

एनएमडीसी



NMDC

एन एम डी सी लिमिटेड NMDC Limited

(भारत सरकार का उद्यम) (A GOVT. OF INDIA ENTERPRISE)

पंजीकृत कार्यालय : 'खनिज भवन', 10-3-311/ए, कैसल हिल्स, मासाब टैंक, हैदराबाद - 500 028.
Regd. Office : 'Khanij Bhavan' 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028.
नैगम पहचान संख्या / Corporate Identity Number : L13100TG1958 GOI 001674

No. SEA202627041

6th September 2026

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001 <u>Scrip ID: 526371</u>	National Stock Exchange of India Limited Exchange Plaza, C- 1,Block G, Bandra-Kurla Complex, Bandra (East), Mumbai – 400051 <u>Scrip ID: NMDC</u>	Calcutta Stock Exchange Limited 7, Lyons Range, Murgighata, Dalhousie, Kolkata, West Bengal – 700001 <u>Scrip ID : 24131</u>
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26.

Ref: Regulation 34 of SEBI (LODR) Regulations, 2015.

Dear Sir / Madam,

Pursuant to Regulation 34 of the SEBI (LODR) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company along with Independent Practitioner's Assurance Report issued by Bureau Veritas (India) Private Limited for the Financial Year 2025-26.

The said Report is also uploaded on the website of the company as part of the Annual Report at the link: [NMDC Annual Report 2025-26](#)

This is for your information and records please.

Thanking you,

Yours faithfully,
for NMDC Limited

**ANIKET
KULSHRESHTHA**

Aniket Kulshreshtha
Company Secretary & Compliance Officer

Encl:- As above.

ANNEXURE-IV

Business Responsibility and Sustainability Report FY 2025-26

Section A: General disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L13100TG1958GOI001674
2	Name of the Listed Entity	NMDC Limited
3	Year of incorporation	1958
4	Registered office address	Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028
5	Corporate address	Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028
6	E-mail	ims@nmdc.co.in
7	Telephone	040-2353 8757
8	Website	http://www.nmdc.co.in/
9	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchanges of India Limited (NSE), Calcutta Stock Exchanges Ltd.
11	Paid-up Capital	INR 879,18,17,550 as on 31 st March 2026
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Aniket Kulshreshtha Company Secretary Tel: 040-23538757 Email ID: cs@nmdc.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures contained in this Business Responsibility and Sustainability Report (BRSR) have been prepared on a standalone basis and in accordance with the requirements of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. The reporting boundary for FY 2025–26 comprises the Company's operational locations and corporate establishments included within the scope of BRSR reporting. Accordingly, the reporting boundary includes: • Iron Ore Mines at Kirandul, Bacheli and Donimalai; • Diamond Mine at Panna; • Pellet Plant at Donimalai; • Corporate Office and R&D Centre at Hyderabad; and • Regional Offices at Bengaluru, Delhi and Raipur. The following locations have been excluded from the reporting boundary: • Sponge Iron Unit, Paloncha; • Lalapur Silica Sand Project, Lalapur;

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(continued)

- Regional Offices at Visakhapatnam, Ranchi, Mumbai, Kolkata and Bhubaneswar; and
- Office at Hazaribagh, Sydney and Dubai.

During FY 2025–26, the Sponge Iron Unit, Paloncha and Lalapur Silica Sand Project remained non-operational. The regional offices at Visakhapatnam, Ranchi, Mumbai, Kolkata and Bhubaneswar and the office at Hazaribagh, Sydney and Dubai supported limited representative, liaison, business development and marketing activities and have therefore been excluded from the reporting boundary for the reporting period.

Unless otherwise stated, all quantitative and qualitative information disclosed in this BRSR pertains exclusively to the locations included within the reporting boundary described above.

14	Name of assurance provider	Bureau Veritas (India) Pvt. Ltd.
15	Type of assurance obtained	Reasonable Assurance on BRSR Core attributes as per ISAE 3000 (revised)

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	Mining of iron ore	Mining of Iron Ore. NMDC produced over 53 MTPA of iron ore from its major iron-producing units i.e., from Donimalai Iron Ore Mines, Donimalai in Karnataka; Bailadila Iron Ore Mines, Kirandul and Bailadila Iron Ore Mines, Bacheli in Chhattisgarh.	78.35
2	Trading	NMDC undertook trading of Hot Rolled (HR) Coils sourced from NMDC Steel Limited under a strategic business arrangement.	12.55

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	Iron Ore	07100	78.35
2	Pellets	07100	9.06
3	HR Coil	24105	12.55
4	Wind Power	35105	0.02

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7*	11**	18
International	0	2	2

*Three Iron Ore Mines (Kirandul, Bacheli and Donimalai), one Diamond Mine (Panna), One Pellet plant (Donimalai) are within the reporting boundary.

**Operational offices at Hyderabad, Bangalore, Raipur, Delhi and R&D facility at Hyderabad are considered within the reporting boundary.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	3

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

3.60%

c. A brief on types of customers

NMDC serves customers namely Business to Government (B2G), Business to Business (B2B) and Business to Customer (B2C) customers meeting their resource requirements across the value chain. Majority of the customers are steel manufacturers.

IV. Employees

20. Details as at the end of Financial Year (FY2025-26)

a. Employees and workers (including differently abled)

S. No.	Particulars	FY 2025-26				
		Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
EMPLOYEES (executives)						
1	Permanent (D)	1546	1468	95%	78	5%
2	Other than Permanent (E)	54	48	89%	6	11%
3	Total employees (D + E)	1600	1516	95%	84	5%
WORKERS (non-executives)						
4	Permanent (F)	4184	3888	93%	296	7%
5	Other than Permanent (G)	4916	4285	87%	631	13%
6	Total workers (F + G)	9100	8173	90%	927	10%

b. Differently abled Employees and workers

S. No.	Particulars	FY 2025-26				
		Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	18	17	94%	1	6%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	18	17	94%	1	6%

Business Responsibility and Sustainability Report FY 2025-26 *(continued)*

S. No.	Particulars	FY 2025-26				
		Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	88	82	93%	6	7%
5	Other than Permanent (G)	3	3	100%	0	0%
6	Total differently abled workers (F+G)	91	85	93%	6	7%

21. Participation/Inclusion/Representation of women

Representative Stakeholder	Total (A)*	No. and percentage of Females (B)	
		No (B)	% (B / A)
Board of Directors	11	0	0
Key Management Personnel	6**	0	0

* Disclosure as on 31st March 2026

**KMP includes 5 whole time Directors who are also part of Board of Directors. Director (Finance) is also the CFO of the company and hence is counted as 1KMP.

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25		
	(Turnover rate in current FY)			(Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total
Turnover rate for Permanent Employees (%)	4.71	7.59	4.85	4.75	0	4.51
Turnover rate for Permanent Workers (%)	2.76	1.01	2.64	2.75	0.68	2.6

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

23. 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	Legacy Iron Ore Ltd, Australia.	Subsidiary	92.84	No
2	J&K Mineral Development Corporation Ltd.	Subsidiary	95.86	No
3	Karnataka Vijayanagar Steel Ltd.	Subsidiary	100	No
4	NMDC-SARL, Madagascar	Subsidiary	100	No
5	NMDC CSR Foundation	Subsidiary	100	No
6	Kopano-NMDC Minerals (pty.) Ltd. South Africa	Joint Venture	50	No
7	Jharkhand National Mineral Development Corporation Ltd.	Joint Venture	60	No
8	NMDC-CMDC Ltd.	Joint Venture	51	No

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)
9	Bastar Railway Pvt. Ltd.	Joint Venture	52	No
10	Romelt-SAIL (India) Ltd.	Associate	25	No
11	International Coal Ventures Pvt. Ltd.	Associate	25.94	No
12	Krishnapatnam Railway Company Ltd.	Associate	6.40	No
13	Chhattisgarh Mega Steel Ltd.	Associate	26	No

VI. CSR details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in INR.) – INR 31,553.7 Crore

(iii) Net worth (in INR.) – INR 33,835.6 Crore

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 the web-link for grievance redressal policy)	FY2025-26			FY2024-25		
		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 Communities may raise their grievances through CPGRAMS (https://pgportal.gov.in/)	160	7	As a Government of India PSU, all grievances are handled through CPGRAM.	86	0	As a Government of India PSU, all grievances are handled through CPGRAM.
Investors (other than shareholders)	NMDC does not have investors other than shareholders	0	0	-	0	0	-
Shareholders	Yes https://www.nmdc.co.in/investors/shareholder-redressal-contact	19	0	-	6	0	-

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(continued)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide the web-link for grievance redressal policy)	FY2025-26			FY2024-25		
		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 https://www.nmdc.co.in/cms-admin/Upload/Whistleblower_Policy/d979de3c69604574969ff666b-b5eb7a1_20210928090922943.pdf	3	0	-	0	0	-
Customers	Yes https://darpan.nmdc.co.in/nmdc-crm/	40	2	-	19	0	-
Value Chain Partners (Suppliers)	Yes https://vim.nmdc.co.in/velocious-portal-app/ Further, MSME value-chain partner may use Champions portal. https://champions.gov.in/MSME-Ministry/issues_and_problems_enterprise/Register_complaint_grievance.htm	4	4	All complaints received during the year are resolved. The pending complaints are from prior years	15	4	-
Other (Vigilance)	Yes https://www.nmdc.co.in/vigilance/overview	288	7	-	234	4	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Ethics & Compliance	Risk	NMDC operates as a Central Public Sector Enterprise in a highly regulated mining sector involving environmental clearances, public procurement and multi-stakeholder oversight. This exposes the Company to risks related to regulatory non-compliance, corruption and governance lapses, which may impact its license to operate, stakeholder trust and access to capital.	1. Structured vigilance mechanism under Chief Vigilance Officer (CVO) 2. Enforcement of Code of Conduct, ESG Code and Supplier Code of Conduct 3. Whistleblower framework with protected reporting channels 4. Periodic vigilance audits, preventive checks and compliance reviews 5. Mandatory ethics, anti-corruption and ESG training for employees and Board	Negative financial implication: 1. Non-compliance with applicable laws, regulations and internal ethical standards may result in penalties, fines and legal liabilities, adversely affecting the Company's financial performance. 2. Instances of ethical misconduct or compliance lapses could lead to reputational damage, which may impact stakeholder confidence, investor perception and future business opportunities. 3. Strengthening compliance systems and aligning with evolving regulatory and governance requirements may require additional investments in training, monitoring and internal controls, leading to increased operational costs.

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(continued)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Biodiversity & Land Management	Risk	Environmental impacts caused by mining activities lead to habitat loss and degradation. Strict regulatory requirements demand compliance to avoid legal penalties and operational shutdowns. Increasing public concern over environmental conservation heightens reputational risks that could impact NMDC's social license to operate. Poor management can increase rehabilitation costs, cause community conflicts and reduce climate resilience, threatening operations.	1. NMDC has put in place its Biodiversity Policy and is committed to a net positive impact. 2. Collaborates with State Forest Departments and works to restore biodiversity for each operational unit. 3. Implements land reclamation and rehabilitation using structures like buttress walls, garland drains and check dams to stabilize barren land and prevent erosion. 4. Has in-situ conservation facilities such as deer parks to support biodiversity. 5. Monitors ecological health and promotes conservation through wildlife management programs, maintaining biodiversity records and awareness initiatives. 6. Ensures compliance with environmental laws, including conducting Environmental Impact Assessments (EIA) and following Environmental Management Plans (EMP).	Negative financial implication: 1. Non-compliance with environmental regulations can potentially result in significant fines and penalties. 2. Land reclamation and habitat restoration require significant investment in infrastructure such as buttress walls, garland drains and check dams to stabilize and restore affected areas. 3. Biodiversity loss can trigger conflicts with local communities and environmental groups, potentially impacting the operations and finances of the company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Community Relations	Opportunity	NMDC operates in remote and tribal regions where community acceptance is critical for operational continuity. Weak stakeholder engagement can lead to social conflicts, project delays and reputational risks affecting the Company's social license to operate.	1. Structured CSR programs aligned with local needs (health, education, livelihood) 2. Formal stakeholder consultation and grievance redressal mechanisms 3. Local employment and skill development initiatives 4. Continuous community engagement through outreach programs 7. Improves community connectivity through targeted infrastructure projects.	Positive financial implication: 1. By supporting skill development and employment initiatives, NMDC contributes to the economic empowerment of local communities. 2. By investing in community development projects, NMDC enhances its reputation as a socially responsible entity. 3. Strong community relations help NMDC secure and maintain its social license to operate, reducing the risk of conflicts that might impact its activities. This can lead to smoother operations and cost savings by minimizing disruptions and ensuring stable operations.
4	Health, Safety & Well-being	Risk	Mining is a high-risk sector involving heavy machinery, blasting and geotechnical hazards. Ineffective safety management can result in serious incidents, regulatory action and operational shutdowns, directly impacting productivity and workforce well-being.	NMDC aims for zero accidents. For this, it is undertaking several initiatives: 1. Comprehensive HIRA (Hazard Identification & Risk Assessment) framework 2. ISO 45001-aligned safety management systems 3. Periodic safety audits, inspections and risk reviews 4. Behavior-based safety training and emergency preparedness drills	Negative financial implication: 1. Non-compliance with health and safety regulations can potentially result in significant legal penalties and fines. 2. Health and safety breaches can potentially lead to litigation, which can be expensive and timeconsuming. 3. Health and safety incidents can potentially lead to operational disruptions, affecting productivity and financial performance.

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(continued)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Energy & GHG Management	Opportunity	NMDC is exposed to both physical climate risks (such as extreme weather events, heat stress and rainfall variability) and transition risks arising from evolving regulatory requirements, carbon pricing and decarbonisation policies. These risks can impact asset performance, logistics and long-term business strategy. Mining operations are inherently energy-intensive, involving extraction, beneficiation and material handling processes that contribute to direct (Scope 1), indirect (Scope 2) and significant Scope 3 emissions, particularly from transportation and downstream activities. The increasing focus of regulators, investors and global frameworks on climate transition and carbon efficiency elevates exposure to compliance and cost risks. At the same time, improving energy efficiency and reducing emissions present opportunities for cost optimisation, operational resilience and access to sustainable financing, aligning with India's net-zero commitments and evolving ESG expectations.	- Expansion of renewable energy (solar and wind installations) - Conduct of site-level climate risk assessments and implementation of disaster management and climate resilience frameworks - Energy audits and efficiency improvement programs - Adoption of low-carbon logistics (rail transport, slurry pipelines) - Deployment of energy monitoring systems and digital dashboards - Integration of climate considerations into business strategy and long-term planning, supported by the development of a net-zero and decarbonisation roadmap.	Positive financial implication: - Managing energy efficiently enhances NMDC's reputation as an environmentally responsible company. This can improve stakeholder trust and attract investors who prioritize sustainability, potentially leading to increased business opportunities. - By optimizing energy consumption and integrating renewable energy sources, NMDC can achieve significant cost savings. - Proactively managing GHG emissions and energy use helps NMDC comply with environmental regulations, avoiding potential fines and legal penalties.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Human Capital Management	Opportunity	A skilled and capable workforce is critical for the safe, efficient and continuous operation of mining activities, which involve complex processes, heavy equipment handling and high-risk environments. The increasing adoption of automation, digitalisation and advanced mining technologies further amplifies the need for a workforce with enhanced technical skills, adaptability and safety awareness. In this context, effective human capital management is essential to ensure workforce engagement, retention and productivity, particularly in remote mining locations where talent availability and continuity may pose challenges. Investments in employee capability development, well-being and engagement contribute to operational efficiency, innovation and long-term business resilience, while reducing costs associated with attrition, recruitment and training.	1. Engage employees through bespoke digital and in-person learning and development programs, regular performance evaluations, appraisals and support during transitions. 2. Skill upgradation training to both executives and nonexecutives, ensuring that employees are equipped with the necessary skills to meet evolving business needs. 3. By providing consistent feedback, educational programs and initiatives aimed at employee wellbeing.	Positive financial implication: 1. By investing in training and development programs, NMDC enhances employee skills and capabilities, leading to increased productivity. 2. Effective human capital management improves employee satisfaction and retention rates, reducing the costs associated with recruiting and training new employees. 3. A welltrained and motivated workforce fosters innovation, leading to the development of new processes and solutions that can enhance NMDC's competitiveness in the market.

→ Business Responsibility and Sustainability Report FY 2025-26

(continued)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Additionally, fostering a positive workplace culture and employee value proposition supports NMDC's positioning as an employer of choice, enabling it to attract and retain talent critical to its growth strategy in a competitive and evolving mining sector.		
7	Circularity & Waste Management	Opportunity	Mining generates significant waste streams, including overburden, tailings and low-grade ore. NMDC enhances operational efficiency by utilizing tailings, reusing process water and reducing reliance on raw inputs. Efficient utilization of these materials is essential for reducing environmental impact and improving resource recovery. These efforts lower disposal and input costs while aligning with tightening environmental regulations.	1. NMDC blends lowgrade ore with highgrade ore along with adoption of beneficiation to maximize resource efficiency and reduce waste. 2. Implementation of tailings management systems 3. Hazardous waste such as used oil is responsibly recycled through authorized agencies. 4. Biomedical and other specialized wastes are carefully segregated and disposed of via certified treatment facilities to ensure compliance. 5. Waste is managed in structured dump sites with retaining walls to prevent erosion and protect nearby water bodies. 6. NMDC is enhancing its tracking systems for waste items such as filters, batteries and tires.	Positive financial implication: 1. Blending lowgrade with highgrade ore in pellet production reduces reliance on raw materials and lowers production costs. 2. Careful collection, segregation and recycling of waste can reduce environmental impact and generate additional revenue for the company. 3. Strong waste monitoring and compliance practices help NMDC avoid legal fines and financial risks tied to regulatory violations.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Water Management	Risk	Mining operations require significant volumes of water for ore processing, beneficiation and dust suppression, making water management a critical operational dependency. NMDC operates in regions where water availability may be constrained and is subject to stringent regulatory requirements, increasing exposure to compliance risks. Non-compliance with applicable water regulations may result in legal action, financial penalties and reputational damage, impacting the Company's license to operate. Additionally, excessive or inefficient water use has the potential to impact local communities and surrounding ecosystems, leading to stakeholder concerns and social risks, particularly in water-stressed areas. From an operational perspective, water scarcity or inadequate water management practices may disrupt mining activities, affecting production continuity. Furthermore, ineffective water planning and conservation measures may reduce the Company's resilience to climate-related risks, including variability in rainfall and water availability.	1. Conducts regular water audits and periodic assessments of water quality to ensure efficient water use and compliance with environmental standards. 2. Processing plants feature Zero Liquid Discharge at few facilities, which prevent any liquid waste from being released into the environment, thereby minimizing water pollution and conserving water resources. 3. Well constructed rainwater harvesting structures are implemented across projects to store and reuse rainwater for operations, reducing dependency on external water sources. 4. NMDC has established Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) to treat industrial discharge and domestic sewage, respectively. 5. NMDC has constructed a 30 lakh cubic meter capacity reservoir at its processing site in Panna to store runoff water, meeting the demands of NMDC, nearby villages and the Panna Tiger Reserve.	Negative financial implication: 1. Noncompliance with water management regulations, especially in waterstressed areas, can result in significant fines and penalties. 2. Inefficient water management can potentially lead to operational disruptions, affecting productivity and financial performance. Water scarcity or mismanagement can potentially halt operations, leading to financial losses due to downtime and reduced output. 3. Any perceived or actual lapses in water management can impact NMDC's reputation, affecting its social license to operate and stakeholder trust. This can result in decreased investor confidence and potential loss of business.

➔ **Business Responsibility and Sustainability Report FY 2025-26**
(continued)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Accordingly, water management is identified as a material issue due to its direct impact on regulatory compliance, operational continuity, stakeholder relations and long-term sustainability.		

Impact materiality conducted in FY 24-25.

Section B: Management and process disclosures

[illegible]

4 Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 (mapped to NGRBC Principle 9): - Donimalai Iron Ore Mines, Donimalai - Bailadila Iron Ore Mines, Kirandul - Bailadila Iron Ore Mines, Bacheli - Diamond Mining Project, Panna ISO 14001 (mapped to NGRBC Principle 6): - Donimalai Iron Ore Mines, Donimalai - Bailadila Iron Ore Mines, Kirandul - Bailadila Iron Ore Mines, Bacheli - Diamond Mining Project, Panna ISO 45001 (mapped to NGRBC Principle 3): - Donimalai Iron Ore Mines, Donimalai - Bailadila Iron Ore Mines, Kirandul - Bailadila Iron Ore Mines, Bacheli - Diamond Mining Project, Panna SA 8000 (mapped to NGRBC Principles 3, 5): - Donimalai Iron Ore Mines, Donimalai - Bailadila Iron Ore Mines, Kirandul - Bailadila Iron Ore Mines, Bacheli - Diamond Mining Project, Panna
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of adopting formal ESG commitments. However, by virtue of operating in mining sector, the company emphasizes technological advancements and innovation to promote environmental sustainability. Below are few key objectives, apart from ensuring compliance, that are embedded in NMDC's operations: - Improvement in energy efficiency - Enhance renewable energy usage - Ensure mine operations with minimal habitat disturbance - Improve water use efficiency - Ensuring zero harm to ensure the safety and wellbeing of our workforce.
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Objectives and targets for Environmental Management System (EMS), Occupational Health and Safety (OHS) and Quality Management System (QMS) are being driven at individual mines, however there are no formal specific commitments, goals and targets at a Company-level. Hence, there is no formal mechanism to monitor the performance of specific commitments, goals and targets.

(continued)

S No	Governance, leadership and oversight																		
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)					Please refer to the Chairman's message to the shareholders at the beginning of the Report.													
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy / (ies).					Shri Amitava Mukherjee Chairman & Managing director DIN: 08265207 Email ID: cmd@nmdc.co.in													
9	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.					Yes. While the Board-level Committees, including the Sustainability & CSR Committee, Risk Management Committee and Stakeholders Relationship Committee, provide oversight on sustainability-related matters, the Board has also approved the constitution of an ESG Committee to oversee the implementation of the Company's ESG Policy. The ESG Committee is chaired by Shri Joydeep Dasgupta, Director (Production) [DIN: 10837095] and comprises Heads of Departments from the Corporate Office representing key functional areas. The Committee is responsible for coordinating the implementation of the ESG Policy, monitoring the progress of ESG initiatives and performance, facilitating cross-functional coordination, reviewing ESG-related matters and driving the integration of environmental, social and governance considerations into the Company's business operations and decision-making.													
10. Details of Review of NGRBCs by the Company:																			
Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action						Yes									Annually				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances						Yes									Annually				
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		No																	

12 If answer to question (1) under Policy and Management Processes 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)	Not applicable								
The entity does not have the financial or / human and technical resources available for the task (Yes/No)	Not applicable								
It is planned to be done in the next financial year (Yes/No)	Not applicable								

*The ESG Policy covers most of the relevant principles. Other policies are available on the web-link: <https://www.nmdc.co.in/investors/policies-and-documents>

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmers held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	6	NMDC conducted training programmes for Directors covering Corporate Governance, fiduciary duties and responsibilities of Directors, regulatory frameworks of Board governance, roles and responsibilities of Directors, Code of Conduct, financial statements for better decision-making, Board Mentorship Programme, sustainability and ESG, NMDC production projects, CSR initiatives, R&D activities and Board in the Digital Age. These programs were aligned with NGRBC Principles 1 (Ethics, Transparency and Accountability), 2 (Sustainable Goods and Services), 6 (Environment), 8 (Inclusive Growth and Equitable Development) and 9 (Responsible Consumer and Stakeholder Value Creation).	36.36%
Key Managerial Personnel (KMP)	1	Corporate Governance Roadmap and Changing Business Trends (NGRBC Principle 1 – Ethics, Transparency and Accountability)	16.67%

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(continued)

Segment	Total number of training and awareness programmers held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Employees other than BoD and KMPs	379	Training programmes on Capacity Building, Managerial Skills, Skill Upgradation, Health & Safety, First Aid and Fire Fighting were conducted in alignment with NGRBC Principle 3 (Employee Well-being).	56.87
Workers	362	Training programmes on Capacity Building, Managerial Skills, Skill Upgradation, Health & Safety, First Aid and Fire Fighting were conducted in alignment with NGRBC Principle 3 (Employee Well-being).	39.65%

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):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine*	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil		Nil	Nil
Punishment	Nil	Nil		Nil	Nil

* The Company has received Notices levying fines on the Company for non-compliance with regard to composition of the Board and Statutory Committees in terms of SEBI (LODR) Regulations, 2015. Details of the same are mentioned in the Corporate Governance Report.

The Company has replied to BSE and NSE requesting waiver of fines on the grounds that, as a Central Public Sector Enterprise under the administrative control of the Ministry of Steel, Govt. of India and as per Articles of Association, the President of India acting through the controlling ministry is empowered to appoint all members to the Board of Directors. The letters/ emails received from BSE and NSE were placed before the Board of Directors of the Company in its meetings for their comments / advice. Comments / Advice made by the Board, if any, are informed to the exchanges.

The Company is regularly following up with Ministry of Steel, Govt. of India for appointment of requisite number of Independent Directors on the Board of the Company.

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	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.

No.

However, the Company has a zero-tolerance approach to bribery and corruption. While there is no standalone anti-bribery policy, the principles are embedded within the Company's Code of Conduct and Supplier Code of Conduct, applicable to employees, directors and business partners. These frameworks prohibit the offering or acceptance of any undue advantage, including gifts, hospitality, or facilitation payments, to influence business decisions. The Company is supported by a Vigilance Department, which oversees prevention, detection and investigation of corruption-related matters and promotes an ethical organizational culture in line with regulatory requirements.

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/c22fca51fb9e42019337e3caa8492ba2_20250304120048724.pdf
 (ESG Code of Conduct)

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/cdca006289ec487a957aab450d02fe4a_20250304120353815.pdf
 (Supplier Code of Conduct) <https://www.nmdc.co.in/vigilance/overview>

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints regarding conflict of interest:

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	Not Applicable	0	Not Applicable

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.

No complaints related to conflicts of interest have been reported, making this matter inapplicable.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	13.90	13.06

9. Open-ness of business

Provide details of concentration of purchase and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchase is made from	NIL	NIL
	c. Purchase from top 10 trading houses as % of total purchase from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers / distribution as % of total sales	NIL	NIL
	b. Number of dealers / distributions to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties / total purchases)	47.22 %	2.82 %
	b. Sales (Sales to related parties / total sales)	8.87 %	10.85 %
	c. Loans & Advances (Loans & Advances given to related parties / total loans & advances)	41.48 %	50.29 %*
	d. (Investments in related parties / total investments made)	99.99 %	99.99 %

*Restated due to change in accounting methodology

Leadership indicators

1. Awareness programmes conducted for value chain partners (VCP) on any of the principles during the financial year:

Total number of awareness programmes held for VCP	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
15	NMDC organized 15 Vendor Meets/Programs during the reporting period covering key topics such as quality standards, timely settlement of payables, ethical governance practices and adherence to SA8000 requirements. These initiatives promoted responsible business conduct across the supply chain and aligned with NGRBC Principles 1, 2, 3, 4 and 5 NMDC also conducted interactions with prospective Micro and Small Enterprise (MSE) entrepreneurs at Kirandul, Bacheli, Donimali and Panna mines, to create awareness of procurement opportunities and encourage their participation in bidding processes. The initiative aimed to promote inclusive growth, strengthen stakeholder engagement and facilitate equitable access to business opportunities in alignment with NGRBC Principles 1, 4 and 8	Procurement from MSE firms is 36.18% of total procurement value.

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, NMDC has processes in place to avoid/ manage conflict of interests involving members of the Board.

The entity has instituted well-defined policies and governance frameworks to identify, prevent and manage conflicts of interest involving members of the Board and Senior Management, in line with SEBI (LODR) Regulations and applicable statutory requirements.

The Company has a Board-approved Policy on Related Party Transactions (RPTs), which, inter alia, stipulates materiality thresholds and lays down a structured process for identification, review and approval of related party transactions. All RPTs are subjected to prior review by the Audit Committee, chaired by an Independent Director and are recommended to the Board for approval, as applicable.

Further, a Board-approved Code of Conduct for Directors and Senior Management requires avoidance of any situation that may give rise to an actual or potential conflict of interest with the Company's interests. All Directors and Senior Management personnel provide annual affirmations of compliance with the Code. A consolidated compliance declaration, signed by the Chief Executive Officer (CMD), forms part of the Corporate Governance Report.

Directors are required to periodically disclose their directorships, affiliations and other interests in external entities to the Board. In instances where a conflict or potential conflict arises with respect to any agenda item, the concerned Director abstains from participation in discussions and decision-making on the matter.

Weblink to relevant policies:

<https://www.nmdc.co.in/investors/policies-and-documents>

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(continued)

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.

Name of Element	FY 2025-26	FY 2024-25	Details of Improvements in environmental and social impacts
Research and Development (R&D)	3.2%	3.06%	NMDC has invested in the development of a microwave-assisted hydrogen-based iron ore reduction technology aimed at enabling a low-carbon ironmaking process. Technology seeks to replace conventional carbon-based reductants with hydrogen, thereby reducing carbon dioxide emissions associated with iron ore reduction. In addition, microwave-assisted heating is expected to improve energy efficiency through rapid and uniform heat transfer, resulting in optimized process performance and lower energy consumption. The anticipated environmental benefits include reduction in greenhouse gas emissions, lower dependence on fossil fuels, improved energy efficiency and reduced emissions of conventional air pollutants associated with traditional ironmaking routes. The project supports cleaner production practices and contributes to NMDC's efforts towards climate change mitigation and sustainable mineral processing
Capex	32.59%	28.80%	As part of its sustainability-driven CAPEX strategy, NMDC continues to invest in advanced technologies aimed at improving environmental and social outcomes across its mining operations. A key initiative in this direction is the development of slurry pipeline infrastructure for transportation of iron ore fines. To complement the existing Kirandul-Kothavalasa (K-K) railway system, NMDC has adopted slurry pipeline transport from its Bailadila mines. This system converts iron ore fines into a concentrated slurry, which is transported through pipelines to downstream processing facilities. At terminal locations, the slurry is filtered to produce pellet feed concentrate, subsequently used in pellet manufacturing for the iron and steel sector. This CAPEX initiative aligns with global best practices and delivers significant sustainability benefits. It minimizes land disturbance through underground pipeline infrastructure, reduces dependency on traditional logistics and supports lower Scope 3 emissions. The process also enables efficient utilization of low-grade fines and slimes, thereby reducing mineral wastage and promoting circular resource use. Additionally, the pipeline ensures reliable, weather-independent transportation, improving operational resilience and enabling accessibility from remote mining locations.

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

No. While a formal structured sustainable sourcing procedure is not currently in place, NMDC promotes responsible sourcing practices through contractual obligations, vendor expectations and periodic engagement with suppliers, including ensuring compliance with relevant legal requirements.

NMDC has established expectations for its suppliers through its Supplier Code of Conduct and governance frameworks, which emphasize adherence to all applicable legal and regulatory requirements, as well as internationally recognized human rights standards. Suppliers and contractors are required to ensure fair and humane working conditions, treat workers with dignity

and respect and actively prevent discrimination, harassment, forced labour and child labour.

The Company also supports the principles of freedom of association and collective bargaining and encourages ethical practices across its supply chain.

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

Not Available

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.

NMDC's primary product, iron ore, is sold as a raw material to downstream industries where it is transformed into various intermediate and finished products, making end-of-life tracking or product reclamation impractical. As a result, NMDC does not operate product take-back, reuse, recycling, or end-of-life reclamation programs for the end-of-life of its iron ore as product. The iron ore is used to make steel by the downstream industries and the steel scrap is reclaimed and recycled by the industries. However, NMDC has established processes for safe handling, recycling and disposal of the waste generated in its operations. These practices ensure regulatory compliance and support environmentally responsible operations.

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.

No.

EPR is not applicable, as the Company operates in mining of iron ore and does not manufacture products covered under EPR regulations.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of Total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was Conducted	Whether Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No). If Yes, Provide the Web-link
07100	Iron Ore	78.35%	Cradle to Gate	Yes	No

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
No	No	No

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(continued)

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
This is not applicable to iron ore as it is mined and processed.		

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable. NMDC's core operations involve extraction and processing of iron ore and the nature of products does not involve generation of plastic or packaging waste at a material level within operational boundaries.			Not applicable. NMDC's core operations involve extraction and processing of iron ore and the nature of products does not involve generation of plastic or packaging waste at a material level within operational boundaries.		
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable. NMDC's core operations involve extraction and processing of iron ore and the nature of products does not involve generation of plastic or packaging waste at a material level within operational boundaries.	

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 Executives (Executives):

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1468	1468	100%	1468	100%	0	0%	1468	100%	0	0%
Female	78	78	100%	78	100%	78	100%	0	0%	78	100%
Total	1546	1546	100%	1546	100%	78	5%	1468	95%	78	5%
Other than Permanent Employees											
Male	48	0	0%	0	0%	0	0%	0	0%	0	0%
Female	6	0	0%	0	0%	6	100%	0	0%	6	100%
Total	54	0	0%	0	0%	6	11%	0	0%	6	11%

b. Details of measures for the well-being of workers (Non-executives):

Category	% of Workers covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	3888	3888	100%	3888	100%	0	0%	3888	100%	0	0%
Female	296	296	100%	296	100%	296	100%	0	0%	296	100%
Total	4184	4184	100%	4184	100%	296	7%	3888	93%	296	7%
Other than Permanent workers*											
Male	4285	0	0%	0	0%	0	0%	0	0%	0	0%
Female	631	0	0%	0	0%	0	0%	0	0%	0	0%
Total	4916	0	0%	0	0%	0	0%	0	0%	0	0%

* Other than permanent workers are provided the aforesaid benefits through contractors.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	1.28%	1.63%

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	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	-	-	-	-	-	-
Others – (Medical Benefits, Pension)	100%	100%	Yes*	100%	100%	Yes*

* Pension benefits are provided to permanent employees and workers through NPS

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3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes.

All office premises are designed to be accessible to persons with disabilities, reflecting NMDC's commitment to fostering an inclusive workplace. The Company continues to upgrade its infrastructure to enhance accessibility across locations. Facilities such as designated washrooms, reserved parking spaces and ramps are provided to ensure ease of movement. In addition, offices are equipped with public announcement systems and sound-enabled elevators, supporting accessibility for visually impaired individuals.

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.

The Company is in the process of developing an Equal Opportunity Policy in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

However, the Company has incorporated its commitment to equal opportunity and non-discrimination within its ESG Policy and related governance frameworks. This policy also promotes fair treatment and inclusion, including for persons with disabilities. The Company endeavours to ensure non-discrimination in employment practices and comply with applicable legal requirements relating to equal opportunity.

NMDC is also a signatory to the United Nations Global Compact (UNGC), certified under SA 8000 and adheres to guidelines issued by the Department of Public Enterprises (DPE), Government of India.

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/fc66a8549c2b46fc9a7e97d9b9466102_20250304120119640.pdf

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

Particulars	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)	Details of mechanism
Permanent Workers	Yes	NMDC has established a grievance redressal framework applicable to all categories of employees and workers, including permanent and nonpermanent personnel.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	Individuals can raise concerns through multiple formal channels, including: - The Vigilance framework, overseen by the Chief Vigilance Officer (CVO), which addresses complaints related to misconduct, unethical practices and misuse of position (https://www.nmdc.co.in/vigilance/overview) - The Whistle Blower (Vigil) Mechanism, which enables reporting of concerns with provisions for confidentiality and protection against retaliation (https://www.nmdc.co.in/cms-admin/Upload/Whistleblower_Policy/d979de3c69604574969ff666bb5eb7a1_20210928090922943.pdf) - The Centralised Public Grievance Redress and Monitoring System (CPGRAMS) portal, accessible through the Company's website for lodging grievances electronically (https://pgportal.gov.in/) Internal administrative and HR channels, along with trade unions, at both unit and corporate levels These mechanisms facilitate the reporting of grievances related to workplace conditions, employment practices, or ethical concerns. Grievances are addressed through established processes with appropriate oversight.
Other than Permanent Employees	Yes	

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

Category	FY2025-26			FY2024-25		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1546	1546	100%	1591	1591	100%
Male	1468	1468	100%	1510	1510	100%
Female	78	78	100%	81	81	100%
Total Permanent Workers	4184	4184	100%	4086	4086	100%
Male	3888	3888	100%	3786	3786	100%
Female	296	296	100%	300	300	100%

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8. Details of training given to employees and workers

Category	FY2025-26					FY2024-25				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1468	512	34.88%	884	60.22%	1510	367	24.30%	525	34.77
Female	78	15	19.23%	43	55.13%	81	7	8.64%	12	14.81
Total	1546	527	34.09%	927	59.96%	1591	374	23.51%	537	33.75
Workers										
Male	3888	1263	32.48%	1111	28.58%	3786	1144	30.22%	1169	30.88
Female	296	19	6.42%	29	9.80%	300	13	4.33%	3	1.00
Total	4184	1281	30.64%	1140	27.25%	4086	1157	28.32%	1172	28.68
Workers (Other than Permanent)										
Male	4285	2298	53.63%	566	13.21%	4713	1028	21.81%	NA	NA
Female	631	28	4.44%	0	0%	622	0	0%	NA	NA
Total	4916	2326	47.31%	566	11.51%	5335	1028	19.27%	NA	NA

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

	FY2025-26			FY2024-25		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Permanent Employees						
Male	1468	1468	100%	1510	1510	100%
Female	78	78	100%	81	81	100%
Total	1546	1546	100%	1591	1591	100%
Permanent Workers						
Male	3888	3888	100%	3786	3786	100%
Female	296	296	100%	300	300	100%
Total	4184	4184	100%	4086	4086	100%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes

The Company has a Corporate Occupational Health and Safety (OHS) Policy, which is applicable to all employees and workers across its operations and is aligned with applicable statutory and regulatory health and safety requirements.

Further, all mines within the reporting boundary are certified to ISO 45001:2018 Occupational Health and Safety Management System as part of an Integrated Management System. This framework supports compliance with legal requirements and the

systematic identification, management and mitigation of workplace health and safety risks, while promoting adherence to established occupational health and safety standards.

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/7d68b67efeae49d49e4f5c35f31be067_20250304120018465.pdf

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

NMDC has established structured processes to identify work-related hazards and assess risks for both routine and non-routine activities across its mining operations.

For routine activities such as drilling, blasting, excavation and material handling, hazard identification and risk assessment are carried out through site-specific Safety Management Plans, Standard Operating Procedures (SOPs) and Job Safety Analysis (JSA). These processes take into account operational and environmental conditions, enabling the identification of hazards and implementation of appropriate control measures.

For non-routine and high-risk activities, including maintenance, shutdowns and emergency interventions, additional controls are applied through permit-to-work systems, task-specific risk assessments and supervisory approvals, ensuring risks are assessed prior to execution and managed effectively.

Risk identification and mitigation measures are further supported by periodic review mechanisms. Project audit teams conduct internal safety audits twice a year, ensuring a secure work environment by reviewing compliance and following up on audit findings. Additionally, all projects undergo quarterly equipment inspections and monitoring, overseen by dedicated teams to ensure operational stability and safety. These processes are part of NMDC's integrated safety management framework, supporting systematic identification, assessment and mitigation of occupational health and safety risks.

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

Yes.

NMDC has established processes for workers to report work-related hazards and unsafe conditions through supervisors, shift in-charge and site-level reporting mechanisms, where such concerns are formally recorded and addressed.

The Company's occupational health and safety framework, aligned with ISO 45001:2018, incorporates Hazard Identification and Risk Assessment (HIRA) methodologies and standard safety mechanisms commonly adopted in the mining sector. These include permit-to-work (PTW) systems for high-risk and non-routine activities, job safety analysis (JSA), toolbox talks, workplace inspections and Lock-out Tag-out (LOTO) procedures to ensure safe isolation of energy sources during maintenance and repair activities.

Workers are encouraged to proactively report unsafe conditions and are empowered to stop work and remove themselves from situations posing serious risk to their health and safety until appropriate controls are implemented, without fear of retaliation.

These processes are supported by periodic safety audits, equipment inspections, safety meetings and supervisory oversight, ensuring continuous monitoring and mitigation of occupational health and safety risks.

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

Yes.

NMDC provides access to non-occupational medical and healthcare services to its employees and workers across its operations. All major mining projects are supported by on-site hospitals and medical facilities, which cater to both occupational and non-occupational healthcare needs. These facilities also extend medical support to surrounding communities in nearby villages.

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(continued)

For employees at corporate offices and other non-mining locations, the Company has established arrangements with nearby hospitals and medical institutions to facilitate access to healthcare services.

These arrangements collectively enable employees and workers to avail non-occupational medical and healthcare services in line with the Company's health and welfare practices

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

Safety incident/ numbers	Categories	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.64	0.17
Total recordable work-related injuries	Employees	0	0
	Workers	7	0
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	2

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

NMDC has implemented measures to ensure a safe and healthy workplace across its operations through an occupational health and safety framework aligned with statutory requirements and ISO 45001:2018 standards.

Workplace hazards are identified and managed through Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) processes, supported by Standard Operating Procedures and application of the hierarchy of controls. Specific measures are implemented to address mining-related risks, including dust control systems and use of personal protective equipment.

Employee health is supported through Occupational Health Centres at operational sites, which facilitate medical surveillance through pre-employment and periodic health check-ups for employees and contract workers. The Company conducts pre-employment medical examinations as well as periodic health check-ups for employees and contract workers to monitor occupational and non-occupational health conditions. OHCs are equipped with diagnostic facilities such as audiometry, X-ray imaging and vision testing and medical records are maintained digitally for efficient monitoring and management.

These measures are supported by regular safety training, audits, inspections and emergency preparedness systems, enabling continuous monitoring and improvement of occupational health and safety performance.

13. Number of Complaints on the following made by employees (executives) and workers (non-executives)

	FY2025-26			FY2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

*All the operational mines within the reporting boundary were covered.

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.

During the reporting period, no significant safety-related incidents or material concerns arising from assessments of health and safety practices and working conditions were reported that required major corrective interventions.

NMDC Limited continues to manage occupational health and safety risks through established systems, including Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), periodic safety inspections, safety audits, incident investigations and management reviews.

Based on observations arising from routine inspections, audits and risk assessments, corrective and preventive measures are implemented, wherever required. These may include strengthening operational controls, reinforcing compliance with standard operating procedures, improving workplace safety practices and conducting targeted safety awareness and training programmes for employees and contractors.

The implementation and effectiveness of such actions are reviewed through the Company's safety management processes to support continual improvement in occupational health and safety performance.

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 (extended only to permanent employees)

Workers: Yes (extended to permanent workers)

NMDC provides life insurance and compensatory benefits to its employees and permanent workers in the event of death, in accordance with applicable service rules, statutory provisions and company policies. These benefits are designed to provide financial security and social protection to the dependents of the deceased.

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

NMDC ensures compliance by incorporating statutory obligations (including TDS, GST and other levies) in contracts with value chain partners and by undertaking periodic verification of relevant documents and filings. Non-compliance is addressed through defined contractual actions.

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

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/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY2024-25	FY 2025-26	FY2024-25
Employees	0	0	0	0
Workers	1	2	0	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.

NMDC complies with applicable Government of India regulations and guidelines, including those issued by the Department of Public Enterprises, as well as relevant labour laws governing retirement, separation and social security benefits.

The Company facilitates employee transition through retirement benefits, statutory social security provisions, training and skill development initiatives and voluntary retirement schemes and organizational guidelines as applicable. These measures support employees in managing career transitions, including retirement and separation.

The Company is also progressively aligning its practices with the applicable provisions of the labour codes, including the Code on Social Security, 2020 and the Industrial Relations Code, 2020, which aim to strengthen social security coverage and formalize separation processes. These frameworks are expected to further enhance support mechanisms for employee transitions and continued employability.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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.

Not Applicable

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

NMDC follows a structured and inclusive approach to identifying key stakeholder groups, guided by its Citizen's Charter and stakeholder engagement framework. The Company identifies stakeholders based on their impact on and interest in, its operations, including employees, communities, investors, regulators and business partners.

Stakeholder inputs are gathered through regular consultations, engagement initiatives and feedback mechanisms, which are considered in decision-making related to operations, strategy and sustainability. NMDC also engages with institutional investors through periodic interactions to share updates on business performance and future outlook.

The process is supported by ongoing compliance with legal, statutory and regulatory requirements, ensuring transparent and responsible stakeholder engagement.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and other regulators	No	Meetings with Central & State Governments, Ministry of Steel, Ministry of Mines, MoEFCC, MCA, IBM, DGMS; regulatory submissions; inspections; performance reporting	Need-based	Regulatory compliance, environmental and forest approvals, infrastructure and community development, adherence to mining laws and other statutory requirements
Employees	No	Industrial relations meetings, bipartite/tripartite discussions, collective bargaining, official communication, internal newsletters, surveys, grievance forums, training programmes	Quarterly	Employee engagement, job satisfaction, career growth, compensation & benefits, performance management, health & safety
Suppliers	Yes	Tender interactions, vendor meets, supplier engagement sessions, trade fairs, supplier relationship management systems	Quarterly	Vendor onboarding (including local suppliers), quality assurance, transparency, ethical practices, timely payments, integrity pact adherence
Customers	No	Customer meetings, industry forums, site visits, feedback systems, grievance redressal forums	Quarterly	Product quality & quantity, customer satisfaction, grievance handling, strengthening long-term relationships
Local Community	Yes	CSR initiatives, Gram Sabha meetings, public consultations/ hearings, project-level meetings, community events, needs assessments	Ongoing (Periodic/ Monthly)	Livelihoods, basic amenities, rehabilitation & resettlement, community development, environmental and social impact management
Industry Associations & Professionals	No	Membership forums, seminars, expert consultations, meetings with professionals and consultants	Annually	Industry development, regulatory awareness, best practices, market trends, technical and business alignment
NGOs / Civil society organizations	No	Partnerships, collaborations, grievance platforms, stakeholder consultations	Need-based	ESG alignment, sustainability initiatives, social development, human rights, environmental commitments

Business Responsibility and Sustainability Report FY 2025-26 *(continued)*

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Media	No	Press releases, interviews, public disclosures, media interactions	Need-based	Transparency, dissemination of information, corporate image, stakeholder awareness
Investors	No	Annual General Meetings, financial disclosures, investor calls, reports, shareholder interactions	Annually / Periodic	Financial performance, strategy, risk management, governance, sustainability initiatives

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.**

Yes.

NMDC has established processes for stakeholder consultation on economic, environmental and social topics through stakeholder engagement exercises, grievance mechanisms and materiality assessments.

Stakeholder interactions are primarily conducted at the functional and project levels by relevant departments and site-level management, with coordination by the Corporate Sustainability team. Inputs from employees, communities, regulators and other stakeholders are captured through these processes.

The feedback received is consolidated by the respective departments and escalated to senior management. Key issues and material topics are reviewed by the CSR and Sustainability Committee and are subsequently presented to the Board for consideration as part of strategic oversight, policy formulation and ESG disclosures.

During FY 2024–25, stakeholder consultations undertaken as part of the materiality assessment were used to identify priority ESG topics, which were considered in the Company's sustainability focus areas and reporting.

- 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 is used by NMDC to support the identification and management of environmental and social topics through structured engagement processes and periodic materiality assessments involving both internal and external stakeholders.

During FY 2024–25, stakeholder consultations undertaken as part of the materiality assessment exercise captured inputs from employees, communities, regulators and other stakeholder groups. Key concerns identified included environmental management, occupational health and safety and community development.

These inputs were considered in determining priority ESG topics and were reflected in the Company's focus areas, including strengthening environmental management practices, enhancing workplace safety measures and continuing community development initiatives in operational areas. The insights also informed updates and alignment of policies related to ESG, environment, human rights and occupational health and safety.

Stakeholder feedback and inputs obtained through Section A Question 25 in this report, is periodically reviewed by management and integrated into business strategies, risk management processes and sustainability initiatives, supporting alignment with regulatory requirements and stakeholder expectations.

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

NMDC engages regularly with vulnerable and marginalized stakeholder groups, particularly tribal communities, women, economically weaker sections and project-affected persons residing in and around its mining operations. Engagement is undertaken through Gram Sabha meetings, public consultations, village meetings, needs assessment surveys, interactions with Panchayati Raj Institutions, community representatives and local administration to understand community needs and concerns. Key concerns raised during these engagements include access to quality healthcare, education, safe drinking water, livelihood opportunities, road connectivity, skill development, sanitation and other basic infrastructure. Based on the inputs received, NMDC has implemented several targeted interventions through its CSR and Sustainable Development initiatives. The focus area wise and location wise CSR expenditure for the year 2025-26 can be accessed at following link.

https://www.nmdc.co.in/cms-admin/Upload/CSR_Expenditure_Previous_Year/78ac440523b64d15aead406ee8e9ac16_20260617110115452.xlsx

Principle 5: Businesses should respect and promote human rights

Essential indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (A)	No. employees / workers covered (B)	% (B / A)
Employees (executives)						
Permanent	1546	125	8.09%	1591	18	1.13%
Other than permanent	54	0	0%	0	0	0%
Total Employees	1600	125	7.81%	1591	18	1.13%
Workers (non-executives)						
Permanent	4184	745	17.81%	4086	107	2.62%
Other than permanent	4916	1069	21.75%	5335	657	12.31%
Total Workers	9100	1814	19.93%	9421	764	8.11%

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

2. Details of minimum wages paid to employees (executives) and workers (non-executives), in the following format:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1468	0	0%	1468	100%	1510	0	0%	1510	100%
Female	78	0	0%	78	100%	81	0	0%	81	100%
Other than Permanent										
Male	48	0	0%	48	100%	0	0	0%	0	0%
Female	6	0	0%	6	100%	0	0	0%	0	0%
Workers										
Permanent										
Male	3888	0	0%	3888	100%	3,786	0	0%	3,786	100%
Female	296	0	0%	296	100%	300	0	0%	300	100%
Other than Permanent										
Male	4285	0	0%	4285*	100%	4713	0	0%	4,713*	100%
Female	631	0	0%	631*	100%	622	0	0%	622*	100%

*Minimum wages + Special Relief for NMDC Production Project (SRNPP) + Food Coupons

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

a) Median remuneration/ wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR Lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR Lakhs)
Board of Directors (BoD)	5*	69	1**	58
Key Managerial Personnel	7	36	2	52
Employees other than BoD and KMP (Executives)***	1484	29	80	26
Workers	3979	18	304	10

*NMDC has considered only Functional Directors for the purpose of calculating median remuneration. Further, the Independent Directors were paid only sitting fees for attending meetings of the board and board level committees. No sitting fee is payable to Government nominee Directors.

**Superannuated during the reporting year.

*** Salary mentioned is only for permanent employees and workers.

	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	4.96%	4.55%

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

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

The Director (Personnel) has overall oversight for human rights matters within the Company. The General Manager (Human Resources), designated as the Public Grievance Redressal Officer, serves as the operational focal point for receiving and facilitating the resolution of employee and stakeholder grievances, including those relating to human rights, in accordance with the Company's policies and applicable laws.

Additionally, NMDC also operates under the broader oversight framework of statutory and constitutional bodies such as the National Human Rights Commission (NHRC), National Commission for Scheduled Castes (NCSC), National Commission for Scheduled Tribes (NCST), National Commission for Backward Classes (NCBC) and relevant Parliamentary Committees, where applicable and within their respective mandates.

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

NMDC Limited has established structured internal mechanisms to address grievances that may have human rights implications, in line with applicable laws, Government of India guidelines and the Company's internal policies and codes of conduct.

A formal grievance redressal system is implemented through the Personnel/HR function at the Corporate Office and at Unit/Project levels, enabling systematic receipt, review and time-bound resolution of employee concerns.

The Company's Vigilance framework, led by the Chief Vigilance Officer (CVO), along with the Board-approved Whistle Blower Policy, provides a secure and confidential channel for reporting concerns related to unethical conduct and workplace issues, with safeguards against retaliation.

In addition, statutory and targeted mechanisms are in place, including Internal Complaints Committees (ICCs) under the POSH Act, 2013, to address sexual harassment cases and designated Liaison Officers for SC/ST employees to address equality-related concerns.

Employees and stakeholders may also access external grievance platforms such as CPGRAMS, which supplement internal mechanisms.

Collectively, these mechanisms support the identification and resolution of grievances with potential human rights implications across the Company's operations.

→ Business Responsibility and Sustainability Report FY 2025-26

(continued)

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

	FY2025-26			FY2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	0	-	3	2	-
Discrimination at workplace	2	0	-	0	0	-
Child Labor	0	0	-	0	0	-
Forced Labor/Involuntary Labor	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:

	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	3
Complaints on POSH as a % of female employees / workers	0.1%	0.3%
Complaints on POSH upheld	1	Nil

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

NMDC Limited has established mechanisms to prevent adverse consequences to complainants in cases related to discrimination and harassment, in line with applicable laws, Government of India guidelines and internal policies.

The Company operates a Board-approved Whistle Blower Policy, which provides a secure and confidential reporting channel. The policy prohibits retaliation or victimization of complainants and ensures protection of identity. In accordance with Department of Public Enterprises (DPE) guidelines, the effectiveness of the Whistle Blower Mechanism is periodically reviewed by the Audit Committee.

Complaints received through the Vigilance framework are handled with strict confidentiality and the identity of complainants is protected. Where required, administrative safeguards, such as transfer or role reassignment, may be implemented to ensure the safety and well-being of complainants and witnesses.

Statutory and institutional mechanisms further support protection against adverse consequences, including:

- Internal Complaints Committees (ICCs) constituted under the POSH Act, 2013, with defined procedures and safeguards against retaliation for women employees;
- Formal grievance redressal systems across Corporate Office and Unit/Project levels to address workplace concerns in a structured and time-bound manner;
- SC/ST liaison mechanisms, including designated officers, to address concerns related to equality and prevent discrimination.

Collectively, these mechanisms ensure protection of complainants and enable fair, confidential and effective handling of grievances across the Company's operations.

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

Yes.

Human rights-related requirements are incorporated into NMDC Limited's business agreements and contracts through applicable laws, Government of India guidelines and the Company's internal codes and policies.

Contractual arrangements with contractors, suppliers and service providers require compliance with statutory provisions relating to labour practices, non-discrimination, health and safety and working conditions. These are implemented through standard terms and conditions, vendor guidelines and compliance obligations.

Certain operational units/mines are certified under SA8000 standards and relevant labour and workplace requirements are applicable to contractors operating at such locations.

These requirements are reinforced through the Company's Code of Conduct and oversight mechanisms across the value chain.

10. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – (OHS, Working Condition etc.)	100%

*All such locations are covered under the Company's policies, statutory compliance framework, internal control mechanisms, grievance redressal systems and periodic compliance reviews to ensure adherence to applicable laws and internal requirements relating to child labour, forced/involuntary labour, sexual harassment, discrimination at the workplace, wages and other employee welfare aspects.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant human rights risks or concerns were identified; hence, no corrective actions were required, with ongoing monitoring ensured through NMDC's established policies and vigilance mechanisms.

Leadership Indicators

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

During the reporting period, no human rights grievances or complaints were reported that required modification of existing business processes or introduction of new processes.

NMDC Limited has established grievance redressal mechanisms, stakeholder engagement processes and relevant policies to facilitate identification, reporting and resolution of concerns at an early stage. Accordingly, no material changes to business processes were necessitated as a result of human rights grievances during the reporting period.

The Company continues to periodically review its policies, procedures and controls to strengthen its human rights practices and ensure alignment with applicable legal and regulatory requirements.

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

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

NMDC Limited has not undertaken a standalone human rights due diligence exercise. However, human rights-related aspects are addressed through established systems embedded within its operations.

The Company ensures compliance with applicable laws and Government of India guidelines relating to labour practices, non-discrimination, occupational health and safety and working conditions. The scope of these mechanisms primarily covers employees and contractual workforce across operational locations.

Key processes include statutory compliance frameworks, formal grievance redressal systems, vigilance and whistle blower mechanisms and workplace policies governing employee conduct and welfare.

In addition, certain operational units/mines are certified under SA8000 and ISO management systems, which incorporate requirements relating to labour standards, workplace safety and ethical practices within their defined scope.

Collectively, these mechanisms support identification and management of human rights-related risks, although a formalised human rights due diligence process has not been implemented.

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?

NMDC Limited has taken measures to ensure accessibility for differently abled personnel at its office locations, in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016 and applicable Government of India guidelines.

Accessibility features such as ramps, designated parking spaces, accessible washrooms and elevators with audio/visual aids are available at office premises to support inclusive access.

Accessibility at operational/project sites is subject to site-specific infrastructure constraints and the Company continues to take steps to improve accessibility, wherever feasible, in line with applicable provisions.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	Nil
Discrimination at workplace	Nil
Child labor	Nil
Forced/involuntary labor	Nil
Wages	Nil
Others – please specify	-

NMDC has not undertaken any formal assessments of value chain partners. The Company expects all its value chain partners, including suppliers, contractors and service providers, to comply with all applicable laws, regulations and contractual obligations relating to occupational health and safety, labour practices and working conditions. The same is reflected in clauses of contracts. Compliance with these requirements is monitored through periodic site inspections, safety audits and performance reviews.

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

Not applicable.

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

Essential indicators

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

Parameter	Units	FY2025-26	FY2024-25
From renewable sources			
Total electricity consumption (A)	GJ	4,773	5,916
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	4,773	5,916
From non-renewable sources			
Total electricity consumption (D)	GJ	433,860	416,754
Total fuel consumption (E)	GJ	1,423,560	1,281,918
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	1,857,420	1,698,672
Total energy consumed (A+B+C+D+E+F)	GJ	1,862,193	1,704,588
Energy intensity per rupee of turnover (Total energy consumption/Revenue from operations in rupees) (GJ/INR)	GJ/INR	0.0000059	0.0000072
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	GJ/INR	0.0000013 ##	0.0000017 #
Energy intensity in terms of physical output**	GJ/T	0.035	0.039
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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, reasonable assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26)

* Energy intensity per USD of turnover adjusted for PPP = 1200.4 GJ/ Crore USD

** The energy intensity in terms of physical output for only iron ore is 0.031 GJ/Tonne

IMF PPP factor (20.66) as on March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2024- 25.

##IMF PPP factor (20.34) as on July 2026 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2025-26.

- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

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

Parameter	Units	FY2025-26	FY2024-25
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	9,204,822	8,352,227
(ii) Groundwater	KL	722,317	890,763
(iii) Third party water	KL	5,273	2,038
(iv) Seawater / desalinated water	KL	0	0
(v) Others (Municipal water)	KL	0	0
Total volume of water withdrawal (in kiloliters) (I + ii + iii + iv + v)	KL	9,932,412	9,245,028
Total volume of water consumption (in kiloliters)	KL	8,552,133	9,235,746*
Water intensity per rupee of turnover (Water consumed / turnover)	KL/INR	0.000027	0.000039
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	KL/INR	0.0000059 ##	0.0000095 #
(Total water consumption / Revenue from operations adjusted for PPP)			
Water intensity in terms of physical output	KL/T	0.16	0.21
Water intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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, reasonable assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26)**

*Restated for correct consistent representation

IMF PPP factor (20.66) as on March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2024- 25.

##IMF PPP factor (20.34) as on July 2026 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2025-26.

4. Provide the following details related to water discharged:

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With secondary treatment	915,196	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY2025-26	FY2024-25
iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
iv) Sent to third-parties		
- No treatment	15,181	9,282
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With secondary treatment	449,902	0
Total water discharged (in kilolitres)	1,380,279	9,282

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, reasonable assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26)**

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

Certain operations, such as the Kirandul Iron Ore Mine and Donimalai Iron Ore Mine as well as Deposit- 10/11A of the Bacheli Iron Ore Mine, primarily employ dry screening processes and therefore do not generate process effluent.

At the Panna Diamond Mining Project, wet processing is undertaken and water is recycled through tailings storage facilities and recirculation arrangements, enabling reuse of water within the process. Accordingly, the project operates under a Zero Liquid Discharge framework.

At applicable operational locations, the Company has implemented water management measures such as water recirculation systems, tailings management facilities, Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs), in accordance with operational requirements and applicable regulatory conditions.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25***
NOx **	KG/T	0.0076	0.0072
Sox *	KG/T	0.000011	0.000010
Particulate matter (PM) **	KG/T	0.0031	0.0030
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. **Yes, limited assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26)**

* SOx emission is calculated from the total diesel consumption (stationary and mobile) based on stoichiometric formula: Vol x Density x Sulphur Content x (64/32)

**The air emissions are estimated based on the total diesel consumption (stationary and mobile) and specific emission factors from AP 42, Fifth Edition, Volume I Chapter 3: Stationary Internal Combustion Sources | US EPA

***Recalculated based on assured data.

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

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

Parameter	Unit	FY2025-26	FY2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	112,805	103,482
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	85,567	84,202
Total Scope 1 and Scope 2 emissions	tCO ₂ e	198,372	187,684
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ INR	0.00000063	0.00000079
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e/ INR	0.00000014 ##	0.00000019 #
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*			
Total Scope 1 and Scope 2 emission intensity in terms of physical output**	tCO ₂ e/ MT production	0.0037	0.0042
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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, reasonable assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26).**

* Emission intensity per USD of turnover adjusted for PPP = 127.9 tCO₂e/ Core USD

** The Scope 1 & 2 emission intensity in terms of physical output for only iron ore is 0.0033 tCO₂e/tonne.

IMF PPP factor (20.66) as on March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2024- 25.

##IMF PPP factor (20.34) as on July 2026 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2025-26.

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

Yes.

NMDC Limited has undertaken initiatives to reduce greenhouse gas emissions through the adoption of renewable energy and energy efficiency measures.

The Company operates wind power installations at Chitradurga with a total installed capacity of 10.5 MW and has installed solar power systems across operational locations, including Donimalai, Kirandul and Bacheli mines, contributing to the use of clean energy in its operations.

In addition, NMDC undertakes energy audits and implements efficiency improvement measures to optimise energy consumption. The Company is also promoting lower-emission logistics through infrastructure such as slurry pipelines and rail-based transportation.

These initiatives collectively support the reduction of the Company's carbon footprint and align with its broader environmental sustainability objectives.

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

Parameter	FY2025-26	FY2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	99.40	0
Bio-medical waste (C)	19.85	18.15
Construction and demolition waste (D)	0	0
Battery waste (E)	81.04	413 (Nos)
Radioactive waste (F)	0	0
Other Hazardous waste (G) {Used Oil, Used filter}	269.15	248.3
Other Non-hazardous waste generated (H) {Metal Scraps, MS Metal Scraps, Tyre waste, Rubber waste, Steel cord, Nylon cord, Overburden, Mine tailings, STP Sludge, General waste}	21,355,905.61	13,851,237.5
Total (A+B+C+D+E+F+G+H)	21,356,375.05	13,851,504
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000068	0.000059
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000015 ##	0.000014 #
Waste intensity in terms of physical output (MT/T production)	0.40	0.31
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	350.42	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	350.42	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	8.99	0.30
(ii) Landfilling	7.43*	28.49
(iii) Other disposal operations	2,606.86	624.31
Total	2623.28	653.11

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, reasonable assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26)**

* During FY 2025-26, mining operations generated 210.84 Lakh tonnes of overburden and 2.68 Lakh tonnes of mine tailings. These materials were managed and placed within designated overburden dumps and tailings storage facilities in accordance with approved mine plans and applicable statutory and regulatory requirements.

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

IMF PPP factor (20.66) as on March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2024- 25.

##IMF PPP factor (20.34) as on July 2026 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2025-26.

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

NMDC Limited adopts structured waste management practices in line with applicable environmental regulations and Government of India guidelines.

Mining waste primarily comprises overburden and subgrade ore, which are systematically managed through designated waste dumps and stockpiles at operational sites. Stabilisation measures such as garland drains, toe walls and geo-coir matting are implemented to ensure environmental protection. Low-grade ore is preserved and utilised through blending and beneficiation initiatives, supporting resource conservation and reduction in waste generation.

Process-related waste, including tailings from beneficiation, is managed through tailing dams, with water recovery and reuse systems implemented to minimise discharge.

Hazardous wastes such as used oil, lubricants and contaminated materials are handled in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 and are disposed of through authorised recyclers.

Additional measures include sewage and effluent treatment plants, organic waste converters and biomedical waste management facilities at site hospitals, in compliance with applicable regulations.

These practices collectively support waste minimisation and environmentally sound disposal, while limiting the use and impact of hazardous substances in operations.

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
1	Panna, Madhya Pradesh (Near Panna Tiger Reserve, within the Gangau Wildlife Sanctuary)	Diamond Mining Project	Yes

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA No.	Notification	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Proposed Residential Towers Project by NMDC Limited in existing Donimalai Township, Narasingapur Village, Sandur Taluk, Ballari District, Karnataka submitted to Ministry vide proposal number SIA/KA/INFRA2/542722/2025 dated 29/11/2025	S.O. 1533, dated 14 Sept 2006 (EC 25C3801K-A5444343N)		22 Jan 2026	Yes	Yes	c72613c6125e4b2a83ee-b936040e5184_20260123151535641.pdf

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:

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Yes, Yes, the Company is compliant with the applicable environmental law/ regulations/ guidelines in India. No fine/penalty/action was initiated against the entity under any of the applicable environmental law/ regulations/ 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:

(i) Name of the area

Donimalai (Karnataka), Bengaluru (Karnataka), Panna (Madhya Pradesh), Hyderabad (Telangana), Delhi (Delhi), Raipur (Chhattisgarh)

(ii) Nature of operations

Donimalai Iron Ore Mines, Donimalai; Diamond Mining Project, Panna along with operational offices at Hyderabad, Bangalore, Raipur, Delhi and R&D facility at Hyderabad

→ Business Responsibility and Sustainability Report FY 2025-26

(continued)

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

Parameter	Units	FY2025-26	FY2024-25*
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	3,284,060	609,056
(ii) Groundwater	KL	722,317	677,536
(iii) Third party water	KL	5,273	617
(iv) Seawater / desalinated water	KL	0	0
(v) Others (Municipal water)	KL	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	KL	4,011,650	1,287,209
Total volume of water consumption (in kiloliters)	KL	3,081,273	1,279,064
Water intensity per rupee of turnover (Water consumed / turnover in INR)	KL/INR	0.000010	0.000005
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/INR	0.0000021 ##	0.0000013 #
Water intensity (optional) – the relevant metric may be selected by the entity (Physical output)	KL/T	0.06	0.03
Water discharge by destination and level of treatment (in Kilolitre)			
(i) Into Surface water			
- No treatment	KL	0	0
- With secondary treatment	KL	915,196	0
(ii) Into Groundwater			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	0	0
iii) Into Seawater			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	0	0
iv) Sent to third-parties			
- No treatment	KL	15,181	8,145
- With treatment – please specify level of treatment	KL	0	0
(v) Others			
- No treatment	KL	0	0
- With treatment – please specify level of treatment	KL	0	0
Total water discharged (in kilolitres)	KL	930,377	8,145

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, limited assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26)**

*Representation made consistent with FY 25-26, without change in disclosure.

IMF PPP factor (20.66) as on March 2025 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2024-25.

##IMF PPP factor (20.34) as on July 2026 has been used for calculation of intensity with respect to revenue adjusted PPP for FY 2025-26.

World Resources Institute (WRI) Aqueduct classification of water-stressed areas was used to select the sites to arrive at the data in the table for FY 2025-26 and FY 2024-25.

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

Parameter	Unit	FY2025-26*	FY2024-25*
Total Scope 3 emissions	tCO ₂ e	78,933,634	67,620,577
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/ INR	0.00025	0.00029
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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, limited assurance by Bureau Veritas (India) Pvt Ltd (for FY 2025-26)**

*Emission factors from IEA, USEPA and DEFRA 2025 have been used for calculation.

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.

The Panna Diamond Mining Project of NMDC Limited is located in proximity to the Panna Tiger Reserve, within the Gangau Wildlife Sanctuary. Mining operations in such areas may have direct impacts, such as land disturbance and habitat modification and indirect impacts including dust generation, noise, surface runoff and changes in local hydrology.

Prevention measures, as specified in Environmental Management Plans (EMP), include controlled blasting techniques to minimise vibration and noise, regular monitoring of air, water and noise quality and development of greenbelt areas to reduce dust dispersion. Surface water management practices, such as garland drains and check dams, are implemented to control runoff and prevent sedimentation in nearby water bodies. Water management practices, including reuse and recycling, are adopted to minimise freshwater withdrawal and discharge.

Additional measures include water conservation initiatives such as development of storage reservoirs at project locations, including at the Panna project, which support both operational needs and surrounding ecosystems. Efforts to reduce environmental disturbance are also supported through optimised infrastructure usage, including reduced reliance on road-based transportation where feasible.

The project is subject to periodic environmental monitoring and compliance reporting to statutory authorities in line with EC conditions. Biodiversity management is further guided by the Company's Biodiversity Policy, focusing on conservation, impact mitigation and responsible environmental management within operational areas.

Our Biodiversity Policy

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/9101fe306ab54e9b9645fe00588a8bb2_20250304115813346.pdf

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

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:

S. No	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Slurry Pipeline Project	NMDC operates six iron ore deposits in the Bailadila Sector of Chhattisgarh. To enhance iron ore evacuation, NMDC has taken up construction of slurry pipeline from Bailadila to Nagarnar at an estimated cost of INR 800 Crore. Currently, most iron ore production from Bailadila relies on the KK Railway line, which has limitations for transporting over 30 million metric tons per annum (MPTA). To reduce dependence on railways, NMDC adopted an alternative mode of evacuation -transporting iron ore fines in slurry form through the Slurry Pipeline Project. This approach also utilizes iron ore slimes by converting them into iron ore concentrate. The pipeline is laid underground, allowing existing activities to resume after completion. The project benefits the local population by creating employment opportunities.	To reduce the dust and particulate emissions during the transportation of ore as well as reducing scope-3 emissions of downstream transportation.
2	Rooftop Solar PV cells	NMDC's projects as well as HO use rooftop solar PV cells as a part of their energy consumption	Generated and consumed approximately 1.33 million units of solar power, contributing to reduction in grid electricity consumption and associated Scope 2 greenhouse gas emissions.
3	Green Development	Belt NMDC has proactively developed green spaces by planting trees in and around its operational zone. This initiative involved community consensus and guidance from district forest officers.	Improvement in green cover around operational areas and contribution towards environmental conservation and carbon sequestration.
4	Check Dams and garland drains	NMDC has made considerable efforts to strategically manage sediments, control red water discharge and mitigate soil erosion by constructing 27 check dams and garland drains	Conservation of surface runoff water, reduction in soil erosion and sediment runoff and support for groundwater recharge.

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

NMDC has established comprehensive project-specific Disaster Management Plans (DMPs) as part of its overall risk management framework. These plans are aligned with the National Disaster Management Plan, 2019 (NDMP2019), which emphasises prevention, mitigation, preparedness, response and recovery measures for disaster resilience.

NMDC's plans define roles and responsibilities of designated officials and are supported by regular training, mock drills and periodic reviews to ensure operational readiness across sites.

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.

NMDC Limited recognizes that activities within its value chain, particularly transportation of materials, contractor operations and procurement of goods and services, may have adverse environmental impacts such as emissions, dust generation, resource consumption and waste generation.

At present, no standalone assessment has been undertaken to quantify significant adverse environmental impacts across the entire value chain. However, potential risks are addressed through compliance-based controls, including adherence to applicable environmental laws by contractors and service providers as part of contractual obligations.

The Company promotes environmental awareness and responsible practices among value chain partners through regular interactions and engagement initiatives. Additional measures such as optimisation of logistics, including greater use of rail and pipeline transport where feasible, contribute to reduction of environmental impacts associated with transportation.

The Company continues to strengthen its approach towards identification and management of value chain environmental impacts in line with evolving regulatory expectations.

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

During this financial year, no environmental impact assessments were conducted for value chain partners.

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

a) By the Listed Entity Nil

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

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.

The number of affiliations with industry chambers and associations is 13.

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/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation of Indian Minerals Industry, New Delhi (FIMI)	National
2	Federation of Indian Chamber of Commerce and Industry, New Delhi	National
3	Skill Council for Mining Sector (SCMS)	National
4	Standing Conference of Public Enterprises, New Delhi	National
5	Mining Engineers Association of India (MEAI)	National
6	Confederation of Indian Industry (CII)	National
7	The Mining, Geological & Metallurgical Institute of India (MGMI)	National
8	Indian Iron and Steel Sector Skill Development Council	National
9	Indian Institute of Mineral Engineers (IIME)	National

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(continued)

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
10	Federation of Indian Export Organisation, Chennai	National
11	All India Management Association, New Delhi	National
12	The Associated Chambers of Commerce Industry of India	National
13	UN Global Compact	International

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
NA	NA	NA

Leadership indicators

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

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly / Others – please specify)	Web Link, if available
1.	Periodic Review of Government Employees for strengthening of administration under Fundamental Rule (FR) 56(j) and similar provisions-Sending of consolidated data (01.04.2024 to 31.03.2025)	Participation in meetings and e-mail communication	No	NA	NA
2.	ATR on Minutes of the Meeting of the Consultative Committee for the Ministry of Steel held on 12.12.2024 for discussion on 'Green Steel Transition in Indian Steel Sector	Participation in meetings and e-mail communication	No	NA	NA
3.	Progress updation of Swachhata Action Plan (SAP) for the financial year 2024-25	Communicating with the Ministry through emails and meetings whenever invited.	No	NA	NA
4.	Comments on Rationalization in classification of receipt of royalties	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
5.	Agenda of the 4 th Meeting of the Russian – Indian Working Group on Cooperation in the Coal Industry	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly / Others – please specify)	Web Link, if available
6.	Inputs regard to fixation of maximum permissible Annual Production (MPAP)	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
7.	Inputs in Scheme Guidelines and Operational framework of 'demand incentives' for E-Trucks under the PM E-DRIVE Scheme	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
8.	Inputs on Draft Note for the Cabinet Committee on Economic Affairs on auction of coal linkage without restriction on end use.	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
9.	Inputs on Inter-Ministerial Meeting regarding high-level meetings India & Australia	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
10.	Inputs on Updation of ECL modules in respect of Scheme for promotion of flagging of Merchant Ships in India	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
11.	Comments/Views on Extension of the Scheme for Promotion of Flagging of Merchant Ships in India	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
12.	Auction of Coal Linkage for Seamless, Efficient & Transparent Utilisation (CoalSETU) by creation of new window named "CoalSETU window" in the NRS Linkage Policy to utilise coal for any industrial use and export	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
13.	Inputs for 4 th meeting of the India-Russia Working Group on Cooperation in the Coal Sector	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA

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(continued)

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly / Others – please specify)	Web Link, if available
14.	Reform suggested for increase of Iron Ore and Steel Production	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
15.	Inputs on the matter related to Average Sale Price (ASP) for iron ore slimes	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
16.	Matter related to exclusion of Slimes quantity from EC limits of respective mining leases.	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
17.	Submission of Data for Solarization of Rooftop under PM Surya Ghar: Muft Bijli Yojana	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
18.	Inputs on the Catalogue/inventory of laws, rules, regulations, certifications, etc. (MMDR Act) related to economic activities under Non-Financial Regulatory Reforms for discussion in High Level Committee	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
19.	Draft Chapter on “Review of Sustainability Status of CPSEs”	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
20.	Inputs on Auction of Coal Linkage for Seamless, Efficient & Transparent Utilisation (CoalSETU) by creation of new window named “CoalSETU window” in the Non-Regulated Sector (NRS) Linkage Policy to utilise coal for any industrial use and export	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
21.	Inputs on the Draft Concept Note on Incentive Scheme for Promotion of Critical Mineral Processing (Lithium & Nickel)	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly / Others – please specify)	Web Link, if available
22.	Inputs for Examination of “Demands for Grants (2026-27) pertaining to Ministry of Steel”	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
23.	Inputs on the proposed amendments to the MMDR Act, 1957,	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
24.	Comments on Proposed MMDR Amendment Bill, 2026 in relation to minerals specified under Part A of Schedule I, i.e. (Coal & Lignite)	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
25.	Inputs for Consultation on amendment of Mineral (Auction) Rules, 2015 for faster operationalization of mines	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA
26.	Saturation of Government Buildings with rooftop solar under PM Surya Ghar Muft Bijli Yojana (PMSG : MBY)	Communicating with the Ministry through emails and meetings whenever invited	No	NA	NA

NMDC actively supports and contributes to a wide range of public policy initiatives across multiple domains. These include the installation of rooftop solar systems under the PM Surya Ghar: Muft Bijli Yojana, promotion of solar energy adoption in government buildings and implementation of smart card-based systems.

The Company also aligns with national priorities by supporting initiatives such as the National Steel Policy, 2017, observing Indian Organ Donation Day and participating in programs like Vivad Se Vishwas and International Yoga Day.

Further, NMDC engages with key government platforms, including PRAGATI, National Infrastructure Pipeline (NIP) and the Central Information Commission (CIC) ecosystem. It also contributes to projects led by the Indian Council of Medical Research (ICMR) through its Corporate Social Responsibility (CSR) initiatives.

In the healthcare domain, NMDC emphasizes accessibility and quality by empaneling hospitals under the Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) and monitoring infrastructure readiness using the NIRMAL index.

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(continued)

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 current financial year

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
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During the reporting period, no Social Impact Assessment (SIA) was undertaken by NMDC Limited under the provisions of the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (RFCTLARR Act), as no projects involving land acquisition requiring such assessment were undertaken during the year. Accordingly, the requirement to disclose project-specific SIA details, including notification number, date and related information, is not applicable for the reporting period.

Separately, in line with the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014, the Company undertakes impact assessment of CSR projects, wherever applicable based on prescribed thresholds. However, no such impact assessments required disclosure during the reporting period.

2 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

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)
NA					

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

NMDC Limited addresses grievances of local communities through established stakeholder engagement practices at its operational locations.

At the project level, community concerns are addressed through interactions with site management and designated officials at mining locations. Community issues are typically received and addressed through ongoing engagement with local stakeholders, including village representatives and local authorities, as part of routine operational interface.

As a Central Public Sector Enterprise (CPSE), NMDC is part of the Government of India's Centralised Public Grievance Redress and Monitoring System (CPGRAMS), which serves as a common grievance redressal platform for all CPSEs. Accordingly, grievances received through CPGRAMS are addressed by NMDC as part of its overall grievance redressal framework, in compliance with prescribed government timelines and procedures.

Grievances may also be submitted through formal communication channels, including written representations to project offices or the Company's registered office, which are examined and addressed as per established administrative processes.

The Company's approach to community grievance redressal is primarily based on project-level engagement and externally available government grievance platforms, ensuring that concerns raised by communities are received and addressed through established and compliant mechanisms.

Link: [CPGRAMS-Home](#)

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

	FY2025-26	FY2024-25
Directly sourced from MSMEs/ small producers	36.18%	17.9*
Directly from within India	98.1%	100%

*Restated due to change in accounting methodology

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	FY2025-26	FY2024-25*
Rural	96.57 %	92.30%
Semi-urban	0.26 %	0.8%
Urban	0.53 %	1.2%
Metropolitan	2.64 %	5.7%

(Place to be categorized as per RBI classification system – rural/ semi-urban / urban / metropolitan)

*Disclosures for FY 2024-25 include only permanent employees and workers.

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):

Not Applicable

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

S. no	State	Aspirational District	Amount spent (INR) (Provisional)
1	Chhattisgarh	Dantewada	47,59,48,300.00
2	Chhattisgarh	Bijapur	5,24,84,000.00
3	Chhattisgarh	Sukma	21,20,000.00
4	Chhattisgarh	Bastar	5,84,90,000.00
5	Chhattisgarh	Kondagaon	64,30,000.00
6	Chhattisgarh	Narayanpur	87,10,000.00
7	Chhattisgarh	Kanker	66,77,000.00

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

Yes

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

- SC/ST MSEs – INR 663,700,000/-
- Women MSEs – INR 567,400,000/-

→ Business Responsibility and Sustainability Report FY 2025-26

(continued)

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

Total procurement made by value from SC/ST MSEs is INR 663,700,000/- i.e. 5.23% during FY 2025-26.

Total procurement made by value from Women MSEs is INR 567,400,000/- i.e. 4.47% during FY 2025-26.

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

S.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Nil

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

Name of authority	Brief of the Case	Corrective action taken
		Nil

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	NMDC Balika Shiksha Sahayog Yojana- Scholarship Scheme	8474	100%
2	NMDC Balika Shiksha Yojana	200	100%
3	NMDC Polytechnic College, Dantewada	126	100%
4	NMDC ITI, Dantewada	128	100%
5	NMDC ITI, Nagarnar	33	100%
6	NMDC Residential School at Nagarnar	431	100%
7	Operation of Astha Gurukul at Geedam	1255	100%
8	Operation of Saksham I & II special school for differently abled	200	100%
9	Choo lo Aasmaan- coaching to Boys & Girls for various National/State level Medical & Engineering entrance tests.	720	100%
10	Mid-day Meal Scheme	8000	100%
11	Free Medical treatment at Project Hospitals	154967	100%
12	Hospital on Wheels	37916	100%
13	Blindness Free Ballari	approx 15.50 lakhs	100%
14	Medical Technology Course (B.Sc. In allied health services at Apollo University, Chittoor)	90	100%
15	Skill development training to unemployed youth of Dantewada & Bastar (CIPET)	220	100%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential indicators

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

NMDC Limited has established mechanisms to receive and address consumer complaints and feedback, primarily through dedicated customer engagement platforms and operational interfaces.

The Company operates a customer relationship management platform (DARPAN), which enables customers to provide feedback on product quality, quantity, dispatch, logistics and other transaction-related aspects. Feedback received through this platform is reviewed and addressed by the Company through appropriate internal processes.

In addition, consumer concerns are also addressed through direct interaction with commercial and sales teams at operational locations and marketing offices, as part of routine business engagement with customers.

Customers may further submit their concerns through formal communication channels, including written representations to the Company's offices, which are examined and responded to in line with established procedures.

The Company's approach to handling consumer complaints is primarily based on structured customer interface mechanisms and operational engagement, supported by internal review processes.

Link- <https://darpan.nmdc.co.in/nmdc-crm/>

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

*Not applicable as the Company primarily produces iron ore, which is a bulk industrial raw material supplied to downstream steel manufacturers and does not directly reach end consumers.

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

	FY2025-26			FY2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	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*	40	2	-	19	0	-

* These are the customer complaints reported under Question 25 of Section A of the BRSR report.

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(continued)

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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.

NMDC Limited addresses cyber security and data privacy risks through its internal IT governance framework and control mechanisms.

As a Central Public Sector Enterprise (CPSE), the Company complies with applicable Government of India regulations, including the Information Technology Act, 2000 and directives issued by the Indian Computer Emergency Response Team (CERT-In).

While a standalone, enterprise-level cyber security or data privacy policy is not publicly disclosed in the Company's policy repository, certain website-level policies outlining information security and privacy practices are available in the public domain:

- Security Policy: <https://www.nmdc.co.in/security-policy>
- Privacy Policy: <https://www.nmdc.co.in/privacy-policy>

These website policies are limited in scope and do not constitute the Company's full internal cyber security or data protection framework.

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 / service

Not Applicable

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).

NMDC Limited provides access to information on its products and services through the following platforms:

- Official Website:

The Company's website serves as the primary source of information on its product offerings, including details of iron ore grades, pellets and associated technical specifications:

<https://www.nmdc.co.in/important-links/product-specifications>

- Customer Interface Platform (DARPAN):

NMDC has developed a customer interface portal (DARPAN) to facilitate interaction with registered customers for product-related transactions, requests and feedback:

<https://darpan.nmdc.co.in/nmdc-crm/>

- Procurement and Sales Information:

Details relating to procurement and sales processes, including procedures for purchase of iron ore and participation in e-auction mechanisms, are made available through the Company's website and official communications.

- Public Disclosures:

Information on production, sales performance and operational updates is disclosed through publicly available documents such as annual reports, stock exchange filings and investor presentations.

These channels provide access to information on the Company's products, services and related operations to stakeholders.

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

NMDC Limited operates predominantly in the B2B/B2G segment, supplying iron ore and related products to industrial users such as steel manufacturers. Accordingly, direct consumer-facing education on safe usage is not applicable. However, the Company supports safe and responsible usage of its products by providing detailed technical specifications, quality parameters and product characteristics through its website, contractual documentation and customer interactions. These inputs enable downstream industrial users to select appropriate material for their processes and operate within defined quality parameters, thereby supporting safe and efficient utilisation. As the products are used as industrial raw materials, responsibility for operational safety in usage lies with the downstream users and NMDC's role is primarily limited to ensuring accurate product information and consistency in supply.

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

NMDC Limited operates primarily in the B2B/B2G segment as a supplier of iron ore and related bulk raw materials and does not provide essential services directly to end consumers. Accordingly, the requirement relating to disruption of essential consumer services is of limited applicability.

However, potential disruptions in supply are communicated to customers through established commercial arrangements and operational interfaces. These include provisions within contractual terms, direct communication with customers, notifications issued in connection with e-auction processes and updates, where relevant, on the Company's official website.

Through these mechanisms, NMDC supports timely communication of relevant information to its customers in line with its commercial practices.

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 regarding 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)

Disclosure of Product Information Beyond Statutory Requirements: Yes

NMDC Limited provides product-related information beyond statutory requirements through its website and product documentation. This includes technical specifications such as Fe content, impurity levels (silica, alumina, phosphorus, sulphur) and size gradation of products (lumps, fines, pellets). Such information supports customers in understanding product characteristics and usage parameters.

Consumer Satisfaction Survey: No

NMDC Limited operates primarily in the B2B segment and does not have a formally documented, organization-wide consumer satisfaction survey framework. However, the Company receives customer feedback through ongoing engagement mechanisms, including the DARPAN customer interface platform, direct customer interactions and commercial interfaces at operational locations.

→ Business Responsibility and Sustainability Report FY 2025-26 (continued)

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT



To

The Board of Directors of NMDC Limited

Introduction and objectives of work

The Board of Directors of **NMDC Limited** (the 'Company' or 'NMDC') have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of the Company for the year ended March 31, 2026, including relevant information of the previous year disclosed in the BRSR.

Our scope of work consists of Reasonable Assurance on BRSR Core indicators and Limited Assurance for BRSR Non-Core Indicators in the BRSR Report, as described in the Securities and Exchange Board of India's (SEBI) vide Master Circular No. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026 dated January 30, 2026.

Opinion

Reasonable Assurance for 9 BRSR-Core Parameters (Refer to Annexure-1)

We have performed a Reasonable Assurance engagement on whether the Company's identified sustainability information i.e. BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026, has been prepared in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, guidance notes for BRSR format issued by SEBI.

In our opinion, the Company's BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 subject to reasonable assurance is prepared in all material respects, in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and basis of preparation as set out in Section A General Disclosures 13 of the BRSR Report for the year ended March 31, 2026.

The Company has established appropriate systems for the collection, aggregation, and analysis of quantitative data on all BRSR Core indicators.

Our opinion is not modified in respect of this matter.

Basis for opinion and summary of our work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's Internal Standards and Requirements for assurance of Sustainability Reports.

As part of its independent reasonable assurance engagement, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported.

The reporting boundaries considered for this reporting period are as follows:

Head Office:

NMDC Limited Regd. Office: 10-3-311/A Khanij Bhavan, Castle Hills, Masab Tank, Hyderabad - 500 028

Regional Office, New Delhi

NMDC Limited, Plate C, 5th floor, Block 2, NBCC office complex, East Kidwai Nagar, New Delhi-100023



Regional Office, Bengaluru

NMDC Limited, No 57, Kanakapura Road, Basavanagudi, Bengaluru- 560004

Global Exploration Center

NMDC Limited, Global Exploration center, Boriakalan, Raipur, Chhattisgarh- 492015

Site 1:

Bailadila Iron Ore Mine Kirandul Complex, P.O. Kirandul- 494556, Dist: Dantewada (Chhattisgarh).

Site 2:

Bailadila Iron Ore Mine Bacheli Complex, P.O. Bacheli -494553, Dist: Dantewada (Chhattisgarh)

Site 3:

Donimalai Iron Ore Mine Complex, Donimalai, Dist: Bellary - 583 118, Karnataka.

Site 4:

Diamond Mining Project, Majhgawan, Panna - 488 001 (MP)

In this process, we undertook the following activities:

- Assessment was conducted by means of 2 days of physical site visits at Bacheli mining complexes in Chattisgarh and remote verification of Kirandul Mining complex in Chattisgarh, Donimalai Mining complex in Karnataka and Diamond mining project at Panna, Madhya Pradesh and corporate office in Hyderabad (wherein remote data verification of all other regional offices were also done). Bureau Veritas interviewed personnel of NMDC Limited's including Environment, Health & Safety (EHS) team, HR, Finance and Accounts, Engineering, Purchase, Accounts and other relevant departments.
- The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas.
- The Company has submitted performance data on reported BRSR topics. The data pertaining to each location visited was assessed by Bureau Veritas through the process above described.
- Data on various BRSR attributes were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report for FY 2025-26.
- Review of Company's data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on the current best practice in independent assurance.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR Report. Our sole responsibility was to provide independent reasonable assurance on BRSR Core indicators stated in the BRSR report for the year ended March 31, 2026.



→ Business Responsibility and Sustainability Report FY 2025-26

(continued)

Our responsibility

We are responsible for performing Reasonable Assurance on the BRSR Core indicators, Limited Assurance of Non-Core Indicators in the BRSR Report of the company for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR report, are free from material misstatements, whether due to fraud or error, in accordance with the reporting requirements stated above. Our responsibility includes forming an independent opinion, based on the procedures performed by us and the evidence we have obtained, and reporting our reasonable assurance opinion on the BRSR Core indicators, Limited Assurance for Non-Core Indicators to the Directors of **NMDC Limited**.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by **NMDC Limited**'s and statements of future commitment.
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of **NMDC Limited** outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 198 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with **NMDC Limited**.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.



Shaping a World of Trust

Restriction on use of Our Report

Our Reasonable assurance report on BRSR Core Indicators, Limited Assurance for BRSR Non-Core Indicators have been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



Nagabhushan B B
Lead Assuror
Bureau Veritas (India) Private Limited
Hubballi, India
Date: 25-07-2026



Munji Rama Mohan RAO
Technical Reviewer
Bureau Veritas (India) Private Limited
Hyderabad, India
Date: 27-07-2026



Shaping a World of Trust

Business Responsibility and Sustainability Report FY 2025-26 (continued)

Annexure 1

Reasonable level of assurance is provided for following '9 Indicators included in BRSR-Core Attributes'

Sl. No	Attribute	Parameter	Verified Values for the FY 2025-26		
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	112805.00 M tCO ₂ e		
		Scope 2 Emissions	85,567.00 M tCO ₂ e		
		GHG Emission Intensity	0.0037 M tCO ₂ e per metric tonne of physical output		
		Total Water Consumption	8,552,133 kL		
2	Water Footprint	Water Intensity	0.16 KL per metric tonne of Physical output		
		Water Discharge	1,380,279 kL		
3	Energy Footprint	Total Energy Consumed	1,862,193 GJ		
		% from Renewable Sources	0.26%		
		Energy Intensity	0.035 GJ per metric tonne of Physical output		
4	Waste Management (Circularity)	Plastic waste: 0.0 MT			
		E-waste: 99.40 MT			
		Bio-medical waste: 19.85 MT			
		Construction and demolition waste: 0			
		Battery waste: 81.04 MT			
		Radioactive waste: 0			
		Other Hazardous waste: 269.15 MT			
5	Employee Wellbeing and Safety	Other Non-hazardous waste: 21,355,905.61 MT			
		Total Waste: 21,356,375.05 MT			
		Category-wise Waste Generation			
5	Employee Wellbeing and Safety	Waste Intensity & Recovery	0.40 MT per metric tonne of physical output		
		Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	1.28 %		
		Safety Incidents		Safety incident/ numbers	Categories



				Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0
				Total recordable work-related injuries	Workers	0.64
				No. of fatalities	Employees	0
				High consequence work-related injury or ill-health (excluding fatalities)	Workers	1
					Employees	0
					Workers	0
6	Gender Diversity	Wages Paid to Females	4.96 %			
		POSH Complaints	0.1%			
		Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	From MSMEs/ small producers: 36.18% From within India: 98.1%			
7	Inclusive Development	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Rural: 96.57 % Semi-urban: 0.26% Urban: 0.53% Metropolitan: 2.64 %			
		Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	NIL			
8	Customer & Supplier Fairness	Number of days of accounts payable	13.90			



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Ref: BV_NMDC Limited_BRSR_ 31107266

Business Responsibility and Sustainability Report FY 2025-26

(continued)

9	Business Openness	Related Party Transactions & Concentration	Parameter	Metrics	FY 2025-26
			Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL
				b. Number of trading houses where purchase is made from	NIL
				c. Purchase from top 10 trading houses as % of total purchase from trading houses	NIL
			Concentration of Sales	a. Sales to dealers / distribution as % of total sales	NIL
				b. Number of dealers / distributions to whom sales are made	NIL
				c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL
			Share of RPTs in	a. Purchases (Purchases with related parties / total purchases)	47.22 %
				b. Sales (Sales to related parties / total sales)	8.87 %
				c. Loans & Advances (Loans & Advances given to related parties / total loans & advances)	41.48 %
				d. (Investments in related parties / total investments made)	99.99 %

