

<p><b>कोल इण्डिया लिमिटेड</b>  <b>कंपनी सचिवालय</b>  <b>3 तल्ला, कोर-2, प्रेमिसेस-04-एमआर, प्लॉट-ए एफ-III, एक्शन एरिया-1A, न्यूटाउन, रजरहट, कोलकाता-700156, फोन-0332324555,</b>  <b>ईमेल: <a href="mailto:complianceofficer.cil@coalindia.in">complianceofficer.cil@coalindia.in</a></b>  <b>वेबसाइट: <a href="http://www.coalindia.in">www.coalindia.in</a></b>  <b>सी आई एन - L23109WB1973GOI028844</b></p>	 <p><b>एक महारत्न कंपनी</b>  <b>A Maharatna Company</b></p>	<p><b>Coal India Limited</b>  <b>Company Secretariat</b>  <b>Regd. Office: 3rd floor, Core-2</b>  <b>Premises no-04-MAR, Plot no-AF-III, Action Area-1A, Newtown, Rajarhat, Kolkata-700156</b>  <b>PHONE; 033-2324-5555,</b>  <b>E-MAIL: <a href="mailto:complianceofficer.cil@coalindia.in">complianceofficer.cil@coalindia.in</a></b>  <b>WEBSITE: <a href="http://www.coalindia.in">www.coalindia.in</a></b>  <b>CIN- L23109WB1973GOI028844</b></p>
---	---	--

Ref.No.CIL:XI(D):4157/4156:2025:

Dated:26.09.2025

To,  
Listing Department,  
Bombay Stock Exchange Limited,  
Mumbai – 400 001  
Scrip Code 533278

To,  
Listing Department,  
National Stock Exchange of India  
Limited, Mumbai – 400 051.  
Ref: ISIN – INE522F01014

**Sub:- Performance Linked Reward (PLR) for FY 2024-25 for workers of CIL and its Subsidiaries.**

Dear Sir/Madam,

The 6th Standardization Committee of JBCCI-XI on 25th September 2025 approved Performance Linked Reward (PLR) for FY 2024-25 for workers of CIL and its Subsidiaries. The Workers will receive Rs. 1,03,000/- on pro-rata basis of attendance of the Financial Year 2024-25. The total financial implication on CIL arising out of such payment is Rs. 2153.82 Crores for an average 2,09,000 workers

This is for your information and record.

Yours faithfully,

(बी पी दुबे/B.P Dubey)  
कंपनी सचिव/ Company Secretary  
कम्प्लायंस ऑफिसर/& Compliance Officer