



North Eastern Electric Power Corporation Limited
A Government of India Enterprise
Schedule-A Miniratna Category-I PSU
A wholly owned subsidiary of NTPC Limited

SUSTAINABILITY REPORT

2024-25



Table of Contents

About the Report	4
Reporting Boundary	4
Reporting Scope	4
Forward-looking statements	4
Website and Feedback Information	5
NEEPCO's Vision, Mission and Corporate Objectives	5
Message from the Chairman and Managing Director (CMD)	6
The Year at a Glance	8
Director Personnel of NEEPCO Major General Rajesh Kumar Jha, AVSM (Retd) Honored with Bar to AVSM	9
About NEEPCO	10
NEEPCO at a Glance	10
Operational footprint	11
NEEPCO's Sustainability Journey	13
Strategic Landscape and Way Forward	13
Innovative Technologies Driving NEEPCO's Energy Transition	15
Sustainability Approach	16
Sustainability Vision	16
NEEPCO's Sustainability Strategy	16
Stakeholder Engagement and Materiality assessment	17
Ethical and Transparent Governance	23
Governance Approach	24
Corporate Governance Structure	24
Business Ethics and Accountability	32
Code of Conduct	33
Data Privacy and Cybersecurity	34
Risk Management	34
Public Policy	36
ESG Governance	37
Environmental Resilience and Resource Optimization	39
Environmental Stewardship	40

Energy Management.....	43
Emissions Reduction and Management.....	47
Air (Non-GHG) Emissions Management.....	50
Water and Wastewater Management.....	51
Waste Management.....	53
Biodiversity Conservation	55
Social Commitment.....	59
Dynamic Workforce.....	60
Diversity and Inclusion	61
Talent Management	62
Employee Training and Development	63
Employee Benefits and Wellbeing	65
Prioritizing Health and Safety.....	67
Occupational Health and Safety Management System.....	68
Supplier Enlistment and Responsible Supply Chain.....	70
Human Rights.....	71
Grievance Redressal Mechanism	72
Community Development.....	73
CSR Governance	75
Customer Relationship Management	86
GRI Index	88

About the Report

[GRI 2-2, 2-3, 2-4, 2-5, 2-6]

NEEPCO's sustainability report FY 2024-25 is in its second year of publication, which marks further progress in its journey towards sustainability. This report provides a complete vision into NEEPCO's non-financial performance bifurcated into environment, social and governance to its stakeholders. These sections highlight the efforts and achievements in terms of sustainability as well as the provide the overall understanding of NEEPCO's operations.

This report presents all of NEEPCO's new as well as ongoing initiatives which fall in line with its overall sustainability goals. NEEPCO is committed to transparency and accountability while also fostering a good relationship with all its stakeholders to create positive impact on both the environment as well as the society. The report offers quantitative as well as qualitative information to the stakeholders as part of NEEPCO's commitment to responsible business practices ultimately aligning it with the national climate goals.

Reporting Boundary

[GRI 2-2]

North Eastern Electric Power Corporation Limited (NEEPCO), hereinafter referred to as "the Company," presents its Sustainability Report encompassing data and disclosures from all its offices and power plants across India, unless specified otherwise. The report covers the reporting period from April 1, 2024, to March 31, 2025.

Reporting Scope

This Sustainability Report has been developed with reference to the Global Reporting Initiative (GRI) Standards 2021. It is also aligned with the National Guidelines on Responsible Business Conduct (NGRBC) and the United Nations Sustainable Development Goals (UN SDGs). The report meets the disclosure requirements of the Business Responsibility and Sustainability Reporting (BRSR) framework mandated by SEBI. Through this document, NEEPCO highlights its Environmental, Social and Governance (ESG) performance, showcasing key initiatives, progress made and performance indicators across these focus areas.

Forward-looking statements

[GRI 2-4]

This report also outlines NEEPCO's aspirations and future outlook, reflecting its current plans and expectations around operations, sustainability priorities and long-term goals. Such forward-looking insights may be recognized through expressions that indicate intent or ambition, including references to future targets in renewable energy, climate resilience measures and social development initiatives.

It is important to note that these statements are influenced by a range of external factors such as policy changes, environmental conditions and market developments, which may cause actual results to differ from what is envisioned. NEEPCO does not undertake any obligation to revise or update these forward-looking statements as circumstances evolve and readers are advised to interpret them with these uncertainties in mind.

Certain figures in this Sustainability Report have been restated compared to previous reporting periods to improve data accuracy and classification. These revisions primarily relate to energy consumption, water withdrawal, GHG emissions and waste generation. Restatements were made following enhanced data validation and updated methodologies. The same information is also disclosed in the Business Responsibility and Sustainability Report (BRSR) published as part of the Annual Report.

Website and Feedback Information

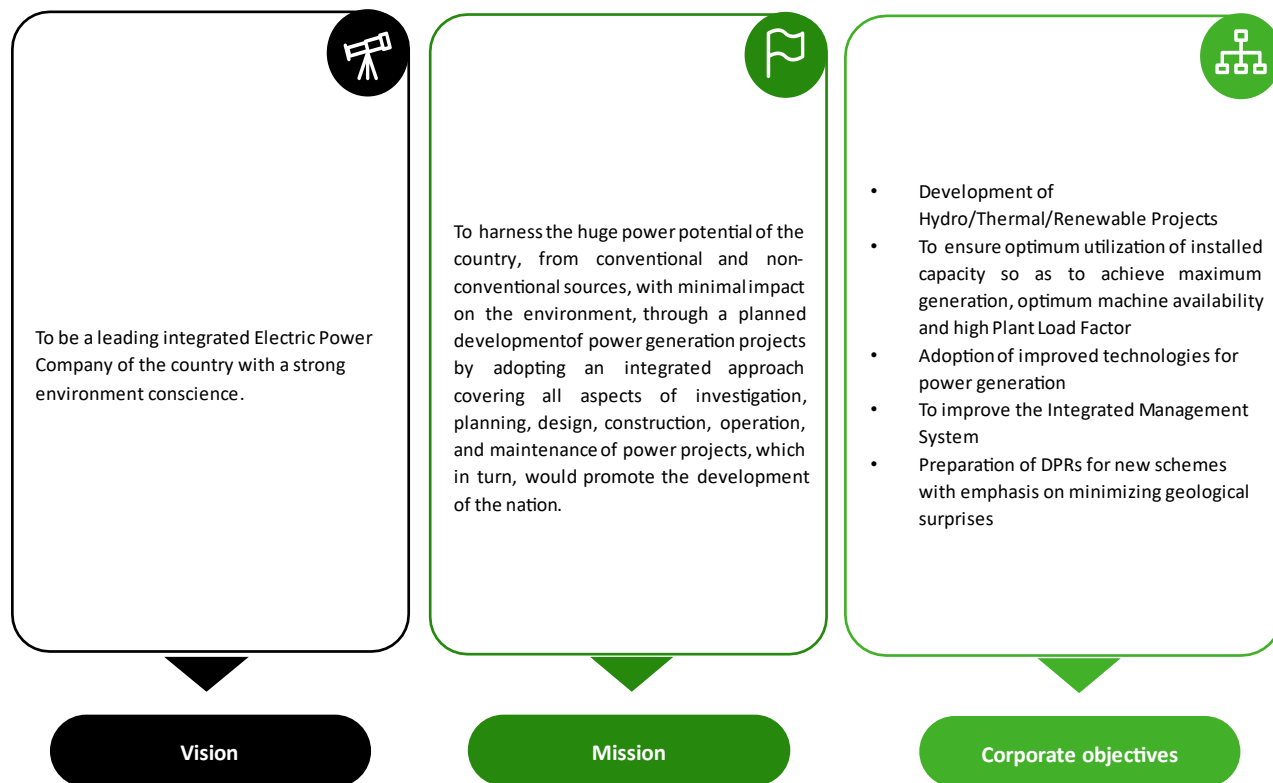
[GRI 2-3]

NEEPCO appreciates feedback from all stakeholders. For any additional information regarding the Sustainability Report, please reach out to the address given below:

Name: Shri Jayanta Kumar Sarma, ED (CP)

Contact Information: Mobile: +91 9435577623, Email: planning@neepco.co.in

NEEPCO's Vision, Mission and Corporate Objectives



Message from the Chairman and Managing Director (CMD)

Dear Shareholders,

I am pleased to present NEEPCO's second Sustainability Report, which reaffirms our commitment to responsible growth and sustainable development for FY 2024-25. Since 1976, NEEPCO has been harnessing the power potential of the Northeast and as a subsidiary of NTPC Ltd. today, continues to drive sustainable growth as the only Central Public Sector Undertaking (CPSU) in the region operating hydro, thermal and solar power projects. As India pursues its vision of clean and inclusive growth, NEEPCO remains dedicated to playing a pivotal role in the nation's energy transition. Guided by our vision to be a leading power generation company in India with a strong environmental conscience and a focus on long-term value creation, we continue to strengthen the monitoring of key environmental, social and governance indicators, embracing innovation, enhancing transparency and fostering stakeholder trust.



Leading with environmental responsibility

At NEEPCO, environmental stewardship is central to our growth journey. In alignment with India's Net Zero 2070 vision and NTPC's renewable energy goals, we are steadily expanding our clean energy portfolio, building on our strength in hydropower while also adding from solar and conducting R&D for emerging low-carbon technologies such as green hydrogen. Our roadmap includes projects like the ongoing 300 MW solar plant in Rajasthan and the expansion of hydropower capacity in Arunachal Pradesh, reflecting our resolve to advance a low-cost, low-emission energy strategy.

We are equally focused on responsible resource management and biodiversity conservation. Initiatives such as water efficiency measures, rainwater harvesting and cooling water recirculation are helping us reduce freshwater use, while over 90% of our waste is now recycled or reused. Alongside this, we continue to strengthen biodiversity resilience through afforestation, catchment area treatment and community-based conservation efforts across the Northeast. These initiatives demonstrate our commitment to delivering cleaner and more affordable power while preserving ecological balance for future generations.

Fostering social responsibility and inclusive growth

NEEPCO believes that our people are our greatest asset. We are committed to nurturing talent through structured performance evaluations, continuous development opportunities and skill-building initiatives, while promoting diversity and inclusion across all levels. To advance women's careers, we offer flexible working arrangements and strengthen succession planning to build leadership pipelines with a focus on

gender diversity. Ensuring the health, safety and well-being of our employees is paramount and we maintain rigorous systems to identify and manage work-related hazards effectively, alongside upholding the highest standards of human rights and a robust grievance redressal mechanism.

Our social commitment extends beyond the organization to the communities we serve. Before starting any project, we conduct comprehensive Environmental Impact Assessments (EIAs) and develop tailored Environmental Management Plans to mitigate potential effects. We support education, healthcare, sanitation, rural development and entrepreneurship, while actively contributing to initiatives such as Swachh Bharat Abhiyaan. Simultaneously, we continue to strengthen customer relationships, ensuring our services are delivered responsibly and inclusively, reflecting NEEPCO's dedication to creating lasting social value.

Ethical leadership and strong governance

Ethical leadership and robust governance guide every aspect of our operations. The Board actively integrates ESG principles into strategy, ensuring accountability, transparency and alignment with long-term sustainability goals. Board-level Committees oversee CSR, risk management and stakeholder engagement, embedding sustainability into decision-making and operational processes.

Our comprehensive policies, anchored by the Sustainability Policy and Code of Conduct, reinforce responsible business practices, integrity and compliance across the organization. By combining ethical governance with ESG oversight, NEEPCO strengthens stakeholder trust, enhances resilience and drives long-term value creation while advancing our vision of responsible, sustainable growth.

As we look ahead, NEEPCO remains committed to building a sustainable, resilient and inclusive energy future for India. Guided by our principles of environmental stewardship, social responsibility and ethical governance, we will continue to innovate, engage stakeholders and deliver value to our employees, communities and shareholders alike. Together, we are shaping a cleaner, greener and more sustainable tomorrow.

Jai Hind!

Name: Shri Gurdeep Singh

Designation: Chairman and Managing Director

Contact: 0364 2224487

Email ID: cmdneepco@neepco.co.in

The Year at a Glance

Environment

- **9.4%** reduction in energy intensity in terms of physical output
- **~ 28%** reduction in water consumption
- **~9.3%** reduction in energy consumption

Social

- **₹51.18 Lakh** spent on CSR projects within aspirational districts.
- **59,300+** people benefitted through CSR
- **Zero** fatalities in FY 25
- **6,557** man-days of training

Governance

- **Zero** Incidents of information security/data breaches
- **100%** Hydro and Gas based stations screened through internal safety audits
- **Zero** cases of bribery and corruption

Economic

- **₹85.15 Lakh** invested in environmental R&D
- **~₹4,298 Crore** revenue generation in FY25
- **₹ 584.68 Crore** Profit After Tax (PAT)

Director Personnel of NEEPCO Major General Rajesh Kumar Jha, AVSM (Retd) Honored with Bar to AVSM



Director Personnel of NEEPCO Major General Rajesh Kumar Jha, AVSM (Retd), received the Bar to the (अति विशिष्ट सेवा मेडल) Ati Vishisht Seva Medal (AVSM) from the President of India at the Defense Investiture Ceremony held at Durbar Hall, Rashtrapati Bhawan. This honor, acknowledging his service of a very exceptional order, follows his previous AVSM awarded on January 26, 2021, by then-President Shri Ram Nath Kovind.

Gen Jha's integration of military and diplomatic experience has brought significant improvements to NEEPCO, driving the organization towards accelerated growth. His efforts are widely recognized and his future endeavors are anticipated to bring further success and accolades.

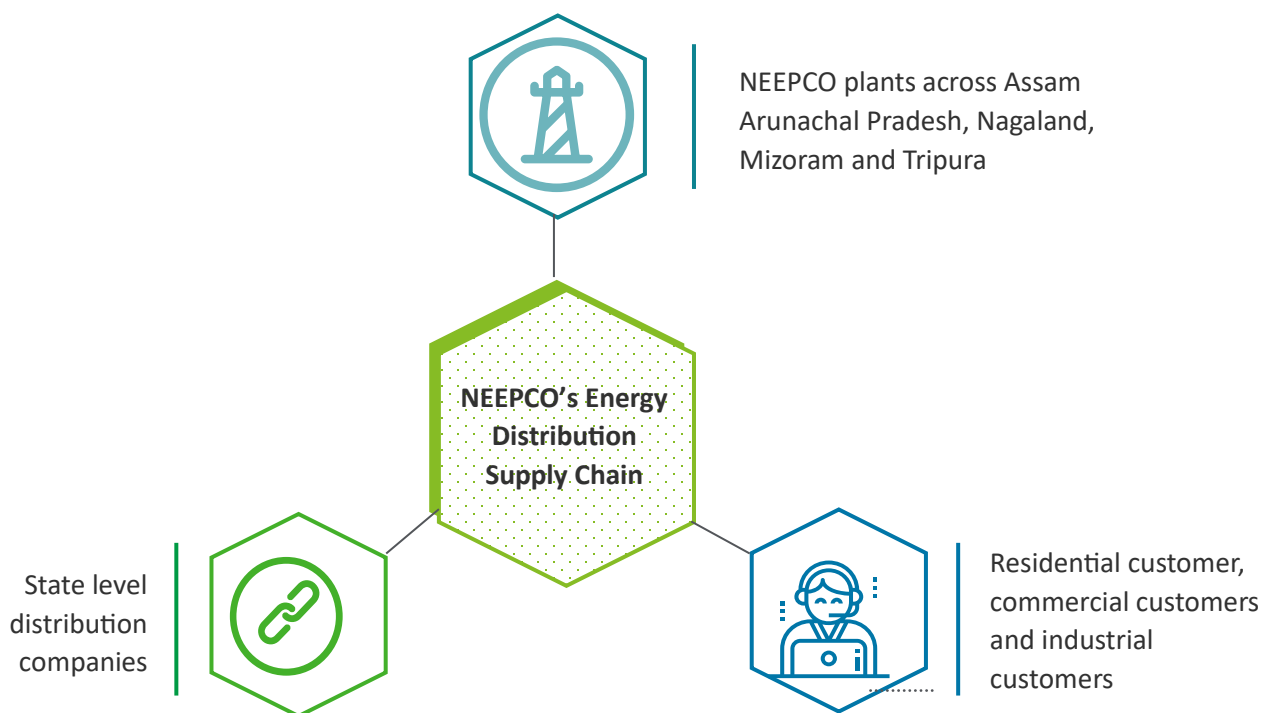
About NEEPCO

[GRI 2-1]

NEEPCO at a Glance

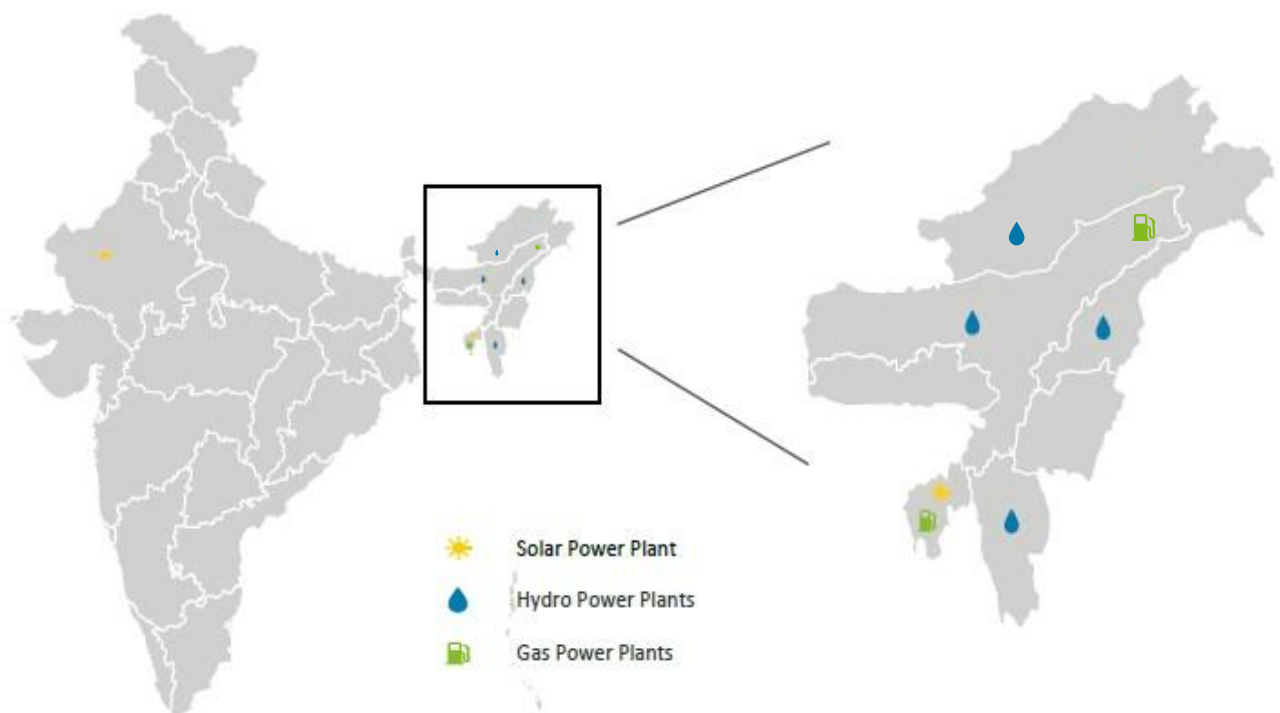
North-Eastern Electric Power Corporation Limited (NEEPCO) is a Central Public Sector Enterprise, Miniratna Category-I company under the Ministry of Power, Government of India and a wholly owned subsidiary of NTPC. Established in 1976 with the mandate to foster energy self-sufficiency in India's remote northeastern region, in nearly five decades it has harnessed significant hydro potential and diversified into thermal and solar generation. In FY 2024-25, NEEPCO maintained an installed capacity of 2,057 MW, comprising 1,525 MW hydro, 527 MW gas/thermal and 5 MW solar, thereby contributing about 40% of the Northeast's generation capacity.

NEEPCO continues to power the Northeastern states of Assam, Arunachal Pradesh, Nagaland, Mizoram and Tripura—through a mix of hydro, thermal and solar assets. Flagship stations such as the 405 MW Panyor Lower Hydro and the 600 MW Kameng Hydro power stations remain keystones for grid stability and regional supply. Most of the power is supplied to state DISCOMs, while generation from Kameng is also traded via NTPC Vidyut Vyapar Nigam Ltd. (NVVN) through power exchanges or short/medium-term contracts, providing operational flexibility and revenue optimization. In FY 2024-25, NEEPCO reported total revenue of ₹4,341 Crore (operating income ~₹2,100 Crore) and it also continues to explore rooftop solar installations (3.451 MW capacity) alongside its core generation portfolio.



On the renewable front, NEEPCO maintains a baseline capacity of 1,530 MW and it continues to strategize its future expansion toward a 1,426 MW clean energy portfolio by 2030—comprising 1,126 MW hydro and 300 MW solar. The Company is also embracing new areas such as Pumped Storage Projects (PSP) and Floating Solar Projects (notably at reservoir sites like Kopili) to drive capacity additions and support India's transition to sustainable power. In parallel, the organization is also carrying out R&D on low-cost production of Green Hydrogen.

Operational footprint

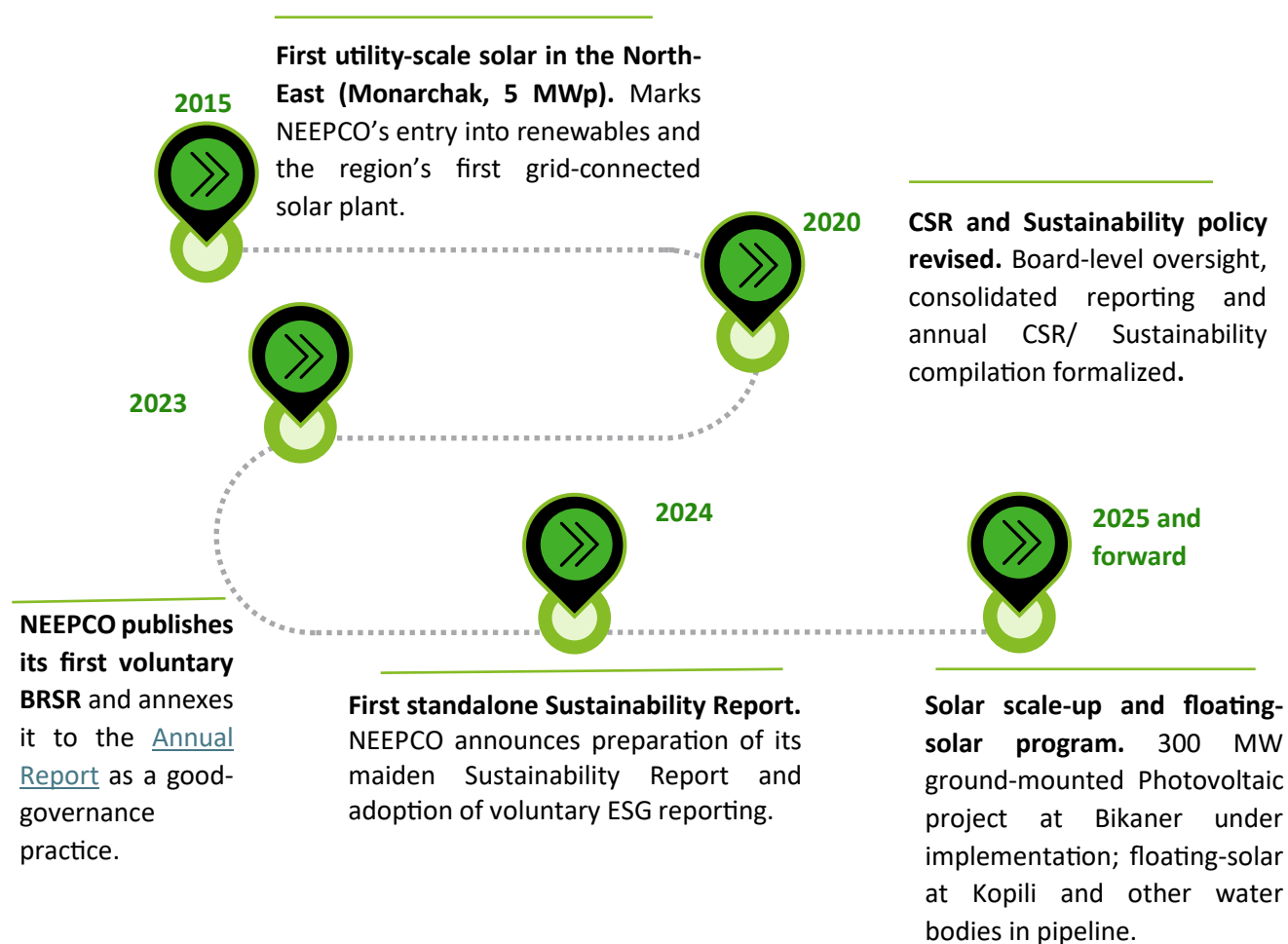


Energy Assets and Expansion Plans

Category	Project Name	Location	Capacity (MW)
Existing Hydroelectric Projects	Kopili Hydro Power Station	Assam/ Meghalaya	275
	– Khandong Power Station		
	– Khandong Stage II Power Station		
	Doyang Hydro Power Station	Nagaland	75
	Panyor Lower Hydro Power Station	Arunachal Pradesh	405
	Tuirial Hydro Power Station	Mizoram	60
	Pare Hydro Power Station	Arunachal Pradesh	110
	Kameng Hydro Power Station	Arunachal Pradesh	600
Existing Fossil Fuel-Based Projects	Assam Gas Based Power Station	Assam	291
	Agartala Gas Based Power Station	Tripura	135
	Tripura Gas Based Power Station	Tripura	101
Existing Solar Projects	Monarchak Solar Power Station	Tripura	5
Ongoing Hydroelectric Projects	Heo HEP	Arunachal Pradesh	240
	Tato-I HEP	Arunachal Pradesh	186
Ongoing Solar Projects	Ground-Mounted Solar Photovoltaic project - Bikaner	Rajasthan	300
Hydroelectric Projects under Approval / Clearances	Tato-II HEP	Arunachal Pradesh	700
	Naying HEP	Arunachal Pradesh	1000
	Hirong HEP	Arunachal Pradesh	500
	Kurung HEP	Arunachal Pradesh	330
Pumped Storage Projects (PSPs) in Pipeline	Kopili PSP	Assam	320
Floating Solar Projects in Pipeline	Floating Solar Photovoltaic project– Kopili	Assam	40

In FY 2024–25, NEEPCO achieved a total power generation of 8020.29 Million Units (MU), reflecting a 0.24% increase over the 8000.87 MU generated in FY 2023–24.

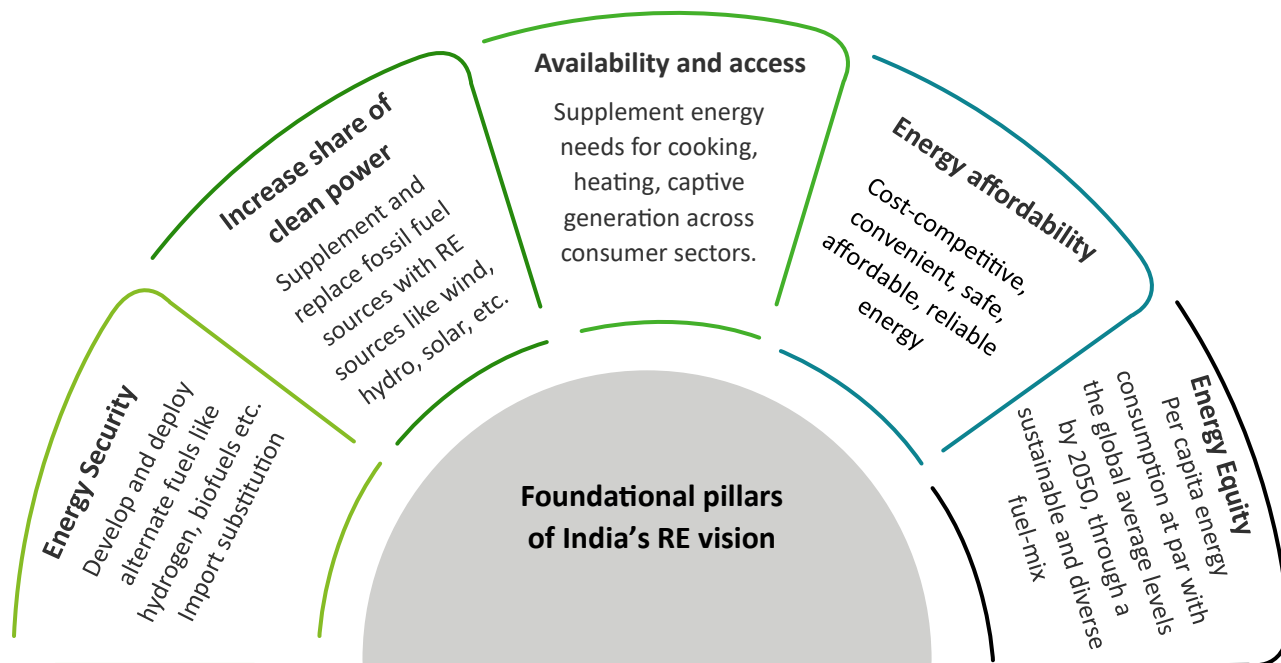
NEEPCO's Sustainability Journey



In FY 2024-25, NEEPCO advanced its sustainability journey with significant strides in renewable energy, including large-scale solar development, floating solar explorations and pumped storage projects to strengthen grid resilience. The Company enhanced its capabilities through digital project management systems, renewable energy trading and early-stage green hydrogen research in collaboration with academic institutions.

Strategic Landscape and Way Forward

India's energy transition is guided by ambitious goals that balance the needs of sustainability, equity and growth. With targets to reduce carbon intensity by 2030, achieve half of installed capacity from renewable sources and reach net-zero emissions by 2070, the country is reshaping its power sector to serve both present and future generations. These goals are anchored in the principles of energy security, reduced reliance on fossil fuels, wider access and affordability together forming the foundation of India's clean energy vision. The constituent elements of these foundational pillars are:



In this evolving landscape, NEEPCO plays a pivotal role as the primary power generator in the North-East and a critical contributor to India's renewable energy portfolio. With a diversified base in hydropower, gas and solar, the Company is expanding its clean energy footprint through ground-mounted and floating solar initiatives, rooftop solar programs and pumped storage projects that will strengthen renewable integration. Its hydro expansion pipeline in Arunachal Pradesh covering projects such as Heo, Tato-I, Tato-II, Naying, Hirong and Kurung HEPs— will add significant clean capacity to the national grid and support regional socio-economic development.

Looking ahead, NEEPCO remains fully aligned with national priorities and its parent company NTPC's renewable roadmap. The Company's long-term strategy emphasizes scaling hydroelectric capacity, integrating pumped storage systems and advancing green hydrogen research. By embedding sustainability into each of these initiatives, NEEPCO is not only reinforcing its role in India's energy transition but also creating value for communities, stakeholders and the environment.

Innovative Technologies Driving NEEPCO's Energy Transition

NEEPCO is progressively transforming its energy portfolio by integrating modern technologies and clean energy initiatives. These efforts are intended to steer the organization from being a regional power generator toward being a leader in India's sustainable energy transition. Below is a refined articulation of key initiatives and ambitions. NEEPCO aims to add approximately 14 GW of clean energy capacity by 2037, focusing on the development of hydroelectric and pumped storage projects, solar power initiatives within and beyond the North Eastern Region.

Solar and Floating Solar Expansion

- NEEPCO has launched its largest solar initiative that is, a **300 MW solar Photovoltaic project in Bikaner, Rajasthan**.
- To mitigate land constraints and diversify project typologies, NEEPCO is pursuing **floating solar Photovoltaic (FSP) systems**, such as the 40 MWp project at Kopili reservoir. Exploratory studies are underway for additional FSP projects across Assam, Meghalaya, Mizoram and Uttar Pradesh.
- Under the *PM Surya Ghar Muft Bijli* scheme, NEEPCO is also supporting rooftop solar deployment in residential and government buildings across Meghalaya, Mizoram and Tripura, promoting distributed clean energy access.

Pumped Storage Projects (PSP)

- Recognizing the role of pumped storage in balancing renewable variability, NEEPCO targets deploying **7,800 MW of PSP capacity by 2037**.

Green Hydrogen and R&D Collaboration

- In collaboration with IIT Guwahati, NEEPCO is engaged in research on **electro-catalysts and proton exchange membranes** for green hydrogen production. This aligns with national goals for scalable hydrogen deployment by 2030.

Renewable Energy Optimization and Trading

- NEEPCO is actively participating in **power exchanges** (e.g. IEX, PXIL) and entering into short-term bilateral agreements with DISCOMs to optimize dispatch of its clean energy assets.
- The organization is also leveraging **forecasting tools**, demand prediction models and market price analytics to improve dispatch efficiency, reduce curtailment and maximize returns from its renewable portfolio.

Project and Digital Tools Enhancements

- To support better execution and oversight, NEEPCO has adopted **SAP ERP with its Project System (PS) module**. This enables structured planning, scheduling, monitoring and control across projects, improving delivery timelines, cost tracking and regulatory compliance.

Sustainability Approach

NEEPCO integrates sustainability into its core operations by focusing on environmental stewardship, social responsibility and ethical governance. The Company emphasizes clean energy generation, resource efficiency and compliance with national and international standards. Its approach includes promoting human rights, ensuring workplace safety, fostering diversity and inclusion and engaging with local communities for socio-economic development

Sustainability Vision

North Eastern Electric Power Corporation Limited (NEEPCO), established in 1976 and a wholly owned subsidiary of NTPC Limited since March 2020, is a leading power utility in India's North Eastern Region. Harnessing the region's abundant hydropower potential, complemented by thermal assets and an expanding renewable portfolio, NEEPCO delivers reliable, affordable and cleaner energy while contributing to socio-economic progress.

In alignment with India's Net Zero commitment by 2070 and NTPC's target of 60 GW renewable capacity by 2032, we are accelerating our clean energy transition through targeted investments in hydropower, solar and other non-fossil fuel-based generation. Our approach integrates environmental stewardship, social responsibility and governance excellence into every decision, project and partnership, ensuring long-term value creation for all stakeholders.

Our projects are designed with a deep sense of social responsibility, creating direct and indirect employment opportunities, improving infrastructure and delivering tangible benefits to host communities through dedicated local development programs. We actively engage with stakeholders through structured public hearings, Social Impact Assessments, land acquisition consultations and Forest Rights Act clearances, going beyond regulatory compliance to ensure transparency, trust and inclusivity.

To reinforce governance excellence and sustainability standards, NEEPCO is a member of the International Hydropower Association, aligning our hydropower projects with globally recognized ESG benchmarks. This reflects our unwavering commitment to environmental conservation, community empowerment and responsible growth across our value chain.

Looking ahead, NEEPCO will continue to invest in clean technologies, build resilient partnerships and accelerate the energy transition in the region. Sustainability remains central to our operations as we work to deliver **reliable, affordable and greener power** safeguarding the environment, empowering communities and shaping a climate-resilient energy future for generations to come.

NEEPCO's Sustainability Strategy

NEEPCO's Sustainability Strategy integrates environmental stewardship, social responsibility and governance best practices into all aspects of our operations. It is shaped by the United Nations Sustainable Development Goals (UNSDGs), the Paris Agreement and the National Guidelines on Responsible Business Conduct (NGBRC), ensuring our growth is aligned with global climate and sustainability priorities.

Our approach is anchored in three core pillars: Environmental Sustainability, Social Sustainability and Good Governance which guide initiatives that promote employee well-being, safeguard natural resources and create lasting socio-economic benefits for the communities we serve.

During the year, we advanced several transformative projects:

- **Hydropower expansion** through strategic joint ventures, securing approvals for the 240 MW Heo and 186 MW Tato-I Hydro Electric Power Projects in Arunachal Pradesh.
- **Geographic diversification** with the 300 MW Solar Photovoltaic Project in Bikaner, Rajasthan, expected to generate over 17,000 MU of clean electricity over its lifetime.
- **Community-focused development** initiatives that deliver direct and indirect employment, infrastructure improvements and long-term socio-economic benefits to host regions.

Our commitment extends beyond project delivery to governance and performance excellence. As a member of the International Hydropower Association, we align hydropower projects with globally recognized ESG benchmarks. We also uphold internationally accredited standards, holding certifications in ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), ISO 45001:2018 (Occupational Health and Safety), ISO 50001:2018 (Energy Management) and ISO 27001:2013 (Information Security).

Looking ahead, NEEPCO will continue investing in clean technologies, resilient partnerships and inclusive growth models to accelerate the energy transition in the North East and beyond. By integrating sustainability into our business model, we remain committed to delivering reliable, affordable and greener power for a more inclusive and climate-resilient future.

By embedding sustainability into our business model, NEEPCO is committed to delivering reliable, affordable and greener power contributing to a just and inclusive energy future for India's North Eastern Region and beyond.

Stakeholder Engagement and Materiality assessment

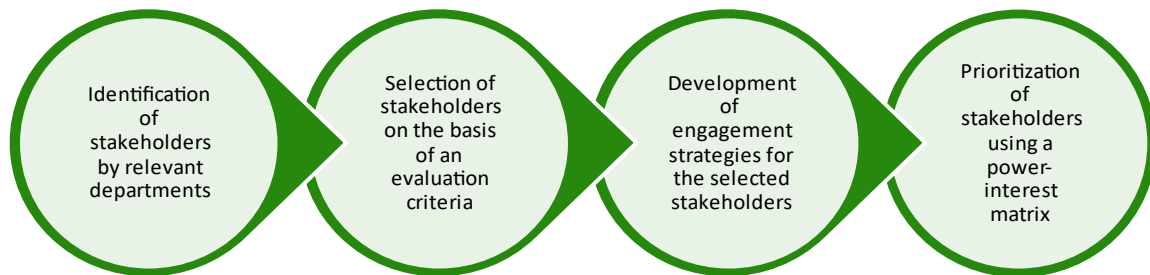
Stakeholder Engagement

At NEEPCO, we recognize that engaging with our stakeholders is a dynamic and continuous process, essential to the efficient execution of operations and the achievement of business success. Over the years, we have cultivated and sustained strong, positive relationships with our stakeholders by steadfastly adhering to the principles of trust, transparency, ethics and accountability.

We maintain open and transparent communication channels that enable us to address stakeholder concerns systematically and comprehensively, while also actively incorporating their valuable feedback. NEEPCO believes in fostering stakeholder participation in decision-making processes to ensure that our strategies remain aligned with ground realities and evolving market dynamics. Through this inclusive approach, we nurture relationships that enhance long-term organizational success and promote trust, resilience and responsible business practices across all facets of our operations.

Stakeholder Engagement Framework

To manage these relationships effectively, NEEPCO has established a comprehensive and structured stakeholder engagement framework. This framework follows a systematic approach encompassing four key steps: identification of stakeholders by relevant departments, selection of stakeholders based on defined evaluation criteria, development of tailored engagement strategies for selected stakeholders and prioritization of stakeholders using a power-interest matrix.



Effective stakeholder engagement is vital for the success of any project. It involves a systematic approach consisting of four main steps:

- **Identification of Stakeholders by Relevant Departments**
Stakeholders are identified through collaboration across departments, leveraging their unique insights. This ensures a comprehensive list of individuals or groups who may impact or be impacted by the project.
- **Selection of Stakeholders Based on Evaluation Criteria**
Stakeholders are then assessed using defined criteria such as influence, interest and potential impact. This prioritization focuses engagement efforts on those most critical to the project's success.
- **Development of Engagement Strategies for Selected Stakeholders**
Tailored engagement plans are created based on stakeholders' needs and communication preferences. Clear methods, frequency and levels of engagement are established to foster productive relationships.
- **Prioritization of Stakeholders Using a Power-Interest Matrix**
Stakeholders are mapped according to their power and interest, guiding the allocation of resources. This ensures high-power, high-interest stakeholders receive focused attention, while others are managed appropriately.

Our commitment to proactive stakeholder engagement enables us to build mutual trust, derive meaningful insights and drive sustainable growth while upholding our responsibility to all stakeholders.

NEEPCO's Stakeholders

As a Central PSU, NEEPCO has a diverse set of stakeholders covering internal and external spheres of operation and spanning economic, financial, social, legal, administrative legislative domains.

S.No.	Stakeholder Group	Modes of Engagement	Frequency of engagement	Key Areas of Engagement
1	Government of India	• Emails • Review Meetings • Online Portals • Letters	As and when required	• Clearances and approvals of new projects • Progress reviews, foreign loans, GOI schemes, public policy • Social Development
2	NTPC	• Emails • Meetings • Presentations • Website visits	Annually As and when required	• Performance review • Approvals and clearances • Statutory requirements • Equity funding
3	State Government	• Emails • Review Meetings • Online Portals • Letters	As and when required	• Allotment of new projects • Land acquisition and implementation of Rehabilitation and Resettlement (R&R) scheme • Forest clearances • Sale of Power/Revenue Realization
4	Employees	• Participative Forums • Publication Magazines • Grievance Redressal Mechanism • Circulars and Office Orders • Communal Programs	As and when required	• Professional growth • Work-life balance • Health, safety and security • Grievance redressal • Culture and value
5	Customers	• Email • Feedback Surveys • Signing of PPAs • Correspondence	As and when required	• Resolving technical issues • Resolving commercial issues
6	Suppliers and Contractors	• Tender • Open Bid Discussions • Suppliers Meet • Email, letter	As and when required	• Transparent dealings • Payments/ Pricing and negotiation • Project implementation • Sustainable Supply Chain • Procurement of material etc.

S.No.	Stakeholder Group	Modes of Engagement	Frequency of engagement	Key Areas of Engagement
7	Communities and NGO	• CSR Programs • Project based stakeholder meetings • Grievance Redressal • Magazines, • Pamphlets/ Website • Public Information Centers	As and when required Annually	• Employment opportunities • Infrastructure development • CSR projects • Local community development • Land acquisition and Rehabilitation and Resettlement (R&R) issues
8	Media	• Press Briefings • Invitations to events	As and when required	• Information sharing • Increased transparency • Financial and Operational performance • Public awareness
9	Financial Institutions, Banks, Insurance companies	• Email • Meetings • Letters	As and when required	• Loans and bonds • Deposits • Insurance

Materiality Assessment

At NEEPCO, materiality assessment is a crucial element in shaping the Company's Environmental, Social and Governance (ESG) strategy and fostering sustainable value creation. This process enables the organization to identify and prioritize the most significant sustainability issues impacting its business and stakeholders, while ensuring alignment with globally recognized standards.

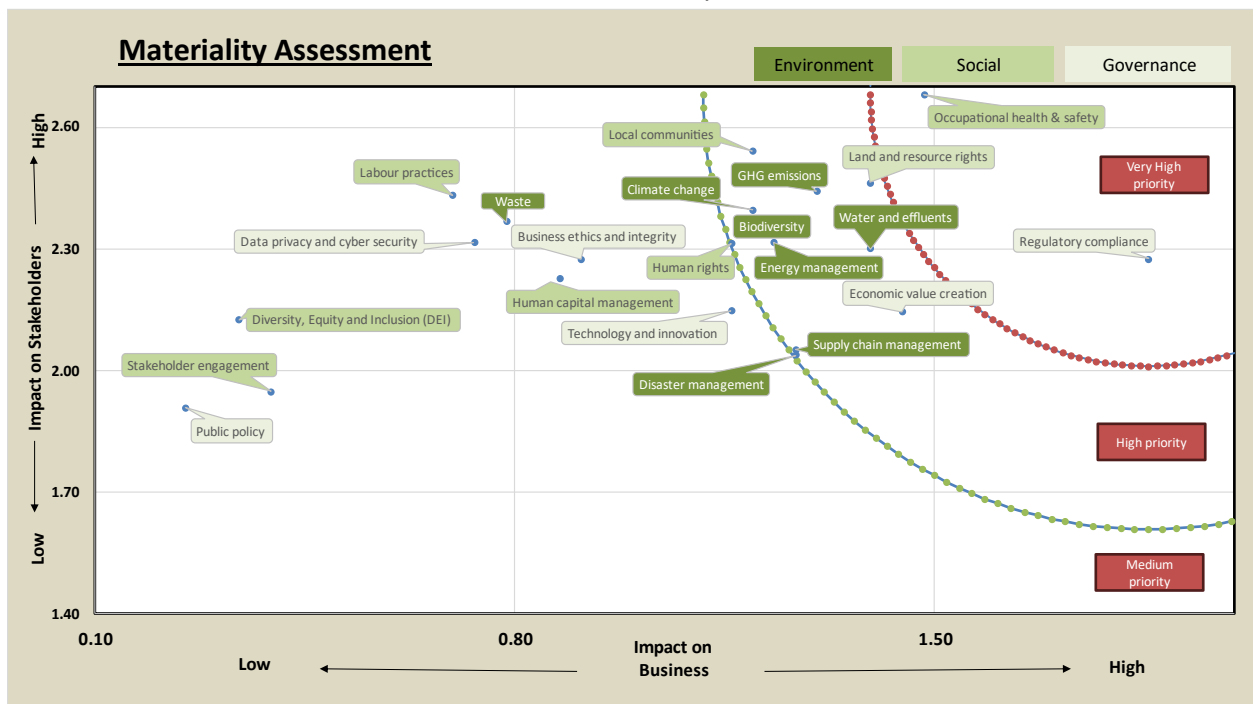
Materiality Assessment Process

- **Identification of Issues:** NEEPCO begins by compiling a comprehensive list of potential sustainability topics. This includes benchmarking against industry peers and established frameworks such as GRI, MSCI and SASB, ensuring consideration of both the Company's impact on the environment and society, as well as external sustainability factors influencing the business.
- **Alignment with Business Risks and Objectives:** Sustainability considerations are integrated into the corporate strategy by identifying key risks related to environmental and social impacts, as well as dependencies on natural and social resources vital to operations.
- **Prioritization Based on Stakeholder Relevance:** The Company evaluates these issues in the context of stakeholder concerns, prioritizing those that align with stakeholder expectations and relevant industry standards.

- **Evaluation and Ranking of Issues:** Appropriate weightings are applied to each sustainability topic to assess and rank them objectively, facilitating strategic prioritization.
- **Visualization through Materiality Matrix:** The prioritized issues are then plotted on a materiality matrix, which serves as a decision-making and communication tool, highlighting areas that require focused attention.

The materiality assessment is a thorough process that helps define the Company's strategic focus and sets priorities for the near to mid-term, with the goal of optimizing business value. By identifying the key material issues, NEEPCO directs its attention to what matters most to both its stakeholders and the organization. This approach enhances the Company's ability to manage risks effectively, pursue growth opportunities and sustain value creation over the long term.

NEEPCO's Materiality Matrix



Approach to materiality topics

S. No.	Material issue identified	Key Actions
1	Occupational health and safety	• All power plants are ISO 45001 certified for Occupational Health and Safety Management • Dam health is regularly monitored by the Dam Safety Cell • Routine safety inspections, job safety analyses and audits are conducted, along with awareness trainings on 5S, fire safety and PPE usage • HIRA studies and safety audits and 100% coverage under health and accident insurance

S. No.	Material issue identified	Key Actions
2	Regulatory compliance	The Company adheres to Ministry of Environment, Forest and Climate Change (MoEF&CC) guidelines, conducts Environmental Impact Assessments (EIA) for all projects and formulates comprehensive Environment Management Plans
3	Land and resource rights	- For acquisition of land, adequate compensation as per Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 is provided - Free power to Project Affected Families (PAFs) along with infrastructure development projects such as roads, schools, medical facilities
4	GHG emissions	- Future portfolio envisages capacity addition through Hydro, Solar, PSP etc. Installation of LED lamps, roof top solar systems - R&D is also ongoing for low-cost development of Green Hydrogen - Installation of SOx-NOx monitoring stations and Green belt development and afforestation
5.	Local communities	₹ 11.86 Crore CSR spent impacting 59,345 lives - Projects in different NE states including aspirational districts like Ribhoi, Meghalaya - Education, healthcare, sanitation and rural development
6.	Water and effluents	- Rainwater harvesting systems at Assam and Tripura plants - Cooling water recirculation systems - Reuse of treated wastewater for landscaping and construction - Reduction in water consumption
7.	Biodiversity	- Biodiversity Management Plans (BMPs) for each project - Botanical Garden at Kopili HE Plant conserving 7,263 plants - Compensatory afforestation and catchment area treatment
8.	Economic value creation	- Paid up capital of ₹3,609.81 Crore - Turnover of ₹4,297.78 Crore - Net worth of ₹7,175.46 Crore
9.	Climate change	- Dams of the hydro plants are designed to pass probable maximum floods (extreme floods) and withstand such floods - GLOF (Glacial Lake Outburst Flood) studies are also evaluated before designing the hydraulic structures wherever required
10.	Energy management	- Reduction in energy intensity - ISO 50001 certification for Energy Management to the 291 MW Assam Gas Based Power Station, Bokuloni, Assam - Electricity consumed from renewable sources

Ethical and Transparent Governance

[GRI 2-9, 2-10, 2-11,2-12, 2-13, 2-14.2-15.2-16, 2-17, 2-18, 2-19, 2-20,2-23, 2-24,2-25,2-26, 2-27,204, 205 206, 207]

At NEEPCO, ethical leadership is the foundation of our operations, guided by the principles of integrity, responsibility and accountability. We believe that strong governance is critical for building stakeholder trust and sustaining long-term value creation. To this end, we maintain transparent governance structures that ensure all our decisions and operations are aligned with ethical standards, legal requirements and stakeholder expectations.

We engage responsibly in public policy matters, advocating for fair and balanced regulatory frameworks that foster trust and deliver long-term value. We are equally committed to responsible marketing and fair dealings with our consumers, ensuring that we consistently deliver safe, reliable and sustainable energy solutions that address both national development priorities and the needs of the communities we serve.

Key Material Issues

Regulatory compliance	Economic value creation	Technology and innovation
Business ethics and integrity	Data privacy and cyber security	Public policy

Alignment with UN SDGs

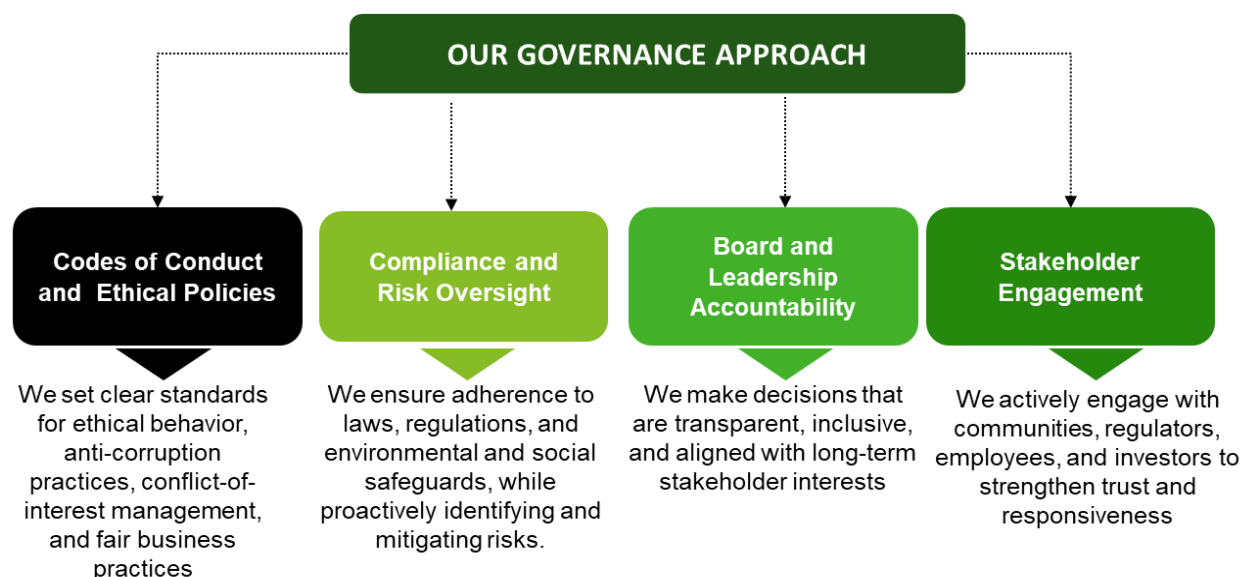


Key Highlights

5 Board Committees (Statutory Committees)	Zero Cases related to fraud, corruption and bribery recorded during the year	100% Employees attended vigilance awareness programs
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Governance Approach

Our governance approach is built on comprehensive policies, Codes of Conduct and Standard Operating Procedures (SOPs) that guide responsible decision-making and accountability across the organization. This framework helps us strengthen compliance, uphold accountability and embed ethical conduct across our operations. It also acts as a safeguard against legal and regulatory risks while fostering operational discipline and organizational integrity.



Corporate Governance Structure

[GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17, 2-19, 2-20]

Our governance structure is led by the Chairman and Managing Director (CMD), supported by Directors responsible for various departments. The departments include Finance, HR, Operations and Maintenance (O&M), Projects (Hydro) and Vigilance. Additionally, specialized units such as Law, Corporate Planning, Contracts and Procurement, Research and Development (R&D), Corporate Project Monitoring Group (CPMG), Project Acquisition and Business Development (PA&BD), Design and Engineering and Commercial are integral to the organization. Support functions include Medical and Health Services, Environment and Rehabilitation & Resettlement, QSHE, CSR, IT, Safety, Security and Material Management, ensuring comprehensive governance and operational oversight across NEEPCO's activities.

Board of Directors

[GRI 2-9, 2-10]

The Leadership Team



Shri Gurdeep Singh
Chairman and Managing
Director



**Shri Baidyanath
Maharana**
Director(Finance)



**Major General Rajesh
Kumar Jha, AVSM**
(Retd)**
Director(Personnel)



Shri Ranendra Sarma
Director(Technical)



Shri Virendra Malik
Executive Director
(Finance), NTPC Ltd

Nominee Director of the Holding
Company (NTPC Limited)



Shri K. S. Sundaram
Director (Projects), NTPC Ltd.

Nominee Director of the Holding Company
(NTPC Limited)



Shri Piyush Singh
Additional Secretary

Nominee Director of Government
Of India

As on March 31, 2025, the Board of Directors of the Company (“the Board”) consists of 7 (Seven) Directors, including 1 (one) CMD, 3 (Three) Whole-time Directors, 2 (two) Nominee Directors of NTPC Limited (Holding Company) and 1 (one) Government part-time Director representing the Government of India.

The composition of the Board of Directors of the Company is governed by the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the DPE guidelines on Corporate Governance for Central Public Sector Enterprises and the Articles of Association of the Company. Our Board of Directors comprises Whole-Time Directors, Nominee Directors from NTPC, Government Nominee Director(s) and Independent Directors. This diverse mix ensures balanced decision-making, combining strategic expertise with independent oversight.

Composition of Board-level Committees

[GRI 2-12, 2-13, 2-14]

At NEEPCO, we recognize that strong governance depends on effective oversight, transparent decision-making and alignment with stakeholder expectations. To this end, we have established dedicated Board-level committees that oversee a wide range of responsibilities, including monitoring policy commitments, guiding strategic priorities and ensuring alignment with regulatory requirements, corporate objectives and sustainability goals.

<i>Composition of Board-level Committees</i>	
Audit Committee	Risk Management Committee
Nomination and Remuneration Committee	Corporate Social Responsibility Committee
Stakeholders' Relationship Committee	

Roles and Responsibilities

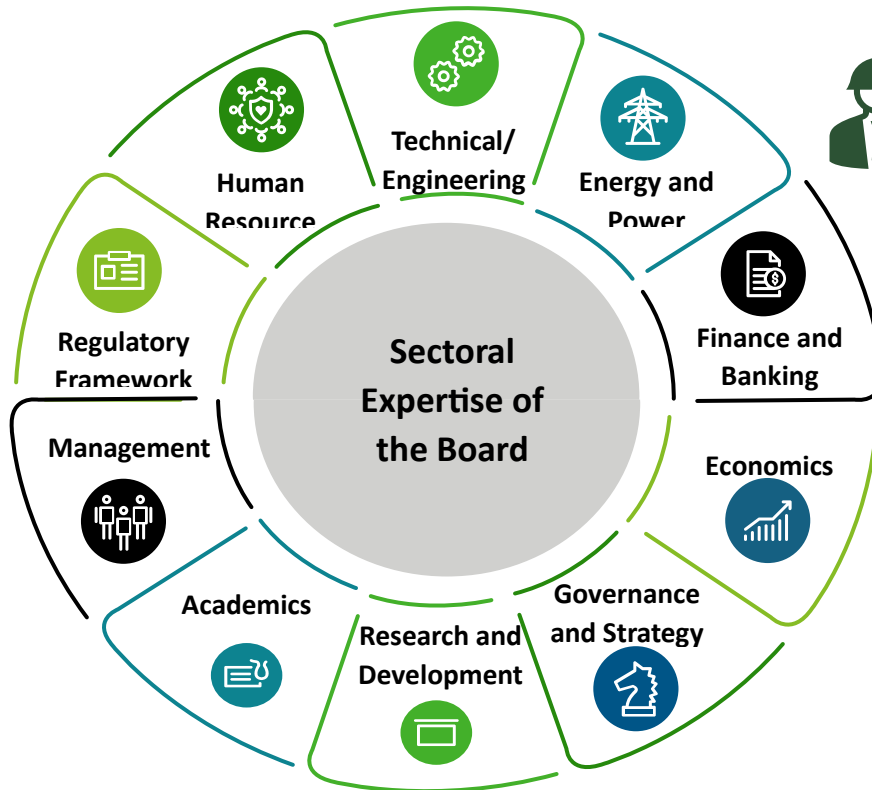
Committee	Members as on 31st March, 2025	Functions
Audit Committee	• Shri Virendra Malik (Non-Executive) • Shri B. Maharana, Director (Finance)-Executive • Shri R. Sarma, Director (Technical)-Executive • Major General Rajesh Kumar Jha, AVSM** (Retd)-Executive	• Ensures the integrity, accuracy and compliance of financial statements and reporting • Reviews auditor qualifications, independence and performance; recommends appointments, fees and scope • Monitors internal controls, risk management and internal audit performance • Investigates matters under Section 177 of the Companies Act, 2013 and other referred issues • Oversees vigil mechanism and whistleblower protection • Coordinates between internal and statutory auditors and follows up on significant findings • Evaluates financial policies, investments and scrutinizes inter-corporate loans • Oversees budget estimates, related-party transactions and fund usage deviations • Secures external legal or professional advice and appoints registered valuers when needed
Nomination and Remuneration Committee	• Shri Virendra Malik (Non-Executive) • Shri B. Maharana, Director (Finance)-Executive • Shri R. Sarma, Director (Technical)-Executive • Major General Rajesh Kumar Jha, AVSM** (Retd)-Executive	• Determines annual bonus/variable pay (Performance Related Pay or PRP) and its distribution policy for executives and non-unionized supervisors • Identifies and recommends senior management appointments and removals to the Board • Reviews and approves new appointments made by the Corporation
Stakeholders' Relationship Committee	• Shri Virendra Malik (Non-Executive)	• Resolves security holders' grievances related to share transfers, annual reports, dividends and certificates

Committee	Members as on 31st March, 2025	Functions
	- Shri B. Maharana, Director (Finance)-Executive - Shri Piyush Singh-Executive	- Reviews measures for effective shareholder voting rights - Monitors service standards of the Registrar and Share Transfer Agent (RTA) - Oversees initiatives to reduce unclaimed dividends and ensures timely delivery of dividends, reports and notices
Risk Management Committee	- Shri Ranendra Sarma, Director (Technical)-Chairman - Shri K. Shanmugha Sundaram -Member - Maj Gen Rajesh Kumar Jha, AVSM** (Retd) -Member	- Develops and oversees a risk management policy covering financial, operational, ESG and cybersecurity risks - Reviews mitigation measures and ensures a robust business continuity plan - Monitors and evaluates business risks to strengthen resilience - Reviews and updates the risk management policy regularly, reporting outcomes to the Board - Oversees the appointment and terms of the Chief Risk Officer
Corporate Social Responsibility (CSR) Committee	- Shri Virendra Malik (Non-Executive) - Shri R. Sarma, Director (Technical) - Major General Rajesh Kumar Jha, AVSM** (Retd)- (Personnel)	- Formulates the CSR policy and secures Board approval - Finalizes CSR proposals and recommends them for approval by the Board - Monitors implementation of CSR initiatives in line with policy guidelines and statutory compliance - Ensures alignment of CSR activities with Government of India stipulations - Reports to the Board on CSR activities and expenditure for appraisal and approval

Board Independence

At NEEPCO, our governance framework is anchored in transparency and regulatory compliance. As a Central Public Sector Undertaking, the appointment and tenure of Independent Directors are determined by the Government of India. In line with this, our Independent Directors bring with them the requisite expertise and experience and the Board affirms that they meet the independence criteria prescribed under Section 149(6) of the Companies Act, 2013, as well as the provisions of SEBI (LODR) Regulations, 2015, to the extent applicable to the Company. Each Independent Director submits a declaration at the time of appointment and annually thereafter, reaffirming their independence and these are duly placed before the Board. The terms and conditions of their appointment are also made publicly accessible on our website at <https://neepco.co.in/>.

Board Diversity



100% of
our Board of
Directors bring
over 10 years of
experience

Skills / Competence Matrix of Directors

We believe that a Board with diverse expertise and skills not only enhances decision-making but also elevates governance standards and enables long-term value creation. By fostering diversity in the boardroom, we ensure the inclusion of varied perspectives that drive innovation, resilience and sustainable growth. The composition of our Board reflects a balanced mix of skills, expertise and experience, enabling effective oversight and strategic guidance.

The specific areas of expertise of the Board of Directors as of March 31, 2025, are presented in the table below. It is important to note that the absence of a tick mark against a member's name should not be interpreted as a lack of the relevant skill or expertise. Rather, the skills matrix highlights the primary areas of proficiency that are most applicable to the Board's collective responsibilities.

<i>Name of Director</i>	<i>Designation</i>	<i>Technical/ Engineering</i>	<i>Energy & Power Sector</i>	<i>Finance & Banking</i>	<i>Economics</i>	<i>Human Resources Management</i>	<i>Regulatory Framework</i>	<i>Management</i>	<i>Academics</i>	<i>Research & Development</i>
Shri Gurdeep Singh	Chairman and Managing Director	✓	✓					✓		
Shri Baidyanath Maharana	Director (Finance)		✓	✓			✓			
Shri Ranendra Sarma	Director (Technical)	✓	✓							✓
Major General Rajesh Kumar Jha, AVSM** (Retd)	Director (Personnel)	✓				✓		✓		✓
Shri Piyush Singh	Govt. of India Nominee Director	✓	✓				✓			
Shri Virendra Malik*	Nominee Director of NTPC			✓			✓			
Shri K. S. Sundaram*	Nominee Director of NTPC	✓	✓				✓	✓		
Shri Bimal Chand Oswal#	Independent Director			✓			✓	✓		
Dr. Viveka Nand Paswan#	Independent Director								✓	

* Appointed during the year

Ceased during the year

Capacity Building of Board Members

[GRI 2-17]

Board members are provided with training materials such as internal policies, guidance documents, brochures and other resources to help them stay well-informed about NEEPCO's procedures, practices and strategic priorities. Directors are encouraged to participate in specialized workshops, training programs and site visits to projects and plants, which offer practical insights into operational realities and strengthen their decision-making.

Independent Directors attend the Orientation Program conducted by the Department of Public Enterprises and receive ongoing training to enhance their leadership, industry knowledge and sectoral expertise. During FY 24-25, 14.28% Board of Directors completed the Orientation program on capacity building of functional Directors/ CMDs of CPSEs in the field of Corporate Governance, Finance, Risk Management, ESG, Strategic Management, etc. Upon appointment, Directors are familiarized with the Company's operations and governance through detailed presentations, Annual Reports, the Memorandum and Articles of Association and the Delegation of Powers.

Read more about NEEPCO's familiarization program for Directors at <https://neepco.co.in/>.

NEEPCO's Annual reports can be accessed [here](#).

Board Responsibility

[GRI 2-14]

The Board actively oversees the integration of sustainability and ESG principles within NEEPCO's overall strategy. By embedding ESG considerations into core decision-making, the Board reinforces accountability to stakeholders and strengthens our commitment to delivering responsible and inclusive growth.

To ensure alignment with long-term sustainability goals, the Board regularly reviews progress on key matters and provides timely direction and guidance. It also holds the overall responsibility of ensuring an effective risk management framework across the organization. To remain fully informed, the Board convenes a minimum of four meetings each year, with at least one meeting held every quarter. Additional meetings may be called, with due notice, to address urgent business matters. In exceptional cases, resolutions may also be passed by circulation to enable swift decision-making.

At every meeting, the Board is presented with detailed updates on project implementation, operational performance and other critical developments in line with the applicable Guidelines and Act, which are presented by the Director (Technical) for plants and projects. Legal compliance reports, presented by the Company Secretary, are also reviewed periodically, enabling the Board to uphold transparency, strengthen governance and ensure adherence to statutory requirements.

Remuneration

[GRI 2-19, 2-20]

The Nomination and Remuneration Committee (NRC) has been constituted in compliance with the Department of Public Enterprises (DPE) guidelines on Pay Revision and the provisions of Section 178 of the Companies Act, 2013, applicable to Government Companies. The NRC carries a broad mandate, encompassing both remuneration governance and leadership appointments.

One of its key responsibilities is determining the annual bonus, variable pay pool (Performance Related Pay – PRP) and the distribution policy for executives, including Board-level executives, within the prescribed limits for each financial year. The Committee also plays a strategic role in identifying and recommending candidates for senior management positions, advising the Board on appointments or removals and approving new appointments within the Corporation. The payments of remuneration to the employees of the Corporation are guided by the relevant Guidelines as issued by the Department of Public Enterprises.

In alignment with Regulation 62G of SEBI (LODR) Regulations, 2015, the NRC formulates criteria for assessing qualifications, positive attributes and independence of Directors and recommends policies for the remuneration of Directors, Key Managerial Personnel (KMPs) and other employees. While evaluating candidates for Independent Director positions, the Committee carefully considers the balance of skills, knowledge and experience on the Board. It prepares detailed role descriptions, assesses required competencies and may leverage external expertise to identify diverse candidates whose time commitments are consistent with the role.

The NRC also develops policies on Board diversity, evaluates the performance of independent Directors and the Board as a whole and provides recommendations on extending or continuing the tenure of independent Directors based on performance outcomes. Additionally, it reviews and recommends all forms of remuneration for senior management. The NRC has been entrusted with the responsibility of reviewing all employee- and HR-related matters with financial implications before their submission to the Board for approval, ensuring comprehensive deliberation and sound governance.

Shareholding Structure

As of March 31, 2025, NEEPCO is a Wholly Owned Subsidiary of NTPC Limited, wherein 100% (Hundred Percent) equity shares of the Company are held by NTPC Limited.

Business Ethics and Accountability

[GRI 2-12, 2-13, 2-14,2-15, 2-16,2-23, 2-24, 2-25, 2-26, 205, 206, 207]

NEEPCO is committed to upholding the highest standards of ethics, integrity and accountability in all aspects of its operations. Comprehensive policies, procedures and frameworks are in place to prevent unethical behavior, ensure compliance with legal and regulatory requirements and strengthen organizational governance.

Zero Breaches of Code of Conduct	Zero Cases were / reported on bribery and corruption	Zero Cases of data breaches
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Anti-Competitive Behavior

NEEPCO promotes fair and transparent competition in line with applicable competition laws and regulations. Processes are in place to prevent anti-competitive conduct, with strict prohibitions on unethical practices. The Company engages with industry peers responsibly and acquires competitive information only through legal and transparent means.

Zero
cases of unfair trade practices
or anti-competitive behavior
were reported in
FY 2024-25

NEEPCO Vigilance Activities

The Vigilance Department of NEEPCO operates in line with the directives and guidelines issued by the Central Vigilance Commission (CVC). To ensure exclusive and independent functioning, the Department emphasizes transparency, objectivity and quality in its processes.

A total of 16 complaints were received in FY 2024–25, all of which were disposed of within the prescribed timelines. In addition to investigating complaints received from various sources, the Department undertook proactive verification of multiple issues, with a focus on preventive vigilance. Efforts were directed towards streamlining rules, simplifying procedures and addressing gaps identified during case investigations. Several advisories were subsequently issued, resulting in systemic improvements across the organization.

NEEPCO observed Vigilance Awareness Week 2024 from October 28 to November 3 across all units, where employees took the Integrity Pledge. The week featured competitions, outreach programs in schools and colleges and discussions on preventive vigilance, supported by a three-month capacity-building and system-improvement campaign.

Code of Conduct

[GRI 2-15]

The Code of Conduct forms the foundation of good governance by setting out clear expectations for ethical and professional behavior. It applies to Board Members and Senior Management Personnel, ensuring transparency and accountability in decision-making. The Code also reinforces compliance with all applicable laws, rules and regulations and is publicly available on NEEPCO's [website](#).

NEEPCO further strengthens its ethical framework through robust anti-corruption and anti-bribery measures, as outlined in the Fraud and Whistleblower Policy. These policies apply to all employees, vendors, suppliers and contractors and provide mechanisms for reporting and addressing unethical practices. During the reporting period, no contributions were made to political parties, campaigns, or lobbying entities. All critical concerns are communicated to the Board of Directors during meetings through appraisal notes, status of action taken, board agenda and presentations, with detailed deliberations held in various Committees of the Board, particularly the Audit Committee, which meets frequently throughout the year. In FY 2024–25, a total of eight Board Meetings were convened, where issues relating to the Company's operations, financials, technical agendas and HR matters were discussed in depth.

To manage potential conflicts of interest, Board Members are required to disclose any changes in interests or situations that may give rise to conflicts. These are addressed under the Code of Conduct for Board Members, the Policy on Materiality of Related Party Transactions and the Policy on Dealing with Related Party Transactions, all of which are accessible on the Company's [website](#).

-  [CODE OF CONDUCT FOR BOARD MEMBERS](#)
-  [CODE OF CONDUCT FOR SENIOR MANAGEMENT PERSONNEL](#)

At NEEPCO, we have a wide range of policies that strengthen our ethical framework, including:



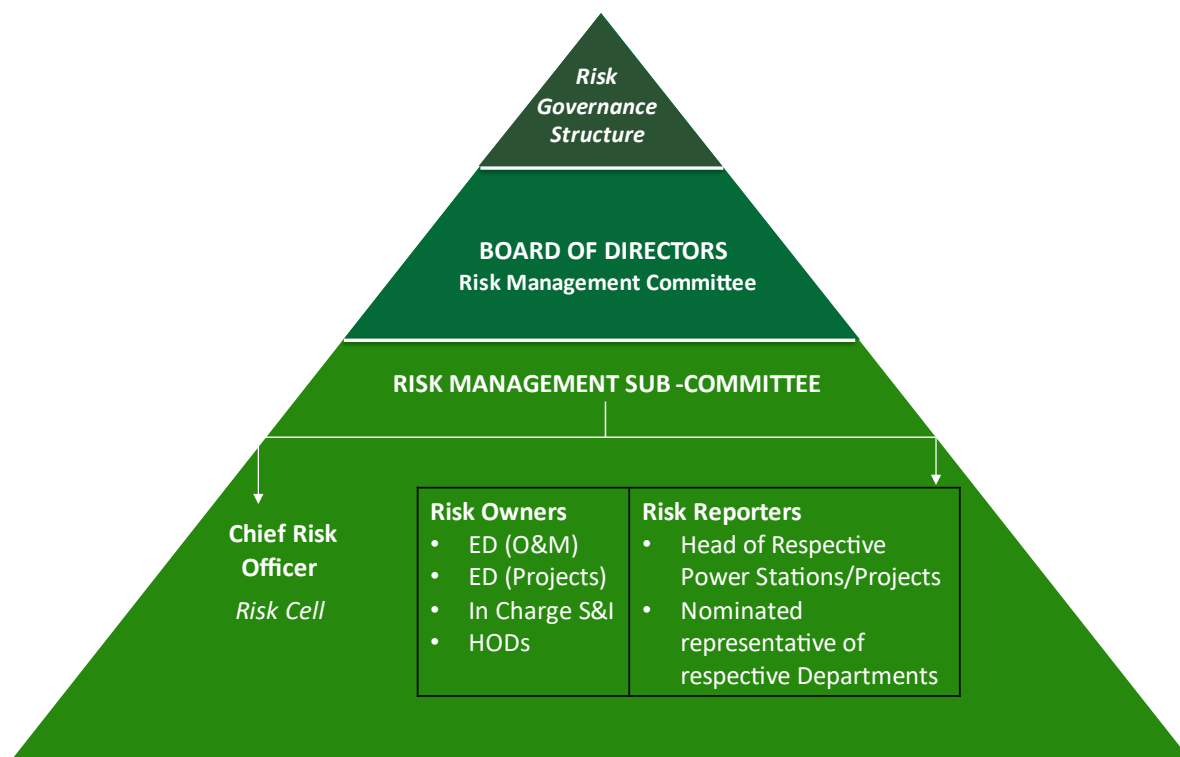
Data Privacy and Cybersecurity

Recognizing the importance of safeguarding information, we have implemented the NEEPCO Cyber Security Policy (NCSP) and achieved the ISO 27001:2022 certification for Information Security Management Systems (ISMS) across 15 critical locations, including operational and maintenance stations, corporate headquarters and other offices. The policy sets out clear protocols to protect sensitive data and maintain digital security.

Risk Management

[GRI 2-16]

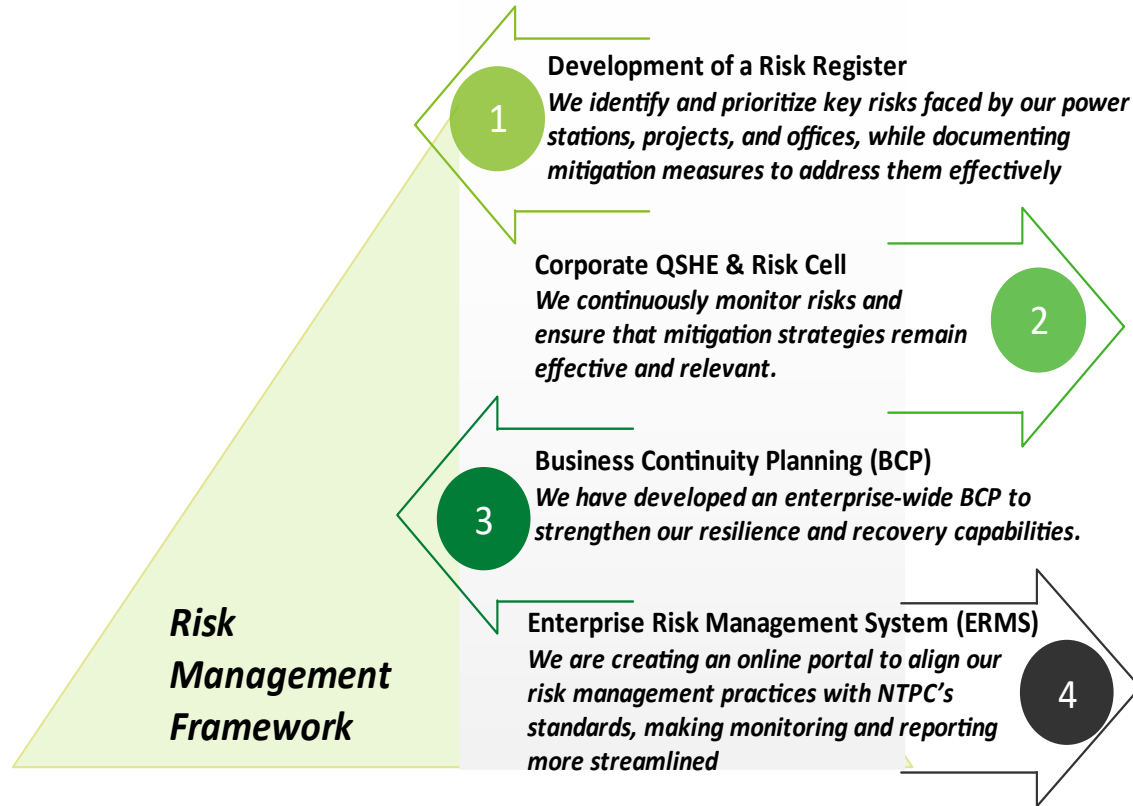
At NEEPCO, we have established a Board-level Risk Management Committee (RMC) to identify, assess and mitigate risks that may impact our business and sustainability journey and is supported by Risk Management Sub-Committee. We actively manage a wide spectrum of risks, including financial, operational, sectoral and ESG-related risks, ensuring that risk management is deeply embedded in our strategic and operational decisions.



Our Risk Management Committee, chaired by the Director (Technical) with representation from NTPC and NEEPCO and an independent director, oversees the implementation of the Risk Management Plan. The Committee regularly reviews our risk management processes, guides the preparation of the Business Continuity Plan (BCP) and ensures that Risk Owners are identified across key business functions. Risk Management Sub-Committee comprises the Chief Risk Officer (CRO), Risk Owners and Risk Reporters. The CRO reports the key risk to the Risk Management Committee, which ensures that risk management activities are undertaken as per this policy. The main objective of Risk Management Sub-Committee is to provide an enterprise-wide view of key risks within the organization to the Risk Management Committee.

We follow a structured and disciplined approach to managing risks through our Risk Management Framework, which was first implemented in February 2016 and subsequently updated under our [Risk Management Policy \(RMP\)](#).

Our Risk Management framework is built on the following pillars:



This framework is overseen by the Board-level Risk Management Committee (RMC). The committee monitors the implementation of the RMP, reviews risk management processes and recommends actions such as the preparation of a Business Continuity Plan (BCP) and the identification of Risk Owners across various functions. Two meetings of the Board-level Risk Management Committee are held in a financial year to deliberate on different aspects of the Company's risk management, with detailed discussions on the Risk Registers.

Public Policy

[GRI 2-23, 2-24]]

During the reporting period, we undertook several actions aligned with its recognition of Public Policy as a material issue. Following are the key highlights:

Debt Mobilization for Infrastructure Development

NEEPCO's Board approved raising additional debt through privately placed bonds, long/medium-term loans and foreign currency loans. As the future projects of NEEPCO are from clean renewable sources, this

move supports national energy infrastructure goals and aligns with broader public policy objectives of energy security and regional development.

Grid Coordination

We actively participated in TRAS (Transmission Reliability Assessment Services) reconciliation with NERLDC (North Eastern Regional Load Dispatch Centre) and GRID-India. This reflects its commitment to grid reliability and policy compliance in regional power distribution.

Support for National Initiatives

NEEPCO promoted Government-led campaigns such as “Swachhata Hi Seva,” contributing through various activities along with organizing medical camps. These efforts demonstrate alignment with national public engagement and rural health policy initiatives.

Donations to National Relief Funds

We contributed to the Prime Minister’s National Relief Fund, reinforcing our commitment to public welfare and disaster response initiatives.

These actions underscore NEEPCO’s role in advancing public policy goals through financial, operational and cultural initiatives.

ESG Governance

[GRI 2-12, 2-13, 2-14]

At NEEPCO, our core business ethics are firmly anchored in Environmental, Social and Governance (ESG) principles. We ensure adherence to these values across all projects and operations, embedding sustainability into the very fabric of our decision-making.

Oversight of ESG at NEEPCO is primarily entrusted to two Board-level Committees:

- Corporate Social Responsibility (CSR) Committee chaired by [NTPC Nominee Director](#)
- Risk Management Committee (RMC) chaired by the Director (Technical)

Both Committees ensure that ESG risks and opportunities are systematically identified, monitored and addressed. Department-wise roles and responsibilities are clearly defined and decision-making is decentralized through the Delegation of Power, which specifies authority levels from Senior Manager (Sr. Mgr.) to Chairman and Managing Director (CMD) and the Board of Directors. The CSR Committee steers the Company’s CSR agenda, regularly reporting progress to the Board. At the project level, CSR comprises representatives from HR, Technical and Finance- coordinate and implement initiatives across sites and offices, ensuring alignment with organizational priorities. The Risk Management Committee integrates ESG considerations into the risk framework by identifying and managing sustainability-related risks alongside

financial, operational and sectoral risks. The Stakeholders' Relationship Committee reinforces stakeholder trust through transparent engagement, robust grievance redressal and timely communication. Collectively, these Committees embed sustainability into NEEPCO's governance structure, strengthening accountability, resilience and long-term value creation.

NEEPCO has embedded ethical governance into its daily operations through a comprehensive suite of policies. At the center is the Sustainability Policy, which outlines commitments to responsible business practices, transparency, inclusivity and accountability. This policy is closely aligned with material topics identified through stakeholder engagement, ensuring that NEEPCO's sustainability goals address the most relevant organizational and stakeholder priorities.

Working in harmony with NEEPCO's broader policy framework, the Sustainability Policy ensures that environmental stewardship, social responsibility and governance excellence are integrated across all operations. This interconnected approach strengthens our vision of fostering responsible, transparent and forward-looking business practices

Read more about NEEPCO's Sustainability Policy [here](#).

Environmental Resilience and Resource Optimization

[GRI 302, 303, 304, 305, 306, 308]

At NEEPCO, we are committed to embedding environmental stewardship at the core of our operations. We strive to minimize our ecological footprint by adopting energy-efficient practices, managing resources judiciously and deploying innovative technologies. Aligned with national climate objectives and NTPC's sustainability ambitions and organizational values, we endeavor to contribute meaningfully to environmental conservation while supporting the social and economic growth of the Northeast region.

Key Material Issues

Greenhouse gas emissions	Water and effluents
Biodiversity	Climate change
Energy management	Supply chain management
Disaster management	Waste management

Alignment with UN SDGs



Key Highlights FY 2024-25

9.40% Reduction in energy intensity in terms of physical output over FY 2023-24	27.57% Reduction in water consumption over FY 2023-24	4,663.13 MT Waste recovery through reuse over FY 2023-24
48.79% Reduction in non-GHG air emissions over FY 2023-24	9.3% Reduction in GHG emissions compared to FY 2023-24	23.75% Increase in the share of renewable energy consumption compared to FY 2023-24
75 KLD Sewage Treatment Plant (STP) commissioned	Investment approval for two new projects received 426 MW	9.29% Reduction in energy consumption over FY 2023-24

Environmental Stewardship

[GRI 302]

NEEPCO is the only PSU operating hydro, thermal and solar power stations in the Northeastern Region, with a total installed capacity of 2,057 MW. It operates the largest hydro power station in the region, supplies over 40% of the region's energy needs. The Northeastern region of India, characterized by its rich natural resources and diverse biodiversity, is home to Indigenous communities who rely heavily on these fragile ecosystems for their livelihoods. Acknowledging the environmental and ecological impacts of its activities, we undertake comprehensive mitigation measures during the design, construction and operational phases of its projects—particularly in stages where contractor activities and workforce presence pose heightened risks.

We have invested ₹85.15 Lakh in environmental R&D, including flood warning systems, fire detection and green hydrogen production in collaboration with IIT Guwahati.

Operating under the strict framework of national environmental laws and regulations, including directives from the MoEF&CC and the respective state Environment and Forest Departments, we diligently monitor and manage our environmental footprint. We prioritize energy efficiency, water conservation, emission control and responsible waste management, aligning our practices with internationally recognized standards such as ISO 14001 and ISO 50001. Further, we advance clean energy initiatives through hydropower and solar power while investing in research and development for emerging technologies, including green hydrogen and smart illumination. Our waste management systems strictly adhere to Central Pollution Control Board (CPCB) and State Pollution Control Board (SPCB) guidelines, ensuring waste is responsibly reused or safely disposed. Environmental impact assessments and management plans are systematically conducted for all major projects to ensure biodiversity conservation and regulatory compliance.

Advanced hydro-dynamic model under implementation for accurate flood forecasting at a hydropower plant, enhancing safety and efficiency while reducing risk. Additionally, IoT-enabled remote monitoring and maintenance have significantly minimized downtime and improved operational performance.

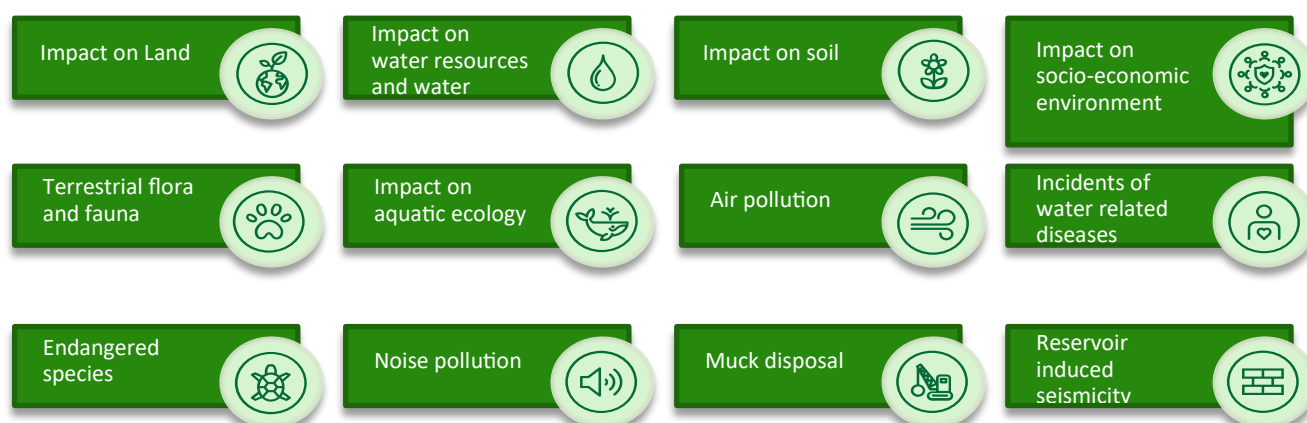
Environment Impact Framework

[GRI 308]

Every project, to varying degrees, imposes a significant impact on the natural environment, often leading to the destabilization of existing ecosystems. These impacts affect diverse environmental components, including indigenous flora, fauna and geological formations. In recognition of these potential environmental risks, all projects undertaken by us are subjected to a rigorous and comprehensive

Environmental Impact Assessment (EIA) prior to commencement. This methodical evaluation aims to thoroughly examine potential environmental consequences, thereby enabling informed decision-making and the implementation of appropriate mitigation measures to minimize adverse effects on the natural environment. It is designed to ensure compliance with statutory requirements such as the Environment (Protection) Act, 1986 and the Forest Conservation Act, 1980, while promoting ecological stewardship.

Our Environmental Impact Framework has been meticulously developed to systematically assess, manage and mitigate the environmental footprint associated with its operations across hydroelectric, thermal and renewable energy assets. Firmly anchored in the Company's sustainability policy and aligned with applicable national and international standards, this framework ensures the integration of environmental considerations throughout all phases of project planning, execution and monitoring. For 2024-25 NEEPCO, undertook EIA for Kurung HEP (330 MW) Naying HEP (1000 MW) in Arunachal Pradesh and the EIA covers critical aspects such as:



Environmental Management Plans (EMP)

Based on the findings of environmental assessments and extensive consultations with relevant stakeholders, we have formulated comprehensive, site-specific Environmental Management Plans (EMPs) aimed at mitigating adverse environmental impacts throughout both the construction and operational phases of its projects. All Environmental Management Plans (EMPs) undergo a rigorous and stringent evaluation process to ensure their comprehensiveness and effectiveness in addressing all potential environmental risks.

NEEPCO proudly holds the distinction of being the first Central Public Sector Enterprise (CPSE) under the Ministry of Power to achieve ISO 14001-1996 certification for its Environmental Management Systems (EMS)

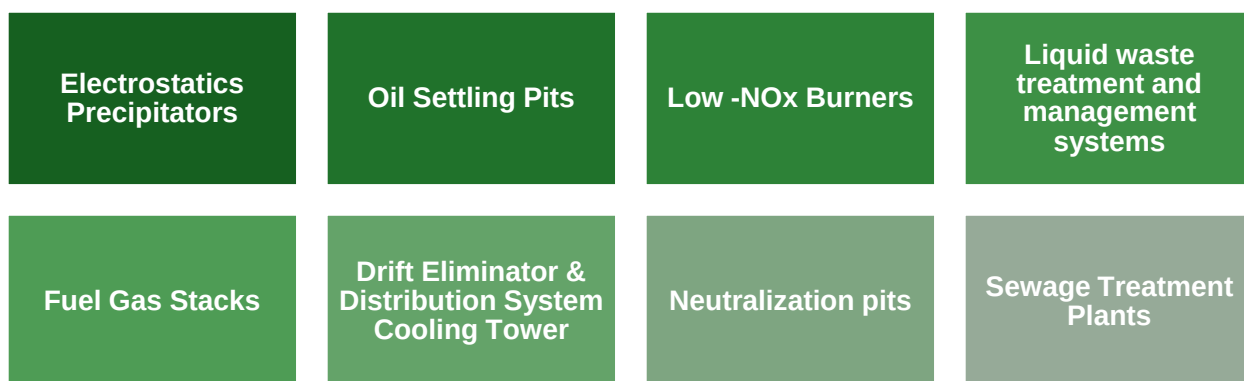
These plans are subject to thorough review and scrutiny by the Expert Appraisal Committee (EAC) constituted under the MoEF&CC. The EAC assesses the adequacy of the EMPs and provides recommendations prior to the granting of environmental clearance, thereby ensuring that all environmental safeguards and mitigation measures are appropriately incorporated and enforced. The key focus areas within the EMPs include:

- **Compensatory Afforestation:** To compensate for deforestation caused by project activities, afforestation efforts are undertaken on degraded forest land in coordination with the State Government. These efforts cover an area twice the size of the forest land diverted for project purposes. In cases where non-forest land is affected, afforestation is carried out over an area equivalent to the forest land impacted, thereby ensuring ecological balance is maintained.
- **Greenbelt Development:** Greenbelts are systematically established around project facilities as well as along reservoir perimeters to prevent soil erosion and enhance environmental quality. These greenbelts comprise a diverse mix of vegetation, including fruit-bearing trees, ornamental species, shade trees, shrubs, climbers and fast-growing plants, which collectively contribute to ecological stability and aesthetic enhancement.
- **Catchment Area Treatment (CAT):** To mitigate soil erosion and reservoir siltation resulting from construction activities and human intervention, targeted catchment area treatment measures are implemented. These preventive actions focus on stabilizing the catchment area, thereby safeguarding the watershed and maintaining the long-term sustainability of the reservoir.
- **Biodiversity Conservation:** For projects located within ecologically sensitive zones, dedicated biodiversity conservation plans are developed. These plans aim to protect rare and endemic species and preserve the overall integrity of the ecosystem, ensuring that development activities do not compromise ecological balance or biodiversity.

In addition to adhering to the regulatory requirements established by the MoEF&CC, we proactively participate in the Government of India's Performance, Achieve and Trade (PAT) scheme, which aims to enhance energy efficiency across the industrial sector. Currently, the gas-based power station in Assam is undergoing evaluation under this scheme, underscoring our commitment to implementing exemplary energy management practices.

Furthermore, our plant-specific environmental initiatives are regularly reviewed and updated to effectively respond to evolving local environmental challenges. This comprehensive and adaptive approach enables the organization to harmonize developmental imperatives with environmental conservation, thereby ensuring sustainable growth that is congruent with national objectives and policy frameworks.

Additionally, we have implemented a range of state-of-the-art pollution control systems and devices designed to effectively manage and mitigate air and water pollution, such as:



Energy Management

[GRI 302-1, 302-3, 302-4]

Energy management is a fundamental aspect of our sustainability journey and a key driver of its commitment to operational excellence, environmental stewardship and national energy security as outlined in its Sustainability Policy. As a multi-sector power utility operating across hydro, thermal and other renewable energy sectors, we prioritize optimizing energy consumption, enhancing efficiency and increasing the proportion of renewable energy in its operations.

The Company rigorously adheres to the policies and guidelines prescribed by the Ministry of Power, ensuring its energy management practices are fully aligned with the nation's overarching objectives for efficient, reliable and sustainable power generation. By actively working to reduce reliance on fossil fuels and promote cleaner energy alternatives, we support the transition to a greener energy future while strengthening the resilience of India's power infrastructure.

To further enhance its energy management capabilities, we leverage advanced smart technologies that support predictive maintenance and real-time load distribution. These technological advancements reinforce our commitment to innovation and sustainable energy management, positioning the Corporation at the forefront of India's energy transition.

We utilize solar power to reduce its energy-related emission at various locations:

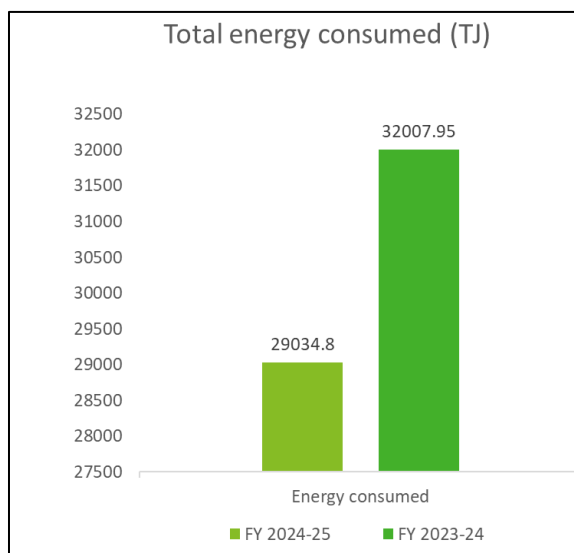
- Agartala Gas Based Power Station (AgBPS) has a 50 kWp grid-connected rooftop solar plant at the administrative building for office power needs and a 20 kWp rooftop solar plant with battery backup at the Pumphouse Building for illumination purposes.
- Assam Gas Based Power Station (AGBPS) has installed 6KWP each solar panel at Guest House-I and II and utilizing them for water heating and others.

- At Tripura Gas Based Power Station (TGBPS), a 10 KWP Rooftop Solar Plant has been installed with back-up battery bank in the Administrative Building. The solar plant is supplying power to the lights, fans and computers of the administrative building.

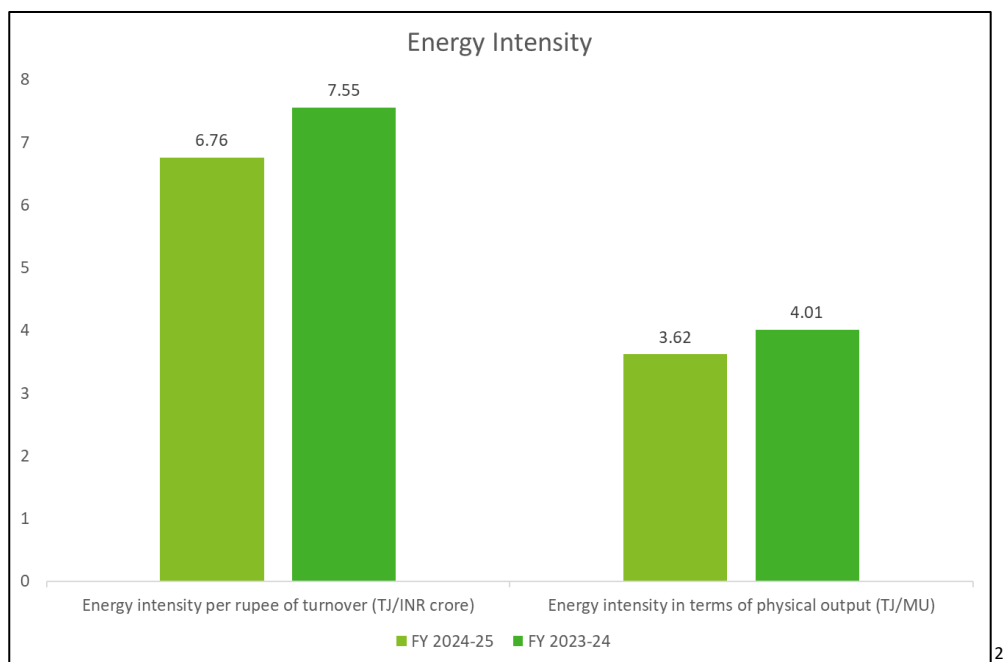
Energy Consumption

[GRI 305-1, 305-2, 305-4]

In FY 2024-25, our total energy consumption stood at 29,034.80 terajoules (TJ), a 9.29% decrease from last year¹. The majority of this energy was used in thermal power generation, along with auxiliary operations and administrative functions. While hydroelectric plants are inherently low in carbon emissions, thermal plants continue to account for a significant portion of internal energy use. We are actively working to lower its energy intensity and shift toward a more diversified energy mix, driven by investments in renewable power and energy-efficient technologies.



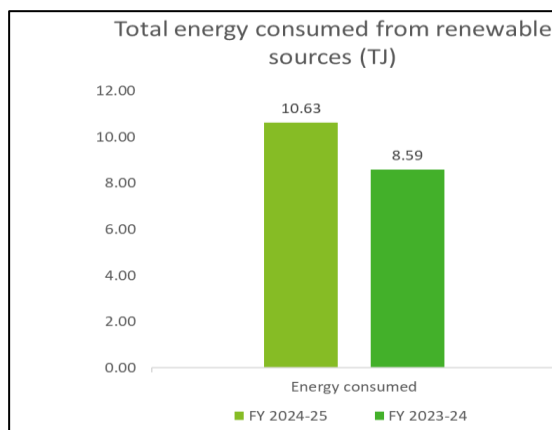
¹ Restatement: Total electricity consumption data for FY 2023-24 has been revised based on improved data accuracy and classification. This has resulted in updated figures for total energy consumption and, consequently, the energy intensity



Energy Efficiency

[GRI 302-5]

Energy efficiency is embedded into our operations as a strategic priority. The 291 MW Assam Gas Based Power Station is certified under ISO 50001:2018 Energy Management Systems, ensuring a structured approach to monitoring, benchmarking and improving energy performance³.



² Restatement: In accordance with SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024, PPP-adjusted revenue has been recalculated using updated PPP rates for India, available at IMF PPP Data. Last year's figures have been revised accordingly.

³ Restatement: Total electricity consumption data for FY 2023-24 has been revised based on improved data accuracy and classification. This has resulted in updated figures for total energy consumption and, consequently, the energy intensity.

The total energy consumer from renewable sources increased by approximately 23.75% in FY 2024-25 as compared to FY 2023-24.

During the year, we undertook a range of initiatives to improve operational efficiency, reduce costs and lower indirect emissions across the organization:

- **Auxiliary Power Optimization:** Continuous process improvements and monitoring have reduced auxiliary power consumption at thermal plants.
- **Energy-Efficient Equipment:** LED lighting, high-efficiency motors and Variable Frequency Drives (VFDs) have been deployed across facilities to enhance energy use efficiency.
- **Digital Energy Monitoring:** Supervisory Control and Data Acquisition (SCADA)-based systems and smart meters have been installed to enable real-time tracking of energy consumption and losses.
- **Energy Audits:** Regular internal and third-party energy audits help identify inefficiencies and guide corrective actions.

Smart Illumination Controller:
Developed by our R&D Cell, smart illuminator controls have been installed at the plant level to further optimize energy consumption and at the Erectors' hostel at Tripura Gas Based Power Station (TGBPS), Agartala Gas Based Power Station (AgBPS) and at Shillong Office complex which turns off about 10 unnecessary lights after preset time.

At Tripura Gas Based Power Station (TGBPS), 67 sodium vapor lamps were replaced with LED bulbs, LED and LED flood lights. This has contributed to a saving of more than 6 MWh of energy in FY 2024-25.

Transition to Clean Energy

[GRI 302-5]

Aligned with India's renewable energy targets and its own decarbonization roadmap, we are steadily expanding our clean energy portfolio. Building on our strong foundation in hydroelectric power, we are now diversifying into solar energy and emerging low-carbon technologies.

Key projects and initiatives include:

- A 300 MW Solar Photovoltaic Project in Bikaner, Rajasthan (currently under implementation).
- Expansion of hydropower capacity in Arunachal Pradesh, including Heo HEP (240 MW) & Tato-I HEP (186 MW) which are under implementation.
- Green Hydrogen R&D, focused on exploring pilot-scale production and storage solutions.

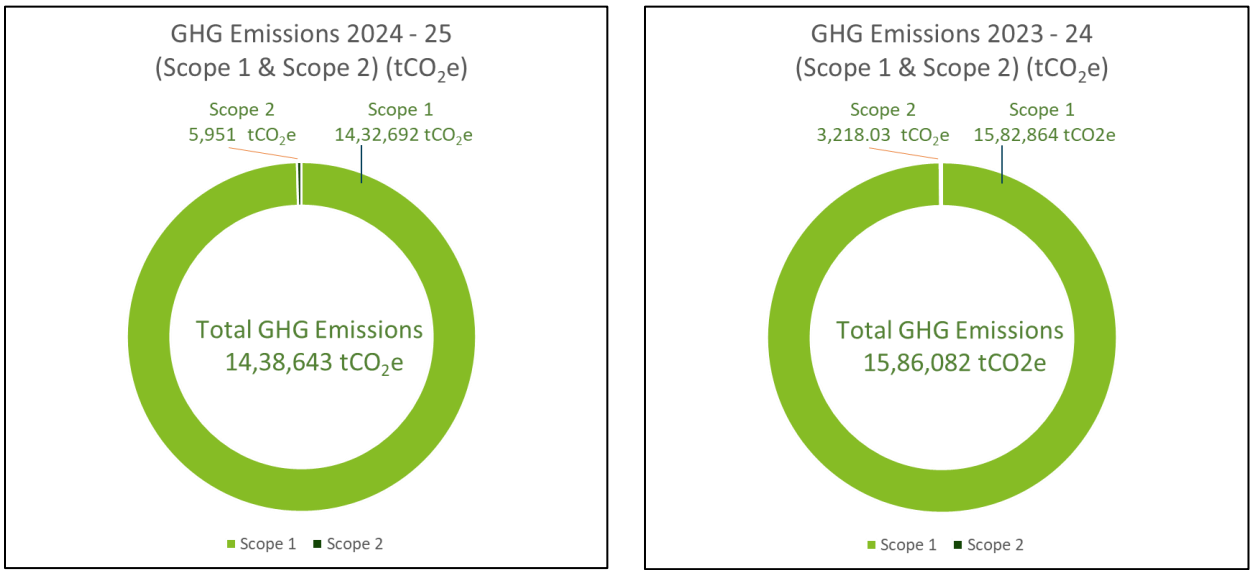
Looking ahead, we are focusing on strengthening our energy management approach through a strategic blend of innovation, technology and long-term planning. Priority areas include reducing energy intensity

across operations through automation and data-driven insights, scaling renewable energy capacity to exceed 2 GW by 2030 and exploring emerging solutions such as energy storage and green hydrogen. These initiatives are closely aligned with India’s Nationally Determined Contributions (NDCs) under the Paris Agreement and Glasgow Summit and contribute meaningfully to the UN Sustainable Development Goals, particularly SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

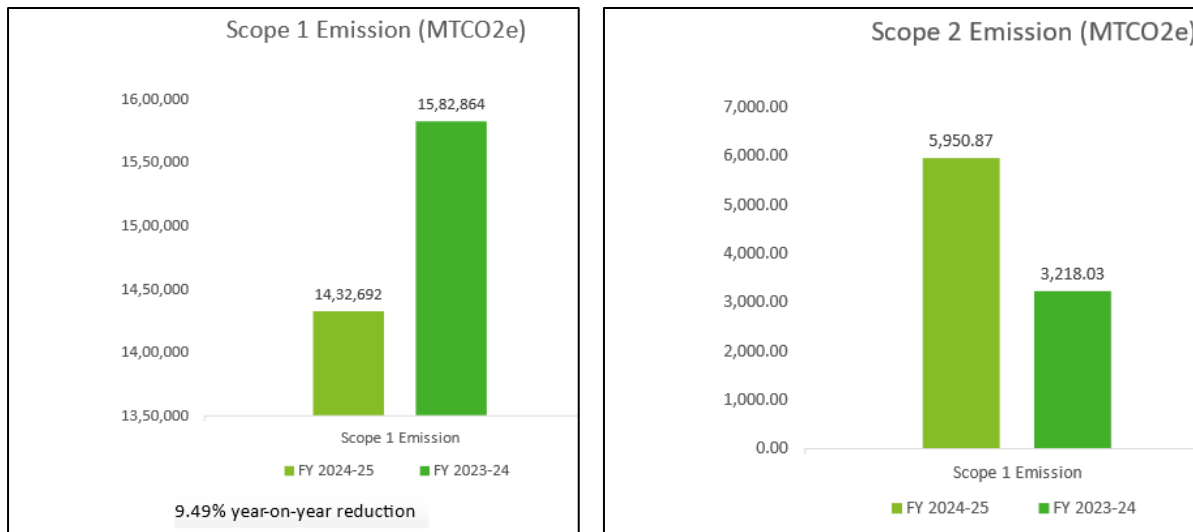
Emissions Reduction and Management

[GRI 305-1, 305-2, 305-4]

Our commitment to climate action is embedded in its operational practices and strategic planning. We actively monitor and manage our greenhouse gas (GHG) emissions, with a focus on reducing our carbon footprint through clean energy generation, technological interventions and ecosystem restoration.



Reducing carbon emissions is a fundamental aspect of our operational practices. While direct emissions primarily arise from fossil fuel consumption at thermal power plants, the majority of our generation capacity is hydroelectric, which produces minimal GHG emissions. By relying on renewable water resources, our hydroelectric projects play a crucial role in lowering the overall carbon intensity of our energy portfolio.



Emission Reduction Strategies

We employ advanced tracking systems and preventive maintenance strategies to monitor and manage emissions:

- Real-time monitoring of fuel consumption and combustion efficiency
- SOx-NOx monitoring stations operational at three gas-based stations
- Special enclosures for gas turbines to reduce noise pollution.
- Neutralization pits and effluent treatment plants to manage water pollution.
- Rainwater harvesting systems to offset water usage.
- Greenbelt development to enhance carbon sequestration.

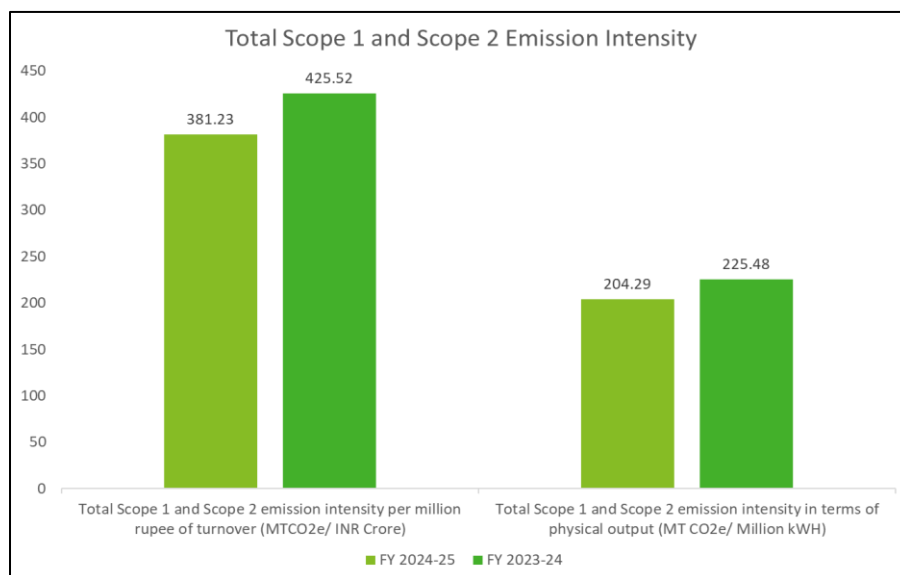
Scope 2 emissions arise from electricity purchased from the grid, used during non-operational periods at hydro and gas plants. We are reducing these emissions through:

- Integration of renewable energy into auxiliary operations.
- Use of Variable Frequency Drives (VFDs) to lower electricity consumption.
- Energy-efficient lighting and equipment across facilities.

Emission Intensity

[GRI 305-1, 305-2, 305-4]

In FY 2024-25, we achieved significant reductions in our GHG emission intensity.⁴



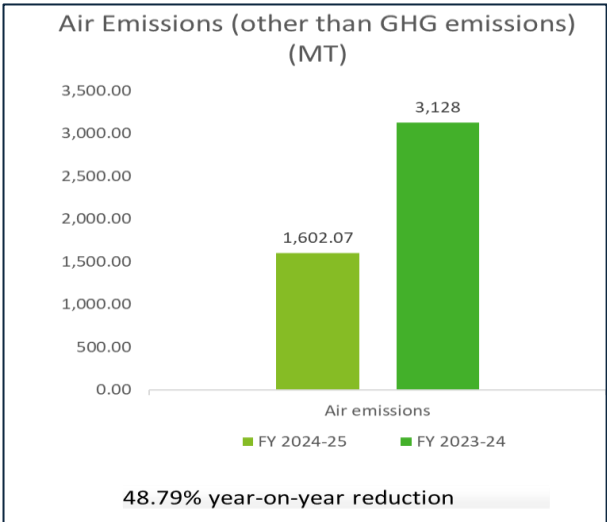
The total Scope 1 and Scope 2 emission intensity in terms of physical output was showed a 9.4% decrease from the previous year and Total Scope 1 and Scope 2 emissions marked a 9.29% reduction compared to FY 2023-24. Additionally, the emission intensity per million rupees of turnover showed a 10.41% decline from the prior year.

⁴ Restatement: In accordance with SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024, PPP-adjusted revenue has been recalculated for FY 2023-24 using updated PPP rates for India, available at IMF PPP Data. Last year's figures have been revised accordingly.

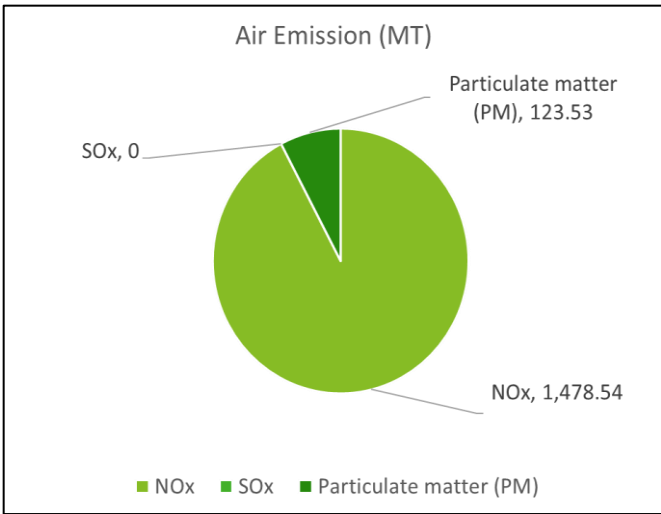
Air (Non-GHG) Emissions Management

[GRI 305-7]

Combustion processes in fossil fuel-based power plants result in the emission of Nitrogen Oxides (NOx), which are known to adversely affect air quality, contributing to acid rain and posing risks to human respiratory health. During FY 2024–25, we recorded NOx emissions of 1,478.54 MT, a significant reduction from 2,970.18 MT⁵ in the previous year. This decrease reflects our continued efforts to implement cleaner technologies, optimize operational parameters and enforce rigorous emission monitoring protocols.



Our air emission control measures are fully aligned with the provisions of the Environment (Protection) Act, 1986, the guidelines issued by the Central Pollution Control Board (CPCB) and the ISO 14001



Environmental Management System standards. Regular audits and inspections are undertaken to ensure strict compliance with all applicable air quality regulations and emission thresholds, underscoring our commitment to environmental stewardship and sustainable operational practices.

The total emissions in FY 2024-25 amounted to 1,602.07 MT highlighting an overall decrease of 48.79% in emissions. The reduction in total emissions over the previous year is attributed to a substantial decline in NOx emissions, alongside decreases in particulate matter, while SOx and

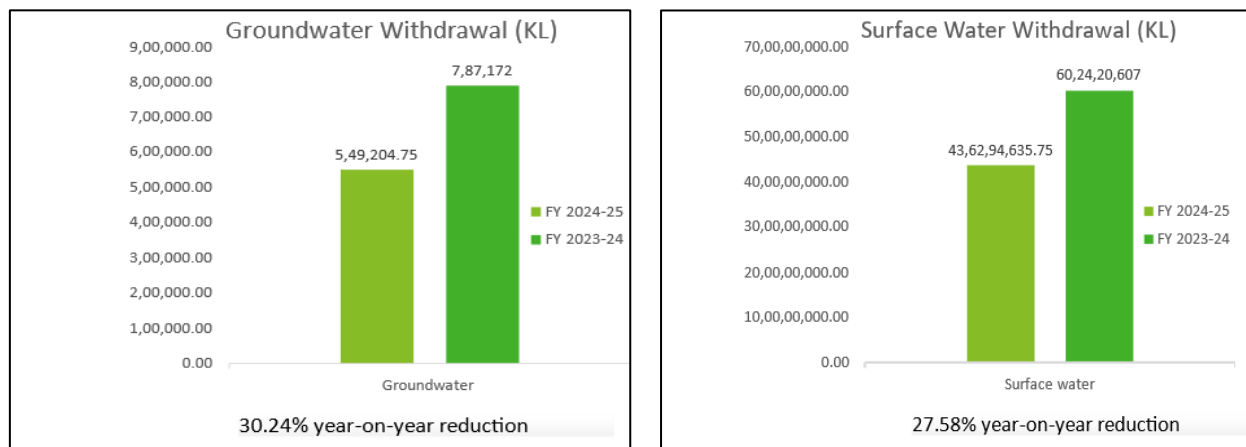
persistent organic pollutants remained at zero in both years.

⁵ Restatement: NOx and PM data has been revised based on improved data accuracy and classification.

Water and Wastewater Management

[GRI 303-1, 303-2, 303-3, 303-4, 303-5]

Water is a critical resource for our operations, especially in hydroelectric generation and thermal cooling processes. The Company is committed to responsible water stewardship by ensuring efficient use, conservation and safe discharge of wastewater across its facilities.⁶



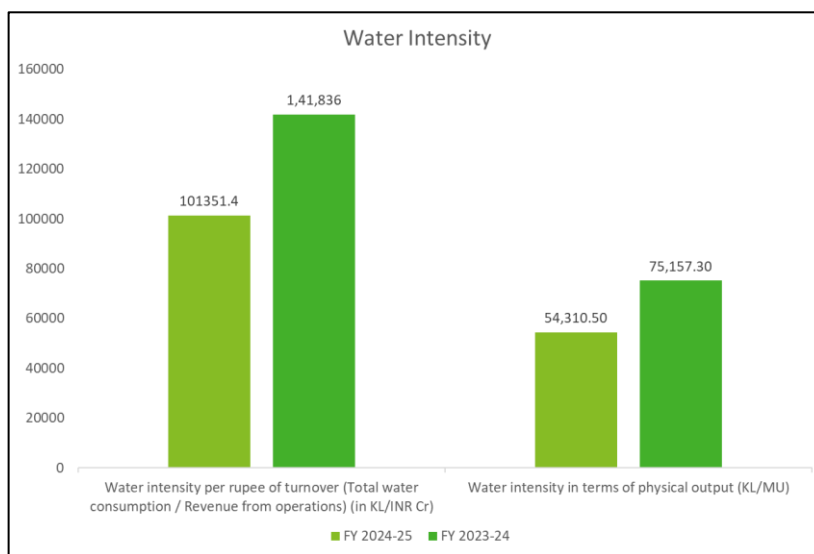
In FY 2024–25, we reported a total water withdrawal of 43,68,50,880.50 kiloliters (KL), primarily sourced from surface water bodies. The water is utilized for hydroelectric operations, which follow a closed-loop system returning water to the river after power generation, thereby minimizing consumptive use. Additionally, water supports cooling and auxiliary processes in thermal and gas-based plants, as well as domestic and administrative activities at project sites.

In FY 2024-25, we recorded a significant reduction in water withdrawal across all sources compared to FY 2023-24. Surface water withdrawal decreased by approximately 27.58% and Groundwater usage by 30.24%. Additionally, third-party water withdrawal decreased by 9.16%, from 7,750 kiloliters to 7,040 Kiloliters.⁷ Our Water Conservation Policy emphasizes the sustainable management of water, guided by the principles of reduce, reuse and recycle. The policy focuses on adopting water-minimizing engineering practices and encouraging behavioral changes. Initiatives include installing water-efficient plumbing fixtures, rainwater harvesting systems and implementing cooling water recirculation to reduce freshwater consumption.

⁶ Restatement: Total water withdrawal from different sources has been revised for FY 2023-24 based on improved data accuracy and classification. This has resulted in updated figures for total water withdrawal and consumption and, consequently, the water intensity.

⁷ Restatement: In accordance with SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024, PPP-adjusted revenue has been recalculated for FY2023-24 using updated PPP rates for India, available at [IMF PPP Data](#). Last year's figures have been revised accordingly.

Reuse and recycling of treated wastewater are promoted for non-potable purposes such as landscaping, helping reduce dependency on freshwater sources. Industrial and commercial facilities are equipped with rainwater harvesting systems to recharge groundwater and address water scarcity. For instance, the Assam Gas Based Power Station (AGBPS) collects surface runoff, diverting it to its raw water reservoir to reduce freshwater withdrawals from the Buridihing River. Similarly, the TGBPS collects rainwater from its premises for use in guesthouses, administrative buildings, hostels and residential colonies. This stored runoff is used for gardening, plantation, construction works and emergency needs. These examples highlight the potential for water conservation through rainwater harvesting, particularly in the high-rainfall Northeastern region.



Wastewater is primarily generated from thermal operations and domestic use. To ensure safe treatment and disposal, the Company has implemented several measures including Effluent Treatment Plants (ETPs) at thermal stations, neutralization pits for chemical discharge management and rainwater harvesting systems to reduce runoff and recharge aquifers. Effluent quality is regularly monitored to ensure compliance with discharge norms. Although Zero Liquid Discharge (ZLD) has not yet been implemented, we ensure that treated wastewater meets all regulatory standards prior to discharge. Similarly, Assam Gas Based Power Station (AGBPS) has successfully commissioned 75 KLD capacity Sewage Treatment Plant of MBBR (Moving Bed Biofilm Reactor) technology for treatment of discharged water (grey water) from its colony before discharging it into natural stream.

Water and wastewater management practices are governed by the Water (Prevention and Control of Pollution) Act, 1974, guidelines issued by the Central Pollution Control Board (CPCB) and ISO 14001 Environmental Management System standards. Regular audits and inspections are conducted to ensure adherence to statutory requirements and internal benchmarks.

In FY 2024–25, the Company discharged approximately 12,64,948.50 Kiloliters⁸ of water into surface and groundwater systems, following prescribed norms.

⁸ Restatement: Total water discharge data has been revised based on improved data accuracy and classification. This has resulted in updated figures for total water discharged.

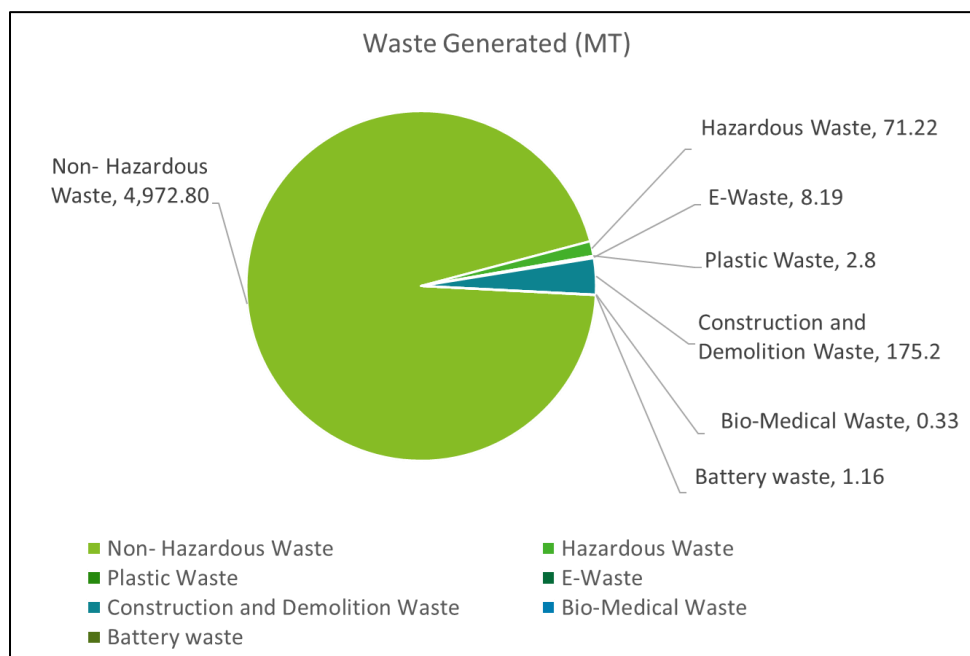
Education and training form an essential part of our water stewardship approach. We actively engage employees and stakeholders through awareness programs, workshops and campaigns. Monitoring and reporting systems are in place to regularly evaluate water conservation efforts, with departments and projects required to submit periodic reports on their progress.

Through this comprehensive water and wastewater management strategy, we remain committed to protecting water resources, minimizing environmental impact and supporting the sustainable development of the regions in which it operates.

Waste Management

[GRI 306-1, 306-2, 306-3, 306-4, 306-5]

We are committed to managing and disposing of all waste generated on its premises in an environmentally sound, socially responsible and economically viable manner. The Company's waste management practices strictly adhere to the regulations and guidelines set by the CPCB and respective SPCB, ensuring full compliance and effective waste handling.⁹



Different management practices are applied based on the waste categories, as detailed below:

- Hazardous Waste:** Hazardous waste, including used lubricating oil and transformer oil, is managed through specialized disposal methods in compliance with PCB guidelines. As a recent initiative, we

⁹ Restatement: Plastic waste data has been revised based on improved data accuracy and classification. This has resulted in updated figures for total waste generated, consequently, the waste intensity.

have developed a dedicated hazardous waste pit at one of its gas power stations to ensure safe containment and disposal of these materials.

- **Non-hazardous Waste:** The majority of waste generated is non-hazardous. Non-hazardous dry waste such as office furnishings and domestic waste is segregated and placed in designated bins for collection by local municipal authorities. Disposal methods include recycling, landfilling and incineration. Construction and demolition waste is repurposed for infrastructure projects, including pavement construction.
- **Biodegradable Waste:** Biodegradable waste is composted onsite, reducing landfill volume and producing compost for gardening and soil enrichment.
- **Electronic Waste:** E-waste, comprising discarded or obsolete electrical and electronic devices, is disposed. All e-waste is handled by certified recyclers to minimize environmental impact and promote effective recycling, following Ministry of Environment and Forest guidelines.

During FY 2024–25, approximately 90% of the total waste generated was diverted through recycling or reuse. The remaining waste was responsibly disposed of via incineration, landfill, and other approved disposal methods.

Total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	-	37
(ii) Re-used	4,663.13	4,665
(iii) Other recovery operations	0	0
Total	4,663.13	4,702
Total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.07	0.085
(ii) Landfilling	332.01	295
(iii) Other disposal operations	15.91	53
Total	348.0	348

In FY 2024–25, we generated a total of 5,231.83 MT of waste across our operations. We prioritize reuse and safe disposal, with 4,663.13 MT of waste reused, primarily construction waste repurposed for infrastructure and the remainder managed through landfilling, incineration and other disposal methods.

Metric	FY 2024-25
Waste intensity (per INR Crore turnover) (₹)	1.22 MT/INR Crore (₹)
Waste intensity (PPP-adjusted) (₹)	25.15 MT/INR Crore (₹)
Waste intensity in terms of physical output	0.65 MT/MU

Our waste management strategy further includes:

- Disposal of batteries and electronics through buy-back programs and the HP Planet Partners Reward scheme.
- Handing over domestic non-hazardous waste to municipal authorities.
- Onsite composting of biodegradable waste.
- Repurposing construction waste for pavements and approach roads.
- Strict management of hazardous waste per CPCB and SPCB norms.

Additionally, several innovative initiatives have been adopted to reduce waste and enhance resource efficiency, including effluent reuse for gardening, rainwater harvesting to reduce runoff and water withdrawal, LED lighting and smart illumination controllers to minimize energy-related waste and sewage treatment plants to manage residential colony discharge.

Biodiversity Conservation

[GRI 304]

We recognize the ecological sensitivity of the Northeastern region, which is known for its rich biodiversity, rare species, forests and wildlife sanctuaries. We do not operate in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, or coastal regulation zones.

As part of its commitment to environmental responsibility, we ensure that every project undergoes a thorough Environmental Impact Assessment (EIA). Alongside this, a project-specific Biodiversity Management Plan (BMP) is prepared in line with the Terms of Reference approved by the MoEF&CC. This plan is rigorously reviewed and approved by the Ministry as part of the Environmental Clearance process.

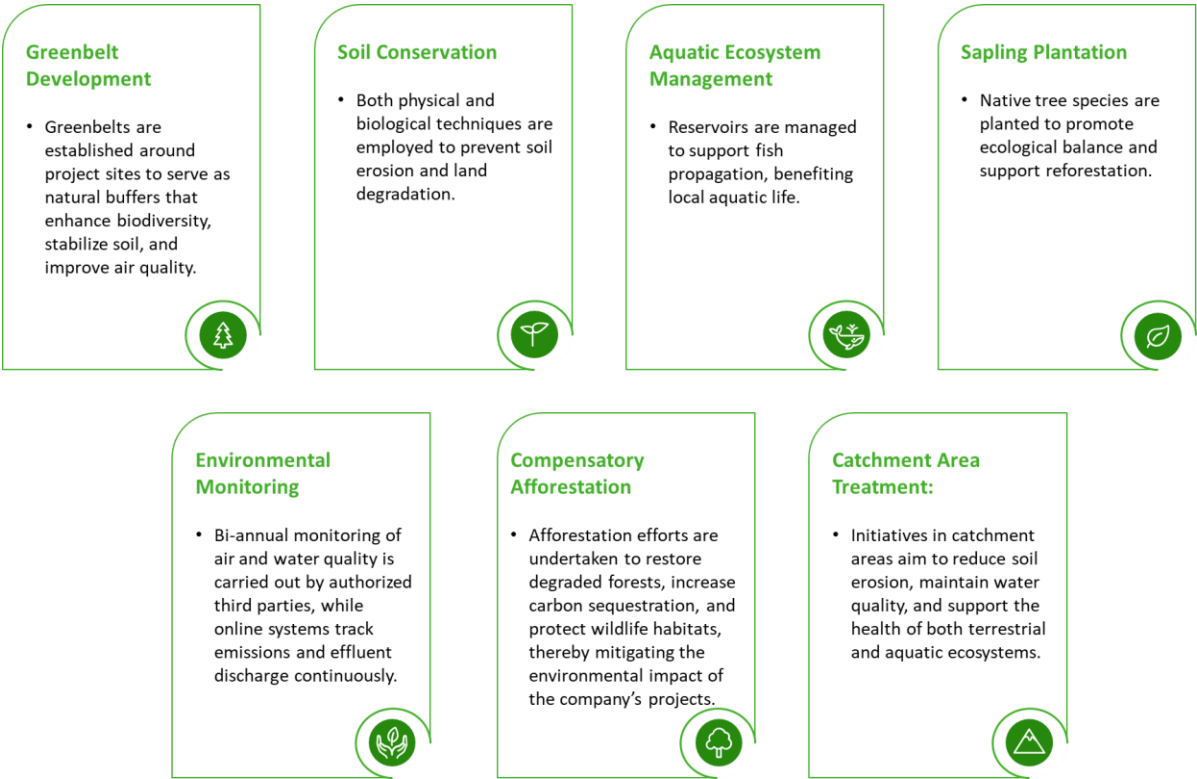
Where forest land is involved, we obtain the necessary forest clearances under the Forest Conservation Act, 1980, including arrangements for compensatory afforestation. We strictly adhere to all environmental regulations and guidelines, reflecting its strong commitment to sustainable development.

We undertook extensive biodiversity conservation initiatives across its operational sites during FY 2024–25, reflecting its commitment to ecological stewardship. A total of 2,461 tree saplings were planted across nine project locations, including Pare, Kameng, Tuirial, Panyor Lower, Doyang, Kopili Hydro Power Stations, Assam Gas Based Power Station (AGBPS), Agartala Gas Based Power Station (AgBPS) and Tripura Gas Based Power Station (TGBPS). Notably, Panyor Lower Hydro Power Station led with 1,555 saplings, while Kameng HPS planted 350 saplings and initiated the development of a botanical garden to rehabilitate rare and medicinal flora.

AGBPS maintained over 50% of its area under greenery, developed an orchid garden and planted 130 saplings, whereas AgBPS sustained a 49.4-hectare green belt with approximately 45,743 trees.

Conservation efforts also included Catchment Area Treatment (CAT), anti-poaching schemes, nurseries in 20 villages and fish hatchery planning in collaboration with CIFRI (Central Inland Fisheries Research Institute). Environmental monitoring, afforestation and stakeholder engagement were carried out in coordination with State Forest Departments and academic institutions, ensuring compliance with MoEF&CC guidelines and enhancing biodiversity resilience across the Northeastern region.

To protect and restore ecosystems affected by its activities, we implement several key conservation measures:



Case Study: Conservation of Biodiversity in the Kopili Hydro Electric Power Station Catchment

Project Background

Commissioned in 1976, the Kopili Hydro Electric Power Station is NEEPCO's first and oldest hydro power project. As part of the Environmental Clearance (EC) granted by the MoEF&CC, Government of India, for the Kopili Hydroelectric Project Stage-I Extension (2x50 MW), a key stipulation was made:

Even though the area is rich in germplasm of many plants of economic importance, no detailed report on the survey of flora of the Kopili river has been documented so far. The project authorities should, therefore, initiate surveys for biodiversity in the catchment through competent agencies and a plant resource center should be set up with representative species of regional flora through creation of botanical gardens in the sites in project colony, dam sites etc.

Biodiversity Survey

In compliance with this directive, NEEPCO entrusted the Botanical Survey of India (BSI) with the task of conducting an "Inventory of Plant Diversity and Germplasm in the Impact Area of Kopili Hydro Electric Project" and establishing a Regional Plant Resource Centre (PRC). The initiative commenced on 1st August 2006.



Plant Resource Centre

The Kopili Reservoir catchment spans 1,256 sq. km and the Umrong Reservoir covers 62 sq. km. A 12 sq. km area near Umrong Dam was identified as biodiversity-rich, with 162 plant species recorded. Across the entire catchment, 864 field surveys were conducted, identifying:

- 600 species (373 genera, 119 families) of Angiosperms
- 44 species (25 genera, 18 families) of Pteridophytes
- 3 species (3 genera, 3 families) of Gymnosperms
- 229 medicinal plant species
- 7 endangered and 4 endemic species (Meghalaya/Assam)

Following the survey, a 32,000 sq. m Regional Plant Resource Centre was established as a live Germplasm Centre, introducing 2,173 plants from 239 species across 174 genera, with a special focus on rare, endangered and endemic species to ensure the continued preservation and rehabilitation of the region's floral diversity.

Outcomes and Impact

- The results helped assess the status of plant species for targeted conservation.
- Identified rare, endangered, medicinal, economic and horticultural species for preservation.
- The live Germ-plasm Centre ensures long-term survival of regional plant resources.



Endangered Species



Lake and nursery for PRC

Social Commitment

[GRI 201-3, 204, 401, 403, 404, 405, 406, 408, 409 410, 413, 414, 418]

At NEEPCO, we recognize our pivotal role as the leading energy provider in the Northeastern region and its influence on the area's social and economic progress. Committed to creating long-term value, the organization undertakes a range of initiatives for its employees, communities and vendor partners. NEEPCO nurtures an inclusive and equitable workplace by equipping its people with skills, knowledge and opportunities for growth. It actively engages with local communities to enhance livelihoods, education and overall well-being, while also prioritizing local sourcing to drive sustainable growth. Through these consistent efforts, NEEPCO aligns with the Government of India's vision of economic empowerment and grassroots development.

NEEPCO's Social Values are anchored in and aligned with:



Key Material Issues

Occupational health and safety	Local communities	Land and Resource Rights
Human Rights	Labor practices	Human capital management
Diversity, Equity and Inclusion	Stakeholder engagement	

Alignment with UN SDGs



Key Highlights FY 2024-25

₹11.86 Crore CSR spend across education, healthcare, sanitation, rural development and skill-building	59,300+ people impacted through CSR initiatives	25.09% Procurement from MSMEs
5.53% Procurement from women-owned enterprises	6,557 Man-days of training	100% Employees received career reviews

Dynamic Workforce

[GRI 401-1]

At NEEPCO, employees are recognized as the cornerstone of the organization's success, advancing its mission to harness the nation's energy potential while ensuring environmental stewardship. We foster an employee-centric culture that emphasizes skill development, enabling us to retain a highly competent workforce while attracting new talent that strengthens our growth trajectory. Our team represents a vibrant mix of seasoned professionals and emerging talents, fostering a blend of perspectives, skills and experiences.

Particulars	Total	Male	Female
Employees			
Permanent	620	559	61
Other than Permanent	10	10	0
Workers			
Permanent	728	534	194
Other than Permanent	1,159	1,025	134

NEEPCO is committed to cultivating an open, inclusive and supportive work environment that enables both personal and professional growth. Our approach to workforce development emphasizes attracting and retaining talent through strong employee value propositions, while providing the resources and opportunities needed to thrive in a dynamic energy landscape. Our workforce reflects diversity across regions, with employees hired from multiple states of India.

Total Number of New Employee Hires by Age and Gender			
Age Categorization (years)	FY 2024-25		
	Male	Female	Total
<30	35	3	38
30-50	4	0	4
>50	0	0	0

We actively promote continuous learning, leadership development and skill enhancement, empowering employees to realize their potential and contribute meaningfully to organizational goals. This comprehensive focus on talent management strengthens workforce resilience, adaptability and preparedness for future challenges. In addition, we foster a culture of collaboration and accountability, extending the same principles of respect, fairness and integrity to partners and contractors as we do to our employees.

Employee Turnover Rate – broken down by Age Group for FY 2024-25	
Age Categorization (years)	Turnover (%)
<30	1.63%
30-50	0.84%
>50	16.04%

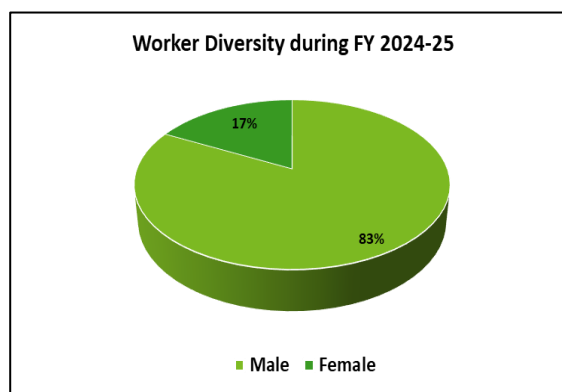
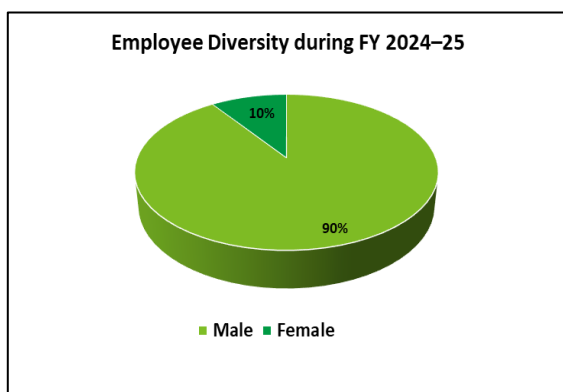
Permanent workforce Turnover at NEEPCO			
	FY 2024-25	FY 2023-24	FY 2022-23
Permanent Employees			
Male (%)	8.9	9.8	8.9
Female (%)	12.7	10.3	2.8
Permanent Workers			
Male (%)	19.1	7.2	7.3
Female (%)	10.5	3.8	8.9

Diversity and Inclusion

[GRI 405-1, 405-2]

NEEPCO is committed to providing equal career opportunities for women and supporting their growth within the organization which is also in line with NTPC's sustainability goals. We are dedicated to building a diverse and inclusive workplace that values different perspectives, drives innovation and gives voice to all.

Our goal is to create a culture where every employee feels respected, valued and empowered to succeed. We ensure fairness and inclusivity across recruitment, pay, performance reviews, career development and skill-building opportunities.



Age Group Distribution with Gender and Diversity Metrics							
Age group	Total	Male	%	Female	%	Minority	%
<30	61	54	89%	7	11%	10	16%
31-50	437	347	79%	90	21%	154	35%
>50	854	696	81%	158	19%	213	25%
Total	1352	1097	81%	255	19%	377	28%

The organization adheres to an Equal Opportunity Policy, which prohibits discrimination based on race, gender, nationality, age, caste, religion, physical ability, sexual orientation, or any other grounds. Read more about the policy [here](#).

Its recruitment practices are aligned with the Rights of Persons with Disabilities (RPwD) Act, 2016 and all offices are equipped to meet Government of India accessibility standards.

Ratio of Basic Salary of Women to Men during FY 2024-25	
Employee Categories	Ratio of basic salary of women to men
Board of Directors (BoD)	-
Key Management Personnel (KMP)	_*
Employees other than BoD and KMP	1.03
Workers	0.83

*There is no female representative at the BoD and at KMP role

NEEPCO also takes proactive steps to ensure adequate representation of persons with disabilities within its workforce. During FY 2024-25, 2 Persons with Benchmark Disabilities (PwBD) were recruited. As of March 31, 2025, the Company employs 18 differently abled employees and 26 differently abled workers. Reservations are provided in compliance with the Rights of Persons with Disabilities Act, 2016.

Talent Management

At NEEPCO, building a diverse and future-ready workforce is central to its people strategy. We actively attract talent from varied backgrounds, including women, by strengthening our employer brand and fostering an inclusive workplace culture. Our talent management approach is closely aligned with our sustainability goals, ensuring a resilient workforce capable of leading the energy transition.

All new employees participate in a mandatory foundation course designed to enhance leadership potential, after which they are placed under the guidance of experienced mentors to support their professional development. NEEPCO's Promotion Policy provides equal opportunities for career progression, reinforcing its commitment to fairness and meritocracy.

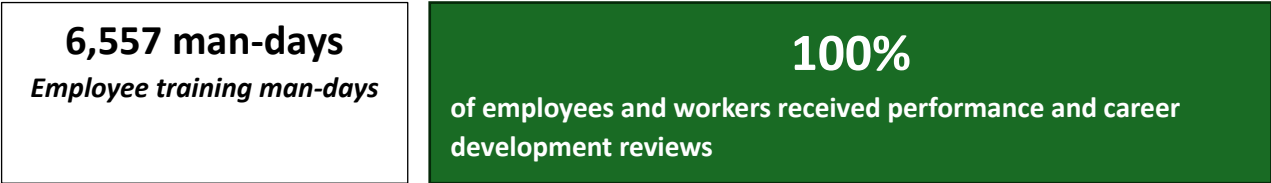
To further advance women’s careers, we are offering flexible working arrangements while also strengthening succession planning to build internal leadership pipelines with an emphasis on gender diversity. Regular performance evaluations and measurable targets ensure that employees receive structured feedback and continuous development opportunities.

We are committed to fostering an inclusive and supportive workplace for women through a range of initiatives. We ensure full compliance with Government of India guidelines, including provisions for maternity leave and child-care leave, to support work–life balance. We also extend financial assistance to Women’s Associations to strengthen their activities and community-driven initiatives. In addition, we organize special training programs on mental health and overall well-being, with a dedicated focus on women’s health, thereby promoting holistic development and empowerment. NEEPCO also invests in global exposure and skill enhancement by offering overseas training programs for eligible employees and facilitating cross-functional rotations that broaden capabilities and prepare the workforce for leadership roles.

Employee Training and Development

[GRI 404-1, 404-2, 403-3]

During the year, NEEPCO made significant progress in strengthening its human capital through strategic initiatives. Leveraging synergy with the parent company, NTPC Limited, we undertook initiatives to attract talented professionals from across the country.



We have established a dedicated Training and Development (T&D) Department to support the Company’s long-term vision by fostering a culture of continuous learning. The department provides high-quality training opportunities that help employees build new skills and strengthen existing ones, leading to improved performance, productivity and motivation across all levels of the workforce, including executives, supervisors and workmen.

Our programs cover functional training, leadership development and behavioral workshops, ensuring that learning is practical, relevant and inclusive. Each initiative is designed to equip employees with the right tools to excel in their roles and contribute meaningfully to the organization’s success.

Employees Training Participation in FY 2024–25				
Grade Wise	Types of Training			
	In-house Training	External Training (within India)	Overseas Training	Total

Executive	640	221	9	870
Supervisor	232	20	-	252
Workman	520	18	-	538
Total	1,392	259	9	1,660
Representation of Women Employees in Training				
In-house training			303	
External training (within India)			46	

To evaluate the effectiveness of training initiatives, feedback was collected from employees who participated in in-house, external and overseas programs. The insights were analyzed using sentiment analysis to better understand employee perceptions and experiences.

FY2024-25 Training Data									
Category/Level/ Grade of Employees	Total No. of Employees per Category			No. of Hours of Training per Category			Average hours of training per year per employee		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Associates	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Middle Management	504	48	552	10,142	1,103	11,245	20.12	22.98	43.10
Senior Management	257	57	314	2,757	833	3,590	10.73	14.61	25.34
Top Management	3	Nil	3	16	Nil	16	5.33	Nil	5.33
Supervisor	179	75	254	4,816	742	5,558	26.91	9.89	36.80
Workman	366	171	537	24,438	631	25,069	66.77	3.69	70.46
Sub-Contractors	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	1309	351	1,660	42,169	3,309	45,478	130	51	181

In addition to technical and leadership development, we also focus on behavioral and management training. These programs enhance professional competencies while also supporting employees' physical and mental well-being. By integrating wellness practices and personal development into its training framework, NEEPCO is cultivating a resilient, well-rounded workforce equipped to drive organizational success and long-term sustainable growth.



Topics for Employees Training

- ☐ Ethics, governance, conduct rules, and vigilance awareness.
- ☐ Public procurement, GeM, contract management, and administrative procedures.
- ☐ Reservation policies and roster management in CPSUs.
- ☐ Renewable energy, circular economy, carbon footprint, and ESG compliance.
- ☐ Solar PV systems, AI applications, and generator operations.
- ☐ Dam safety, sedimentation management, and risk assessment
- ☐ Fire safety, occupational health, cyber hygiene, and patient safety.
- ☐ Data analytics, SAP S4 HANA, and digital tools.
- ☐ Project planning, infrastructure finance, and FIDIC contracts.
- ☐ HR analytics, soft skills, gender inclusivity, and workplace trends.
- ☐ POSH Act training and awareness.
- ☐ Cultural and wellness initiative: Yoga Day, Hindi workshops, Lineman Diwas, and GRIDCON.



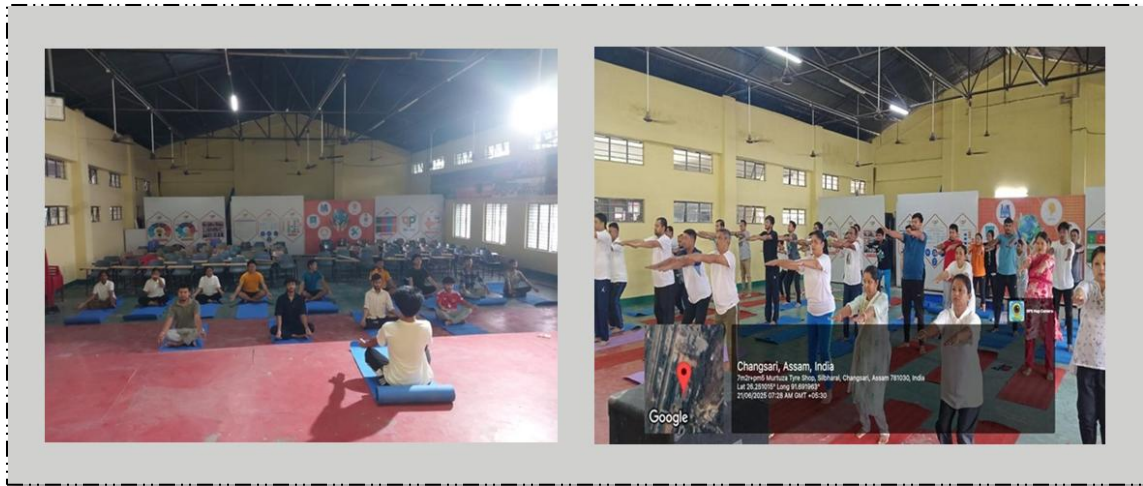
Topics for Workers Training

- ☐ Ethics, governance, conduct rules, and preventive vigilance (for non-vigilance staff).
- ☐ Reservation provisions and roster management in CPSUs.
- ☐ e-Procurement and procurement system training (including GeM portal).
- ☐ Gender inclusivity and POSH awareness programs.
- ☐ Productivity improvement and modern office management.
- ☐ Digital skills training, including basic computer courses and PMS.
- ☐ Official language promotion through Hindi workshops and technical language training.
- ☐ Health and wellness initiatives, including Yoga Day observance.
- ☐ Induction programs for new employees.

Employee Benefits and Wellbeing

[GRI 401-3, 402-1]

We provide comprehensive wellness programs designed to support the physical, mental and professional wellbeing of its employees with the belief that a healthy, engage and satisfied workforce is fundamental to achieving high productivity and creating sustainable business value. The Company also offers a broad range of employee benefits such as superannuation, retirement provisions, maternity and paternity benefits and comprehensive insurance coverage, onsite medical facilities and free healthcare for employees, their dependents and surrounding communities. Wellness programs include health check-ups, awareness drives and observance of International Yoga Day. Mental health support is integrated into employee engagement and grievance redressal systems.



Photograph 1: Observance of International Yoga Day on 21.06.2025

100% of employees and workers covered for PF, Gratuity, ESI, paternity, and maternity benefits.

Retirement provisions ensure 100% coverage for Provident Fund (PF) and Gratuity. Group Personal Accident Insurance and Social Security Schemes are in place for all eligible personnel. Additionally, transition assistance is provided through financial planning workshops for retirees and arranges post-retirement engagement programs.



NEEPCO provides comprehensive insurance coverage to its employees and workers, including health insurance, accident insurance, maternity benefits for all eligible female employees and workers and paternity benefits extended to 100% of male employees and workers.

Prioritizing Health and Safety

[GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10]

We place the highest priority on ensuring a safe, healthy and hazard-free work environment for all employees and workers. Doctors are posted in all the project sites and HQs and the health check-ups/ health related issues are addressed annually. This commitment is embedded in the Company's Sustainability Policy under the principle of Environmental and Social Responsibility and is operationalized through robust systems, recognized certifications and continuous improvement practices. Safety Policy— available on its website— ensures strict compliance with OHS regulations by all employees and workers. The management actively monitors safety practices through regular inspections





Photograph 2: Health Camps and Awareness sessions conducted across various plants

Identifying and Managing Work-Related Hazards

We have adopted a structured approach to managing work-related hazards through a comprehensive Hazard Identification and Risk Analysis (HIRA) process. The Safety Officer, in coordination with the Risk Officer, assesses inherent hazards, integrating Job Safety Analysis (JSA) at every work phase. This includes evaluating engineering controls, administrative measures and fire protection systems.

The senior management is directly responsible for supervising and ensuring adherence to all safety standards. The Company also maintains comprehensive medical facilities and emergency preparedness systems. On-site dispensaries and health centers are operational across multiple locations, offering free medical care to employees, their dependents and surrounding communities.

Occupational Health and Safety Management System

We are certified under established Occupational Health and Safety (OHS) Management Systems and adheres to stringent OHS standards across all its facilities. The Company places strong emphasis on safety across operations and is committed to providing a secure and healthy working environment for all employees and workers.

A comprehensive Safety Policy guides these efforts and is publicly accessible [here](#).

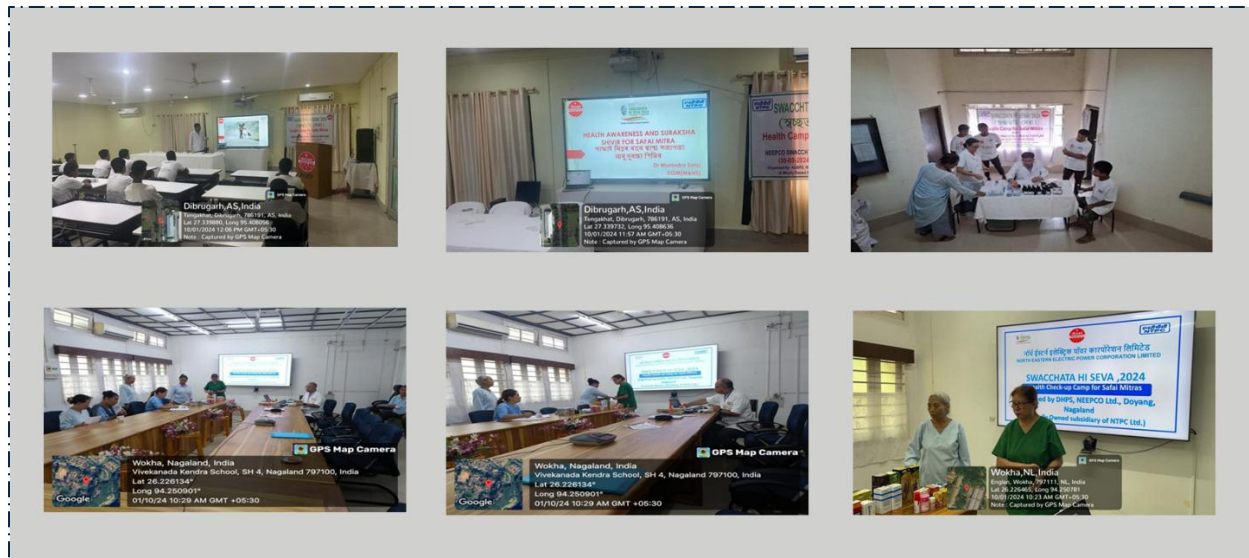
Each plant has designated officers responsible for maintaining records of hazardous incidents, safety awareness programs and training sessions. The Executive Director (O&M) oversees the overall hazard management process. Additionally, regular safety inspections, job safety analyses and safety audits are conducted to proactively identify and mitigate risks. Independent plant-level safety officers maintain detailed records of hazardous events and support compliance with safety protocols. Key onsite measures include:

- Fire safety infrastructure such as hydrants, sprinklers, CO₂ flooding systems, portable fire extinguishers and fire tenders
- Mandatory use of personal protective equipment (PPE)
- Regular safety training, fire drills and protocol adherence
- Restricted access to power plant areas, limited to authorized personnel
- Periodic review and updating of safety standards and procedures
- Health centers located at various plant sites are staffed with qualified medical professionals

In addition, employees and their families have access to cashless medical treatment through a network of empaneled hospitals across India.

In FY 2024–25, we recorded zero onsite fatalities, a Lost Time Injury Frequency Rate (LTIFR) of zero per one million person-hours worked, one recordable work-related injury and zero high-consequence work-related injuries or cases of ill health (excluding fatalities).

In the event of any safety-related incident, we conduct a thorough Root Cause Analysis (RCA) to identify the underlying factors contributing to the accident or non-conformity. Based on the audit findings, the Company initiates appropriate Corrective and Preventive Actions (CAPA) to eliminate the root causes and prevent recurrence. No such incidents have been identified for the reporting year.



Photograph 3: Health camps and clinics organized at various plants for Safai Mitras

Supplier Enlistment and Responsible Supply Chain

[GRI 2-8, 414-1, 204-1]

We recognize the importance of a responsible and transparent supply chain in supporting its long-term sustainability goals. Our sourcing strategy is anchored in ethical, environmental and inclusive principles and is guided by structured policies aligned with its Sustainability Policy and the National Guidelines on Responsible Business Conduct (NGRBC).

A rigorous vendor selection process is followed, facilitated through the Government e-Marketplace (GeM) portal. Vendors are selected via open tendering procedures that include multiple checkpoints such as compliance with labor laws, environmental safeguards and social responsibility. Only those suppliers who meet these criteria are considered for onboarding.

In addition to regulatory compliance, we require vendors to meet recognized standards including ISO 9001 (Quality Management), ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety Management). This integration of sustainability criteria into procurement processes aligns with the Government of India's Public Procurement guidelines.

To support regional development, particularly in remote and underserved areas, we follow a policy of prioritizing local suppliers and Micro and Small Enterprises (MSEs). This approach aligns with the Public Procurement Policy for MSEs (2012) and the Public Procurement (Preference to Make in India) Order (2017).

Input material (inputs to total inputs by value) sourced from suppliers:	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	25.09%	28.79%
Directly from within India	100%	100%

In FY 2024–25, 1.74% of procurement was from MSEs owned by SC/ST entrepreneurs and 5.53% from women-owned MSEs.

Compliance is actively monitored, with vendors required to maintain transparency in financial dealings, while all value chain partners are expected to adhere to applicable laws and ethical standards. This includes clauses related to child labor, forced labor, sexual harassment and discrimination. The Company collects Tax Deducted at Source (TDS) and verifies the submission of applicable taxes, reinforcing fiscal responsibility within the supply chain. We extend our commitment to health and safety to all contractors and value chain partners. Health and safety practices at project sites are regularly reviewed by project teams and no significant risks or safety concerns were identified during the reporting period. To ensure accountability and open communication, we provide value chain partners with access to grievance redressal mechanisms, including The Centralized Public Grievance Redress and Monitoring System (CPGRAM) portal and direct interaction with project teams.

No grievances were reported by suppliers or contractors during FY 2024–25

Human Rights

[GRI 406-1, 408-1, 409-1, 410-1, 411-1]

NEEPCO is guided by a dedicated Human Rights Policy, applicable to all employees, contractors and value chain partners, reaffirming its commitment to upholding human rights across every aspect of its operations. NEEPCO's Human Rights Policy, applicable from 15 September 2025 reflects its commitment to upholding international standards such as the Universal Declaration of Human Rights and ILO Conventions. The policy ensures a safe, inclusive and respectful workplace, prohibits child and forced labor and promotes equal opportunity across all operations and supply chains. As of February 01, 2025, 3.33% of NEEPCO's workforce comprises differently abled individuals. The Company actively engages with local communities to foster sustainable livelihoods and plans to launch employee engagement surveys to enhance workplace culture. A robust grievance redressal mechanism and periodic policy reviews, including third-party audits, ensure continuous improvement. Internal Complaint Committee (ICC) is responsible for addressing human rights issues, with reporting integrated into the Business Sustainability Report. Through adherence to stringent policies and standards, the Company fosters a workplace environment grounded in dignity, fairness and respect, demonstrating its strong dedication to ethical conduct and social responsibility.

During FY 2024–25, the Company reported no cases of human rights violations.

Human rights considerations are integrated into all tender bid documents and business contracts, addressing key issues such as child labor, forced labor, discrimination, workplace harassment (POSH) and fair wages. By embedding these clauses from the outset, we ensure that only vendors adhering to high ethical standards, required industry compliances and transparent processes are selected as partners. Furthermore, our human rights policy recognizes and supports employees' collective bargaining rights by endorsing labor unions across its operations.

100% of offices and plants were assessed for compliance with human rights standards.

Our approach to human rights is supported by a robust set of policies and compliance mechanisms, including:

- An Equal Opportunity Policy aligned with the Rights of Persons with Disabilities Act, 2016
- A comprehensive Code of Conduct for Board Members
- A Fraud Prevention and Whistleblower Policy, encouraging ethical conduct and transparency
- POSH (Prevention of Sexual Harassment) compliance, with Internal Complaints Committees (ICCs) established at all locations in accordance with statutory requirements

These frameworks ensure that human rights considerations are embedded into governance, management and day-to-day operations.

Grievance Redressal Mechanism

We are committed to fostering a transparent, ethical and inclusive workplace where all employees, workers and stakeholders can raise concerns without fear of retaliation. To support a culture of accountability and responsiveness, we have instituted a structured three-tier grievance redressal system accessible to all employees and workers. Complaints may be submitted through the following channels:

- Employee Portal (for permanent staff)
- Department Heads
- Contractors or site supervisors (for non-permanent workers)

If grievances remain unresolved, complainants have the option to escalate the matter to the Chairman and Managing Director, ensuring access to senior leadership for serious concerns.



Preventive Measures and Non-Retaliation

All business contracts executed by the Company include explicit clauses mandating compliance with human rights standards. Mechanisms are in place to ensure protection of complainants against any form of retaliation, safeguarding the integrity of the grievance process.

While no business processes required modification due to grievances in FY 2024–25, we continue to promote awareness and preventive action through regular communication, training and policy reinforcement.

Community Development

[GRI 203-1, 203-2, 413-1, 413-2]

We recognize that maintaining strong, positive relationships with local communities is essential to its operational success, especially given that many of its sites are located in remote areas inhabited by indigenous and tribal populations. Being attentive to the concerns of these communities and investing in their development is central to the Company's responsible business approach.

Environmental and Social Impact Management

Before starting any project, we conduct comprehensive Environmental Impact Assessments (EIA) and develops tailored Environmental Management Plans (EMP) to mitigate potential environmental effects. These plans undergo approval by the MoEF&CC, ensuring that environmental and social considerations are carefully addressed. Because many local communities depend on forests and agriculture for their livelihoods, these assessments also help safeguard their interests. Project Affected Families (PAFs) are

identified early and their specific needs are documented to support sustainable development throughout the project lifecycle.

Resettlement and Rehabilitation Framework

We follow a comprehensive Resettlement and Rehabilitation (R&R) framework that balances progress with the well-being of affected communities. This includes fair compensation, livelihood restoration and infrastructure development such as schools, medical facilities, roads and community halls, all aimed at improving local living standards.

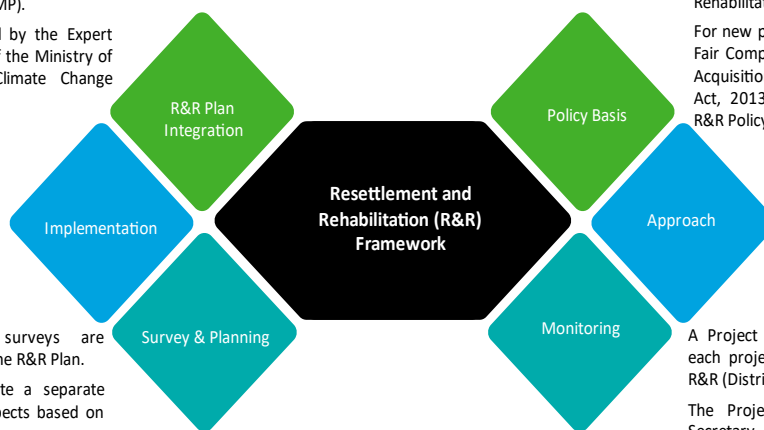
The R&R Plan is integrated into the Environmental Impact Assessment (EIA) and Management Plan Reports (EMP).

It is assessed and approved by the Expert Appraisal Committee (EAC) of the Ministry of Environment, Forest and Climate Change (MoEF&CC).

The R&R Plan is implemented in collaboration with the State Government, representatives from project-affected families, and other relevant stakeholders.

Detailed socio-economic surveys are conducted prior to finalizing the R&R Plan.

Future plans will incorporate a separate chapter on socio-cultural aspects based on ethnographic studies.



For Commissioned projects: Adheres to the National Policy for Rehabilitation and Resettlement, 2003, and the National Rehabilitation and Resettlement Policy, 2007.

For new projects: Complies with the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation, and Resettlement Act, 2013, and its amendments, and State R&R Policy/ Manual if available.

Focuses on protecting the rights of affected individuals, especially vulnerable groups.

Aims to find alternatives that minimize displacement and adverse impacts

A Project R&R Committee is established for each project, chaired by an Administrator for R&R (District Collector rank).

The Project Head serves as the Member Secretary, overseeing the monitoring and implementation of the R&R measures.

Read more about Rehabilitation And Resettlement [here](#).

Focus Areas and Stakeholder Engagement

The Company's community initiatives focus on key areas including education, healthcare, sanitation, skill development and rural infrastructure. To ensure transparency and responsiveness, community consultations are held regularly during project planning and implementation phases, including during Social Impact Assessments (SIA) and compliance with the Forest Rights Act (FRA). Community grievances are addressed through multiple channels such as the CPGRAM portal, Public Information Centers and project-level meetings, reinforcing open dialogue and accountability.

Sustainable Infrastructure Contributions

Our contributions to sustainable infrastructure include rainwater harvesting systems, solar-powered lighting, on-site medical dispensaries and improvements to rural roads and sanitation facilities. These efforts reflect the Company's commitment to fostering inclusive growth and improving the social and economic well-being of communities, especially in the North-East region.

CSR Governance

Our Corporate Social Responsibility (CSR) governance framework ensures that its community development initiatives are strategically aligned, ethically executed and transparently monitored. The governance structure is designed to uphold the principles of inclusive growth, stakeholder engagement and sustainable development.

**₹ 11.86 Crore
CSR Spend**

CSR Governance Framework

Our Corporate Social Responsibility (CSR) efforts are firmly guided by the Companies (Corporate Social Responsibility Policy) Rules, 2014, formulated in accordance with the Companies Act, 2013 and the revised Department of Public Enterprises (DPE) guidelines. The Company's CSR policy integrates economic, environmental and social considerations into its decision-making processes, thereby ensuring long-term value creation and sustainable growth. CSR policy can be found [here](#).

The administration of CSR initiatives follows a two-tier governance framework. At the highest level, the Board Level Committee on CSR (Tier-I) provides strategic oversight and direction to the Company's CSR activities, aligning them with our broader sustainability objectives. At the operational level, a Board Level Sub-Committee (Tier-II) manages the execution and day-to-day implementation of CSR programs. This two-tier structure ensures a balance between high-level guidance and effective on-ground delivery of CSR initiatives. Additionally, CSR initiatives are supported by internal policies including the Equal Opportunity Policy, Risk Management Policy, Water Conservation Policy and the Code of Conduct for Board Members, ensuring a comprehensive approach to responsible business conduct.

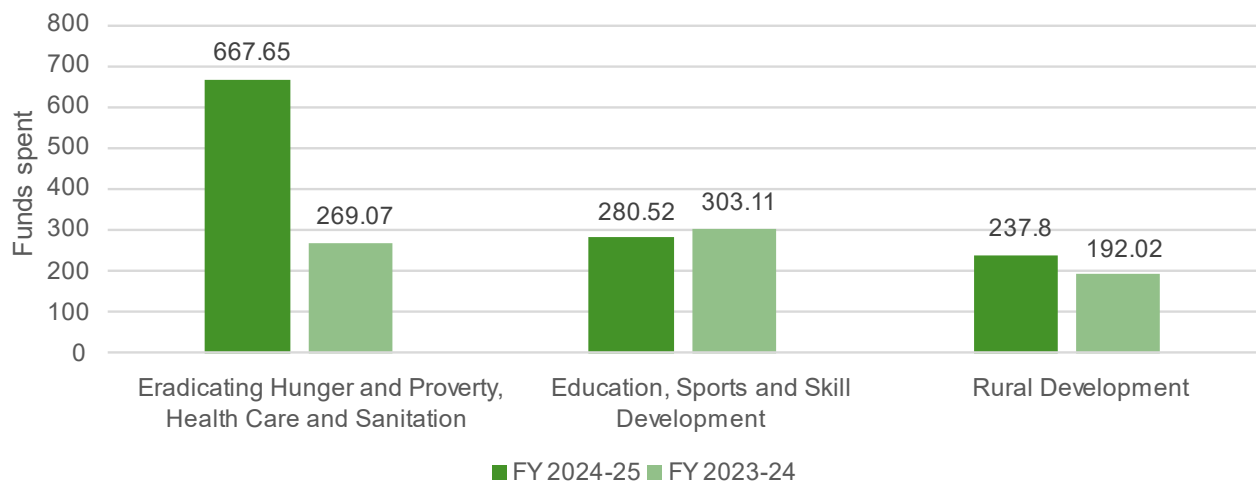
Through its extensive CSR outreach and investments, we strive to maximize the number of beneficiaries impacted by its programs, significantly improving their living conditions and livelihood opportunities. A substantial portion of these beneficiaries come from backward communities and marginalized groups, making the Company's efforts instrumental in generating multiplier socio-economic benefits. By fostering inclusive growth, we contribute to improving the overall economic conditions of the region, facilitating bottoms-up development. The organization's CSR priorities can be categorized as follows:

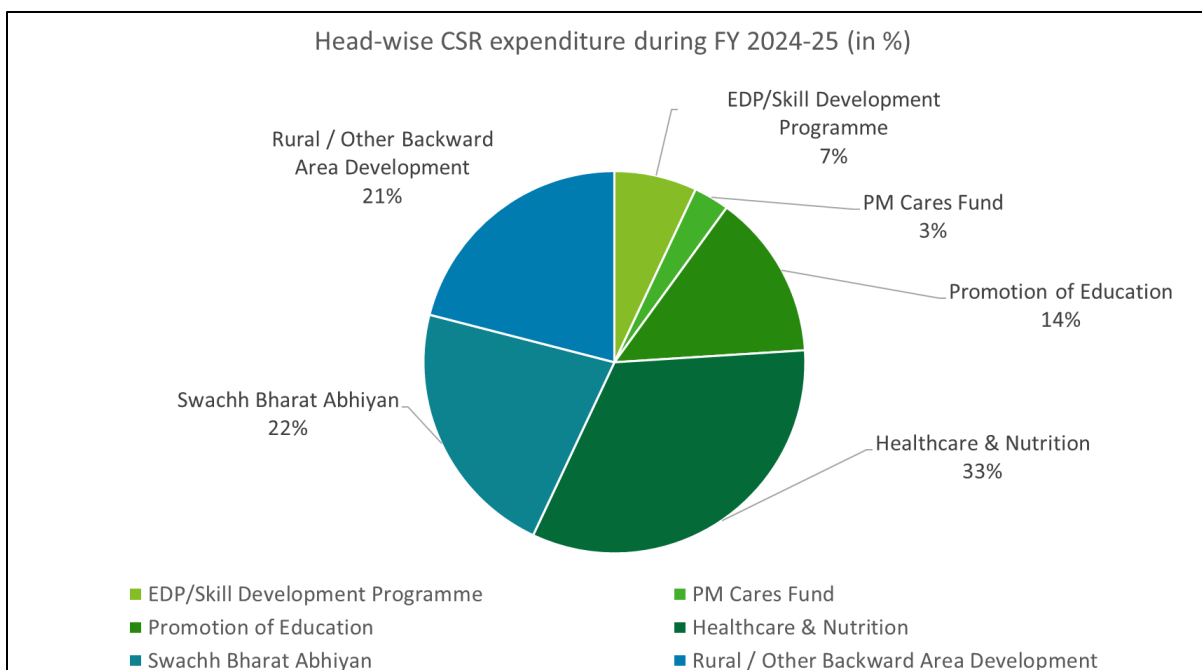


During FY 2024–25, we complied fully with CSR obligations under the Companies Act. In alignment with its commitment to inclusive development, besides different locations in the NE Region of India, we also invested ₹51.18 Lakh in CSR projects within aspirational districts, specifically in Ribhoi, Meghalaya. The Company also maintained an effective grievance redressal mechanism for CSR-related concerns, with two complaints received through the CPGRAM portal during the year, both of which were promptly resolved.

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education and Sports	9,460	92%
2	Promoting Healthcare and Nutrition	19,200	84%
3	Swachh Bharat Abhiyan	15,415	79%
4	Rural/other backward area development	14,550	90%
5	EDP/skill Development Program	720	71%

Sector wise CSR Expenditure (INR Lakh)





Promoting Education

NEEPCO plays a significant role in addressing infrastructural gaps in educational institutions across the Northeast. The Company has supported various schools and higher education institutes by providing essential teaching aids, including computers, projectors and other equipment. Regular book grants are extended to universities in North-Eastern states.

To assist economically disadvantaged students near project sites, we offer scholarships for higher and technical education. The Company has also adopted several Industrial Training Institutes (ITIs) and financially supports medical colleges by funding medical equipment.

We ensure the availability of schooling facilities at its project sites, benefiting employees' children and, where local options are limited, children from surrounding communities. Additionally, it sponsors five Vivekananda Kendra Vidyalaya (VKV) schools affiliated with the Central Board of Secondary Education (CBSE) at its operational plants.

Other initiatives include constructing classrooms, establishing digital libraries and science laboratories, installing a Mini Science Centre and upgrading facilities at the Asha Rehabilitation Centre for differently abled children. The Company also provides essential educational resources such as computers, printers, desks, benches, fans, teaching aids and laboratory equipment to further enhance the learning environment.

Girl Empowerment Mission (GEM)

The Girl Empowerment Mission (GEM) of NEEPCO is a dedicated initiative aimed at fostering the holistic development and empowerment of young underprivileged girls residing in the project locations of NEEPCO. This mission focuses on addressing gender inequality by creating inclusive platforms that nurture talent, build confidence and inspire aspirations. From May-July 2024, GEM conducted a series of curated workshops aimed at holistic development. The modules included:

Yoga and Physical Fitness	Self-Defense Training (Judo/Karate)	Fine Arts and Crafts	Basic Computer Literacy
Foundation Courses in Vedic Math	English Grammar and Vocabulary Building	Personality Development	Life Skills and Awareness Programs

Impact and Outreach: Through structured workshops and interactive sessions, the GEM workshops have had a transformative impact by instilling self-confidence and discipline among young girls, promoting their mental and physical well-being through structured activities, equipping them with essential life skills necessary for their future and encouraging them to dream big and strive for excellence in all aspects of life.



Photograph 4: Promoting education: Computer classes for girls for skill development

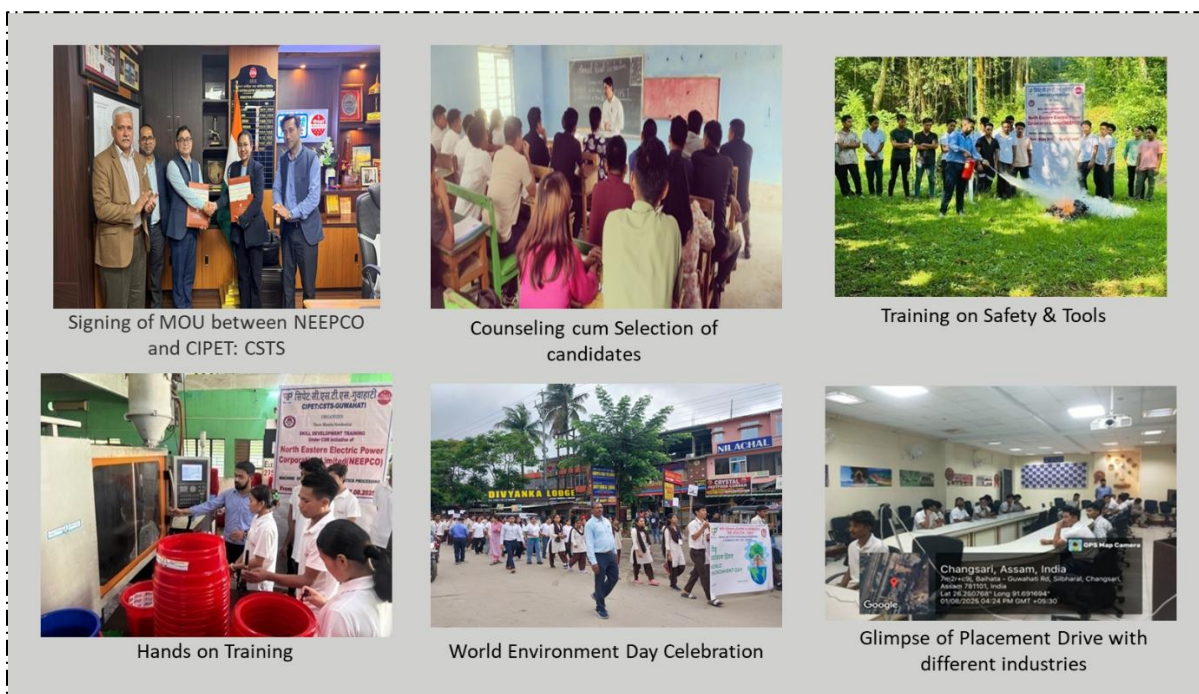


Photograph 5: Promoting skill development: Art and craft class for students

Entrepreneurship and Skill Development

During FY 2024–25, NEEPCO's skill development and livelihood programs benefited 720 individuals, with 71% of participants coming from vulnerable groups. These initiatives included entrepreneurship promotion through support to local Self-Help Groups (SHGs) and micro-enterprises, integrated closely with CSR projects in Ribhoi and other districts. The training programs were conducted in partnership with local NGOs, government agencies and technical institutions to ensure relevance and effectiveness. The programs were implemented across ten states, with a concentrated focus on the Northeastern region. Special attention was given to Aspirational Districts such as Ribhoi in Meghalaya, reflecting our commitment to inclusive regional development.

The training themes covered a broad range of skills, including electrical and mechanical trades, computer literacy and digital skills, tailoring, weaving, handicrafts, agro-based entrepreneurship, as well as hospitality and tourism services. These skill-building efforts aimed to enhance employability, generate sustainable income opportunities and empower youth and women.



Photograph 6: Skill Development Training Program for 60 Unemployed Youth

Skill Development and promotion of Sewing-based women entrepreneurship (Silai School) Project at Agartala, Tripura.

NEEPCO is dedicated to fostering entrepreneurship skills among potential women entrepreneurs to create opportunities for social and economic change. This includes offering financial assistance to small food processing units, startups and self-help groups, enabling marginalized individuals to secure their own livelihoods.



Photograph 7: Skill Development and promotion of Sewing-based women entrepreneurship (Silai School) Project



Photograph 8: Donation of 12 Nos. Sewing Machines to Gitanjali Mini Industries and Tailoring Training Centre, Bokuloni, Dibrugarh District, Assam

Healthcare and Sanitation

In FY 2024–25, NEEPCO's healthcare and nutrition programs reached approximately 19,200 beneficiaries, of whom 84% belonged to vulnerable and marginalized groups. The Company regularly conducted medical camps, health check-ups and awareness drives in project-affected areas. Key focus areas included maternal and child health, immunization and nutrition supplementation, aimed at improving overall community health outcomes.

To ensure sustainable health benefits, we installed water purification systems, handwashing stations and sanitary facilities in public institutions. The Company also maintained on-site dispensaries and health centers at project locations, providing free medical care to employees, their dependents and surrounding communities.



Photograph 9: Promoting nutrition: Regular balanced diet for the GEM girls



Photograph 10: School Health Check-up Camp



Photograph 11: Health check-up camp organized at various plants

Providing financial assistance to District TB Cell, Jorhat District Health (NTEP) Department to provide nutritional support to TB Patients in Jorhat District, Assam

As part of its CSR initiatives for FY 2024–25, we partnered with the District T.B. Centre, Jorhat, under the National TB Elimination Program (NTEP), to extend vital nutritional support to patients battling tuberculosis. Through the signing of a Memorandum of Understanding (MoU), we joined the *Pradhan Mantri TB Mukh Bharat Abhiyaan* as a **Nikshay Mitra (Donor)**, sanctioning ₹14.4 Lakh for this initiative.

The project aims to distribute **300 hygienic and nutritious food packets**, valued at ₹800 each, over a period of six months to TB patients across Jorhat District, Assam. For many of these patients, access to healthy and quality food remains a daily challenge. By providing regular nutritional support, the initiative not only alleviates immediate hardship but also contributes to faster recovery and improved overall well-being.

This partnership reflects our commitment to community health and social responsibility, ensuring that its CSR efforts directly improve lives in the region it serves.



Photograph 12: Shri Arup Saikia, CGM(Tech) has signed the MoU on behalf of NEEPCO and District TB Officer, Jorhat District, in presence of the Director (Technical) and other officials of NEEPCO



Photograph 13: Nikshay Mitra Food packets were distributed by the CGM (Tech) CSR to the needy TB Patients in Jorhat District, Assam in presence of the Deputy Commissioner, Jorhat District, Assam

Rural Development

Our community development efforts prioritize enhancing basic infrastructure in rural and backward areas to improve the quality of life for underserved populations. The key objectives include improving access to clean water, sanitation and electricity, supporting education, healthcare and livelihood opportunities and promoting climate-resilient infrastructure alongside sustainable practices.

During the fiscal year, our projects benefitted a significant number of individuals, with a strong emphasis on vulnerable groups. Approximately 14,550 beneficiaries were reached through rural and backward area development initiatives, of which 90% belonged to vulnerable communities. Our interventions in community development included the construction of essential infrastructure such as roads, culverts and community halls. The Company installed solar streetlights and drinking water systems, developed rainwater harvesting and sanitation infrastructure and supported rural schools, Anganwadi and health sub-centers to strengthen local services.

Supporting the Swachh Bharat Abhiyan

We actively support the Government of India's Swachh Bharat Abhiyan, recognizing sanitation and hygiene as essential to public health and human dignity. The Corporation integrates these initiatives within its CSR framework and implements them across its operational areas, with a special focus on rural and tribal communities. During the year, our Swachh Bharat initiatives benefitted 15,415 individuals, with 79% belonging to vulnerable groups. These efforts primarily targeted rural communities, schools and public institutions in the Northeastern Region and Aspirational Districts.

Our sanitation projects included the construction of individual household toilets and community sanitation blocks. Hygiene awareness campaigns were conducted in schools and villages through street plays, posters and workshops. Waste management efforts involved installing dustbins, composting pits and supporting solid waste segregation. Water and sanitation infrastructure improvements included setting up handwashing stations in schools, drinking water purification units and drainage and soak pit systems.

Programs were carried out in collaboration with local panchayats, NGOs and state health departments, with a particular emphasis on women and children to encourage behavioral change and improved hygiene practices. Sustainability was prioritized through the use of eco-friendly materials and low-water sanitation technologies, alongside the integration of rainwater harvesting and greywater reuse systems at select locations.

Distribution of food to the patients and their attendants at B. Borooah Cancer Institute, Guwahati

In FY 2024–25, we entered a Memorandum of Understanding (MoU) with the **Hare Krishna Movement, Guwahati** to support patients and their attendants at **Dr. B. Borooah Cancer Institute (BBCI), Guwahati**. Through this collaboration, we are funding the **PURE FOR CURE** initiative, which provides freshly prepared, hygienic *Satvik* meals to underprivileged out-patient department (OPD) visitors.

Under the scheme, **37,500 nutritious meal plates** were served over the year, backed by financial assistance of ₹15 Lakh from our CSR program. For patients undergoing treatment and their attendants, many of whom face financial hardship and lack access to safe and wholesome food, this initiative offers vital relief and dignity in a time of immense challenge.

The MoU was signed at the BBCI premises in the presence of **Shri B. Maharana, Director (Finance), NEEPCO; Dr. B.B. Borthakur, Director, BBCI; senior doctors; and officials of both organizations**. This initiative reflects our unwavering commitment to community welfare, food security and compassionate care for vulnerable groups, ensuring that its CSR contributions directly touch lives where support is needed most.



Photograph 14: Shri Arup Saikia, CGM(Tech) has signed the MoU on behalf of NEEPCO and His Grace Janardan Prabhuji, President Hare Krishna Movement, Guwahati



Photograph 15: Satvik Meals distributed to the patients and their attendants by the NEEPCO officials at the Kiosk.

Customer Relationship Management

[GRI 418-1]

We operate within a Business-to-Business (B2B) model, catering to the energy needs of residential, industrial and institutional sectors through strong partnerships that enable efficient energy delivery. These enduring collaborations foster long-term customer satisfaction and trust, reinforcing our commitment to transparent and ethical engagement with the customers.

We supply power to state-owned distribution companies (DISCOMs) through its diversified portfolio of hydropower stations, solar and thermal plants. The organization proactively coordinates generation schedules with the Northeastern Regional Load Dispatch Centre (NERLDC) well in advance and communicates any operational changes as per the Indian Electricity Grid Code (IEGC). NERLDC facilitates regional coordination, including timely communication of any power disruptions or discontinuations. Through these efforts, we strive to minimize service interruptions and provide stable, reliable energy supplies, enabling end customers to operate at optimal levels.

Customer Feedback and Grievance Redressal

Recognizing the importance of customer feedback, we maintain a structured and comprehensive grievance redressal mechanism. Consumer complaints are received and addressed through multiple channels, including online portals such as CPGRAM (<https://pgportal.gov.in>), phone calls, social media, letters, annual feedback forms and direct meetings with DISCOM officials. The Corporation maintains close ties with state-owned distribution companies and operates in full compliance with the Electricity Act, 2003. In FY 2024–25, only one payment-related complaint was registered, with zero pending complaints at year-end. Customer grievances are promptly documented, investigated and resolved to ensure timely satisfaction.

Customer Engagement Channels

We maintain continuous engagement with customers primarily through Power Purchase Agreements (PPAs) and routine commercial correspondence. Regular review meetings with DISCOM representatives and regional load dispatch centers, alongside workshops and seminars focusing on grid reliability, safety and operational coordination, further strengthen collaboration and transparency.

Service Reliability and Communication

In alignment with regulatory requirements, generation schedules are submitted to NERLDC and any changes are communicated in accordance with the IEGC. Safety instructions and operational updates are disseminated in local languages to ensure accessibility and comprehension among all stakeholders.

Continuous Improvement

Customer feedback serves as a critical input for continuous service enhancement and operational efficiency. Notably, there were no product recalls or service disruptions reported throughout the year, underscoring our dedication to reliable power supply and customer satisfaction.

GRI Index

GRI Standard	Disclosure	Section	Page No.
2-1	Organizational details	About NEEPCO	10
2-2	Entities included in the organization's sustainability reporting	About the Report	4
2-3	Reporting period, frequency and contact point	About the Report	4
2-4	Restatements of information	About the Report	4
2-5	External assurance	About the Report	4
2-6	Activities, value chain and other business relationships	About NEEPCO	10
2-7	Employees	Dynamic Workforce	60
2-8	Workers who are not employees	Supplier Enlistment and Responsible Supply Chain	70
2-9	Governance structure and composition	Corporate Governance Structure	25
2-10	Nomination and selection of the highest governance body	Board of Directors	25
2-11	Chair of the highest governance body	Board of Directors	26
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance	37
2-13	Delegation of responsibility for managing impacts	ESG Governance	37
2-14	Role of the highest governance body in sustainability reporting	ESG Governance	37
2-15	Conflicts of interest	Business Ethics and Accountability	32
2-16	Communication of critical concerns	Risk Management	34
2-17	Collective knowledge of the highest governance body	Capacity Building of Board Members	30
2-18	Evaluation of the performance of the highest governance body	Board of Directors	24
2-19	Remuneration policies	Remuneration	31
2-20	Process to determine remuneration	Remuneration	31
2-21	Annual total compensation ratio	Refer to Annual report Page 252	-

2-22	Statement on sustainable development strategy	Refer to Annual Report, Pg 5	-
2-23	Policy commitments	Business Ethics and Accountability	33
2-24	Embedding policy commitments	Business Ethics and Accountability	36
2-25	Processes to remediate negative impacts	Business Ethics and Accountability	36
2-26	Mechanisms for seeking advice and raising concerns	Business Ethics and Accountability	35
2-27	Compliance with laws and regulations	Board of Directors, Business Ethics and Accountability	35
2-28	Membership associations	Refer to Annual report Page 133	-
2-29	Approach to stakeholder engagement	Stakeholder Engagement	17
2-30	Collective bargaining agreements	Human Rights	71
3-1	Process to determine material topics	Materiality Assessment	20
3-2	List of material topics	Materiality Assessment	20
3-3	Management of material topics	Materiality Assessment	20
201-1	Direct economic value generated and distributed	Refer to Annual report Page 11	-
201-2	Financial implications and other risks and opportunities due to climate change	Materiality Assessment	20
201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits and Wellbeing	65
201-4	Financial assistance received from government	Refer to Annual Report, Page 63	-
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Refer to Annual report Page 120	-
202-2	Proportion of senior management hired from the local community	Dynamic Workforce	60
203-1	Infrastructure investments and services supported	Community Development	73
203-2	Significant indirect economic impacts	Community Development	73
204-1	Proportion of spending on local suppliers	Supplier Enlistment and Responsible Supply Chain	70
205-1	Operations assessed for risks related to corruption	Business Ethics and Accountability	32
205-2	Communication and training about anti-corruption policies and procedures	Business Ethics and Accountability	32

205-3	Confirmed incidents of corruption and actions taken	Business Ethics and Accountability	32
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Business Ethics and Accountability	32
207-1	Approach to tax	Business Ethics and Accountability	32
207-2	Tax governance, control and risk management	Business Ethics and Accountability	32
207-3	Stakeholder engagement and management of concerns related to tax	Refer to Annual Report, Page 169	-
207-4	Country-by-country reporting	NEEPCO Operated only in India	-
301-1	Materials used by weight or volume	Not Applicable to NEEPCO's Business Operations	-
301-2	Recycled input materials used	Not Applicable to NEEPCO's Business Operations	-
301-3	Reclaimed products and their packaging materials	Not Applicable to NEEPCO's Business Operations	-
302-1	Energy consumption within the organization	Energy Management	43
302-2	Energy consumption outside of the organization	Energy Management	43
302-3	Energy intensity	Energy Management	43
302-4	Reduction of energy consumption	Energy Management	47
302-5	Reductions in energy requirements of products and services	Energy Management	46
303-1	Interactions with water as a shared resource	Water and Wastewater Management	51
303-2	Management of water discharge-related impacts	Water and Wastewater Management	51
303-3	Water withdrawal	Water and Wastewater Management	51
303-4	Water discharge	Water and Wastewater Management	51
303-5	Water consumption	Water and Wastewater Management	51
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation	56

304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation	56
304-3	Habitats protected or restored	Biodiversity Conservation	56
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Conservation	56
305-1	Direct (Scope 1) GHG emissions	Emissions Reduction and Management	47
305-2	Energy indirect (Scope 2) GHG emissions	Emissions Reduction and Management	47
305-3	Other indirect (Scope 3) GHG emissions	Emissions Reduction and Management	47
305-4	GHG emissions intensity	Emissions Reduction and Management	49
305-5	Reduction of GHG emissions	Emissions Reduction and Management	48
305-6	Emissions of ozone-depleting substances (ODS)	Air (Non-GHG) Emissions Management	50
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Air (Non-GHG) Emissions Management	50
306-1	Waste generation and significant waste-related impacts	Waste Management	53
306-2	Management of significant waste-related impacts	Waste Management	53
306-3	Waste generated	Waste Management	53
306-4	Waste diverted from disposal	Waste Management	53
306-5	Waste directed to disposal	Waste Management	53
308-1	New suppliers that were screened using environmental criteria	Supplier Enlistment and Responsible Supply Chain	70
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Enlistment and Responsible Supply Chain	70
401-1	New employee hires and employee turnover	Dynamic Workforce	61
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Wellbeing	61
401-3	Parental leave	Employee Benefits and Wellbeing	61
402-1	Minimum notice periods regarding operational changes	No such operational changes occurred in the reporting year	-
403-1	Occupational health and safety management system	Prioritizing Health and Safety	67

403-2	Hazard identification, risk assessment and incident investigation	Prioritizing Health and Safety	67
403-3	Occupational health services	Prioritizing Health and Safety	67
403-4	Worker participation, consultation and communication on occupational health and safety	Prioritizing Health and Safety	67
403-5	Worker training on occupational health and safety	Prioritizing Health and Safety	67
403-6	Promotion of worker health	Prioritizing Health and Safety	67
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Prioritizing Health and Safety	67
403-8	Workers covered by an occupational health and safety management system	Prioritizing Health and Safety	67
403-9	Work-related injuries	Prioritizing Health and Safety	67
403-10	Work-related ill health	Prioritizing Health and Safety	67
404-1	Average hours of training per year per employee	Employee Training and Development	64
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training and Development	64
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Training and Development	64
405-1	Diversity of governance bodies and employees	Diversity and Inclusion	62
405-2	Ratio of basic salary and remuneration of women to men	Diversity and Inclusion	62
406-1	Incidents of discrimination and corrective actions taken	Human Rights	72
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights	72
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights	72
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	72

410-1	Security personnel trained in human rights policies or procedures	Human Rights	72
411-1	Incidents of violations involving rights of indigenous peoples	Community Development	73
413-1	Operations with local community engagement, impact assessments and development programs	Community Development	73
413-2	Operations with significant actual and potential negative impacts on local communities	Community Development	73
414-1	New suppliers that were screened using social criteria	Supplier Enlistment and Responsible Supply Chain	70
414-2	Negative social impacts in the supply chain and actions taken	-	
415-1	Political contributions	Business Ethics and Accountability	33
416-1	Assessment of the health and safety impacts of product and service categories	Not Applicable to NEEPCO's Business Operations	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not Applicable to NEEPCO's Business Operations	-
417-1	Requirements for product and service information and labelling	Not Applicable to NEEPCO's Business Operations	-
417-2	Incidents of non-compliance concerning product and service information and labelling	Not Applicable to NEEPCO's Business Operations	-
417-3	Incidents of non-compliance concerning marketing communications	Not Applicable to NEEPCO's Business Operations	-
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity, Customer Relationship Management	86