

Community Development: Corporate Social Responsibilities (CSR)

Strategic Approach to CSR

At JSW Energy, our Corporate Social Responsibility (CSR) approach is deeply anchored in the principles of sustainable development and inclusive growth. We believe our responsibility extends beyond business performance to creating meaningful, long-term impact in the communities we serve. Our CSR strategy focuses on key areas; education, healthcare, skill development, sports promotion, and environmental sustainability carefully selected to address local needs while supporting broader social progress. From improving access to quality education and essential healthcare services to equipping individuals with market-relevant skills, our initiatives are designed to foster resilience and economic independence at the grassroots level.

We work closely with local communities and leverage strategic partnerships to ensure our programmes are impactful, scalable, and aligned with evolving needs. Our commitment to environmental stewardship is reflected in initiatives that promote renewable energy, biodiversity conservation, and climate action. Across all efforts, we aim to create value that is both measurable and enduring. CSR at JSW Energy is not just an obligation; it is an integral part of our identity and a key driver of our vision to achieve business excellence while contributing to the well-being of society and the planet.





Vocational Centre, Barmer Plant



CSR Vision

Empower communities with sustainable livelihood



Mission

Empower citizens with better health, education and employment opportunities, and encourage sustainable development in key areas

Policies for Community Development

JSW Energy continues to work closely with the JSW Foundation, engaging in both independent and collaborative efforts to drive sustainable development across its areas of operation. The overarching policy guiding these initiatives is publicly available at: www.jsw.in/investors/energy/jsw-energy-sustainability-policies

In alignment with this policy, villages located in close proximity to JSW Energy's facilities are given priority and categorised as Direct Impact Zones (DIZ). Additionally, certain programmes may extend their reach to surrounding communities, which are recognised as Indirect Influence Zones (IIZ).

JSW Energy is committed to driving business excellence while fostering the well-being of society

CSR Focus Areas

Our CSR initiatives are strategically aligned with the key focus areas outlined under Schedule VII of the Companies Act, 2013:

CSR Focus Area	Activities Undertaken	SDG Alignment
Education	<ul style="list-style-type: none"> Construction of school buildings at Kaafnoo and Chansoo Infrastructure upgrades at Govt. Sr. Sec. School, Kilba SAMPARK education initiatives 	
Women Empowerment & Gender Equality	<ul style="list-style-type: none"> CHARKHA Women Livelihood Programme Observance of National Handloom Day & Women's Day 	
Healthcare & Wellbeing	<ul style="list-style-type: none"> Multispecialty health camps (IGMC Shimla, AIIMS Bilaspur) Eye screening camps & Health awareness sessions TB Mukht Bharat support 	
Livelihood & Skill Development	<ul style="list-style-type: none"> Entrepreneurship Development Programme Organic and dairy farming support Horticulture training and awareness camps 	 
Sports Promotion	<ul style="list-style-type: none"> SHIKHAR Boxing Programme Coaching, competitions, exposure camps, nutrition and psychology support for athletes 	 
Environmental Sustainability	<ul style="list-style-type: none"> Installation of solar street lights and solar geysers in rural areas 	 
Rural Development	<ul style="list-style-type: none"> Community infrastructure: roads, toilets, rain shelters, cremation sheds Park benches, street lighting, community halls, CCTV systems 	

CSR Governance / Board Oversight on CSR

At JSW Energy, Corporate Social Responsibility (CSR) is not just an obligation, it is a strategic pillar integral to the company's sustainable growth journey. The CSR Committee, under the vigilant oversight of the Board of Directors, plays a central role in ensuring that all CSR initiatives are thoughtfully planned, responsibly executed, and aligned with the company's long-term vision and values.

Strategic Alignment

The Board ensures that CSR efforts are closely tied to JSW Energy's broader strategic objectives. By actively participating in the planning and decision-making process, the Board helps steer initiatives towards areas that align with the company's mission—ensuring relevance, impact, and long-term value creation for communities.

Policy Development

Board members contribute significantly to shaping robust CSR policies and frameworks. These policies define the thematic focus areas, allocate budgets, and establish metrics for measuring impact. The emphasis remains on creating a structured approach that enables consistency, accountability, and effective implementation across all projects.

Resource Allocation

The Board oversees the strategic allocation of financial, human, and technological resources required to deliver on CSR goals. This includes assessing project proposals, ensuring responsible budgeting, and directing efforts towards high-impact areas that address critical social and environmental challenges.

Risk Management

The CSR Committee proactively identifies potential risks associated with CSR interventions whether reputational, operational, or regulatory and ensures that effective mitigation strategies are in place. This helps safeguard the company's integrity and ensures compliance with statutory obligations and industry standards.

Monitoring and Reporting

A robust monitoring and evaluation mechanism is in place to track the progress of CSR projects. The Board reviews regular updates and performance reports to

assess effectiveness, drive improvements, and ensure transparency. Insights gained through these reviews inform future planning and help enhance the overall impact of the CSR programme.

By embedding CSR into its governance framework, JSW Energy ensures that social responsibility is not a peripheral activity but a core business priority. Board-level engagement brings strategic foresight, rigour, and accountability strengthening the company's ability to deliver measurable and meaningful outcomes for society.

Consolidated CSR Spend

Initiatives	Amount Spent (in ₹ Crore)
Educational infrastructure & systems strengthening	6.59
Enhance skills & rural livelihoods through nurturing of supportive ecosystems & innovations	7.95
General community infrastructure support & welfare initiatives	5.38
Integrated water resources management	7.21
Public health infrastructure, capacity building & support programmes	4.76
Sports promotion & institution building	1.79
Waste management & sanitation initiatives	0.27
Total	33.95

Number of Beneficiaries directly through CSR Initiatives

Thematic Area	Initiative	Beneficiaries
Health & Nutrition	Medical Camps, Eye Screening, Community Clinic & Ambulance Services	15,000+ individuals
	Nutrition Support for TB Patients	327 patients
Sports Development	SHIKHAR Boxing Training & High-Performance Camps	90+ youth
	Competition Participation (State, National, International)	78 participants
	State Women's Youth Boxing Championship (hosted)	Local community engagement
Education & Learning	School Infrastructure Projects (Kaafnoo, Chansoo, Kilba)	Students and staff at 3 government schools
	SAMPARK Foundation – Teacher & Student Support	Schoolchildren and educators across programme locations
Skill Development & Livelihoods	Entrepreneurship Development Programme	30 artisans
	Kaladham Artisan Platform	100+ artisans
	CHARKHA Handloom Initiative	300+ women artisans
Community Development	Infrastructure Improvements (roads, toilets, lighting, benches, CCTV etc.)	Multiple local communities
Renewable Energy	Solar Street Light & Geyser Installations	Residents across 122 sites
Agricultural Livelihoods	Organic & Dairy Farming	386 farmers (276 in organic, 110 in dairy)
	Horticulture Training & Awareness Camps	15 trained farmers + outreach in Yangpa & Urni villages
	Integrated Livestock Development Programme	6,000 farmers, 18,000 livestock

CSR Initiatives

Health and Nutrition

JSW Hydro Energy is committed to improving healthcare in Kinnaur, Himachal Pradesh, through impactful initiatives. It organized two Multi-Specialty Medical Camps serving nearly 3,000 patients with free consultations and extensive diagnostics from IGMC Shimla and AIIMS Bilaspur specialists. An Eye Screening Camp benefited 400 people, and 327 nutrition baskets were distributed monthly to TB patients under the Pradhan Mantri TB Mukta Bharat Abhiyaan. Additionally, the Urja Community Clinic and ambulance services provided care to over 12,000 individuals, including eye screenings for 966 and general health check-ups for 1,801. These efforts prioritize preventive care and community outreach, fostering a healthier, more resilient population.

- Key Outcomes



Medical Camp, Sholtu

Sports and Promotion Development

The Company is committed to fostering sporting talent, with a particular focus on rural communities that often face barriers such as inadequate infrastructure, limited training opportunities, and poor access to nutrition. Through the JSW Foundation, we work to identify and nurture promising athletes—especially in the field of boxing by providing them with the resources and mentorship they need to thrive. In collaboration with government bodies and sports associations, we aim to help these individuals reach their full potential and represent India on international platforms.



High Altitude Boxing Academy, JSW Hydro Sholtu

1
2
3

SHIKHAR - India's Fearless Fighters

Under the SHIKHAR Boxing initiative, over 90 youth across four training centers Sangla, Nichar, Sholtu, and Urni receive regular coaching, gym sessions, and sports nutrition support. Seventeen boxers attended a high-performance camp at IIS Bellary, with five selected for full-time training. SHIKHAR athletes achieved podium finishes at state, university, and national levels, including Elite Nationals and Inter-University Games. A state women's youth boxing championship was hosted at Sholtu, furthering community engagement. Mental conditioning, high-altitude training, inter-center championships, and annual medical assessments were conducted to support holistic athlete development.

Key Highlights of Participation and Achievements

REC Talent Hunt – Noida

- Youth & Senior Category: 9 participants, winning 2 medals (1 Silver, 1 Bronze)
- Junior & Sub-Junior Category: 3 participants, winning 3 medals (1 Gold, 1 Silver, 1 Bronze)

Under-14 State School Championship – Bilaspur

- 6 participants, winning 4 medals (2 Gold, 1 Silver, 1 Bronze)

Elite Women's State Championship – Kullu

- 8 participants, winning 6 medals (4 Gold, 2 Silver)

REC Combined National Talent Hunt – Noida

- 4 participants, winning 2 medals (1 Gold, 1 Silver)

Under-17 & Under-19 Boys State Championship – Sunder Nagar

- 6 participants, winning 1 medal (1 Silver)

Under-19 Girls State Championship – Bilaspur

- 4 participants, winning 4 medals (1 Gold, 1 Silver, 2 Bronze)

Youth Men's State Championship – Reckong Peo

- 5 participants, winning 1 medal (1 Silver)

Elite Men's State Championship – Hamirpur

- 3 participants, winning 2 medals (2 Gold)

Intercollege Senior Girls Championship – Sundernagar

- 8 participants, winning 8 medals (5 Gold, 1 Silver, 2 Bronze)

Junior Girls State Championship – Kangra

- 7 participants, winning 5 medals (3 Gold, 2 Silver) JSW SHIKHAR Team awarded the Runners-up Trophy

Intercollege Boys Boxing Championship – Una

- 4 participants, winning 2 medals (2 Gold)

Under-17 School Boys & Girls National Championship – Delhi

- 5 participants, winning 1 medal (1 Silver)

Value Creation Story :

Case Story of Ashish Kumar: A Boxer's Journey from Humble Beginnings to National Glory

Ashish Kumar's journey in boxing is one of resilience, hard work, and unwavering support. Hailing from a poor family, where his father worked as a farmer and he had two brothers to support, Ashish's path to success in the sport was not easy. However, with immense dedication, and the backing of a strong support system of JSW, he has made a mark in the Indian boxing arena.

Early Life and Background:

Age 25 years, born in a rural village named Katgaon of Tribal District Kinnaur, Himachal Pradesh with limited resources, Ashish Kumar's early life was characterized by financial struggles. His father's earnings as a farmer were meagre, and with three children to look after, providing the essentials for a growing family was often difficult. Ashish, like many young boys from such backgrounds, was drawn to sports from an early age by his coach Mr Vijay Negi, not just as a means of escape but also as a hope for a better future.

Support from JSW:

The turning point in Ashish's life came when he received support from JSW. The support from JSW played a critical role in Ashish's rise from local talent to a national-level boxer. JSW not only provided him with the necessary training equipment and access to top-tier coaching but also financially supported him during every competition.

This partnership allowed Ashish to focus entirely on his training without the burden of financial worries.



Rise Through the Ranks:

Ashish's dedication to the sport, combined with his hard work, soon led him to compete in various national competitions. His remarkable progress became evident as he consistently performed well, earning recognition at multiple levels.

Here are some of his major achievements that showcase his growth in boxing:

1. Elite MEN'S National Boxing Championship at Ballary (2021) – Bronze
2. Elite MEN'S National Boxing Championship at Hisar (2022) - Bronze
3. 37th National Games at Goa (2023) - Silver
4. International Boxing Tournament in Kazakhstan (2023): Participation
5. All India University Games in Punjab (2024) - Gold
6. 38th National Games in Uttarakhand (2024-25) -Silver

Challenges and Determination:

Despite his growing success, Ashish's journey has been fraught with challenges. Coming from a poor family, every step in his career required immense sacrifices, both personally and financially. He had to balance his intense training schedule with the demands of family life. There were moments when the burden of sustaining a career in boxing seemed overwhelming, but Ashish's determination never wavered.

The consistent backing from JSW, along with his grit and dedication, allowed Ashish to overcome these challenges and reach the national stage. His family, especially his father, who worked tirelessly as a farmer, remained his greatest support. Their belief in his dreams motivated Ashish to continue pursuing boxing at the highest level.

Looking Ahead:

Ashish Kumar's journey is still unfolding. His achievements to date have made him one of the brightest prospects in Indian boxing. With the continued support of JSW and his relentless drive, Ashish is now targeting even bigger goals, including competing at international competitions like the World Boxing Championships and the Olympics.

Presently he is taking training at Sports Authority of India's National Centre of Excellence (NCOE) for Boxing in Rohtak.

Value Creation Story :

Education Infrastructure and Development work

JSW Hydro Energy Limited undertook key education infrastructure projects in the community during FY 2024-25, including the second phase construction of the Government Primary School building at Kaafnoo, the first phase construction of the Government Primary School building at Chansoo, and the development of staircases and a Kalamanch at the Government Senior Secondary School in Kilba, enhancing educational facilities and learning environments.

- Key Outcomes
- Skill Development



Skill Centre, Barmer



Vocational training at Maharashtra Project

Entrepreneurship Development Programme

On 12th September, 2024, the JSW Foundation, Sholtu, organised an Entrepreneurship Development Programme for 30 high-performing artisans. The session was led by Mr. Deepak David, Head of CSR, and focused on critical aspects of entrepreneurship, including marketing strategies, product costing, profit management, organisational frameworks, and effective record-keeping.

The programme was structured to be highly engaging, incorporating interactive elements such as brainstorming sessions, role plays, and simulation exercises. These activities provided participants with practical, hands-on insights into business operations. By equipping local artisans with essential entrepreneurial competencies, the JSW Foundation continues to strengthen community-based enterprise development and foster long-term economic self-sufficiency.

Skills and Livelihoods – Kaladham

Kaladham has emerged as a vital platform for economic empowerment, serving both as a marketplace for Self Help Group (SHG) products and as a hub for skill development in traditional crafts. By connecting with over 100 local artisans and achieving sales of ₹ 11 lakh in the past year, the initiative has fostered a self-sustaining model that supports and uplifts local communities.

- Key Outcomes
- Charkha



Vocational training Centre, Barmer

Preserving Heritage and Empowering Women through 'Charkha'



Charkha Program, JSW Hydro Sholtu

The CHARKHA initiative by JSW Foundation empowers over 300 women artisans in Himachal Pradesh by promoting traditional handloom weaving and fostering sustainable livelihoods. Artisans have showcased their handcrafted products at prominent platforms such as the India International Trade Fair, Dilli Haat, Kinnaur Mahotsav, and Dastkar Winter Mela, gaining national exposure and engaging directly with policymakers including the Textile Minister and Development Commissioner (Handlooms). A key milestone was the National Handloom Day celebration at Sholtu, which brought together over 300 artisans for cultural performances and awareness programmes. The launch of the CHARKHA Handloom House at Sholtu created a permanent sales outlet on the National Highway, enhancing market access for both traditional and contemporary weaves. Through these initiatives, CHARKHA strengthens women's economic independence while preserving the region's rich weaving heritage.

Value Creation Story

Phool Devi's Weaving Journey in Gradey Nichar

Phool Devi, a humble artisan from the village of Gradey Nichar in Kinnaur, Himachal Pradesh, had a small family of three. Before 2019, she used to do simple stitching work at home, barely earning enough to cover the family's monthly expenses. With an annual family income of around four lakhs, Phool's personal earnings were only about eighty thousand rupees.

Her life began to change when she joined the CHARKHA Centre in Nichar in 2019. Here, she learned new weaving techniques, experimenting with different yarns and designs that opened a new world for her creativity. Weaving soon became her primary source of income. Supported by her earnings, her daughter

Aashima pursued a B.Sc. in Nursing, and Phool Devi moved closer to her workplace, embracing a new chapter in her life.

Participating in local and national exhibitions helped Phool grow not just as an artisan but also as a confident communicator. "I used to be underconfident while speaking, but now I feel more comfortable talking with people," she shared happily.

Her master trainer, Mrs. Anjana Negi, praised her remarkable progress, especially her skill in working with delicate 2/72 yarn over the past several months. Phool Devi's journey is a shining example of how a small intervention and support can transform lives, bringing both skill and confidence to those who dare to dream.



Charkha Centre, JSW Hydro Sholtu

Community Development Works

JSW Hydro Energy Ltd advanced community development in FY 2024-25 through key infrastructure projects aimed at enhancing safety, accessibility, and quality of life. Initiatives included building an ambulance road, public toilet, mortuary shed, and rain shelters; installing 82 park benches and high mast lights; upgrading roads, parking areas, and community halls; and enhancing security with CCTV systems. These efforts reflect the company's commitment to strengthening infrastructure while fostering a sense of pride and well-being among residents.

Promoting Renewable Energy

JSW Hydro Energy Ltd actively promotes renewable energy to address the frequent electricity interruptions in the hilly and snowfall-prone region of Kinnaur. Recognizing the abundant and reliable potential of solar power, the company installed 122 solar street lights and 5 solar geysers across various locations in FY 2024-25, enhancing sustainable energy access and supporting the community's shift towards clean, renewable sources.

Driving Agri-Based Economic Inclusion

Agri Livelihood Program

Empowering farmers remains central to our agricultural efforts. We have engaged 276 farmers in organic cultivation and 110 in dairy farming, supported by training and milk collection centres, resulting in a daily collection of 1,100 litres and improved rural livelihoods. A 15-day horticulture training in Reckong Peo equipped 15 young farmers with practical skills, while awareness camps in Yangpa and Urni further trained local farmers in advanced cultivation techniques.

Interrelated Farming System (IFS) Model

Collaborating with Dr Balasaheb Sawant Konkan Krishi Vidyapeeth, we have implemented the IFS model across 38 villages, establishing 25 model farms and training 50 farmers. By engaging community resource persons and strengthening farm production systems, we are fostering agricultural sustainability and improving the overall well-being of farming households.



Club Food Programme

In partnership with healthcare professionals and community health workers, the Club Food Programme addresses malnutrition and supports maternal and child health. Through targeted home visits, counselling sessions, and awareness initiatives, we are ensuring individuals and families receive the guidance and care needed to lead healthier lives.

Integrated Livestock Development Centre Programme

In partnership with JK Trust, we have introduced a three-year initiative benefiting 18,000 livestock and involving 6,000 farmers. The programme has trained 20 artificial insemination technicians, enabling us to enhance rural livelihoods while harnessing technology to improve the sustainability of livestock management.



Education : SAMPARK Foundation

We are transforming the educational landscape through detailed school audits, refresher training for teachers, and the integration of innovative teaching and learning resources. By equipping educators and engaging students through interactive methodologies, we are fostering a dynamic learning environment and shaping the leaders of the future.



1
2
3



Key Governance Highlights

Zero

instances of corruption or
bribery reported

Zero

data breaches recorded

Board Composition and Diversity

Board size	12
Executive Directors	4
Non Executive Directors	1
Independent Directors	6
Woman Independent Director	1
Board Diversity	8.33%

1

2

3

Sr. no.	Name	Category & Board Independence	Committee details in JSW Energy Limited
1	SAJJAN JINDAL	Executive Director	None
2	PARTH JINDAL	Non-Executive - Non Independent Director	Member- Project Review Committee
3	SHARAD MAHENDRA	Executive Director	Chairman- Project Review Committee Member- Stakeholders Relationship Committee, Risk Management Committee, Corporate Social Responsibility Committee, Sustainability Committee
4	PRITESH VINAY	Executive Director	None
5	RUPA DEVI SINGH	Independent Director	Chairman- Compensation and Nomination & Remuneration Committee, Corporate Social Responsibility Committee Member- Audit Committee, Sustainability Committee
6	SUNIL GOYAL	Independent Director	Chairman- Audit Committee, Stakeholders Relationship Committee, Sustainability Committee Member- Compensation and Nomination & Remuneration Committee, Risk Management Committee
7	MUNESH KHANNA	Independent Director	Chairperson- Risk Management Committee Member- Audit Committee, Compensation and Nomination & Remuneration Committee, Stakeholders Relationship Committee
8	RAJEEV SHARMA	Independent Director	Member- Corporate Social Responsibility Committee, Project Review Committee
9	DESH DEEPAK VERMA	Independent Director	None
10	RAJIV CHAUDHRI	Independent Director	Member- Project Review Committee
11	AJOY MEHTA	Independent Director	None
12	ASHOK RAMACHANDRAN*	Executive Director	Member- Corporate Social Responsibility Committee, Project Review Committee

*Ceased to be a Director with effect from 9th April, 2025

Board Attendance in FY 2025 (%)	No of Directorship in listed entities including this listed entity(Refer Regulation 17A of Listing Regulations)	Areas of expertise
75	3	
87.5	1	
100	1	
100	1	
100	2	
100	3	
100	6	
100	2	
100	2	
100	1	
100	1	
87.5	1	

refer to the skill
matrix of Corporate
Governance Report
(Refer Link : [https://
www.jswn.in/energy/
jswn-energy-board-
directors](https://www.jswn.in/energy/jswn-energy-board-directors))

1

2

3

Committees of the Board



Audit Committee



Sustainability Committee



Risk Management Committee



Stakeholder Relationship Committee



Compensation and Nomination & Remuneration Committee



Project Review Committee



Corporate Social Responsibility Committee

JSW Energy's Compensation and Nomination and Remuneration Committee (CNRC) plays a pivotal role in upholding the Company's commitment to robust corporate governance.

The committee works towards:

- Identifying and recommending candidates for Board appointments, ensuring a diverse and competent leadership team.
- Formulating and overseeing the company's remuneration policy, aligning it with performance metrics and shareholder interests.

- Conducting performance evaluations of the Board and its committees to ensure effective functioning.
- Ensuring compliance with statutory requirements under the Companies Act, 2013, and SEBI regulations.

ESG Governance

- The ESG governance structure at JSW Energy aligns its corporate strategy with sustainability goals, enabling long-term value creation while enhancing risk management and resilience. By embedding ESG considerations into decision-making, JSW Energy promotes transparency, accountability, and stakeholder

trust, strengthening reputation and investor confidence. This approach empowers the Company to drive sustainable growth, safeguard the environment, and contribute meaningfully to society.

- The Sustainability Committee leads JSW Energy's climate action agenda. It evaluates climate-related risks and oversees key material issues such as water stewardship and biodiversity. The Committee Chair regularly monitors progress against targets, ensuring alignment with the Company's broader sustainability vision and effective oversight of critical ESG priorities.



Ethical Business at JSW Energy

JSW Energy upholds accountability, transparency, and integrity as core pillars of its long-term operational success. The Company's corporate governance framework is built on a foundation of trust and sustainable value creation, ensuring responsible growth for all stakeholders.

By fostering a culture of ethical awareness and encouraging responsible behavior across its value chain, JSW Energy remains committed to upholding the highest standards of ethical business conduct and sustainability best practices.

Codes and Policies

Code of Conduct

JSW Energy is guided by a robust Code of Conduct that reinforces the highest ethical standards throughout the organization, from the Board of Directors and senior leadership to all employees. The Company maintains a strict zero-tolerance stance on unethical behavior, including corruption and bribery.

Policy on Business Conduct

This policy reflects JSW Energy's unwavering commitment to sound governance, transparency, and ethical business practices. It outlines the Company's approach to addressing corruption, managing risks, and delivering long-term value through strong governance. The Board of Directors has formally adopted this policy to ensure consistent adherence across all levels of the organization.

Vigil Mechanism

JSW Energy continues to uphold its commitment to ethical, fair, and transparent business practices, anchored in the highest standards of professionalism, integrity, and honesty. Ethical conduct remains central to the Company's decision-making at all levels.

To reinforce this culture, JSW Energy has implemented a robust vigil mechanism that empowers employees and workers to confidentially report any irregularities, unethical behavior, or serious misconduct that could affect the business or its reputation. A clearly defined process ensures timely and effective resolution of such concerns.

During the reporting year, no confirmed cases of corruption were reported, underscoring the strength of the Company's ethical culture and governance framework.

Prevention of Sexual Harassment (POSH)

JSW Energy is committed to providing a safe, respectful, and inclusive workplace for all. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has a comprehensive POSH policy in place and has constituted Internal Complaints Committees to address any grievances in a fair and timely manner.

In FY 2025, there were no reported cases of sexual harassment, reflecting the Company's continued efforts to maintain a workplace culture rooted in dignity, equality, and mutual respect.

Risk Management

JSW Energy has adopted a Board-approved risk management framework aligned with the principles of the COSO Framework. Recognizing that enterprise risk management (ERM) is an ongoing and dynamic process, the Company emphasizes strong oversight and strategic guidance from the Board.

The Risk Management Committee plays a pivotal role by maintaining regular engagement with the Board of Directors and Plant Heads. It proactively identifies emerging risks and implements timely mitigation measures to ensure business continuity and long-term resilience.

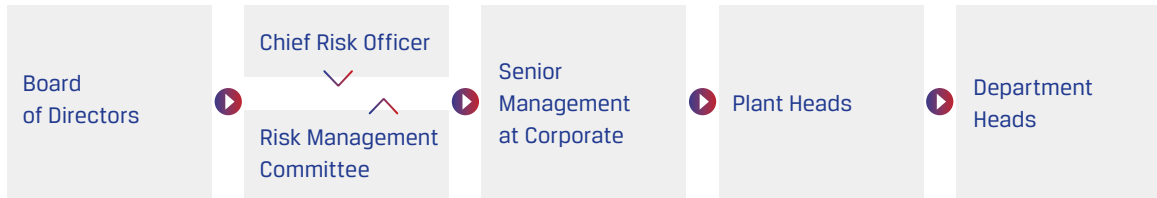
Enterprise Risk Management

The ERM at JSW Energy integrates the assessment of both potential opportunities and risks that could impact the organization. Its core objective is to enhance sustainable value creation across all operations and for all stakeholders.

The Company acknowledges that both emerging and known risks must be effectively managed and mitigated to:

- Safeguard the interests of shareholders and other stakeholders
- Achieve strategic and operational objectives
- Support long-term, sustainable growth

Risk Management Structure



Key and Emerging risks identified

Key Issue Identified	Mitigation plan
Fly Ash Management	<ul style="list-style-type: none"> All plants use ESPs to maintain dust levels within permissible limits. ESPs are maintained and upgraded as per OEM standards. Achieved 100% ash utilization through partnerships with cement and related industries. A 45,000 MT ash silo at Ratnagiri is operational, with ~90,000 MT fly ash exported as of Nov 2024.
Biodiversity	<ul style="list-style-type: none"> Biodiversity assessments conducted for multiple sites (Hydro-Sholtu, Ratnagiri, Tuticorin, Dharapuram, Sandur, Ind-Barath). Most sites are classified as medium to low risk; JSWE Utkal, Jharsuguda, and Ratnagiri are high to medium risk. A site-specific Biodiversity Management Plan is being developed for Ratnagiri. Biodiversity Risk assessment conducted at JSWE Utkal, Jharsuguda.

Business Continuity Management

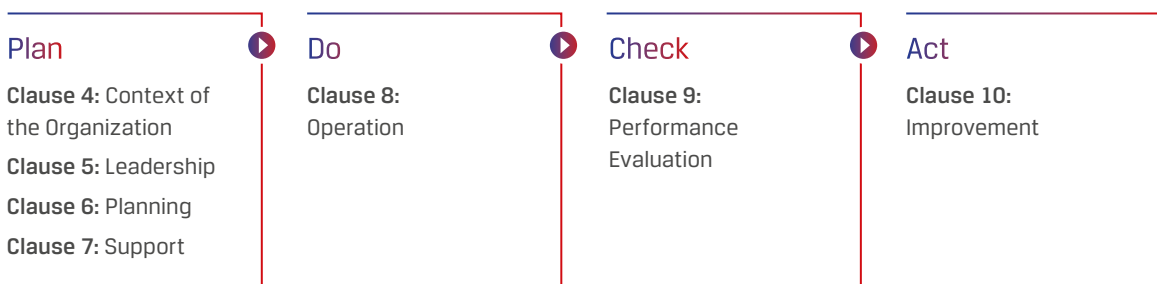
Business Continuity Management (BCM) is a structured approach aimed at identifying potential threats to the organization and evaluating their potential impact on operations should they occur.

It establishes a framework to strengthen organizational resilience and ensures a prompt and effective response to protect the interests of key stakeholders, as well as the Company's reputation, brand, and value-generating activities.

Facilities Achieving achieved ISO 22301 certification for Business Continuity Management Systems.

1. Barmer
2. Ratnagiri
3. Vijayanagar
4. Sholtu

Structure of ISO 22301:2019 Standard



Key Components of the Business Continuity Management System (BCMS)

- **Comprehensive Policy:** A formal policy outlining the organization's commitment to business continuity.
- **Defined Roles and Responsibilities:** Engagement of skilled personnel with clearly defined roles to ensure effective execution.
- **Structured Management Processes, including:**
 - Policy formulation
 - Planning, implementation, and operations
 - Performance assessment
 - Management reviews
 - Continuous improvement initiatives
- **Documented Resources:** Tools and documentation that support operational oversight and facilitate performance monitoring.
- **Organization-Specific BCM Processes:** Tailored processes relevant to the specific needs and risk profile

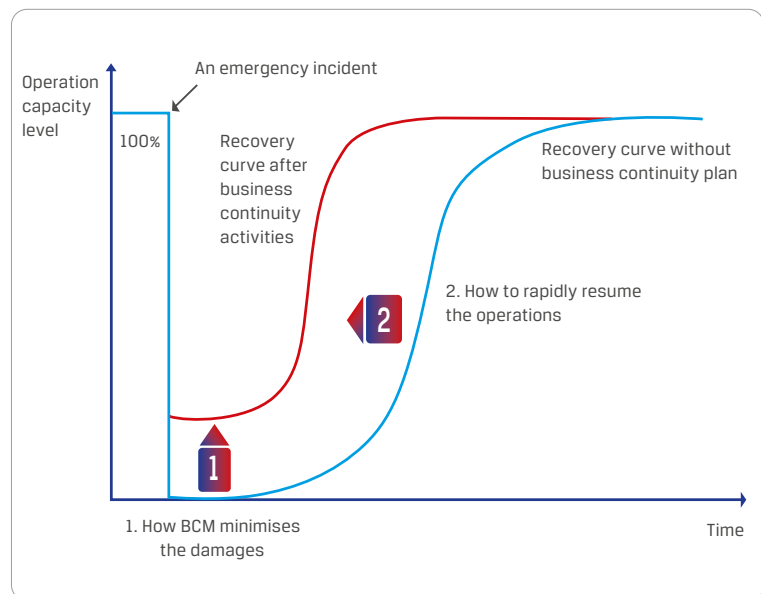
of the organization needs and risk profile of the organization.

Benefits of BCMS

At JSW Energy, the Business Continuity Management System (BCMS) plays a pivotal role in strengthening organizational resilience and ensuring uninterrupted operations during unforeseen disruptions. By proactively identifying risks, establishing robust response

strategies, and securing critical functions, BCMS minimizes downtime and safeguards stakeholder interests.

More than a procedural framework, BCMS reflects JSW Energy's enduring commitment to reliability, sustainability, and seamless service delivery. It enhances our agility in crisis response while reinforcing regulatory compliance, financial stability, and stakeholder trust.



The benefits of BCMS extend across multiple dimensions:

Perspective	Key Benefits
Business	Aligns with strategic goals, builds organizational resilience, protects brand reputation, and offers a competitive edge in the energy sector.
Financial	Reduces legal exposure and financial losses by minimizing operational disruptions and associated direct and indirect costs.
Stakeholder	Prioritizes employee safety, asset protection, and environmental stewardship, reinforcing trust and fulfilling stakeholder expectations.
Internal Operations	Enhances operational efficiency by identifying vulnerabilities, managing risks proactively, and maintaining performance during crises.

Through BCMS, JSW Energy ensures a state of preparedness, maintains business continuity, and upholds its commitment to operational excellence and stakeholder confidence.