

Business Responsibility and Sustainability Report

SECTION A – GENERAL DISCLOSURES

I. Details of the listed entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L74999MH1994PLC077041
2. Name of the Listed Entity	JSW Energy Limited
3. Year of incorporation	1994
4. Registered office address	JSW Centre, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051
5. Corporate address	JSW Centre, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051
6. E-mail	jswel.investor@jsw.in
7. Telephone	+91 22 42861000
8. Website	www.jsw.in
9. Financial year for which reporting is being done	2024-2025
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11. Paid-up Capital	₹ 17,47,76,84,510
12. Name of contact details of the person who may be contacted in case of any queries on the BRSR Report	<p>a) Director responsible for BRSR: Mr. Sharad Mahendra Joint Managing Director & CEO DIN: 02100401 Email: jswel.investor@jsw.in Phone: 022-42861000</p> <p>b) BRSR Head: Mr. Ashok Ramachandran Whole-time Director & COO Email: jswel.investor@jsw.in Phone: 022-42861000 (upto 8th April, 2025)</p> <p>c) Supported By: Mr. Prabodha Acharya Chief Sustainability Officer, JSW Group E-mail: prabodha.acharya@jsw.in Phone: 022-42861000</p>
13. Reporting boundary	Consolidated basis
14. Name of assurance provider	Bureau Veritas (India) Pvt. Ltd
15. Type of Assessment or Assurance obtained	Reasonable Assurance



Products and Services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Generation, Transmission and Trading of Renewable and Thermal Power	Production of Power / Electricity	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electricity / Power	351	100%

Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	61	14	75
International	0	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (Number of States)	14
International (Number of Countries)	1

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

Not applicable, as there are no associated export activities.

c. A brief on types of customers

The Company is a leading provider of energy solutions, catering to a diverse portfolio of business clients, with a primary focus on state electricity distribution companies. As a dynamic player in the energy sector, the company specializes in delivering tailored energy services to a range of B2B customers, including numerous distribution utilities, designated nodal agencies, Commercial & Industrial enterprises.

Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3,129	2,952	94.34%	177	5.66%
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	3,129	2,952	94.34%	177	5.66%
WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	7,132	6,959	97.57%	173	2.43%
6.	Total workers (F + G)	7,132	6,959	97.57%	173	2.43%



b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	3	75%	1	25%
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	4	3	75%	1	25%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	Total differently abled workers (F + G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	1	8.33%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers

	FY 2024-25 Current Year			FY 2023-24 Previous Year			FY 2022-23 Prior to Previous Year		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	10.24%	14.43%	10.46%	6.44%	7.26%	6.48%	4.44%	9.62%	4.68%
Permanent Workers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

* Recalculated as per GRI 401

Holding, subsidiary and associate companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity (Yes/No)
1	JSW Energy (Barmer) Limited	Subsidiary	100%	Yes
2	JSW Power Trading Company Limited	Subsidiary	100%	Yes
3	JSW Energy (Raigarh) Limited	Subsidiary	100%	No
4	JSW Neo Energy Limited	Subsidiary	100%	Yes
5	JSW Thermal Energy Limited (w.e.f. 21.08.2024)	Subsidiary	100%	No
6	Jaigad PowerTransco Limited	Subsidiary	74.00%	Yes
7	JSW Energy (Utkal) Limited (formerly known as Ind-Bharat Energy (Utkal) Limited)	Subsidiary	95.00%	Yes
8	JSW Hydro Energy Limited	Step down subsidiary	100%	Yes
9	JSW Energy (Kutehr) Limited	Step down subsidiary	100%	Yes
10	JSW Renewable Energy (Vijayanagar) Limited	Step down subsidiary	73.96%	Yes
11	JSW Renewable Energy (Amba River) Limited	Step down subsidiary	100%	No
12	JSW Renewable Energy (Cement) Limited	Step down subsidiary	73.95%	Yes
13	JSW Renewable Technologies Limited	Step down subsidiary	100%	No
14	JSW Renewable Energy (Dolvi) Limited	Step down subsidiary	73.96%	Yes
15	JSW Renewable Energy (Coated) Limited	Step down subsidiary	100%	Yes



S. No.	Name of the holding / subsidiary /associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity (Yes/No)
16	JSW Renew Energy (Raj) Limited	Step down subsidiary	100%	No
17	JSW Renew Energy (Kar) Limited	Step down subsidiary	100%	No
18	JSW Renew Energy Limited	Step down subsidiary	100%	Yes
19	JSW Renew Energy Two Limited	Step down subsidiary	100%	Yes
20	JSW Renew Energy Three Limited	Step down subsidiary	100%	No
21	JSW Renew Energy Four Limited	Step down subsidiary	100%	No
22	JSW Renew Energy Five Limited	Step down subsidiary	100%	No
23	JSW Renew Energy Six Limited	Step down subsidiary	100%	No
24	JSW Renewable Energy (Salem) Limited	Step down subsidiary	100%	Yes
25	JSW Energy PSP One Limited	Step down subsidiary	100%	No
26	JSW Energy PSP Two Limited	Step down subsidiary	100%	No
27	JSW Energy PSP Three Limited	Step down subsidiary	100%	No
28	JSW Energy PSP Six Limited	Step down subsidiary	100%	No
29	JSW Energy PSP Seven Limited	Step down subsidiary	100%	No
30	JSW Green Hydrogen Limited	Step down subsidiary	100%	No
31	JSW Energy PSP Eight Limited	Step down subsidiary	100%	No
32	JSW Energy PSP Nine Limited	Step down subsidiary	100%	No
33	JSW Energy PSP Ten Limited	Step down subsidiary	100%	No
34	JSW Energy PSP Eleven Limited	Step down subsidiary	100%	No
35	JSW Renewable Energy (Anjar) Limited	Step down subsidiary	100%	No
36	JSW Renew Energy Materials Trading Limited	Step down subsidiary	100%	No
37	JSW Renew C&I One Limited (w.e.f. 31.01.2024)	Step down subsidiary	100%	No
38	JSW Renew C&I Two Limited (w.e.f. 14.02.2024)	Step down subsidiary	100%	No
39	JSW Renew Energy Eight Limited (w.e.f. 09.02.2024)	Step down subsidiary	100%	No
40	JSW Renew Energy Nine Limited (w.e.f. 07.02.2024)	Step down subsidiary	100%	No
41	JSW Renew Energy Ten Limited (w.e.f. 09.02.2024)	Step down subsidiary	100%	No
42	JSW Renew Energy Eleven Limited (w.e.f. 24.02.2024)	Step down subsidiary	100%	No
43	JSW Renewable Energy (Salav) Limited (w.e.f. 17.01.2024)	Step down subsidiary	100%	No
44	JSW Renewable Energy Dolvi Three Limited (w.e.f. 05.02.2024)	Step down subsidiary	100%	No
45	JSW Green Energy Two Limited (w.e.f. 04.04.2024)	Step down subsidiary	100%	No
46	JSW Renew Energy Twelve Limited (w.e.f. 09.04.2024)	Step down subsidiary	100%	No
47	JSW Renew Energy Thirteen Limited (w.e.f. 09.04.2024)	Step down subsidiary	100%	No
48	JSW Green Energy One Limited (w.e.f. 10.04.2024)	Step down subsidiary	100%	No
49	JSW Renew Energy Fourteen Limited (w.e.f. 19.04.2024)	Step down subsidiary	100%	No
50	JSW Green Energy Three Limited (w.e.f. 22.05.2024)	Step down subsidiary	100%	No
51	JSW Green Energy Four Limited (w.e.f. 22.05.2024)	Step down subsidiary	100%	No
52	JSW Renewable Energy Coated Two Limited (w.e.f. 30.05.2024)	Step down subsidiary	100%	No
53	JSW Green Energy Six Limited (w.e.f. 20.06.2024)	Step down subsidiary	100%	No
54	JSW Green Energy Five Limited (w.e.f. 21.06.2024)	Step down subsidiary	100%	No
55	JSW Green Energy Seven Limited (w.e.f. 21.06.2024)	Step down subsidiary	100%	No



S. No.	Name of the holding / subsidiary /associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity (Yes/No)
56	JSW Renew Energy Fifteen Limited (w.e.f. 11.06.2024)	Step down subsidiary	100%	No
57	JSW Renew Energy Sixteen Limited (w.e.f. 11.06.2024)	Step down subsidiary	100%	No
58	JSW Renew Energy Seventeen Limited (w.e.f. 14.06.2024)	Step down subsidiary	100%	No
59	JSW Renew Energy Eighteen Limited (w.e.f. 04.07.2024)	Step down subsidiary	100%	No
60	JSW Renew Energy Nineteen Limited (w.e.f. 04.07.2024)	Step down subsidiary	100%	No
61	JSW Renew Energy Twenty Limited (w.e.f. 04.07.2024)	Step down subsidiary	100%	No
62	JSW Renew Energy Twenty One Limited (w.e.f. 04.07.2024)	Step down subsidiary	100%	No
63	JSW Renew Energy Twenty Two Limited (w.e.f. 04.07.2024)	Step down subsidiary	100%	No
64	JSW Renew Energy Twenty Three Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
65	JSW Renew Energy Twenty Four Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
66	JSW Renew Energy Twenty Five Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
67	JSW Renew Energy Twenty Six Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
68	JSW Renew Energy Twenty Seven Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
69	JSW Renew Energy Twenty Eight Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
70	JSW Renew Energy Twenty Nine Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
71	JSW Renew Energy Thirty Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
72	JSW Renew Energy Thirty One Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
73	JSW Renew Energy Thirty Two Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
74	JSW Renew Energy Thirty Three Limited (w.e.f. 08.08.2024)	Step down subsidiary	100%	No
75	JSW Renew Energy Thirty Four Limited (w.e.f. 09.08.2024)	Step down subsidiary	100%	No
76	JSW Renew Energy Thirty Five Limited (w.e.f. 09.08.2024)	Step down subsidiary	100%	No
77	JSW Renew Energy Thirty Six Limited (w.e.f. 09.08.2024)	Step down subsidiary	100%	No
78	JSW Renewable Energy Cement Two Limited (w.e.f. 09.08.2024)	Step down subsidiary	100%	No
79	JSW Renewable Technologies Two Limited (w.e.f. 09.08.2024)	Step down subsidiary	100%	No
80	JSW Green Energy Eight Limited (w.e.f. 18.10.2024)	Step down subsidiary	100%	No
81	JSW Green Energy Nine Limited (w.e.f. 18.10.2024)	Step down subsidiary	100%	No
82	JSW Green Energy Ten Limited (w.e.f. 18.10.2024)	Step down subsidiary	100%	No
83	JSW Green Energy Eleven Limited (w.e.f. 18.10.2024)	Step down subsidiary	100%	No
84	JSW Green Energy Twelve Limited (w.e.f. 18.10.2024)	Step down subsidiary	100%	No
85	JSW Renew Energy Forty Three Limited (w.e.f. 27.11.2024)	Step down subsidiary	100%	No
86	JSW Renew Energy Forty One Limited (w.e.f. 12.12.2024)	Step down subsidiary	100%	No
87	JSW Renew Energy Forty Six Limited (w.e.f. 12.12.2024)	Step down subsidiary	100%	No
88	JSW Renew Energy Forty Five Limited (w.e.f. 18.12.2024)	Step down subsidiary	100%	No
89	JSW Renew Energy Forty Four Limited (w.e.f. 19.12.2024)	Step down subsidiary	100%	No
90	JSW Renew Energy Forty Two Limited (w.e.f. 23.12.2024)	Step down subsidiary	100%	No
91	JSW Renew Energy Thirty Nine Limited (w.e.f. 23.12.2024)	Step down subsidiary	100%	No
92	JSW Renew Energy Forty Limited (w.e.f. 24.12.2024)	Step down subsidiary	100%	No
93	JSW Renew Energy Thirty Seven Limited (w.e.f. 24.12.2024)	Step down subsidiary	100%	No
94	JSW Renew Energy Thirty Eight Limited (w.e.f. 24.12.2024)	Step down subsidiary	100%	No



S. No.	Name of the holding / subsidiary /associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity (Yes/No)
95	Mytrah Vayu (Pennar) Private Limited	Step down subsidiary	100%	Yes
96	Bindu Vayu Urja Private Limited	Step down subsidiary	100%	Yes
97	Mytrah Vayu (Krishna) Private Limited	Step down subsidiary	100%	Yes
98	Mytrah Vayu (Manjira) Private Limited	Step down subsidiary	72.62%	Yes
99	Mytrah Vayu Urja Private Limited	Step down subsidiary	100%	Yes
100	JSW Vayu (Godavari) Private Limited (formerly known Mytrah Vayu (Godavari) Private Limited)	Step down subsidiary	100%	Yes
101	JSW Vayu (Som) Private Limited (formerly known as Mytrah Vayu (Som) Private Limited)	Step down subsidiary	100%	Yes
102	Mytrah Vayu (Sabarmati) Private Limited	Step down subsidiary	100%	Yes
103	Mytrah Aadhya Power Private Limited	Step down subsidiary	100%	Yes
104	Mytrah Aakash Power Private Limited	Step down subsidiary	100%	Yes
105	Mytrah Abhinav Power Private Limited	Step down subsidiary	100%	Yes
106	JSW Adarsh Power Private Limited (formerly known as Mytrah Adarsh Power Private Limited)	Step down subsidiary	100%	Yes
107	Mytrah Agriya Power Private Limited	Step down subsidiary	100%	Yes
108	JSW Advait Power Private Limited	Step down subsidiary	100%	Yes
109	Mytrah Akshaya Energy Private Limited	Step down subsidiary	100%	Yes
110	Nidhi Wind Farms Private Limited	Step down subsidiary	100%	Yes
111	Mytrah Vayu (Indravati) Private Limited	Step down subsidiary	100%	Yes
112	Mytrah Vayu (Tungabhadra) Private Limited	Step down subsidiary	100%	Yes
113	JSW Wind Power (Isapur) Limited (formerly known as Hetero Med Solutions Limited)	Step down subsidiary	100%	Yes
114	JSW Wind Power Limited (formerly known as Hetero Wind Power Limited)	Step down subsidiary	73.96%	Yes
115	JSW Wind Power (Pennar) Private Limited (formerly known as Hetero Wind Power (Pennar) Private Limited)	Step down subsidiary	100%	Yes
116	KSK Mahanadi Power Company Limited (w.e.f 06.03.2025)	Subsidiary	74.00%	Yes
117	Virya Infrapower Private Limited (w.e.f 12.03.2025)	Step down subsidiary	100%	No
118	JSW Energy Natural Resources Mauritius Limited	Subsidiary	100%	No
119	JSW Energy Natural Resources South Africa Limited	Subsidiary	100%	No
120	Royal Bafokeng Capital (PTY) Limited	Step down subsidiary	100%	No
121	Mainsail Trading 55 Proprietary Limited	Step down subsidiary	100%	No
122	South African Coal Mining Holdings Limited	Step down subsidiary	69.44%	No
123	SACM (Breyten) Proprietary Limited	Step down subsidiary	69.44%	No
124	South African Coal Mining Operations (Pty) Limited	Step down subsidiary	69.44%	No
125	Umlabu Colliery Proprietary Limited	Step down subsidiary	69.44%	No
126	Arnav Sunsolar Urja Two LLP	LLP of JSWNEL	100%	No
127	Energevo Lights LLP	LLP of JSWNEL	100%	No
128	Energevo Saurya MH Five LLP	LLP of JSWNEL	100%	No
129	Pyrite Buildtech LLP	LLP of JSWNEL	100%	No
130	Barmer Lignite Mining Company Limited*	Joint Venture**	49.00%	No
131	Toshiba JSW Power Systems Private Limited	Associate	4.64%	No

** Joint Venture of JSW Energy (Barmer) Limited and Rajasthan State Mines and Minerals Limited



CSR

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in ₹) – 12,639.49 Crore

(iii) Net worth (in ₹) – 27,361.43 Crore

Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.jswn.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Whistle-Blower-Policy-and-Vigil-Mechanism-15-04-24.pdf	0	0	NA	0	0	NA
Investors (other than Shareholders)	Yes https://www.jswn.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Whistle-Blower-Policy-and-Vigil-Mechanism-15-04-24.pdf	0	0	NA	0	0	NA
Shareholders	Yes https://www.jswn.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Whistle-Blower-Policy-and-Vigil-Mechanism-15-04-24.pdf	3	0	NA	1	0	NA
Employees and workers	Yes https://www.jswn.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Whistle-Blower-Policy-and-Vigil-Mechanism-15-04-24.pdf	0	0	NA	0	0	NA
Customers	Yes https://www.jswn.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Whistle-Blower-Policy-and-Vigil-Mechanism-15-04-24.pdf	0	0	NA	0	0	NA
Value Chain Partners	Yes https://www.jswn.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Whistle-Blower-Policy-and-Vigil-Mechanism-15-04-24.pdf	0	0	NA	0	0	NA
Others (please specify)	Yes https://www.jswn.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Whistle-Blower-Policy-and-Vigil-Mechanism-15-04-24.pdf	0	0	NA	0	0	NA



26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Strategy	Opportunity	In view of changing climate scenario, Climate strategy is focussed on identification of the risks and opportunities associated with climate change and their management. The company is focussed on harnessing opportunities in renewable energy to drive energy transition and support meeting India's 2070 Net Zero commitments.	NA	Positive
2	Greenhouse Gas Emissions & Energy Resource Planning	Risk	Refers to the usage of fossil fuels in power generation, which contributes to GHG emissions. GHG emissions contribute to climate change and global warming.	Supply Chain Decarbonisation Programme, Carbon Capture and Storage (CCS) technologies, Renewable Energy Projects.	Negative
3	Resource Use & Management	Opportunity	JSW Energy being the power producing company use large amounts of natural capital inputs (fossil fuel) such as coal, lignite and others in the power production process. Enhancing the resource efficiency and increasing the usage of materials with recycled and reclaimed content across business operations	NA	Positive
4	Life Cycle Management of Assets	Opportunity	Long-term management of assets and power plants for enhancing the reliability, product quality and operational eco-efficiency of assets. Ascertaining second life/end of life options for the assets	NA	Positive
5	Air Quality	Risk	Air quality and environment are affected due to discharge of Greenhouse gases, Ozone depleting substances (ODS), NOx and SOx into the environment. Air Quality Management refers to the organisation's strategy for reducing the emissions and increasing the operational eco-efficiency which can enhance the organisation's competitiveness through effective cost management and reduced environmental liabilities as it may have localized impacts on human health and the environment	Installation of Flue Gas Desulphurisation (FGD) units, ESP's to reduce Ash & particulate matter in flue gases, Supply Chain Decarbonisation Programme, Carbon Capture and Storage (CCS) technologies	Negative
6	Waste Management	Opportunity	Thermal Power plants generate fly ash which are being utilised for various construction industry application supporting circular economy and a revenue source for the company	Recycling, Reuse and disposal as per applicable norms	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Water Management	Risk	Power generation is highly water-intensive, particularly for thermal plants that use large quantities for cooling. Improper effluent management can harm ecosystems, freshwater quality, and community wellbeing. Effective water management involves careful planning, efficient distribution, optimal use, wastewater recycling, and minimizing freshwater consumption, which is crucial in water-scarce regions due to potential constraints and price volatility	Monitoring system to assess eco-efficiency. Optimize water usage by techniques like rain water harvesting etc.	Negative
8	Biodiversity	Risk	Management and monitoring of business activities resulting in significant impacts in the protected areas or areas with high biodiversity value around the operating locations. It also entails the strategies used by an organisation for the prevention and remediation of activities leading to biodiversity loss	Biodiversity Risk Assessment and Mitigation Plans to be adopted for moving towards No Net Loss of Biodiversity	Negative
9	Labour Relations	Risk	Labour relations management involves engaging with labourers and unions, ensuring compliance with human rights, and preventing forced and child labour. It also includes addressing any severe safety and environmental violations by the company or its suppliers.	Focused governance structure to oversee practices and concerns pertaining to this aspect. Third party human rights assessment, Whistle-blower Committee and compliance training covering human rights	Negative
10	Occupational Health and Safety	Risk	Power generation operations can present significant health and safety risks such as risk associated with operating heavy machinery, electrocution risk, etc. to employees and workers working at power plants.	Zero tolerance policy for safety breaches and risk awareness programmes	Negative
11	Economic Performance	Opportunity	The company's economic performance includes the economic value generated and distributed (EVG&D), defined benefit plan obligations, government financial assistance, and the financial implications of climate change. This performance reflects the company's economic health, management effectiveness, and offers insights into future outlook and growth prospects	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Business Model Resilience	Opportunity	Business model resilience measures an organization's ability to swiftly respond and adapt to disruptions or unplanned changes that could threaten its operations, people, assets, brand, or reputation. Given the multitude of risks businesses face today, it is crucial to analyze potential threats and prepare mitigation strategies in advance to minimize their impact.	NA	Positive
13	Technology, Product and Process innovation	Opportunity	Technology, product, and process innovation are crucial for companies to sustain growth in changing times, offering a competitive edge. These innovations enhance resource efficiency, reduce environmental impact, ensure safer working conditions, and create new market opportunities.	NA	Positive
14	Responsible Investment	Opportunity	Responsible investment involves integrating Environmental, Social, and Governance (ESG) considerations into investment decisions. This approach benefits the environment and society while offering attractive returns for investors. ESG-focused investments are increasingly appealing to those seeking to make a positive impact and achieve financial gains.	NA	Positive
15	Opportunities in Renewable Energy	Opportunity	With renewables expected to constitute 30% of global electricity by 2024 and India targeting a 50% non fossil based energy share by 2030, transitioning to renewables is crucial for energy companies to align with sustainability goals and capitalize on the growing green energy market	NA	Positive
16	Digitalization and Automation	Opportunity	Digitalisation and automation help companies to digitize routine processes, streamline workflows, operate faster, reduce costs, and improve productivity and efficiency. It may also help in providing transparent, faster, and timely services to customers.	NA	Positive
17	ESG-based ERM	Opportunity	ESG issues matter more than ever to investors, customers, stakeholders, employees, communities, and regulators. Strong ESG performance can lead to greater access to capital, talent, and business opportunities.	NA	Positive
18	End use efficiency and demand	Opportunity	Promoting energy efficiency reduces greenhouse gas emissions and operating costs for utilities, making it a cost-effective strategy for sustainability and financial savings. By offering incentives, education, and technology, utilities can empower consumers to save energy and reduce peak demand.	NA	Positive



SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Disclosures										
1.	a) Whether your entity's policy/ policies cover each principle and its core elements of the National Guidelines on Responsible Business Conduct (NGRBC). (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	https://www.jsw.in/investors/energy/jsw-energy-sustainability-policies								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none">• ISO 9001, ISO 14001, ISO45001, ISO 50001, ISO26000• IFC Performance Standards• OECD Guidelines• UNGC, guidelines• ILO Principles, ILO Convention on Human Rights• Report on Affirmative Action by CII• National Action Plan on Climate Change• National Environmental Policy• UN Sustainable Development Goals• Global Reporting Initiative (GRI)• Carbon Disclosure Project (CDP)• Dow Jones Sustainability Index (DJSI)• TCFD (Task Force on Climate Disclosure related Financial Disclosures)• IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to achieving net-zero emissions by 2050, leveraging cutting-edge carbon-free technologies in renewable energy, energy storage, and green hydrogen. As part of its ambitious vision, the Company aims to reach 30 GW of operational capacity by 2030. This goal will be met by strategically expanding its presence in the renewable energy sector through a balanced mix of inorganic, organic growth and strategic acquisitions. By adopting a methodical and innovative approach, the Company is poised to lead the transition to a sustainable energy future								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In order to become Net Zero by 2050, the organization has set Targets for Environment Sustainability through its 'TEN Commitments' which is available on the website. More specific and quantified targets for the Environment Sustainability are provided in the Annual Integrated Report of the Organisation under the Sustainability reporting. The FY 2020 baseline and FY 2025 performance can be seen in the table provided in the Integrated Report Sustainability report section.								
Governance Leadership and Oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer to Message from Chairman and Managing Director on Page number 34								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Sustainability Committee of the Board is responsible for implementation and oversight of the (Business Responsibility) policies.								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board Sustainability Committee is responsible for implementation of the Policies. The Committee comprises of three Directors out of which two are Independent Directors and one Executive Director along with two Permanent Invitees. The broad terms of reference of the Sustainability Committee are the adoption of National Guidelines on Responsible Business Conduct (NGRBC) relating to Social Environmental and Economic Responsibilities of Business in business practices of the Company, review the progress of initiatives under the purview of business responsibility (sustainability) and to periodically assess the ESG performance of the Company.								



Policy & Management Process:

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half - yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The board level Sustainability Committee meets twice in a year to discuss the progress against sustainability parameters of the Company and review the policies. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented. The Board guide actions to be taken and reviews the progress against each parameter in the next meeting									Half yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company complies with all statutory requirements of relevance to the principles periodically									The company complies with all statutory requirements of relevance to the principles periodically								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The processes and compliances are subject to scrutiny by internal auditors and regulatory bodies, as applicable. From both best practices and risk management perspectives, policies are periodically evaluated and updated by various department heads and business leaders, and subsequently approved by the management board. An internal assessment of the implementation of the Business Responsibility (BR) policies has also been conducted.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of directors	2	The Committee Meetings address a range of topics including all BRSR principles: climate change, biodiversity, water management, sustainability KPIs, global sustainability trends, industry best practices, external ratings and disclosures, stakeholder engagement, materiality, and climate change risks and opportunities.	100%
Key managerial personnel	5	a. Psychological Safety At Workplace b. Prevention of Sexual Harassment at Workplace c. Leadership Strategy d. JSW Values Impacts: 1. JSW Energy Features as Top 25 manufacturing workplaces in India (Culture Impact) 2. Zero POSH cases in FY 2025. 3. JSW Energy achieves 10,875 MW Operation capacity (Strategic Impact)	100%
Employees other than BoD and KMPs	4,634	Number of trainings given to Employees - 4,000+ Topics Including (Classroom, E-Learning, Peer-Peer Learning, Seminars, Webinars, etc.) Topics covered under the training - Behavioral - <ul style="list-style-type: none"> Growth Mindset Leadership with executive Presence Psychological Safety Business Acumen Facilitating Sustainable Change Functional - <ul style="list-style-type: none"> Financial Acumen Project Management Digivolve Journey (Advance training on various Digital Tools) Training on Waste Management Training on SAP Technical - <ul style="list-style-type: none"> Startup Optimization LDO HFO Charging & Drum PG Program-Energy Management and Climate Action Wet steam Erosion resistance & upgraded solution for High Pressure & Low Pressure Bypass valves Training on Welding and Inspection Servo to Proportional valve actuation system upgrade Impacts of training: <ul style="list-style-type: none"> Process Efficiency On -Time Generation Targets JSW Energy Featured as Top 25 manufacturing workplaces in India FY 2025 with consecutive certifications from last 3 years. JSW Energy achieves 10,875 MW Operation capacity (Strategic Impact) 	95%



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Workers	4019	Safety <ul style="list-style-type: none"> Permit to Work (Lockout/Tagout) Training Environment Electrical Safety Conveyor Safety Confined Space Entry Personal Protective Equipment Fire Fighting training Road Safety Lifting tools & tackles Impact Fire and Safety Workplace safety How to detect, report, and tackle workplace safety incidents. Impact: Impacts of training: <ul style="list-style-type: none"> Crisis Management Skills Safe Execution of Tasks Create a safe work Environment Low (Lost Time Injury Frequency Rate) Promote Zero Accident Culture 	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agency/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	No such cases	NA	0	0	0
Settlement	No such cases	NA	0	NA	NA
Compounding fee	No such cases	NA	0	NA	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agency/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	No such cases	NA		NA	NA
Punishment	No such cases	NA		NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	NA

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy.

Yes, JSW Energy has a board-approved Policy on Business Conduct that includes anti-corruption and anti-bribery practices. The Company mandates that all employees adhere to the policy's principles, fulfilling their responsibilities with good faith, discretion, and care, and upholding the highest standards of honesty, integrity, and fairness. This policy aims to establish the highest standards of business ethics. As part of this commitment, JSW Energy implements stringent anti-corruption measures to monitor and prevent unethical

behavior. To ensure ethical practices across the value chain, the Company has also established a Code of Conduct for suppliers and business partners, outlining the fundamental standards for ethical corporate behavior. The Policy strictly prohibits the use of bribery or any other unfair advantages, directly or indirectly, to secure or offer benefits, and forbids any promises to engage in such practices. The policy is available on: https://www.jsw.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Sustainability_Policies/JSWEL_Policy_on_Business_Conduct-v2.pdf (Refer Page no.6 of the Policy)

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

	FY 2024- 25 Current Financial Year	FY 2023-24 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024- 25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Number of days of accounts payables	97	94

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 Current financial year	FY 2023-24 Previous financial year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	46% (For Coal Purchase) 2% (for other material)	63%* (For Coal Purchase) 7.5% (for other material)
	b. Number of trading houses where purchases are made from	287	330
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA



Parameter	Metrics	FY 2024-25 Current financial year	FY 2023-24 Previous financial year
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	61% (for coal purchase)	42% (for coal Purchase) **
	b. Sales (Sales to related parties / Total Sales)	15%	15%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	77%	84%

* Coal is directly procured from the mines for Barmer and Utkal thermal plants

** Included related parties for the coal purchased for Barmer Plant.

Leadership Indicators

1 Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
11	<p>Topic 1: Supply chain Sustainability Awareness Program: To ensure our value chain partners are aware and sensitive to the environment sustainability opportunities and risks arising because of the climate change scenarios and are able to understand and support the climate change initiatives and covered topics under ESG.</p> <p>Topic 2: Plastic Pollution Impact: Created awareness about harmful effect of plastic pollution on environment and emphasis on single use plastic / No Plastic.</p> <p>Topic 3: Health & Safety Training: To ensure that the value chain partners are aware of the Risks and Hazards that arise due to the various business activities and they are able to identify and employ adequate safety measures for their workers</p> <p>Topic 4: Awareness Programme on Human Rights: Training imparted to Tier1 suppliers / contractors to create awareness about their inherent rights like right to life, the right to a fair trial, freedom from torture and other cruel and inhuman treatment, freedom of speech, freedom of religion, and the right to health, education and an adequate standard of living.</p>	52%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. JSW Energy has a robust Policy on Business Conduct in place. The Policy covers Code of Conduct, Conflict of Interest, Amendments, Affirmation and No Rights created. The Company ensures that all its Board Members and Senior Management adhere to the code of conduct to avoid situations of conflict of interest. The Company also periodically carries out assessments to map potential instances of conflicts of interests. It consults with both internal and external stakeholder groups to make sure this assessment process is robust.

Based on the results of this assessment process, the company will:

1. Re-engineer its business practices to remove any perceived threat of a possible conflict of interest occurring.
2. Monitor, evaluate and reaffirm the efficacy of both its external redressal system and accompanying internal systems, which can be used to highlight, investigate, and address any potential or actual conflicts of interest.
3. Provide the Board and employees with the necessary training regarding how to handle conflicts of interest.

The company has a policy of Code of Conduct for the Board Members & Senior Management which caters to the above requirement of avoiding / managing the conflict of interests involving the Board members. https://www.jsw.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Policies/Code_of_Conduct_for_Board_and_Senior_Management.pdf

(Please refer Page no. 2 of policy)

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

Essential Indicators

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

	FY 2024-25 Current financial year	FY 2023-24 Previous financial year	Details of improvements in environmental and social impacts
R&D	0%	0%	-
Capex	10.85%	16.61%	Lower GHG, Lower PM, Health and Safety, Creating more livelihood Opportunities. Majority of the Capex in FY 2025 has been used for the development of Renewable Energy projects (wind, solar, hydro and Battery Energy Storage System and Green Hydrogen). The renewable energy shall result in clean power enabling substantial reduction in GHG emissions along with Air pollution. On the social front, it also creates a lot of livelihood for locals related to agrovoltac farming enabling Just Transition elements.

2.
 - a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) -**
Yes
 - b. **If yes, what percentage of inputs were sourced sustainably?**
100%

Note: All our registered vendors and suppliers adhere to the Supplier Code of Conduct

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Waste type	Waste management procedure in place
Plastic (including packaging)	Not Applicable owing to the nature of business.
E-waste	Not Applicable owing to the nature of business.
Hazardous waste	Not Applicable owing to the nature of business.
Other waste (wastepaper and paper products)	Not Applicable owing to the nature of business.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same**

Not Applicable owing to the nature of business.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of Total Turnover Contributed	Boundary for which Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Name of the independent external agency that conducted LCA	Result communicated in public domain	If yes, provide the web-link
351	1. Electricity Generation	>1%	Cradle to Gate	Yes	Sphera	No, result awaited	-
	2. Fly Ash						



2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / Concern	Action taken
Not Applicable	-	NA

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	FY 2024-25 Current Period	FY 2023-24 Previous Period
Waste Gases	18%	8.81%
Water	12%	19.69%
Fly Ash	100%	100%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Waste Details	FY 2024-25 Current financial year			FY 2023-24 Previous financial year		
	REUSED	Recycled	Safely disposed	REUSED	Recycled	Safely disposed
Plastics (including packaging)	Not Applicable owing to nature of the business			Not Applicable owing to nature of the business		
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable owing to the nature of business	NA

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,952	2,952	100%	2,952	100%	NA	NA	2,952	100%	2,952	100%
Female	177	177	100%	177	100%	177	100%	-	-	177	100%
Total	3,129	3,129	100%	3,129	100%	177	100%	2,952	100%	3,129	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-



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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent employees											
Male	6,959	6,969	100%	6,959	100%	-	-	6,959	100%	6,959	100%
Female	173	173	100%	173	100%	173	100%	-	-	173	100%
Total	7,132	7,132	100%	7,132	100%	173	2.42%	6,959	97.57%	7,132	100%

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.1%	0.1%

Note:

2. Details of retirement benefits.

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	NA	NA	NA	0.00	NA
Others - please specify	One time relocation allowance at the time of retirement - Postretirement Medical Insurance coverage for employee & spouse up to the age of 75 years at a concessional rate					

3. Accessibility of workplaces

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

Yes, all premises / offices are accessible to differently abled employees and workers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes, JSW Energy is dedicated to upholding human rights and fostering an inclusive culture that embraces diversity. The Company's commitment to non-discrimination is reflected in its policy that ensures equal opportunities for everyone, regardless of religion, gender, caste, or disabilities. Through its Human Rights Policy, JSW Energy aims to safeguard human rights and strengthen a culture of inclusivity and equality within the organization. The policy can be viewed at: https://www.jsw.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Sustainability_Policies/JSWEL_Policy_on_Human_Rights.pdf

The Company also upholds a Policy on Labour Practices and Employment Rights, affirming its commitment to being an equal opportunity employer. This policy ensures that all employees are treated with respect and dignity, and are evaluated solely on their performance, regardless of race, religion, caste, gender, age, disability, or any other characteristic. The policy is available at: https://www.jsw.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Sustainability_Policies/JSWEL_Policy_on_Labour_Practices_and_Employment_Rights.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent workers	NA
Other than permanent workers	Yes All HR & Business Leads have set grievance handling mechanism
Permanent employees	Yes All HR & Business Leads have set grievance handling mechanism
Other than permanent employees	NA

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees / workers in respective category (A)	Number of employees/workers in the respective category, who are part of the association(s) or Union (B)		Total employees/workers in the respective category (C)	Number of employees/workers in the respective category, who are part of the association(s) or Union (D)	
			% (B/A)			% (D/C)
Total permanent employees	3,129	886	28.31%	2,500	957	38.28%
Male	2,952	851	28.82%	2,376	921	38.76%
Female	177	35	19.77%	124	36	29.03%
Total permanent workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No.(F)	% (F / D)
Employees										
Male	2,952	2,952	100%	2,901	98.27%	2,376	2,376	100%	1859	78.24%
Female	177	177	100%	177	100%	124	124	-	124	100%
Total	3,129	3,129	100%	3,078	98.37%	2,500	2,500	100%	1983	79.32%
Workers										
Male	6,959	6,959	100%	624	8.9%	5,299	5,299	100%	383	7.22%
Female	173	173	100%	11	6.4%	172	172	100%	15	8.7%
Total	7,132	7,132	100%	635	8.9%	5,471	5,471	100%	398	7.27%



9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,952	2,952	100%	2,376	2,376	100%
Female	177	177	100%	124	124	100%
Total	3,129	3,129	100%	2,500	2,500	100%
Workers						
Male	0	0	0.00	0	0	0.00
Female	0	0	0.00	0	0	0.00
Total	0	0	0.00	0	0	0.00

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?**

Yes, At JSW Group we are committed towards the Health & Safety of the employees and workmen. JSW Energy is certified with "Occupational Health and Safety Management System" and aligned with ISO 45001:2018 standards applicable to all the operations of the Company. We have also implemented the Safety Governance System i.e. various safety committees at all operational and projects sites for Monitoring and enhancing the safety culture of the plant and sites. JSW Energy safety management system is committed to prevent all injuries and work-related illnesses. The Group integrates health and safety as a core aspect of its operations, promoting a "Zero Harm" culture. Aspiring to exceed statutory health and safety requirements, the Group sets the highest standards and provides comprehensive training to employees, associates, contractors, and suppliers for safe working practices. The system facilitates risk assessment and implements controls for health and safety hazards in operations and activities. Regular audit and assurance programs are conducted, with timely actions taken to address identified issues. JSW Energy has implemented a safety software i.e. MySetu system to ensures prompt incident reporting, thorough root cause investigations, and the dissemination of lessons learned across all Group companies. Our safety management system has various tools to control and measure the safety performance of the sites i.e. Safety Procedures, legal monitoring, hazard identification procedure, change management and monitoring checklist etc.

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

JSW Energy has a very well-defined Safety Systems to identify the work related hazards and risk at sites. We have implemented various systems i.e. Permit to Work System, Safety observation system, Hazard Identification and Risk Assessment procedures are in place. Some of them are enlisted below: 1) Hazard Identification & Risk Assessment. (HIRA) 2) Barrier Health Management (BHM) 3) Quantitative Risk Assessment (QRA) 4) Job Safety Analysis (JSA) 5) Hazard and Operability Study 6) Safety Inspections 7) Safety Audits – Internal & External 8) Safety Observation System 9) Work place monitoring 10) Various Safety Committee Safety is reviewed by the Board as an important part of the Operations review every quarter. The safety performance of all locations is reviewed on a monthly basis by the Corporate Safety team and Senior Management of the Company.

- c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.**

Yes, JSW has a robust management procedure and system for reporting the workplace related hazards. The JSW Group has developed the safety cardinal rules to require all employees, business associates, and contractors to follow the "10 JSW CRITICAL SAFETY RULES" to reduce injuries and illnesses. These rules encourage safety discussions and improvements. The company employs a software system i.e. Mysetu for logging safety observations, where employees report unsafe acts, unsafe conditions, near-misses,



hazards, injuries, and accidents on monthly basis. These reports trigger alerts for mitigation, monitored weekly by the safety team and reviewed in monthly safety meetings. JSW expects all management levels and employees to proactively address hazards and halt unsafe work. The Safety Observation (SO) program engages the workforce, with leadership mandated to conduct shop floor walkthroughs. High-risk operations are improved using Risk Rating methods, brainstorming with teams, new technologies, safety barriers with engineering controls and administrative controls. Each major plant has enhanced at least 20 high-risk operational processes through the Barrier Health Management system. Every plant has conducted the risk assessment for each and every activity by involving the shop floor workmen and employees frequently.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, Jindal Sanjivani hospital (JSH) and (Occupational Health Centre) is available at most of the locations along with adequate personnel and equipment where the worker has access to all available medical healthcare services. Locations where JSH is not there, the organization usually has tie-ups with local hospitals for healthcare. Every Site has an ambulance and emergency vehicles available along with suitable trained personnel to handle any emergency.

11. Details of safety related incidents, in the following format:

Safety incident/number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	0.00	0.00
	Workers	0.61	0.15
Total recordable work-related injuries	Employees	0	0
	Workers	8	22
Number of fatalities	Employees	0	0
	Workers	5	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	3	1

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

The company prioritizes a safe and healthy workplace for all employees, workers, and third-party stakeholders. The leadership team of JSW Energy is very conscious about the safety and health of the employees and workmen. During the year, the Company conducted a 'Safety Culture Survey' by an external agency at various sites to understand the level of safety and areas of improvement. In FY 2025, major plants identified 25 high-risk scenarios through the Barrier Health Management tool, mitigating these risks with new safety systems to reduce their risk rating to below 8. Across all plants, employees reported and corrected over 102483 unsafe acts and conditions, preventing potential injuries and accidents. For wind turbine projects, Incident investigation, GWO and BBS training were completed for employees and workers. Additionally, we have also conducted the Subject Matter Expert (SME) training for more than 200 employees. Under the Contractor Safety management procedure, every contractor is assessed through the PQA (Pre-Qualification Assessment) and JSW CARES (Contractor Assessment & Rating for Excellence in Safety) program and continuous handholding is done by the Contractor Safety Management (CSM) team enabling the contractor to achieve a 5-star rating. Some of the other measures taken at the plants are as below: OHS Policy OHS Induction & OHS Trainings • Motivational Programs • Standard Operating Procedure • Occupational Health & Safety Committees • Mass Safety Tool Box Talks • Permit to Work • LOTO (Lock out Tag out) • Confined Space Entry • QRA (Quantitative Risk Assessment) • Manual Material Handling Assessment • Industrial Hygiene Survey • OHS Inspections • Barrier Health Management • Safety Kaizen • Hazardous Area Classification • Gas Monitoring • Near Miss Reporting System • Incident Investigation System • Contract Safety Management • Road Safety • Visual Display Management • Electrical Safety • Tools, tackles & equipment's inspection • Portable tools inspection

13. Number of complaints on the following made by employees and workers

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	NA	0	0	NA
Health & safety	0	0	NA	0	0	NA

14. Assessments for the year

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

JSW Energy has a robust management system for Safety Observation reporting, Incident Reports and Root Cause Analysis (RCA) reports at various operational plants and under-construction projects. The Company has also formed a various safety committees i.e. for Incident investigation, Safety Observation, Contractor Safety management etc. for monitoring and regular review of the safety system and also conduct the audit at sites to check the implementations. The following major Corrective and Preventive Actions (CAPA) have been implemented across all plants and project locations – along with the Safety induction training, all workers at solar plants shall be given an additional electrical safety training including the Do's & Don'ts before they can work inside the plant. Refresher Permit to Work training to be provided to JSW Energy and Contractor teams, explaining the critical skill of Risk Identification and mitigation strategies. - Risk Assessment of Lightening Arrestors (LA) at the Solar plants has been completed and CAPA are being implemented. -No worker to be deployed inside the plant without a competency & skill assessment. • At all solar plants, no PTW to be authorized without additional approval by JSW Site in charge / Authorized JSW team member apart from the C License Holder. • Pre-Start-up Risk Assessment and Checklist to be completed before use of all critical equipment's & machinery • Regular TBT before start of jobs • Monthly Mock drills for high risk situations • Utilizing LOTO safety system for all Electrical related jobs • Safety Observation system being followed at all locations • Special trainings like GWO (Global Wind Organization) trainings at all WTG locations • Emergency Response training & mock drills • Barrier Health Management High Risk mitigation initiatives • Contractor Safety Management (CSM) through PQA improvement and JSW CARES assessment The safety department at all locations continuously monitors the implementations of the safety systems & procedures by different project departments and every month conducts a Reward and Recognition program for employees and associates for reporting the safety observations, near miss and potential hazards. The leadership team presents the awards and motivates everyone to continue conditions leading to working safely and reporting the unsafe incidents leading to 'Zero Harm'.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of :**
 (A) **Employees (Y/N):** Yes
 (B) **Workers (Y/N):** Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**
 NA.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total number of affected employees/ workers		number of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Employees	0.00	0.00	0.00	0.00
Workers	8.00	1.00	4.00*	1.00

* For other 4 workers, family members were either not old enough or were not interested for employment. However, due compensation, insurance claim and ESIC pension as applicable, was provided to them

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

Note: NA

5. Details on assessment of value chain partner:

Details on assessment of value chain partners:	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	10.00
Working Conditions	10.00

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Safety Improvement opportunities were listed and given to value chain partners for implementation at their manufacturing unit. Additionally, periodic safety assessments are done with our fabricators, at various other locations eg. Baramati, Chakan and Ingole in Maharashtra, Nellore in AP and Trichy in Tamil Nadu. Here, the JSW Energy team does regular Safety Pep Talks, Tool Box Talks (TBT) with vendor teams. All contractors and value chain partners, working at the premises of JSW Energy are sufficiently trained on safety practices and systems, in line with JSW Energy safety systems, so that there are no safety violations from their end. This practice enables the value-chain partner to enhance their safety systems, practices and training parameters. Also, JSW Contractor Assessment and Rating for Excellence in Safety (CARES) assessment for contractors working within the plant premises helps to identify gaps in their safety systems and guides them to improve safety. This further improves their Star ranking amongst all the contractors, highest being 5 STAR. The 5 STAR rated contractor becomes a preferred contractor across the JSW Group.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Key stakeholders form an important group and play an important role to maintain sustainable operations of the organization. JSW Energy maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Institutions & Industry Bodies	No	Networking through meetings, brainstorming sessions, discussions, etc.	As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Employees	No	JSW World – Intranet portal, Newsletters, Employee satisfaction surveys – JSW Voice Pulse Survey, Emails and meetings, Training programs like Springboard, Employee engagement initiatives like WeCare and Samvedna, Performance appraisal, Grievance redressal mechanisms, Notice boards	Intranet – Daily Newsletter – Quarterly Emails – As and when required	To keep employees abreast of key developments happening in the company and also addressing their grievances
Investors/ Shareholders	No	Analyst meets and conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings, Conferences and Roadshows	Post results conference call every Quarte, AGM is annual, Investor Meetings / Conferences / Roadshows are planned in phases for the entire year	To articulate the Company's performance, operating environment, growth plans and risks
Governments & Regulatory Authorities	No	Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections	As and when required	Discussions with regard to various regulations, amendments, inspections, approvals and assessments.
Suppliers	No	Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: Advertisements, publications, website and social media	As and when required	Service existing business
Customer	No	Customer meets, Official communication channels: Advertisements, publications, website and social media, Conferences events, Phone calls, emails and meetings.	Frequent and as and when required	To acquire new customers and service the existing ones
Communities & Civil Society/NGOs	No	Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Impact assessment surveys, Official communication channels: Advertisements, publications, website and social media, Complaints and grievance mechanism	Frequent and as when required	Support CSR projects



Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the board.**

JSW Energy's stakeholder engagement strategy involving interactions is integrated into the company's medium- and long-term planning. This approach promotes shared growth and a prosperous future for society. Formal mechanisms are in place to engage key stakeholders constructively and gather valuable feedback, including areas covered by the NGRBC Principles. In FY 2025 the company has conducted a double materiality survey by taking the feedback from the various stakeholders to identify material issues across the ESG, which will be one of the drivers to align the sustainability actions of the organisation to the expectation of the stakeholders. The various committees of the Board (like CSR, Sustainability, etc.) are periodically updated on the engagement process and outcomes.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.**

Yes, JSW Energy engages with stakeholders to ensure their expectations are heard and integrated. Through the JSW Foundation, the company drives social development, focusing on poverty eradication, malnutrition, social equality, environmental issues, heritage preservation, and sports training. Collaborations with ESG experts and rating agencies help JSW Energy benchmark best practices and address stakeholder expectations. JSW Foundation also partners with communities and the government to tackle livelihood challenges, provide skill development, and offer educational support. Continuous stakeholder engagement is vital as the Company navigates the evolving ESG landscape, aiming to build a value-based, empowered society.

3. **Provide details of instances of engagement with, and actions are taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**

The Company is committed to building constructive relationships with all its stakeholders. Engagements with stakeholders are done on diverse issues. Proactive engagement with stakeholders provides the Company with insights that help to gain information on material issues, shape business strategy and operations, and minimise the risk of reputation. For details, please refer to page 56 of the Sustainability Report within the Integrated Annual Report.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3,129	1,814	58%	2,500	1,750	70%
Other than permanent	-	-	-	-	-	-
Total employees	3,129	1,814	58%	2,500	1,750	70%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	7,132	4,493	63%	5,471	3,830	70%
Total workers	7,132	4,493	63%	5,471	3,830	70%



2. Details of minimum wages paid to employees and workers

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	3,129	0	0.00	3,129	100%	2,500	0	0.00	2,500	100%
Male	2,952	0	0.00	2,952	100%	2,376	0	0.00	2,376	100%
Female	177	0	0.00	177	100%	124	0	0.00	124	100%
Other than permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than permanent	7,132	0	0.00	7,132	100%	5,471	0	0.00	5,471	100%
Male	6,959	0	0.00	6,959	100%	5,299	0	0.00	5,299	100%
Female	173	0	0.00	173	100%	172	0	0.00	172	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	10	37,65,000	1	36,10,000
Key managerial personnel	-	-	1	1,37,47,024
Employees other than BoD and KMP	2,949	9,10,008	176	8,00,004
Workers	-	-	-	-

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	4.89%	4.11%

4. Do you have a focal point (individual/ committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

Note: Human rights is a sensitive issue and JSW Energy has zero tolerance to Human Rights violation. Human Rights is one of the 17 Key Focus areas for the Organisation. For any Human Rights violation, whenever reported, shall be investigated by a special committee nominated for the purpose by the Senior leadership / JMD & CEO.

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

The Company prioritizes a robust Grievance Redressal process to address employee concerns swiftly and fairly. It upholds a clear Code of Conduct & Employee Service Rules, defining employee responsibilities and conduct standards. Employees can easily register grievances online via a dedicated portal link or through the HR department. A dedicated High-Level Committee ensures prompt resolution of registered issues. These mechanisms form the bedrock of fostering a diverse and inclusive workplace culture.

6. Number of complaints on the following made by employees and workers:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child labour	0	0	NA	0	0	NA
Forced labour/Involuntary labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights-related issues	0	0	NA	0	0	NA

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

The Company is dedicated to fostering a culture of diversity and inclusion, encouraging employees to bring their authentic selves to work. It promotes equal opportunity for all, regardless of gender, religion, caste, race, age, community, physical ability, or gender orientation, through a non-discriminatory policy framework. Prioritizing a safe and congenial work environment, the Company ensures employees can perform at their best. With a robust Grievance redressal process and clear Code of Conduct & Employee Service Rules in place, the Company establishes the foundation for a diverse and inclusive workplace culture

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

Yes. The business agreements and contracts do include the Company's expectations to promote sustainability, fair competition and respect for human rights and all our registered suppliers adhere to our Supplier Code of Conduct which is mentioned in all our contracts wherein Human Rights is one of the key principles of our Supplier Code of Conduct.

10. Assessments of the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

There were no significant risks or concerns immediately raised by the entity (considering Q10).

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

As the entity has not raised any significant Human Rights issues in the FY 2025 assessment, no business process was modified / introduced due to this. However, the final report is awaited based on which the company shall take a call whether any business process needs modification or not.

2. Details of the scope and coverage of any Human rights due diligence conducted.

The Human Rights due diligence covered the various stakeholders like employees, contractual workers, senior leadership, suppliers, nearby community and families of the workers living in or near the plant location. The scope of work covered the Policy Commitment, Identification of HR impacts, Preventive and mitigative measures, Tracking & monitoring of HR mitigative actions, Reporting & communication and Remedy & grievance mechanism.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, all premises & offices are accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

There were no significant risks/concerns arising from our value chain partners.

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

Essential Indicators

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	2,07,230.45	1,79,555.31
Total fuel consumption (B)	0.00	249.54
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	2,07,230.45	1,79,804.85
From non-renewable sources		
Total electricity consumption (D)	1,17,559.38	1,07,196.56
Total fuel consumption (E)	13,93,99,531.22	12,78,06,141.69
Energy consumption through other sources (F)	0.00	0.00
Total energy consumption (D+E+F)	13,95,17,090.60	12,79,13,338.25
Total energy consumption (A+B+C+D+E+F)	13,97,24,321.05	12,80,93,143.09
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.001 GJ/₹	0.001 GJ/₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	0.02 GJ/₹	0.02 GJ/₹
Energy intensity in terms of physical output	4.04 GJ / MWh	4.30 GJ / MWh
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* For the fiscal year 2023–24, the total income adjusted for purchasing power parity (PPP) was calculated using the International Monetary Fund's (IMF) implied PPP conversion rate of 22.4, as reported in March 2024. Subsequently, in October 2024, the IMF revised its PPP methodology. Accordingly, for the fiscal year 2024–25, the latest IMF PPP conversion rate of 20.66 has been applied for PPP-adjusted total income calculations.*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt. Ltd.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the performance, achieve, and trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken if any.

Yes. JSW Energy Ratnagiri, Vijayanagar and Barmer Thermal plants are designated consumer (DC) under the PAT scheme of the Government of India. The Company has been successful in achieving PAT cycle 1& 2 targets. Below are the details of PAT Cycle Net Heat Rate (Kcal/Kwh) target & actuals:

Barmer Plant

PAT Cycle	Target	Actual
Cycle-1 (2011-14)	3,559	2,986.56
Cycle-2 (2015-18)	2,917.4	2,883.69
Cycle-7 (2022-25)	2,877.11	Under progress

Vijayanagar Plant

SBU1

PAT Cycle	Target	Actual
PAT Cycle 1	2,503	2,422.74
PAT Cycle 2	2,420	2,417

SBU 2

PAT Cycle	Target	Actual
PAT Cycle 1	2,424	2413
PAT Cycle 2	2,414.6	2,411.11

Ratnagiri Plant

PAT Cycle	Target	Actual
PAT Cycle 2	2,555	2,539
PAT Cycle 7	2,534	To be Audited in FY 2026

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	34,854,014.73	28,178,602.14
(ii) Groundwater	516,695.67	614,920.19
(iii) Third-party water	39,357.73	43,059.57
(iv) Seawater / desalinated water	91,268,315.00	80,971,172
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	126,678,383.13	109,807,753.90
Total volume of water consumption (in kilolitres)	34,408,297.73	28,221,446.90
Water intensity per rupee of turnover (water consumed / turnover)	0.00027 KI/₹	0.00024 KI/₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0056 KI/₹	0.0053 KI/₹
Water intensity in terms of physical output	0.99 m³/MWh	0.95 m³/MWh
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt Ltd

4. Provide the following details related to water discharged:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	463,770.00 KL	481,847.00 KL
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	Domestic waste water treated in STP and discharged back into the river complying with stipulated environmental standard.	
No treatment	0.00	0.00
With treatment – please specify level of treatment	Seawater is used for cooling purpose and it is brought back to ambient level before it is discharged back	
(iii) To Seawater	91,268,315.00	80,995,927.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	91,732,085.00	81,477,774.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt Ltd.

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

Yes. JSW Energy is committed to efficient management of water resources, both within its operations and in surrounding communities. The company prioritizes water use efficiency and ensures its availability for all stakeholders. All JSW Energy thermal power plants adhere to a 'ZERO LIQUID DISCHARGE' policy, where wastewater is treated and recycled back into the system or used for horticulture. Additionally, domestic wastewater is processed in Sewage Treatment Plants (STPs) and repurposed for horticultural development, reflecting the company's dedication to sustainable water management practices. All other new and acquired RE plants are also following the above mechanism

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	23,191.03 MT	19,213.76 MT
SOx	37,815.20 MT	35,043.84 MT
Particulate matter (PM)	3,275.01 MT	3,173.16 MT
Persistent organic pollutants (POP)	0.00 MT	0.00 MT
Volatile organic compounds (VOC)	0.00 MT	0.00 MT
Hazardous air pollutants (HAP)	0.00 MT	0.00 µg/Nm ³
Others – ozone-depleting substances (HCFC - 22 or R-22)	14.82 (Kg of CFC equivalent)	22.00 (Kg of CFC equivalent)
Mercury	BDL*	BDL*
SF ₆	0	0

* Below detectable limit

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt Ltd.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	2,05,22,777.86 Ton CO ₂ e	1,85,24,363.70 Ton CO ₂ e
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	36,661.40 Ton CO ₂ e	36,577.71 Ton CO ₂ e
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	0.00016 Ton CO ₂ e/₹	0.00015 Ton CO ₂ e/₹
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0034 Ton CO ₂ e/₹	0.0035 Ton CO ₂ e/₹
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	0.59 Ton CO ₂ e/MWh	0.62 Ton CO ₂ e/MWh
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity	0.59 Ton CO ₂ e/MWh	0.62 Ton CO ₂ e/MWh

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt Ltd

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

Apart from plantations each location has specific energy reducing modification projects which in turn contribute to reduce the GHG emissions all throughout their effective life-time operation. These energy use reduction initiatives have resulted in the savings of 36,063.82 TCO₂e in FY 2025. Details of these initiatives are available in the Annual report on page number 76.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total waste generated (in metric tonnes)		
Plastic waste (A)	151.73	26.51
E-waste (B)	8.516	0
Bio-medical waste (C)	0.93	0.699
Construction and demolition waste (D)	0.0	0
Battery waste (E)	88.36	89.28
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	79.322 (used oil + Oil Soaked cotton & Empty oil barrel)	90.1975 (used oil + Oil Soaked cotton – 87.3027, E waste – 2.885, Incinerator Ash – 0.008)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2154203.07 (Fly Ash+ bottom Ash -2152159.942, MS Scrap+ Other scrap – 1317.71, Primary sludge -569.2, Food Waste -4.49)	1,358,541.73 (Fly Ash+ bottom Ash – 1,354,685.27, MS Scrap+ Other scrap – 1,400.29, Primary sludge -459.017, Food Waste -1997.156)
Total (A+B + C + D + E + F + G + H)	21,54,531.93	1,358,748.42
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000017 Tonnes/₹	0.00001 Tonnes/₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated /Revenue from operations adjusted for PPP)	0.00035 Tonnes/₹	0.00025 Tonnes/₹
Waste intensity in terms of physical output	0.062 Tonnes/MWh	0.046 Tonnes/MWh
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,166.90	1,213.76
(ii) Re-used	21,86,731.81	13,65,192.70
(iii) Other recovery operations	4.49	1997.156
Total	21,87,903.19	13,68,403.62
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.93	0.13496
(ii) Landfilling	0	0.56436
(iii) Other disposal operations	166.04	165.422
Total	166.97	166.12132

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt Ltd.

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

JSW Energy is dedicated to sustainable waste management practices across its thermal, hydropower, and renewable energy sites. Despite the nature of its business, which focuses on electricity generation, the company takes proactive measures to manage and minimize waste.

The primary hazardous waste generated during operations and maintenance activities is waste oil. This waste oil, though produced in minimal quantities, is responsibly recycled through authorized recycling agencies at all locations, ensuring environmental compliance and resource efficiency. Beyond waste oil, the electricity generation process at JSW Energy does not involve any toxic chemicals, reflecting the company's commitment to minimizing environmental impact.

Furthermore, JSW Energy emphasizes continuous improvement in its waste management practices. The company engages in regular audits and monitoring to ensure compliance with environmental regulations and strives to adopt best practices in waste reduction and recycling. By prioritizing eco-friendly operations, JSW Energy not only reduces its environmental footprint but also sets a benchmark for sustainable practices in the energy sector.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?
1	JSW Energy Utkal Limited	Thermal Power Plant	Yes, JSW Energy Utkal Limited complied with stipulated terms and conditions of Odisha Pollution Control Board and received EC.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1 890 MW - SECI IX & X Wind Project Tuticorin, Tamil Nadu	1. TUTI-REN1/2022-23/0141000238 2. TUTI-REN2/2022-23/0121000213	09.10.2022	YES EQMS Global Pvt. Ltd. N Delhi	No	Not applicable
2 420 MW- SECI IX & X Wind Project Dharapuram, Tamilnadu	1. DHAR-REN1/2022-23/0145000064 2. DHAR-REN2/2022-23/0408200027	09.10.2022	YES EQMS Global Pvt. Ltd. N Delhi	No	Not applicable.
3 600 MW CPP Wind Project Sandur, Karnataka	SAND-ENGY/2022-23/0168000114	09.10.2022	YES EQMS Global Pvt. Ltd. N Delhi	No .	Not applicable.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (prevention and control of pollution) Act, Air (prevention and control of pollution) Act, Environment Protection Act, and rules there under (Y/N). If not, provide details of all such non-compliances:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Yes all plants of JSW Energy are as on date compliant with applicable environmental laws/ regulations and guidelines.			

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: Barmer, Ratnagiri, Vijayanagar, and Sholtu
- Nature of operations: Electric Power Generation by Coal Based Thermal Power Plant and Hydro Electric Power Plant.
- Water withdrawal, consumption, and discharge in the following format:

JSW Energy Ltd (Consolidated)

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,48,54,014.73	2,81,78,602.14
(ii) Groundwater	5,16,695.67	6,14,920.19
(iii) Third party water	39,357.73	43,059.57
(iv) Seawater / desalinated water	9,12,68,315.00	8,09,71,172.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres)	12,66,78,383.13	10,98,07,753.90
Total volume of water consumption (in kilolitres)	3,44,08,297.73	28221446.90
Water intensity per rupee of turnover (Water consumed / turnover)	0.00027	0.00024
Water intensity (optional) – the relevant metric may be selected by the entity (m³/MWh)	0.99	0.95

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment	0.00	0.00
With treatment – please specify level of treatment	4,63,770.00	4,81,847.00
(ii) Into Groundwater		
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater		
No treatment	0.00	0.00
With treatment – please specify level of treatment	9,12,68,315.00	8,09,95,927.00
(iv) Sent to third parties		
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others		
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	9,17,32,085.00	8,14,77,774.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt Ltd.

2. Please provide details of total Scope 3 emissions & their intensity:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	26,64,131.43 Ton CO ₂ e	17,88,821.65 Ton CO ₂ e
Total Scope 3 emissions per rupee of turnover	0.000021 Ton CO ₂ e/₹	0.000015 Ton CO ₂ e/₹
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	0.077	0.060

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas (India) Pvt Ltd.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge/waste generated, please provide details of the same as well as the outcome of such initiatives:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar & Wind Plants	The organization has commissioned renewable assets	GHG Emission reduction
2	APH tube replacement done in Unit # 2, 5 and 8	At Barmer Plant - Energy consumption was increasing progressively due to APH leakage. Solution - Unit shutdown was taken and APH tube replacement was done.	GHG Emission reduction
3	Power Plant Operation	At Ratnagiri Plant, by implementing Sequential Valve Mode of Turbine Governing Valve Operation and Improvement in turbine cylinder efficiency of unit-3 by overhauling	Saving of Coal leading to GHG Emission reduction
4	Tree Plantations	Tree Plantation is a regular activity in all plants of JSW Energy every year. Total no of tree planted 34859 .	Reduce impact of emission
5	Power Plant operation	At Vijayanagar plant - SBU2 U1 GHR Improvement After TG Overhaul -Heat rate improvement by APH Baskets replacement to reduce the leaving air temperature by 22° C from 162° C to 140° C	Saving of Energy consumption leading to reduced GHG emissions

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

JSW Energy has established a comprehensive Business Continuity Policy, approved by the Board, and implemented Business Continuity Plans (BCP) for its major generation plants at Barmer, Ratnagiri, Vijayanagar, and Hydro-Sholtu. These plants have undergone rigorous audits for the Business Continuity Management System (BCMS) and successfully achieved certification under ISO 22301. The primary goal of the BCP is to ensure business continuity during disruptive incidents, aiming to minimize the impact on human life and other living beings, the environment and related ecosystems, economic losses, and all stakeholders, including investors and employees. To strengthen the BCP, JSW Energy conducts regular training and awareness sessions across plant locations. In addition to training, the company performs periodic BCP testing to assess its effectiveness and identify areas for improvement based on observed gaps. Through these efforts, JSW Energy ensures a resilient and prepared response to any potential disruptions.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

None of the value chain entity have reported & neither it has come to our notice about any environmental impact caused by any value chain partner.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Approximately 52% by purchase

8. How many Green Credits have been generated or procured:

- a. By the listed entity:

0

- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners:

0



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

Essential Indicators

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

10

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	Global Reporting Initiative (GRI)	International
5	Carbon Discloser Project (CDP) India	International
6	Indian Chamber of Commerce	National
7	National Safety Council of India	National
8	Wind Independent Power Producers Association (WIPPA)	National
9	National Solar Energy Federation of India (NSEFI)	National
10	Association of Power Producers (APP)	National
11	India Wind Power Association (IWPA)	National
12	Quality Circle Forum of India (QCFI)	National
13	Southern Regional Power Committee (SRPC)	National
14	Bangalore Chamber of Industry and Commerce	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
No adverse orders received from regulatory authorities for anti-competitive conduct.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

JSW Energy works closely with trade / industry associations in evolving policies that govern the functioning and regulations of Power Sector. The company participates in stakeholder consultation with Industry players and support the Government in framing policies in the following areas:

- Governance and administration
- Economic reforms
- Sustainable business principles
- Energy, water, and other natural resources
- Social and community development
- Transparency in public disclosure
- Non-conventional energy
- Green Hydrogen Mission

JSW Energy, directly as well as through JSW Group teams, engages with the following associations and organizations: CII, FICCI, ASSOCHAM, GRI, CDP, Indian Chamber of Commerce

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
* for more details refer Principle 6-Essential Indicator Q-12					

* SIA is a part of ESIA conducted during the financial year

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The communities can report their grievances at jswel.investor@jsw.in.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	14.37%	51.33% (10.72% From MSME)
Directly from within India	94.32%	98.21%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	1.45%	0.21%
Semi-urban	12.62%	8.20%
Urban	21.98%	24.54%
Metropolitan	63.95%	67.05%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	NA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Himachal Pradesh	Chamba	19,544,591.86

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No):
No
- (b) From which marginalized /vulnerable groups do you procure?
NA
- (c) What percentage of total procurement (by value) does it constitute?
0



4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	0	0	0	0

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Health & Nutrition	1,05,570	75%
Education	14,175	75%
Livelihood Enablement	25,959	75%
Water, Environment & Sanitation	112,911	75%
Promoting of Sports	2,905	75%
Community Development	60,776	75%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

JSW Energy places significant importance on customer feedback and satisfaction. The Company continuously engages with its customers (distribution utilities, designated nodal agencies, Commercial & Industrial enterprises) through various channels and strives to obtain feedback in order to identify areas of concern. The Company has a holistic approach to understand the behaviours, needs, and expectations of its customers and develops appropriate course of actions to provide highest quality of service to all.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Not applicable as JSW Energy is in the business of producing electricity, there are no shelf goods or services that may carry information
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Receive during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	There have been no consumer complaints received in respect of these practices.	Nil	Nil	There have been no consumer complaints received in respect of these practices.	Nil	Nil
Advertising			Nil			Nil
Cyber-security			Nil			Nil
Delivery of essential services			Nil			Nil
Restrictive trade practices			Nil			Nil
Unfair trade practices			Nil			Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

4. Details of instances of product recalls on account of safety issues.

	Number	Reasons for Recall
Voluntary Recalls	Not Applicable due to the peculiar nature of business and product.	
Forced Recalls		

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.

Yes

JSW Energy has a well-defined policy on cyber-security as the company considers cybersecurity as a prioritized material topic. The company follows the ISO 27001:2013 framework and is certified for Information Technology compliance. Additionally, the company maintains a Board level committee on "Risk Management" which periodically reviews and addresses any cybersecurity risks. Refer link:

https://www.jsw.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Sustainability_Policies/Cyber-Security-Policy-v2.pdf

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

Not Applicable.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	NA
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	NA

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed.

All information regarding business of JSW Energy can be accessed through the Company's website www.jsw.in/energy and in its periodic disclosures such as the annual report and the integrated report. Link -<https://www.jsw.in/energy>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not Applicable owing to the nature of business.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable owing to the nature of business.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable owing to the nature of business.



Independent Assurance Statement

Assurance Statement on BRSR and Integrated Report (IR)

For



Reporting Period:

April 01, 2024 – March 31, 2025



Bureau Veritas (India) Private Limited

72 Business Park, 9th Floor, MIDC Cross Road 'C', Opp. SEEPZ Gate
#2, Andheri (East) Mumbai-400 093 India.

Independent Assurance Statement

Introduction and Objective of Work

JSW Energy Limited (hereinafter referred to as “JSW Energy”) engaged Bureau Veritas (India) Private Limited ((hereinafter referred to as “Bureau Veritas”) to undertake an Independent Assurance of sustainability disclosures reported in the Integrated Report (IR) of JSW Energy for the reporting period from 1st April 2024 to 31st March 2025 and provide Reasonable Assurance Statement on the aforesaid report.

The objective was to provide a Reasonable Assurance Statement for the disclosures in the Business Responsibility and Sustainability Report (BRSR) Core and the Integrated Report, in alignment with the Global Reporting Initiative (GRI) Standards, 2021.

The assurance process, conducted in two phases from November 2024 to May 2025, involved verifying JSW Energy’s sustainability practices at its operations and reviewing relevant documents and non-financial disclosures. This comprehensive assessment forms the basis of the Reasonable Assurance Statement for the specified reporting period.

Intended User

The assurance statement is made solely for “JSW Energy and its stakeholders” as per the governing contractual terms and conditions of the assurance engagement contract between “JSW Energy” and “Bureau Veritas”. To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than “JSW Energy” for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

Reporting Criteria

The company has adopted the criteria for preparing the report:

- The International<IR> Framework (January 2021);
- Global Reporting Initiative (GRI) Standards 2021;
- Greenhouse Gas (GHG) Protocol;
- Business Responsibility and Sustainability Report as per Annexure 1 of the SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122,) dated July 12, 2023), & SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024, for BRSR Core KPIs.

Assurance Standards Used

Bureau Veritas conducted reasonable sustainability assurance in accordance with the requirements of International Federation of Accountants (IFAC), International Standard on Assurance Engagement (ISAE) 3000 (Revised) Reasonable Assurance & Assurance Engagements on Greenhouse Gas Statements as per ISAE3410. Under this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability.

Scope, Boundary, and Limitations of Assurance

The scope of assurance involves sustainability performance of non-financial disclosures (General and Topic Specific as mentioned below) of the following operations in India for the period 1st April 2024 to 31st March 2025 based on GRI Reporting Standards 2021, BRSR Core and GHG protocol. Assessment was conducted by means of physical site visits and Virtual Verification of following sites.



Independent Assurance Statement

TABLE 1:

Sr. No.	Site Name	Location
1	JSWEL – Ratnagiri (Thermal)	Ratnagiri - Maharashtra
2	JSWEL – Vijayanagar (Thermal)	Vijayanagar – Karnataka
3	JSWEL - Nandyal (Thermal)	Nandyal - AP
4	JSW Energy Barmer Limited (Thermal)	Barmer - Rajasthan
5	JSW Energy (Utkal) Limited (Thermal)	Jharsuguda – Odisha
6	*KSK Mahanadi Power Company Limited (Thermal)	Chhattisgarh
7	JSW Hydro Energy Limited - Baspa and Karcham Wangtoo (Hydro)	Sholtu - Himachal Pradesh
8	JSW Energy Limited (Solar)	Nandyal & Salboni
9	JSW Neo Energy Limited (Mytrah) (Solar & Wind)	Multiple Locations
10	JSWREVL (Solar)	Karnataka - Vijayanagar
11	JSWREL (SECI IX) (Wind)	Tuticorin & Dharapuram (Tamil Nadu)
12	JSWRE2L (SECI X) (Wind)	Tuticorin & Dharapuram (Tamil Nadu)
13	JSWRECML (Solar)	Vijayanagar & Nandyal
14	JSWREVL Sandur (Wind)	Sandur - Karnataka
15	*JSW Renewable Energy Coated Limited (Wind)	Vaspeta - Maharashtra
16	*JSW Renewable Energy Dolvi Limited (Wind)	Maharashtra
17	*JSW Neo Energy Limited – Hetero Power (Wind)	Multiple Locations
18	*JSWREVL - Salem (Wind)	Tamil Nadu
19	Mumbai Head Office	Mumbai

**Recently acquired plants. considered their generation only this year. They collectively represent less than 0.5% of JSWEL's total consolidated generation capacity.

Methodology adopted for Assurance

The assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance in line with non-financial disclosures for specific operations (referred in Table 1) was carried out as follows:

- Verification, on a sample basis, of evidence supporting the data.
- Verification of the sample data and information on selected material topics.
- Assessment of the suitability between the backup data and the information presented in the IR.
- The general and topic-specific non-financial sustainability standard disclosures are subject to moderate assurance based on the extent of information made available for assurance.
- Completion of assurance statement for inclusion in the report reflecting the verification, findings, and conclusion of the disclosure's assurance.

Review of the level of adherence to the BRSR framework for Reasonable Assurance of Core parameters, the reporting framework followed by JSW Energy in preparing the report and the principles of Materiality, Inclusivity and Responsiveness, and stakeholder engagement framework deployed at JSW Energy.

The reasonable assurance includes verification of the data and information on selected material BRSR Core topics reported in the following:



Independent Assurance Statement

Sl. No	Attribute	Parameter	Cross Reference to the BRSR
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	Principle 6, Question 7 of Essential Indicators
		Scope 2 Emissions	
		GHG Emission Intensity	
2	Water Footprint	Total Water Consumption	Principle 6, Question 3 of Essential Indicators
		Water Intensity	Principle 6, Question 4 of Essential Indicators
		Water Discharge	
3	Energy Footprint	Total Energy Consumed	Principle 6, Question 1 of Essential Indicators
		% from Renewable Sources	
		Energy Intensity	
4	Waste Management (Circularity)	Category-wise Waste Generation	Principle 6, Question 9 of Essential Indicators
		Waste Intensity & Recovery	
5	Employee Wellbeing and Safety	Spending on Well-being	Principle 3, Question 1(c) of Essential Indicators
		Safety Incidents	Principle 3, Question 11 of Essential Indicators
6	Gender Diversity	Wages Paid to Females	Principle 5, Question 3(b) of Essential Indicators
		POSH Complaints	Principle 5, Question 7 of Essential Indicators
7	Inclusive Development	MSME/Indian Sourcing	Principle 8, Question 4 of Essential Indicators
		Wages in Smaller Towns	Principle 8, Question 5 of Essential Indicators
8	Customer & Supplier Fairness	Data Breach Incidents	Principle 9, Question 7 of Essential Indicators
		Accounts Payable Days	Principle 1, Question 8 of Essential Indicators
9	Business Openness	Related Party Transactions & Concentration	Principle 1, Question 9 of Essential Indicators

- The data reported for 305-3 (Scope-3 GHG emissions) is restricted to cat.1- Purchased Goods and services, Cat 2- Capital goods, Cat 3- Fuel and Energy, Cat 4- Upstream Transportation, Cat 5- Waste generation, Cat 6-Business travel, Cat 7- Employee commute, Cat 8- to 15 are not applicable to the business.
- Reference for Emission Factors of Scope 3 : World Energy Association's Environmental Performance Indicators (GHG Emissions) 2024; GABI database- 2025, DEFRA 2024.

For IR, reasonable assurance was done for the selected sites listed in the section of **Scope, Boundary, and Limitations of Assurance** for all the GRI Universal and Topic Specific Standard Disclosures as mentioned in **Annexure-1**.

Limitations and Exclusions

The assurance is limited to the above-mentioned scope of work and excludes the information relating to:

- Data related to the Company's financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim, or future intention by "JSW Energy" and statements of future commitment.
- The assurance does not extend to the activities and operations of "JSW Energy" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "JSW Energy".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.



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- Any of the statements related to the company aspect or reputation.

Management Responsibility

JSW Energy Limited is completely responsible for the contents of the report, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "JSW Energy". Bureau Veritas (BV) was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to provide reasonable independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Conclusions for Integrated Report

Based on the procedures followed as mentioned in the scope of work and methodology adopted and the data/evidence obtained, the sustainability performance of non-financial disclosures in the Integrated Report of JSW Energy Limited is reviewed as per the GRI Reporting Standard 2021 framework for the reporting period (1st April 2024 to 31st March 2025).

It is concluded based on the assurance review that the information presented in the Integrated Report for JSW Energy operations with reference to select sustainability reporting non-financial disclosures of the Global Reporting Initiative (GRI Standard 2021) is proper, adequate, reliable, and maintained in line with the material topics and reporting criteria, which JSW is solely responsible for consideration.

Conclusions for BRSR

Based on BV methodology and the activities described above, it is our opinion that the BRSR for FY 2024-25 of "JSW Energy", containing its reporting and declaration of the various ESG parameters from the operations within the reporting boundary and the reporting period, as described above, is prepared in all material respects in line with the applicable criteria here before stated

Statement of independence, impartiality, and competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 196 years history.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

We are particularly vigilant in the prevention of conflicts of interest. No member of the assurance team has a business relationship with "JSW Energy", its Directors, Managers, or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

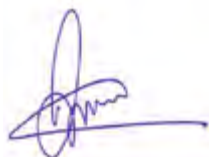
Independent Assurance Statement

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable Assurance for IR & BRSR Core, Limited Assurance for BRSR Non-core report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



Amit KUMAR
Lead Assuror
Bureau Veritas (India) Private Limited
Noida, India
Dt: Jun 14, 2025



Rupam BARUAH
Technical Reviewer
Bureau Veritas (India) Private Limited
Mumbai, India
Dt: Jun 14, 2025



Independent Assurance Statement

Annexure-1

Universal Standard

- GRI 2: General Disclosures
- GRI 3: Material Topics

Topic-Specific Standard Disclosures

Environment

- GRI 301: Materials
- GRI 302: Energy
- GRI 303: Water and Effluent
- GRI 304: Biodiversity
- GRI 305: Emissions
- GRI 306: Waste
- GRI 308: Supplier Environmental Assessment

Social

- GRI 401: Employment
- GRI 402: Labor/Management Relations
- GRI 403: Occupational Health and Safety
- GRI 404: Training and Education
- GRI 405: Diversity and Equal Opportunity
- GRI 406: Non-discrimination
- GRI 407: Freedom of Association and Collective Bargaining
- GRI 408: Child Labor
- GRI 409: Forced or Compulsory Labor
- GRI 410: Security Practices
- GRI 411: Rights of Indigenous Peoples
- GRI 413: Local Communities
- GRI 414: Supplier Social Assessment
- GRI 415: Public Policy
- GRI 416: Customer Health and Safety
- GRI 417: Marketing and Labeling
- GRI 418: Customer Privacy