

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (FY 2025-26)

SECTION A – General disclosures
SECTION B – Management and process disclosures
SECTION C – Principle-wise performance disclosure

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A – GENERAL DISCLOSURES

Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L40101DL1989GOI038121
2.	Name of the company	Power Grid Corporation of India Limited
3.	Year of incorporation	1989
4.	Registered office address	B-9, Qutab Institutional Area, Katwaria Sarai, New Delhi-110016
5.	Corporate address	"Saudamini", Plot No.2, Sector 29, Gurugram, Haryana-122001
6.	E-mail	sustainability@powergrid.in
7.	Telephone	+91 124-2822999 / +91 124-2822000
8.	Website	www.powergrid.in
9.	Financial year for which reporting is being done	FY 2025-26 (April 1, 2025 to March 31, 2026)
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited
11.	Paid-up Capital	₹9,300.60 crore
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Shri Vibhay Kumar Executive Director (ESG & Net Zero) e-mail : sustainability@powergrid.in

13.	Reporting boundary	All the non-financial aspects of POWERGRID for this reporting period covers the business activities of POWERGRID on a consolidated basis. (ONLY covering the fully owned subsidiaries and excludes the Joint Ventures for this reporting period) However, the financial performance wherever considered for any calculation/ reporting has been done on a consolidated basis which includes all JVs and subsidiaries.
14.	Name of assurance provider	M/s TUV India Pvt Ltd
15.	Type of assurance obtained	Reasonable Assurance for BRSR Core and Limited Assurance for BRSR Non-Core indicators.

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.	Transmission of Power	POWERGRID primarily operates in inter-state and intra-state transmission of power in the country	94.07

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.	Transmission	351301	94.07

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	291 substations*	13	304
International	Nil (For international locations, the Company provides only consultancy services to overseas clients and does not have any plants in international location).	3	3

*Note: The data excludes pan India PowerTel presence in more than 4,000 locations, substations and transmission lines that are under construction and temporary offices for consultancy works.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India – Across all the States and Union Territories of India
International (No. of Countries)	6 Countries

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

0.21%

c. A brief on types of customers

The customers of the Company's Transmission business are Designated inter-State Transmission Customers like state DISCOMs, generating companies, bulk consumers, railways etc. In addition, the Company also provides consultancy services to domestic customers (state power utilities, DISCOMs, private entities, CPSEs, Govt of India etc.) and international customers in more than 25 countries. Company through its Wholly owned subsidiary, PowerTel, provides telecom services to Telecom Service Providers, Government departments, CPSEs, Internet Service Providers, Corporates and enterprise customers etc.

Employees

20. Details as of 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)	8,208	7,359	89.66	849	10.34
2.	Other than Permanent (E)	672	622	92.56	50	7.44
3.	Total employees (D + E)	8,880	7,981	89.88	899	10.12
WORKERS						
4.	Permanent (F)	1,537	1,476	96.03	61	3.97
5.	Other than Permanent (G)	20,072	19,490	97.10	582	2.90
6.	Total workers (F + G)	21,609	20,966	97.02	643	2.98

Note: Permanent employees include all personnel on rolls of the Company excluding Workmen. 'Other than permanent employees' include those on fixed term contract. Permanent workers include workmen who are on rolls of the Company. 'Other than permanent workers' are engaged through third party contractors.

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)	244	222	90.98	22	9.02
2.	Other than Permanent (E)	6	6	100	0	0.00
3.	Total differently abled employees (D + E)	250	228	91.20	22	8.80
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	49	48	97.96	1	2.04
5.	Other than permanent (G)	12	12	100	0	0.00
6.	Total differently abled workers (F + G)	61	60	98.36	1	1.64

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel	11	1	9.09

Note: Key Management Personnel, includes whole-time directors, Company Secretary, Independent Directors as well as Government Nominated Directors

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.26%	4.68%	6.10%	6.03%	2.46%	5.70%	5.22%	5.02%	5.20%
Permanent Workers	4.14%	20.74%	4.85%	3.64%	8.75%	3.89%	3.98%	7.65%	4.19%

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.	POWERGRID Ajmer Phagi Transmission Limited	Subsidiary	100	Yes
2.	POWERGRID Aligarh Sikar Transmission Limited	Subsidiary	100	Yes
3.	POWERGRID Banaskantha Augmentation Transmission Limited	Subsidiary	100	Yes
4.	POWERGRID Barmer I Transmission Limited	Subsidiary	100	Yes
5.	POWERGRID Beawar-Mandsaur Transmission Limited	Subsidiary	100	Yes
6.	POWERGRID Bellary Davanagere Transmission Limited	Subsidiary	100	Yes
7.	POWERGRID Bhadla Bikaner Transmission Limited	Subsidiary	100	Yes
8.	POWERGRID Bhadla Transmission Limited	Subsidiary	100	Yes
9.	POWERGRID Bhadla-III Power Transmission Limited	Subsidiary	100	Yes
10.	POWERGRID Bhuj Transmission Limited	Subsidiary	100	Yes
11.	POWERGRID Bidar Augmentation Transmission Limited	Subsidiary	100	Yes
12.	POWERGRID Bikaner IV Transmission Limited	Subsidiary	100	Yes
13.	POWERGRID Bikaner Transmission System Limited	Subsidiary	100	Yes

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)
14.	POWERGRID Chitradurga Bellary Transmission Limited	Subsidiary	100	Yes
15.	POWERGRID Davanagere Augmentation Transmission Limited	Subsidiary	100	Yes
16.	POWERGRID ER NER Transmission Limited	Subsidiary	100	Yes
17.	POWERGRID Fatehgarh Barmer Augmentation Transmission Limited	Subsidiary	100	Yes
18.	POWERGRID Fatehgarh Transmission Limited	Subsidiary	100	Yes
19.	POWERGRID Ghior Transmission Limited	Subsidiary	100	Yes
20.	POWERGRID Jam Khambhaliya Transmission Limited	Subsidiary	100	Yes
21.	POWERGRID Khavda II-C Transmission Limited	Subsidiary	100	Yes
22.	POWERGRID Khavda IV-E2 Power Transmission Limited	Subsidiary	100	Yes
23.	POWERGRID Khavda PS1 and 3 Transmission Limited	Subsidiary	100	Yes
24.	POWERGRID Khetri Transmission System Limited	Subsidiary	100	Yes
25.	POWERGRID Koppal Gadag Augmentation Transmission Limited	Subsidiary	100	Yes
26.	POWERGRID KPS 1 and 2 Augmentation Transmission Limited	Subsidiary	100	Yes
27.	POWERGRID Kudankulam Transmission Limited	Subsidiary	100	Yes
28.	POWERGRID Kurawar Transmission Limited	Subsidiary	100	Yes
29.	POWERGRID Kurnool-III CPETA Transmission Limited	Subsidiary	100	Yes
30.	POWERGRID Kurnool-IV Transmission Limited	Subsidiary	100	Yes
31.	POWERGRID Mahan Rewa Transmission Limited	Subsidiary	100	Yes
32.	POWERGRID Mandsaur Augmentation Transmission Limited	Subsidiary	100	Yes
33.	POWERGRID Mandsaur Transmission Limited	Subsidiary	100	Yes

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)
34.	POWERGRID Medinipur Jeerat Transmission Limited	Subsidiary	100	Yes
35.	POWERGRID Mewar Transmission Limited	Subsidiary	100	Yes
36.	POWERGRID Mithilanchal Transmission Limited	Subsidiary	100	Yes
37.	POWERGRID Narela Transmission Limited	Subsidiary	100	Yes
38.	POWERGRID Neemuch Transmission System Limited	Subsidiary	100	Yes
39.	POWERGRID NM Transmission Limited	Subsidiary	100	Yes
40.	POWERGRID Parli Bidar Transmission Limited	Subsidiary	100	Yes
41.	POWERGRID Prayagraj Transmission Limited	Subsidiary	100	Yes
42.	POWERGRID Ramgarh Transmission Limited	Subsidiary	100	Yes
43.	POWERGRID Sikar Transmission Limited	Subsidiary	100	Yes
44.	POWERGRID Sirohi Khandwa Transmission Limited	Subsidiary	100	Yes
45.	POWERGRID Sirohi Transmission Limited	Subsidiary	100	Yes
46.	POWERGRID Siwani Transmission Limited	Subsidiary	100	Yes
47.	POWERGRID South Olpad Transmission Limited	Subsidiary	100	Yes
48.	POWERGRID Southern Interconnector Transmission System Limited	Subsidiary	100	Yes
49.	POWERGRID Unchahar Transmission Limited	Subsidiary	100	Yes
50.	POWERGRID Varanasi Transmission System Limited	Subsidiary	100	Yes
51.	POWERGRID Vataman Transmission Limited	Subsidiary	100	Yes
52.	POWERGRID Vemagiri Transmission Limited	Subsidiary	100	Yes
53.	POWERGRID West Central Transmission Limited	Subsidiary	100	Yes
54.	SR and ER Power Transmission Limited	Subsidiary	100	Yes
55.	NES Pune East New Transmission Limited	Subsidiary	100	Yes
56.	POWERGRID Bhind Guna Transmission Limited	Subsidiary	100	Yes

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)
57.	POWERGRID Gomti Yamuna Transmission Limited	Subsidiary	100	Yes
58.	POWERGRID Jawaharpur Firozabad Transmission Limited	Subsidiary	100	Yes
59.	POWERGRID Meerut Simbhavali Transmission Limited	Subsidiary	100	Yes
60.	POWERGRID Rampur Sambhal Transmission Limited	Subsidiary	100	Yes
61.	Central Transmission Utility of India Limited	Subsidiary	100	Yes
62.	POWERGRID Energy Services Limited	Subsidiary	100	Yes
63.	POWERGRID Himachal Transmission Limited	Subsidiary	100	Yes
64.	POWERGRID Teleservices Limited	Subsidiary	100	Yes
65.	Rajasthan Power Grid Transmission Company Limited	Joint Venture	74	No
66.	Butwal - Gorakhpur Cross Border Transmission Limited	Joint Venture	50	No
67.	Bihar Grid Company Limited (BGCL)	Joint Venture	50	No
68.	National High Power Test Laboratory Private Limited (NHPTL)	Joint Venture	50	No
69.	RINL Powergrid TLT Private Limited	Joint Venture	50	No
70.	Powerlinks Transmission Limited	Joint Venture	49	No
71.	Cross Border Power Transmission Company Limited (CPTC)	Joint Venture	41.94	No
72.	Energy Efficiency Services Limited (EESL)	Joint Venture	39.25	No
73.	Sikkim Power Transmission Limited (Erstwhile Teestavalley Power Transmission Limited)	Joint Venture	30.92	No
74.	North East Transmission Company Limited (NETC)	Joint Venture	26	No
75.	Parbati Koldam Transmission Company Limited (PKTCL)	Joint Venture	26	No
76.	Power Transmission Company Nepal Limited (PTCN)	Joint Venture	26	No

CSR Details

24.

- i. Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- ii. Turnover (in Rs.): 46,732.87 cr (**Consolidated basis**)
- iii. Net worth (in Rs.): 1,00,494 cr (**Consolidated basis**)

Transparency and Disclosure 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 2025-2026			FY 2024-2025		
		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	<u>Yes</u>	366	28		349	0	
Investors & Shareholders	<u>Yes</u>	132	0		1,286	0	
Employees and workers	Yes. Grievance Redressal Mechanism is in place. The policy is only available for access of employees and workers.	60	2		120	0	
Customers	<u>Yes</u>	-	-		-	-	
Value Chain Partners	<u>Yes</u>	-	-		0	5	Pending grievances were filed in FY23-24.
Other (Vigilance)	<u>Yes</u>	140	07		80	10	

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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	Risk	• Extreme weather events such as enhanced intensity and frequency of cyclones, floods and rainfall caused by Climate Change may adversely impact the Company's physical infrastructure. • Increasing ambient temperature is likely to reduce the current carrying capacity of conductors. • Climate Change may lead to dry weather and increased ambient temperature, increased incidents of forest fires, which, in turn, can pose additional risk to transmission lines passing through forest areas. • Climate change will also have direct or indirect impact on the health of the workforce such as working in extreme climatic conditions would be detrimental to the health and could lead to loss in productivity.	Adaptation: • Identify climate risks in the Risk Management Framework of the organisation. • Identify and map areas/ locations vulnerable to climate risks. • Safeguard workforce from impacts of extreme climatic change by taking reasonable measures. Mitigation: • Strengthening of existing infrastructure in vulnerable areas, in line with present climate scenario as well as future climate predictions. • Proper consideration and integration of present as well as future climate scenario in planning and design of upcoming transmission projects in climate vulnerable area. • Pursue Net Zero emissions status by 2047	Negative
2	Biodiversity	Risk	• Non-avoidance of forest/ protected areas may impact project implementation and can lead to financial levies such as NPV, Compensatory Afforestation (CA) and cost of medicinal plantation. • Potential for increased legal/ compliance liability and reputational risk arising from stakeholder or community concerns over impact on biodiversity-rich areas.	• Prioritize avoidance/ minimization of forest and Protected Areas during route selection and site planning as envisaged in the ESPP. • Obtaining timely clearances in case involvement of Forest/ Protected Areas is unavoidable and ensuring compliance with the clearance conditions including payment of financial levies. • Maintaining prescribed vertical and horizontal clearances in order to avoid the risk of forest fires and line tripping. • Conducting Biodiversity Impact Assessment study in case involvement of Protected Areas is more than 50 Ha.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Water Management	Opportunity	- Reduced financial liability in the form of cost of water supplied by third party, reduced cost of energy for water extraction and reduced cost of wastewater management. - Opportunity to achieve the status of "Net Water Positive" organization by reducing water consumption and water conservation through Rainwater Harvesting and Groundwater recharge.		Positive
4	Energy Management	Opportunity	- Reduced financial liability due to low energy consumption. - Reduced Scope 2 emissions through demand side management and increased share of renewables.		Positive
5	Waste Management	Risk	- Non-compliance with applicable regulatory framework may attract penal action from regulatory bodies/Pollution Control Boards. - Failure to manage hazardous waste properly poses a risk to Company's establishments, property, manpower and environment. - Increased financial cost towards disposal of hazardous and non-hazardous waste.	- Ensuring proper identification, segregation, containment and timely disposal of hazardous waste. - Utilising available opportunities for waste management through the cardinal principles of Reduce, Recycle and Reuse. - Ensuring complete and non-negotiable compliance with all applicable regulations. - Training & Sensitisation of employees and associated manpower.	Negative
6	Labour Practices	Opportunity	POWERGRID exercises freedom of association and collective bargaining, which fosters positive employee relations and open, constructive engagement with management.		Positive
			- Fair labour practices, equitable working conditions and adherence to labour laws strengthens trust and reduce industrial relations risk. - Responsible labour practices support employee morale, retention and overall productivity.		

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Occupational Health & Safety	Risk	- Ensuring safety of the workforce is crucial for the Company's daily operations which are spread across several locations in the country. - As a safety breach incident can lead to the physical and financial costs and can also impact the morale of employees and Company's reputation.	- Company takes necessary precautions to ensure a safe and secure workplace. - Company's Safety Policy drives its approach to assure safety at workplace. Safety Cell of the Company regularly monitors these issues. - Regular safety audits and trainings are conducted to inculcate safety at workplace.	Negative
8	Human Rights	Risk	- Due to constant evolvement of labour laws and relations around the world and the sensitive nature of this issue, Human Rights is an inherent risk to any business. - While measures are in place to safeguard the workforce and related parties from any human right violations, the Company understands that there can be instances of breaches beyond its control and spectrum.	- The Company has various policies in place that recognise human right violation as a critical issue. - The Company has provided channels to stakeholders for reporting on cases/ concerns related to human rights. - The Company stays updated with the latest developments in this area and complies with applicable regulations.	Negative
9	Human Capital Development	Opportunity	- Investing in upskilling the workforce, increasing knowledge and potential, and fostering innovation is fundamental to the Company. It enables employees to adopt efficient, modern-day approaches to business issues and fosters an agile workforce. - Comprehensive employee welfare and benefit plans instill a sense of motivation, care, security and job satisfaction which is reflected in low attrition rates. - Commitment to diversity, non-discrimination and equal opportunity brings varied and fresh perspectives that strengthen decision-making.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Business Ethics, Integrity & Transparency	Opportunity	- Ethics and values are ingrained into POWERGRID's organizational culture creating a trustworthy working environment. - An active grievance redressal mechanism and policies around whistleblowing and prevention of sexual harassment help the Company's ability to address stakeholder concerns in an open and transparent manner. - Strong ethics and transparency practices enhance stakeholder trust, brand reputation and investor confidence.		Positive
11	Corporate Governance	Opportunity	- Robust governance structures, oversight board and timely compliance with regulatory and statutory requirements ensure going concern status for the business is maintained. - Mindful compliance helps the Company manage risks associated with legal and regulatory violations, if any. - Sound corporate governance practices strengthen investor confidence and support access to funds and capital on competitive terms.		Positive
12	Supply Chain Management	Opportunity	- Sustainable sourcing approach helps the Company collaborate with suppliers following sustainable procurement practices. - Adopting environmentally and socially responsible sourcing practices helps strengthen supply chain resilience by minimizing the risk of disruptions arising from suppliers' unsustainable operations and practices.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	R&D & Technological Innovation	Opportunity	Investing in emerging technologies enables POWERGRID to capitalize on opportunities for improved productivity, cost optimization, and long-term value creation while maintaining its position as a technology leader in the power sector.		Positive
14	Data Privacy and Protection	Risk	Lack of adequate cybersecurity and data protection safeguards can lead to cyber incidents, which in turn can lead to data breaches, disruption of operations, legal implications, productivity loss, overall impacting the Company's reputation as well.	- Company's Information Security Policy ensures processes are in place for cybersecurity & data privacy. - Company is ISO27001 certified and meets applicable legal, statutory, regulatory and contractual requirements.	Negative
15	Community Relations	Opportunity	POWERGRID believes in giving back to the community and taking care of their rights and needs. As Company's major business involves acquiring RoW (Right of Way) & land, it fosters good relations with the locals which ultimately helps in smooth working of the business		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.

S. No.	Principle Description
P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all their stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Requirements	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	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
c. Web Link of the Policies, if available	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	NA	<u>Yes</u>	<u>Yes</u>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	POWERGRID has framed various policies that conform to different applicable statutes/guidelines/rules/policies etc., issued by the Government of India from time to time. Some key certifications / standards adopted widely across the company are listed below: • ISO 9001:2015 - Quality Management System • PAS 99:2012 - Integrated Management System • ISO 45001:2018 - Occupational Health & Safety Management System • ISO 50001:2018 - Energy Management System • ISO14001:2015 - Environment Management System • ISO 27001:2022 - Information Security Management System • ISO 37001:2016 - Anti-Bribery Management Systems • ISO 55001:2014 - Asset Management Systems								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Achieve and maintain "Zero Fatality" status 2. 50% of electricity consumption from renewable sources by 2025 3. Net Water Positive organisation by 2030 4. 'A Zero Waste to Landfill' status by 2030 5. Net zero emission organisation by 2047								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Refer to Sustainability Chapter of the Integrated Report and Principle wise section of BRSR.								

Disclosure Requirements	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements Guided by its overarching ESG Vision for 2030 — <i>"Transforming responsibly to a sustainable and greener world"</i>, POWERGRID continues to systematically embed sustainability into its various functions while transmitting electricity across the national grid. Aligned with India's national Net Zero ambitions, its multi-pronged strategy focus areas include greening internal power consumption, minimizing ecological footprints, hardening infrastructure against evolving climate risks, and upholding robust corporate governance. The Company's sustainability journey, which began as early as in 1998 with the landmark Environment and Social Policy & Procedures (ESPP), was further strengthened with ESG Policy alongside dedicated Water and Waste Management policies. As the Company advances through 2026, it remains steadfast in balancing its expansion with deep environmental stewardship and social accountability. Key ESG Performance Highlights (FY 2025-26) The Company targeted its capital allocation towards systemic improvement during the reporting period, investing ₹205.36 crore directly into environmental initiatives alongside ₹321.19 crore dedicated to R&D and innovation and ₹391.16 crore towards Corporate Social Responsibility. Key milestones include: • Renewable Energy & Decarbonization: In December 2025, POWERGRID officially hit its target of drawing 50% of its monthly electricity consumption from renewable sources. Across the full fiscal year, the renewable share in its energy mix rose to 35.74%, driving a 17.95% absolute reduction in total emissions (Scope 1 + Scope 2) and dropping emission intensity to 5.57 tCO₂ per ₹ crore. • Resource Efficiency & Circular Economy: Successfully replaced 279 conventional diesel vehicles with Electric Vehicles (EVs) and achieved a 94.08% waste diverted from disposal. • Social & Human Capital: CSR expenditure of ₹391.16 crore across more than 120 sanctioned projects. To support a growing network, the Company added 1,280 new permanent recruits (bringing its total workforce to 9,745, with 9.34% female representation), while maintaining a 100% return-to-work rate after parental leave. • Governance Excellence: Maintained an uncompromised ethical framework through its ISO 37001 certified Anti-Bribery Management System. Reference to Relevant Sections For detailed disclosures, performance metrics, and data breakdowns, stakeholders are encouraged to refer to the following sections within this Annual Report: • Environmental Data & Strategy: Refer to the Sustainability Strategy and Natural Capital sections details on Scope 1, 2, and 3 emissions, SF6 mitigation measures, and climate risk vulnerability matrices, detailed metrics on rainwater harvesting capacities, groundwater recharges, and zero-waste initiatives. • Social & Community Initiatives: Detailed accounts of Company's workforce demographics, employee well-being frameworks, and Corporate Social Responsibility in the Human Capital & Social and relationship Capital. • Governance & Compliance: Full details on our anti-corruption safeguards, risk management frameworks, and board compositions can be accessed through the Corporate Governance Report. Through rigorous risk integration, transparent disclosures, and strong ethical governance, POWERGRID is confidently navigating towards a resilient, low-carbon, and socially responsible future. Thank you for your continued trust and support. Sincerely, Director (Operations)									

Disclosure Requirements	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Naveen Srivastava Designation: Director (Operations) DIN: 10158134 Category: Executive Director								
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.	Name: Naveen Srivastava Designation: Director (Operations) DIN: 10158134 Category: Executive Director Email: do@powergrid.in								

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	Y	Y	Y	Y	Y	Y	NA	Y	Y	All reviews are conducted on a need basis								
Compliance with statutory requirements of relevance to the principles and , rectification of any non-compliances	Y	Y	Y	Y	Y	Y	NA	Y	Y	All reviews are conducted on a need basis								

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. Yes Deloitte Touche Tohmatsu India LLP has carried out independent assessment of the policies mentioned above.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Y	Y	Y	Y	Y	Y	NA	Y	Y

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

Questions	Principle 7- Responsible public policy advocacy
The entity does not consider the Principles material to its business (Yes/No)	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	No

Questions	Principle 7- Responsible public policy advocacy
It is planned to be done in the next financial year (Yes/No)	No
Any other reason (please specify)	POWERGRID is a member of various industrial and trade bodies and participates in these forums on issues and policy matters that impact its interests. Wherever required, the Company gives comments on various approach papers, consultation papers, draft regulations/rules etc. issued by CERC, CEA, MoP, TRAI, MoEFCC and other authorities in a responsible and transparent manner.

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

ESSENTIAL INDICATORS

- 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	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarization programs covering issues related to Safety, Health and Environment, Strategy/Industry Trends, Ethics & Governance and Legal & Regulatory matters and operations of the Company.	100%
Key Managerial Personnel	2	Familiarization programs covering issues related to Safety, Health and Environment, Strategy/Industry Trends, Ethics & Governance and Legal & Regulatory matters and operations of the Company.	100%
Employees other than BoD and KMPs (excluding Workmen)	547	Technical, Behavioral, Leadership, Wellbeing, POSH Act, Health & Safety etc.	73%
Workers (Workmen Employees)	168	Technical, Behavioral, Leadership, Wellbeing, POSH Act, Health & Safety etc.	71%

- 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):

The company has established a robust governance structure to ensure compliance with all the applicable statutory regulations. There have been no fines, penalties or any other form of settlement/ punitive payment made during the year.

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case details	Name of the regulatory/enforcement agencies/judicial institutions
NA	NA

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.

POWERGRID maintains a zero-tolerance approach towards bribery and corruption, supported by a multi-layered governance framework.

Key features of POWERGRID's Anti-Corruption Framework includes:

- **Management Systems:** The Company has implemented the ISO 37001:2016 Anti-Bribery Management System across all establishments to ensure ethical norms and operational transparency.
- **Preventive Controls:** Integrity Pact Program ensures transparency in procurement. All contracts above ₹100 crore are overseen by a panel of Independent External Monitors (IEMs). Contractors are also required to sign these pacts with their subcontractors.
- **Accountability & Discipline:** The Conduct, Discipline, and Appeal (CDA) Rules define undesirable acts and provide a standardized procedure for strict disciplinary action in cases of misconduct.
- **Whistleblowing:** Whistle Blower and Fraud Prevention Policy provides a secure, confidential channel for employees and external vendors to report suspected fraud or unethical behaviour without fear of retaliation.

Web Link: The full text of POWERGRID's Code of Conduct and Anti-Corruption policies are available at: <https://www.powergrid.in/code-conductpolicies>

In addition, several initiatives have been taken / are being taken by the Company to strengthen integrity, transparency and fairness in its business practices which includes well defined Delegation of Powers, Works & Procurement Policy and Procedure (WPPP) and various preventive vigilance mechanisms.

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

	FY 2025-26	FY 2024-25
Directors	0 (NIL)	0 (NIL)
KMPs	0 (NIL)	0 (NIL)
Employees	0 (NIL)	1
Workers	0 (NIL)	0 (NIL)

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of the Directors	0 (NIL)		0 (NIL)	
Number of complaints received in relation to issues of Conflict of interest of the KMPs	0 (NIL)		0 (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.

None.

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

	FY 2025-26	FY 2024-25
Number of days account payable	54.83	49.06

9. Openness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c. Purchase from top 10 trading houses as % of total purchases from trading house	Not Applicable	Not Applicable
Concentration of Sales	a. Sales to dealers / distributors as % of the total sales	Not Applicable	Not Applicable
	b. Number of dealers/distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable
Share of RPTs in*	a. Purchase (Purchases with related parties / Total Purchases)	0.14%	0.20%
	b. Sales (Sales to related parties/Total Sales)	0.02%	0.07%
	c. Loans and advances (Loans & advances given to related parties / Total loans & advances)	2.15%	0.99%
	d. Investments (Investments in related parties / Total investments made)	86.85%	93.70%

Note: *As per Consolidated Financial statements (i.e after elimination)

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.
ESSENTIAL INDICATORS

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

	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25	Details of improvements in environmental and social impacts
R&D	76.34%	51.86%	1. Synthetic Ester Oil Transformer The Company commissioned 400 kV, 315 MVA transformer filled with synthetic ester oil which is biodegradable and environmentally safe, low risk of soil and groundwater contamination and it minimizes ecological impact and aligning with India's sustainability commitments. 2. Indigenous ERS for transmission line The Company relies on Emergency Restoration Systems (ERS) to swiftly repair damaged power lines. Previously, these ERS components, like mast sections and insulated crossarms, were entirely imported. To promote Indian manufacturing, POWERGRID launched a program to develop domestic suppliers for high-voltage ERS (up to 400 kV), aiming to create a self-sufficient supply chain for future repairs. 3. POWERGRID Centre of Excellence POWERGRID established a Centre of Excellence (CoE) in Cyber Security at a premier institute to enable continuous R&D on cyber security of Operation Technology in Transmission and Grid Operation.
CAPEX	70.35%	73.35%	POWERGRID is involved in building the infrastructure to evacuate renewable energy. These projects involve building new substations and transmission lines, particularly in areas where there is high concentration of solar and wind farms. This will strengthen the grid and allow for the smooth integration of more renewable energy into the national grid.

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

Yes. POWERGRID has pre-defined processes and procedures towards sustainable sourcing for its various procurement needs, which are designed to ensure that POWERGRID's procurement activities are environmentally and socially responsible and that they comply with all relevant statutory requirements.

Some of the key elements of POWERGRID's sustainable procurement practices include:

- **Compliance with statutory requirements:** POWERGRID requires contractors to comply with relevant laws and regulations related to prevention & control of pollution, labour standards and occupational health and safety etc.
- **Development of an environmental management plan:** Contractors awarded supply-and-installation contracts must prepare and implement an environmental management plan, which should evaluate the project's environmental impacts and detail the measures to mitigate those effects.
- **Adoption of Code of Integrity for Public Procurement and Integrity Pact Program:** POWERGRID has adopted Code of Integrity for Public Procurement, as per which POWERGRID officials and bidders/suppliers have to submit a declaration about abiding by Code of Integrity for Public Procurement.

Besides, POWERGRID has also adopted an Integrity Pact Program, as per which an Integrity Pact which is a legally binding agreement is signed between POWERGRID and its contractors. The Integrity Pact commits the contractor to observe the highest standards of business ethics, and it prohibits the contractor from engaging in corrupt or fraudulent practices.

- **Adherence to strict safety norms:** POWERGRID places great emphasis on adoption of a safe work culture to prioritize occupational health & safety of the personnel involved and to prevent/mitigate any loss of life/property. To this effect, fatal accident(s) in any ongoing contract(s) results in non-responsiveness of bids based on pre-defined criteria specified in the bidding documents.
- **Compliance to Social Accountability norms:** The Contractor is also required to comply with all the relevant requirements of Social Accountability Standards SA 8000 which inter-alia measures the performance of companies in eight areas important to social accountability in the workplace: child labour, forced labour, health and safety, free association and collective bargaining, discrimination, disciplinary practices, working hours and compensation.

Besides, considering the nature of procurement for large & complex technical transmission projects required for enhancing and maintaining seamless power transmission, procurements under the respective projects in POWERGRID are critical in nature. Therefore, the suppliers undergo various levels of scrutiny for capacity & capability analysis such as package-wise qualifying requirements, pre-defined events etc.

The procurement process of POWERGRID follows sound business principles and complies with various environmental, social, and governance norms thus ensuring sustainability in its procurement chain.

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

The above information outlines a defined procedure for sustainable sourcing, including supplier codes of conduct for environmental standards, child labor and fundamental human rights. The contractors are required to comply with these codes, as well as with specific standards such as SA8000 and the Integrity Pact.

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.

The Company derives its guidance from its Waste Management Policy. The Company's waste management practices are centered towards inventorisation of the waste generated, segregation of waste generated in different categories; reduction of waste, calculation of the intensity of waste generation, recycling of the waste materials and reuse of the waste, wherever possible, for economic and environmental benefits; and at last disposal of the residual waste in an environment-friendly manner.

Waste type	Waste management procedure in place
Plastic (including packaging)	POWERGRID, categorized as an Institutional Waste Generator, is responsible for sorting and returning packaging materials and multi-layered plastics to producers, importers, or brand owners as needed.
E-waste	POWERGRID has defined procedure for e-waste management, which includes the waste to be directed to authorized collection centers, registered dismantlers, or recyclers and the e-waste is also returned through pick-up or take-back services facilitated by the producer, ensuring responsible handling and recycling of electronic products.
Hazardous waste	Transformer Oil: Used oil is managed under the Hazardous and Other Wastes Rules, 2016. It is collected separately, labeled, stored securely and it is either regenerated for reuse or sold to registered recyclers, with annual returns filed to the relevant State Pollution Control Board (SPCB). Storage & Disposal: Empty oil drums are reclaimed and disposed of through transparent online auctions via M/s MSTC Limited, a Mini Ratna Public Sector Enterprise. Battery waste is systematically transferred back to battery producers or their authorized agents for safe disposal.
Other waste (wastepaper and paper products)	Paper waste is managed by sending it through government authorized recyclers, as 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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

The key feature of the Extended Producer Responsibility (EPR) framework in India for plastic waste, e-waste, used/scrap batteries, used oil, and tyres is that the primary responsibility for recycling, reuse, or environmentally sound disposal of such waste rests with the Producer, Manufacturer, Importer, or Brand Owner.

Under the applicable waste management regulations, POWERGRID is categorized as a consumer or waste generator. Accordingly, its responsibility is limited to the proper segregation and storage of waste and ensuring its channelization through the collection mechanisms of producers/manufacturers/brand owners, registered recyclers, or authorized actual users through sale or transfer.

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.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Nos. (B)	% (B / A)	Nos. (C)	% (C / A)	Nos. (D)	% (D / A)	Nos. (E)	% (E / A)	Nos.(F)	% (F / A)
Permanent employees											
Male	7,359	7,359	100	7,359	100	NA	NA	7,359	100*	2,320	31.53
Female	849	849	100	849	100	849	100*	NA	NA	419	49.35
Total	8,208	8,208	100	8,208	100	849	100*	7,359	100*	2,739	33.37
Other than Permanent employees											
Male	622	622	100	622	100	NA	NA	622	100*	14	2.25
Female	50	50	100	50	100	50	100*	NA	NA	16	32
Total	672	672	100	672	100	50	100*	622	100*	30	4.46

* 100% of eligible employees.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Nos. (B)	% (B / A)	Nos. (C)	% (C / A)	Nos. (D)	% (D / A)	Nos. (E)	% (E / A)	Nos. (F)	% (F / A)
Permanent workers											
Male	1,476	1,476	100	1,476	100	NA	NA	1,476	100*	150	10.16
Female	61	61	100	61	100	61	100*	NA	NA	25	40.98
Total	1,537	1,537	100	1,537	100	61	100*	1,476	100*	175	11.39
Other than Permanent workers											
Male	19,490	19,490	100	19490	100	NA	NA	NA	NA	NA	NA
Female	582	582	100	582	100	582	100	NA	NA	NA	NA
Total	20,072	20,072	100	20,072	100	582	100	NA	NA	NA	NA

* 100% of eligible workers.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.70	0.69

2. Details of retirement benefits.

The most crucial assets of POWERGRID are the human resources who are provided with an array of perks and benefits which include but are not limited to retirement benefits provided for all regular employees, provident fund, pension, gratuity, post-retirement medical benefits, etc.

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	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	NIL*	100% of eligible workers	Y (wherever applicable)	NIL*	100% of eligible workers	Y (wherever applicable)
Medical facilities & Accident Insurance	100% of Permanent employees are provided medical facilities from the Company as well as Group Personal Accident Insurance.	100% of Permanent workers are provided medical facilities from the Company as well as Group Personal Accident Insurance.	NA	100% of Permanent employees are provided medical facilities from the Company as well as Group Personal Accident Insurance.	100% of Permanent workers are provided medical facilities from the Company as well as Group Personal Accident Insurance.	NA
	100% of Other than permanent employees are provided Group Personal Accident Insurance and Health Insurance.	100% of Other than permanent workers who are not covered under ESI are provided Health Insurance and Employee Compensation Insurance.		100% of Other than permanent employees are provided Group Personal Accident Insurance and Health Insurance.	100% of Other than permanent workers who are not covered under ESI are provided Employee Compensation Insurance and Health Insurance.	
Pension	100% of permanent employees	100% of permanent workers	Y	100% of permanent employees	100% of permanent workers	Y
Post-retirement medical benefits	100% of permanent employees	100% of permanent workers	NA	100% of permanent employees	100% of permanent workers	NA

* None of the employees (permanent or other than permanent) are eligible for ESI by virtue of their salary/ wages being over the prescribed wage limit for coverage.

3. Accessibility of workplaces

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

Yes, POWERGRID fosters an inclusive culture throughout the organisation and takes appropriate care to make its workplaces accessible. All the establishments of the Company are accessible to differently abled employees and workers and are compliant with the requirements of the Rights of Persons with Disabilities Act, 2016.

The Company further concretizes its commitment following an "Equal Opportunity Policy" framework including the aspects related to providing a conducive, barrier-free environment and systems for supporting differently abled employees and workers. POWERGRID is also committed to conforming to the standards under Accessible India Campaign/ Sugamya Bharat Abhiyaan and thus have the facilities of ramp, ground markers, differently abled friendly elevators, accessible parking, accessible toilets, screen reading access on our website, etc. for *divyangjan*.

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, POWERGRID has an Equal Opportunity policy (with the requirements of the Rights of Persons with Disabilities Act, 2016), which shows the Company's commitment to promote diversity and inclusion among the workforce, aiming to create a harmonious workplace for all, regardless of their gender, nativity, community, religious beliefs or person with physical and/or mental disability, such that all employees can achieve their full potential.

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%	98.97%	100%	100%
Female	100%	100%	100%	100%
Total	100%	99.04%	100%	100%

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

Grievance redressal has been one of the key priorities of the Company's business conduct. The Company has adhered to its commitment, where it has always promptly redressed the grievances of its employees and other relevant stakeholders within the broad parameters of guidelines enumerated by the Government of India (and its agencies) and policy framework.

	(If Yes, then give details of the mechanism in brief)
Permanent workers	POWERGRID has a well-laid-out Grievance Redressal Mechanism for addressing the concerns of its permanent workers. A detailed procedure/ mechanism is in place for time bound redressal of worker grievance and to promote fair and equitable employee relations. Employee Grievance Redressal Policy called समाधान-SAMADHAAN is in place. Grievances can be lodged online through Employee Self Service (an SAP based platform).
Other than permanent workers	Other than permanent workers, may raise their grievances in writing/ through e-mail to the concerned authority. Further, the Company believes in an open-door policy towards the redressal of employee grievances, including those of other than permanent workers.
Permanent employees	The entity has a well-laid-out Grievance Redressal Mechanism for addressing the concerns of its permanent employees. A detailed procedure/ mechanism is in place for time-bound redressal of employee grievances and to promote fair and equitable employee relations. Employee Grievance Redressal Policy called समाधान-SAMADHAAN is in place. Grievances can be lodged online through Employee Self Service (an SAP based platform).
Other than permanent employees	Other than permanent employees can also lodge their grievances under समाधान- SAMADHAAN.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (B)	% (B/A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (D)	% (D/C)
Total permanent employees	8,208	1,564	19.05	7,406	1,345	18.16
Male	7,359	1,494	20.30	6,718	1,268	18.87
Female	849	70	8.24	688	77	11.19
Total permanent workers	1,537	1,517	98.70	1,642	1,619	98.60
Male	1,476	1,456	98.64	1,567	1,544	98.53
Female	61	61	100.00	75	75	100.00

Note: In addition to the above, employees belonging to SC/ ST/ OBC communities are also represented by various associations.

8. Details of training given to employees and workers:

POWERGRID conducts comprehensive occupational health and safety (OHS) training covering construction safety (transmission lines, substations), operation and maintenance, fire safety, first aid, and stress and health management. Training programs are conducted regularly and are delivered by the Corporate and Regional Safety departments and external faculty.

POWERGRID has embedded health and safety training requirements into all contractual agreements. Contractors are required to follow a detailed training calendar and adhere to the Company's safety policies. In FY 2025-26 alone, a total of 2,166 safety training programs were conducted for 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										
Male	7,359	6,168	83.82	5,359	72.82	6,718	5,388	80.20	5,500	81.87
Female	849	645	75.97	665	78.33	688	537	78.05	548	79.65
Total	8,208	6,813	83.00	6,024	73.39	7,406	5,925	80.00	6,048	81.66
Workers										
Male	1,476	1,260	85.37	1,054	71.41	1,567	1,391	88.77	1,193	76.13
Female	61	43	70.49	42	68.85	75	54	72.00	52	69.33
Total	1,537	1,303	84.78	1,096	71.31	1,642	1,445	88.00	1,245	75.82

Note: Data is for Permanent Employees and Permanent Workers

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)
Employees						
Male	7,359	7,359	100	6,718	6,718	100
Female	849	849	100	688	688	100
Total	8,208	8,208	100	7,406	7,406	100
Workers						
Male	1,476	1,476	100	1,567	1,567	100
Female	61	61	100	75	75	100
Total	1,537	1,537	100	1,642	1,642	100

Note: Data is for Permanent Employees and Permanent Workers

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, what is the coverage of such a system?

Yes. POWERGRID has implemented a robust Occupational Health and Safety Management Systems (OHSMS), certified under ISO 45001:2018, which covers all direct employees and contract workers engaged in construction, operation, and maintenance activities. The OHSMS integrates hazard identification, incident investigation, emergency response, and continual improvement practices. Applicable compliance with national and international standards is ensured through regular audits and a structured three-tier safety governance model.

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

POWERGRID utilizes Hazard Identification and Risk Assessments (HIRA) for all routine and non-routine activities. High-risk tasks are pre-planned via Job Safety Analysis (JSA) and approved Standard Operating Procedures (SOPs). To ensure real-time oversight, POWERGRID leverages its Regional Transmission Asset Management Centres (RTAMC) and Project Monitoring Centres (PMC), utilizing virtual supervision to monitor high-risk execution and apply the hierarchy of controls from elimination to advanced PPE.

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

Yes. POWERGRID has formal processes for workers to report hazards through toolbox talks, site meetings, and direct communication with representatives. Workers are actively encouraged to report unsafe conditions without fear of retaliation. Moreover, POWERGRID's safety policy formally grants workers the right to refuse or withdraw from unsafe work, and this is communicated through induction and regular training/awareness sessions. Any concerns raised are escalated to safety officers for prompt resolution.

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

Yes. All employees and workers of POWERGRID are covered under the Group Insurance and Mediclaim Policies that provide access to non-occupational medical and healthcare services.

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 hour worked)	Employees	0.046	0
	Workers	0.040	0.038
Total recordable work-related injuries	Employees	1	0
	Workers	2	2
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	2	1
Number of Permanent disabilities	Employees	1	0
	Workers	2	0

* Employees include all personnel on the payroll of POWERGRID. Workers include third party contractors. This definition is applicable to this table only.

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

POWERGRID prioritizes safety across its operations, for which the Company has a three-tiered safety system to ensure every safety factor during the design, construction, and maintenance. Key safety measures include:

- **Dedicated Safety Cell:** Oversees performance monitoring, accident prevention strategies, and technical support across transmission lines and substations.
- **Safety Audits and Inspections:** Conducted to evaluate compliance with legal and contractual obligations, followed by implementation of corrective actions.
- **Comprehensive Safety Training:** Covering fire safety, electrical safety, working at height, confined space, stress and health management, and first aid.
- **Mock Drills and Emergency Preparedness:** Carried out periodically to train employees and contract workers in managing emergencies.
- **Daily Toolbox Talks and Briefings:** Conducted before starting work to reinforce safety procedures, discuss job-specific hazards, and promote behaviour-based safety.
- **Safety Campaigns:** Initiatives like National Safety Week involve workers and families to foster a strong safety culture.
- **Enforcement of PPE Use and SOP Compliance:** Strict implementation of PPE usage, work permits, and Standard Operating Procedures (SOPs).
- **Work Permit System:** A digital permit Issuance system ensures standardization, tracking, and closure of Permit to Work (PTW) and Sanction for Test (SFT) across all substations and transmission sites.
- These structured measures ensure continual safety improvement, awareness, and a proactive culture across all project phases—from design to maintenance.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	1	0	-	6	0	
Health & safety	0	0	-	0	0	

14. Assessments for the year:

POWERGRID has adopted a structured and standards-based approach to workplace safety, quality, and social responsibility. The entity is certified under the following internationally recognized management system standards:

- **ISO 45001:2018** – Occupational Health and Safety Management System
- **ISO 14001 : 2015** – Environmental Management System
- **ISO 9001:2015** – Quality Management System

These certifications are awarded through third-party audits and reflect POWERGRID's continued commitment to excellence in safety, quality, and ethical labour practices.

As part of the annual assessment cycle:

- OHS assessments are carried out under ISO 45001 through internal audits, third-party surveillance audits, and structured reviews at the site, regional, and corporate levels. These assess hazard identification, risk controls, incident investigation processes, emergency preparedness, and legal compliance.
- Regular audits are conducted to ensure compliance with environmental regulations and internal sustainability targets. These include reviews of pollution control measures, waste management practices, energy use, and resource conservation strategies.
- Quality assurance assessments under ISO 9001 are conducted to evaluate adherence to documented processes, continual improvement mechanisms, and customer satisfaction in project execution and service delivery.
- POWERGRID maintains zero tolerance for human rights violations and ensures all workers are protected by policies aligned with global labour standards.

These integrated assessments strengthen POWERGRID's ability to manage risks proactively, uphold employee welfare, and ensure ethical and sustainable business practices across all operations.

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

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.

POWERGRID adheres strictly to all health and safety practices as outlined in its corporate policies and in accordance with statutory regulations. In the event of any safety-related incidents or dangerous occurrences, a structured investigation process is initiated:

- A dedicated Accident Enquiry Committee is constituted to analyse the root causes of the incident and recommend preventive and corrective measures using the hierarchy of controls.
- The findings and recommendations of the committee are widely circulated across all concern / sites to ensure cross-learning and consistent implementation of safety improvements.
- All major incidents are further reviewed by the Standing Safety Management Committee and the Apex Safety Board, comprising board-level representatives, regional executives, and construction agency heads.
- These high-level bodies evaluate the safety performance, identify systemic risks, and recommend safety augmentations and structural improvements as needed.
- Additionally, recommendations from these reviews are integrated into the Occupational Health and Safety Management System (OHSMS) for continual improvement.

These actions ensure that safety lapses are not only addressed but also serve as learning opportunities to prevent recurrence across the organisation.

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.

At POWERGRID, fostering strong collaborative relationships with stakeholders is regarded as a cornerstone of its organisational philosophy. Recognizing the significance of understanding stakeholder needs and concerns, the Company actively engages in cooperative efforts aimed at reducing risks, upholding social legitimacy, enhancing credibility and earning stakeholders' unwavering confidence.

POWERGRID's stakeholder community encompasses a diverse range of key actors, including dedicated employees, trusted suppliers, valued customers, reliable business partners, vigilant regulatory agencies and the local communities situated around the operational sites. Within these local communities, POWERGRID diligently identifies and prioritizes support for disadvantaged, vulnerable and marginalized sections, ensuring that no one is left behind in their pursuit of sustainable development.

Internally, POWERGRID places special emphasis on internal stakeholders, such as employees belonging to diverse backgrounds, including persons with disabilities (PWD), individuals from Scheduled Castes (SC), Scheduled Tribes (ST) and women. The Company recognizes the immense value and potential these stakeholders bring, nurturing an inclusive work environment that promotes equal opportunities and encourages their active participation.

Externally, POWERGRID diligently identifies and supports project-affected persons/families (PAPs/PAFs) within the local communities. Their focus extends to particularly vulnerable groups, including widow women-headed families, individuals from SC/ST communities and persons with disabilities (PWD). By addressing their unique challenges and empowering these external stakeholders, POWERGRID strives to ensure equitable development and foster sustainable progress within the communities they serve.

Through this comprehensive and compassionate approach to stakeholder engagement, POWERGRID establishes itself as a responsible corporate entity committed to making a positive impact on the lives of those directly or indirectly affected by its operations. By actively involving stakeholders, POWERGRID not only enhances their own organizational effectiveness but also contributes to the broader goal of societal well-being and inclusive growth.

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

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
Shareholders/ Investors (Financial & Social Capital)	Shareholders are of utmost importance to the Company. Their value comes in the form of financial investment from owning shares. The Company is diligent towards increasing shareholder value over the long term to deliver them a higher value and potentially higher dividends.	No	Annual General Meeting	Annually	Wealth Creation & Dividend Payout
			Board meetings	Minimum Quarterly	Review of Performance & Results
			Annual Report/ Website	Annually/ As and when required	Sector-specific macro-economic trends & Interest of investors
			Analyst meetings	Minimum Quarterly	Long-term Partnership
			Investor Interactions	On regular basis	
Customers State Electricity Boards Telecom –Private firms Consultancy (National & International)	Customers are the foundation of the Company's sustainable and long-term success. Customer Delight remains at the center of everything the Company does.	No	Meetings during signing of agreements and on need basis	For every project on regular basis as required.	Billing Collection & Disbursement Meetings High uptime
			Meetings/ Emails/ Calls	As and when required	Immediate resumption of service in case of service breakdown
					Faster resolution of queries Innovative solutions
Multilateral Funding Agencies (World Bank, ADB, IFC, KfW, etc.)	Key supporters that ensure their trust with the Company financially, for various developmental and infrastructure projects for economies/ regions in different geographies.	No	Physical/ Virtual Meetings, Trainings / Workshop Emails	As and when required	Appraisals/ Discussions for the awards.
			Implementation Support / Review Missions, Routine Assessments/ Audits/ Monitoring		Faster resolution of issues and project feedback status.
			Progress Reports	Quarterly and Half-yearly	Discussions on changes in the regulatory framework from time to time.
			Project Completion Report	After completion of project	Evaluation of project and suggest recommendations.

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
Employees	The Company's employees are invaluable assets and fundamental to our sustained growth. They play a crucial role in strengthening the Company's competitiveness and reaffirming its market leadership	Yes (Women/ SC/ST)	Employee Engagement Survey	Annually	Employee benefits & welfare
			Open House	Quarterly	Safe working environment
			Performance Review	Twice in a year	Career progression
			In-house periodicals & magazines	Weekly/ Quarterly/Half yearly / Annually as per frequency	Equal opportunities and treatment
			HR Conclave & Department specific meets	As and when required	Upskilling Opportunities
			HR meetings/ Emails/ Telephonic Calls/ Notice Boards	As and when required	Periodic Performance & Feedbacks
			Power Setu portal for engaging with ex-employees. Nodal officials appointed to engage with ex-employees AABHAAR – A Scheme for Felicitation of Retired employees	As and when required Age based milestones	Meetups/ Strategy & Performance Meetings to share regular updates
Community / PAPs	Empowering the lives of people within the communities in which the Company operates remains fundamental to its business sustainability. It continues to strengthen relationships with the communities and transform their lives through various upliftment programs and initiatives.	Yes	Public Consultation/ Newspaper	At different stages of the project	Contribution to society
			Physical visits to the affected region/ Focus Group Discussions	Periodic time intervals as per the requirement of Projects	Compliance to Resettlement & Rehabilitation requirements/ provisions
			CSR initiatives & Community Meetings	Need based (In consultation with communities)	Provide opportunities for self-sustenance and empowerment Empower livelihoods Social Impact assessments & Project monitoring

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
Government Regulators (SEBI / CERC/ BSE / NSE / CEA/ TRAI) Ministry of Power & other Ministries/ department of the Govt.	Constructive relationships with the government are critical to business continuity. The Company monitors regulatory developments and policies closely, thereby participating in progressive discussions	No	Compliance Reports/ Forms/ Physical Meetings/ Website/ Emails	On a continuous basis	Adherence to compliance requirements under various statutory regulations
			Emails/ Meetings/ Industry Association Meetups	As & when a new legislation/ regulation/ rules are proposed	Comments/ observations on proposed legislations Capital allocation Transparent disclosure practices for investors to take informed investment decisions
			Regional Power Committee Meetings	Monthly	Adherence to environmental and other applicable laws
			Performance monitoring Discussions/ Reports/ Assessments	As & when required	Interest of minority shareholders
			Discussions & Meetings/ Emails for grants	As & when required	Coordination for various entitled grants
			CAG Audit	As per Regulations	
Suppliers & Contractors	The Company's suppliers and contractors are the key part of its value chain. It partners with suppliers to ensure an effective and efficient procurement process for seamless business operations.	Yes (MSME/ SC/ST/ Women vendors)	Pre bid discussions / Website/ GeM Portal/ Newspaper	With every award	Call for Bids and explanation about the project and timelines etc.
			Review meetings at various management levels	Monthly	Reliable payment schedules Timely redressal of any queries
			Joint discussions on technological advancements including with Research & Development institutions	On a regular basis	Long-term partnerships and capacity building Encouragement for Make in India & Atmanirbhar Bharat Abhiyan
			Feedback Sessions	Annually	Continuous engagement & Dialogue with Vendors, Suppliers etc.
			Capacity Building Sessions/ Workshops/ Classroom Trainings	As & when required	Vendor Development Programs
			CEO Meets	Annually	

Stakeholder group	Why are these stakeholders important to us	Whether identified as vulnerable & marginalized group (Yes/No)	Modes of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Strategic Priorities (Purpose and scope of engagement including key topics and concerns raised during such engagement)
Media	Timely and transparent communication is key to Company's business. The key stakeholders put their faith on the Company's engagement with them.	No	Press Briefing/ Invitations to events	Regular Media coverage/ Press Briefings & Exhibitions	Transparent and Strategic communication with all relevant stakeholders Continuous feedback channel for stakeholders
			Conferences/ Summits / Conclaves including GRIDCON, Bharat Electrici-ty Summit, HR Tech Conference etc	On regular basis	Foster collaboration, encourage thought leadership and promote partnership
Technological Institutions (IITs/IISc)	Nurturing academia and industry relations fosters culture of innovation and technological solutions for businesses and societies.	No	MoUs/ Meetings/ Collaborations/ Webinars/ Training Sessions / Centre of Excellences	As & when required	Exploring and adopting emerging technologies with Leading academic institutions. Research Funding to Academia for sector-specific R&D

Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	8,208	8,208	100	7,406	7,406	100
Other than permanent	672	672	100	642	642	100
Total employees	8,880	8,880	100	8,048	8,048	100
Workers						
Permanent	1,537	1,537	100	1,642	1,642	100
Other than permanent	20,072	20,072	100	19,219	19,219	100
Total workers	21,609	21,609	100	20,861	20,861	100

2. Details of minimum wages paid to employees and workers.

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)
Employees										
Permanent										
Male	7,359	0	0	7,359	100	6,718	0	0	6,718	100
Female	849	0	0	849	100	688	0	0	688	100
Other than permanent										
Male	622	0	0	622	100	599	0	0	599	100
Female	50	0	0	50	100	43	0	0	43	100
Total employees	8,880	0	0	8,880	100	8,048	0	0	8,048	100
Workers										
Permanent										
Male	1,476	0	0	1,476	100	1,567	0	0	1,567	100
Female	61	0	0	61	100	75	0	0	75	100
Other than permanent										
Male	19,490	19,490	100	0	0	18,703	18,703	100	0	0
Female	582	582	100	0	0	516	516	100	0	0
Total workers	21,609	20,072	92.89	1,537	7.11	20,861	19,219	92.13	1,642	7.87

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)	5	88,55,990	0	0
Key managerial personnel	6	87,69,103	0	0
Employees other than BoD and KMP*	7,378	20,42,003	849	17,67,699
Workers*	1,456	14,70,074	61	14,48,726

Note: *Data is for Permanent Employee and Permanent Workers. Data for Board of Directors includes only Whole-time directors. Data for Key managerial personnel includes only Whole-time directors and Company Secretary.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	8.52	8.22

Note: Data is for Permanent Employees and Permanent Workers as on March 31, 2026.

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. POWERGRID believes that growth and success of business multiplies when human rights and values are respected and protected. The Company has formulated its Human Rights policy to express & institutionalize its commitment to embrace practices that support human rights in every geography where it operates. Compliance to the human rights policy is ensured at the Offices/ Projects/ Stations/ Regions by the respective heads and at the Corporate Centre by Executive Director (HR). Executive Director (HR) is also the nodal officer for receipt of complaints/ grievances regarding human rights violation.

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

At POWERGRID, the reverence for the dignity and untapped potential of every individual lies at the core of its values. Recognizing that a steadfast commitment to human rights policy is paramount for both the growth and success of the business, POWERGRID aims to achieve the following objectives:

- Upholding the Social and Economic Dignity:** Ensuring that all employees are treated with respect, fairness and equality, regardless of gender, race, status or religion.
- Commitment to Human Rights and Labor Standards:** Adhering to Indian laws and International Human Rights Agreements, safeguarding every worker's/employee's fundamental rights.

To reinforce its commitment to human rights, POWERGRID has implemented a robust internal framework. The Executive Director (HR) serves as the nodal officer for human rights complaints and grievances. Additionally, liaison officers address discrimination-related complaints, nodal officers manage issues under the Whistle Blower & Fraud Prevention Policy, and the Internal Complaints Committee (ICC) handles sexual harassment complaints. These specialized avenues ensure individuals can voice concerns and seek resolution. Complementing these efforts, the Vigilance and HR Departments address code of conduct violations. Through this comprehensive approach, POWERGRID maintains an environment of integrity, accountability, and respect for human rights.

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	2	2		4	1	Pending case closed during FY 26
Discrimination at workplace	6	0		7	1	
Child labour	0	0		0	0	
Forced labour/ Involuntary labour	0	0		0	0	
Wages	25	0		62	0	
Other human rights-related issues	0	0		0	0	

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	2	4
Complaints on PoSH as a % of female employees/workers	0.13	0.30
Complaints on PoSH upheld	2	2

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

For discrimination cases, liaison officers for different categories of employees i.e., SC/ ST/ OBC/ PwD have been identified to record and resolve their complaints as per laid down procedures. For prevention of sexual harassment at workplace, Internal Complaints Committee (ICC) has been formed at Corporate as well as regional level with responsibility of resolving harassment related complaints as well as prevent any kind of victimization of the complainant. Further, the company ensures implementation of these mechanisms under its broad set of policies on human rights, equal opportunity, prevention of sexual harassment, etc. as well as government guidelines. There is zero tolerance towards discrimination of any kind.

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

Yes, the Company understands its larger responsibility towards its value chain partners with respect to human rights related aspects and ensures that provisions related to it such as prohibition of child labor, prevention of forced and compulsory labor, payment of wages and other compliances related to labor laws are built into contracts with its value chain partners.

10. Assessments of the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	The Company is aligned to SA 8000:2014, a globally recognized social accountability standard. The standard covers a range of workplace practices, including child labor, forced or compulsory labor, health and safety, discrimination and remuneration. Audits for compliance with the standard are conducted by third-party auditors on a sampling basis.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Risks/ concerns related to wages and working environment were raised during the assessments. Corrective actions have been taken to mitigate these risks.

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

ESSENTIAL INDICATORS

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) GJ	6,12,808	1,65,617
Total fuel consumption (B)	Nil	Nil

Parameter	FY 2025-26	FY 2024-25
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C) GJ	6,12,808	1,65,617
From non-renewable sources		
Total electricity consumption (D) GJ	9,41,469	13,25,328
Total fuel consumption (E) GJ	1,60,242	1,63,887
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F) GJ	11,01,711	14,89,215
Total energy consumed (A+B+C+D+E+F) GJ	17,14,519	16,54,832
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) (GJ/Rs Crore)	36.69	36.14
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed/Revenue from operations adjusted for PPP) (GJ/Rs Crore)	749.16	729.98
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/MVA)	2.75	2.99

Conversion factor of 1 L Diesel = 0.0383 GJ and 1 L of Petrol = 0.032 GJ (<https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php>) US Energy Information Administration (USEIA).

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 provided data for FY 2024-25 was assured by M/s TÜV SÜD South Asia Pvt. Ltd, data for FY 2025-26 has been assured by M/s TUV India 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.**

Not Applicable. Power Transmission projects/systems are not covered under PAT schemes of 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)		
(i) Surface water	57,028	55,828
(ii) Groundwater	24,69,815	25,30,306
(iii) Third-party water (municipal water supplies)	4,49,184	4,30,896
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	29,76,027	30,17,030
Total volume of water consumption (in kilolitres)	14,02,753	15,92,259

Parameter	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover (water consumed / turnover) (kL/Rs Crore)	30.02	34.77
Water intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Water consumption/ Revenue from operations adjusted for PPP) (kL/Rs Crore)	612.94	702.38
Water intensity in terms of physical output	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity (kL/MVA)	2.25	2.88

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 provided data for FY 2024-25 was assured by M/s TÜV SÜD South Asia Pvt. Ltd, data for FY 2025-26 has been assured by M/s TUV India Pvt. Ltd

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	12,63,385	11,59,050
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	100% wastewater discharged to Ground Water is treated through Soak pits.	100% wastewater discharged to Ground Water is treated through Soak pits.
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	1,37,710 (Municipal Sewage)	1,25,585 (Municipal Sewage)
- No treatment	1,37,710	1,25,585
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	1,72,179 kL Sewage treated through STPs and reused within the campus.	1,40,136 kL Sewage treated through STPs and reused within the campus.
Total water discharged (in kilolitres)	15,73,274	14,24,771

It may be noted that in POWERGRID establishments, water is mainly used for domestic purpose (except for a small quantity of water which is used as a makeup water for cooling purpose). There is no use of water for industrial purpose resulting in no generation of industrial effluents. At the same time, no products are produced in the Company's business activities. Hence, there is no product embedded water in our business activities. The wastewater generated in the establishments of POWERGRID is essentially domestic sewage consisting of black water and grey water, which is turn, is treated with either Soak pits or Sewage Treatment Plants (STPs) and only a small quantity of this domestic sewage generated from the establishments located in urban areas is discharged into municipal sewerage system.

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 provided data for FY 2024-25 was assured by M/s TÜV SÜD South Asia Pvt. Ltd, data for FY 2025-26 has been assured by M/s TUV India Pvt. Ltd

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

Yes, POWERGRID has a mechanism in place to ensure Zero Liquid discharge, in spite of the fact that no industrial effluents are generated from substations. The only wastewater generated in the Company's campuses is domestic sewage (a mixture of Black and Grey Water) from offices and residential campuses, which is treated either by soak pits or Sewage Treatment Plants (STP) and reused in the campus itself. Only a small quantity of domestic sewage generated in a few offices located in urban areas is discharged in municipal sewerage system.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Not Applicable. It is pertinent to mention that in electric power substations, no chemical processes are involved, resulting in non-generation of any air pollutants in Company's operations/establishments. The only source of air pollution in substations is operation of Diesel Generators, which are used only as a backup arrangement and occasionally run mainly for testing purpose for very short duration (4-5 minutes), as POWERGRID's substations have two very stable source of auxiliary power i.e. dedicated feeder from DISCOMs and a separate reliable power source from grid transformers.		
SOx			
Particulate matter (PM)			
Persistent Organic Pollutants (PoP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Others – ozone-depleting substances (HCFC – 22 or R-22)			

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 provided data for FY 2024-25 was assured by M/s TÜV SÜD South Asia Pvt. Ltd, data for FY 2025-26 has been assured by M/s TUV India Pvt. Ltd

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

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	74,764	49,785
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)	Metric tonnes of CO ₂ equivalent	1,85,679	2,67,643
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes CO ₂ Eq/₹ crore	5.57	6.93

Parameter	Unit	FY 2025-26	FY 2024-25
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)	Metric tonnes of CO ₂ Eq/ Rs Crore	113.80	140.02
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ Eq/ MVA	0.42	0.58

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 provided data for FY 2024-25 was assured by M/s TÜV SÜD South Asia Pvt. Ltd, data for FY 2025-26 has been assured by M/s TUV India Pvt. Ltd

8. Does the entity have any project related to reducing greenhouse gas emissions? If Yes, then provide details.

Yes

- **Management of SF6:** SF6 gas, which is a highly potent Green House gas (GWP; 24,300) forms the bulk of Company's Scope-1 emissions. Though, due to a tight inventory management and leakage management system being practiced in POWERGRID, the Company has been able to substantially reduce the leakage rate of SF6 from 0.15% in 2021-22, 0.06% in 2025-26, which is well below the acceptable limits (1% for AIS and 0.5% for GIS).

Apart from improved Inventory Management, leakage control, improved maintenance practices and digitization of data, POWERGRID is also considering replacing it with technically feasible and economically viable alternatives. The Company started the trial for replacing SF6 filled 132 kV circuit breakers with SF6 free breakers in one of its substations on a pilot basis. Depending upon the results of these trails as well as availability of suitable technology in the form of viable alternatives, it will plan SF6 phase out at higher voltage level substations in future.

POWERGRID has also taken the initiative of regeneration of spoiled SF6 gas, which otherwise goes waste, thereby reducing inventory requirement of this highly potent Greenhouse gas.

- **Reducing dependence on Grid Electricity by adopting Renewable sources of Energy:** The Company's Scope-2 emissions, which result from purchase of Grid electricity forms around 71.29 % of its total emissions. In line with its commitment, POWERGRID has achieved its goal of deriving 50% of its electricity consumption from renewable sources by December 2025. For the whole of FY 2025-26, the share of renewables in total electricity consumption stands at 39.35% resulting in 30.62% reduction in its Scope -2 emissions. This achievement is the result of several steps taken by POWERGRID in this direction:
 - ♦ **Enhancing Solar PV capacity;** Currently, total solar PV installed at the Company's establishments is around 25.70 MW, which is fulfilling around 4.28 % of its total electricity requirements. In the next financial year it is expected that total solar installation will grow to around 35 MW and will account for around 7-8% of the Company's total power requirement. Further, POWERGRID, through its wholly owned subsidiary, has installed 85 MW of solar plant at Nagda (MP), which is current contributing around 5.71% of its power needs and is expected to contribute around 14-15% of total power consumption in next financial year.
 - ♦ **Sourcing Power through Green Tariff Mechanism;** Green Tariff Mechanism is a progressive policy instrument introduced by Government of India to ensure easy availability of green power to bulk consumers and enhance green power capacity in the country. POWERGRID has started utilizing this provision for sourcing of green power for its HVAC substations and offices. In FY 2025-26, 29.36% of its auxiliary power consumption needs were fulfilled by the electricity sourced through Green Tariff provision, thus further enhancing the share of Green energy in its energy mix. The share of green tariff is expected to increase to 40% by the end of FY 2026-27.

- Focus on developing Green Cover:** POWERGRID is aware that trees/forests play an important role in fighting climate change by absorbing atmospheric Carbon Dioxide apart from providing several other benefits such as preventing soil erosion, flooding and urban heat island phenomena. The Company's current green cover consists of 14.42 lakh trees, which consists of plantation within its campuses and additional plantations done under various CSR & other schemes. This green cover accounts for offset of around 12.05% of total emission. Furthermore, POWERGRID is actively participating in the Green Credit Program of Government of India, which focuses on rejuvenation of degraded forest land of the country and has already contributed ₹19.72 crore for the rejuvenation of 278.76 Ha of degraded forest land in the state of Gujarat.

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)	12.49	5.83
E-waste (B)	14.75	7.48
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	1,738.46	6,100.05
Battery waste (E)	122.59	223.60
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	203.77 (Used Transformer oil & STP sludge)	162.87 (Used Transformer oil & STP sludge)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	9,745.06 Breakup of above figure: Metal Scrap - 5,705.40 Insulator Waste - 3,746.73 Waste Wood Material - 261.37 Empty Gas Cylinders/ Metal Drums/ Paper packaging scrap - 29.66 Scrap Computer & accessories - 1.89	2,833.14 Breakup of above figure: Metal Scrap - 2,019.93 Insulator Waste - 700.07 Waste Wood Material - 105.63 Empty Gas Cylinders - 7.49
Total (A+B + C + D + E + F + G+ H)	11,837.11	9,332.97
Waste intensity per rupee of Turnover (Total Waste generated/Revenue from operations) (Metric tons/Rs Crore)	0.25	0.20
Waste intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/ Revenue from operations adjusted for PPP) (Metric tons/Rs Crore)	5.17	4.12
Waste intensity in terms of physical output	Not Applicable	Not Applicable
Waste intensity (optional) – the relevant metric may be selected by the entity (Metric tons/MVA)	0.02	0.02

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Plastic Waste, E-Waste, Battery Waste, Other Hazardous Waste (Except STP Sludge), Metal Scrap & Insulator Waste	
(i) Recycled	9,766.96	3,082.41
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	9,766.96	3,082.41
Category of waste	Construction & Demolition Waste, Waste wooden Material and Empty Gas Cylinders	
(i) Recycled	Nil	Nil
(ii) Re-used	2,031.38	6,213.18
(iii) Other recovery operations	Nil	Nil
Total	2,031.38	6,213.18
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	STP Sludge	
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	38.77 (Handed over to Authorized agencies for Environmentally sound disposal)	37.37 (Handed over to Authorized agencies for Environmentally sound disposal)
Total	38.77	37.37

Note: As mentioned in earlier section, POWERGRID's activities don't involve any chemical process. As such, no process wastes are generated in its establishments. Most of the industrial wastes consist of C&D Wastes and Scrap materials generated after their useful life during Operation & Maintenance activities. Accordingly, no clear trend in the quantity of different kinds of waste produced would be possible.

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 provided data for FY 2024-25 was assured by M/s TÜV SÜD South Asia Pvt. Ltd, data for FY 2025-26 has been assured by M/s TUV India Pvt. Ltd

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

POWERGRID's waste management practices are guided by the principles of Reduce, Reuse and Recycle, as defined in its "Waste Management Policy". Accordingly, POWERGRID ensures proper recycling and reuse of the waste material generated in its establishment either in house or through M/s MSTC Limited, A Mini Ratna Public Sector Enterprise or by returning the waste material to producer in line with the principle of Extended Producer Responsibility (EPR), while fully complying with applicable regulations. A small quantity of Hazardous waste consisting of STP Sludge is handed over to authorized agencies for Environmentally sound disposal. Another, important feature of our approach towards waste management is responsible consumption of resources, which not only results in preservation of precious natural resources but also helps in reducing the quantity of waste materials generated.

POWERGRID's Waste Management Policy can be accessed at

https://www.powergrid.in/sites/default/files/inline-files/Waste_Policy.pdf

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:

It may be noted that avoidance of ecologically sensitive areas such as National Parks, Wildlife Sanctuaries, Forest etc form the most important part of the Company's route/site selection criteria. POWERGRID conducts assessments considering involvement of environmental & social factors such as forest and wildlife involvement, wetlands, biodiversity hotspots, residential areas, religious sites and locations of historical or archaeological significance. Based on these assessments, the route with the least environmental and social impact is selected. However, in few cases, wherein, complete avoidance of forest/wildlife areas is not possible in Transmission Lines, due to peculiarity of terrain and geographical constraint, Forest/Wildlife clearance is obtained as per the provisions of applicable regulations. The details of such transmission Lines are provided below.

During FY 2025-26, Forest Clearance for following Transmission Lines were obtained:

S N	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.
1	765 kV D/c Beawar-Dausa	Transmission Lines	Yes
2	765 kV D/c Ramgarh-Bhadla III	Transmission Lines	Yes
3	400 KV D/c Bhadla-Bhadla-II	Transmission Lines	Yes
4	765 kV D/c Fatehgarh II-Bhadla II	Transmission Lines	Yes
5	132 KV D/c Roing-Chapakhawa	Transmission Lines	Yes
6	LILO of 400 kV Kishenganj-Darbhanga line at Saharsa	Transmission Lines	Yes
7	400 kV D/c Sitamarhi-Dhalkebar	Transmission Lines	Yes
8	765 kV D/c Kurnool-Maheshwaram	Transmission Lines	Yes
9	400 kV D/c Madhugiri-Yelahanka	Transmission Lines	Yes
10	765 kV D/c Bhadla III-Sikar II	Transmission Lines	Yes
11	2X400 KV D/c Maharaniabagh-Narela	Transmission Lines	Yes
12	765 kV D/c Halvad-Vataman	Transmission Lines	Yes
13	LILO of Lakadia – Vadodara 765 kV D/c line at Vataman	Transmission Lines	Yes
14	765 kV D/c Vataman-Navasari	Transmission Lines	Yes
15	Bikaner-III – Neemrana-II 765 kV D/c line	Transmission Lines	Yes
16	Rishabdeo-Mandsaur 765 kV D/c line	Transmission Lines	Yes
17	Bikaner-III – Neemrana-II 765 kV D/c line	Transmission Lines	Yes
18	400 kV D/c Bikaner-II- Bikaner-III	Transmission Lines	Yes
19	765 kV D/c Beawar-Mandsaur	Transmission Lines	Yes
20	Fatehgarh-IV PS (Sec-2) – Barmer-I PS 400kV D/c line	Transmission Lines	Yes
21	Barmer-I PS– Sirohi PS 765 kV D/c line	Transmission Lines	Yes

S N	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.
22	765 kV D/c Neemrana-Bareilly	Transmission Lines	Yes
23	LILO of Both Circuits of 765 kV Aligarh (PG) - Orai (PG) D/C Line at Ghior	Transmission Lines	Yes
24	LILO of one ckt of 765 kV Agra (PG) - Fatehpur (PG) 2xS/c line at Ghior	Transmission Lines	Yes
25	765 kV D/c Bikaner III-Neemrana II	Transmission Lines	Yes
26	765 kV D/c Beawar-Mandsaur	Transmission Lines	Yes
27	765 kV D/c Sikar II-Narela	Transmission Lines	Yes
28	765 kV D/c Sikar II-Narela	Transmission Lines	Yes
29	765 kV D/c Koppal-Narendra	Transmission Lines	Yes
30	765 kV D/c Neemrana II-Bareilly	Transmission Lines	Yes
31	765 kV D/c Neemrana II-Bareilly	Transmission Lines	Yes
32	765 kV D/c Bikaner-IV-Siwani (Line-1)	Transmission Lines	Yes
33	400 kV D/c Jhatikara-Dwarka	Transmission Lines	Yes
34	Bikaner-IV PS - Siwani 765 kV D/C (2nd) line	Transmission Lines	Yes

During FY 2025-26, Environment Clearance for following Transmission Lines were obtained:

S N	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.
1	765 kV D/c Bikaner III-Neemrana II	Transmission Lines	Yes
2	765 kV D/c Neemrana II-Bareilly	Transmission Lines	Yes
3	765 kV D/c Neemrana II-Bareilly	Transmission Lines	Yes

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable.

Transmission Projects are not covered under the purview of the EIA Notifications of 1994 and 2006. Accordingly, Environmental Impact Assessment Study is not conducted for any of the Company's projects. However, POWERGRID mandatorily conducts Environmental & Social Assessment of its Transmission Projects as mentioned in the previous section.

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 there under (Y/N). If not, provide details of all such non-compliances:

POWERGRID is in compliance with all applicable laws/Regulations/guidelines pertaining to the Environment and Forest.

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

ESSENTIAL INDICATORS

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

POWERGRID has a total of 10 affiliations with trade and industry chambers and associations during the reporting period.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)	About the chambers
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National	A non-government, not-for-profit organization, serves its members from the Indian private and public corporate sectors and multinational companies. FICCI provides a platform for networking and consensus building within and across sectors and is the first port of call for Indian industry, policy makers and the international business community.
2	Confederation of Indian Industry (CII)	National	CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9,000 members from the private as well as public sectors, including SMEs and MNCs. CII works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.
3	CII PSE Council	National	Part of CII as mentioned above. CII PSE Council is a part of CII and provides a forum for interaction within the public sectors to make necessary recommendations & showcase best practices in CPSEs further facilitating peer to peer learning, explore synergies among PSEs to tap growth opportunities and encourage competition.
4	Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National	ASSOCHAM works as a conduit between industry and the Government. With more than 100 national and regional sector councils, it is a representative of the Indian industry. It drives four strategic priorities - Sustainability, Empowerment, Entrepreneurship and Digitisation.
5	PHD Chamber of Commerce & Industry (PHDCCI)	National	PHDCCI has been working towards promoting Indian industry, trade and entrepreneurship for the past 117 years.
6	Central Board of Irrigation & Power (CBIP)	National	CBIP, an institution established by the Government of India, has been rendering dedicated services to the professional organization, engineers and individuals in the country related to Power, Water Resources and Renewable Energy Sectors.
7	World Energy Council (WEC) India	National	A country member of World Energy Council (WEC), a global and inclusive body for thought leadership and tangible engagement in the pursuit of sustainable supply and use of energy.
8	Power Foundation	National	The Foundation aims to be a credible think-tank and a leading policy advocacy body in the power sector and undertake pioneering efforts in commissioning independent and evidence-based studies in power sector.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)	About the chambers
9	South Asia Forum for Infrastructure Regulation (SAFIR)	International	SAFIR was established in May 1999 with the aim to provide high quality capacity building and training on infrastructure regulation and related topics in South Asia. The forum provides a platform for experience sharing amongst the regulators of the region and build regulatory decision-making and response capacity in South Asia.
10	South Asia Forum on Energy Investment (SAFEI)	International	USAID through its SAREP program has institutionalized a facilitating forum (SAFEI) for creating an investor friendly ecosystem for development of regional energy projects and enhancing private sector participation in the region.

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.

No such issues regarding anti-competitive conduct by the entity were reported during the year.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

During the reporting period, none of POWERGRID's project required SIA as no land was acquired involuntarily invoking provisions of 'Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013'. It may be noted that in the reporting period POWERGRID has either selected barren government land for constructing its substation or secured land through direct purchase on "Willing Buyer Willing Seller" basis at market/negotiated rate, as per provisions under Section-46 of RFCTLARR Act, 2013.

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

During the reporting period, POWERGRID reiterated its commitment to responsible practices of securing land. Whether it be securing government-owned land for its substations or voluntarily engaging in direct land purchases on a "Willing Buyer Willing Seller" basis at fair market or negotiated rates, the Company ensures that securing land is carried out with transparency and mutual consent. It is important to note that there have been no instances of involuntary land acquisition, thereby eliminating the presence of Project Affected Persons (PAP) or Project Displaced Persons (PDP). Consequently, the need for extensive Resettlement and Rehabilitation (R&R) activities has not arisen.

However, POWERGRID's commitment to social progress extends beyond securing land. Through its robust Corporate Social Responsibility (CSR) initiatives, the Company proactively supports the broader community. These initiatives focus on uplifting the well-being and prosperity of the local communities, promoting sustainable development and fostering positive social impact. By engaging in meaningful and impactful CSR endeavors, POWERGRID contributes to the holistic growth and welfare of the communities it operates in, establishing itself as a catalyst for positive change.

In summary, POWERGRID's practices from securing land demonstrate its unwavering commitment to ethical and voluntary approaches. While ensuring the absence of involuntary displacement, the Company extends its support to the community at large through impactful CSR initiatives, solidifying their role as a responsible corporate citizen dedicated to creating a sustainable and inclusive future.

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 ₹)
Not Applicable						

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

Grievance redressal is accorded top priority by the Company. Members of public can directly raise their queries/questions/concerns with POWERGRID at: <https://www.powergrid.in/public-complaints-0>

The Company has also developed a Citizen's Charter that includes the Company's principles, commitments, expectations from citizens, integrated management policy, services offered, values and standards of services, access to information and grievance redressal.

To further smoothen the relationship with community, the Company has developed an effective Grievance Redress Mechanism (GRM) to resolve any grievance of community/public. The GRM has two tiers, the first being Project/Substation level Grievance Redress Committee (GRC) and the second being the Corporate Level GRC chaired by the Director (Projects) of the Company. All written and verbal complaints received by Project level GRC are to be resolved within the prescribed timelines, with a provision to escalate if grievance remains unresolved.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers *	72.62%	73.51%
Directly from within India	100%	100%

*Of the Total Eligible Procurement

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	45.23	45.96
Semi-Urban	7.76	7.83
Urban	32.25	31.09
Metropolitan	14.32	14.76

Note: Data is for permanent employees and permanent workers. Wages paid to persons employed outside India has been taken in account to calculate total wage cost.

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.

The Company has set up Unified Compliant Portal as one-stop solution for all consumer complaints. It receives and categorizes the Complaints based on the departments/ locations concerned and expedites resolution.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Receive during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	Not Applicable	Not Applicable		Not Applicable	Not Applicable	
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.

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	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 to the policy.

Yes, POWERGRID has an Information Security Policy (<https://www.powergrid.in/en/policies>), that focuses on protecting Critical Information & Critical Information infrastructure from unauthorized access, use, disclosure, modification and disposal, whether intentional or unintentional. The policy helps in maintaining Confidentiality, Integrity and Availability of Information related to organization's processes & systems together with sensitive / personal information of employees and other related third parties. The Company ensures business continuity through systemic reduction of information security risks in various spheres of its business operations. Additionally, the Company is ISO 27001 Information Security Management Systems certified, which means POWERGRID complies and meets with applicable legal, statutory, regulatory, and contractual requirements, thereby fulfilling the requirements of internal and external auditing of the system.

The Company has appointed a Chief Information Security Officer (CISO) to govern its Information Security function. It also works closely with designated statutory bodies and follows the recommendations issued by them from time to time.

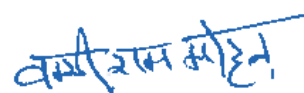
6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

No such instances related 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 the safety of products/services have been reported during FY 2025-26.

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

For and on behalf of the Board of Directors



(Burra Vamsi Rama Mohan)
Chairman & Managing Director
DIN: 09806168

Date: 29th July, 2026

Place: Gurugram