



संदर्भ सं./Ref. No. **NH/CS/199**

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

Sub: Business Responsibility and Sustainability Report for the financial year ended 31st March, 2026

विषय: 31 मार्च, 2026 को समाप्त वित्तीय वर्ष के लिए व्यावसायिक उत्तरदायित्व और स्थिरता रिपोर्ट

Sirs/महोदय,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find **attached** the Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2026, which also forms part of the Annual Report of the Company for the financial year 2025-26 along with Independent Reasonable Assurance Statement provided by M/s JointValues ESG Services Pvt. Ltd.

This is for your information and record.

सेबी [सूचीबद्धता (लिस्टिंग) बाध्यताएँ और प्रकटीकरण अपेक्षाएँ] विनियम, 2015 के विनियम 34(2)(एफ) के अनुसार, 31 मार्च, 2026 को समाप्त वित्तीय वर्ष के लिए कंपनी की व्यावसायिक जिम्मेदारी और स्थिरता रिपोर्ट और मेसर्स JointValues ESG Services Pvt. Ltd. द्वारा प्रदान की गई Independent Reasonable Assurance Statement का **संलग्न** प्राप्त करे जो वित्तीय वर्ष 2025-26 के लिए कंपनी की वार्षिक रिपोर्ट का भी हिस्सा है।

यह आपकी जानकारी और रिकॉर्ड के लिए है।

धन्यवाद,

भवदीय,

संलग्न : उपरोक्तानुसार

(रूपा देब)

कंपनी सचिव

हरित ऊर्जा का सशक्त आधार



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NHPC Limited



NHPC Limited

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

Introduction to BRSR

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

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

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L40101HR1975GOI032564
2	Name of the Listed Entity	NHPC Limited
3	Year of incorporation	1975
4	Registered office address	NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
5	Corporate address	NHPC Office Complex, Sector-33, Faridabad, Haryana-121003 (India)
6	E-mail	brsr@nhpc.nic.in
7	Telephone	(0129) 2588110
8	Website	https://www.nhpcindia.com/
9	Financial year for which reporting is being done	1 st April 2025 to 31 st March 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited in India.
11	Paid-up Capital	₹ 1,00,45,03,48,050
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Sandeep Batra Designation: ED (Planning) Email Id: sandeepbatra@nhpc.nic.in Telephone Number: (0129) 2250111
13	Reporting boundary	Disclosures under this report are made on a Standalone Basis. ¹
14	Name of assessment or assurance provider	JointValues ESG Services Pvt. Ltd.
15	Type of assessment or assurance obtained	Reasonable Assurance

¹ Employee/worker data and relevant disclosures thereof have also been reported on NHPC standalone basis (including employees/workers deputed in JVs/Subsidiaries of NHPC). Accordingly, the data/disclosures for previous years have also been restated ensuring consistency with current reporting boundary.



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	Electric power generation	Power generation by hydro-electric power plants	94.18%
		Power generation by wind power plants	0.13%
		Power generation by solar power plants	0.35%
		Power trading business	0.17%
		Consultancy services	0.50%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Power generation by hydro-electric power plants	35101	94.18%

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	21 Hydropower plants (excluding 5 under construction) 2 Solar Power Project (excluding 6 under construction) 1 Wind Power Project	7	42
International	0	2	2

19. Markets served by the entity:

a. Number of locations

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

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

0.0027%.

c. A brief on types of customers

NHPC Limited, supplies electricity to various Distribution Companies (DISCOMs) including state-owned electricity utilities like State electricity distribution companies, State Power Departments, and Private distribution companies. In addition, NHPC provides a wide range of consultancy services (in the field of design and engineering, geotechnical investigations, construction, operations and maintenance, as well as renovation and modernization of hydropower projects). These services are extended to clients across both the public and private sectors, in domestic as well as international markets.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3841	3469	90%	372	10%
2.	Other than Permanent (E)	35	33	94%	2	6%
3.	Total employees (D + E)	3876	3502	90%	374	10%



S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	793	658	83%	135	17%
5.	Other than Permanent (G)	7799	6925	89%	874	11%
6.	Total workers (F + G)	8592	7583	88%	1009	12%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	127	117	92%	10	8%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	127	117	92%	10	8%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	6	6	100%	0	0%
5.	Other than permanent (G)	17	16	94%	1	6%
6.	Total differently abled workers (F + G)	23	22	96%	1	4%

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	0	0%
Key Management personnel	6²	1	16.67%

² Key Managerial Personnel includes Chairman & Managing Director, Whole-time Directors, Chief Financial Officer (CFO) and Company Secretary, where Director (Finance) & CFO are same. As Director (Finance) & CFO are one and the same person. Hence, he has been counted only as one.

22. Turnover rate for permanent employees and workers

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.76%	1.16%	2.61%	4.12%	2.47%	3.98%	1.74%	1.90%	1.75%
Permanent Workers	0.43%	0.70%	0.47%	0.48%	1.23%	0.60%	0.00%	0.00%	0.00%

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

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

S. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	NHDC Limited	Subsidiary	51.08%	No



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)
2	Chenab Valley Power Projects Limited	Subsidiary	58.16%	No
3	Bundelkhand Saur Urja Limited	Subsidiary	90.63%	No
4	Ratle Hydroelectric Power Corporation Limited	Subsidiary	51.00%	No
5	Jal Power Corporation Limited	Subsidiary	100%	No
6	NHPC Renewable Energy Limited	Subsidiary	100%	No
7	APGENCO NHPC Green Energy Limited (ANGEL)	Associate	50%	No
8	National High Power Test Laboratory Private Limited (NHPTL)	Associate	12.50%	No
9	Loktak Downstream Hydroelectric Corporation Limited	Subsidiary	74%	No

VI. CSR

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

(ii) Turnover (in ₹): 1,03,28,25,16,118

(iii) Net worth (in ₹): 3,99,72,27,68,035

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 web link for grievance redress Policy)	FY 2025-26			FY 2024-25		
		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, CPGRAMs web-portal of Govt. of India is being used for disposal of public grievances. The web link of CPGRAMs is: https://www.pgportal.gov.in/	200	0	All complaints were resolved satisfactorily	171	2	Complaints were resolved satisfactorily in FY 25-26
Investors (other than shareholders) ³	Yes. The details of contact person for the redressal of various grievances are provided in the link below https://www.nhpcindia.com/welcome/page/145	44	0	All complaints were resolved satisfactorily	28	0	All complaints were resolved satisfactorily



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web link for grievance redress Policy)	FY 2025-26			FY 2024-25		
		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
Shareholders ⁴	Yes. Shareholders can send their grievances to Company/ RTA directly through email/ letter. The shareholders can also lodge their grievances through SEBI SCORES portal, Stock Exchanges and SMART Online Dispute Resolution Portal (ODR). The details for grievance redressal for equity shares and bonds are provided in the link below: https://www.nhpcindia.com/welcome/page/145	74	0	All complaints were resolved satisfactorily	468	0	All complaints were resolved satisfactorily.
Employees and workers	Yes, NHPC has an Employee Grievance Redressal Policy, which is incorporated within its Citizen's Charter. Detailed information on the Grievance Policy and the associated procedures including details of contact person are available in the link provided below: Citizen's Charter	4	0	All complaints were resolved satisfactorily	7	1	Complaint was resolved satisfactorily in FY 25-26
Customers	Power Sector is a regulated market and the power sold to the customer and the tariff at which electricity is sold to the customer falls under the ambit of various Regulations issued by MoP, CERC and SERC under the powers conferred to them through Electricity Act, 2003 and amendments thereof. NHPC ensures compliance to these regulations in supplying of power to their customers from various power stations and strives to have cordial relationship with customers. Citizen's Charter	0	0	-	0	0	-



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web link for grievance redress Policy)	FY 2025-26			FY 2024-25		
		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
Value Chain Partners	Yes, Integrity Pact is being implemented in NHPC. Bidders may raise their grievances regarding tenders to Independent External Monitors (IEMs), if any. The details of IEMs are being provided in tender documents as well as available on the following web-link: Citizen's Charter	11	1	Complaint will be resolved in FY 26-27	14	1	Complaint was resolved satisfactorily in FY 25-26

NHPC has an Employee Grievance Redressal Policy, which is incorporated within its Citizen's Charter. Web-link for Citizen Charter containing Grievance Redress Policy is: <https://www.nhpcindia.com/assets/pzi-public/gallery/17815936230.pdf>

³ Data has been provided from Registrar & Share Transfer Agent (RTA) for Bonds in respect of consolidated grievances received such as non-receipt of Electronic Credit/ Interest Warrant/ Bonds.

⁴ Data has been provided by Registrar & Share Transfer Agent (RTA) for equity shares in respect of consolidated grievances such as non-receipt of dividend warrants, Stock Exchange Complaints, SEBI Complaints and Complaints received directly by Company/ RTA or through SEBI SCORES portal, Stock Exchanges and SMART Online Dispute Resolution Portal (ODR).

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

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

Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	Risk	The impact of climate change, including extreme weather events (floods, or reduced flow in rivers etc.) is considered as risk for hydropower as it may disrupt operations and in extreme case can damage infrastructure, leading to increased costs of restoration. Addressing these challenges is essential to reduce risk on business operation and support de-carbonation of energy sector.	NHPC proactively implements various risk mitigation approaches that also include GLOF and LLOF studies, Early Warning System etc. at all hydro projects under operation as well as under implementation has been established as an integrated system of hazard monitoring, forecasting, and prediction. Additionally, emission reduction measures (e-vehicles, Green Hydrogen), energy conservation measures are being undertaken towards climate change mitigation strategy.	Negative



Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water Management	Opportunity	Effective water management is pivotal for hydropower generation, particularly Reservoir storage capacity and e-flow in downstream of dam in order to sustain aquatic ecosystems. Water management enhances operational sustainability and environmental stewardship.	-	Positive
3	Biodiversity Conservation	Risk	Biodiversity conservation is essential as a part of management of impacts of a project, particularly submergence area of dam, for regulatory compliance and maintaining ecological balance.	At the planning stage of project, assessment of impacts on biodiversity is conducted as part of EIA Study through third party. Based on findings of EIA study, project-specific EMP is implemented in collaboration with state Govt. departments to the conserve ecosystem.	Negative
4	Stakeholder Engagement & Community	Opportunity	Stakeholder engagement facilitates the ease of doing business and supports the faster implementation of hydropower projects. It ensures timely responses to stakeholder concerns, enhancing community well-being and maintaining trust with internal and external stakeholders. This is integral to NHPC's operational approach.	-	Positive
5	Safety & Working Conditions	Risk	Construction and operation of Hydropower projects requires adherence of safety measures. Ensuring safe working environment and compliance with safety norms are essential to protect employee health, boost morale, and maintain operational efficiency. Failure to address safety risks can impede productivity and lead to financial and reputational losses.	NHPC promotes a culture of safety through its dedicated Safety Policy which includes conducting safety training, regular safety audits, monitoring for compliance, and mock drills for compliance, and mock drills to prepare for emergencies. Regular assessments ensure alignment with occupational health & safety.	Negative
6	Employee Wellbeing	Opportunity	Employees are human resources of a company. Therefore, care for employee wellbeing, from recruitment to retirement, enhances job satisfaction, productivity, and workplace harmony. By fostering inclusivity, addressing grievances, and supporting career development, NHPC promotes a positive and productive work environment.	-	Positive



Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Compliance	Risk	Strict adherence to legal and regulatory frameworks are vital for maintaining operational integrity and achieving long-term sustainability. Non-compliance can lead to legal penalties, operational disruptions, and reputational damage.	NHPC strides for holistic compliance of regulatory norms relevant for business operations. All requisite statutory clearances are taken prior to start construction of project. The periodic Compliance report is submitted to regulatory authorities.	Negative
8	Risk Management	Opportunity	Developing effective risk management strategies are crucial for identifying and mitigating diverse risks for ensuring Business continuity by safeguarding against financial, regulatory and climate-related threats.	-	Positive
9	Ethics and Transparency	Opportunity	Upholding ethical conduct and transparent governance practices foster stakeholder trust and generates long-term benefits for NHPC. Ethical leadership contributes to sustained economic performance and market leadership.	-	Positive



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<u>Policies - NHPC India and ESG Policies</u> Refer to Table-1 below								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Principle 1: SEBI (LODR) requirement, Schedule II part D SEBI (LODR) regulation, 2015, BIS								
		Principle 2: Quality Management System (ISO 9001:2015), BIS								
		Principle 3: Occupational Health and Safety Policy (ISO 45001:2018), Schedule II part D SEBI (LODR) regulation, 2015, SA 8000								
		Principle 4: SEBI LODR requirement								
		Principle 5: Companies Act 2013 Schedule II part D SEBI (LODR) regulation, 2015, SA 8000								
		Principle 6: Environment Management System (ISO 14001:2015)								
		Principle 7: SEBI (LODR) requirement, BIS								
		Principle 8: Occupational Health and Safety Policy (ISO 45001:2018), Labour codes								
		Principle 9: SDGs, CERC								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Principle 1: Commitment to zero tolerance for bribery and corruption								
		Principle 2: Install 3,000 MW hydro capacity and 1,200 MW other renewable energy capacity by 2030; achieve 38,500 MW capacity by FY 2033-34; become a 50,000 MW company by 2047.								
		Principle 3: Maintain workforce diversity and inclusion at all levels; ensure a "Zero Accident" and "Zero Fatality" workplace – ongoing target with continuous monitoring.								
		Principle 4: Foster strong stakeholder relationships with targeted "Zero" pending grievances at year-end – monitored annually.								
		Principle 5: Promote inclusive workplace practices and uphold human rights standards across operations and value chain								



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
		Principle 6: Reduce carbon emissions through EV adoption, DG set retrofitting and other measures; transition towards becoming a renewable energy company with >38,500 MW capacity by FY 2033–34; improve water conservation and waste management practices. Principle 7: Engage in responsible policy advocacy aligned with national priorities – continuous. Principle 8: 100% sustainable sourcing and preferential procurement approach for Micro and Small Enterprises (MSEs) as part of its commitment towards inclusive growth and support for vulnerable and marginalized business groups. Principle 9: Ensure reliable and sustainable power supply while expanding clean energy portfolio in line with long-term growth targets.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Principle 1: No cases of bribery and corruption reported during the period Principle 2: Progress on track with total 1550 MW (800 MW of Parbati-II and 750 MW of Subansiri Lower) hydro capacity and 300 MW Solar capacity added during the year; 9,454 MW of 16 no. RE projects (10 no. hydro projects and 6 no. Solar Projects) under construction towards long-term capacity targets. Principle 3: Achieved zero fatalities for the third consecutive year, aligned with “Zero Accident–Zero Fatality” goal; continued policy driven focus on diversity and inclusion. Principle 4: 100% grievances resolved through CPGRAMS Principle 5: No human rights violations were reported during the year. Female participation stands at 10% among employees and 12% among workers. Principle 6: Progress in clean energy transition through increase in RE consumption in total energy consumption (RE consumption out of total energy consumption increased to 79.4% against 73.7% during previous year), addition in RE capacity (1850 MW during the year) and carbon reduction initiatives including EV adoption and DG retrofitting. Principle 7: Continued engagement in policy advocacy aligned with national priorities and stakeholder expectations.								



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
		Principle 8: Implementation of sustainable supply chain capacity-building initiatives; procurement from MSEs for ₹ 431.14 crore, from SC/ST-owned MSEs for ₹ 38.99 crore (5.49%), and from women-owned MSEs for ₹ 32.65 crore (4.60%), out of total eligible procurement of ₹ 709.89 crore by MSEs (NHPC's standalone basis), reflecting NHPC's strong commitment to inclusive and sustainable procurement practices.								
		Principle 9: Maintained reliable and sustainable power supply during the year; overall performance aligned with long-term growth and customer value commitments.								
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)										
NHPC Limited's commitment to sustainability is deeply embedded in its core business strategy, reflecting its role as a leading public sector enterprise in India's clean energy transition. As a hydro power-focused organization, NHPC operates in an ecosystem where environmental stewardship, social responsibility, and robust governance are intrinsic to long-term value creation. The Company continues to align its operations with global sustainability principles, national priorities, and evolving stakeholder expectations. From an environmental perspective, NHPC remains focused on strengthening its clean energy portfolio while systematically enhancing resource efficiency and minimizing ecological impact. The Company has implemented structured policies and operational frameworks for water conservation, waste management, and sustainable procurement, promoting efficient resource utilization, environmental protection, and responsible supply chain practices across its projects and establishments. These efforts are complemented by the integration of environmental management practices during both construction and operational phases, ensuring adherence to regulatory requirements and continual performance improvement. On the social front, NHPC recognizes the importance of inclusive and responsible growth. The Company actively engages with its stakeholders, including local communities, employees, contractors, and suppliers, through structured engagement and grievance redressal mechanisms. Its initiatives focus on improving livelihoods, strengthening community infrastructure, and fostering socio-economic development in project-affected areas. In parallel, NHPC ensures compliance with labour, human rights, and occupational health and safety standards across its value chain, reinforcing its commitment to a safe, ethical, and inclusive workplace. From a governance standpoint, NHPC has established a strong framework anchored in transparency, accountability, and ethical conduct. Policies such as the Code of Business Conduct and Ethics, Whistle Blower Policy, and structured procedures for related party transactions are institutionalized to support high standards of corporate governance. These mechanisms are supported by internal controls, audit oversight, and regulatory compliance processes, ensuring integrity in business operations and decision-making. During the year, NHPC continued to make measurable progress in its ESG performance, as reflected in its improved ESG ratings. These achievements underscore the Company's efforts in integrating sustainability into its operational and governance practices. At the same time, NHPC acknowledges that the evolving ESG landscape presents new challenges, particularly in areas such as climate risk management, enhanced productivity-linked resource efficiency, and deeper integration of sustainability across the supply chain. The Company will continue to invest in innovation, research, and capacity building to drive sustainable outcomes, while contributing to India's net-zero ambitions and the achievement of the Sustainable Development Goals (SDGs). NHPC views sustainability not merely as a regulatory requirement, but as a strategic imperative and										



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
a shared responsibility ensuring that its growth trajectory remains resilient, inclusive, and environmentally responsible for all stakeholders. Going forward, the Company will maintain a strong focus on renewable energy expansion, climate resilience, resource efficiency, workplace safety, biodiversity conservation, and transparent governance. Through these efforts, NHPC aims to play a pivotal role in advancing India's sustainable development and accelerating the transition to clean energy.										
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN: 11306355 Name: Mr. Mahesh Kumar Sharma Designation: Director (Finance) Telephone Number: (0129) 2278021 Email Id: maheshsharma@nhpc.nic.in Name: Mr. Sandeep Batra Designation: ED (Planning) Email ID: sandeepbatra@nhpc.nic.in Telephone Number: (0129) 2250111								
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, NHPC Limited has a Committee of Directors on Corporate Social Responsibility (CSR) & Sustainability which is responsible for decision making on CSR & Sustainability related issues. As on 31.03.2026, the Committee comprises 6 members.								

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	Committee of Board/Director									Need based								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of Board/Director									Need based								
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	NHPC Limited undertakes independent assessments, audits, and regulatory compliance reviews, where appropriate, to evaluate its policies and procedures from both best-practice and legal perspectives. Secretarial Auditor of the Company inter alia reviews various statutory																	



policies as per relevant statutory provisions.

A few independent assessments are listed below:

(a) CAG Audits:

(i) Transaction Audit: It covers transactions undertaken by the Company with the objective of assessing their regularity, propriety, probity, economy, efficiency, and effectiveness. It also reports instances of non-compliance with laws, rules, and regulations, as well as cases involving mismanagement, other irregularities, fraud, and corruption.

(ii) Performance Audit: The primary objective of the audit is to assess the extent to which the auditee organization has achieved the objectives for which it was established, and whether its operations are being carried out efficiently with due regard to economy and effectiveness. In this process, the audit evaluates the soundness of management decisions.

(iii) Corporate Governance Audit: Corporate Governance, in a broader perspective, implies responsible and responsive administration of company affairs. It covers ethical management. It is a mechanism by which a company ensures that all its activities result in balanced optimum welfare of all stakeholders, rather than benefitting selected individual(s) or group(s) forming part of stakeholders.

(b) The IMS Policy: (i.e., ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018) has been reviewed and assessed by an Independent Agency i.e. Intercert. Accordingly, Corporate Office, NHPC Limited is IMS Certified Company.

(c) The review and testing of operating effectiveness of Internal Financial Controls of NHPC for the year 2025-26 was conducted by an Independent agency i.e. Raj Har Gopal and Co.

(d) Great Place to Work: NHPC Limited is certified by Great Place to Work®, indicating an independent assessment of its workplace policies. The certification for second consecutive year confirms the company's alignment with best practices and its commitment to fostering a positive and inclusive work environment.



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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Table 1:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<u>Anti-Bribery and Anti-Corruption Policy (ABAC) Policy</u>	✓		✓				✓		
<u>Biodiversity Policy</u>		✓				✓			
<u>Code of Business Conduct and Ethics (for Board members & Senior Management personnel)</u>	✓		✓		✓	✓	✓		
<u>Conservation of Energy Policy</u>		✓				✓			
<u>Corporate Environment Policy</u>		✓							
<u>CSR and Sustainable Development Policy</u>		✓		✓			✓	✓	
<u>Enterprise Risk Management Policy</u>	✓	✓	✓	✓				✓	✓
<u>Fraud Prevention and Detection Policy</u>	✓								✓
<u>Grievance Policy and Procedures</u>			✓		✓				
<u>Human Rights Policy</u>	✓		✓		✓				
<u>Integrated Management System Policy</u>		✓	✓			✓			
<u>IT & Cyber Security Policy</u>									✓
<u>NHPC Equal Opportunity Policy</u>			✓		✓			✓	✓
<u>Policy on Materiality of Related Party Transactions and on Dealing with Related Party Transactions</u>	✓								
<u>Policy on Public Policy Advocacy</u>							✓		
<u>NHPC Corporate Safety Policy</u>		✓	✓				✓		
<u>Stakeholders' Engagement Policy</u>	✓			✓				✓	
<u>Supplier Code of Conduct</u>	✓	✓	✓	✓	✓	✓	✓	✓	✓
<u>Sustainable Procurement / Sourcing Policy</u>		✓				✓		✓	
<u>Waste Management Policy</u>		✓				✓			
<u>Water Conservation Policy</u>		✓				✓			
<u>Whistle Blower Policy</u>	✓		✓		✓				



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	8	A. One Independent Director and One Functional Director attended three days 3 rd Board Mentorship Programme organized by Institute of Company Secretaries of India (ICSI)	33.33%
		B. One Functional Director attended three days training & awareness programme on changing face of retirement organized by All India Management Association (AIMA)	10%
		C. Two Functional Directors attended two days Familiarization Programme for Independent Directors organized by Indian Institute of Corporate Affairs (IICA)	20%
		D. Two Independent Directors attended one day Orientation Programme in line with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, DPE Guidelines on Corporate Governance and the Companies Act, 2013	20%
		E. Three Independent Directors attended three days Residential Workshop on Board Governance organized by PHD Chamber of Commerce & Industry	30%
		F. Two Functional Directors attended seven days AIMA's Global Advanced Management Programme	20%
		G. One Independent Director attended Three-Day Capacity Building Program: "Navigating Procurement via Government e-Marketplace (GeM), Strategic Contracts in Procurement - Negotiation, Enforcement & Risk Mitigation" organized by Indian Institute of Corporate Affairs (IICA)	10%
		H. Two Functional Directors attended three days training and awareness programme on Changing Face of Retirement	22.22%



Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Key Managerial Personnel ⁵	2	A. Company Secretary attended 3rd Board Mentorship Programme organized by Institute of Company Secretaries of India (ICSI) B. Company Secretary attended residential Workshop on Board Governance organized by PHD Chamber of Commerce & Industry	100%
Employees other than BoD and KMPs	325	Training was provided across several topics covering all 9 principles. Principle 1: Training programs included Corporate Governance, Leadership, Preventive Vigilance, Soft Skill, Women Empowerment, Team Building, Performance/ Strategic Management, and Change Management to foster integrity and accountability. Principle 2: Employees attended sessions on Finance and Financial Planning, Cyber/Disaster Management, Health and Safety, IMS/ISO, Quality Improvement & Sustainability, Risk, Crises & Equipment Handling, Dam Safety & Asset monitoring and Creating Competitive Advantage to ensure sustainable operations. Principle 3: Workshops covered Lifestyle Management, Emotional Intelligence, Stress Management, Ayurvedic Practices, Safety Awareness, Behavioral Development, Yoga and Meditation, Medical Awareness & Life Support, and Retirement Planning to promote employee wellness. Principle 4: Training addressed Sustainable Development Trends, Diversity, Equity and Inclusion, Public-Private Partnership, Social impact & Community Engagement, Contract Management and Arbitration to respect stakeholder interests. Principle 5: Programs focused on Sexual Harassment and Gender Sensitization, POSH Act 2013, Workplace Ethics & Law, Gender Justice Awareness and understanding Reservation Policies to uphold human rights standards. Principle 6: Sessions included Energy Transition, Carbon Management, Net Zero Compliant Power Sector Development, Carbon Footprint, Earth Water & Power-Unveiling Geology and Sustainable Future to support environmental protection. Principle 7: Courses featured Arbitration, Climate Change, Disaster Management, Labour Laws, and RTI Act compliance to ensure transparent, Governance & Regulatory Policy, Reservation Policy and responsible “public policy engagement.	90.16%



Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		Principle 8: Training involved, Leadership Excellence, Sustainable Development Growth, focusing on inclusive growth and equitable development. Principle 9: Educational programs covered Cyber Security, Global Innovation Management, Energy Policy Planning, Insurance Challenges, Innovation & AI, Mega Insurance Policy Road Show, and Working Capital Management to provide value responsibly.	
Workers ⁶	58	Principle 1: Training sessions focused on Preventive Vigilance, Team Building, Women Leadership & Empowerment to ensure ethical conduct and accountability in business operations. Principle 2: Employees participated in training on Cyber Hygiene, IMS Awareness, Disaster Management to guarantee the delivery of sustainable and safe goods and services. Principle 3: Programs included Lifestyle Management, Stress and Time Management, Basic Life Support, Ayurvedic Practices, Inner Engineering & Mind Balance, Retirement Planning, Para Medical Staff Training, Out Bound Training, Yoga and Meditation to support employee wellness. Principle 5: Initiatives such as the Prevention of Sexual Harassment at Workplace, POSH Act-2013 & Gender Sensitization workshops, Conflict Resolution & Consensus Building were carried out to respect Human Rights. Principle 7: Training focused on New Labour Codes, Public Procurement, HR Policies to ensure responsible and transparent engagement in public and regulatory policy. Principle 8: Sessions on Rashtriya Karmayogi Large Scale Jan Seva Program initiative to promote inclusive growth and equitable development. Principle 9: Training in Auto CAD, 2D & 3D modelling, AEC, and Hindi Karyashala aimed at enhancing productivity and delivering value responsibly to consumers.	32.03%

⁵ Though Key Managerial Personnel includes Chairman & Managing Director, Whole-time Directors, Chief Financial Officer (CFO) and Company Secretary, however, as the information regarding training of Board of Directors has been covered above, hence, under Key Managerial Personnel, only information about Company Secretary is provided. No training was provided to CFO.

⁶ Considered only permanent workers

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the



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

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
-	-

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.

Yes.

NHPC Limited has established a comprehensive Anti-Corruption and Anti-Bribery Policy to ensure that all its business activities are conducted in an honest, ethical, and transparent manner. The policy reflects the organization's zero-tolerance stance towards any form of bribery or corruption and emphasizes integrity in all dealings. It applies to all employees, directors, contractors, consultants, and third-party representatives associated with NHPC, regardless of their location.

The policy strictly prohibits offering, giving, accepting, or soliciting any form of bribe, whether directly or through intermediaries. It also restricts practices such as facilitation payments, political contributions, and misuse of charitable donations for personal or business gains. Clear guidelines are laid down regarding acceptance of gifts and hospitality, with defined limits and reporting requirements. Employees are encouraged to remain vigilant and report any suspected misconduct through the designated whistleblower mechanism.

The policy also ensures confidentiality and protection for individuals raising concerns in good faith. Violations of the policy may lead to disciplinary action, including penalties for false or malicious complaints. Regular training and communication initiatives are conducted to create awareness and reinforce compliance. Overall, the policy aims to foster a culture of accountability, transparency, and ethical conduct across the organization.

Weblink for the policy: [Anti-corruption & Anti-bribery Policy](#)

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Directors	NIL	-	NIL	-
KMPs	NIL	-	NIL	-
Employees	NIL	-	NIL	-
Workers	NIL	-	NIL	-



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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	-	NIL	-

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

NHPC has established robust policies, systems, and internal control mechanisms to ensure adherence to applicable laws, regulatory requirements, and ethical standards across its operations. These frameworks are regularly reviewed and strengthened to remain aligned with evolving governance expectations and best practices.

During the reporting period, no fines, penalties, or enforcement actions were imposed on the Company by any regulatory, law enforcement, or judicial authority in matters relating to corruption or conflict of interest. Accordingly, no corrective actions were required in this regard.

It may be noted that certain fines levied by stock exchanges pertained to non-compliance with composition of Board of Directors during FY 2025-26, Composition of Audit Committee and Nomination & Remuneration Committee from 01.04.2025 to 16.04.2025 due to non-appointment of requisite number of Independent Directors (including woman Independent Director) on the Board of NHPC Limited by Government of India. As a Government of India enterprise, the appointment of Directors is undertaken by the President of India, and the Company has been consistently pursuing with the Ministry of Power for timely appointments. These instances are procedural in nature and do not relate to corruption or conflict of interest.

Overall, the Company remains committed to maintaining high standards of integrity, transparency, and compliance, supported by continuous monitoring and proactive governance practices.

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	89.71	81.03

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of purchases	a. Purchase from trading houses as % of total purchases	Not applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchase from top 10 trading houses as % of total purchases from trading house		
Concentration of Sales	a. Sales to dealers/ distributors as % of total Sales	Not applicable	
	b. Number of dealers/ distributors to whom sales are made.		
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		
Share of RPTs in	a. Purchases (Purchases from Related parties/ Total purchases)	5.55%	12.97%
	b. Sales (Sales to related parties/ Total Sales)	0.48%	0.6%
	c. Loans and advances (Loans and advances given to related parties/ Total loans and advances)	100%	100%
	d. Investments (Investments in related parties/ Total investments made)	100%	100%



Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NHPC places strong emphasis on sensitizing its value chain partners towards responsible business conduct and adherence to ESG principles. The Company's expectations are clearly articulated through its Supplier Code of Conduct and embedded within contractual agreements, requiring all suppliers and contractors to comply with established standards relating to ethical conduct, labour practices, environmental stewardship, and sound governance. To reinforce these expectations, NHPC regularly undertakes awareness and capacity-building initiatives for its value chain partners. These include supplier meets, contractor workshops, and industry and customer engagement forums, which serve as key platforms for dialogue, alignment, and knowledge sharing on ESG priorities and evolving regulatory expectations. Through these interactions, the Company promotes a culture of transparency, accountability, and continuous improvement across its ecosystem. The sensitization programmes cover critical areas such as occupational health and safety, human and labour rights, anti-corruption and anti-bribery practices, and effective utilization of grievance redressal and whistleblower mechanisms. In addition, suppliers are encouraged to adopt environmentally sustainable practices, enhance resource efficiency, and maintain responsible operational standards throughout their business activities. Through sustained engagement, periodic communication, and collaborative forums with industry peers, customers, and suppliers, NHPC strives to build a resilient, responsible, and ESG-aligned value chain that contributes to long-term sustainable development.		

- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Yes.

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

In compliance with Regulation 23 of SEBI (LODR), NHPC Limited has a Policy which lists down rules and regulations for transactions between the company and its related parties, including directors.

Web-link for the Policy: [Materiality of Related Party Transactions & Dealing with Related Party Transactions](#)

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

Essential Indicators

- 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.**

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	33.57%	70%	NHPC's commitment to innovation is evident in its comprehensive research and development initiatives, which are pivotal in advancing sustainable and resilient infrastructure. The company's R&D efforts focus on integrating cutting-edge technologies to address



Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
			environmental challenges and support economic growth. The Ground Motion Prediction Equation (GMPE) refines seismic hazard assessments, leading to eco-friendly hydro infrastructure design with a reduced carbon footprint. The Fuel Cell Electric Bus project will lower greenhouse gas emissions, enhance air quality, and minimize noise pollution, while creating jobs, developing skills, and supporting eco-tourism. Additionally, the Green Hydrogen Micro grid will provide reliable power in Leh, decrease carbon emissions, and promote renewable energy, advancing sustainable regional development. The development of an inflow forecasting system aims to optimize hydroelectric power generation, improve reservoir management, enhance flood and water resource management, and better hydro-meteorological and climate understanding. Dam Break Studies for Emergency Action Plan led to understanding the possible impact of a dam failure scenario and preparing a scientific response mechanism in advance.
CAPEX	100%	100%	Capital expenditure undertaken for project development and construction contributes both directly and indirectly to the improvement of socio-economic and environmental conditions in the surrounding areas. It generates livelihood opportunities during the construction phase and, during the operational phase, supports sustained employment and drives broader socio-economic development through multiplier effects.

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

Yes,

NHPC has procedures in place for sustainable sourcing through its Sustainable Procurement Policy and Supplier Code of Conduct. These frameworks integrate environmental, social, and ethical considerations into procurement, ensuring that suppliers adhere to standards related to responsible business practices, transparency, and regulatory compliance. Further, NHPC follows a preferential procurement approach for Micro and Small Enterprises (MSEs) as part of its commitment to inclusive growth and support for marginalized business groups. The Company has also established a policy designed to promote and facilitate PAFs and locals residing near to our Project/Power Stations.

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

NHPC Limited ensures that 100% of its inputs are sourced sustainably in alignment with its Sustainable Procurement / Sourcing Policy and Supplier Code of Conduct. The policy integrates Government of India regulations, CVC guidelines, and ESG principles into procurement decisions, promoting environmentally responsible and ethical sourcing practices.

Vendors and suppliers are required to adhere to NHPC's Supplier Code of Conduct, which emphasizes compliance with human rights, labour standards, environmental sustainability, resource efficiency, particularly for greenhouse gas emission, water management, waste and hazardous materials management, and anti-corruption practices. Standardized procurement procedures across its Corporate/Regional Offices and Projects/Power Stations ensure transparency, fairness, accountability, and value for money, while fostering long-term sustainable supplier relationships.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not Applicable.



4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable.

Leadership Indicators

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

NIC Code	Name of product/ service	% of total turnover contributed	Boundary for which life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web link
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Life Cycle Assessment (LCA) was not conducted during FY 2025-26. However, in accordance with the provisions of the EIA Notification, 2006, Environmental Impact Assessment (EIA) studies are undertaken prior to the commencement of construction activities for hydropower projects. During the reporting year, EIA studies were completed for two hydropower projects to assess potential environmental and social impacts.

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
Not Applicable		

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

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

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

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



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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable. NHPC generates electricity from non-consumptive use of renewable sources such as water (hydropower), wind and solar.	

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

Essential Indicators

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

% Of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	3469	0	0%	3469	100%	0	0%	3469	100%	3042	88%
Female	372	0	0%	372	100%	372	100%	0	0%	304	82%
Total	3841	0	0%	3841	100%	372	10%	3469	90%	3346	87%
Other than Permanent employees											
Male	33	0	0%	23	70%	0	0%	23	70%	23	70%
Female	2	0	0%	1	50%	1	50%	0	0%	1	50%
Total	35	0	0%	24	69%	1	3%	23	66%	24	69%

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

% Of workers covered by											
Category	Total (A)	Health insurance ⁷		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent Workers											
Male	658	0	0%	658	100%	0	0%	658	100%	658	100%
Female	135	0	0%	135	100%	135	100%	0	0%	135	100%
Total	793	0	0%	793	100%	135	17%	658	83%	793	100%
Other than Permanent Workers											
Male	6925	6925	100%	6925	100%	0	0%	0	0%	0	0%
Female	874	874	100%	874	100%	0	0%	0	0%	0	0%
Total	7799	7799	100%	7799	100%	0	0%	0	0%	0	0%

⁷ NHPC Ltd has its own Medical Attendance Rules and the Financial Implication are met through the income.

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

	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the company	2.12%	2.04% ⁸

⁸ Last year data has been updated, due to change in methodology (Considered revenue from operations as turnover)



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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99%	9%	Yes	100%	100%	Yes
Gratuity	99%	9%	Yes	100%	100%	Yes
ESI	0%	0%	N.A.	0%	0%	NA
Others (NPS/ EDCSS)	99%	9%	Yes	100%	100%	Yes
Others (REHS)	99%	9%	N.A.	100%	100%	N.A.

3. Accessibility of workplaces

Yes.

NHPC is committed to providing an inclusive and accessible workplace environment. The Company strives to ensure that its offices and project establishments are aligned with the requirements of the Rights of Persons with Disabilities Act 2016 and continues to take necessary steps to improve accessibility for differently abled employees and workers wherever required.

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.

Yes.

NHPC has an Equal Opportunity Policy aligned with the provisions of the Rights of Persons with Disabilities Act, 2016. The policy reflects the Company's commitment to fostering an inclusive workplace where all individuals are treated fairly and provided equal opportunities, including persons with disabilities.

The policy covers key aspects such as non-discrimination, equal access to employment opportunities, and creation of a supportive work environment that enables individuals to perform to their full potential. These principles are embedded across NHPC's employment practices, covering recruitment, training, career development, and workplace engagement.

The policy is available on the Company's website at: https://www.nhpcindia.com/assests/pzi_public/gallery/16945035260.pdf

Through this framework, NHPC reinforces its commitment to inclusivity, diversity, and responsible employment practices.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	99%	100%	100%
Female	0%	0%	0%	0%
Total	100%	99%	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.

Permanent Workers	Yes.
Other than Permanent Workers	NHPC has established a structured grievance redressal mechanism applicable to all categories of employees and workers, including permanent employees, contractual personnel, and other workers deployed at its projects and establishments.
Permanent Employees	The Company's framework is supported by its Whistle Blower Policy, under which employees, directors, contractors, and vendors can report any concerns related to unethical practices, violation of company policies, or misconduct through designated channels, including a dedicated email mechanism. Complaints received are reviewed by designated coordinators and escalated, where required, to the Audit Committee for appropriate action and oversight.
Other than Permanent Employees	In addition to this, NHPC maintains internal administrative channels at project sites and offices through which employees and workers can raise workplace-related grievances. These are addressed through defined procedures involving concerned departments and management, ensuring timely resolution and maintaining confidentiality. The grievance redressal system is uniformly extended across permanent and non-permanent employees and workers, ensuring that all individuals associated with NHPC have access to a transparent, fair, and responsive mechanism for raising and resolving concerns.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D / C)
Total Permanent Employees	3841	0	0%	3675	0	0%
Male	3469	0	0%	3358	0	0%
Female	372	0	0%	317	0	0%
Total Permanent Workers	793	0	0%	902	0	0%
Male	658	0	0%	751	0	0%
Female	135	0	0%	151	0	0%

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees ⁹										
Male	3469	464	13%	1654	48%	3358	590	18%	940	28%
Female	372	83	22%	222	60%	317	105	33%	102	32%
Total	3841	547	14%	1876	49%	3675	695	19%	1042	28%
Workers ¹⁰										
Male	658	77	12%	73	11%	751	124	17%	34	5%
Female	135	31	23%	19	14%	151	24	16%	14	9%
Total	793	108	14%	92	12%	902	148	16%	48	5%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees⁹						
Male	3469	3469	100%	3358	3358	100%
Female	372	372	100%	317	317	100%
Total	3841	3841	100%	3675	3675	100%
Workers¹⁰						
Male	658	658	100%	751	751	100%
Female	135	135	100%	151	151	100%
Total	793	793	100%	902	902	100%

⁹ Other than permanent employee excluded

¹⁰ Other than permanent workers excluded

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.

NHPC has implemented an Occupational Health and Safety Management System through its Integrated Management System (IMS), which is aligned with ISO 45001:2018 standards. The system is applicable across the Company's projects, power stations, and offices, covering both employees and workers, including contractual personnel.

The Company follows a structured approach to workplace safety that includes regular risk assessments, hazard identification, and implementation of preventive and corrective measures across operational locations. Safety practices are embedded into day-to-day operations, with a strong focus on maintaining safe working conditions, particularly at project and construction sites.

NHPC actively promotes a safety-conscious culture by encouraging participation from employees and contractors, including reporting of unsafe conditions and continuous monitoring of safety performance. Through defined procedures, oversight mechanisms, and leadership emphasis on safety, the Company strives to maintain a healthy and risk-free working environment for all stakeholders.

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

NHPC Limited adheres to the Hazard Identification and Risk Assessment (HIRA) procedures to identify work-related hazards. This process encompasses all employees and workers who have access to the workplace and are engaged in various activities such as:

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

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

Yes.

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

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

Yes.



NHPC provides access to non-occupational medical and healthcare services to its employees and workers across its establishments and project locations. The Company extends medical facilities, including routine healthcare support, preventive health services, and access to medical assistance through its dispensaries, hospitals, and tie-ups with external healthcare providers, wherever required.

In addition, NHPC promotes overall well-being through regular health check-ups, awareness programmes, and medical support systems for employees and workers, including those engaged through contractors. This approach ensures that healthcare support is available beyond occupational safety requirements, contributing to the well-being of the workforce.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

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

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

Crisis and Disaster Preparedness: In line with the Disaster Management Act, 2005, and the Disaster Management Plan for the Power Sector, NHPC has developed comprehensive Disaster Management Plans for all its power stations, which are reviewed and updated regularly. NHPC Limited's Crisis and Disaster Management framework is further strengthened through routine mock drills, aimed at enhancing preparedness and response capabilities.

In addition, NHPC's hydro power stations and offices are certified under OHSAS 18001:2007 and ISO 45001:2018 standards, reflecting the organization's commitment to occupational health and safety, sustainable development, and employee welfare.

Furthermore, NHPC has established robust Early Warning Systems and Standard Operating Procedures (SOPs) across its power stations to ensure timely dissemination of flood warnings to project authorities. This enables adequate lead time for implementing necessary measures to safeguard life, property, and critical infrastructure.

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

A comprehensive safety policy is in place for our workforce, ensuring their protection. For more information, please refer to the policy documentation available at: [NHPC Corporate Safety Policy](#)

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending Resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-



14. Assessments for the year

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

NHPC Limited actively implements robust corrective and preventive measures to address workplace safety incidents. Well-defined policies mandate the constitution of an Incident Investigation Committee (IIC) following any accident, irrespective of its severity, to ensure a systematic and thorough investigation. The IIC conducts detailed analyses to identify root causes and contributing factors, and prepares a comprehensive Root Cause Analysis (RCA) report outlining corrective actions, preventive measures, and timelines for implementation.

In addition to incident investigation, NHPC integrates Hazard Identification and Risk Assessment (HIRA) as a core component of its occupational health and safety management framework. HIRA exercises are carried out across all project sites and operational units to proactively identify potential hazards, assess associated risks, and implement appropriate control measures. These assessments are periodically reviewed and updated to reflect changes in operations, ensuring continuous risk mitigation.

The Company has also established preventive systems and procedures, including Operational Control Procedures (OCPs), which encompass regular evaluation of health and safety practices, working conditions, and compliance requirements. To further strengthen workplace safety, NHPC conducts routine safety inspections, internal audits, and risk assessments, with findings translated into time-bound corrective and preventive actions. Continuous monitoring mechanisms are in place to ensure the effectiveness and sustainability of these actions.

Moreover, NHPC organizes periodic safety awareness programmes, mock drills, and training sessions to enhance employee competence, preparedness, and responsiveness during emergency situations, thereby fostering a strong culture of safety and accountability.

Importantly, key observations and learnings from incident investigations, HIRA studies, and safety audits are systematically disseminated across relevant departments and project locations. This knowledge-sharing approach helps prevent recurrence of similar incidents and drives continual improvement in occupational health and safety performance across the organization.

Leadership Indicators

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

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

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

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

All value chain partners are mandatorily covered under the EPF and ESI Acts, ensuring adherence to statutory requirements. Vendors are required to submit wage registers along with corresponding PF and ESI challans as a precondition for invoice processing, thereby providing verifiable evidence of compliance. The Company's General Conditions of Contract incorporate specific clauses mandating payment of statutory dues and prescribe penalties for non-compliance. Additionally, tax compliance is strengthened through systematic deduction of TDS, reinforcing transparency and accountability across the value chain.



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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	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. NHPC offers a comprehensive range of initiatives to support employee development and smooth career progression. These include structured training programmes, functional and behavioral skill development, leadership development, succession planning, and dedicated mid-level training interventions. Continuous capacity building is ensured through internal training systems and need-based learning programmes.

For employees nearing retirement, NHPC conducts retirement planning and counselling sessions to facilitate a smooth transition. Post-retirement, the Company provides robust financial and social security benefits, including provident fund, gratuity, pension schemes, and Post-Retirement Medical Benefits (PRMBF), along with resettlement support.

Further, NHPC has introduced the "Scheme for Engagement of Retired Executive (Below Board Level) of NHPC, as Consultant", under which retired executives are engaged as consultants to leverage their vast experience, specialized skills, and domain knowledge. These consultants also mentor and train young executives, fostering knowledge sharing and a continuous learning culture. Overall, NHPC's approach reflects its commitment to employee wellbeing and engagement beyond active service.

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	100% (within our plant boundary) NHPC has strengthened its approach to health, safety, and working conditions across its supply chain through a robust Supplier Code of Conduct and enhanced compliance monitoring. A vendor self-certification mechanism for compliance of BRSR policy adopted for contracts exceeding ₹10 crore further reinforces accountability and adherence to safety standards.
Working Conditions	NHPC requires all suppliers to implement strong occupational health and safety (OHS) practices, ensuring safe and hygienic working conditions for employees and contract workers. Suppliers are expected to proactively identify workplace risks, provide necessary safety equipment, and promote a culture of accident prevention and well-being. In line with its Code of Conduct, NHPC mandates compliance with all applicable labour and human rights laws, including provisions related to working hours, fair wages, non-discrimination, and prohibition of child and forced labour. Suppliers must also ensure respect for workers' rights, including freedom of association and protection from harassment or unsafe practices. NHPC integrates health and safety considerations into vendor evaluation and contract terms, and non-compliance can lead to corrective actions or contract termination. Continuous engagement and awareness initiatives further encourage suppliers to adopt best practices in workplace safety and employee welfare. Through these measures, NHPC promotes a safe, healthy, and responsible working environment across its value chain.



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.

Based on periodic assessments and compliance reviews, NHPC continuously strengthens its Hazard Identification and Risk Assessment (HIRA), requiring suppliers and contractors to systematically identify workplace hazards, assess associated risks, and implement appropriate mitigation measures. This ensures proactive management of safety risks across project sites.

Where gaps are identified, NHPC mandates corrective action plans, including improvement in safety infrastructure, provision of personal protective equipment (PPE), enhanced supervision, and stricter adherence to safety protocols. Non-compliance may lead to penalties, suspension, or termination of contracts, as per contract provisions.

In addition, NHPC undertakes awareness and, mock drills sessions for contractors, workers, and other stakeholders to promote safe working practices, emergency preparedness, and compliance with occupational health and safety standards. These initiatives help build a strong safety culture and improve workforce awareness.

NHPC also reinforces compliance with labour laws and humane working conditions, ensuring fair wages, regulated working hours, and a workplace free from discrimination, harassment, and unsafe practices.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

NHPC follows a structured approach to identify and engage with its key stakeholder groups based on the nature of its operations and the impact of its activities. The Company recognizes that its stakeholders include both internal and external groups who have a direct or indirect influence on its business performance and sustainability objectives.

The identification process involves mapping stakeholders across the value chain, including shareholders and investors, employees, distribution companies (Discoms), local communities around project sites, suppliers and contractors, government and regulatory bodies, and the media. Particular attention is given to communities and groups that may be vulnerable or impacted by project activities. NHPC uses a combination of internal assessments and external inputs to identify and prioritize stakeholders. This includes analysis of operational activities, engagement with project teams, assessment of community needs, and interactions with key stakeholders during project planning and execution stages. Through this process, the Company ensures that its stakeholder engagement efforts remain focused, inclusive, and aligned with both business priorities and broader sustainability commitments.

For further details, refer: [NHPC Stakeholders' Engagement Policy](#)

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	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulators	No	- Secretary level review - Meeting with MoP, - MoEF&CC, MoC, DPE - Parliamentary committees - CEA, NITI AAYOG etc. - Letters / Emails	Continuous	- Act and Policy Compliances - Regulatory Compliance - Social development - Mitigation of Climate Change & Environment conservation - Promote Govt. Schemes (viz. Make - In India, Skill India, Swachh Bharat Mission, etc.)



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	Yes	- Emails, Meetings, - Company Intranet - Employee Grievance Mechanism - social media - Trainings and Awareness programs	Monthly	- Health and Safety - Remuneration and Appraisals - Learning and Development - Diversity and Inclusion
Shareholders	No	- E-Mails, Newspaper Advertisements - Quarterly Earnings Call, AGM, Investor Presentation - Investor Meetings and website	Quarterly As & when required	Corporate governance & ethics, transparency
Communities	Yes	- CSR programs - Meetings with communities - Grievance redressal mechanism	Monthly	- Local community development covering project affected families including marginalized and vulnerable groups - Employee generation - Livelihood generation - Health and education facilities - Infrastructure development
Value chain partners	Yes, some of Suppliers/Value chain partners belong to marginalized group	- Suppliers meet, - Contract documents and agreements - Workshops, trainings, and awareness sessions	Monthly	- Procurement of quality raw materials and equipment - Preferential procurement from Women, SC/ST MSME, PAFs, Locals including marginalized and vulnerable groups - Ethical business practices - Payment terms
Board of Directors & KMP	No	E-mail, Letters, Meetings etc.	Scheduled board meetings and scheduled and special board committee meetings	Corporate governance
Media	No	Media briefings, Press Releases, Company Website, Social Media Platform like LinkedIn, X, Facebook, YouTube, Instagram	Continuous	- Transparency & relevance of information - New business opportunities



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.

NHPC follows a structured and well defined process for stakeholder consultation on economic, environmental, and social matters. The Company adopts a decentralized approach, where engagement with stakeholders is carried out by relevant functional departments and project teams based on the nature of interactions.

Stakeholder consultations are conducted through multiple channels, including investor and shareholder interactions, community engagement at project locations, discussions with distribution companies (Discoms), meetings with government and regulatory authorities, and ongoing engagement with employees, suppliers, and contractors. These interactions help identify key concerns, expectations, and emerging risks across business and sustainability aspects.

The input received from such consultations is reviewed by the respective departments and are integrated into operational planning, risk assessment, and sustainability initiatives. Material matters are escalated through defined internal reporting mechanisms. Departmental heads periodically present key issues, stakeholder concerns, and developments to senior management and the Board through structured agenda items.

Through this process, the Board is kept informed of significant economic, environmental, and social issues, enabling informed oversight and ensuring that stakeholder feedback is meaningfully embedded into NHPC's governance framework and long term business strategy.

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

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

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

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

NHPC follows a structured and inclusive approach to engaging with vulnerable and marginalized stakeholders, particularly those impacted by its project activities. A key area of engagement is with project affected communities during land acquisition and development phases.

The Company undertakes Rehabilitation and Resettlement (R&R) measures in accordance with statutory requirements. While NHPC's R&R Policy (2007) provided the initial framework, all new projects are implemented in line with the provisions of the RFTCLARR Act, 2013. Under this framework, Social Impact Assessment (SIA) studies conducted by State Governments form the basis for engagement, with affected communities actively consulted through public hearings. Based on these interactions, R&R plans are finalized to address concerns relating to displacement, livelihood restoration, and community welfare.

NHPC's engagement extends beyond compliance. Project teams maintain continuous interaction with local communities to understand evolving concerns and ensure that feedback is incorporated into project planning and implementation wherever relevant. This enables timely resolution of issues and strengthens trust with local stakeholders.



In addition, NHPC undertakes targeted initiatives to support vulnerable groups. These include educational scholarships for girl students and SC/ST communities, literacy programmes in rural areas, and various CSR initiatives focused on healthcare, education, skill development, and infrastructure in project affected regions. The Company also promotes inclusivity within its workforce by supporting differently abled individuals through awareness programmes, training, and participation initiatives aimed at empowerment. Through these engagements and actions, NHPC ensures that the concerns of vulnerable and marginalized stakeholders are addressed in a structured and meaningful manner, while contributing to inclusive and sustainable development.

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 policies of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employee/workers covered (B)	% (B / A)	Total (C)	No of employees/workers covered (D)	% (D / C)
Employee						
Permanent	3841	257	6.69%	3675	389	10.59%
Other than permanent	35	0	0.00%	14	0	0.00%
Total Employees	3876	257	6.63%	3689	389	10.54%
Workers						
Permanent	793	53	6.68%	902	52	5.76%
Other than permanent	7799	0	0%	7634	0	0%
Total Workers	8592	53	0.62%	8536	52	0.61%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. C	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	3469	0	0%	3469	100%	3490	0	0%	3490	100%
Female	372	0	0%	372	100%	334	0	0%	334	100%
Other than Permanent										
Male	33	0	0%	33	100%	13	0	0%	13	100%
Female	2	0	0%	2	100%	1	0	0%	1	100%
Workers										
Permanent										
Male	658	0	0%	658	100%	928	0	0%	928	100%
Female	135	0	0%	135	100%	177	0	0%	177	100%



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)
Other than Permanent ¹¹										
Male	6925	0	0%	6925	100%	6756	0	0%	6756	100%
Female	874	0	0%	874	100%	878	0	0%	878	100%

¹¹ In respect of 'Other than Permanent workers', it is to state that NHPC does not engage workers on contract basis. However, NHPC awards certain Running & Maintenance / Service Contracts through tendering process to the successful bidders/ contractors for the defined period in accordance with the Indian Contract Act, 1872. Against the awarded service contracts, Contractors engage Contract Labours / workers in accordance with the provisions of erstwhile Contract Labour (Regulation & Abolition) Act 1970 (CLRA Act, 1970) in order to execute such awarded R&M / Service contracts at the establishments of NHPC Limited.

3. Details of remuneration/salary/wages

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) ¹²	5	7526069	0	0
Key Managerial Personnel ¹³	0	0	1	5520819
Employees other than BoD and KMP ¹⁴	3149	3475151	357	3200113
Workers ¹⁵	655	2198704	134	1878262

¹² Board of Directors (BoD) who are on payroll of NHPC

¹³ Though Key Managerial Personnel includes Chairman & Managing Director, Whole-time Directors, Chief Financial Officer (CFO) and Company Secretary, however, as the information regarding remuneration/salary/wages of Board of Directors has been covered above, hence, under Key Managerial Personnel, only information about Company Secretary is provided.

¹⁴ Considering number of Permanent employees, who are on payroll of NHPC

¹⁵ Considering number of Permanent workers, who are on payroll of NHPC

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as a % of Total wages	9.72%	9.74%

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

Yes.

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



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

NHPC has established structured internal mechanisms to address grievances related to human rights issues across its operations. The Company operates an Employee Grievance Redressal Cell, with the Corporate Human Resource (HR) Department responsible for implementation, monitoring, and ensuring prompt resolution of complaints. The HR function remains accessible to employees and stakeholders for reporting concerns related to human rights, workplace practices, or policy violations.

NHPC has also enabled online complaint and vigilance portals, allowing employees, contractors, and other stakeholders to register grievances confidentially and seek redressal in a transparent manner. [intranet.nhpc.in]

Additionally, as a Government of India enterprise, NHPC is integrated with the Centralized Public Grievance Redress and Monitoring System (CPGRAMS), a 24x7 digital platform that enables citizens and stakeholders to lodge complaints and track their resolution through a unique registration ID, with an option for escalation if issues remain unresolved.

At the organizational level, NHPC promotes continuous engagement through regular leadership interactions, including periodic review meetings, where concerns related to employee welfare, working conditions, and grievances are discussed and addressed.

Further, NHPC actively builds awareness of its Human Rights Policy among employees and value chain partners, ensuring that grievance mechanisms are well understood, accessible, and effective in addressing concerns in a timely and fair manner.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Complaint has been duly resolved	0	0	-
Discrimination at workplace	0	0	0	0	0	-
Child Labour	0	0	0	0	0	-
Forced Labour/ Involuntary Labour	0	0	0	0	0	-
Wages	0	0	0	0	0	-
Other human rights related issues	0	0	0	0	0	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on women at Workplace (Prevention and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees/ workers	0.19	0
Complaints on POSH Upheld	0	0

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

NHPC has established strong mechanisms to ensure that individuals raising concerns related to discrimination, harassment, or unethical conduct are protected from any form of adverse consequences. The Company follows a strict zero tolerance approach towards discrimination and harassment, as reflected in its Human Rights and Code of Conduct frameworks, which prohibit unfair treatment based on factors such as gender, disability, background,



beliefs, or any other personal attributes. The Whistle Blower Policy provides a structured and confidential reporting mechanism through which employees, contractors, and other stakeholders can raise concerns safely. The policy ensures protection of the complainant's identity and explicitly prohibits retaliation, victimization, or discriminatory action against individuals who report concerns in good faith. Complaints are handled through a defined process involving designated authorities, with oversight at senior management and Audit Committee levels.

In addition, employees can report concerns through internal channels, including the HR function, where matters related to workplace behavior, discrimination, and harassment are addressed in a fair and time bound manner. The Company ensures that investigations are conducted objectively, while maintaining confidentiality and safeguarding the interests of all parties involved.

Through these combined mechanisms, NHPC fosters a work environment where individuals can report concerns without fear, ensuring dignity, fairness, and accountability across the organization and its value chain.

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

Yes.

NHPC integrates human rights expectations into its business agreements and contractual arrangements through its Supplier Code of Conduct and procurement framework. Suppliers, contractors, and service providers are required to adhere to standards relating to labour rights, non-discrimination, prohibition of child and forced labour, and fair working conditions. These requirements are embedded in tender documents and contracts, ensuring that human rights principles are upheld across the Company's value chain.

10. Assessments for the year:

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

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

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

Leadership Indicators

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

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

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

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

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

Yes. Our workplace is aligned with the Rights of Persons with Disabilities Act 2016. Our Equal Opportunity policy is dedicated to creating accessible work environments, providing reasonable accommodations, and promoting a culture that values respect and empathy for all individuals. To ensure accessibility for differently abled individuals,



we have equipped our corporate office, power stations, and regional offices with ramps, railings, lifts, and other necessary infrastructure. As part of our commitment to inclusivity and support for differently abled individuals, we have initiated several measures, including Exemption from Rotational Transfer and reimbursement for hearing aids. We also provide assistance with artificial limbs, medical benefits for disabled children, and advanced aids like smart sticks and smart glasses for the visually impaired. These initiatives ensure that our premises are not only compliant with legal requirements but also actively foster an environment of support and empowerment for differently abled visitors and employees.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100% assessed by NHPC (Within our plant boundary)
Discrimination at workplace	100% assessed by NHPC (Within our plant boundary)
Child Labour	100% assessed by NHPC (Within our plant boundary)
Forced Labour / Involuntary Labour	100% assessed by NHPC (Within our plant boundary)
Wages	100% assessed by NHPC (Within our plant boundary)
Others- please specify	-

NHPC has also adopted self-certification based assessments of value chain partners on various sustainability parameters including above through provisioning in relevant clauses in the contract document (for contracts valued at ₹ 10 crore and above). These assessments help ensure alignment with NHPC's standards and compliance with Government rules and regulations.

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

During the assessments of NHPC's power plants and offices, no significant risks or concerns were identified.

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

Explanatory notes:

- Disclosures under this Principle are made on a standalone basis covering commissioned power stations, Corporate and Regional Offices located in India.
- To ensure consistency and completeness of reporting, standardized assumptions as per industry norms and best practices have been applied where site-level primary data on water consumption and waste generation was unavailable.

[Industry Standards Note on BRSR with Annexure.pdf](#)

cpheeo.gov.in/upload/uploadfiles/files/Part3.pdf

- For financial normalization and comparability, Purchasing Power Parity (PPP) factors have been applied as per IMF World Economic Outlook database, with values of 20.66 for FY 2024-25 and 20.34 for FY 2025-26.

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

Essential Indicators

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

Parameter	Unit	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	979737	703454
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	979737	703454



From non-renewable sources			
Total electricity consumption (D)	GJ	199746	200978
Total fuel consumption (E)	GJ	54320	50239
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	254066	251217
Total energy consumed (A+B+C+D+E+F)	GJ	1233803	954671
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/ ₹	0.0000119459	0.0000106142
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ Int. Dollar	0.0002429798	0.0002192899
Energy intensity in terms of physical output		-	-

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. The data provided for FY 2024-25 was assured by SR Asia, while data for current financial year i.e. FY 2025-26 has been assured by JointValues ESG Services Pvt. Ltd

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

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

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)¹⁶		
(i) Surface water	993437	773858
(ii) Groundwater	1005425	886690
(iii) Third party water	31642	25292
(iv) Seawater / desalinated water	0	0
(v) Others	684	743
Total volume of water withdrawal (i + ii + iii + iv + v)	2031188	1686583
Total volume of water consumption (In kilolitres)	408300	349185¹⁷
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (kL/₹)	0.0000039532	0.0000038823¹⁸
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kL/Int. Dollar)	0.0000804088	0.0000802085¹⁸
Water intensity in terms of physical Output	-	-

¹⁶ Water used in core business operations of NHPC i.e. hydro power generation, is classified as non-consumptive and hence excluded from consumption and discharge reporting. Reported figures mainly cover domestic usage.

¹⁷ For FY24-25, data inconsistency has been identified & rectified.

¹⁸ The previous year (PY) figure has been revised based on updated calculations.



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. The data provided for FY 2024-25 was assured by SR Asia, while data for current financial year i.e. FY 2025-26 has been assured by JointValues ESG Services Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25 ¹⁸
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	261443	80924
- With treatment - through STP	128383	157274
(ii) To Groundwater		
- No treatment	-	-
- With treatment - through Soak pit	175088	63562
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	16659	13728
- With treatment – please specify level of treatment	-	-
(v) Others ¹⁹		
- No treatment	8950	-
- With treatment – through STP	1032365	1021910
Total water discharged (in kilolitres)	1622888	1337398

¹⁸ The previous year (PY) figure has been revised based on updated calculations.

¹⁹ Used for on premises horticulture/green belt maintenance via treated/recycled water loops

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. The data provided for FY 2024-25 was assured by SR Asia, while data for current financial year i.e. FY 2025-26 has been assured by JointValues ESG Services Pvt. Ltd.

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

No, NHPC's core business is hydropower generation, which involves the non-consumptive use of water. Water utilized for electricity generation is released back into the river system downstream after passing through the turbines. Consequently, hydropower generation does not generate process effluent requiring a Zero Liquid Discharge (ZLD) system.

However, NHPC has implemented wastewater treatment facilities at its offices and residential colonies, where domestic wastewater is treated and reused/recycled to the extent feasible.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Kg	7134	3619
SOx	Kg	2532	1652
Particulate matter (PM)	Kg	1049	450
Persistent organic pollutants (POP) ²⁰	-	-	-
Volatile organic compounds (VOC) ²⁰	-	-	-
Hazardous air pollutants (HAP) ²⁰	-	-	-
Others –please Specify	-	-	-

²⁰ The entire business of NHPC is based on generation from renewable energy sources. The reported data in the table is entirely from DG sets where these indicators are not applicable.



Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

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

Parameter	Unit	FY 2025-26	FY 2024-25
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)	Metric tonnes of CO ₂ equivalent (MtCO ₂ e)	3994	4016
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)	MtCO ₂ e	39394	41528
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e/ ₹	0.0000004201	0.0000005064
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO ₂ e/ Int. Dollar	0.0000085447	0.0000104616 ²¹
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-

²¹ The previous year (PY) figure has been revised based on updated calculations and improved data accuracy

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. The data provided for FY 2024-25 was assured by SR Asia, while data for current financial year i.e. FY 2025-26 has been assured by JointValues ESG Services Pvt. Ltd.

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

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

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste (A)	5.12	4.00
E-waste (B)	4.20	9.03
Bio-medical waste (C)	1.02	1.55
Construction and demolition waste (D)	1188.96	24124.40
Battery waste (E)	0.17	1.96
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.34	5.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1195.74	1644.53
Total (A+B + C + D + E + F + G+ H) (MT)	2395.55	25790.47



Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations) (MT/ ₹)	0.0000000232	0.0000002867
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP) (MT/ Int. Dollar)	0.0000004718	0.0000059232
Waste intensity in terms of physical output	-	-
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	38.30	1.69
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	38.30	1.69
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.21	0.32
(ii) Landfilling	-	238.47
(iii) Other disposal operations	2357.03	25152
Total	2357.24	25390.79

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. The data provided for FY 2024-25 was assured by SR Asia, while data for current financial year i.e. FY 2025-26 has been assured by JointValues ESG Services Pvt. Ltd.

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 waste.

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

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

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable. During the reporting FY 2025-26, Environment Clearance of two new projects (Dulhasti Stage-II & Sawalkot HEP) was granted, which are not located in and around eco-sensitive area.			



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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Dulhasti Stage II HEP (260 MW), UT of J&K	SO 1533(E)	14.09.2006	Yes	Yes	https://jkpcb.jk.gov.in/admin_panel/hearings/ESEngFile-7202519035843.pdf
Kamla HEP (Arunachal Pradesh)	SO 1533 (E)	14.09.2006	Yes	Yes	https://apspcb.net/wp-content/uploads/2025/09/Draft-EIA-Report-Kamala-HEP-11092025.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:

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

Leadership Indicators

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

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

Sl. No	(i) Name of Area	(ii) Nature of operations
1	Jaisalmer Wind	Wind Power Generation
2	Tamil Nadu Solar	Solar Power Generation
3	Chutak	Hydro-electric power generation
4	Bikaner	Solar Power Generation
5	Regional Office, Chandigarh	Administrative and coordination functions
6	Regional Office, Itanagar	Administrative and coordination functions
7	Corporate Office	Overall administrative and monitoring of NHPC operations

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

Parameter	FY 2025-26	FY 2024-25 ²²
Water withdrawal by source (in kilolitres)		
(i) Surface water	936	955
(ii) Groundwater	68155	71293
(iii) Third party water	18139	11928
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	87230	84176
Total volume of water consumption (in kilolitres)	18643	46885
Water intensity per rupee of turnover (Water consumed / turnover) (kL/₹)	0.0000001805	0.0000005213
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kL/Int. Dollar)	0.0000036717	0.0000107694



Parameter	FY 2025-26	FY 2024-25 ²²
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – through soak pit	31986	37291
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment ²³	14181	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	130	-
- With treatment – through an STP on premises (Horticulture/plantation etc.)	22290	-
Total water discharged (in kilolitres)	68587	37291

²² Identification of water stressed areas in current reporting (as per the “National Compilation of Dynamic Ground Water Resources of India” report published by CGWB; <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2157432®=48&lang=2> has resulted in variation in reported data of previous year.

²³ Wastewater is sent to the Municipal Corporation for treatment and disposal.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

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

Parameter	Unit	FY 2025-26 ²⁴	FY 2024-25 ²⁵
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	18734	23848
Total Scope 3 emissions per rupee of turnover (Total Scope 3 GHG emissions / Revenue from operations)	MtCO ₂ e/ ₹ Crore	18.13	26.81
Total Scope 3 emission intensity (optional)	-	-	-

²⁴ Only three categories (Fuel- and Energy-Related Activities, Business Travel, and Employee Commuting) have been reported for FY 2025-26. Calculations for other applicable categories are currently in progress and will be disclosed in the Sustainability Report for FY 25-26.

²⁵ For FY 2024-25, disclosures were limited to the same three categories (Fuel- and Energy-Related Activities, Business Travel, and Employee Commuting), as presented in the Sustainability Report.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with



prevention and remediation activities.

Not applicable.

Environment Clearance of two new projects (Dulhasti Stage-II & Sawalkot HEP) was granted, which are not located in and around eco-sensitive area. However, based on the findings of the Environmental Impact Assessment (EIA) studies conducted for hydropower projects, project-specific Biodiversity Conservation Plans are developed as part of the Environmental Management Plan (EMP) and implemented during project execution.

Further, compensatory afforestation is undertaken by the respective State Forest Departments to offset the forest land diverted for project construction, in accordance with the provisions of the Forest (Conservation) Act, 1980. These initiatives are funded by NHPC and involve plantation of native and locally significant tree species, conservation of habitats and wildlife, and enhancement of the overall ecological environment in and around project areas.

In addition, NHPC regularly undertakes voluntary afforestation drives and plantation activities on various occasions to promote environmental sustainability and strengthen green cover. The Company also focuses on environmental awareness and ecological conservation through sustained engagement with local communities and stakeholders, reaffirming its commitment to biodiversity preservation and sustainable development regular afforestation initiatives as part of its Green Belt Development Plan and Voluntary Afforestation schemes.

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web link, if any, may be provided along with summary)	Outcome of the initiative
1	Electric Vehicles (EVs)	NHPC has initiated the adoption of electric vehicles for official use to reduce dependence on fossil fuels and promote clean mobility across its operations. Charging infrastructure is being gradually strengthened at offices and sites.	Reduction in fuel consumption and Scope 1 emissions, contributing to lower carbon footprint and improved energy efficiency in transportation.
2	Solar Rooftop In-stallations	NHPC has installed rooftop solar power systems across office buildings and some project facilities to harness renewable energy for captive consumption. These installations support decentralized clean energy generation.	Decreased reliance on grid electricity, re-duction in GHG emissions, and improved use of renewable energy, leading to enhanced resource efficiency and cost savings.
3	Green Hydrogen	NHPC is exploring and promoting green hydrogen initiatives as part of its clean energy transition strategy, focusing on the production and potential use of hydrogen generated from renewable energy sources.	Supports long-term decarbonization, reduces emissions intensity, and positions NHPC towards adoption of futureready clean energy technologies.

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

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

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

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

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

100% (within NHPC's plant boundary)



NHPC has also adopted self-certification based assessments of value chain partners on various sustainability parameters including above through provisioning in relevant clauses in the contract document (for contracts valued at 10 crore and above). These assessments help ensure alignment with NHPC's standards and compliance with Government rules and regulations.

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

a. By the listed entity

As regard to earning of Green Credits, NHPC Limited has embarked on the Green Credit Program (GCP) w.e.f August 2024 in Gujarat. Under this initiative, restoration of degraded forest land in 25 plantation blocks were identified for afforestation activities, and an amount of ₹1,520.44 lakh was deposited with the Indian Council of Forestry Research and Education (ICFRE). The plantation work is currently being undertaken by the Gujarat State Forest Department.

As per the provisions of the GCP issued by MOEF&CC on 01.09.2025, the claims for award of Green Credits can be submitted after a minimum period of five years from the commencement of forest restoration activities, subject to achievement and verification of a minimum canopy density of 40%.

The Gujarat Forest Department initiated plantation activities in 2024 after receipt of funds from ICFRE. As part of the monitoring process, joint inspections of 12 plantation blocks have been conducted up to 31 March 2026 by officials of ICFRE, NHPC, and the Gujarat Forest Department.

Since plantation activities commenced in 2024, NHPC will become eligible to claim issuance of Green Credits only after 2029, subject to fulfilment of the prescribed criteria under GCP.

Accordingly, the number of Green Credits generated by NHPC during FY 2025–26 is Nil.

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

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

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. 1. a. Number of affiliations with trade and industry chambers/ associations.

NHPC Limited is member of 20 trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associa-tions	Reach of trade and industry chambers/ associations (State/National)
1	Central Board of Irrigation & Power (CBIP)	National
2	India Habitat Centre	National
3	Standing Conference of Public Enterprises (SCOPE)	National
4	Data Security Council of India (DSCI)	National
5	International Commission on Large Dams (INCOLD)	National
6	Strategic Human Resource Management (SHRM)	National
7	International Council on Large Electric Systems (CIGRE)	National



S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
8	Renewable Energy Promotion Association (REPA)	National
9	International Society for Rock Mechanics & Rock Engineering (ISRM)	National
10	Tunnelling Association of India (TAI)	National

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

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

Leadership Indicators

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

Sl. 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	Hydropower Policy and Tariff Rationalization	Through interactions with Ministry of Power (MoP), participation in CERC stakeholder consultations, and submission of sectoral inputs on tariff regulations and hydropower policy	Yes	As and when needed	https://powermin.gov.in https://cercind.gov.in
2	Pumped Storage Projects (PSP) – Policy & Regulatory Framework	Through participation in sectoral platforms (e.g., Bharat Electricity Summit), expert consultations, and engagement with policymakers on energy storage and grid balancing	Yes	As and when needed	Not publicly available
3	Cross-Border Hydropower Cooperation (India-Bhutan & India-Nepal)	Through policy-level engagement and technical inputs to MoP for bilateral cooperation, including hydropower project agreements	Yes	As and when needed	https://powermin.gov.in
4	Power Sector Regulatory & Institutional Framework	Through active participation in industry associations (INHA, CBIP, INCOLD) and engagement in discussions on energy security and renewable integration	Yes	As and when needed	https://inha.in https://cbip.org



5	JV/Subsidiary For-mation, M&A & PSP Development Policy	Through consultations with MoP and State Governments on JV formation, amalgamations, and development of PSP pipeline (approx 21 GW)	Yes	As and when needed	Not publicly available
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NHPC Limited is committed to engaging with the Government, policymakers, regulators, industry associations, and societal forums in a responsible, transparent, and constructive manner. NHPC ensures all advocacy positions are guided by the values of integrity, transparency, and fair competition, in consonance with NHPC's Corporate Mission and the guidelines of the Ministry of Power, Government of India.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes / No)	Relevant Web link
Kamla Hydroelectric Project, Arunachal Pradesh	LMD-13011(14)/6/2024/1206	09.10.2024	Yes	Yes	https://www.researchgate.net/publication/399232413_MW_MULTI-DISCIPLINARY_EXPERT_GROUP_REPORT_KAMALA_HEP_1720_MW_1_Pradesh
Subansiri Upper Hydroelectric Project, Arunachal Pradesh ⁹	LMD-13011/51/2024/1247	17.10.2024	Yes	Yes	https://cdn.s3waas.gov.in/s328267ab848bcf807b2ed53c3a8f8c8a/uploads/2025/07/17527581178913.pdf

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Parbati HE Project, Stage-II	Himachal Pradesh	Kullu	947	46	54000

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

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



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

Parameter	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small Producers	60.73%	56.12%
Directly from within India	100%	100%

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

Location	FY 2025-26	FY 2024-25
Rural	51.06%	51.73%
Semi-urban	4.59%	4.95%
Urban	8.42%	10.44%
Metropolitan	35.93%	32.88%

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

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impacts	Corrective action taken ²⁶
Not applicable	

²⁶ SIA conducted for two new projects are under Statutory Clearance stage. Project-specific SIA Report covers impacts & their mitigation plan. Corrective actions shall be taken at the time of Acquisition of Land.

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

Sl. No.	State	Aspirational District	Amount spent in INR (Lakhs)
1	UT of Jammu & Kashmir	Baramulla	584.68
2	Himachal Pradesh	Chamba	1175.66

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

Yes.

As per Government norms/policy, NHPC follows a preferential procurement approach for Micro and Small Enterprises (MSEs) as part of its commitment to inclusive growth and support for marginalized business groups. NHPC provides several benefits to MSE suppliers, including exemption from tender fees and earnest money deposits, purchase preference, and relaxation in prior experience and turnover criteria, subject to meeting quality and technical requirements. In addition, provisions such as timely payments and applicable interest on delayed payments further support these enterprises.

The Company has also established a policy designed to promote and facilitate PAFs and locals residing near to our Project/Power Stations. Besides this, the Company also promotes local vendor participation in line with Government of India policies such as Public Procurement (Preference to Make in India), encouraging domestic manufacturing and strengthening the local supply chain.

Through these initiatives, NHPC actively enhances the participation of MSEs and local vendors in its procurement processes, fostering inclusive development while ensuring quality, competitiveness, and efficiency in its supply chain.

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

Micro & Small Enterprises (MSEs) and startups including SC/ST and women entrepreneurs. The Company has also established a policy designed to promote and facilitate PAFs and locals residing near to our Project/Power Stations.

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

In FY 2025–26, NHPC's procurement from Micro and Small Enterprises (MSEs) amounted to ₹431.14 crore, constituting 60.73% of the total eligible procurement value of goods and services from MSEs, significantly exceeding the mandated target of 25% by Government of India.



Within this, procurement from SC/ST-owned MSEs stood at ₹38.99 crore (5.49%), and from women-owned MSEs at ₹32.65 crore (4.60%), reflecting NHPC's strong commitment to inclusive and sustainable procurement practices.

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

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

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

Name of the Authority	Brief of case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

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

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.

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

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

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

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-



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

Not applicable

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)
If available, provide a web-link of the policy.**

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

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

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

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

7. Provide the following information relating to data breaches:

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

Leadership Indicators

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

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

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



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

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

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

Campaign on Energy Conservation of Bureau of Energy Efficiency, Ministry of Power for school children in the states/UTs of Jammu & Kashmir, Ladakh, Sikkim, Arunachal Pradesh, Manipur and Madhya Pradesh every year.

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

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

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

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

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

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

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



Exhibit – I

Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
1	Setting up an eye care unit, repairing and remodelling of the Eye OT, Constructing of Ramp with Canopy at Ramakrishna Mission Medical Centre, Jammu	1000	100%
2	Providing nutritional food baskets for vulnerable TB patients in Jammu District.	1400	
3	Construction of Cultural Heritage Centre at Village Thalwal, Jammu	20000	
4	Flood Relief efforts in the affected areas at Block-Marh & Block-Bahu Fort, Jammu (UT of J&K).	840	
5	Organizing medical camps in remote villages of Reasi District	135	
6	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2179	
7	Engagement of interns under the PM Internship Scheme	8	
8	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	860	
9	Saksham Livelihood & Skill Development Programmes for unemployed poor adolescent girls and women in Reasi	402	
10	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2855	
11	Engagement of interns under the PM Internship Scheme	6	
12	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	935	
13	Screening for Anaemia Mukh Bharat in District Baramulla.	60000	
14	Installation of DG Set at PHC, Boniyar.	5500	
15	Installation of DG set at PHC Mohura, Baramulla	5500	
16	Dialysis centre for Govt. Medical College Baramulla	9600	
17	4X4 Ambulance for PHC Boniyar, Baramulla	70000	
18	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	853	
19	Engagement of interns under the PM Internship Scheme	15	
20	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	306	
21	Installation of Solar Street Light surrounding area of Gingal campus, Baramulla	4700	
22	Development of Play ground in Bijhama, Choolan, Boniyar and Noorkhah Block of District Baramulla.	60000	
23	Construction of Roads in Boniyar, Bijhama, Paranjilla and Noorkhah Block of District Baramulla.	60000	
24	Repair and Renovation of passenger shed at Gingle, Baramulla	500	
25	Creation of Model Border Village (5 Nos) upgradation of Schools, Health Centres, AW cen-tres, Village Sanitation, Centralized Quarter, Installation of Transformer	500	
26	Organizing 3 nos Medical Camps in the vicinity of the Uri-II Power Station	603	
27	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	543	
28	STEM Labs focusing on enhancing children's skills in Science, Technology, Engineering & Maths at GMS, Uri, GHS, Gohallan, GMS, Sukhdar, GHS, Balkote, GMS Kroyein	3000	
29	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	306	
30	Up gradation of public health infrastructure at Bankoot/ Pazalpora/ Kralpora, Bandipora.	20300	
31	Up gradation of public health infrastructure at Gurez/ Tulail/ Bagtore	20000	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
32	Promotion of sanitation by way of providing (jetter machine, Mech. sweeping machine, Bio Toilet) for District Administration, Bandipora	20580	100%
33	CSR support for procurement/ purchase of a water Tanker (including registration) for Dis-tract Administration to cater the requirement of drinking water, Bandipora	5000	
34	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2800	
35	Construction of one education block building for Army Goodwill School at Army Brigade Area, Gurez	5220	
36	Engagement of interns under the PM Internship Scheme	8	
37	CSR support for development of village: Jalandora in Gurez Sub-Division, District Bandipo-ra as Adarsh Gaon (Raising of road level, Making of footpaths, Sanitation Work, Communi-ty Development Work, Solar Lights etc)	5700	
38	Provision of 4x4 Medical Ambulance for PHE Panikhar (Force Motors Trax Cruiser), Kargil	1000	
39	Providing Drinking Water through Tanker Supply at Minji, Chutuk, Stickchey, Sarchay and surrounding villages of Chutak Power Station	3800	
40	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1709	
41	Procurement of Interactive Digital Board for various School in Kargil (10 Nos.)	600	
42	Purchase of Monitoring Vehicle (ISUZU) for NGO rZamba, Kargil	500	
43	Engagement of interns under the PM Internship Scheme	6	
44	Arrangement of winter coaching classes at Govt. Middle School, Chutak, Gond Minji, Gramthang and Sarchey village in Kargil	250	
45	Apricot Oil Processing Line Machine for registered SHGs (04 Nos), Kargil	300	
46	Construction/ Upgradation of Community Facilitation Centre at Baroo, Kargil	500	
47	Construction of Toilets - 09 Nos (High School Bazgo - 02, Community Centre - 01 and 6 Nos at Tia), Leh	900	
48	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2016	
49	Construction of Classrooms, repairing work of computer room and flooring outside class room at Govt. High School, Bazgo, Leh	200	
50	Construction of 1 No. Library (Room Size 12x12) at Govt. Model School, Alchi	200	
51	Repair and Renovation of Higher Secondary School, Saspol, Leh District	50	
52	Engagement of interns under the PM Internship Scheme	2	
53	Educational improvement programme (Winter tuitions) at nearby villages of Nimmo Bazgo Power Station	1000	
54	Supply, Installation, Testing and Commissioning of 100 Nos 20-Watt Solar Lighting System at different nearby villages (Likir, Lamayuru, Tis etc) of Nimmo Bazgo PS, Alchi, Leh	1700	
55	Providing financial assistance for purchase of 03 nos PA System for different nearby villages/ community centres of Nimmo Bazgo PS	500	
56	Construction of Public Toilet & Providing RO System & Benches to Lord Buddha Park in Ti-betan Refugee Handicraft Centre, Middle Bakrota, Dalhousie	350	
57	Organizing medical camps in rural villages around Banikhet & Dalhousie	224	
58	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2286	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
59	Vocational training courses of cutting & tailoring, Beauty culture and certificate in computer applications to rural youth through Yog Manav Vikas Trust, Banikhet, Distt. Chamba (HP) for three years	146	100%
60	Providing 70 nos single seated desks to Govt. Sr. Sec. School, Granger, PO Goli, Tehsil Dal-housie, Distt. Chamba	249	
61	Providing 50 Solar Street Light Systems with All Accessories in Shahpur Area of District Kangra in Loksabha Constituency of Kangra-Chamba	5000	
62	Providing 2 LED High Mast Light Systems (4x18W) in Dalhousie Area of District Chamba in Loksabha Constituency of Kangra-Chamba	2000	
63	Construction of OPD Complex in Sub-District Hospital, Bani	57013	
64	Organizing medical camps in the vicinity of Sewa-II PS	716	
65	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3321	
66	Engagement of interns under the PM Internship Scheme	1	
67	Construction of boy's hostel in Bani area of Kathua District, J&K	30	
68	Construction of multipurpose community/ indoor hall at Mashka Teh Basohli, Distt. Kathua	4000	
69	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	21895	
70	Construction of School Building at Govt. Sr. Sec. School, Mouwa Distt., Chamba	333	
71	Construction of Crate Work and Concrete wall near River side of village Surangani	50	
72	Construction of Cremation Centre, Kundlu, Diyolka, Chamba	800	
73	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	7424	
74	Providing playing equipment in Anganwadi Bhawan Dughaar of Gram Panchayat Brangal, Development Block Salooni, Distt Chamba	20	
75	Providing 02 Computer System (with printer, monitor, UPS), 05 Nos Solar Street Lights and 02 Nos of Sports Kit in GSSS Chaned, GP Bhanuala, Chamba	342	
76	Engagement of interns under the PM Internship Scheme	7	
77	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	206	
78	Providing 65 Solar Lights in the nearby villages i. e. Samleu, Mail, Bathri & Chuhan etc.	6000	
79	Providing 10 Solar Lights at Govt. Senior Secondary School, Sherpur	300	
80	Providing 20 Nos Solar Street Lights in the Gram Panchayat Nagali, Development Block Bhattiyat, Tehsil Dalhousie, Chamba	1738	
81	Providing 6 Nos of Solar Street Lights in the Baggi village of Gram Panchayat Kanged, De-velopment Block Salooni, Distt. Chamba	1400	
82	Providing 30 Nos Solar Street Lights in village Brangal, Manrohi & Cheehna of Gram Panchayat Brangal, Development Block Salooni, Distt. Chamba	1493	
83	Providing 35 Nos Solar Street Lights to village Khilgram, Trimili, Parchhi Samah, Kareu, Tikri & Bassa of Gram Panchayat Kanged, Development Block Salooni, Chamba	1400	
84	Provision of 60 nos. solar lights and 30 nos dustbin in Sundali Gram Panchayat, Block Bhatti-at, District Chamba, Himachal Pradesh	1973	
85	Purchase of 5 nos solar lights for GP, Samleu, District Chamba, Himachal Pradesh	1194	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
86	Providing Rain Shelter at Dhaar crossing on NHPC in the Gram Panchayat Nagali, Development Block Bhattiyat Tehsil Dalhousie Distt. Chamba	1738	100%
87	Construction of Drain along playground of Government Middle School Baggi in village Baggi in Gram Panchayat Kanged, Development Block Salooni, Distt Chamba	1400	
88	Fully automatic biochemistry analysers for laboratories at sub-division level attached with public health institutions/ red cross in District Chamba.	20000	
89	Drinking water purifiers for schools, anganwadis, public health institutions and child care institutions (capacity: 100 to 150 lph)	50000	
90	Empowering Rural Communities: Delivering Free Primary Healthcare with 01 Nos Mobile Medical Units in District Chamba - An CSR Initiative of NHPC	571	
91	HOPE - Therapy to Every Last Mile Child: Running of Mobile Therapy Clinic for Children with disabilities in Chamba for three years	400	
92	Revolutionizing Sanitation: Construction of Eleven-Seated Sulabh Toilet Near Gandhi Gate at Chaugan, Chamba District, Himachal Pradesh	100000	
93	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	6383	
94	Construction of 30 Nos Govt. Primary School	5510	
95	Construction of 22 Nos Middle School	4038	
96	Engagement of interns under the PM Internship Scheme	2	
97	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	459	
98	Development of Rural Infrastructure by Providing & Supply of Furniture and Books for Library in GP Bhadian	300	
99	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2447	
100	Engagement of interns under the PM Internship Scheme	9	
101	CycleOne Bicycle-Sharing System at Sant Longowal Institute of Engineering & Technology, Longowal, District Sangrur, Punjab	2650	
102	Providing BERA Machines, Paediatric Treadmill and Other equipment to Therapy Centre run by Samphia Foundation in Akhada Bazaar, Kullu	166	
103	Construction of Sulabh Toilet at District Kullu	36000	
104	Empowering Rural Communities: Delivering Free Primary Healthcare with 01 Nos Mobile Medical Units in District Kullu - An CSR Initiative of NHPC.	18000	
105	Renovation of Police Ground at Police Lines, Bashing, Kullu, Himachal Pradesh	3100	
106	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	4433	
107	Roofing of Boxing ring of GMSSS Bajaura Distt. Kullu (H.P.)	741	
108	Construction of Two Rooms at Govt. Primary School Manikaran, Kullu	76	
109	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	416	
110	Installation of 15 nos Solar Light at Gram Panchayat Raila 2, Distt Kullu	1100	
111	Installation of 15 nos Solar Lights in Sainj Market, Distt. Kullu	150	
112	Construction of Crate wall work at Denga-Baan at village Tamhul Gram Panchayat Raila 2, Dist Kullu	1700	
113	Construction of Community Hall at Village Rogna, Tehsil Bhunter, Kullu District, Himachal Pradesh	4046	
114	Providing of hospital equipment for IPD, Day Care & Palliative Care Services to Shri Lal Bahadur Shastri Government Medical College and Hospital, Mandi at Nerchowk, District Mandi (HP)	5000	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
115	Organizing 75 nos Medical Camps at various locations in District Kullu through Sampoorana Udaan, NGO, Kullu	6000	100%
116	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	1473	
117	Providing of sound system and furniture items to Govt. Sr. Sec. School, Deohari, District Kullu (HP)	1200	
118	Providing of furniture items, computer, LED TV, Sound System etc. to Govt. High School, Rowar, District Kullu (HP)	1400	
119	Providing of CCTV in Larji Panchayat for the safety & security of local people during disaster/flood situation	8000	
120	Restoration of Flood-Damaged Roads in Sainj Market Area, Kullu, Himachal Pradesh.	25908	
121	Conducting medical camps in the vicinity of the Dhauliganga Power Station	1538	
122	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	4001	
123	Restoration of Damaged Sindal Singh Tinkari Saraswati Shishu Mandir, Dharchula due to heavy rains and landslides.	600	
124	Providing 04 computers and 01 laptop to D.J.B.D.S., G.G.I.C Dharchula	448	
125	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	474	
126	Providing training in mushroom production techniques to 50 families in Gram Panchayat Baling by Sports and Youth Committee	50	
127	Providing Monthly Diabetes Management Kits for 300 Children with Type-1 Diabetes in Uttarakhand	277	
128	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	3306	
129	Construction of Two Rooms at David Painter High School, Gudami Village, Champawat	70	
130	Engagement of interns under the PM Internship Scheme	1	
131	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	467	
132	Construction of Yatri Niwas for Yatris of Purnagiri Temple at Chuka Village, Champawat	1275	
133	Repair of Road from NHPC Main Gate to Patni Teraha at Banbasa, Champawat	2011	
134	Organising free awareness cum health check-up & medical camps for the benefit of local people	707	
135	Engagement of interns under the PM Internship Scheme	6	
136	Construction of public toilet at Dhargaon village, South Sikkim	1200	
137	Establishment of Motherpods at 3 locations in the district of Gyalshing and Namchi to ensure facilities for breastfeeding mothers in public spaces to provide privacy & comfort to the breastfeeding mothers.	500	
138	Provision of medical equipment for Tashiding/Yuksom and Dentam Public Health Centre (PHC) in Distt. Gyalshing.	620	
139	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	5489	
140	Construction of Assembly ground for Dalep Govt. Junior High School, South Sikkim	200	
141	Requirement of Tools & Equipment like CNC Milling Machine & CNC Lathe Machine etc towards upgradation of Machinist Trade at Government ITI Kewzing, South Sikkim.	299	
142	Fencing of Bakhim Primary School under 50-Kewzing Bakhim GPU, Distt Namchi.	70	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
143	Boundary Fencing of Lingyong Jr. High School, Sikkip, Distt. Namchi	70	100%
144	Provision of Computers & peripherals and other furniture items to be provided to Dhargaon Primary School & other Government schools in the vicinity of the power station.	330	
145	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	284	
146	Provision of Computer and other Computer Accessories items to 49 Legship Gram Panchayat Units & other GPUs in the vicinity of the Power Station.	500	
147	Provisioning of Sanitary Napkin Vending Machine and Incinerator in Government Secondary and Sr. Secondary Schools under 'Project Bahini'	41645	
148	Construction of Toilets and Bathroom at Central Pandam Gadi Fort Heritage site, District Pakyong, Sikkim	5955	
149	Providing Maruti Eeco Van for Ambulance Services under CSR & SD Works to Namphing Kalyan Samaj, Adarsh Gaon.	244	
150	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	12796	
151	Providing Public Address System to Government Senior Secondary School, Lingee, South Sikkim	196	
152	Scholarship to Meritorious Students	9	
153	Construction of ICDS Centre at Linkutar, Namchi District, Sikkim	6	
154	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	321	
155	Supply and Installation of solar street lights from Sirwani Fatak to Dochum Junior High School, District Gangtok, Sikkim	2866	
156	Supply and Installation of 08 Nos. Solar Street Lights at Upper Sukrabarey, Namchi Distt., Sikkim	2817	
157	CSR Support for Project 'Shuddhi': De-addiction and rehabilitation of underprivileged sub-stance abuse victims in Kalimpong District	16	
158	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2507	
159	Funding for construction of Engineering College, Takdah.	800	
160	Supply of School Furniture in Sarada High School	630	
161	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	140	
162	Fencing, Water Supply and Toilet for Lanku Health Centre in Lanku Village	300	
163	Providing ambulance service for Kalijhora village	2000	
164	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	2700	
165	Funding for construction of Engineering College, Takdah.	800	
166	Construction of Terrace at Mamding Toryok Higher Secondary School, Lower Mamring, Kurseong	500	
167	Construction of two community halls, one each at Lower Bara Suruk in Kalimpong Block and Samathar Suruk in Samthar Gram Panchayat	1500	
168	Provisioning of Bio Toilets (320 nos) in Champo Khanpok Floating Village, Sub-division Moirang District Bishnupur, Manipur.	1600	
169	Organizing Medical Health Camps at Ithai (Bishnupur) & Leimatak (Churachandpur), Ma-nipur	780	
170	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	4612	
171	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	489	
172	Construction of Community Hall at Kukimun Village, Tehsil Churachandpur, North, Dist. Churachandpur, Manipur	620	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
173	Community Hall at Shantipur Ningthoukhong Ward No.2, Distt. Bishnupur, Manipur	2070	100%
174	Construction of Road, Culvert, and Bridge in the vicinity of Leimatak Power House, Kangvei, Churachandpur, Manipur	1170	
175	Installation of Water Treatment Plant & RO Plant (4000LPH) with deep Bore Well, Motor Pump set and Plumbing work etc., at Dhemaji Civil Hospital, Dhemaji, (Assam).	14100	
176	Construction of public toilets in various places of Dhemaji district	4500	
177	Construction of RCC class room with toilet facility Prataya (Special school) at vill-Kesasaal, P.O.- Charaimoria, North Lakhimpur, Lakhimpur, Assam.	200	
178	Construction of 5 Ring well at Dollungmukh, Kamle District, Arunachal Pradesh.	291	
179	Construction of Toilets for boys and girls common room separately at Mingmang Kamala Miri High School, Dhemaji, Assam	305	
180	Construction of Toilet, Dressing Room and Electrification work of Shyamguri Manipuri Community Hall cum Kala-Kristi Kendra at Shyamguri Manipuri Village, Ukhamati in Dhemaji, District, Assam.	600	
181	Construction of Toilet (Boy & Girl) Jonki Panoi High School., Dhemaji, District, Assam	180	
182	Construction of toilets for boys and girls at Moharicamp Higher Secondary School Mohari-camp PO-Ukhamati, Dhemaji, Assam.	421	
183	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	8330	
184	Construction of Library and Girls Common Room at Halakbari Janajati Adarsha High School	528	
185	Renovation of building of Government Middle School, Sipu, Kolapatukar Village, Dolungmukh, Arunachal Pradesh	52	
186	Providing Livelihood Enhancement Training on Operation of Automatic Handloom for a period of 01 Year to 160 Nos. Downtrodden Women in the vicinity of Subansiri Lower HE Project.	160	
187	Construction of Class Room Building at Sankardev Sishu Niketan, Boginadi, Lakhimpur district, Assam	800	
188	Construction of Four Classrooms (Ground Floor and First Floor) with Stair case at Vivekanand Kendra Vidyalaya, Dhemaji, Assam	529	
189	Engagement of interns under the PM Internship Scheme	8	
190	Electrification work in newly constructed additional class rooms & toilets of Mingmang Kamla Miri High School, Mingmang, Dhemaji, Assam	305	
191	Expenditure on Kendriya Vidyalaya/Other Schools for Outsiders-CSR.	324	
192	Construction of Multicultural Hall -Cum-Badminton indoor Hall at Kolaptukar / Dollungmukh Circle, Kamle district, Arunachal Pradesh.	2500	
193	Construction of side gallery & development of other infrastructure at Rajiv Gandhi sports complex at Mohoricamp, Gogamukh, Dhemaji, Assam.	50000	
194	Construction of Boundary Wall & Ring well for Development of the Gogamukh - Chouldhowa Cremation Ground in Assam.	20000	
195	Construction of a Community Hall in Notun Haladhi Ati Village, GP-Chauldhowa, Circle-Kadam, Lakhimpur District.	3000	
196	Construction of Flood Protection (wire crated) work at Durpai river at Durpai village, Lower Siang, Arunachal Pradesh.	1000	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
197	Construction of RCC drain for Mocher Nalla at Durpai village, Lower Siang, Arunachal Pradesh.	1000	100%
198	Construction of Community Hall and boundary wall at Takam Patiri Dole: Ope: Kebang, Parghat, Gogamukh, PO- Gogamukh, Dhemaji district.	20000	
199	Construction of boundary wall and earth filling at Sree Mohanta Sankardev Kala Kristi Vikash Kendra, Gogamukh Anchalik Sakha, Gogamukh, Dhemaji District.	50000	
200	Flood affected area and land erosion problem caused by river Gelajan and Rupahi at Gogamukh.	5000	
201	Organizing medical camps/ awareness camp in the nearby project area	140	
202	Medical Expenditure NHPC Hospital/ Dispensaries for Outsiders-CSR.	702	
203	Renovation of Girls Hostel of ITI Roing	100	
204	Renovation of Govt. Secondary School, Bizari	200	
205	Engagement of interns under the PM Internship Scheme	2	
206	Providing Disaster Management items (Like Portable Gensets, PA system, Wall Cutter, Chain Saw, Torch Lights, Ladder, Tent for Rain Shelter etc.) to DC Office, Anini	5000	
207	Providing 02 nos Basic Life Support Ambulance in Distt Daporijo, Upper Subansiri HEP.	18900	
208	Development of Modern Library and Reading Room Facility in Government Higher Secondary School (GHSS), Doimukh, Arunachal Pradesh	302	
209	Upgradation of ITI Pangin, Siang [Building structure exists. Electrification, repair & maintenance, refurbishment of infrastructure, setting up lab, workshops, etc.]	200	
210	Upgradation of 5th IRBN Welfare School, Pasighat, East Siang District, Arunachal Pradesh	200	
211	Installation of 20 Smart Solar Street Lights in District Mau, Uttar Pradesh	1500	
212	CSR Support to School of mentally retarded Children in Sector-14, Faridabad by providing one time Capital Items and Running expenditure for three years.	30	
213	Operation & Maintenance of TTSP Booths, Water lines & Tube wells for Choti and Badi parikrama at Govardhan, Mathura for 3 years.	50000	
214	Distribution of Aids and Assistive devices to around 1000 Divyangjans through Artificial Limbs Manufacturing Corporation Limited (ALIMCO) in the North & North Eastern states.	1369	
215	CSR Support for Deepstambh Foundation's 'Manobal' residential training centre for students with disabilities, orphans, rural and tribal youth at Jalgaon, Maharashtra.	100	
216	Implementing Comprehensive Healthcare and Community Empowerment Initiatives at Rugna Seva Prakalp, Adarsh Colony, Pandharpur Road, Miraj Distt Sangli Maharashtra as part of NHPC's CSR Initiative.	5000	
217	Empowering Women's Health: NHPC's CSR Initiative for Awareness, Distribution of 'Saukhyam Reusable Pads,' and Installation of Pad Vending Machines in 20 Schools/ Colleges across Pithoragarh and Champawat Districts, Uttarakhand.	2775	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
218	Shiksha Rath 7.0: NHPC's Transformative CSR Endeavour Empowering Children and Communities in Seven Border Villages along the LOC in Ladakh	8400	100%
219	Implementing a Two-Year Initiative: Establishing a Skill Development and Education Centre, and Distributing Nutrition Supplements and Immunity Booster Kits at Titu Colony, Sector 28, Faridabad, Haryana.	125	
220	NHPC's CSR Initiative Empowers 22 Single Teacher Schools, Delivering Primary Education and Nutritional Support to Underprivileged Children in Jaisalmer and Kota Districts, Rajasthan	614	
221	CSR Support for providing Equipment for Sport Science Laboratory at THDCIL High Performance Academy for Canoeing & Kayaking, Koteshwar, Tehri, Uttarakhand	330	
222	Establishment of Shaswat Yoga Training Center, Phalodi, Rajasthan	1500	
223	Mobile Medical Unit for Pithoragarh, Uttarakhand - Procurement and One Year Operations for Enhanced Primary & Preventive Healthcare	2000	
224	Construction of PICU (Paediatric Care Unit) Ward in the Under-Construction Building of Shri Guruji Nashik, Intensive Rugnalaya, Maharashtra	5000	
225	Installation of a Dental Care Unit at Apaji Arogya Mandir Hospital, Banasthali Vidyapith, Rajasthan	20000	
226	Hands of Hope: NHPC's Transformative CSR Initiative for Empowering the Differently-Abled with Prosthetic Arms	166	
227	Ecological Restoration and Conservation of Sale Lake in Sale Village, Raigad, Maharashtra Using JalVed™ Ayurvedic Extract.	2000	
228	Providing CSR support for Procurement of Medical Equipment in Autonomous State Medical College Society, Siddharth Nagar, Uttar Pradesh	3000	
229	Providing One Basic Life Support (BLS) Ambulance and One Advanced Life Support (ALS) Ambulance Equipped with Transport Ventilator (RESPMAX).	19000	
230	Establishment of Three 5-Bedded Wards in the under-construction Balasaheb Deoras Rugnalaya, Pune, Maharashtra.	21500	
231	Construction of Toilet Block in MM Sherry Girls Higher Secondary School, Agra, Uttar Pradesh	115	
232	Distribution of Dry Ration to Elderly Destitute Women and Widows at Vrindavan, Uttar Pradesh	275	
233	Installation of Water Coolers with In-Built RO System and Provision of Safe Drinking Water for Public at Police Establishments in District Faridabad, Haryana	125000	
234	CSR Support for Two Truenat Machines for TB Diagnosis at District Faridabad Hospital	6000	
235	Enhancing maternal healthcare and diagnostic access through provision of ultrasound equipment to Samvedna Polyclinic & Diagnostic Centre, Makanpur Village, Indrapuram, Ghaziabad	3000	
236	Strengthening the development of infrastructure of Government Girls Inter College, Siddharthnagar, Uttar Pradesh.	450	
237	Nurturing Promising Life Paths for Students from Minority across Various Districts in Kerala.	600	
238	Transforming Varanasi District Library: NHPC's CSR Initiative for Community Empowerment	50000	



Sr No.	Description of Activities/ Initiatives	No. of Person Benefitted from CSR Projects	% of Beneficiaries from vulnerable and marginalized groups
239	Financial Aid to Three Underprivileged Students at BML Munjal University under the 'BMU CARES'	3	100%
240	Engagement of interns under the PM Internship Scheme	23	
241	Establishment and Operation of Ekal Vidyalayas in Rural Areas of Himachal Pradesh, Uttarakhand, and UT of Jammu & Kashmir	1644	
242	Construction of the First Floor of the Model NEP Campus Building at Vidyadhiraja Vidyabhavan Higher Secondary School, Aluva, Kerala.	1789	
243	Establishment of STEAM (Science, Technology, Engineering, Arts and Mathematics) Labs in Kasturba Gandhi Balika Vidyalya & Rajkiya Balika Inter Colleges in Shajahanpur, UP.	1919	
244	Establishment of Students Mastering Important Life skills Education (SMILE) Hub at Government Girls Senior Secondary School, Ballabhgarh, Haryana.	500	
245	Supply and Installation of Solar Power Plant at Prayas Welfare School, Sector 64, Faridabad	400	
246	Installation of 100 Intelligent Teaching Consoles in Government Pre and Primary Schools (50 in Dibang District, Arunachal Pradesh & 50 in Leh, UT of Ladakh)	10000	
247	Establishment of Sewing Training Center at Government Girls College, Bawani Khera, Bhiwani.	100	
248	Installation of 100 Solar Street Lights in District Sitapur, Uttar Pradesh	5000	
249	Desilting of earthen bunds, deepening and widening of streams in Parkandi Village, Taluka - Maan, District Satara, and in Gondune Village & Borgaon (Hiridpada) Village, both in Taluka - Surgana, District Nashik, Maharashtra under CSR.	7014	
250	Construction of Civic Amenity Building, Badrinath Dham to Shri Kedarnath Utthan Charitable trust (SKUCT).	125000	
251	Providing regular sports training to Persons with Intellectual and Development Disability (PWIDD).	762	
252	Empowering Rural Communities: NHPC's Vibrant CSR Initiative for Sustainable Futures in Meerpur and Beladi-Salhampur Villages, Haridwar District, Uttarakhand.	4922	
253	Establishment of Integrated Border Area Development Centre (IBADC) in Jammu & Kashmir.	10000	
254	CSR Support of Rs. 1.00 Cr for re-construction of Govt. Schools and Health centres damaged during unprecedented rainfall in the Uttarakhand state for the FY 2021-22.	40000	



Independent Reasonable Assurance Statement

To,
The Director
NHPC Limited
NHPC Office Complex, Sector-33,
Faridabad, Haryana – 121003, India

JointValues ESG Services Pvt. Ltd. (hereinafter referred to as “JointValues”) was appointed and engaged by the management of the NHPC Limited (hereinafter referred as the “Company” or “NHPC”) for performing an independent assurance of the nine core attributes as mentioned in SEBI’s BRSR Core¹ format² for information pertaining to Environmental, Social, and Governance performance disclosed by the Company in the Business Responsibility and Sustainability Report (BRSR) for the ‘reporting period’ April 1, 2025 to March 31, 2026 considering related formats and criteria^{3,4,5,6,7} for listed entities issued by SEBI.

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

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

Methodology

JointValues conducted this reasonable assurance of the Company in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB).

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

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

Limitations and Exclusions

- Preparing the Company’s BRSR information requires management to set the criteria, decide what information is relevant to include, and make estimates and assumptions that impact the reported information.
- Reducing engagement risk to zero is rarely attainable; therefore, reasonable assurance is less than absolute assurance.
- Calculating and measuring certain amounts and BRSR Core metrics, such as GHG emissions, water, waste and energy footprint, involves assumptions/estimations and inherent measurement uncertainty. Even though we

¹ Annexure-I in SEBI’s circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

² Annexure-II in SEBI’s circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

³ Regulation 34(2)(f) of SEBI’ Listing Obligations and Disclosure Requirements (SEBI LODR)

⁴ SEBI vide circular number SEBI/HO/CFD-PoD-2/CIR/P/0155 dated 11th November, 2024

⁵ SEBI circular number SEBI/HO/CFD-PoD-1/D/CIR/2024/177 dated 20th December, 2024

⁶ Circular number SEBI/HO/CFD-PoD-1/CIR/2025/42 dated 28th March, 2025

⁷ GHG Verification and Validation conducted against GHG Protocol and ISO 14064 - 1:2018, ISO 14064 - 2:2019 and ISO 14064 - 3:2019.



obtain sufficient appropriate evidence to support our opinion, it does not eliminate the uncertainty in these amounts and metrics.

- Evaluation, verification and assessment of any Company's financial performance and data have been out of the scope of this engagement, except relying on the Company's third-party audited financial reports as provided to us during the course of engagement, wherever materially required concerning the nine core attributes of the BRSR core. The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- Aspects of the BRSR and the data and information (qualitative or quantitative) as per BRSR Core attributes.
- The engagement does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the BRSR with reporting frameworks other than those specifically mentioned. This engagement does not consider assessments or comparisons with frameworks beyond the specified ones.
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- The absence of a significant body of established practice on which to draw, to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.
- Activities and practices followed outside the defined assurance period stated herein above.

Procedures Followed

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

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

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

Our Responsibilities

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

Other Information

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

Independence, Quality Control and Competence

JointValues is independent of the Company and has not been involved in any non-audit, non-assurance or non-



assessment nature of engagement during the financial year 2025-26 for which JointValues has conducted independent assurance of BRSR core for the Company.

In the course of this engagement, assurance practitioner exercised professional judgement and applied professional scepticism consistent with the provisions of ISAE 3000 (Revised), which prescribes that unless information provided by the firm or other parties suggests otherwise, the engagement team is entitled to rely on the firm's system of quality control. In such circumstances, and to the extent so relied upon, JointValues placed appropriate and limited reliance on the Company's representations regarding its system of quality control and the continuing effectiveness of its internal management processes, with its professional opinion informed by the safeguards embedded therein, including the competence and structure of the Company's management systems, adherence to applicable regulatory requirements, and the overall rigour of the Company's governance and continuance procedures. The responsibility for the completeness, accuracy and integrity of the underlying data and primary computation inputs rests solely with the management of the Company.

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

Scope and Boundary of Assurance

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

The reporting boundary of the Company's BRSR is "Standalone basis" which includes all operations and facilities directly held under the holding entity, and not the subsidiaries. The table in Annexure-I below shows the reporting boundaries and scope of disclosure on which the opinion is being issued for the reporting period from April 1, 2025, to March 31, 2026.

Opinion

Based on the procedures performed, evidence obtained, explanations provided by management and subject to inherent limitations outlined above, JointValues expresses its opinion that the nine core attributes as per the BRSR Core, as disclosed by the Company through the BRSR format, are reasonably assured for the reporting boundary and scope as mentioned in this statement.

Responsibilities of Management at the Company

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

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

Limitation of Liability and Legal Disclaimer

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



caused by negligence) in connection with any use of the content in this assurance statement.

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

The Intended Use or Purpose of this Assurance Statement

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

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

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

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

Jul 17, 2026

J. S. Kamyotra Verifier and Assurer JointValues ESG Services Pvt. Ltd.	Ritu A Signatory - Commercial Contract JointValues ESG Services Pvt. Ltd.
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Annexure-1
NHPC BRSR Core Metrics
Assurance Statement for BRSR Core of the NHPC for Financial Year 2025-26

#	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the NHPC in print ready BRSR produced for assurance procedures	Remark on boundary and scope
1	Greenhouse gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Principle 6, Q7 of Essential Indicators	GHG (CO ₂ e) Emission in Million (Mn) MT / KT / MT Direct emissions from organization's owned- or controlled sources	3,994 Metric Tonnes of CO ₂ e (MtCO ₂ e)	On account of Diesel and Petrol consumption.
		Total Scope 2 emissions (Break-up of the GHG (CO ₂ e) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Principle 6, Q7 of Essential Indicators	GHG (CO ₂ e) Emission in Mn MT / KT / MT Indirect emissions from the generation of energy that is purchased from a utility provider	39,394 MtCO ₂ e	On account of Electricity consumption.
		GHG Emission Intensity (Scope 1 +2)	Principle 6, Q7 of Essential Indicators	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP	0.000008545 MtCO ₂ e/US Dollar	
			Principle 6, Q7 of Essential Indicators	Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services		
2	Water footprint	Total volume of water consumption	Principle 6, Q3 of Essential Indicators	Mn Lt or KL	4,08,300 KL	
		Water consumption intensity	Principle 6, Q3 of Essential Indicators	Mn Lt or KL / Rupee adjusted for PPP	0.000080409 KL/ US Dollar	
			Principle 6, Q3 of Essential Indicators	Mn Lt or KL / Product or Service		
		Water Discharge by destination and levels of Treatment	Principle 6, Q4 of Essential Indicators	Mn Lt or KL	16,22,888 KL	
3	Energy footprint	Total energy consumed	Principle 6, Q1 of Essential Indicators	In Joules or multiples	12,33,803 GJ	On account of Liquid Fuel and Electricity.
		% of energy consumed from renewable sources	Principle 6, Q1 of Essential Indicators	In % Terms	79.4 %	On account of in-house Solar Power Generation.



#	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the NHPC in print ready BRSR produced for assurance procedures	Remark on boundary and scope
		Energy intensity	Principle 6, Q1 of Essential Indicators	Joules or multiples / Rupee adjusted for PPP	0.000242980 GJ/ US Dollar	
			Principle 6, Q1 of Essential Indicators	Joules or multiples / Product or Service		
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	Principle 6, Q9 of Essential Indicators	Kg / MT	5.12 Metric Tonne (MT)	
		E-waste (B)	Principle 6, Q9 of Essential Indicators	Kg / MT	4.20 MT	
		Bio-medical waste (C)	Principle 6, Q9 of Essential Indicators	Kg / MT	1.02 MT	
		Construction and demolition waste (D)	Principle 6, Q9 of Essential Indicators	Kg / MT	1,188.96 MT	
		Battery waste (E)	Principle 6, Q9 of Essential Indicators	Kg / MT	0.17 MT	
		Radioactive waste (F)	Principle 6, Q9 of Essential Indicators	Kg / MT	0	
		Other Hazardous waste. Please specify, if any. (Waste Oil) (G)	Principle 6, Q9 of Essential Indicators	Kg / MT	0.34 MT	
		Other Non Hazardous waste. Please specify, if any. (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Principle 6, Q9 of Essential Indicators	Kg / MT	1,195.74 MT	
		Total waste quantity (A+B+C+D+E+F+G+H)	Principle 6, Q9 of Essential Indicators	Kg / MT	2,395.55 MT	
		Waste intensity	Principle 6, Q9 of Essential Indicators	Kg or MT / Rupee adjusted for PPP	0.0000004718 MT/ US Dollar	
			Principle 6, Q9 of Essential Indicators	Kg or MT / Employee (FTE) (Unit of Product or Service)	-	



#	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the NHPC in print ready BRSR produced for assurance procedures	Remark on boundary and scope
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	Principle 6, Q9 of Essential Indicators	Kg or MT	38.30 MT	
			Principle 6, Q9 of Essential Indicators	Intensity	0.016	
		For each category of waste generated, total waste disposed by nature of disposal method	Principle 6, Q9 of Essential Indicators	Kg or MT	2,357.24 MT	
				Intensity	0.984	
5	Enhancing safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Principle 3, Q 1(c) of Essential Indicators	In % terms	2.12 %	
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Principle 3, Q11 of Essential Indicators	Number of Permanent Disabilities	0	
				Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	
				No. of fatalities	0	
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	Principle 5, Q3(b) of Essential Indicators	In % terms	9.72 %	
		Complaints on POSH	Principle 5, Q7 of Essential Indicators	Total Complaints on Sexual Harassment (POSH) reported	01	
				Complaints on POSH as a % of female employees / workers	0.19%	
				Complaints on POSH upheld	0	



#	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the NHPC in print ready BRSR produced for assurance procedures	Remark on boundary and scope
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Principle 8, Q4 of Essential Indicators	In % terms – As % of total purchases by value	MSMEs/ small Producers- 60.73 % Within India- 100 %	Procurement of Goods and Services through MSEs (Including MSEs owned by SC, ST, Women Entrepreneurs)/ Total Eligible Procurement of Goods and Services rendered by MSEs.
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non- permanent / on contract) as % of total wage cost	Principle 8, Q5 of Essential Indicators	In % terms – As % of total wage cost	Rural – 51.06% Semi-Urban – 4.59% Urban – 8.42% Metropolitan – 35.93%	
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Principle 9, Q7 of Essential Indicators	In % terms	Nil	
		Number of days of accounts payable	Principle 1, Q8 of Essential Indicators	(Accounts payable *365) / Cost of goods/ services procured	89.71 days	
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Principle 1, Q9 of Essential Indicators	Purchases from trading houses as % of total purchases Number of trading houses where purchases are made from Purchases from top 10 trading houses as % of total purchases from trading houses	Not applicable	Based on Audited Financial Statement



#	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the NHPC in print ready BRSR produced for assurance procedures	Remark on boundary and scope
				Sales to dealers / distributors as % of total sales Number of dealers / distributors to whom sales are made Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not applicable	
				Share of RPTs (as respective %age) in Purchases Sales Loans & advances Investments	5.55 % 0.48 % 100 % 100 %	

