

Third Party disclosure under RTI Act'2005

i) Particulars of Organisation, functions and duties:

Name and address of the Organization	Coal India Limited (A Maharatna Company) Coal Bhawan Premise No. 04 MAR Plot No. AF-III, Action Area-1A Newtown, Rajarhat, Kolkata-700156 CIN: L23109WB1973GOI028844
Head of the organization	Shri P.M.Prasad CMD, CIL
Vision, mission and key objective	<p><u>Vision</u>- To emerge as a global player in the primary energy sector committed to provide energy security to the country by attaining environmentally & socially sustainable growth through best practices from mine to market.</p> <p><u>Mission</u>- To produce and market the planned quantity of coal and coal products efficiently and economically in an eco-friendly manner with due regard to safety, conservation and quality.</p>
Function and duty	<p>Coal India Limited (CIL) the state-owned coal mining corporate came into being in November 1975. With a modest production of 79 Million Tonnes (MTs) at the year of its inception CIL, today is the single largest coal producer in the world and one of the largest corporate employer with manpower of 228861(as on 1st April, 2024).</p> <p>Coal India Limited (CIL), classified as a 'Maharatna' enterprise under the Ministry of Coal, Government of India, has its headquarters situated in Kolkata, West Bengal. It holds the title of the largest coal producer globally. Across eight Indian states, CIL operates in 84 mining areas, managing a total of 310 active mines, consisting of 129 underground, 168 opencast, and 13 mixed mines. CIL possesses twelve subsidiary companies namely Eastern Coalfields Limited (ECL), Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL) , Western Coalfields Limited (WCL), South Eastern Coalfields Limited (SECL), Northern Coalfields Limited (NCL), Mahanadi Coalfields Limited (MCL), Central Mine Planning & Design Institute Limited (CMPDIL), CIL Navikarniya Urja Limited(CNUL), CIL Solar PV Limited (CSPL), Coal India Africana Limitada (CIAL) and Bharat Coal Gasification and Chemicals Ltd (BCGCL) (Date of incorporation-21.05.2024). Furthermore, CIL has five Joint Venture companies namely, Hindustan Urvarak & Rasayan Limited(HURL) ,Talcher Fertilizers Ltd.(TFL),CIL NTPC Urja Pvt. Ltd.(CNUPL), Coal Lignite Urja Vikas Private Limited (CLUVPL) and International Coal Venture Private Limited (ICVPL). CIL directly oversees the management of the mines in Assam, specifically North Eastern Coalfields (NEC).</p> <p>CIL has 21 training Institutes and 76 Vocational Training Centres. Indian Institute of Coal Management (IICM) as a state-of-the-art Management Training 'Centre of Excellence' – the largest Corporate Training Institute in India - operates under CIL and conducts multi-disciplinary programmes.</p> <p>Mahanadi Coalfields Limited, a subsidiary of Coal India Ltd is having four (4) Joint Ventures, SECL has two (2) Joint Ventures and CCL has one (1) Joint Venture.</p> <p>Unmatched Strategic Relevance:</p> <p>Coal sector plays a crucial role in a country like India where energy security is a critical pillar for sustained economic growth and prosperity. The energy security of the country and its prosperity are integrally linked to efficient and effective use of its most abundant, affordable and dependent fuel, coal. In Indian economy, a significant proportion of Coal's demand is for power generation in the thermal power sector. The balance demand is through non- regulated sectors comprising steel, cement, captive power plants etc. It is envisaged that new segments such as power demand from use of electric vehicles and demand for coal from the chemicals sector etc. would also add to the existing demand. Today India is the 2nd largest producer of coal in the world. The All India Coal Production</p>

during 2023-24 stood at 997.25 MT with a positive growth of 11.65%. Coal India Limited (CIL) produced 773.647 MT with a positive growth of 10.02% during 2023-24. Singareni Collieries Company Limited (SCCL) production of coal during 2023-24 was 70.02 MT with a positive growth of 4.30%. Small quantities of coal are also produced by TISCO, IISCO, DVC and others.

The dependability on coal may be gauged by the fact that about 49% of India's installed power capacity is coal (excluding Lignite)-based. CIL produces around 78% of India's overall coal production and it alone meets to the tune of 40% of primary commercial energy requirement. As India aims to increase its power generation capacity in coming years, to cater to demand from rising economy, population growth and rapid urbanization, a significant portion of the capacity is expected to come from coal itself.

Production and Growth:

In FY 2024-25 CIL's production was 781.06 million tonnes (MTs) with a volume increase of 7.41 MTs over previous financial year. Achievement against the target was 93.18%.

A crowning achievement of our company was the washed coking coal production which recorded 2.42 MTs, the highest in a decade. CIL has also achieved an impressive 12.7% growth in raw coking coal feed to the washeries over the previous year with a growth of 8% in washed coking coal production.

For the third consecutive year CIL has surpassed its OBR target. Sustaining the growth trend of previous financial year, CIL removed 2019.49 million cubic metre (Mcu.M) of OB overtaking the annual target of 2009.45 Mcu.M and achieving 100.5% of the target satisfaction. Year-on-year growth was nearly 2.82%. OBR growth bodes well for CIL in getting future ready to ramp up the production. Coal off-take of 762.98 MTs during FY 2024-25 registered a 9.47 MT increase in absolute terms over 2023-24.

Maintaining its flagship status among CIL's subsidiaries, MCL has produced 225.17 MTs which is 29% of CIL's total production. The increase was 19.07 MTs compared to FY 2023-24.

Gevra OC of SECL maintained its top position among all mines of CIL with a production of 56.03 MT during FY 2024-25.

Consumer Satisfaction:

Customer satisfaction through quality assurance and transparency in business operations have been the priority areas for CIL. The initiatives taken to build Consumers' confidence and satisfaction include supply of only sized coal as per FSA provision to power sector consumers, extension of third party sampling facility to all sectors of consumers under all schemes through deployment of empanelled Third Party Agencies (TPA), as per the choice of consumer, restriction of grade slippages, timely issuance of credit/debit notes on quality grounds under purview of FSA etc. Recently, after discontinuation of services by CIMFR, twelve third party sampling agencies was empanelled by an independent entity under Ministry of Power and CIL as well to cater to both power and non-power sector. As a result of conscious and continuous measures taken towards quality maintenance, a) The gap between the weighted average of declared and analyzed GCV of coal based on results received for FY 2024-25 is only 34 Kcal/ kg which is well within the GCV band of same Grade and b) The final grade conformity including referee for FY 2024-25 is 82%.

Touching Peoples' lives at the grass root level:

Unlike other parts of the world, coal reserves in India mostly under the forest land or in tribal inhabited areas. Inevitably coal mining displaces people. But, CIL has a well-structured Rehabilitation and Resettlement Policy for Project Affected People. The company Pursues 'Mining with a human face' through a socially sustainable inclusive model of growth by making Project Affected People stakeholders in the decision making process for their livelihood.

Corporate Citizen:

CIL is one of the highest CSR spenders amongst the PSUs. CSR activities undertaken by the Company includes education, healthcare, women empowerment, skill development sports etc. CIL and its subsidiaries have spent ₹ 850.17 crores on CSR activities during 2024-25.

Coal beneficiation

Currently, CIL operates 13 Coal Washeries with a combined operable washing capacity of 39.35 MTY. Among these, 10 are dedicated to coking coal, while the remaining 3 handle non-coking coal, with operable capacities of 18.35 MTY and 21 MTY respectively. In the fiscal year 2024-25, the total washed coal production from the existing coking coal washery amounted to 2.42 MT. In a bid to expand beneficiation capacity, the construction of the 2 MTY Bhojudih Washery is now in its final stages. Simultaneously, important milestones like EC transfer in the name of selected bidder for setting up of 3 MTY Kathara Washery, issuance of LoA to the selected bidder for setting up of 4 MTY Basantpur-Tapin Washery, issuance of LoI for the establishment of 1.5 MTY Swang Washery and commencement of renovation work of Old Moonidih Washery were achieved in 2024-25. Moreover, CIL's efforts to supply quality coal to power sector consumers have been reinforced by the commercial operation of the 10 MTY Ib-Valley Washery, which commenced on 15th April 2024. The 2 MTPA Dugda Coal Washery of BCCL in Bokaro, Jharkhand was successfully monetized. This marks the first-ever monetization of a coal washery in India and aligns with the government's policy of asset monetization.

Care for Environment/ Environmental Management:

CIL's subsidiaries have created a green canopy in and around the mining areas by planting 40.38 Lakh saplings over 1712.73 Ha. Additionally grassing has been carried over 206.80 Ha along with gap plantation of 1.56 Lakh saplings over 85.4 Ha.

The plantation within mine leasehold area, in last 5 years, has created an annual carbon sink potential of 2,72,000 tonnes of CO₂ equivalent

Creation of Eco-Park

For effective Bio-reclamation of disturbed land, scientific studies are carried out to select suitable species of plants for afforestation on three tier plantation concept. Forest Research Institute (FRI) has been engaged by CIL for sharing their expertise in the field of eco-restoration in the reclaimed areas. Many Eco- restoration sites have been developed in subsidiary companies of CIL with technical collaboration of FRI.

Eco Parks have been developed in many of the mined out areas and command areas of CIL like Jhanjra Area Park ECL, Parasnath Udyaan AKWMC Colliery BCCL, Bishrampur Tourism Site SECL, Chander Shekhar Azad Eco Park Bina NCL, Neem Vatika Raiyatwari Chandrapur WCL, Kayakalp Vatika CCL, Orient Eco-Park, MCL, etc. CIL has established 33 Eco-parks & Mine Tourism & eco-restoration sites on date.

CIL HQ obtained re-certification of ISO 9001:2015, ISO 14001:2015 and ISO 50001:2018 for Quality Management, Environment Management and Energy Management System respectively from Bureau of Indian Standards (BIS) in 2022 with validity upto Oct,2025. As on 31st March 2025, ECL, NCL and MCL are certified for Integrated Management System (ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018). NCL, is also certified for ISO/IEC 27001 – Information Security Management System. CMPDI HQ and its seven RIs are certified for ISO 9001:2015. Moreover, CMPDIL HQ, Ranchi has also been certified with ISO 37001:2016 (Anti-Bribery Management System).

Conservation of Energy:

Conservation of energy always remains a priority area and CIL/Subsidiaries have extensively exercised various measures towards reduction in specific Energy consumption Coal Production has increased by 0.96 % in 2024-25 compared to 2023-24 and there is increase in OB removal by 55.35 MCUM. Electricity consumption in CIL as a whole in 2024-25 was 4780.88 million units compared to 4273.61million units in 2023-24, showing a increase of 11.8%. Total amount paid towards energy Bill in 2024-25 was H 4040.93 crore against H 3633.03 crore in 2023-24, an increase of 11.2%. In terms of total coal production, specific energy Consumption for CIL as a whole, during 2024-25 was 6.12 KWh/T as against 5.72KWh/T during 2023- 24 with an overall increase of 7%. In terms of composite production (in M3), Specific Energy Consumption during 2024-25, for CIL as a whole, was 1.91 KWh/m3 vis-à-vis 1.76 KWh/m3 during 2023-24 with an overall increase of 8.5%

Energy Conservation measures:

Below are some notable measures undertaken by CIL/ Subsidiaries for energy conservation:

(A) Energy Efficiency Measures in 2024-25:

- (a) Use of LED Lights** - High Voltage Luminaries/ conventional light fittings have been replaced with low power consuming LEDs of appropriate wattage in majority of the places for quarry lighting, UG mine lighting, street lighting, office and other work places, townships etc. thereby resulting in huge saving in electricity consumption 70018 LED lights (ECL-1570, MCL-16695, , WCL-14962, NCL-15634, BCCL 1098, SECL-18084, CCL-1625 & CILH/Q- 350 nos.) of different wattage rating have been installed during 2024-25.
- (b) Energy Efficient ACs** – 1523 energy efficient ACs have been procured & installed in different Subsidiaries of CIL.
- (c) Super Fan** - 47945 no. high energy efficient super fans have been procured & installed in different subsidiaries of CIL.
- (d) E- Vehicles** – 128 nos. of e vehicle have been deployed in different subsidiaries of CIL.
- (e) Energy Efficient Water Heaters** – 127 nos. energy Efficient Water Heaters have been procured & installed at different places in CIL subsidiaries.
- (f) Energy Efficient Motors** – 400 energy efficient motors have been procured & replaced with old motors in different subsidiaries of CIL.
- (g) Auto Timer in Street Lights** – 832 auto timers have been procured & installed at different places in CIL Subsidiaries.

(B) Improvement in Power Factor – Almost all of the areas of the subsidiaries companies have maintained power factors from 0.90 to 0.99 during 2024-25 by installing capacitor banks of appropriate KVAR rating. During 2024-25, 38930 KVAR of capacitor banks have been procured and installed at subsidiaries.

(C) Installation of Ground & Roof Mounted Solar Power Plant in different command Areas of CIL

Foraying into renewables: Decarbonisation of Operations

Solar Energy generation:

Coal India Limited (CIL) continues to drive its long-term de-carbonization strategy with a firm commitment to achieve 3 GW of solar capacity by FY 2027–28, supporting its ambition of becoming a Net-Zero Company. The Solar & Renewable Energy segment remains the cornerstone of CIL's sustainable growth vision.

CIL is actively exploring several innovative and sustainable solar energy initiatives. These include the potential installation of floating solar plants over reservoirs and mine voids, as well as the utilization of stabilized overburden (OB) dumps for solar power development.

The integration of solar projects into mine closure plans is also being evaluated, underscoring CIL's commitment to environmental sustainability and long-term energy transformation

CIL's solar program is poised for accelerated growth in FY 2025–26 and expect to touch around 914 MW cumulative solar capacity by this financial year end. Key priorities include commissioning of high capacity solar plants, entering into more strategic JVs, and deepening the integration of solar energy into mining operations.

CIL's solar energy program is on a strong growth path, beyond FY: 24-25 with Key priorities on commissioning of high-capacity solar projects, formation of more strategic joint ventures, and deeper integration of renewable energy solutions into mining operations. The green energy transition is expected to yield substantial benefits, including:

- Reduction in mining operational costs through captive solar power generation
- Creation of new renewable energy business streams.
- Contribution towards India's national target of achieving 500 GW of non-fossil fuel based energy capacity by 2030.

ERP, IT INITIATIVES, ELECTRONIC AND TELECOMMUNICATION IN CIL:

A. Enterprise Resource Planning (ERP):

The Enterprise Resource Planning (ERP) system has achieved stability across CIL, serving as the primary repository for critical operational information, including production data, inventory management, equipment status, ongoing project updates, and workforce details. The ERP dashboard provides real-time insights to support informed decision-making and has been enhanced with alert functionalities across its seven modules. These alerts trigger email notifications based on key performance indicators (KPIs) for significant parameters, thereby improving operational efficiency. The entire payroll process at CIL is managed through ERP, with payments typically disbursed by the 2nd of the following month across most subsidiaries. Notably, there has been a significant reduction in payroll processing time, decreasing from 15 days to just 2 days. Similar reductions in cycle times have been observed in other modules as well. The entire lifecycle of ongoing projects is monitored through the PS Module. ERP implementation has enabled effective asset management, improved visibility into spare inventory, and facilitated efficient stores management, leading to better utilization of human resources through optimal manpower deployment. The adoption of SAP ERP has streamlined various business processes, and CIL continues to embrace industry best practices. The Hospital Management System (HMS) has been implemented across 21 hospitals within CIL and its subsidiaries. This system seamlessly integrated with the ERP system to record personnel details, including those of family members. It serves as a comprehensive patient management solution, catering to the entire process from registration to discharge for employees, their dependents as well as CSR initiatives and external visitors. Interfaces have been built with external entities like the GeM portal, FOIS, banks, and the National Coal Portal to facilitate seamless data transfer. Data from both road and MGR weighbridges is integrated effortlessly into the ERP system without manual intervention, while rail rake data is automatically fetched from FOIS. The integration with NICDC for real-time transfer of Production & Offtake data is being developed for Smart Coal Analytics Dashboard (SCAD). WhatsApp alerts of Production & Despatch reports are sent to concern stakeholders. ERP (FICO) implementation has yielded significant benefits in Accounts closing activities and the activities has been accelerated at least by 10 Days resulted in saving of approximately 300 Man days each quarter for each subsidiary. Further, Significant improvement in Budgetary control through

FM Module in SAP has prevented overspending and ensures alignment with allocated Budgets. These improvements enhance financial management and accountability. By leveraging the FICO module, the ERP system has effectively streamlined processes and enhanced productivity.

B . IT INITIATIVES

Coal India Limited has launched an AI-enabled Virtual Assistant (chatbot.coalindia.in) powered by Large Language Models (LLMs) and built on a Retrieval Augmented Generation (RAG) framework. This intelligent chatbot uses enterprise search to provide accurate, context-aware responses.

It currently supports queries from key documents, including:

- Purchase Manual
- Contract Management Manuals
- Guidelines for E-Procurement of Works and Services
- Manual for procurement of Consultancy and Other Services
- Delegation of Powers

This tool streamlines access to policy information, enhances decision-making, and marks a key step in our digital transformation efforts. Additional development is underway to expand its capabilities across more enterprise documents.

NIRIKSHAN – Online Inspection Management Portal:

Coal India Limited has introduced NIRIKSHAN, a digital platform for the online reporting and recording of inspections, particularly in areas like IT initiatives and DDU automation etc. This portal streamlines the inspection process, ensuring efficiency and transparency.

Key Benefits: Simplifies reporting and documentation of inspection notes Enables easy monitoring of inspection and action-taken reports Enhances transparency in the inspection process Assists in identifying and rectifying operational shortcomings effectively NIRIKSHAN is a step forward in strengthening governance and operational oversight through digital solutions.

C. ELECTRONICS & TELECOMMUNICATION

The E&T Department has made significant strides in enhancing technological infrastructure, operational efficiency and security monitoring across the subsidiaries of Coal India Limited (CIL) during the financial year 2024 2025. The following are the major initiatives undertaken and accomplishments achieved:

I. Implementation of Integrated Command Control Centre (ICCC):

Coal India Limited (CIL) has undertaken a major initiative towards enhanced operational oversight and security management through the implementation of an Integrated Command and Control Centre (ICCC). The ICCC serves as a centralized system designed to manage multiple operational and security functions across mining areas.

Key features of the ICCC include:

- Deployment of Artificial Intelligence (AI) and Machine Learning (ML)-based video analytics for real-time anomaly detection.
- Automated alerts for incidents such as camera tampering, unauthorized access, fire detection, accidents, and other security-related events.
- Real-time alerts are disseminated through SMS and email to designated authorities to enable swift and effective response mechanisms.
- The system operates 24/7, offering continuous monitoring and situational awareness for better decision-making and incident management.

Implementation Status:

- ICCCL has become operational in subsidiaries including Western Coalfields Limited (WCL), North Eastern Coalfields (NEC), South Eastern Coalfields Limited (SECL), Mahanadi Coalfields Limited (MCL) and Bharat Coking Coal Limited (BCCL) - Phase A.
- Implementation is currently underway in Central Coalfields Limited (CCL), Northern Coalfields Limited (NCL), BCCL (Phase B) and Eastern Coalfields Limited (ECL).
- A remote viewing facility for the WCL ICCCL has been successfully established at the Ministry of Coal (MoC) as part of Phase-I.

II. Strengthening the Adoption process towards Implementation of various Information Technology (IT) Initiatives across CIL Subsidiaries:

Leveraging technology through various IT initiatives viz. Global Positioning System (GPS) based Vehicle Tracking System(VTS) with geo fencing, Radio- Frequency Identification (RFID) based Boom barriers Systems, CCTV based e-monitoring system at vulnerable locations viz. weighbridge, Central stores, Railway-Sidings, Coal-Heaps etc. are in place at CIL Subsidiaries. These IT Initiatives are also being monitored from apex level at CIL by providing Standard Operating Procedures (SOPs) for their operation and strict adherence by CIL Subsidiaries.

III. Information Security Audit Services for Coal India Ltd., Kolkata

In compliance with the directives GoI, Coal India Limited undertook a comprehensive Information Security Audit of CIL Network to safeguard the ICT infrastructure for strengthening the organization's cyber resilience and security posture.

IV. Preparation of Standard Operating Procedure (SOP) for Right of Way (ROW) Permissions

As per the directives received from the Ministry of Coal (MoC), E&T Department has prepared a standardized SOP for obtaining Right of Way (ROW) permissions for the laying of Optical Fiber Cable (OFC) which has been circulated across all subsidiaries of CIL. This SOP aims to streamline and expedite the approval and implementation process while ensuring regulatory compliance and minimal disruption to operational areas.

V. Implementation of Weighbridge Automation Systems

Recognizing the importance of accuracy and transparency in coal dispatch and logistics, CIL has undertaken the automation of weighbridge operations across all its subsidiaries. The automation initiative ensures real-time digital recording of weight transactions with elimination of manual intervention to prevent discrepancies.

Diversification Strategy: Chemicals & Fertilizers Sector and New Business Verticals

We are strategically expanding into new markets through joint ventures and investments across various sectors, enhancing our business diversification and demonstrating strategic foresight in adapting to changing market dynamics. In the Chemicals & Fertilizers sector, ventures such as Hindustan Urvarak & Rasayan Ltd and Talcher Fertilizers Ltd focus on leveraging natural gas and coal gasification for urea production. These projects support India's food security and are integral to our diversification strategy, helping to sustain capital while promoting long-term growth.

Our expansion extends into the Thermal Power Generation sector with significant investments in projects like Mahanadi Basin Power Ltd and the SECL-MPPGCL JV. These initiatives broaden our footprint in energy generation, ensuring operational continuity and enhancing energy security. In the Coal-to-Chemical projects, our collaboration with industry giants like BHEL and GAIL focuses on coal gasification processes. This approach

not only diversifies our portfolio but also aims to generate returns that surpass our hurdle rate, ensuring the sustainability of our ventures.

Venturing into the critical minerals value chain

As global demand for critical minerals such as lithium, cobalt, nickel, graphite, and rare earth elements rises, we are diversifying into this sector to explore new revenue opportunities. These minerals are essential for batteries, electronics, and clean energy technologies, aligning with the global shift towards renewable energy.

We have amended our Memorandum of Association to include a focus on the critical minerals business value chain. This strategic move leverages our mining expertise to capitalize on this growing market, ensuring sustainable growth and mitigating risks associated with declining coal demand. This initiative supports India's goal of self-reliance in critical minerals, reducing import dependence and enhancing national security.

Focus areas

The activities of CIL in the critical minerals sector will include:

Critical mineral mining: Engaging in extraction, either independently or through collaborations.

Midstream/downstream processing: Processing extracted minerals through in-house capabilities or partnerships.

End product manufacturing: Establishing manufacturing facilities for products derived from critical minerals.

Additionally, CIL is exploring opportunities for collaboration in R&D to develop advanced technologies for efficient exploration, mining, processing, and recycling of critical minerals.

CIL is engaged in identifying and exploring opportunities for acquiring critical mineral assets both domestically and internationally. Within India, CIL is participating in critical mineral auctions conducted by the Government of India. For foreign acquisitions, the Company has executed Non-Disclosure Agreements (NDAs) with asset owners and is evaluating these potential assets. By diversifying into the critical minerals sector, CIL is not only enhancing the revenue streams but also contribute to India's goal of self-reliance in critical minerals.

Coal India Ltd is diversifying into solar power generation, coal gasification, thermal power generation ,Coal Bed Methane (CBM) and Coal Mine Methane (CMM) as alternative energy sources.

and

System Improvement in Project Monitoring:

CIL is currently executing a variety of projects, ranging from mining, washery, evacuation projects, etc. In order to ensure smooth implementation of such projects, CIL is continuously monitoring the ongoing progress through a number of sophisticated project management mechanisms.

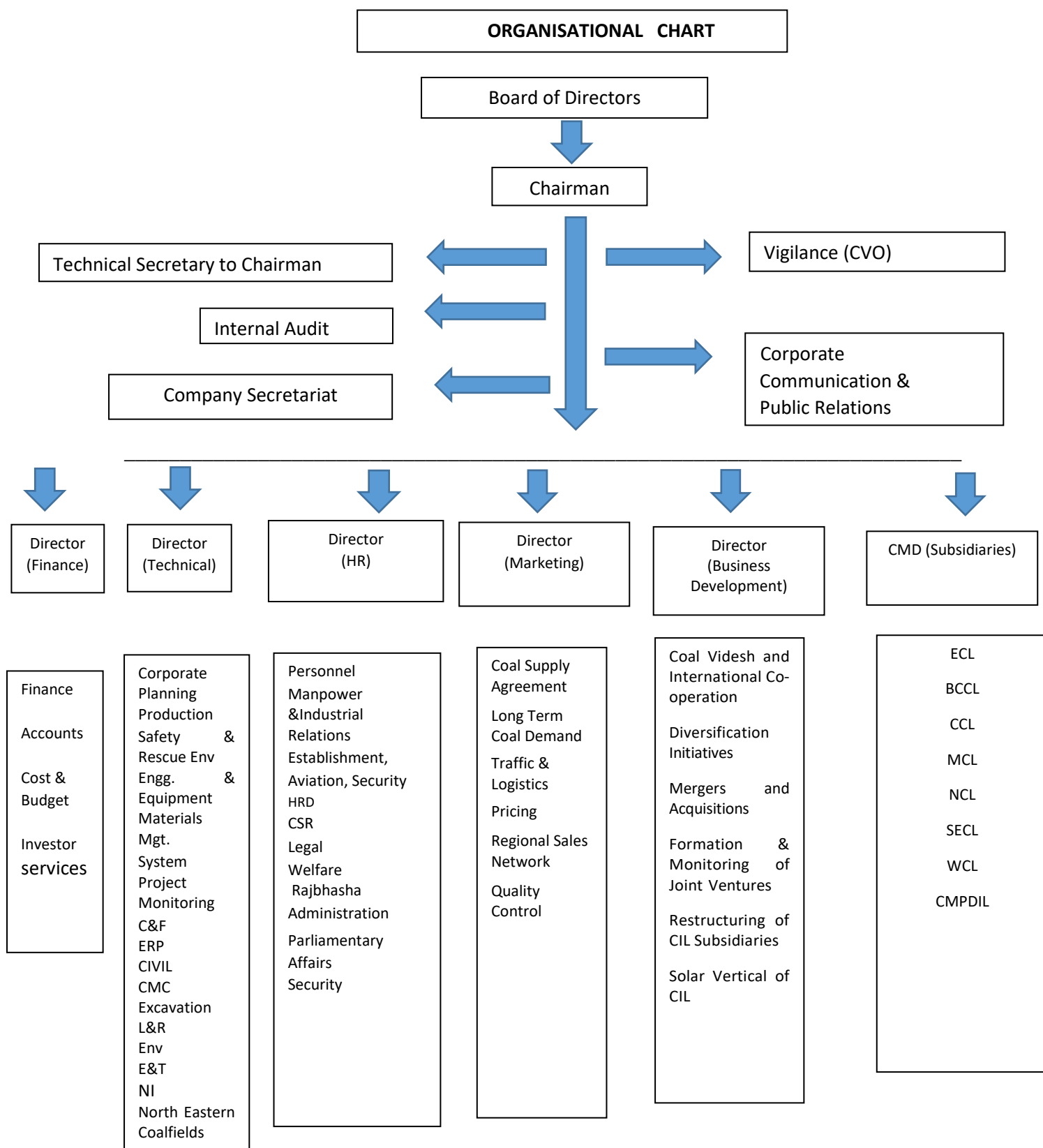
Safety Policy of CIL

Safety is accorded prime importance in the operations of CIL as exemplified in the mission statement of CIL. CIL has a well-defined Safety Policy for ensuring safety in mines.

First Mile Connectivity:

CIL's flagship initiative, the 'First Mile Connectivity Projects,' encompasses 72 identified projects with a combined capacity of 843 MTPA, requiring an estimated investment of approximately ₹ 27,750 crore for implementation across four phases. These projects aim to enhance the mechanized coal transportation and loading system. In the first phase, 33 FMC Projects with a capacity of 379.5 MTPA were planned, with a capital investment of ₹10,750 crore. As of now, 17 FMC Projects with a capacity of 222.5 MTPA have been

	<p>completed and operational, while construction is underway for 16 projects to tallying 157 MTPA.</p> <p>Moving to the second phase, 8 FMC Projects with a capacity of 55 MTPA are planned, requiring an investment of approximately ₹ 2,500 crore. Constructions have commenced for 6 projects with a capacity of 32.5 MTPA, while 1 project of 20 MTPA is under tendering and NIT is under preparation for remaining 1 project.</p> <p>In the third phase, 17 projects with a total capacity of 334.5 MTPA have been outlined, necessitating an investment of around ₹ 11,500 crore. Construction has been completed for 1 project and initiated for another 2, while 2 projects are under the tendering process, and the rest are in various stages of formulation and approvals.</p> <p>Lastly, the fourth phase involves 14 projects with a combined capacity of 74 MTPA, with an estimated investment of about ₹ 3,000 crore. Construction has been started in 1 project with a capacity of 4 MTPA and the remaining projects are progressing through various stages of formulation and approvals. These FMC Projects are expected to augment mechanized evacuation from 151 MTPA to 994 MTPA by FY 28- 29.</p> <p>Future Outlook:</p> <p>To meet the demand of coal in the country and become ‘Atmanirbhar’ and simultaneously eliminating non-essential import of coal in the country, CIL has envisaged to enhance its production to 1 BT by the year 2028-29 from current level production of 781 MT achieved in FY25. CIL has already identified all resources required, including major projects that will contribute to its 1 BT production plan and its related issues/enablers like requirement of EC/FC, land, evacuation constraints etc. CIL is committed to achieve 1 BT production plan with the active support of MoC and all other stake holders. CIL shall adhere to 1 BT coal production plan but the demand scenario shall decide the production/supply in future. The proposed capital expenditure for the year 2025 26 has been set at ₹ 16000 Crores. Apart from Coal sector, Coal India limited has allocated a significant portion of planned CAPEX towards foray into Critical minerals, Coal Gasification, thermal power plants and renewable energy portfolio. The above initiatives are crucial for the sustainability of the company considering the country’s commitment towards Net Zero.</p>
Any other details- the genesis, inception, formation of the department and HoD’s from time to time as well as committee from time to time have been dealt	<p>With the government's national energy policy the near total national control of coal mines in India took place in two stages in 1970s. The Coking Coal Mines (Emergency Provisions) Act 1971 was promulgated by government on 16 October 1971 under which except the captive mines of IISCO, TISCO, and DVC, the Government of India took over the management of all 226 coking coal mines and nationalised them on 1st May, 1972. Bharat Coking Coal Limited was thus born. Further by promulgation of Coal Mines (Taking over of Management) Ordinance 1973 on 31 January 1973 the Central Government took over the management of all 711 non-coking coal mines. In the next phase of nationalization these mines were nationalized with effect from 1 May 1973 and a public sector company named Coal Mines Authority Limited (CMAL) was formed to manage these non-coking mines.</p> <p>Sub- committees of Boards are :-</p> <ol style="list-style-type: none"> 1. Audit Committee. 2. Corporate Social Responsibility Committee 3. Risk Management Committee 4. Stakeholders Relationship Committee 5. Independent Director Committee 6. Share Transfer Committee 7. Nomination & Remuneration Committee 8. Empowered Sub-Committee for Evaluation, Appraisal and Approval of Projects



Powers and duties of its Officers and Employees

For smooth discharge of their functions the Directors, Heads of Departments and Head of wings derive power from the Delegation of Power assigned to them by the Management. for which office orders are issued from time to time.

The duties of the officers and employees of Coal India Limited have been spelt out in different documents viz -Terms of Appointment of Directors, Common coal cadre, Job Nomenclature, Delegation of Powers, various statutes etc.

In addition, the officers and employees of the Company are also assigned duties by the Management for which administrative orders are issued from time to time.

Updated Delegation of Powers Of Coal India Limited and its Subsidiaries

Procedures followed in the decision-making process, including channels of supervision and accountability:

Overall management of the Company rests with the Board of Directors of the Company, the highest decision making body within the Company.

The Board of Directors is accountable to the shareholders of the Company, which is the ultimate authority of a Company. Since 66.13% of the Equity share capital is held by the Govt. Of India, CIL is a Government Company, therefore the Board of Directors of the Company is also accountable to Government of India. The primary role of the Board is that of trusteeship to protect and optimize shareholder's value. The Board oversees the Company's strategic direction, reviews corporate performance, authorizes and monitors strategic decision, ensures regulatory compliance and safeguards interests of shareholders. The Board ensures that the Company is managed in a manner that fulfils stakeholder's aspirations and societal expectations. The day-to-day management of the Company is entrusted with the Chairman & Managing Director who is supported by Functional Directors and other Officers and staffs of the Company

The Board of Directors has also set up several Committees with specific functions and powers. For effective discharge of functions, the Board of Directors has delegated substantial powers to the Chairman & Managing Director. The Chairman & Managing Director, in turn, delegated specified power to Functional Directors/Officers subject to due control being retained by him and subject to such conditions which are consistent with the need of prompt, effective and efficient discharge of responsibilities entrusted to such Directors/Officers.

The Chairman & Managing Director is accountable to the Board of Directors. Functional Directors are accountable to the Chairman & Managing Director. The Officers are accountable to concerned HODs and finally to Functional Directors.

The various proposals are mooted by the different heads of departments in their respective fields to the concerned functional directors. The functional directors takes decisions on those proposals, which are within their delegation of powers. The matter, which require the approval/vetting by the Board of Directors, are placed before the Board for approval vis a vis decisions.

Certain matters which require approval of the shareholders of the company are taken up in the general meeting or the shareholders as per provisions of the Company's Act 2013. Similarly, some matters, which require the decision of the government in terms of various directives issued by the government from time to time are sent to Ministry of Coal. Still, some matters require the decision of different Functional Directors. In that event, decisions on such matters are taken by the Functional Directors together. Then, some matters are also to be decided by the CMDs of all subsidiaries and Functional Directors of CIL together in CMDs meet.

As per the provisions of the Companies Act, 2013 certain matters require the approval of the shareholders of the Company in general meeting. Similarly, in terms of the Articles of

Association of the Company and guidelines of Department of Public Enterprises certain matters require the approval of the President of India.

The Norms set by CIL for the discharge of function by the various departments

The norms set for discharge of functions:

Well defined procedure and guidelines for discharge of various functions are available which are as under:-

Delegation of powers: Functions are discharged as per the laid down policies and guidelines of the company. Further, for effective discharge of the same, the function and power are also being delegated to lower tiers of organizational hierarchy.

Manuals: CIL has procedural manuals covering all important activities like Finance Manual, HR Manual, Purchase Manual, Manual for civil Engineering and Contract Management Manual. The executives while discharging their duties follow the provisions of these manuals and thereby maintain uniformity. These manuals make sure that activities are carried out in a systematic and organised manner which are also updated from time to time as per requirement.

Guidelines of Department of Public Enterprises: CIL being a PSU follows the guidelines of Department of Public Enterprises and directions of Government of India issued from time to time.

Guidelines of Chief Vigilance Commission: CIL being a PSU follows the guidelines of Chief Vigilance Commission (CVC) issued from time to time.

Compliance of provisions of statutes, etc.: While discharging the respective functions, executives are required to comply with the applicable provisions of Indian Constitution, Statutes and Rules & Regulations applicable to the company.

The Rules, Regulations, Instructions, Manuals And Records, Held By The Company Or Under Its Control Or Used By Its Employees For Discharge Its Functions:

Important internal rules, regulations, manuals and records, which are used by the employees of the company in discharge of their functions are given below:

Statutory Laws & Regulations: - Memorandum & Articles of Association
SEBI (LODR)'2015 & other Regulations.
Companies Act'2013
Other applicable Acts & Rules
Various Manuals & Policies of the Company
Delegation of powers ,etc

Matters pertaining to works, contract, commercial, procurement, etc. :
<https://www.coalindia.in/rti-act/section-4b-v/gazette/>

Matters pertaining to personnel and industrial relations: <https://www.coalindia.in/info-bank/circulars/>

A statement of the categories of documents that are held by the company or under its control:

Documents pertaining to incorporation- Memorandum & Article of Association

Documents pertaining to Accounts - Annual Reports & Accounts

Statement of Quarterly Financial Results

Finance Manual

Documents pertaining to company affairs- Statutory Registers under the Companies Act, 2013

Annual Returns under the Companies Act, 2013

Returns & Forms under the Companies Act filed with the Registrar of Companies etc.

Documents pertaining to Board Meeting & General Meeting-

Agenda papers of Board Meetings
Minutes Book of meeting of the Board of Directors
Minutes Book of General Meeting of the Shareholders etc.

Documents pertaining to establishment matters- Documents containing the details of Employees Executive Evaluation Records & other records.

The particulars of any arrangement that exists arrangement for consultation with, or representation by, the members of the public in relation to the formulation of its policy or implementation thereof:

Coal India limited is a commercial organization and policies formulated by it relates to its internal management. Hence, there is no requirement for consultation with the members of the public at large prior to formulation of its internal policies. All its policies are formulated in compliance with the provisions of all applicable statutes, rules and regulations, etc. However, the interest of the general public & society as a whole is upheld in the operation and functioning of the company.

A statement of the Board, Councils, committees and other bodies consisting of two or more persons constituted as its part or for the purpose of its advise and as to whether meetings of those boards, councils, committees and other bodies are open to the public, or the minutes of such meetings are accessible for public:

The Management of the Company is vested with the Board of Directors. There are some statutory committee as well as some other committee. None of the meetings of Board/Committees are open to public. However, the shareholders of the company can attend the Annual General Meeting of the company.

Budget allocated each of company agency, indicating the particulars of all plans, proposed expenditures and reports on disbursement made:

Budget allocated each of company agency, indicating the particulars of all plans, proposed expenditures and reports on disbursement made. CIL prepares capital budget every year for its ongoing projects as well as new projects and other schemes. CIL also prepares revenue budget every year. Expenditure incurred by CIL is governed by these budgets.

Capital & Revenue Budget of the Company is approved by the Board of the Director every year.

CAPEX for the last five year is given below:

FY 2024-25- 21,775.99 Cr
FY 2023-24 – 23,475.41 Cr
FY 2022-23 – 18,619.27 Cr
FY 2021-22 – 15,400.96 Cr
FY 2020-21 – 13,283.83 Cr
FY 2019-20 – 6,269.65 Cr

The manner of execution of subsidy programmes, including the amounts allocated and the details of beneficiaries of such programmes of such amounts:

As such CIL does not have any subsidy schemes/programmes for public. Most of CIL's operating mines are located in remote rural areas which are socio-economically backward and deficient in the basic civic amenities. CIL, as responsible corporate citizen has been addressing

the issue of community development in the neighbourhood areas of its stations, which had been impacted due to establishment of the project. CIL is also conscious about the need for socio-economic development of SC/ST community, the under privileged and needy segments in the neighbouring areas. Towards this, CIL during 2004-05 adopted “Corporate Social Responsibility – Community Development (CSR-CD) policy, July 04.

Under CSR policy of CIL during FY 2024-25, total CSR expenditure was ₹850.17 crore made in different section. Our commitment towards society is evident from the fact that for the FY 24-25, Coal India Ltd. (CIL HQ), Kolkata, allocated a budget of ₹154.72 crore in Annual Action Plan for CSR activities, significantly exceeding the minimum statutory requirement of ₹ 16.25 crore. During the financial year, CIL successfully utilized ₹ 95.73 crores for CSR, surpassing its obligations under the Companies Act, 2013.

As per DPE’s guidelines, the priority theme during the year was kept as ‘Healthcare, Nutrition and PM Internship Scheme’ in which 60% of the total expenditure was made. Other themes which were given due focus during the year were Education, Skilling & Livelihood, Environmental Sustainability, Empowerment of Vulnerable Groups and Rural Development.

Several high-investment, high-impact CSR initiatives were continued during the year, some of them being:

- Thalassemia Bal Sewa Yojana (TBSY), which celebrated a remarkable milestone of 700 bone marrow transplants.
- Project ‘Nanha Sa Dil’ for congenital heart disease in Jharkhand, facilitating 270 heart surgeries and conducting over 63,000 screenings
- The construction of a girls’ hostel at the prestigious Indian Institute of Technology (IIT) Bombay.
- The NIRMAN scheme, empowering underprivileged civil service aspirants.
- A range of employment-oriented skill development programmes aimed at providing unemployed youth with the tools to build sustainable careers
- Providing medical equipment for the under-construction cancer hospital of Shree Mahavir Health and Medical Relief Society, Surat
- Providing nine nos. of manhole cleaning Bandicoot robots in three municipal corporations of Gujarat to reduce the practice of manual scavenging
- Providing 19 LPG portable Cremators to 19 Municipal towns/ corporations/villages in 13 Costal Revenue district of Andhra Pradesh
- Construction of girls hostel for 60 girls from tribal communities in Lohardaga, Jharkhand
- Construction of hostel building in Residential Educational Institution in village Sandalpur, District Dewas, Madhya Pradesh
- Improvement of Spine and Optical health of children through distribution of 15000 Innovative school bags in ten districts of Uttar Pradesh
- Installation of sewage treatment plant, water treatment plant and gabion wall at Free Residential Learning Centre (school) for 1,000 girls at Joka, West Bengal
- CIL-ASHIS (Coal India Limited – Aayushman Shiksha Sahayata) scheme for providing a scholarship of ₹ 45,000 per student to COVID orphans
- Distribution of hearing aids to person with hearing disability in Assam
- Setting up of infrastructure for school of Experiential Education at Himalayan Institute of Alternatives, Ladakh (HIAL)
- Digital classrooms in 70 schools of Dharwad, Karnataka
- Skill training of 253 youth at Central Institute of Petrochemicals Engineering and Technology (CIPET), Guwahati

- Augmenting livelihood of Kantha artisans by construction of Skill Development centre with handholding supporting by awareness campaigns as a part of the project at Birbhum, West Bengal
- Construction of Inter Collage School Building at Rafi Ahmed Kidwai Memorial College at Barabanki, Uttar Pradesh
- Establishing STEM Labs in 40 Government schools of Koderma, Jharkhand
- Training a total of 655 youth in different trades through TATA Strive
- Women empowerment project by providing sewing machines and relevant training to 800 BPL women in coastal district of Andhra Pradesh
- Financial support to Wildlife Institute of India (WII) for Bio-diversity challenges through finding innovative solution based on rigorous scientific knowledge
- Construction of border road in Badrinath
- Power supply/electrification of un-electrified 30 nos. of Majra/Tola/Habitations of Betul District, Madhya Pradesh

Coal India Limited (CIL) received the Golden Peacock CSR Award 2024 at the 19th International Conference on Corporate Social Responsibility held in Mumbai.

Details in respect of information available to or held by the company, reduced in an electronic form:

<https://www.coalindia.in/info-bank/manuals/>

<https://www.coalindia.in/policies/>

The particulars of facilities available to citizens for obtaining information, including the working hours of a library or reading room, if maintained for public use:

CIL is maintaining a website <https://www.coalindia.in/> interested people can visit this website for desired information. If the required information is not available in the website they can send letters to the Company seeking the desired (available) information.

Any Citizen of India who desires to obtain any information under the Right to Information Act, 2005 may make a request preferably in the application format in writing or through electronic means to the Public Information Officer/Assistant Public Information Officer.

The names, designation and other particulars of First Appellate Authority, Central Public Information Officers & Asst. Public Information Officers:

Shri Chinmayanand Gupta
General Manager (HR), First Appellate Authority
Coal India Limited,
Premise No-04 MAR,
Plot No-AF-III, Action Area-1A
New town, Rajarhat, Kolkata-700156.
Telephone no. (033) 7110 4280
Mob. 9433007264
Email: faacil@coalindia.in

Shri Rajani Kanta Dash
Chief Manager(HR)/HOD(Appeal)/ Central Public Information Officer
Coal India Limited,
Premise No-04 MAR,
Plot No-AF-III, Action Area-1A
New town, Rajarhat, Kolkata-700156.
Telephone no. (033) 7110 4439
Mob. 9437110531

Email: rti.cilhq@coalindia.in

Smt. Aritri Basu,
Manager(HR/Appeal) / APIO,
Coal India Limited,
Premise No-04 MAR,
Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156.
Telephone No:(033) 7110 4251
Email: aritra.basu@coalindia.in

Monthly remuneration received by officers & employees including system of compensation:

The remuneration of the officers of the company is governed by the guidelines of the Department of Public Enterprise, Government of India. The pay scales of the officers are of Industrial pattern. Whereas the wages of the Non Executives are fixed through negotiations with the Central Trade Unions. Pay Revision of Board Level and Below Board Level Executives of CIL and its Subsidiary Companies w.e.f. 01.01.2017 (OM No.2972 dt 08.08.2018)

Wage Agreement of CIL and SCCL with CTUs

NCWA-XI

<https://www.coalindia.in/info-bank/circulars/ncwa/>

No. of employees posted at CIL HQ against whom Disciplinary action has been proposed/taken during the yr. 2024-25:

Status as on 31.03.2025 in respect of CIL level executives, as sought, is tabulated below in the required format:

Penalty Status	Pending Minor Penalty	Pending Major Penalty	Finalized Minor Penalty	Finalized Major Penalty
No. of Employees	NIL	NIL	01	NIL

Programme to advance understanding of RTI: NIL

Transfer Policy and transfer orders:

There is detail process and policy for transfer of executives. The details is available in HR Manual of CIL. The manual as well orders are available on CIL website:

<https://www.coalindia.in/employee-corner/career-cil/>

Transfer Policy for Non Executives: <https://www.coalindia.in/info-bank/circulars/>

Foreign and domestic tours:

During the FY 2024-25, 208 Executives including Directors attended training/workshops/Conferences/ visits outside the country. Details of domestic tours being voluminous is not shared for brevity.

Discretionary and non-discretionary grants: NIL

CAG & PAC paras:

No. of Paras received	No. of Paras replied	Remarks
03	03	Under consideration of C & AG

Are the details of policies/decisions, which affect public, informed to them:

Dissemination of information widely and such form and manner which is easily accessible to the public: Coal India website is easily accessible to public.

Form of accessibility of information manual/handbook: E form of all the manual/handbook are available on the CIL website and easily accessible to public.

Whether information manual/handbook available free of cost or not: Yes, it is free of cost, by downloading from CIL Website.

Language in which information Manual/Handbook available: Hindi and English

When was the information Manual/Handbook last updated- All are latest updated by the year 2023.

Receipt and Disposal of RTI application & appeals:

No. of request received (including case transferred to other public authority)- 1814

No. of case transferred – 516

Decision where request/appeals rejected- 73

Decision where requests/appeal accepted & disposed- 1225