable Development Goals (SDGs) and support India's net-zero targets. The company's ongoing investment in research and development (R&amp;D) further highlights its dedication to sustainable energy solutions.</p> <p>In alignment with its governance principles, NHPC places a strong emphasis on corporate social responsibility, undertaking projects in healthcare, education, skill development, and infrastructure to benefit impacted communities. NHPC fosters open communication with its stakeholders and leverages renewable energy initiatives to bolster India's net-zero ambitions, ensuring effective governance and sustainable growth.</p>									
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>DIN: 08645380  <b>Name: Mr. Rajendra Prasad Goyal</b>            Designation: Director (Finance)            Telephone Number: (0129) 2278021            Email Id: <a href="mailto:rpgoyal@nhpc.nic.in">rpgoyal@nhpc.nic.in</a>  <b>Name: Mr. Sandeep Batra</b>            Designation: ED (Planning)            Email ID: <a href="mailto:sandeepbatra@nhpc.nic.in">sandeepbatra@nhpc.nic.in</a>            Telephone Number: (0129) 2250111</p>								
9.	<p>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>Yes, NHPC Limited has a Committee of Directors on Corporate Social Responsibility (CSR) &amp; Sustainability which is responsible for decision making on CSR &amp; Sustainability related issues.</p> <p>The Committee comprises 4 members (as on March 31, 2025) who review the progress of ESG initiatives undertaken by NHPC Limited.</p>								

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)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board									Annually								



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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										<p>NHPC Limited considers independent assessment / audits and regulatory compliances, where appropriate, to examine the policies and procedures from both, i.e., best practices and a legal standpoint. Secretarial Auditor of the Company inter alia reviews various statutory policies as per relevant statutory provisions.</p> <p>A few independent assessments are listed below:</p> <p><b>(a) CAG Audits:</b></p> <p><b>(i) Transaction Audit:</b> It covers transactions entered into by the company with a view to examining their regularity, propriety, probity, economy, efficiency and effectiveness and report on cases of failure of compliance with laws, rules and regulations, waste, mismanagement, other irregularities and frauds and corruption.</p> <p><b>(ii) Performance Audit:</b> The main object of audit is to see how far the auditee organization has achieved the objectives for which it has been established and whether the operations are being carried on efficiently with due regard to the economy and effectiveness. In this process, audit has to appraise the soundness or otherwise of various decisions of the management, in regard to the construction and operation of undertakings. By its very nature, it is not and cannot be a purely financial audit.</p> <p><b>(iii) Corporate Governance Audit:</b> Corporate Governance, in a broader perspective, implies responsible and responsive administration of company affairs. It covers ethical management. It is a mechanism by which a company ensures that all its activities result in balanced optimum welfare of all stakeholders, rather than benefitting selected individual(s) or group(s) forming part of stakeholders.</p> <p><b>(b) The IMS Policy:</b> (i.e., ISO 9001:2015, ISO 14001:2015 &amp; ISO 45001:2018) has been reviewed and assessed by an Independent Agency i.e. M/s Intercert, Accordingly Corporate Office, NHPC Limited is IMS Certified Company.</p>								



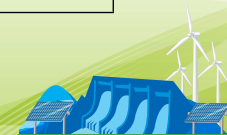
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										<p><b>(c) The Review and testing of operating effectiveness of Internal Financial Controls</b> of NHPC for the Year 2024-25 was conducted by an independent agency i.e. M/s Raj Har Gopal and Co.</p> <p><b>(d) Great Place to Work:</b> NHPC Limited is certified by Great Place to Work®, indicating an independent assessment of its workplace policies. This certification confirms the company's alignment with best practices and its commitment to fostering a positive and inclusive work environment.</p>								

**12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:**

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles 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)									

**Table 1: Web link of the policies**

Principles	Details	Link
<b>Principle 1</b>	Code of Business Conduct and Ethics (for Board members & Senior Management personnel)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf</a>
	Policy on Materiality of Related Party Transactions and on Dealing with Related Party Transactions	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf</a>
	Whistle Blower Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188102.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188102.pdf</a>
	Fraud Prevention and Detection Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf</a>
	Implementation of Integrity Pact for major Contract packages	<a href="https://www.nhpcindia.com/welcome/page/299">https://www.nhpcindia.com/welcome/page/299</a>
	Guidelines on Banning of Business Dealings	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188154.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188154.pdf</a>
<b>Principle 2</b>	Corporate Environment Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf</a>
	Sustainable Procurement / Sourcing Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16857057861.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16857057861.pdf</a>
<b>Principle 3</b>	Grievance Policy and Procedures	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a>
	Safety Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16857028460.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16857028460.pdf</a>



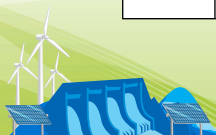
Principles	Details	Link
<b>Principle 4</b>	CSR and Sustainability Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf</a>
	Stakeholders' Engagement Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1703065928.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1703065928.pdf</a>
<b>Principle 5</b>	Code of Business Conduct & Ethics (for Board members and senior management personnel)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16851556070.pdf</a>
	Grievance Policy and Procedures	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1689568899.pdf</a>
	Human Rights Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/17163716340.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/17163716340.pdf</a>
<b>Principle 6</b>	Corporate Environment Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844978530.pdf</a>
	Conservation of Energy Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16855998400.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16855998400.pdf</a>
	Water Conservation Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844974380.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844974380.pdf</a>
	Waste Management Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844974930.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844974930.pdf</a>
	Biodiversity Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16844972780.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16844972780.pdf</a>
<b>Principle 7</b>	Public Policy Advocacy Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16854351810.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16854351810.pdf</a>
<b>Principle 8</b>	CSR and Sustainable Development Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1681895733.pdf</a>
<b>Principle 9</b>	Fraud Prevention & Detection Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1683188229.pdf</a>
	IT & Cyber Security Policy	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16857087030.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16857087030.pdf</a>

**Table 2: National and international Codes/certifications/labels/standards**

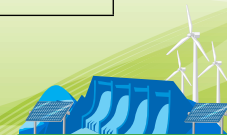
Certifications	Links
Quality Management System (ISO 9001:2015)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/1690192126hi.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/1690192126hi.pdf</a>
Environment Management System (ISO 14001:2015)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16901790301hi.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16901790301hi.pdf</a>
Occupational Health and Safety Policy (ISO 45001:2018)	<a href="https://www.nhpcindia.com/assests/pzi_public/gallery/16901790302hi.pdf">https://www.nhpcindia.com/assests/pzi_public/gallery/16901790302hi.pdf</a>

**Table 3: Goals, targets and performance against respective goals**

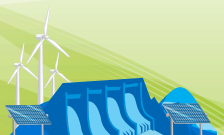
Sl. No.	Details of Targets	Performance against targets
1.	Strengthening of ESG Data collection and reporting mechanism	<ul style="list-style-type: none"> <li>NHPC has adopted the BRSR framework for ESG disclosures as per SEBI guidelines.</li> <li>Conducted materiality assessment and stakeholder engagement exercises</li> </ul>
2.	Building GHG Scope-3 inventory across applicable categories	<ul style="list-style-type: none"> <li>Initiated tracking of indirect emissions through supply chain and logistics data</li> <li>Developed internal systems to capture Scope-3 data across applicable categories</li> </ul>
3.	Conducting ESG awareness and capacity building sessions for internal stakeholders	<ul style="list-style-type: none"> <li>NHPC has engaged the services of a third party to deliver specialized training for employees and workers on the Sustainable Development Goals (SDGs)</li> <li>Internal communication campaigns on sustainability practices</li> </ul>



Sl. No.	Details of Targets	Performance against targets
4.	Increase coverage of GHG Scope 3 categories in data collection and reporting	<ul style="list-style-type: none"> <li>Expanded data collection to include emissions from employee commuting and business travel</li> <li>Integrated Scope 3 metrics into internal reporting dashboards</li> </ul>
5.	Conduct awareness sessions and capacity building sessions for selected Value chain Partners.	<ul style="list-style-type: none"> <li>NHPC has a Sustainable Procurement Policy to encourage suppliers to abide by ESG directives</li> <li>Conducted ESG orientation for key suppliers and contractors</li> <li>Included ESG compliance clauses in vendor contracts</li> </ul>
6.	Conduct assessment survey of existing water and waste management practices	<ul style="list-style-type: none"> <li>Reviewed waste management practices across power stations and residential colonies</li> <li>Defined Waste management policy and an E-Waste Policy in place</li> </ul>
7.	Improve water conservation and waste management practices	<ul style="list-style-type: none"> <li>Formulated a Water Conservation Policy which aims to:</li> <li>Optimize the use of water through installing efficient water systems</li> <li>Implemented rainwater harvesting and water-efficient fixtures at new sites</li> <li>Strengthened hazardous and non-hazardous waste segregation and disposal systems</li> </ul>
8.	Reduce our carbon emissions through continued deployment of EV mobility and initiatives for retrofitting of DG sets at the Corporate office	<ul style="list-style-type: none"> <li>Retrofitting of DG sets with emission control devices initiated at Corporate Office</li> <li>Increasing use of EVs for official transport</li> </ul>
9.	Install a further 3000 MW of hydro power capacity and an additional 1200 MW of other renewable energy sources by 2030	<ul style="list-style-type: none"> <li>11,702 MW under construction renewable energy projects</li> <li>Ventured into other renewable forms of energy i.e., solar and wind energy</li> </ul>
10.	Strengthen the wastewater treatment mechanisms at residential colonies of power stations and projects	<ul style="list-style-type: none"> <li>Disposal of wastewater is as per the standard procedures of SPCB through STP and septic tanks at Power Stations commissioned.</li> <li>Upgraded STPs at older power stations</li> </ul>
11.	Maintain Diversity in manpower and its Inclusion at all levels including leadership	<ul style="list-style-type: none"> <li>NHPC promotes equal opportunity in all aspects</li> <li>NHPC has been encouraging women leadership in all activities</li> <li>Established Internal Complaints Committee under Sexual Harassment of Women at Workplace (prevention, prohibition &amp; Redressal) Act, 2013</li> <li>For employees, NHPC has established creche at its Corporate Office</li> </ul>
12.	Collectively nurture Sustainable supply chain through capacity building program	<ul style="list-style-type: none"> <li>Promoted local sourcing and vendor development</li> <li>Conducted ESG compliance checks for high-value suppliers</li> <li>The company has established a policy aimed at promoting local vendors by awarding contracts valued at up to 125 lakhs to them</li> </ul>



Sl. No.	Details of Targets	Performance against targets
13.	Foster stakeholder relationship for progressive grievance redressal with targeted “Zero” pending resolution at close of the year	<ul style="list-style-type: none"> <li>• NHPC has a Stakeholder Engagement Policy in place to guide stakeholder interaction at different management levels through multiple engagement platforms</li> <li>• NHPC has conducted stakeholder engagement and materiality assessment exercises to analyze the perspective and interests of their important stakeholders to further map and prioritize the material issues</li> <li>• Zero pending grievances reported at year-end</li> </ul>
14.	Targeted “Zero Accident” and “Zero Fatality” work environment	<ul style="list-style-type: none"> <li>• Zero fatality reported in FY 2024-25</li> <li>• Regular safety drills, audits, and awareness campaigns conducted</li> <li>• Corporate Safety Policy in place along with separate safety policies for Power Stations and Construction Projects towards the target of Zero hazard potential</li> <li>• Most of the Power Stations are OHSAS-18001:2007 /ISO 45001: 2018 certified</li> <li>• Regular Safety monitoring by safety officer</li> <li>• NHPC has been conferred with ‘AEOHD Occupational Health Excellence Award – Public Sector’ for exemplary contribution in the field of EHS</li> <li>• Safety training and awareness session for all contract workers</li> <li>• Safety promotional activities are celebrated at Power Stations &amp; Projects like safety week/day, fire Service week, safety competitions, poster making &amp; etc. to increase the awareness among employees</li> </ul>
15.	Periodic monitoring and evaluation of implementation of EMP to ensure that NHPC is compliant with local and national regulations	<ul style="list-style-type: none"> <li>• EMP implementation monitored through internal audits and third-party reviews</li> <li>• Six monthly compliance reports on environmental aspects of Projects/ Power Stations are submitted to MoEF&amp;CC and are available on the company website</li> </ul>



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	A. All Directors including independent directors had attended training and awareness program on ‘Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons, the immediate relatives & Insiders’ and ‘Code for Practices and Procedures for fair Disclosure of UPSI’.	100%
		B. All Independent Directors had attended training and awareness program on Business Responsibility and Sustainability Reporting (BRSR) Principles and related ESG topics.	55.55%
	1	C. Further, one Independent Director had also attended the training on Effective Risk Governance & Boards organized by Indian Institute of Corporate Affairs (IICA). The training programme covered various topics i.e. effectiveness of role of Board and its Committees Corporate Reporting, Risk Governance, Regulatory Requirements, Emerging Trends, Sustainability & CSR. The program improves his understanding of the significance of Governance and its impact on the company's reputation, financial performance and overall success.	16.67%
Key Managerial Personnel	2	A. Company Secretary (KMP) had attended training and awareness program on ‘Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons, the immediate relatives & Insiders’ and ‘Code for Practices and Procedures for fair Disclosure of UPSI’. B. Company Secretary (KMP) had attended training and awareness program on Business Responsibility and Sustainability Reporting (BRSR) Principles and related ESG topics.	100%



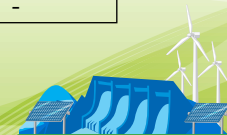
Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	89	<p>Trainings were provided across several topics covering all 9 principles.</p> <p><b>Principle 1:</b> Training programs included Corporate Governance, Leadership, Preventive Forensics, Performance/Strategic Management, and Change Management to foster integrity and accountability.</p> <p><b>Principle 2:</b> Employees attended sessions on Finance and Financial Planning, CAD/Cyber/Disaster Management, Health and Safety, Green Hydrogen, IMS/ISO/ISMS, and Creating Competitive Advantage to ensure sustainable operations.</p> <p><b>Principle 3:</b> Workshops covered Lifestyle Management, Emotional Intelligence, Stress Management, Ayurvedic Practices, Natural Healing, Safety Awareness, Behavioral Development, Yoga and Meditation, and Effective Contract Implementation to promote employee wellness.</p> <p><b>Principle 4:</b> Training addressed Water Resource Management, Sustainable Development Trends, Diversity, Equity and Inclusion, and Contract Management and Arbitration to respect stakeholder interests.</p> <p><b>Principle 5:</b> Programs focused on Sexual Harassment and Gender Sensitization, POSH Act 2013, Gender Neutrality, Women Leadership, and understanding Reservation Policies to uphold human rights standards.</p> <p><b>Principle 6:</b> Sessions included Energy Transition, Sustainable Transportation, Carbon Management, Net Zero Compliant Power Sector Development, and Pollution Control to support environmental protection.</p> <p><b>Principle 7:</b> Courses featured Arbitration, Climate Change, Disaster Management, Labour Laws, and RTI Act compliance to ensure transparent and responsible public policy engagement.</p> <p><b>Principle 8:</b> Trainings involved CSR, Leadership Excellence, Mediation Transformation, Social Return on Investment, focusing on inclusive growth and equitable development.</p> <p><b>Principle 9:</b> Educational programs covered Cyber Security, Network Administration, Global Innovation Management, Energy Policy Planning, Insurance Challenges, and Working Capital Management to provide value responsibly.</p>	79.97%



Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	46	<p><b>Principle 1:</b> Training sessions focused on Preventive Vigilance to ensure ethical conduct and accountability in business operations.</p> <p><b>Principle 2:</b> Employees participated in training on Power House Auxiliaries to guarantee the delivery of sustainable and safe goods and services.</p> <p><b>Principle 3:</b> Programs included Lifestyle Management, Stress and Time Management, Basic Life Support, Ayurvedic Practices, Induction for Hindi Translators, Inner Engineering, Mind Balance, Yoga, and Meditation to support employee wellness.</p> <p><b>Principle 5:</b> Initiatives such as the SASHAKT Program for Divyang Employees and Sexual Harassment &amp; Gender Sensitization workshops, including POSH Act 2013 coverage for male employees, were carried out to respect human rights.</p> <p><b>Principle 7:</b> Training focused on Disaster Management to ensure responsible and transparent engagement in public and regulatory policy.</p> <p><b>Principle 8:</b> Sessions on Interpersonal Effectiveness, Leadership Mentoring, Team Building, and the SASHAKT initiative promoted inclusive growth and equitable development.</p> <p><b>Principle 9:</b> Training in Information Technology and Computer Applications aimed at enhancing productivity and delivering value responsibly to consumers.</p>	27.29%

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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/ Fine	-	NIL	-	-	-
Settlement	-	NIL	-	-	-
Compounding Fee	-	NIL	-	-	-
<b>Non-Monetary</b>					
Imprisonment	-	NIL	-	-	-
Punishment	-	NIL	-	-	-



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
NIL	-

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

NHPC Limited upholds a dedicated Anti-Bribery and Anti-Corruption policy that underscores the unequivocal prohibition of any illegal or inappropriate payments or benefits made by our employees, agents, or intermediaries. Actions perceived as attempts to secure undue advantages for business operations, whether directly or indirectly, are categorically prohibited. We recognize that breaches of anti-bribery, anti-corruption, anti-competition, and data privacy laws can lead to substantial financial penalties and irreparable damage to the company's reputation. This policy is readily available for review on the company's website.

[https://www.nhpcindia.com/assests/pzi\\_public/gallery/1695964567hi.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/1695964567hi.pdf)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Directors	NIL	-	NIL	-
KMPs	NIL	-	NIL	-
Employees	NIL	-	NIL	-
Workers	NIL	-	NIL	-

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2025		FY 2024	
	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 conflicts of interest.

The Company has implemented policies, processes, systems, and monitoring mechanisms to ensure compliance, consistently reviewed and updated in line with the best practices. There were no fines, penalties, or actions imposed by regulatory, law enforcement, or judicial authorities regarding cases related to corruption and conflicts of interest. Therefore, no corrective measures were deemed necessary to be undertaken.

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

Particulars	FY 2025	FY 2024
Number of days of accounts payables	81.03	82.25

9. Openness 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	FY 2024
Concentration of purchases	a. Purchase from trading houses as % of total purchases	Not applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchase from top 10 trading houses as % of total purchases from trading house		



Parameter	Metrics	FY 2025	FY 2024
<b>Concentration of Sales</b>	a. Sales to dealers/ distributors as % of total Sales	Not applicable	
	b. Number of dealers/ distributors to whom sales are made.		
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		
<b>Share of RPTs</b>	a. Purchases (Purchases from Related parties/ Total purchases)	12.97%	11.24%
	b. Sales (Sales to related parties/ Total Sales)	0.60%	1.09%
	c. Loans and advances (Loans and advances given to related parties/ Total loans and advances)	100%	100%
	d. Investments (Investments in related parties/ Total investments made)	100%	100%

Note – The financial figures for FY23-24 were restated during the reporting year, resulting in a revision of the share of related party transactions.

### Leadership Indicators

#### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year

Our Supplier Code of Conduct and contractual agreements establish the requisite standards that all suppliers must adhere to in order to engage in business with NHPC Limited. In support of these standards, we conduct awareness sessions for various value chain partners, covering critical topics such as health and safety, human and labor rights, anti-corruption, anti-bribery, whistleblower mechanisms, and available grievance redressal avenues. These details are comprehensively articulated within NHPC's policies, which are publicly accessible on our website. Additionally, display boards and signage strategically placed across our locations underscore NHPC's commitment to conducting business responsibly, transparently, and sustainably.

#### 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. As per provisions of the Companies Act, 2013, Board Members of NHPC Limited are prohibited from participating in the agenda items which might result in cases of conflict of interest. Further, in line with section 184 of Companies Act, 2013, board members are required to disclose their concern or interest including any company, body corporate or other association of individuals at the first board meeting of every financial year. In case of any change in the disclosures already made, the same is informed by the directors. The disclosures are hosted on the intranet of the Company for information of the concerned divisions.

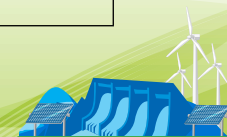
In compliance with Regulation 23 of SEBI LODR, NHPC Limited has a Policy which lists down rules and regulations for transactions between company and its related parties, including directors. Link for the Policy [https://www.nhpcindia.com/assests/pzi\\_public/gallery/1683188346.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/1683188346.pdf)

### PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

#### Essential Indicators

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

Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
<b>R&amp;D</b>	70%	0%	NHPC's commitment to innovation is evident in its comprehensive research and development initiatives, which are pivotal in advancing sustainable and resilient infrastructure. The company's R&D efforts focus on integrating cutting-edge technologies to address environmental challenges and support economic growth. The Ground Motion Prediction Equation (GMPE) refines seismic hazard assessments, leading to eco-friendly hydro infrastructure design with a reduced carbon footprint.



Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
			The Fuel Cell Electric Bus project is set to lower greenhouse gas emissions, enhance air quality, and minimize noise pollution, while creating jobs, developing skills, and supporting eco-tourism. Additionally, the Green Hydrogen Microgrid will provide reliable power in Leh, decrease carbon emissions, and promote renewable energy, advancing sustainable regional development.
<b>Capex</b>	100%	100%	The capital expenditure incurred on various activities for project development / construction contributes directly & indirectly in upgradation of socio-economic and environmental aspects of the nearby area. It creates livelihood opportunities during construction stage and later contributes to significant employment & socioeconomic development during operation stage of the project through induced effects

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

Yes, NHPC Limited employs comprehensive strategies for sustainable procurement, emphasizing the development of positive supplier relationships and their integration into the company's growth path. The International Competitive Bidding (ICB) process is utilized to identify contractors that are qualified, capable, and deliver high performance for the advancement of hydroelectric projects.

These techno-commercial proposals are thoroughly reviewed based on ICB procedures, Central Vigilance Commission (CVC) guidelines, and standards and initiatives set by the Indian Government. Our evaluation also considers supplier practices such as ensuring safe working conditions, compliance with labor laws, and adherence to environmental policies.

Additionally, NHPC Limited aligns with the Indian Government's "Public Procurement" (Preference to Make in India) directive from 2017 and its amendments to prioritize the use of domestic products. A commitment to regular and transparent communication is maintained between NHPC Limited officials and all contractors and their representatives. The company has established a policy designed to promote local vendors and support Micro, Small, and Medium Enterprises (MSMEs) by awarding contracts valued at up to INR 125 lakhs.

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

NHPC Limited ensures that 100% of its inputs are sourced sustainably, backed by a dedicated sustainable procurement policy that encourages adherence to Environmental, Social, and Governance (ESG) framework requirements. This policy embodies a collaborative approach to sustainability, focusing on fostering a more responsible and resilient business ecosystem by upholding these crucial standards.

**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.**

Not Applicable. Since, NHPC Limited harnesses electricity through the non-consumptive utilization of renewable resources, including water (hydropower), solar, and wind energy sources.

**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 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
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Hydropower generation is the core business operation of NHPC. The company conducts Environment Impact Assessment of hydropower project to assess the environmental impacts prior to starts its construction. Life cycle assessment for any hydropower project has not been conducted during the reporting financial year.

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
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Hydropower generation is the core business operation of NHPC. The company conducts environment impact assessment of hydropower project to assess the environmental impacts prior to starts its construction. Life cycle assessment for any hydropower project has not been conducted during the reporting financial year

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)

	Recycled or re-used input material to total material	
	FY 2025	FY 2024

Not applicable, as NHPC Limited generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar.

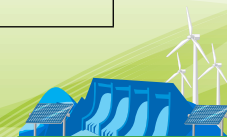
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025			FY 2024		
	Re-used	Re-cycled	Safely Disposed	Re-used	Re-cycled	Safely Disposed
Plastic waste	Not applicable. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar					
E-waste						
Hazardous waste						
Others						

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
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Not applicable. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar.



**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

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

% Of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
<b>Permanent employees</b>											
Male	3042	0	0%	3042	100%	0	0%	3042	100%	3042	100%
Female	304	0	0%	304	100%	304	100%	0	0%	304	100%
<b>Total</b>	<b>3346</b>	<b>0</b>		<b>3346</b>		<b>304</b>		<b>3042</b>		<b>3346</b>	
<b>Other than Permanent employees</b>											
Male	13	0	0%	0	0%	0	0%	0	0%	0	0%
Female	1	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>14</b>	<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>	

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

% Of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
<b>Permanent Workers</b>											
Male	744	0	0%	744	100%	0	0%	744	100%	744	100%
Female	150	0	0%	150	100%	150	100%	0	0%	150	100%
<b>Total</b>	<b>894</b>	<b>0</b>		<b>894</b>		<b>150</b>		<b>744</b>		<b>894</b>	
<b>Other than Permanent Workers</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>	

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

	FY 2025	FY 2024
Cost incurred on well- being measures as a % of total revenue of the company	1.73%	1.44%

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

Benefits	FY 2025			FY 2024		
	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	0%	0%	N.A.	0%	0%	N.A.

### 3. Accessibility of workplaces

NHPC Limited acknowledges the substantial benefits that a diverse workforce brings to the organization. To ensure accessibility for differently abled individuals, the company has equipped its corporate office, power stations, and regional offices with ramps, railings, lifts, and other necessary infrastructure. Additionally, NHPC is actively implementing plans to extend infrastructure support to Persons with Disabilities at other office locations, demonstrating its commitment to inclusivity and accessibility across all facilities.

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

NHPC Limited has a standalone policy on equal opportunity in accordance with the Rights of Persons with Disabilities Act. Our objective is to strengthen a harmonious workplace where employees, irrespective of gender, nationality, community, religious beliefs, or physical and mental abilities, can realize their full potential. We are committed to providing equal opportunities to individuals from all segments of society, including Persons with Disabilities, as outlined in this policy. To refer the policy, click here. [https://www.nhpcindia.com/assets/pzi\\_public/gallery/16945035260.pdf](https://www.nhpcindia.com/assets/pzi_public/gallery/16945035260.pdf)

### 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

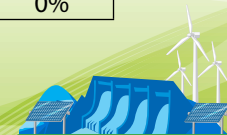
Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	97%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>97%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### 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	NHPC Limited has instituted an Employee Grievance Redressal Cell to effectively manage issues pertaining to human rights and fair labor practices, ensuring adherence to relevant policies and statutory requirements. This multi-tiered mechanism is designed to resolve grievances at various levels within the organization, with an emphasis on addressing matters at the lowest level for prompt resolution. Moreover, NHPC Limited employs a 'Centralized Public Grievance Redressal & Monitoring System.' The Grievance Authority doubles as the Public Grievances Redressal Machinery, with Wednesdays designated as meeting less days for focusing on grievance redressal. On these days, Divisional Heads of the level of Group General Manager/General Manager and above are present in their offices to receive and address public grievances. All submitted grievances are acknowledged within three days.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

### 7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2025			FY 2024		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>3346</b>	<b>0</b>	<b>0%</b>	<b>3371</b>	<b>0</b>	<b>0%</b>
Male	3042	0	0%	3056	0	0%
Female	304	0	0%	315	0	0%



Category	FY 2025			FY 2024		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D / C)
<b>Total Permanent Workers</b>	<b>894</b>	<b>0</b>	<b>0%</b>	<b>1090</b>	<b>0</b>	<b>0%</b>
Male	744	0	0%	914	0	0%
Female	150	0	0%	176	0	0%

#### 8. Details of training given to employees and workers

Category	FY 2025					FY 2024				
	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)
<b>Employees</b>										
Male	3042	590	19%	940	31%	3066	567	18%	488	16%
Female	304	105	35%	102	34%	315	188	60%	20	6%
<b>Total</b>	<b>3346</b>	<b>695</b>	<b>21%</b>	<b>1042</b>	<b>31%</b>	<b>3381</b>	<b>755</b>	<b>22%</b>	<b>508</b>	<b>15%</b>
<b>Workers</b>										
Male	744	124	17%	34	5%	7650	46	1%	0	0%
Female	150	24	16%	14	9%	1018	21	2%	0	0%
<b>Total</b>	<b>894</b>	<b>148</b>	<b>17%</b>	<b>48</b>	<b>5%</b>	<b>8668</b>	<b>67</b>	<b>1%</b>	<b>0</b>	<b>0%</b>

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

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	3042	3042	100%	3056	3056	100%
Female	304	304	100%	315	315	100%
<b>Total</b>	<b>3346</b>	<b>3346</b>	<b>100%</b>	<b>3371</b>	<b>3371</b>	<b>100%</b>
<b>Workers</b>						
Male	744	744	100%	914	914	100%
Female	150	150	100%	176	176	100%
<b>Total</b>	<b>894</b>	<b>894</b>	<b>100%</b>	<b>1090</b>	<b>1090</b>	<b>100%</b>

#### 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. Safety stands as a foundational value that supersedes any business objective. This fundamental principle is rigorously upheld across all divisions, clusters, and throughout the entirety of the organization. NHPC Limited has implemented an Integrated Management System (IMS) that encompasses the standards outlined in ISO 45001:2018 for Occupational Health and Safety Management. This system extends its coverage to include all employees and workers within NHPC Limited.

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

NHPC Limited adheres to the Hazard Identification and Risk Assessment (HIRA) procedures to identify work-related hazards. This process encompasses all employees and workers who have access to the workplace

and are engaged in various activities such as:

- I. Safety Leadership and accountability with Occupational Health & Safety (OH&S) Objective Planning
- II. Material Handling and Maintenance
- III. Supply Chain Training
- IV. Medical & Preventive Care
- V. Fire Fighting

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

Yes. NHPC Limited has implemented both the Hazard Identification and Risk Assessment (HIRA) process and the Aspect-Impact and Significance Analysis (AISA) Policy. The HIRA process involves identifying potential hazards, assessing their probability, and establishing control measures to mitigate their impact.

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

Yes. All sites provide access to non-occupational medical and healthcare services, either onsite or through partnerships with medical facilities nearby. Furthermore, personnel receive training to effectively respond to medical emergencies onsite.

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

Safety Incident/Number	Category	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	1
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

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

NHPC Limited upholds the highest standards of safety at all project sites and offices, creating a secure work environment for its employees. Regular safety training sessions are conducted to boost employee awareness and minimize risks associated with unsafe practices.

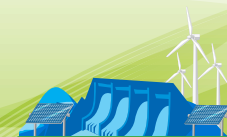
**Safety Measures:** Each power station and project site perform rigorous internal and external safety audits to cultivate a safe workspace. NHPC Limited consistently complies with legislative requirements such as Central Electricity Authority (CEA) Regulations, The Factory Act & Rules, and NHPC Safety Manual guidelines.

**Crisis and Disaster Preparedness:** In line with the Disaster Management Act, 2005, and the disaster management plan for the Power Sector, NHPC has prepared Disaster Management Plans for all its power stations and updates them regularly. NHPC Limited's Crisis and Disaster Management Plan is reinforced by routine mock drills to improve preparedness. In addition, the majority of our power stations are certified under OHSAS 18001:2007/ISO 45001:2018 standards, promoting sustainable development and enhancing employee welfare. Similarly, NHPC has established Early Warning Systems and SOPs for its power stations to provide timely flood warnings to the project authorities, allowing sufficient time for taking action to safeguard life and property.

**Seismic Safety Commitment:** Demonstrating a commitment to seismic safety, NHPC Limited has established a cutting-edge centralized real-time seismic data center at its corporate office. This facility provides online monitoring capabilities for seismic activity across all power stations, enabling quick assessment and response to earthquake events near NHPC's sites.

A comprehensive safety policy is in place for our workforce, ensuring their protection. For more information, please refer to the policy documentation available.

[https://www.nhpcindia.com/assests/pzi\\_public/gallery/16857028460.pdf](https://www.nhpcindia.com/assests/pzi_public/gallery/16857028460.pdf)



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

	FY 2025			FY 2024		
	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
<b>Working Conditions</b>	0	0	-	0	0	-
<b>Health &amp; Safety</b>	0	0	-	0	0	-

**14. Assessments for the year**

	FY 2025 % of your plants and offices that were assessed (by entity or statutory authorities or third parties)	FY 2024 % of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100% of NHPC Corporate Offices, Power Stations & Regional Offices.	100% of NHPC Corporate Offices, Power Stations & Regional Offices.
<b>Working Conditions</b>	100% of NHPC Corporate Offices, Power Stations & Regional Offices.	100% of NHPC Corporate Offices, Power Stations & Regional Offices.

**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.**

NHPC Limited actively implements corrective actions to address safety-related incidents in the workplace. Policies have been established to form an Incident Investigation Committee (IIC) following any accident, regardless of severity, to investigate the root cause. This committee is tasked with addressing and mitigating the impact of such incidents. They prepare a comprehensive Root Cause Analysis (RCA) that outlines future actions. Additionally, NHPC Limited has preventative processes and procedures in place, including Operations Controls Procedures (OCPs) that encompass assessments of health and safety practices and working conditions.

**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).**

Employees: Yes. Group Personal Accident Insurance Scheme, and Employee’s Deposit Linked Insurance Scheme (EDLI). House Building Advance (HBA), Motor Vehicle Advance (MVA), and higher education advance for children of the deceased is also insured. NHPC Limited also has Employees’ Family Economic Rehabilitation Scheme and Social Security Scheme.

Workers: No, NHPC does not provide Life insurance for workers but covers all workers under Accidental insurance and Health insurance schemes.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The entity ensures adherence to statutory compliances related to workers such as timely wage payment and Provident fund. In case of non-compliances stringent actions are taken against defaulter business partner

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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	FY 2024	FY 2025	FY 2024
<b>Employees</b>	0	0	0	<i>As per relevant compensation and rehabilitation regulations.</i>
<b>Workers</b>	0	4	0	



**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. NHPC Limited has introduced 'Scheme for Engagement of Retired Executive (Below Board Level) of NHPC, as Consultant'. As per the scheme, retired executives of NHPC Limited are engaged as consultants to utilize their vast experiences, specialized skills and specific domain knowledge acquired by them during their service tenure. These executives also train young executives, thereby encouraging knowledge sharing and creating a learning environment.

**5. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	Through its policies, contracts, and agreements, NHPC urges its suppliers to adopt robust health and safety management procedures that guarantee a high level of protection for employees and contractors. Suppliers are also expected to comply fully with all applicable local, state, and national labor and human rights laws. Furthermore, NHPC encourages suppliers to establish effective policies and procedures to manage environmental impacts. Lastly, suppliers are advised to adhere to NHPC's Code of Conduct, which emphasizes business integrity and ethical practices.
Working Conditions	

**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.**

To ensure visibility on Health and safety commitments and Working conditions of Value chain partners, NHPC has undertaken an exercise to include self-certification and clauses allowing voluntary verification of practices of the Value chain partners, in contracts with major value chain partners. Upon integration of the terms, assessments will be performed to monitor and address risks, where identified in the value chain.

**PRINCIPLE 4: Businesses 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 entity.**

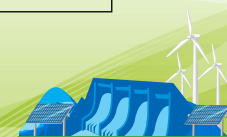
NHPC Limited conducts comprehensive stakeholder analysis to identify individuals and entities crucial to influencing its business strategy and furthering its sustainability objectives. This process encompasses the identification of both internal and external stakeholders, paying particular attention to those who may be disadvantaged, vulnerable, or marginalized. The key stakeholder groups include shareholders, investors, distribution companies (Discoms), employees, local communities, suppliers, contractors, governmental bodies, and media outlets. NHPC utilizes a thorough methodology, which includes desk research, assessments of community needs, comparative analyses with industry peers, and interviews with important personnel, to discern marginalized and vulnerable stakeholders effectively.

For further details refer **NHPC's Stakeholders' Engagement Policy**

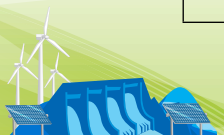
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**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication</b>	<b>Frequency of engagement</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
<b>Public/ Investors</b>	No	<ul style="list-style-type: none"> <li>E-Mails, Newspaper Advertisements,</li> <li>Quarterly Earnings Call, AGM, Investor Presentation, Investor Meetings,</li> </ul>		<ul style="list-style-type: none"> <li>Corporate Governance and Ethics</li> <li>Cost optimization and improved Profitability</li> <li>Return on Investment</li> </ul>



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
	No	<ul style="list-style-type: none"> <li>Stock exchange filings and Website</li> </ul>	Quarterly and need based	<ul style="list-style-type: none"> <li>Risk Management</li> <li>Innovation &amp; Digitization</li> <li>Focus on Sustainability and ESG</li> </ul>
<b>Investors (Others than shareholders)</b>	No	<ul style="list-style-type: none"> <li>E-mail,</li> <li>Stock Exchange Filings,</li> <li>Website of the Company</li> </ul>	As per statutory Requirement	Information as per Statutory Requirement
<b>Distribution Companies (Discom's)</b>	No	<ul style="list-style-type: none"> <li>Meetings, Emails, Power Purchase Agreement,</li> <li>Industry Meets</li> </ul>	Monthly	Quality and Regular availability of Power
<b>Employees</b>	Yes	<ul style="list-style-type: none"> <li>Emails, Meetings,</li> <li>Company Intranet,</li> <li>Employee Grievance Mechanism, social media, Trainings and Awareness programs</li> </ul>	Monthly	<ul style="list-style-type: none"> <li>Health and Safety</li> <li>Remuneration and Appraisals</li> <li>Learning and Development</li> <li>Diversity and Inclusion</li> </ul>
<b>Communities</b>	Yes	<ul style="list-style-type: none"> <li>CSR programs,</li> <li>Meetings with communities,</li> <li>Grievance redressal mechanism</li> </ul>	Monthly	<ul style="list-style-type: none"> <li>Local community Development</li> <li>Employment generation</li> </ul>
<b>Suppliers and Contractors</b>	Yes	<ul style="list-style-type: none"> <li>Suppliers meet,</li> <li>Contract documents and agreements,</li> <li>Workshops, trainings, and awareness sessions</li> </ul>	Monthly	<ul style="list-style-type: none"> <li>Procurement of Quality Raw Materials and Equipment</li> <li>Ethical business Practices</li> <li>Payment terms</li> </ul>
<b>Government &amp; Regulators</b>	No	<ul style="list-style-type: none"> <li>Calls and meetings with Government officials,</li> <li>MOUs, Seminars and interactions with associations and industry chambers.</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Act and Policy compliances</li> <li>Implementation of Govt. initiatives</li> <li>Environmental Compliances</li> <li>Regulatory Compliances</li> </ul>
<b>Media</b>	No	Media briefings, Press Releases, Company Website, social media Platform like Facebook, Twitter, Instagram, YouTube.	Continuous	<ul style="list-style-type: none"> <li>Transparency and relevance of information</li> <li>New business Opportunity</li> </ul>



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors & Key Managerial Personnel	No	<ul style="list-style-type: none"> <li>Implementation of the Companies Vision, Mission, Objectives in true, transparent, efficient and ethical manner</li> <li>Collective direction of the Company's affairs whilst meeting the appropriate interests of our stakeholders and shareholders</li> <li>Corporate Governance</li> </ul>	Scheduled Board meetings	

### 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.**

Continuous stakeholder consultation is regarded as integral to NHPC Limited's operations, with the leadership team proactively leading engagement efforts across diverse platforms. Institutional processes have been established to engage in constructive dialogue with key stakeholder groups and collect valuable feedback, especially on issues aligned with the NGRBC Principles. This feedback provides essential input for the company's risk assessment and strategic planning initiatives. At NHPC, the consultation process is delegated to various departments, and the results are subsequently communicated to the Board by department Heads through specific Board agendas.

- 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. Stakeholder consultation plays a crucial role in identifying and addressing environmental and social concerns. As per the Environmental Impact Assessment (EIA) Notification of 2006 issued by the Ministry of Environment, Forest, and Climate Change (MoEF&CC), public consultations are conducted by the State Pollution Control Boards at project sites. During these consultations, local community feedback on environmental and social issues related to the project is actively sought and carefully evaluated.

The insights gathered from stakeholders are incorporated into the final Environmental Impact Assessment (EIA) and Environmental Management Plan (EMP) reports, which are subsequently submitted to the MoEF&CC for approval. These approved EIA/EMP documents, enriched by stakeholder input, serve as the foundational framework for guiding project activities on-site. NHPC Limited adheres strictly to its Corporate Environment Policy, which mandates compliance with all government norms and guidelines.

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

NHPC Limited continually identifies disadvantaged, vulnerable, and marginalized stakeholders to ensure their needs are addressed effectively. We provide Rehabilitation and Resettlement support in line with established policies, engaging actively with affected stakeholders during public hearings to safeguard their interests. NHPC's R&R Policy 2007 was duly approved by the Board; however, following the enactment of the RFCTLARR Act, 2013, R&R schemes



are now formulated and approved as per the provisions of this Act through Social Impact Assessment (SIA) studies conducted by State Governments. NHPC fully complies with the R&R provisions of the Act for land acquisition in new projects.

Our proactive approach includes continually identifying disadvantaged groups to address their specific needs, focusing on supporting differently abled employees and individuals with special needs through tailored events, forums, and training sessions to empower them. Additionally, we extend educational scholarships to girl students and members of SC/ST communities near our project sites and facilitate literacy programs in rural areas to promote educational development. Our project-level teams engage closely with local communities to gather feedback and address concerns, ensuring their voices are integrated into our operational strategies.

**PRINCIPLE 5: Businesses should respect and promote human rights**

**Essential Indicators**

- Employees and workers who have been provided training on human rights issues and policies of the entity, in the following format:**

Category	FY 2025			FY 2024		
	Total (A)	No. of employee/ workers covered (B)	% (B / A)	Total (C)	No of employees/ workers covered (D)	% (D / C)
<b>Employee</b>						
Permanent	3346	389	12%	3371	216	6%
Other than permanent	14	0	0%	10	0	0%
<b>Total Employees</b>	<b>3360</b>	<b>389</b>	<b>12%</b>	<b>3381</b>	<b>216</b>	<b>6%</b>
<b>Workers</b>						
Permanent	894	52	6%	1090	5	0.45%
Other than permanent	0	0	0%	7578	0	0%
<b>Total Workers</b>	<b>894</b>	<b>52</b>	<b>6%</b>	<b>8668</b>	<b>5</b>	<b>0.06%</b>

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

Category	FY 2025					FY 2024				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	3042	0	0%	3042	100%	3056	0	0%	3056	100%
Female	304	0	0%	304	100%	315	0	0%	315	100%
<b>Other than Permanent</b>										
Male	13	0	0%	13	100%	10	0	0%	10	100%
Female	1	0	0%	1	100%	0	0	0%	0	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	744	0	0%	744	100%	914	0	0%	914	100%



Category	FY 2025					FY 2024				
	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)
Female	150	0	0%	150	100%	176	0	0%	176	100%
<b>Other than Permanent</b>										
Male	0	0	0%	0	0%	6736	6736	100%	0	0%
Female	0	0	0%	0	0%	842	842	100%	0	0%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	9633821	0	0
Key Managerial Personnel	0	0	1	5596700
Employees other than BoD and KMP	3038	3274934	303	3077446
Workers	744	2069192	150	1752735

Note: \*Out of 6 no. of BoD, 2 Directors were non-Executive Directors, to whom no remuneration/salary/wages had been paid by the company

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

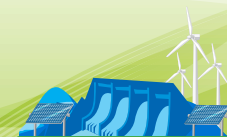
	FY 2025	FY 2024
Gross wages paid to females as a % of Total wages	9.74%	10.03%

### 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, NHPC has a dedicated focal point responsible for addressing human rights impacts, with the Corporate HR department ensuring compliance and resolving grievances related to policy violations within stipulated timeframes. The policy document is available on the company's website. NHPC is committed to protecting the fundamental human rights of all stakeholders and has established various committees to support persons with disabilities, as well as vulnerable and marginalized groups. In line with the Disaster Management Act, 2005, NHPC regularly updates its Disaster Management Plans for all power stations and conducts routine mock drills. Most power stations are certified under OHSAS 18001:2007/ISO 45001:2018 standards, promoting sustainable development and employee welfare. NHPC also implements Early Warning Systems and SOPs to provide timely flood warnings and safeguard life and property.

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

NHPC has an 'Employee Grievance Redressal Cell' in place. The Corporate Human Resource Department is accountable for ensuring the implementation of the policy across the company. The Corporate HR Department actively ensures compliance and remains approachable for reporting any grievances or complaints related to policy violations. Furthermore, NHPC is dedicated to fostering awareness and understanding of the Human Rights policy among all employees and value chain partners. Through effective communication, we aim to acquaint them with the policy's key elements and the procedures in place for grievance redressal, thereby reinforcing our commitment to upholding human rights throughout our operations.



**6. Number of complaints on the following made by employees and workers**

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	--	0	0	--
Discrimination at workplace	0	0	--	0	0	--
Child Labour	0	0	--	0	0	--
Forced Labour/ Involuntary Labour	0	0	--	0	0	--
Wages	0	0	--	0	0	--
Other human rights related issues	0	0	--	0	0	--

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

	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment on women at Workplace (Prevention and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0	0
Complaints on POSH Upheld	0	0

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

NHPC upholds a strict zero-tolerance stance against unlawful discrimination and harassment, ensuring protection for employees and partners throughout its value chain. We are committed to preventing discrimination based on a range of factors such as age, gender, marital status, economic background, disability, race, national or regional origin, ancestry, indigenous status, individual beliefs, religion, spiritual practices, political association, sexual orientation, and HIV/AIDS status. This dedication is integral to our Human Rights policy, which includes a clear reporting mechanism for any incidents, ensuring that affected individuals can contact the HR department for a resolution. Our policy includes explicit mechanisms to prevent adverse consequences to complainants in discrimination and harassment cases, ensuring their protection during and after the resolution process.

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

Yes, adherence to human rights requirements is an integral component of all our business agreements and contracts.

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

There were no significant risks / concerns arising from the human rights assessments.



## Leadership Indicators

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

NHPC is dedicated to upholding the fundamental principles of human rights in all its operations. To reinforce understanding and compliance, we conduct regular awareness programs and training initiatives for our employees. Furthermore, we proactively communicate the Human Rights policy to both employees and value chain partners, ensuring they are knowledgeable about its essential aspects and the procedures available for reporting and resolving grievances in case of any violations.

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

NHPC is dedicated to establishing strong processes and procedures to identify, prevent, mitigate, and address potential human rights risks and violations throughout our operations. Despite this commitment, it should be noted that no formal due diligence was conducted during the reporting year.

### 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. Our workplace is aligned with the Rights of Persons with Disabilities Act 2016. Our Equal Opportunity policy is dedicated to creating accessible work environments, providing reasonable accommodations, and promoting a culture that values respect and empathy for all individuals. To ensure accessibility for differently abled individuals, we have equipped our corporate office, power stations, and regional offices with ramps, railings, lifts, and other necessary infrastructure. As part of our commitment to inclusivity and support for differently abled individuals, we have initiated several measures, including Exemption from Rotational Transfer and reimbursement for hearing aids. We also provide assistance with artificial limbs, medical benefits for disabled children, and advanced aids like smart sticks and smart glasses for the visually impaired. These initiatives ensure that our premises are not only compliant with legal requirements but also actively foster an environment of support and empowerment for differently abled visitors and employees.

### 4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- please specify	NA

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

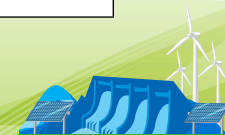
During the assessments of the power plants and offices, there were no significant risks or concerns noted.

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit	FY 2025	FY 2024
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	703454	735973
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-



<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>703454</b>	<b>735973</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	200978	194501
Total fuel consumption (E)	GJ	50239	50532
Energy consumption through other sources (F)	GJ	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>251217</b>	<b>245033</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>954671</b>	<b>981006</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	<b>GJ/ ₹ Crore</b>	<b>106.14</b>	<b>116.84</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>GJ/ Int. Dollar in Crore</b>	<b>2192.90</b>	<b>2617.23</b>
<b>Energy intensity in terms of physical output</b>		Not applicable	Not applicable

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, SR Asia has conducted a reasonable assurance.

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.**

No, NHPC does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	773858	700358
(ii) Groundwater	886690	763112
(iii) Third party water	25292	27665
(iv) Seawater / desalinated water	0	0
(v) Others	743	619
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	<b>1686583</b>	<b>1491754</b>
<b>Total volume of water consumption (In kilolitres)</b>	<b>1686583</b>	<b>1491754</b>
<b>Water intensity per rupee of turnover</b> (Total Water consumption / Revenue from operations) (kL/₹ crore)	<b>187.52</b>	<b>177.66</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (kL/Int. Dollar in Crore)	<b>3874.11</b>	<b>3979.85</b>
<b>Water intensity in terms of physical Output</b>	Not Applicable	Not Applicable

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, SR Asia has conducted a reasonable assurance.

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

Parameter	FY 2025	FY 2024
<b>Water discharge in by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	80924	12192
- Treated through an STP on premises	157274	58687
<b>(ii) To Groundwater</b>		
- No treatment	-	-
- Treated through an STP on premises	63562	42075
<b>(iii) To Seawater</b>		
- No treatment	-	-
- Treated through an STP on premises	-	-
<b>(iv) Sent to third parties</b>		
- No treatment	-	-
- Treated through an STP on premises	-	-
<b>(v) Others</b>		
- No treatment	-	167009
- Treated through an STP on premises	47425	76124
<b>Total water discharged (in kilolitres)</b>	<b>349185</b>	<b>356087</b>

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, SR Asia has conducted a reasonable assurance.

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

NHPC maintains a residential colony in Faridabad that exemplifies full compliance with Zero Liquid Discharge standards. Wastewater in this facility is treated and repurposed, demonstrating our commitment to sustainable water management practices.

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

Parameter	Unit	FY 2025	FY 2024
NOx	kg	3619	7057
Sox	kg	1652	6919
Particulate matter (PM)	kg	450	624
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others –please Specify	-	-	-

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.**



7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025	FY 2024
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent (MtCO <sub>2</sub> e)	4016	4130
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MtCO <sub>2</sub> e	41528	38684
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO <sub>2</sub> e/ ₹ Crore	5.06	5.10
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO <sub>2</sub> e/ Int. Dollar in Crore	104.62	114.22
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-

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, SR Asia has conducted a reasonable assurance.

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

Yes. NHPC is actively involved in numerous initiatives to reduce greenhouse gas emissions. By producing electricity without releasing greenhouse gases or other pollutants, NHPC sets itself apart from fossil fuel-based power plants. The company has also ventured into other renewable energy sources, such as solar and wind energy. Energy audits are regularly conducted through agencies certified by the Bureau of Energy Efficiency (BEE), and the Corporate Office building has achieved GRIHA certification. Additionally, NHPC has identified and installed rooftop solar panels across its power stations, regional offices, and the Corporate Office, contributing to a substantial total installed capacity of 4084 kWp. These efforts underscore NHPC's dedication to mitigating greenhouse gas emissions through innovative and renewable energy solutions.

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

Parameter	FY 2025	FY 2024
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	4.00	6.07
E-waste (B)	9.03	6.23
Bio-medical waste (C)	1.55	2.28
Construction and demolition waste (D)	24124.40	579.25
Battery waste (E)	1.96	9.48
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	5.00	33.72
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1644.53	1705.08
<b>Total (A+B + C + D + E + F + G+ H) (MT)</b>	<b>25790.47</b>	<b>2342.11</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated /Revenue from operations) (MT/ ₹ Crore)	<b>2.867</b>	<b>0.279</b>

Parameter	FY 2025	FY 2024
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/ Revenue from operations adjusted for PPP) (MT/ Int. Dollar in Crore)	<b>59.24</b>	<b>6.248</b>
<b>Waste intensity in terms of physical output</b>	Not Applicable	Not Applicable
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1.69	69.47
(ii) Re-used	-	0.57
(iii) Other recovery operations	-	0.01
<b>Total</b>	<b>1.69</b>	<b>70.05</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.32	0.39
(ii) Landfilling	238.47	355.63
(iii) Other disposal operations	25152	1853.72
<b>Total</b>	<b>25390.79</b>	<b>2209.74</b>

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, SR Asia has conducted a reasonable assurance.

**10. Briefly describe the waste management practices adopted in your establishments. 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.**

NHPC Limited's core business operation focuses on power generation through renewable sources, with a primary emphasis on hydropower. The company generates electricity through the non-consumptive use of water, meaning that the hydropower generation process does not involve the input or output of hazardous waste or toxic chemicals. During the construction phase of hydropower projects, solid waste, in the form of muck (soil and rock boulders), is produced from tunnel excavations. This muck is managed according to a project-specific Muck Disposal Plan, which involves re-using some of the material for aggregates, while the remainder is disposed of at designated dumping sites that are subsequently leveled and restored with plantings.

For municipal waste generated from offices and residential colonies, disposal is coordinated through the relevant local authorities or municipalities. Additionally, NHPC has installed composting machines at several sites to recycle organic waste. For maintenance waste, such as used batteries and burnt oil from equipment like DG sets, turbines, and vehicles, disposal is carried out through authorized recyclers or vendors. Moreover, NHPC has established an MOU with MSTC Limited for the safe disposal of e-waste and scrap. To systematically capture and maintain waste data records, NHPC is developing an internal 'BRSR portal' on its intranet portal.

**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.
Not applicable as no new projects were undertaken in FY 2024-25			



**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the 2025:**

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
Dulhasti Stage II (260 MW, UT of J&K)	SO 1533(E)	14.09.06	Yes	Yes	The EIA is currently under process, web link to be generated after completion of report.

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

Yes, all plants of NHPC Limited are compliant with applicable environmental laws/ regulations and guidelines

**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:

Sl. No	(i) Name of Area	(ii) Nature of operations
1	Dhauliganga	Hydro power generation
2	Chutak	Hydro power generation
3	Nimoo Bazgo	Hydro power generation
4	Kishanganga	Hydro power generation
5	Regional office Jammu	Liaison office
6	Wind power project-Jaisalmer	Wind power generation

**iii. Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	54212	237851
(ii) Groundwater	55264	26564
(iii) Third party water	2882	3044
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>112358</b>	<b>267459</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>112358</b>	<b>267459</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover) (kL/₹ crore)</b>	<b>12.49</b>	<b>31.85</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kL/Int. Dollar in Crore)</b>	<b>258</b>	<b>713.55</b>
<b>Water discharge by destination and level of treatment (in Kilolitres)</b>		
(i) Into Surface water		
- No treatment	2919	-
- Treated through an STP on premises	52416	-
(ii) Into Groundwater		
- No treatment	-	-

Parameter	FY 2025	FY 2024
- Treated through an STP on premises	35408	-
(iii) Into Seawater		
- No treatment	-	-
- Treated through an STP on premises	-	-
(iv) Sent to third-parties		
- No treatment	3531	-
- Treated through an STP on premises	-	-
(v) Others		
- No treatment	-	60461
- Treated through an STP on premises	-	-
<b>Total water discharged (in kilolitres)</b>	<b>94274</b>	<b>60461</b>

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	FY 2024
<b>Total Scope 3 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	We are currently in the process of calculating Scope 3 emissions for the reporting year.	1391.6
<b>Total Scope 3 emissions per rupee of turnover</b> (Total Scope 3 GHG emissions / Revenue from operations)	MtCO <sub>2</sub> e/ ₹ Crore		0.16
<b>Total Scope 3 emission intensity (optional)</b>	-		-

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 at Question 11 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.**

During the reporting year, NHPC Limited did not undertake any new projects. However, for any prospective projects, NHPC Limited develops project-specific biodiversity management plans based on Environmental Impact Assessment (EIA) baseline data. These plans are executed by the respective State Forest Departments, funded by NHPC, and encompass activities such as afforestation and habitat conservation. Compensatory afforestation, also funded by NHPC and carried out by the respective State Forest Department, is undertaken to offset forest land diverted for project construction, as required by the Forest (Conservation) Act, 1980. This involves planting locally significant tree species, conserving habitats and wildlife, and enhancing overall environmental quality. Additionally, NHPC conducts regular afforestation initiatives as part of its Green Belt Development Plan and Voluntary Afforestation schemes.

**4. If the entity has undertaken 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	Retro-fitting of DG set at the corporate office	We completed the retrofitting of the diesel generator set at the corporate office this year. This upgrade resulted in notable reductions in emissions and enhanced fuel efficiency, demonstrating our commitment to sustainability and ensuring compliance with environmental regulations. Additionally, the retrofit has improved the operational reliability of our power systems.	Improving fuel efficiency and reduction in GHG emissions.

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

NHPC has a structured safety management system that ensures comprehensive hazard identification, risk assessment, and control measures throughout each project stage. Job Safety Analysis (JSA) and Risk Assessment and Method Assessment (RA & MA) are conducted meticulously. Accidents, hazardous incidents, and near misses are promptly reported to. Robust Emergency Management Systems are established at each Power Station to effectively address potential emergencies. We also have a Crisis and Disaster Management Plan in place to handle disruptions caused by natural calamities and man-made disasters. Mock drills are conducted at predefined frequencies to validate preparedness as per the Crisis and Disaster Management Plan.

**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.**

There has been no adverse impact to the environment arising from the value chain of the entity.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

NIL

**8. How many Green Credits have been generated or procured:**

**a. By the listed entity**

In August 2024, NHPC Limited joined the Green Credit Programme (GCP) to support compliance with compensatory afforestation obligations arising from the diversion of forest land for hydropower and pumped storage projects. As part of this initiative, NHPC selected 25 plantation blocks covering a total area of 224 hectares in Gujarat and made a payment of ₹ 1,520.44 lakh on 06.08.2024. Of these, monitoring was conducted for one plantation block measuring 9 hectares in Sabarkantha District by the Indian Council of Forestry Research and Education (ICFRE) on 25–26 March 2025, with participation from NHPC officials. In this monitored block, the Gujarat Forest Department planted 9,999 saplings at a density of 1,111 saplings per hectare.

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

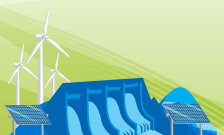
As of now, the company does not track Green Credits, generated or procured by its top value chain partners. However, we plan to implement systems to monitor these credits in the future, enhancing our commitment to sustainable practices throughout our supply chain.

**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.**

NHPC Limited is a member of 19 trade and industry chambers/associations.



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

S. No.	Name of the trade and industry chambers/ associa-tions	Reach of trade and industry chambers/ associations (State/National)
1	Central Board of Irrigation & Power (CBIP)	National
2	India Habitat Centre	National
3	Standing Conference of Public Enterprises (SCOPE)	National
4	Data Security Council of India (DSCI)	National
5	International Commission on Large Dams (INCOLD)	National
6	Strategic Human Resource Management (SHRM)	National
7	International Council on Large Electric Systems (CIGRE)	National
8	Renewable Energy Promotion Association (REPA)	National
9	International Society for Rock Mechanics & Rock Engineering (ISRM)	National
10	Tunnelling Association of India (TAI)	National

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

Name of Authority	Brief of the case	Corrective action taken
There is no action taken or underway against the Company on any issues related to anti-competitive conduct.		

### Leadership Indicators

1. Details of public policy positions advocated by the entity:

NHPC Limited focuses on cultivating and nurturing partnerships with pertinent government officials, business entities, technology industry associations, educational institutions, and community organizations across all of its primary markets. NHPC will ensure that its policy advocacy position promotes fair competition. NHPC will encourage its employees to associate with activities of professional bodies for the purpose of shaping the public policy in the desired direction.

### PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

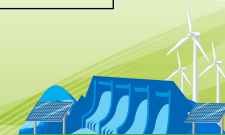
#### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the 2025.

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
Not applicable as no SIA has been conducted during the FY 2024-25					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, 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 INR)
1	Teesta Low Dam III	West Bengal	Kalimpong	84	94%	42,38,975



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

NHPC Limited has implemented an effective grievance mechanism to address the concerns raised by communities. CPGRAMs web-portal of Govt of India is being used to receive public grievances. The web link of CPGRAMS is: <https://pgportal.gov.in/>. Also, NHPC Grievance Redressal Authority has been constituted at corporate office vide office order dated 02.01.2024 which also act as Public Grievance Redressal mechanism.

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

Parameter	FY 2025	FY 2024
Directly sourced from MSMEs/ small Producers	56.12%	55.74%
Directly from within India	100%	100%

Note: Procurement and sourcing from MSMEs and Small producers is a percentage of total annual procurement of products and services rendered by MSMEs and Small producers

**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	FY 2024
Rural	51.73%	51.58%
Semi-urban	4.95%	5.24%
Urban	10.44%	11.41%
Metropolitan	32.88%	31.77%

Note: Categorization as per RBI Classification System – rural / semi-urban / urban / metropolitan

**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 impacts	Corrective action taken
Not applicable as SIA not conducted during the FY 2024-25	

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

Sl. No.	State	Aspirational District	Amount spent in INR (Lakhs)
1	UT of Jammu & Kashmir	Baramulla	643.74
2	Himachal Pradesh	Chamba	1,349.27
3	Sikkim	West Sikkim (Gyalshing)	486.82

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

Yes, NHPC preferentially procures products and services produced by MSEs (Micro and small enterprises). Benefits extended to MSEs include exemption from tender fees and earnest money deposit, purchase preference, interest on delayed payments and exemption from prior experience – prior turnover criteria subject to meeting of quality and technical specifications are also extended to encourage these enterprises.

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

Micro & Small Enterprises (MSEs) and startups including SC/ST and women entrepreneurs.

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

25% of total annual procurement of products produced and services rendered by MSEs and startups.

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the 2025), based on traditional knowledge:**

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				



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 the Authority	Brief of case	Corrective action taken
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

Sl. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups	Basis of calculating benefit share
Details of beneficiaries of CSR projects are enclosed as Exhibit- I				

**PRINCIPLE 9: Business should engage with and provide value to their customers in a responsible manner**

**Essential Indicators**

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

NHPC Limited actively seeks regular feedback from its beneficiaries to enhance customer service effectiveness. The company maintains connections with beneficiary states through Regional Power Committees (RPCs), a statutory entity under the Electricity Act 2003. These committees provide a common platform for regular interaction with beneficiary DISCOMs and for addressing any outstanding issues. Additionally, NHPC organizes periodic customer meetings with its beneficiary DISCOMs to facilitate interaction and resolve any pending matters.

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not Applicable as NHPC is in the business of producing electricity, there are no goods or services carrying the information.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Name of project for R&R	FY 2025			FY 2024		
	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	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Not applicable

5. **Does the entity 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. NHPC Limited has established a comprehensive IT & Cyber Security policy designed to foster a strong security infrastructure, ensuring the protection of information while safeguarding data privacy and confidentiality. The organization is certified with the Information Security Management System (ISO 27001:2013) for its corporate office, underscoring the confidentiality, integrity, and availability of its information assets. Please note that this policy is internal and is not disclosed publicly.

To ensure the security of valuable information and critical infrastructure, NHPC conducts Vulnerability Audit



and Penetration Testing (VAPT) audits regularly at all its generating power stations. Additionally, a centralized endpoint security software solution is in place to shield servers and desktops from cyber threats. NHPC's Risk Management Policy includes a comprehensive Cyber Crisis Management Plan (CCMP), which outlines measures to mitigate risks associated with cyber security breaches and vulnerabilities in IT communication systems. Like the IT & Cyber Security policy, this document is internal and not available to the public.

**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.**

NHPC Limited has a well-defined IT & Cyber Security policy in place. There is no issue relating to advertising, delivery of essential services, cyber security, and data privacy of customers. No penalty has been imposed by any regulatory authorities i.e., CERC, SERC and Appellate Tribunal for Electricity (APTEL) on safety of products/ services.

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches- NIL
- Percentage of data breaches involving personally identifiable information of customers- NIL
- Impact, if any, of the data breaches- NIL

**Leadership Indicators**

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

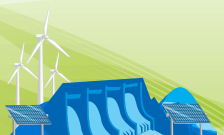
NHPC Limited is a power generation company and sells its power to various DISCOM's which sell it further to end consumers. It does not advertise its products and services. However, NHPC provides information about its activities through:

- Website <https://www.nhpcindia.com/>  
Social media platforms:  
Facebook: <https://www.facebook.com/NHPCIndiaLimited>  
X: <https://x.com/nhpclt>  
Instagram: <https://www.instagram.com/nhplimited/#>  
YouTube: <https://www.youtube.com/@NHPCLimited1>
- Brochures and Booklets
- Participation in Exhibitions & Trade Fairs
- Organizing and Sponsorship of Events
- Corporate/Documentary Film
- Advertisements
- Various statutory compliances (including compliances applicable for a listed Company)
- Media Interactions/Press Releases/Press Conferences
- Information sought by Government/Parliament/other bodies from time to time

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

NHPC Limited follows a B2B operational model and is not directly involved in the distribution services to the consumer. However, it makes reasonable efforts to spread awareness regarding conservation of energy in the following manner:

- a. It informs the public about the release of water from its dam through press releases/notices in the media from time to time.
- b. Safety notice boards are also placed in sensitive areas in the power stations. Safety instructions/ use of safety equipment is ensured by NHPC power stations for employees/workers and visitors while working/visiting the power stations/projects.
- c. Under the aegis of Azadi ka Amrit Mahotsav, NHPC has conducted many street plays/rallies/events which promoted themes like energy conservation/ safety etc. amongst the general public. In addition to it, NHPC



has been organizing School & State Level Painting Competitions under National Awareness Campaign on Energy Conservation of Bureau of Energy Efficiency, Ministry of Power for school children in the states/UTs of Jammu & Kashmir, Ladakh, Sikkim, Arunachal Pradesh, Manipur and Madhya Pradesh every year.

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

NHPC Limited is in the business of supplying quality power to DISCOM's from its various Hydropower Stations, Solar and Wind Power plants. For scheduled disruption in supply of power for the upcoming month, information is provided to customers during Operation Coordination Committee (OCC) meetings, which are conducted in every region where all the generators and customers are present. Further, power is scheduled to the customers on a day ahead basis and thus any unplanned disruption in power supply from any power plant is known to the customers on a day ahead basis.

Also, NHPC does not directly communicate with DISCOM's regarding disruption/discontinuation. Schedule for generation is sent to the respective Regional Load Dispatch Centre (RLDC) in advance. Any changes in declared generation schedule whenever required are intimated from time to time to respective RLDC as per Indian Electricity Grid Code (IEGC).

**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 a whole? (Yes/No)**

Product information: NHPC Limited does not sell power directly to the consumer and cannot display product information. Additionally, tariffs charged by NHPC power stations are governed by orders of Central Electricity Regulatory Commission (CERC). At the time of determination of tariff for a tariff period, details of Annual Fixed Charges (AFC) of power station are published in daily newspapers including one in English and one in vernacular language and circulated.

Survey for consumer satisfaction: NHPC takes regular feedback from its beneficiaries which help to serve customers in a more effective way. Feedback received for the year is satisfactory. NHPC is also connected with beneficiary states through Regional Power Committees (RPCs) which is a statutory body under Electricity Act 2003.

This is a common forum for regular interaction of beneficiary DISCOMs and for resolving outstanding issues. NHPC also conducts periodic customer meets for its beneficiary DISCOMs for interaction and for resolving outstanding issues, if any.



## Exhibit – I

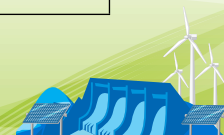
Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
1	Setting up an eye care unit, repairing and remodelling of the Eye OT, Constructing of Ramp with Canopy at Ramakrishna Mission Medical Centre, Jammu	1000	100%
2	Establishment of cutting and tailoring centre at Latti, Udampur, Jammu & Kashmir	500	
3	Providing a Tuberculosis Detection Machine to District Hospital Reasi of Jammu & Kashmir	15000	
4	Construction of 02 Nos. Toilets at Industrial Training Institute Reasi in Jammu & Kashmir	300	
5	Organizing Medical Camps in Remotely Located Villages of Reasi District	820	
6	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3595	
7	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	891	
8	Saksham Livelihood & Skill Development Programmes for unemployed poor adolescent girls and women in Reasi	120	
9	Installing/ Providing Solar Street lights in and around Project affected area/ Reasi District	1000	
10	Improvement/ extension & providing of Water Supply to village Kotla and Theru (Ransoo) Distt. Reasi through gravity.	601	
11	Construction of Community Hall at Pounsali Village.	1300	
12	Adoption of village Sai Lanjan in district reasi by Salal Power Station as Adarsh Gaon.	5000	
13	Construction of Community Hall at Ward No.2, Nai Basti, Reasi Village	5000	
14	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	5063	
15	Construction of approach road from main gate of ITI, Kishtwar to office and different trades	650	
16	Engagement of interns under the PM Internship Scheme	6	
17	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	873	
18	Laying of Tiles Flooring for Ashiyana Hostel Kishtwar	50	
19	Providing Kota Stone flooring in Yatri Niwas (Michel Yatra) and public kitchen near Khanbari	10498	
20	Construction of Yatri Bhawan, Langar Hall, Washroom Complex in Gurudwara Sahib premises, Kishtwar	11280	
21	Construction of Cremation Shed & Pathways at Dul Village, Kishtwar	7000	
22	Screening for Anemia Mukht Bharat in District Baramulla.	60000	
23	Installation of DG Set at PHC, Boniyar.	5500	
24	Installation of DG set at PHC Mohura, Baramulla	5500	
25	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	853	

Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
26	Up gradation of infrastructure-Construction of School building in Gingle High School in place of Old Building damaged in earthquake in 2005.	450	100%
27	Upgradation of infrastructure/ Balance work of Partially Constructed School Building in Govt. Boys High School, Dhani Syedan, Uri.	450	
28	Engagement of interns under the PM Internship Scheme	4	
29	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	278	
30	Installation of 10 Nos Solar Lights in village Kanipora, Tehsil & Distt. – Kulgam.	1242	
31	Modernization of Horticulture Nurseries at Khawaja Bagh, Baramulla and Baghe Sundari Sopore	50000	
32	Organizing Medical Camps in local area near Power Station in Baramulla	600	
33	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	543	
34	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	275	
35	Procurement and Installation of Street lights at Salamabad.	3337	
36	Sanitation Related Activities in Dawar.	1000	
37	Up gradation of public health infrastructure at Bankoot/ Pazalpora/ Kralpora, Bandipora.	20000	
38	Up gradation of public health infrastructure at Gurez/ Tulail/ Bagtore	20000	
39	Promotion of sanitation by way of providing (jetter machine, Mech. sweeping machine, Bio Toilet) for District Administration, Bandipora	20000	
40	CSR support for procurement/ purchase of a water Tanker (including registration) for District Administration to cater the requirement of drinking water, Banidpora	5000	
41	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2000	
42	Distribution of Solar Lanterns to School Children at Gurez.	2000	
43	Repair of Kendriya Vidyalaya School Building alongwith supply of miscellaneous items situated at BSF Camp, Bandipora	500	
44	Installation of Solar Roof Top Systems and Solar Lights in Dawar, Gurez.	4000	
45	Mobile Medical Unit for CHC Sankoo.	60000	
46	Menstrual Hygiene Project Through Shoqpa.	2000	
47	Installation of water ATM of 250 LPH at New District Hospital Kurbathang Kargil.	1500	
48	Providing drinking water through Tanker supply for FY2023-24.	3800	
49	Providing Drinking Water through Tanker Supply at Minji, Chutuk, Stickchey, Sarchay and surrounding villages of Chutak Power Station	3000	
50	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1266	
51	Arrangements of Winter Tuition Classes at various Schools in Kargil	600	
52	Engagement of interns under the PM Internship Scheme	6	



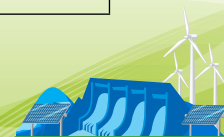
Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
53	Providing of medical equipments for upgradation of Local Health facilities at CHC, Khaltse by providing Multi-parameter Monitor for Neonatal & Pediatric patients.	1500	100%
54	Providing of medical equipments for upgradation of Local Health facilities at CHC, Khaltse by providing Immuno-Analyser Machine for HbA1c	1500	
55	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1849	
56	Furnishing of Library at Alchi Gonpa	300	
57	Educational Improvement Programme (Financial Assistance for hiring of tutors/ Instructors to conduct winter tuitions) at Alchi, Lamayuru, Likir, Khaltse, Bazgo etc	530	
58	Providing financial assistance for purchase of projector and screen for different nearby schools of Nimmo Bazgo PS, Alchi, Leh	400	
59	Engagement of interns under the PM Internship Scheme	2	
60	Fencing of Reservoir area near Bazgo skating point to prevent entry of stray animal in the reservoir and protect the civilian property	300	
61	Financial Assistance for Purchase of PA (Public Address) System for Likir, Lamayuru & Khaltsi	500	
62	Organizing Medical Camps in the Project Area of Sawalkote HEP	1409	
63	Providing Furniture Items, RO System and Electric Heater to Primary Health Centre, Banikhet	512	
64	Construction of Public Toilet & Providing RO System & Benches to Lord Buddha Park in Tibetan Refugee Handicraft Centre, Middle Bakrota, Dalhousie	350	
65	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1902	
66	Vocational training courses of cutting & tailoring, Beauty culture and certificate in computer applications to rural youth at Banikhet, Distt. Chamba (HP) for three years	128	
67	Providing Desks, Office tables, Chairs and Computer to Govt. Middle School, Tritha, Distt Chamba	30	
68	Providing Solar Street Lights to Gram Panchayat, Dalhog, PO Banikhet, Distt Chamba	700	
69	Providing Solar Street Lights to Gram Panchayat, Nagali, Tehsil Dalhousie, Distt Chamba	1738	
70	Construction of one female ward and one Tuberculosis ward at Sub District Hospital, Bani	57013	
71	Construction of OPD Complex in Sub-District Hospital, Bani	57013	
72	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3402	
73	Proposal for Imparting Skill Development to Unemployed Female Youth residing in remote village Draman adjoining NHPC Sewa-II Project i.e Sewing machine, training, mobilization cost etc.	200	

Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
74	Construction of 03 nos. additional class room in Govt. High School Barmota, Bani (Resolution of Gram Saba Panchayat Barmota), Kathua	1781	
75	Engagement of interns under the PM Internship Scheme	3	
76	Proposal for levelling/ development of Sports Ground in Village Panted (Thana Plassi Panchayat), Kathua	500	
77	Construction of a pucca footpath (tiles) at ward no. 8 Mashka, near NHPC Sewa-II Project (approx. 100 mtr. From their Switch yard), Kathua	400	
78	Construction of Boundary wall and levelling of Ground at newly constructed Common Facility Centre (CFC) at vill. Hut, Kathua	400	
79	Providing 01 no Fire Tender to remote /hilly areas of Bani of district Kathua, UT of J&K	57328	
80	Construction of Public Toilet in Sundla Market	3000	
81	Construction of Toilet (Boys & Girls) at GSSS Kohal	1610	
82	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	21519	
83	Construction of School Building at Govt. Sr. Sec. School, Mouwa Distt., Chamba	333	
84	Solar Street Light to be installed at Main Bazaar, Salooni and the adjoining areas of Salooni	1000	100%
85	Construction of "BALIKA ASHRAM" Chilli, Tissa	50	
86	Construction of Crate Work and Concrete wall near River side of village Surangani	50	
87	Construction of Cremation Centre, Kundlu, Diyolka, Chamba	800	
88	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	7456	
89	Providing 02 Computer System (with printer, monitor, UPS), 05 nos Solar Street Lights and 02 nos of Sports Kit in GSSS Chaned, GP Bhanuala, Chamba	342	
90	Engagement of interns under the PM Internship Scheme	7	
91	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	206	
92	Providing Rain Shelter at Dhaar crossing on NHPC in the Gram Panchayat Nagali, Development Block Bhattiyat Tehsil Dalhousie Distt. Chamba	1738	
93	Construction of approach road from village Baggi to Government Secondary School Baggi in Gram Panchayat Kangad and upgradation of playground GMS Baggi, Development Block Salooni, Distt. Chamba	1400	
94	Providing Computer in Gram Panchayat Kanged, Development Block, Salooni, Chamba	1400	
95	Drinking water purifiers for schools, anganwadis, public health institutions and child care institutions (capacity: 100 to 150 lph)	50000	
96	Empowering Rural Communities: Delivering Free Primary Healthcare with 01 nos Mobile Medical Units in District Chamba - An CSR Initiative of NHPC	571	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
97	HOPE - Therapy to Every Last Mile Child: Running of Mobile Therapy Clinic for Children with disabilities in Chamba for three years	400	100%
98	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	449	
99	Construction of 30 nos Govt. Primary School	5510	
100	Construction of 22 nos Middle School	4038	
101	Engagement of interns under the PM Internship Scheme	2	
102	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	459	
103	Development of Rural Infrastructure by Providing & Supply of Furniture and Books for Library in GP Bhadian - Rs.3.00 Lakh	300	
104	Providing various equipment to specially abled persons through District Red Cross Society, Chamba	60	
105	Medical Camps in Lylh, Radi and Batit Panchayat	546	
106	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3086	
107	Installation of 100 Feet National Flag with Decorative Foundation at Railway Station Sunam, Village -Sunam Udham Singh Wala, District – Sangrur, Punjab.	5000	
108	Engagement of interns under the PM Internship Scheme	7	
109	CycleOne Bicycle Sharing System at Sant Longowal Institute of Engineering & Technology, Longowal, District Sangrur, Punjab	2650	
110	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	4046	
111	Completion of path from Main Gate of Govt. Senior Secondary School Gadsa to Stage	436	
112	Providing Books, Furniture and Computer Hardware for 6 nos Gyan Kendra in Gram Panchayats of Kullu	360	
113	Roofing of Boxing ring of GMSSS Bajaura Distt. Kullu (H.P.)	741	
114	Construction of Two Rooms at Govt. Primary School Manikaran, Kullu	76	
115	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	411	
116	Installation of Grid Connected RoofTop Solar Plant in various Government Schools in District Kullu	3692	
117	Crate Work at Road Shilha GP Barshani Development Block	500	
118	Construction of Public toilet at Behali, Larji	2000	
119	Construction of Public toilet at Larji	5000	
120	Providing of hospital equipment for IPD, Day Care & Palliative Care Services to Shri Lal Bahadur Shastri Government Medical College and Hospital, Mandi at Nerchowk, District Mandi (HP)	5000	
121	Organizing 75 nos Medical Camps at various locations in District Kullu through Sampoorana Udaan, NGO, Kullu	6000	
122	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	743	

Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
123	Development of Play Ground and railing works at Government Primary School, Tipridhar	1000	100%
124	Providing of school desks to Govt. Sr.Sec. School, Chanon, District Kullu (HP)	1300	
125	Construction of Rain Shelter in Gram Panchayat, Larji	5000	
126	Providing of generator and safety items to Local Administration i.e. Police Station, Sainj, Kullu (HP) to meet the requirement of Disaster Management	300	
127	Providing of GI Sheets for rehabilitation of families affected in fire incident of village Tan-di, Teh-Banjar, Dist Kullu Himachal Pradesh	25	
128	Construction of 01 No. Toilet at GIC Kalika, Dharchula	300	
129	Construction of Community Toilet at Tok-Basaura, Kalika, Tehsil-Dharchula.	250	
130	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	5127	
131	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	498	
132	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3726	
133	Providing technical resources for education to APJ Abdul Kalam Institute of Technology, Tanakpur	300	
134	Construction of Two Rooms at Devid Painter High School, Gudami Village, Champawat	70	
135	Engagement of interns under the PM Internship Scheme	2	
136	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	410	
137	Organizing Free Health Check-up cum Medical Camp nearby the Project Areas	886	
138	Engagement of interns under the PM Internship Scheme	5	
139	Provision of Public Convenience facility through construction of Public Toilet at Samdruptse, South Sikkim.	3000	
140	Provision of Sanitary Pad Disposal Machines, Furniture Items, Computers & other miscellaneous items for the safety/ efficient functioning of Ashirbad Girls Children Home (Child Care Institute), Dentam, Distt. Gyalshing	70	
141	Establishment of Motherpods at 3 locations in the district of Gyalshing and Namchi to ensure facilities for breastfeeding mothers in public spaces to provide privacy & comfort to the breastfeeding mothers.	500	
142	Provision of medical equipment for Tashiding/Yuksom and Dentam Public Health Centre (PHC) in Distt. Gyalshing.	220	
143	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3386	
144	Providing scholarship to old 02 nos. students, who are recipient of 1st and 2nd year scholarship.	2	
145	Provision of equipment for upgradation of Science Labs in Govt. Sr. Sec. School, Kewzing & other Govt. Schools	500	

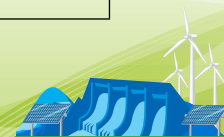


Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
146	Provision of modern education aid to the nearby Government Schools to enhance the quality of education to the children in South Sikkim	500	100%
147	Construction of Fencing at ICDS Centre at Lower Linzoo under Kewzing-Bakhim GPU, South Sikkim	50	
148	Provision for Rescue Vehicle for District Child Protection Unit (DCPU), Gyalshing for rescue, rehabilitation, repatriation & restoration of children in need of care & protection.	250	
149	Repair and Renovation of Auditorium Hall of Sombaria Sr. Sec.School, Distt, Soreng	520	
150	Requirement of Tools & Equipment like CNC Milling Machine & CNC Lathe Machine tc towards upgradation of Machinist Trade at Government ITI Kewzing, South Sikkim.	500	
151	Development of Model Self Help Group (SHG) Product shops at Chaar Dham, Distt. Namchi.	120	
152	Fencing of Bakhim Primary School under 50-Kewzing Bakhim GPU, Distt Namchi.	70	
153	Boundary Fencing of Lingyong Jr. High School, Sikkip, Distt. Soreng	70	
154	Provision of Plastic Chairs / Table & misc furniture items for Mutli Activities hall of Dalep- Jr. High School, Kewzing & other Schools / Community Halls in GPUs in the vicinity of the power station.	230	
155	Provision of Plastic Tables & Utensils for the Mid Day Meal Kitchen at Legship- Hingdam Jr. High School, Hingdam, Distt Namchi	140	
156	Provision of Computers & peripherals and other furniture items to be provided to Dhargaon Primary School & other Government schools in the vicinity of the power	70	
157	Provision of Scholarship to students for pursuing higher education under NHPC Scholarship Award Scheme for Higher Education	2	
158	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	305	
159	Provision of Computer and other Computer Accessories items to 49 Legship Gram Panchayat Units & other GPUs in the vicinity of the Power Station.	500	
160	Arrangement of Matrushakti Baby Feeding Pod at 3 different locations in Sikkim.	7200	
161	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3195	
162	Renovation, Beautification and providing infrastructure for the Saraswati Vidhya Niketan, Samdong (Sikkim)	70	
163	Construction of Mid-Day meal Kitchen and electrification in the Govt. Sr. Sec School, Dickchu, Gangtok, Sikkim	215	
164	Construction of Mid-Day meal Kitchen at Govt. Sec School, Lower Samdong Gangtok, Sikkim	56	

Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
165	Renovation, beautification and misc. works at Government Senior Secondary School, Pheedang South Sikkim	12	100%
166	Civil works and providing Grill fencing in Government Secondary School, Bordang (East Sikkim)	168	
167	Scholarship to Meritorious Students	10	
168	Scholarship to meritorious Candidates for Teesta-V	25	
169	Construction of Steel truss fabrication at Makha Sr. Secondary School on the top of the academic building for organizing various programmes and other activities during rainy season and during scorching heat of summer in Distt. Gangtok	308	
170	Providing Computers, Printers, Power Backup and Water filter to Govt. Secondary School, Lower Samdong, East Sikkim	40	
171	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	321	
172	Construction of Boundary wall/ fencing at Lum School and Construction of Pathway in the Lum Village, North Sikkim	318	
173	Providing Disaster Management Equipment to Singtam Nagar Panchayat, Singtam, East Sikkim	180	
174	Providing Maruti Eco Van for Ambulance Services under CSR & SD Works to Namthang HWC, Namthang PHC, South Sikkim	25000	
175	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2453	
176	Funding for construction of Engineering College, Takdah.	800	
177	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	140	
178	Installation of 15 nos Solar Street Light at Mungpoo Outpost	18000	
179	Providing Drinking Water Supply Line in the vicinity of Power Station at (4 nos).	1000	
180	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	4179	
181	Funding for construction of Engineering College, Takdah.	800	
182	Construction of Mid Day Meal Kitchen with Dining Hall in Panbu Village.	150	
183	Purchase and Installation of Solar Street Light in villages in the Project Vicinity.	500	
184	Construction of Community Hall in the vicinity of Project	250	
185	Providing Silent Diesel Generator for the Special Need of North Bengal Handicapped Rehabilitation Society.	646	
186	Providing one Advance Life Support Ambulance to Leimatak Power House affected areas, Kuki Khanglai Lawmpi Leimata Block, Sub-Division Henglep, Churachandpur District Manipur.	30000	
187	Organising Health Camps	635	
188	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2415	
189	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	392	

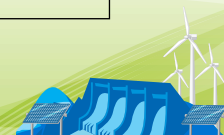
Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
190	Construction of Community Hall at Kukimun Village, Tehsil Churachandpur, North, Dist. Churachandpur, Manipur	620	100%
191	Community Hall at Shantipur Ningthoukhong Ward No.2, Distt. Bishnupur, Manipur	2070	
192	Construction of Waiting Shed at Dimjanglong Village, Loktak Project Area, Distt. Chura-chandpur, Manipur	740	
193	Installation of Water Treatment Plant & RO Plant (4000LPH) with deep Bore Well, Motor Pump set and Plumbing work etc., at Dhemaji Civil Hospital, Dhemaji, (Assam).	14100	
194	Construction of public toilets in various places of Dhemaji district	4500	
195	Construction of RCC class room with toilet facility Prataya (Special school) at vill- Kesasaal, P.O.- Charaimoria, North Lakhimpur, Lakhimpur, Assam .	200	
196	Construction of 5 Ring well at Dollungmukh, Kamle District, Arunachal Pradesh.	291	
197	Organising Medical Camps in Dhemaji & Lakhimpur District of Assam & Kamle District of Arunachal Pradesh	1500	
198	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3478	
199	Vivekanand Kendra Vidyalaya: Construction of internal roads, water supply scheme, sewerage disposal, boundary wall and staff quarters.	231	
200	Holistic School Improvement Programme in Kendriya Vidyalaya, Subansiri Lower HE Project, Gerukamukh	312	
201	Promotion of "PIG FARMING" among Rural Women for Enhancement of their Livelihood of Dollungmukh Circle, Kamle District, Arunachal Pradesh'	30	
202	Construction of Additional Class Room Building at Mingmang Kamala Miri High School	305	
203	Repairing of R. K Sr. Secondary School, Chauldhowaghat, PO, Pthalipam, Dist- Lakhimpur, Assam.	350	
204	Renovation of building of Government Middle School, Sipu, Kolapatukar Village, Dolung-mukh, Arunachal Pradesh	52	
205	Construction of Class Room Building at Sankardev Sishu Niketan, Boginadi, Lakhimpur district , Assam	800	
206	Construction of Four Classrooms (Ground Floor and First Floor) with Stair case at Vive-kanand Kendra Vidyalaya, Dhemaji, Assam	529	
207	Engagement of interns under the PM Internship Scheme	8	
208	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	578	
209	Construction of Multicultural Hall -Cum-Badminton indoor Hall at Kolaptukar/ Dollungmukh Circle, Kamle district, Arunachal Pradesh.	2500	
210	Construction of Boundary Wall & Ring well for Development of the Gogamukh - Chould-howa Cremation Ground in Assam.	20000	

Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
211	Construction of a Community Hall in Notun Haladhi Ati Village, GP-Chauldhowa, Circle Kadam, Lakhimpur District.	3000	100%
212	Construction of a Kala Krishti Kendra (Community Centre) at Shyamguri Manipuri, Ukhamati, Dhemaji	600	
213	Construction of Flood Protection (wire crated) work at Durpai river at Durpai village, Lower Siang, Arunachal Pradesh.	1000	
214	Construction of RCC drain for Mocher Nalla at Durpai village, Lower Siang, Arunachal Pradesh.	1000	
215	Construction of boundary wall and earth filling at Sree Mohanta Sankardev Kala Kristi Vikash Kendra, Gogamukh Anchalilk Sakha, Gogamukh, Dhemaji District.	50000	
216	Flood affected area and land erosion problem caused by river Gelajan and Rupahi at Gogamukh.	5000	
217	General Medical related equipments for Project Affected Areas (Dibang & Lower Dibang Valley) through Govt. Hospital	5000	
218	Organizing Medical Camps in the nearby Project Area	300	
219	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	322	
220	Construction of Boys and Girls Hostel for Govt. Residential School Ranli, Dibang Valley, Arunachal Pradesh	65	
221	Renovation of Girls Hostel of ITI Roing	100	
222	Providing 32 Seater School Bus to Government Higher Secondary School, Dambuk, Lower Dibang Valley District, Arunachal Pradesh.	140	
223	Engagement of interns under the PM Internship Scheme	2	
224	Providing Boxing Ring to Lower Dibang Valley Olympic Association, Roing.	10000	
225	Providing 02 nos Advanced Life Support Ambulance (Type-D) to Tadak Dolum District Hospital, Daporijo, Upper Subansiri.	18900	
226	Organizing Medical Camps near the project areas	1500	
227	Repair and Renovation of Jan-Suvidha Kendra at the Superintendent of Police Office, East Siang District, Pasighat, Arunachal Pradesh.	28000	
228	Swasthya Smruddhi: Empowering Women Through Menstrual Health and Hygiene Initiatives by NHPC.	12000	
229	Development of 5 nos of Parks by providing Solar Trees and LED Lights in the holy city of Ayodhya, Uttar Pradesh through CSR	4500	
230	Installation of Solar Street Lights in Village Kazha, Tehsil-Mohammedabad, Block - Rani-ganj, District-Mau, Uttar Pradesh.	3763	
231	Installation of 500 solar street lights across various districts of Uttar Pradesh under CSR initiative of NHPC	12500	
232	Strengthening of PCC Road at different villages of shahpur Block, Arrah (Bhojpur District).	358528	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
233	Construction of Chhat Ghat at different villages of Shahpur Block, Arrah (Bhojpur).	9091	100%
234	CSR Support to School of Mentally Retared Children in Sector-14, Faridabad by providing one time Capital Items and Running expenditure for three years (2023-24 to 2025-26). Project Cost Rs.34.64 Lakh	30	
235	Operation & Maintenance of TTSP Booths, Water lines & Tube wells for Choti and Badi parikrama at Govardhan, Mathura for 3 years.	40000	
236	Distribution of Aids and Assistive devices to around 1000 Divyangjans through Artificial Limbs Manufacturing Corporation Limited (ALIMCO) in the North & North Eastern states.	1045	
237	Afternoon Nourishment Meal Program for Underprivileged Girl Students" at Amitasha Foundation for Upliftment of Under-Privileged Children at Noida, Uttar Pradesh	300	
238	Medical Care and Nutritional Support for Differently Abled persons at Cheshire Home India, Delhi Unit	60	
239	Construction of 7 nos public toilets, named 'Sanitary Haven,' in various public places in Auraiya District, Uttar Pradesh.	7000	
240	Installation of 10 Nos Reverse Osmosis (RO) Water system in District Basti, UP.	11000	
241	Installation of 15 Nos RO Water Plant 'Swachh Jal Dhara' at schools in Distric Gorakhpur, UP	15000	
242	Enhancing Public Health: Vector-Borne Disease Prevention Program for Marginalized and Vulnerable Communities in Patliputra, Bihar	7000	
243	CSR Support for Deepstambh Foundation's 'Manobal' residential training centre for stu-dents with disabilities, orphans, rural and tribal youth at Jalgaon, Maharashtra.	100	
244	Implementing Comprehensive Healthcare and Community Empowerment Initiatives at Rugna Seva Prakalp, Adarsh Colony, Pandharpur Road, Miraj Dist Sangli Maharashtra as part of NHPC's CSR Initiative.	5000	
245	Renovation of existing toilets, Construction of new toilet and Installation of 02 nos 100 LPH RO Systems in Government Senior Secondary School, Sarai Khawaja, Faridabad	5000	
246	Empowering Women's Health: NHPC's CSR Initiative for Awareness, Distribution of 'Saukhyam Reusable Pads,' and Installation of Pad Vending Machines in 20 Schools/ Colleges across Pithoragarh and Champawat Districts, Uttarakhand.	2775	
247	Providing 02 nos of Advance Life Support Ambulances for District Hospital Mon, Nagaland under CSR Initiative of NHPC Limited	50000	
248	Empowering Healthcare: Equipping Sri Satya Sai Sanjeevani Hospital, Palwal, with critical medical equipment	1351	

Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
249	Shiksha Rath 7.0: NHPC's Transformative CSR Endeavour Empowering Children and Communities in Seven Border Villages along the LOC in Ladakh	8400	100%
250	Providing Ophthalmic Equipment - A Scan Machine at JIWO Charitable Eye Care and Multi-Speciality Hospital Rohini, Delhi.	600	
251	Implementing a Two-Year Initiative: Establishing a Skill Development and Education Centre, and Distributing Nutrition Supplements and Immunity Booster Kits at Titu Colony, Sector 28, Faridabad, Haryana.	125	
252	Empowering 22 Single Teacher Schools, Delivering Primary Education and Nutritional Support to Underprivileged Children in Jaisalmer and Kota Districts, Rajasthan	550	
253	Mobile Medical Unit for Pithoragarh, Uttarakhand - Procurement and One Year Operations for Enhanced Primary & Preventive Healthcare	2000	
254	Installation of a Dental Care Unit at Apaji Arogya Mandir Hospital, Banasthali Vidyapith, Rajasthan	20000	
255	Ecological Restoration and Conservation of Sale Lake in Sale Village, Raigad, Maharashtra Using JalVed™ Ayurvedic Extract.	2000	
256	Providing Free Drinking Water Facility at Maha Kumbh Mela 2025, Prayagraj, Uttar Pra-desh through Pilo Smart Water ATMs	50000	
257	Organizing Five Rural Health Camps in Basti District, Uttar Pradesh	2000	
258	Construction of 5th Floor of Laghu Udyog Bharati Multi Skill Development Centre at Jaipur, Rajasthan.	1000	
259	Setting up of Kyan Based Smart classrooms in 50 Govt. Schools in Uttarakhand.	25000	
260	Strengthening the development of infrastructure of Government Girls Inter College, Siddharthnagar, Uttar Pradesh.	450	
261	Transforming Education System: Renovation of Govt. Senior Secondary School, Lakarpur, Nav Durga Vihar, Dayal Bagh Colony, Faridabad	1200	
262	Development of Himalayan Resources Study Cell at the Doon Library and Research Centre, Dehradun.	1120	
263	School Digital Infrastructure Development and Allied Activity at Ramakrishna Mission Ashrama, Gwalior, Madhya Pradesh	800	
264	Financial Aid to Three Underprivileged Students at BML Munjal University under the 'BMU CARES	3	
265	Engagement of interns under the PM Internship Scheme	14	
266	Procurement and Installation of Interactive Panel with Furniture (Table and Chairs) for a Conference/Class Room at the New School Building of Prakash Deep Trust in Faridabad	120	
267	Empowering Rural Rajasthan: Illuminating Pathways through Solar Street Lights in rural areas of Jodhpur and Jaisalmer Districts of Rajasthan	950	
268	Installation of 100 Solar Street Lights in District Sitapur, Uttar Pradesh	5000	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
269	Desilting of earthen bunds, deepening and widening of streams in Parkandi Village, Taluka - Maan, District Satara, and in Gondune Village & Borgaon (Hiridpada) Village, both in Taluka - Surgana, District Nashik, Maharashtra under CSR.	7014	100%
270	Construction of Civic Amenity Building, Badrinath Dham to Shri Kedarnath Utthan Charitable trust (SKUCT).	125000	
271	Providing regular sports training to Persons with Intellectual and Development Disability (PWIDD).	762	
272	Empowering Rural Communities: NHPC's Vibrant CSR Initiative for Sustainable Futures in Meerpur and Beladi-Salhapur Villages, Haridwar District, Uttarakhand.	4921	
273	Gram Sethu Project in Nettithod, Ayyankunnu, Kannur, Kerala	600	
274	Construction of 03 nos. Community Halls in 3 villages of Krishna District, Andhra Pradesh.	7843	
	<b>Total=</b>	<b>1802255</b>	



## Independent Practitioners' Reasonable Assurance Statement

To,  
The Director  
NHPC Limited  
Corporate Office, Sector-33,  
Faridabad (HR) – 121003, India

SR Asia is an international organization specializing in third-party assurance of sustainability disclosures, including sustainability reports prepared under GRI, CDP, IFRS Sustainability Disclosure Standards, CSRD and TCFD recommendations. Our assurance services ensure the accuracy, reliability, and credibility of ESG data and narratives, enabling stakeholders to trust the reported information. Backed by Accountability UK licensing, we combine rigorous methodologies with deep technical expertise evaluating climate-related financial disclosures, verifying carbon and water data, and assessing alignment with global reporting frameworks to help organizations demonstrate transparency, manage risks, and enhance their sustainable performance.

### Scope of Work

SR Asia was engaged by NHPC Limited (the 'Company') to conduct an independent assurance of the sustainability disclosures in the Business Responsibility and Sustainability Report (BRSR) Core at Annexure-1 (called 'Assured Sustainability Information' (ASI-1)) as per SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated 12th July 2023 for the reporting period from 01.04.2024 to 31.03.2025.

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core (Annexure-1) have been prepared in accordance with the reporting criteria (refer table below).

Assured Sustainability Information (ASI) subjected to assurance	Period subject to assurance	Assessment criteria
BRSR Core (refer Annexure 1)	01.04.2024 to 31.03.2025	<ul style="list-style-type: none"> <li>Guidance notes for BRSR format and BRSR Core issued by SEBI</li> <li>ISAE 3000 (Revised) &amp; ISAE3410 Regulation 34 (2) (f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)</li> </ul>

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers, professionals of environmental and social aspects.

We do not express an assurance opinion on information in respect of any other information included in the BRSR report for FY 2024-25 or linked from the Sustainability Information or from the Annual Report 2025, including any advertisement, claims, images, audio files or embedded videos.

### Intended use or purpose

The ASI and our Reasonable assurance statement are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and related references necessarily required for preparing the report.

The management of the Company acknowledge and understand their responsibility for:

- Designing, implementing and maintaining internal controls relevant to the preparation of the BRSR report that is free from material misstatement, whether due to fraud or error;
- Selecting or establishing suitable criteria for preparing the report, taking into account applicable laws and regulations, if any, related to reporting, identification of key aspects, engagement with stakeholders, content, preparation and presentation in accordance with the reporting criteria;
- Disclosure of the applicable criteria used for preparation of the relevant report/statement;
- Preparing/properly calculating the data and figures in accordance with the reporting criteria;



- Ensuring the reporting criteria is available for the intended users with relevant explanation;
- Establishing subjective targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- Responsible for providing the details of the management personnel who takes ownership of the disclosures in the report;
- Ensuring compliance with law, regulation or applicable contracts;
- Making judgments and estimates that are reasonable in the circumstances;
- Identifying and describing any inherent limitations in the measurement or evaluation of information subject to assurance in accordance with the reporting criteria;
- Preventing and detecting fraud;
- Selecting the content of the BRSR report, including identifying and engaging with intended users to understand their information needs;
- Informing us of other information that will be included with the BRSR report.

### **Inherent limitations in preparing the Assurance statement**

- Certain parameters or BRSR Core metrics depend on quantification models, assumptions, or conversion factors, which introduce limitations in data estimation.
- Obtaining sufficient appropriate evidence cannot eliminate these limitations entirely.
- Our assurance team used hybrid mode for data verification and validation and visited all departments at corporate office in Faridabad, Haryana and conducted an online review of BRSR Core data for five power stations.

### **Our responsibilities**

We are responsible for:

- Planning and performing the engagement to provide reasonable assurance on the sustainability disclosures in BRSR Core. This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist within the BRSR Core or its supporting documents.
- Forming an independent opinion based on the procedures performed and evidence obtained.
- Reporting our reasonable assurance opinion to the Directors of NHPC Limited.
- SR Asia expressly disclaims any liability for decisions made based on this assurance statement.

### **Exclusions**

Our assurance engagement excludes and does not provide an opinion on:

- Any operations of NHPC other than those specified in the "Scope of Assurance."
- Qualitative or quantitative data outside ASI-1.
- Data and information beyond the reporting period (i.e. outside 1 April 2024 to 31 March 2025).
- Statements reflecting opinion, belief, aspiration, expectation, aim, or future intentions.

### **Summary of the work we performed as the basis for our opinion**

We exercised professional judgment and maintained professional skepticism throughout the engagement.

Procedures were designed and performed to obtain evidence sufficient and appropriate to support our reasonable assurance opinion.

### **Reasonable assurance opinion**

To form our opinion, we:

- Obtained an understanding of internal controls relevant to the information subject to assurance, solely to design appropriate procedures (not to express an opinion on control effectiveness).
- Assessed the data and disclosures made by NHPC in preparing the information subject to reasonable assurance.
- Evaluated the appropriateness of reporting policies and quantification methods used, as well as the reasonableness of estimates made by NHPC.
- Assessed the overall presentation of the information subject to reasonable assurance.



## Conclusion

In our opinion, NHPC's BRSR Core parameters for FY 2024-25 covering reporting and declaration of ESG metrics from operations within the defined boundary and period are prepared in accordance with the applicable criteria.

## Statement of independence, impartiality, and competence

None of the assurance team members have, directly or indirectly, any business relationship with NHPC Limited.

<b>ASI-1 BRSR Core Metrics</b>	
<b>Assured Sustainability Information</b>	<b>Type of Assurance</b>
P6 E7- Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7 - Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E3- Provide details of total water consumption	Reasonable
P6 E3- Provide details of water consumption intensity	Reasonable
P6 E4- Provide details of water discharged by destination and levels of treatment	Reasonable
P6 E1- Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1- Details of total energy mix (e.g., % renewable vs. % non-renewable)	Reasonable
P6 E1- Details of energy intensity	Reasonable
P6 E9- Provide details related to waste generated by category of waste	Reasonable
P6 E9 provide details of waste intensity	Reasonable
P6 E9- Provide details related to category of waste generated, total waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9 - For each category of waste generated, total waste disposed by nature of disposal method	Reasonable
P3 E 1(c)- Spending on measures towards well-being of employees and workers –cost incurred as a % of total revenue of the company	Reasonable
P3 E11 – Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Reasonable
P5 E3(b) – Details of gross wages paid to females as % of wages paid	Reasonable
P5 E7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P8 E4- Input material sourced from following sources as % of total purchases-Directly sourced from MSMEs/ small producers and from within India	Reasonable
P8 E5- Job creation in smaller towns- wages paid to persons employed in smaller towns as % of total wage cost.	Reasonable
P9 E7 – Provide details of instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable
P1 E8- Number of days of accounts payable	Reasonable
P1 E9- Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable

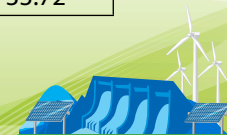
Birendra Raturi  
Director /Team Lead  
Social Responsibility Asia (SR Asia)  
Date: 23th June 2025  
Place: New Delhi India



**NHPC BRSR Core Metrics**  
**For Financial Year 2024-25**

Sr. No.	BRSR Core Parameters			
1	<b>Green-house gas (GHG) footprint</b>			
	<b>Parameter</b>	<b>Unit</b>	<b>FY 2025</b>	<b>FY 2024</b>
1.1	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent (MtCO <sub>2</sub> e)	4016	4130
1.2	Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MtCO <sub>2</sub> e	41528	38,684
	<b>Total Scope 1 and Scope 2 emission</b>	<b>MtCO<sub>2</sub>e</b>	<b>45577</b>	<b>42815</b>
1.3	<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<b>MtCO<sub>2</sub>e / ₹ Crore</b>	<b>5.06</b>	<b>5.10</b>
1.4	<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<b>MtCO<sub>2</sub>e / Int. Dollar in Crore</b>	<b>104.62</b>	<b>114.22</b>
2	<b>Water Footprint</b>			
2.1	<b>Water withdrawal by source (in kilolitres)</b>			
	<b>Parameter</b>	<b>Unit</b>	<b>FY 2025</b>	<b>FY 2024</b>
	(i) Surface water	kL	773858	700358
	(ii) Groundwater	kL	886690	763,112
	(iii) Third party water	kL	25292	27665
	(iv) Seawater / desalinated water	kL	-	-
	(v) Others	kL	743	619
	<b>Total volume of water withdrawal (I + ii + iii + iv + v)</b>	kL	1686583	1491754
	<b>Total volume of water consumption</b>	kL	1686583	1491754
2.2	<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	<b>kL/ ₹ Crore</b>	<b>187.52</b>	<b>177.66</b>
	<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>kL/ Int. Dollar in Crore</b>	<b>3874.11</b>	<b>3979.85</b>
2.3	<b>Water Discharge by destination and levels of Treatment</b>			
	<b>Parameter</b>	<b>Unit</b>	<b>FY 2025</b>	<b>FY 2024</b>
	(i) To Surface water		-	-
	- No treatment	kL	80,924	12,192
	- Treated through an STP on premises	kL	157274	58687
	(ii) To Groundwater		-	-
	- No treatment	kL	-	-
	- Treated through an STP on premises	kL	63562	42075
	(iii) To Seawater		-	-

Sr. No.	BRSR Core Parameters			
	Parameter	Unit	FY 2025	FY 2024
	- No treatment	kL	-	-
	- Treated through an STP on premises	kL	-	-
	(iv) Sent to third parties		-	-
	- No treatment	kL	-	-
	- Treated through an STP on premises	kL	-	-
	(v) Others		-	-
	- No treatment	kL	-	167009
	- Treated through an STP on premises	kL	7425	76124
	<b>Total water discharged</b>	<b>kL</b>	<b>349185</b>	<b>356087</b>
3	<b>Energy Footprint</b>			
	Parameter	Unit	FY 2025	FY 2024
	<b>From renewable sources</b>			
	Total electricity consumption (A)	GJ	703454	735973
	Total fuel consumption (B)	GJ	-	-
	Energy consumption through other sources (C)	GJ	-	-
	Total energy consumed from renewable sources (A+B+C)	GJ	703454	735973
	<b>From non-renewable sources</b>			
	Total electricity consumption (D)	GJ	2,00978	194501
	Total fuel consumption (E)	GJ	50239	50,532
	Energy consumption through other sources (F)	GJ	-	-
	<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>251217</b>	<b>245033</b>
3.1	<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>954671</b>	<b>981006</b>
	<b>% of energy consumed from renewable sources</b>	<b>%</b>	<b>73.7%</b>	<b>75.0%</b>
3.2	<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	<b>GJ/ ₹ Crore</b>	<b>106.14</b>	<b>116.84</b>
	<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>GJ/ Int. Dollar in Crore</b>	<b>2192.90</b>	<b>2617.23</b>
4	<b>Embracing circularity</b>			
	Parameter	Unit	FY 2025	FY 2024
	<b>Total waste generated (in metric tonnes)</b>			
	Plastic waste (A)	MT	4.00	6.07
	E-waste (B)	MT	9.03	6.23
	Bio-medical waste (C)	MT	1.55	2.28
	Construction and demolition waste (D)	MT	24124.40	579.25
	Battery waste (E)	MT	1.96	9.48
	Radioactive waste (F)	MT	-	-
	Other Hazardous waste. Please specify, if any. (G)	MT	5.00	33.72



Sr. No.	BRSR Core Parameters			
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	MT	1644.53	1705.08
	<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>MT</b>	<b>25790.47</b>	<b>2342.11</b>
	<b>Waste intensity per rupee of turnover</b> (Total waste generated /Revenue from operations)	<b>MT/ ₹ Crore</b>	<b>2.867</b>	<b>0.279</b>
	<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/ Revenue from operations adjusted for PPP)	<b>MT/ Int. Dollar in Crore</b>	<b>59.24</b>	<b>6.248</b>
	<b>Waste intensity in terms of physical output</b>		Not Applicable	
	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
	<b>Category of waste</b>			
	(i) Recycled	MT	1.69	69.47
	<b>Recycled waste Intensity</b>		-	3%
	(ii) Re-used	MT	-	0.57
	<b>Reused waste Intensity</b>		-	0%
	(iii) Other recovery operations	MT	-	0.01
	<b>Other Recovered waste Intensity</b>		-	0%
	<b>Total</b>	<b>MT</b>	<b>1.69</b>	<b>70.05</b>
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
	<b>Category of waste</b>			
	(i) Incineration	MT	0.32	0.39
	<b>Incinerated waste Intensity</b>		-	-
	(ii) Landfilling	MT	238.47	355.63
	<b>Landfilled waste Intensity</b>		1%	15%
	(iii) Other disposal operations	MT	25,152	1,853.72
	<b>Other disposal operations- waste Intensity</b>		98%	79%
	<b>Total</b>	<b>MT</b>	<b>25390.79</b>	<b>2209.74</b>
<b>5</b>	<b>Enhancing Employee Wellbeing and Safety</b>			
5.1	<b>Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company</b>			
	<b>Parameter</b>		<b>FY 2025</b>	<b>FY 2024</b>
	Cost incurred on well- being measures as % of total revenue of the company		1.73%	1.44%
5.2	<b>Details of safety related incidents for employees and workers</b>			
	<b>Safety Incident/Number</b>	<b>Category</b>	<b>FY 2025</b>	<b>FY 2024</b>
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0	0
	Total recordable work-related injuries	Employees	0	1
		Workers	0	2
	No. of fatalities	Employees	0	0
		Workers	0	3
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	1



Sr. No.	BRSR Core Parameters		
<b>6</b>	<b>Enabling Gender Diversity in Business</b>		
6.1	<b>Gross wages paid to females as % of total wages paid by the entity</b>		
	<b>Parameter</b>	<b>FY 2025</b>	<b>FY 2024</b>
	Gross wages paid to females as a % of Total wages	9.74%	10.03%
6.2	<b>Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013</b>		
	<b>Parameter</b>	<b>FY 2025</b>	<b>FY 2024</b>
	Total Complaints reported under Sexual Harassment on women at Workplace (Prevention and Redressal) Act, 2013 (POSH)	0	0
	Complaints on POSH as a % of female employees/ workers	0	0
	Complaints on POSH Upheld	0	0
<b>7</b>	<b>Enabling Inclusive Development</b>		
7.1	<b>Input material sourced from following sources as % of total purchases</b>		
	<b>Parameter</b>	<b>FY 2025</b>	<b>FY 2024</b>
	Directly sourced from MSMEs/ small Producers	56.12%	55.74%
	Directly from within India	100%	100%
7.2	<b>Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost</b>		
	<b>Parameter</b>	<b>FY 2025</b>	<b>FY 2024</b>
	Rural	51.73%	51.58%
	Semi-urban	4.95%	5.24%
	Urban	10.44%	11.41%
	Metropolitan	32.88%	31.77%
	Note: Categorization as per RBI Classification System – rural / semi-urban / urban / metropolitan		
<b>8</b>	<b>Fairness in Engaging with Customers and Suppliers</b>		
8.1	<b>Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events</b>		
	Number of instances of data breaches	Nil	
	Percentage of data breaches involving personally identifiable information of customers	Nil	
	Impact, if any, of the data breaches	Nil	
8.2	<b>Number of days of accounts payable</b>		
	<b>Particulars</b>	<b>FY 2025</b>	<b>FY 2024</b>
	Number of days of accounts payables	81.03	82.25
<b>9</b>	<b>Open-ness of business</b>		
	<b>Particulars</b>	<b>Metrics</b>	<b>FY 2025</b>
	<b>Concentration of purchases</b>	a. Purchase from trading houses as % of total purchases	Not applicable
		b. Number of trading houses where purchases are made from	
		c. Purchase from top 10 trading houses as % of total purchases from trading house	



Sr. No.	BRSR Core Parameters			
	<b>Concentration of sales</b>	a. Sales to dealers/ distributors as % of total Sales	Not applicable	
		b. Number of dealers/ distributors to whom sales are made.		
		c. Sales to top 10 dealers / distributors as % of total sales to dealers/ distributors		
	<b>Share of RPTs</b>	a. Purchases (Purchases from Related parties/ Total purchases)	12.97%	11.24%
		b. Sales (Sales to related parties/ Total Sales)	0.60%	1.09%
		c. Loans and advances (Loans and advances given to related parties/ Total loans and advances)	100%	100%
		d. Investments (Investments in related parties/ Total investments made)	100%	100%

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 Director /Team Lead  
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