

2024-25

Sustainability Report



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01

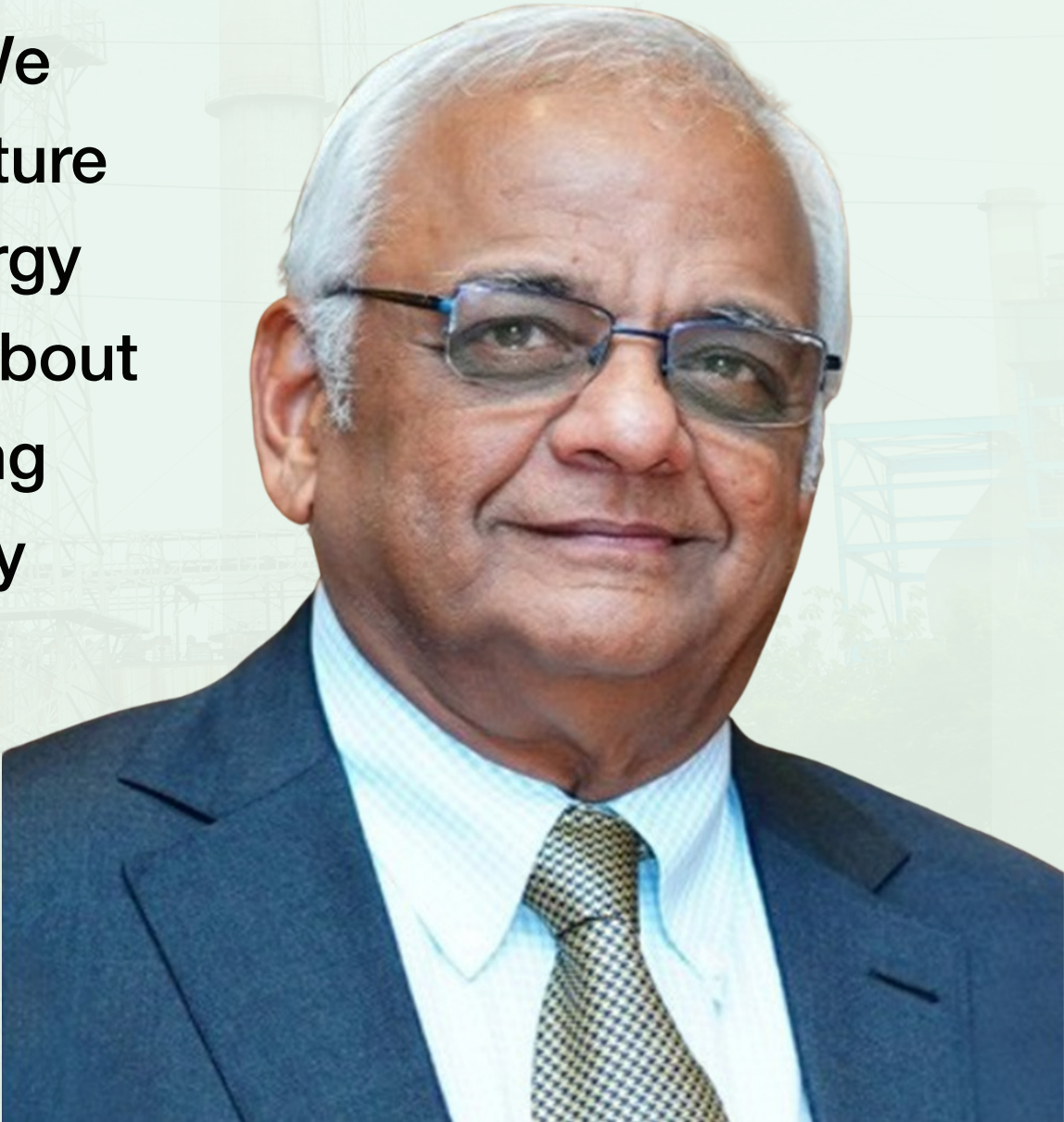
MESSAGE FROM LEADERSHIP

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Chairman's Letter

Our commitment extends beyond megawatts. We believe the future of India's energy is ultimately about creating lasting value for every stakeholder, from the grid to our communities.

GRI 2- 22



Dear Valued Stakeholders,

We are pleased to present our Sustainability Report for FY 2024-25, highlighting our commitment to shaping tomorrow while nurturing today.

This year marks the crystal anniversary of our operations in the Indian subcontinent. Over 15 years, we have grown significantly, now operating a 414 MW TPP with state-of-the-art technologies. Our operational resilience stems from an efficient mix of short term, merchant, and long-term supply agreements. This diversification, combined with our plant's adaptability to multiple coal grades, has facilitated greater reliance on domestic coal sources across India, enhancing the resilience and efficiency of our fuel supply chain.

In today's fragmented global trade landscape, OPG is strategically navigating these complexities. We foresee advantages in driving technological advancements, unlocking investment avenues, and enhancing supply chain diversification, ultimately propelling greater innovation, efficiency and resilience. The burgeoning Indian power sector is central to the nation's economic narrative and OPG's growth is tied to this imperative.

We dedicate ourselves to creating value for customers and shareholders, while offering our workforce and communities growth opportunities. Our focus on environmental responsibility is driven by technological advancements, operational efficiencies, and judicious raw material use, promoting ecological balance.

I extend heartfelt gratitude to all stakeholders for empowering our service to the nation. We anticipate your continued support as we contribute to India's growth story.

N Kumar
Non-Executive Chairman

CEO Review

The future of energy is not only about expansion, but about impact.



Dear Stakeholders,

I am glad to share the fifth sustainability report of OPG Power Generation, showcasing sustainability as an essential part of our business strategy. Our goal is to deliver reliable, affordable power while improving environmental performance and contributing to national energy priorities.

In alignment with our unwavering commitment to sustainable growth and environmental stewardship, we are proud to have once again achieved 100% fly ash utilisation this year, diverting all ash output to cement and brick manufacturing industries. This milestone reinforces our support for circular economic principles while mitigating environmental impact.

Our continued investments in energy efficiency have delivered tangible results, with a significant reduction in Scope 2 greenhouse gas emissions compared to previous years, marking a significant stride toward energy self-reliance and climate resilience.

In pursuit of cleaner thermal generation, we advanced our de-NOx initiatives, achieving a notable 46% reduction in NOx emissions, in full alignment with regulatory expectations and our long-term vision for sustainable operations.

In an innovative move, we have commissioned a 2.889 MW solar installation at our Chennai thermal facility in 2025 post the end of the Financial Year 2024-25, as part of our broader strategy to embed renewable energy into thermal infrastructure and actively contribute to India's low-carbon transition.

We also continue to recognise the importance of future-readiness, equipping our workforce with the skills, agility and operational excellence required to thrive in an evolving energy landscape.

At OPG, sustainability is not an initiative, it is integral to how we operate. Through responsible energy management, full regulatory alignment, and transparent stakeholder engagement, we remain focused on delivering performance that is both impactful and enduring.

Thank you for your continued trust and belief in our journey toward a more sustainable future.

Avantika Gupta
Chief Executive Officer

02

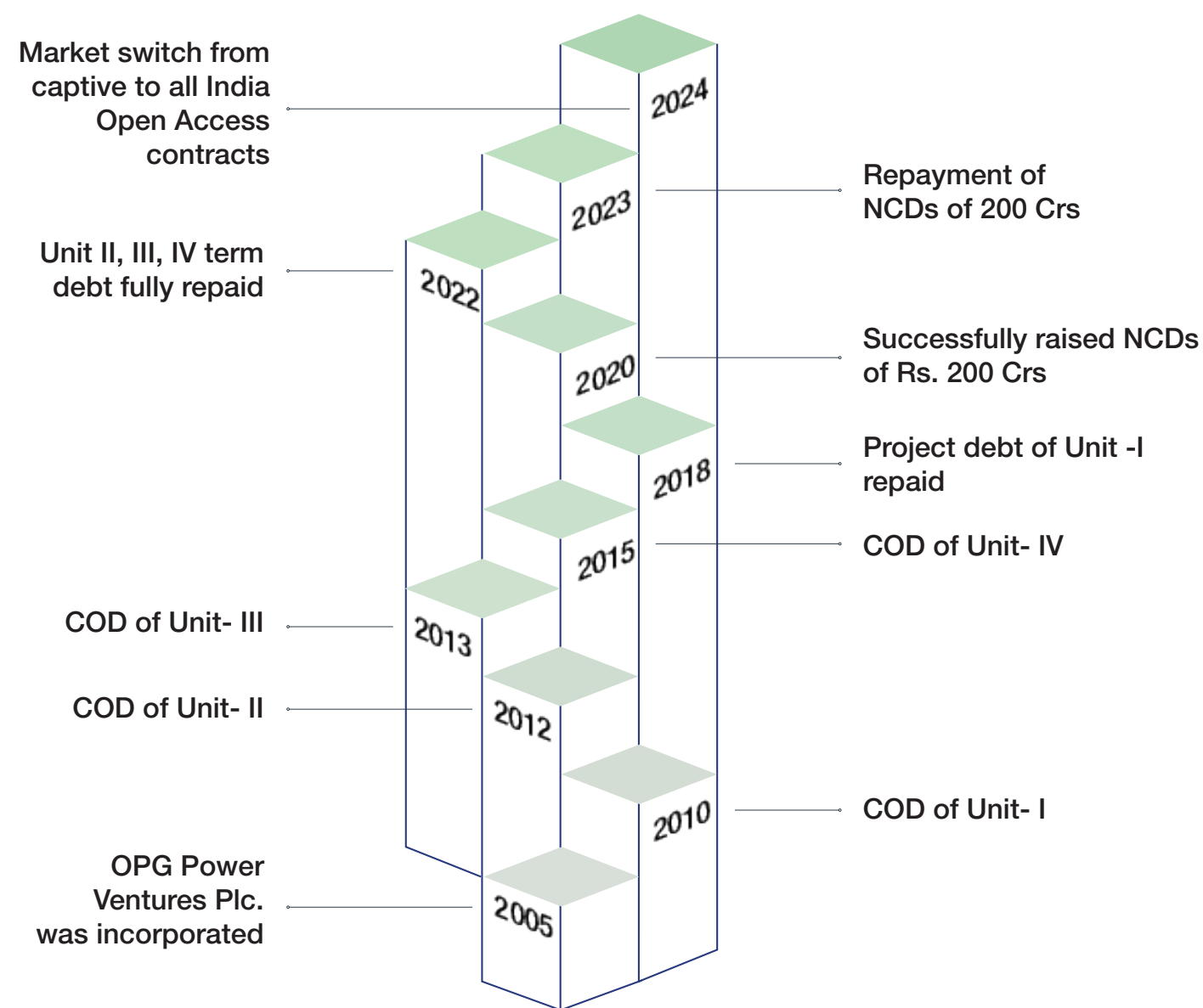
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Who We Are

OPG Power Ventures Plc (AIM: OPG), a public limited company incorporated and headquartered in the Isle of Man, UK, with operations primarily in India, develops, owns, and operates power plants through its operating subsidiary and associates.

Admitted to trading on the AIM Market of the London Stock Exchange since 2008, the Group currently employs 621 individuals and is dedicated to supplying quality, reliable power to Industrial units.



Our Sustainability Journey

Our perspective on sustainability is fundamentally contextual, grounded in the understanding that our responsibilities extend beyond power generation to encompass broader obligations toward our planet and communities. This commitment represents a dynamic and evolving philosophy, continuously shaped by stakeholder needs and global developments. Our adaptive approach is demonstrated through our response to global challenges, commitment to community welfare while simultaneously strengthening operational resilience amid evolving market conditions and geopolitical dynamics such as coal price challenges.

Throughout the past 15 years, we have strategically integrated our business objectives with commitments to ecological balance and community welfare. Our progression spans from establishing foundational principles in our inaugural ESG report to implementing substantial, measurable projects

including De-NOx emissions reduction systems deployed ahead of regulatory deadlines, implementation of environmental friendly logistics through BS6 truck deployment, and strategic planning for renewable solar installations. Our sustainability journey exemplifies this adaptive methodology, maintaining consistent focus on operational resilience, stakeholder welfare, and environmental stewardship as fundamental components of our business philosophy.

Throughout our sustainability journey, we have consistently maintained exemplary operational standards that reflect our commitment to environmental stewardship and workplace safety. Our track record includes maintaining our Zero Liquid Discharge status, ensuring that no wastewater is released into the environment, while achieving 100% fly ash utilisation, transforming what would traditionally be waste into valuable resources for construction and other applications.



Our Business Model & Value Chain

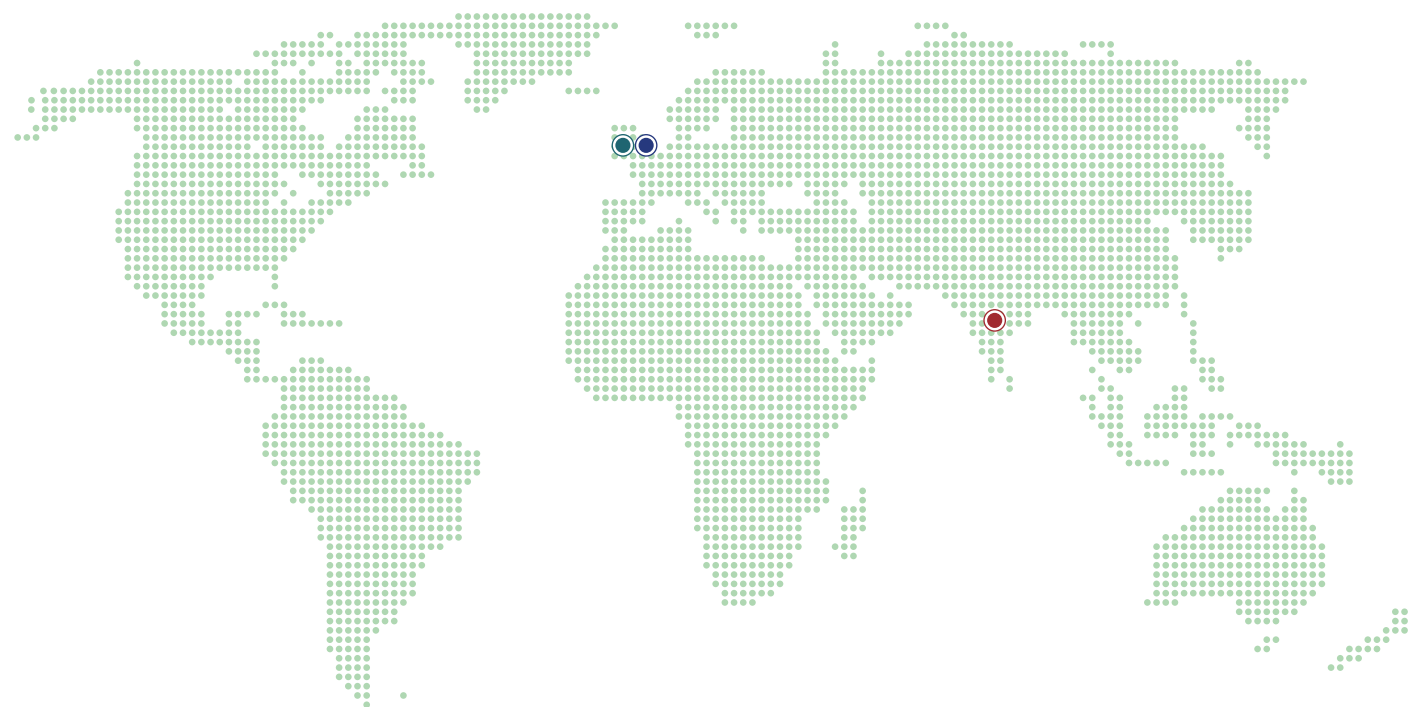


GRI 201-1; 301-1; 303-5; 305-4, 7, 306-1

Our Footprint & Assets Map

OPG’s registered office is located at PO Box 145, Level 6, 10A Prospect Hill Douglas Isle of Man IM99 IFY, UK with the Group’s Indian Corporate Office situated at No.6, Sardar Patel Road, Guindy, Chennai-600032.

The coal fired thermal power plant at Gummidipoondi operates two units of 77 MW, one unit of 80 MW, and one unit of 180 MW.



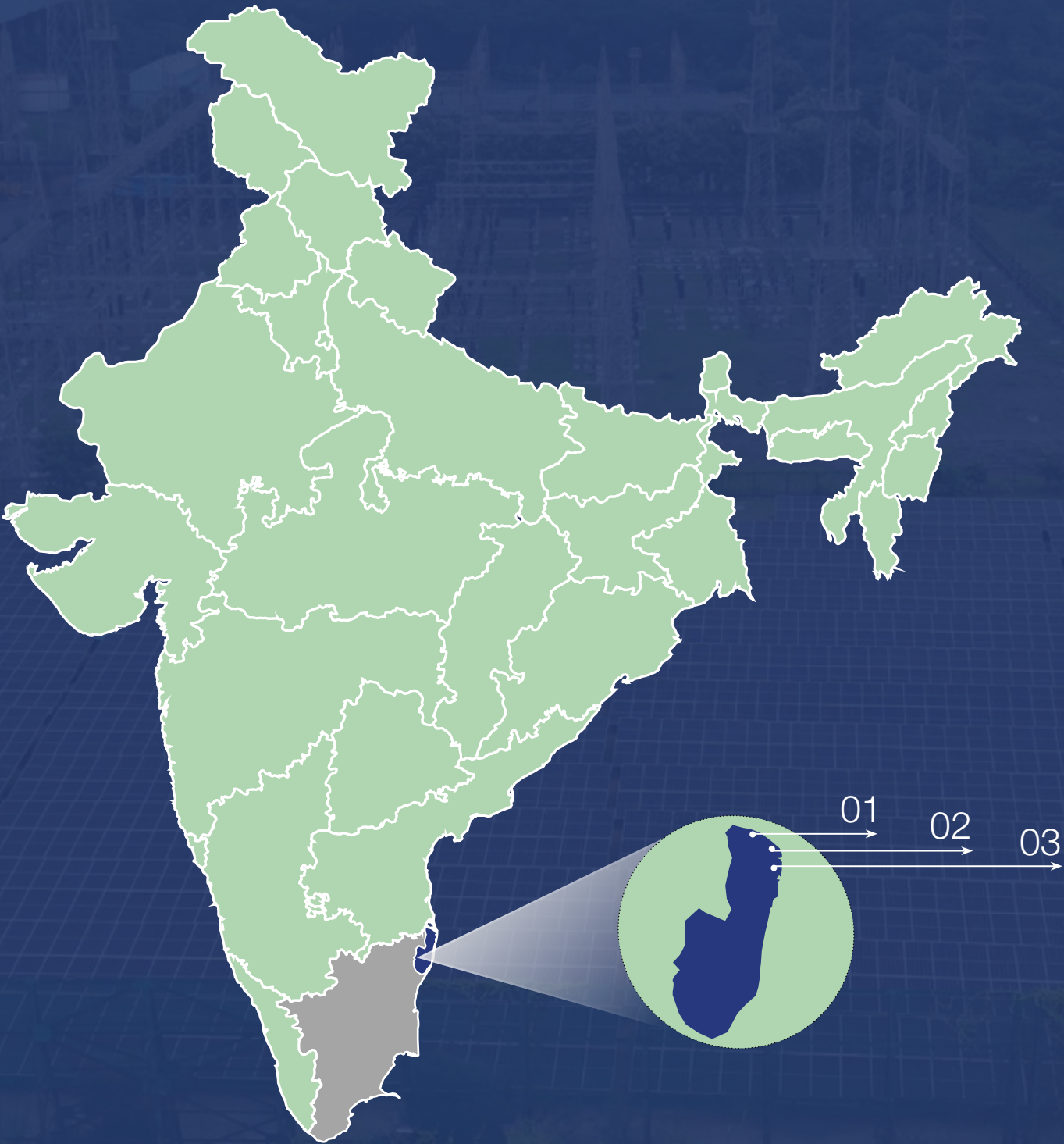
Isle of Man

United Kingdom

India

Report Boundary

PLANT LOCATIONS



01 Thermal Plant, Gummidipoondi, Tamil Nadu

02 Ennore Port, Tamil Nadu

03 Chennai office, Tamil Nadu

Sustainability Highlights

Business Highlights

Our power solutions are customized to address the varied requirements of our clientele. Aligned with our fundamental business commitment to delivering cost-effective, high-quality power, we serve a diverse customer base ranging from public enterprises to state electricity boards. We have consistently demonstrated:

- ≈ Engineering excellence
- ≈ Financial stewardship
- ≈ Meticulously managed operations.

At the conclusion of the reporting period, we maintained our installed capacity of 414 MW with an increased workforce of 365 permanent employees compared to 339 in FY 2023-24 supporting our operations.

For the second consecutive year, we surpassed the 2 billion units electricity production milestone,

demonstrating our operational excellence and commitment to reliable power generation.

OPG’s commitment to zero harm principles reflects our dedication to environmental stewardship and social responsibility. Our environmental initiatives primarily focus on areas within and surrounding our plant facilities. Compliance with internationally recognised standards including ISO 14001:2015 for environmental management and ISO 45001:2018 for occupational health and safety provides a structured framework for continuous improvement. This year, OPG was honoured with the British Safety Council’s four-star rating in the Occupational Health & Safety audit and International Safety Award, recognising our excellence in safety management. These certifications and awards guide our sustainability journey while ensuring our workforce is equipped with advanced safety equipment and protective protocols. Our commitment to minimising environmental impact through innovative practices and strict adherence to international standards creates a safe and secure operational environment.

Category	FY 2025	FY 2024
GENERAL		
Total Number of Operations	1	1
Total Number of Employees	365	339
Total Number of Contract Employees	256	247*
FINANCIAL		
Net Revenues (M GBP)	156.7	160.8**
Gross Debt (M GBP)	10.5	28.6
Market Cap (M GBP)	20.1	40.7**
POWER OPERATIONS		
Thermal Generation (MU) including auxiliary power - Installed Capacity 414 MW	2,324	2,323
Additional deemed offtake- Gummidipoondi Plant	160	208
Total Generation (MUe)- Gummidipoondi Plant	2,484	2,531
Reported deemed PLF (%) - Gummidipoondi Plant	68.5%	69.6%
CUSTOMERS		
Average Tariff for the year (Pence/Unit)	6.5	7.5
ECONOMIC GROWTH		
	MILLION GBP	MILLION GBP
Revenue	156.7	160.8**
Operating Cost	132.5	132.8**
Employee Wage and Benefit	3.1	2.9
Payment to Providers of Capital	6.1	5.6**
Community Investments	0.2	0.1**
Payments to Government (Taxes)	3.8	3.4**

* The number of contracted employees has been revised as the data contained errors due to human oversight.
 ** The financial figures pertaining to FY 2023-24 are restated on account of reclassification done during FY 2024-25.

Sustainability Highlights

Economic Highlights

Direct Economic Value Generated

OPG’s economic performance is fundamental to both short-term sustainability and long-term viability. Key financial indicators including assets, liabilities, revenues, profits and operating costs are disclosed annually in our comprehensive reports, which are readily accessible on our website. Additionally, stakeholders can access our half-yearly results online, providing current insights into our financial health and performance trends.

Economic Impacts in the Local Area

Fostering local economic growth is integral to OPG’s business ethos. In Chennai, home to our corporate office and thermal plant, we actively contribute to Tamil Nadu’s development by creating high quality employment across diverse domains, from engineering and safety to finance, human resources and legal services.

We uphold equitable wage practices for all employees, irrespective of gender, fully aligning with the State Government’s wage mandates. By prioritising local talent in our workforce, we not only strengthen community livelihoods but also enable long-term economic upliftment through fair compensation, skill development and career progression.

Community Economic Development

Our operations create significant indirect economic value in surrounding communities through targeted initiatives in education, healthcare, infrastructure and environmental stewardship. Each program is closely monitored to ensure measurable, lasting impact.

In education, we invest in essentials such as school uniforms, bags and books, reinforcing the value of learning and empowering children in neighbouring communities. In healthcare, we facilitate access to medical services within close reach, enabling timely intervention, effective referrals and improved health outcomes for local residents.

Investments in transportation infrastructure enhance market accessibility, fostering economic growth and creating opportunities for local vendors and entrepreneurs. The development of roads and infrastructure around our facilities stimulates broader economic activity, benefiting nearby residents and businesses through improved connectivity and commercial opportunities.

Beyond these structured initiatives, OPG provides in-kind assistance and pro bono services to the local community, including shelter provision and essential supplies during times of need. Our comprehensive water management initiatives, including rainwater harvesting systems and recharge pits, directly benefit local communities

by enhancing groundwater levels in the surrounding area. Through strategic runoff management and pre-monsoon preparedness activities, we help address localized water scarcity challenges. These efforts contribute to improved water security for the region, supporting the livelihoods and daily needs of local residents.

By responsibly managing and replenishing groundwater resources, we create a positive environmental impact that extends well beyond our plant boundaries. Through these collective efforts, we strive to create meaningful and lasting positive impacts on the economic well-being of our local communities, ensuring sustainable development that benefits all stakeholders.

Zero cases of bribery and corruption



Sustainability Highlights

1 OPERATIONS	2 NATURAL	3 HUMAN	4 FINANCIAL	5 INTELLECTUAL	6 SOCIAL
<ul style="list-style-type: none"> 414 MW Thermal Power Plant Best in class NOx emission control 40 BS-6 Trucks Deployment Awarded with “Wastewater Treatment Technology Award of the Year” 	<ul style="list-style-type: none"> 0.448 MT/MWh specific coal consumption (Normalised for 6000 NAR) 1.269 MT/MWh GHG emission intensity 393 saplings planned 	<ul style="list-style-type: none"> 365 Company employees 256 Contractual workforce 7.25 hours Average training hours 1 lakh+ beneficiaries impacted through CSR 	<ul style="list-style-type: none"> Revenue: 156.7 Million GBP Operating Cost: 132.5 Million GBP Taxes: 3.8 Million GBP Employee Wages & Benefits: 3.1 Million GBP 	<ul style="list-style-type: none"> ISO 14001: 2015 ISO 45001: 2018 NABL accredited in accordance with ISO/IEC 17025:2005 Standard British Safety Council four-star rating in the Occupational Health & Safety audit 	<ul style="list-style-type: none"> CSR Spending: 0.2 Million GBP

Awards and Recognition

This financial year marks a period of significant achievement for OPG, propelling our organisation further towards its strategic aspirations.

Our unwavering dedication to occupational safety and environmental management received robust re-validation through certifications to ISO 45001:2018 and ISO 14001:2015 by TÜV SÜD South Asia.

Our dedication to sustainable water management was honoured with the prestigious Wastewater

Treatment Technology Award of the Year from Progression Global, recognising our focused initiatives to minimise water wastage.

The year concluded with another milestone achievement, OPG earned an impressive four out of five stars in the British Safety Council's rigorous Occupational Health and Safety audit and the prestigious International Safety Award, a testament to our unwavering commitment to excellence in workplace safety.



Figure 3: Wastewater Treatment Technology Award of the Year



Figure 1: ISO 14001:2015 Certificate



Figure 2: ISO 45001:2018 Certificate



Figure 4: British Safety Council OHS Award



Figure 5: British Safety Council International Safety Award

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Reporting Period

Our sustainability report is published annually. The current report is for the period starting 1st April 2024 to 31st March 2025.

Reporting Boundary

This report’s environmental data is exclusively sourced from our Gummidipoondi Thermal Power Plant in Chennai, with only electricity consumption data included from our Chennai corporate office, as our headquarters maintain negligible environmental impact. Social performance metrics are derived

from both our Chennai corporate office and the Gummidipoondi Thermal Power Plant, while our Isle of Man headquarters is excluded due to its minimal operational footprint. Governance and economic disclosures are presented at the organisational level.

Reporting Framework

This document marks our fifth consecutive sustainability report, affirming OPG’s unwavering commitment to a sustainable business model and its continuous journey. Our consistent adherence to GRI Standards since the inaugural report ensures comparability and robust reporting.

To ensure the transparency and comprehensiveness of our Sustainability Report, OPG adheres to the Global Reporting Initiative (GRI) Reporting Principles. This commitment is reflected in our dedication to reporting with accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

Building upon the stakeholder engagement and materiality assessments conducted earlier, this report focuses on the ESG issues that are most critical to our organisation and its stakeholders. The data and narratives provided illustrate our performance

in these significant areas, allowing for meaningful year-over-year comparisons and conforming to established standards for continuous improvement. This approach not only fulfills our disclosure obligations but also strengthens our foundation for delivering sustainable and responsible growth.

By incorporating stakeholder feedback, leveraging insights from ongoing dialogue, and aligning our reporting with the Sustainable Development Goals (SDGs), this report fulfills our disclosure obligations while serving as a platform for meaningful engagement and collaboration. As we navigate the evolving landscape of sustainability, we recognise the importance of continuous improvement and innovation to contribute to a more sustainable and equitable future for all.

Stakeholder Engagement & Feedback

Open dialogue with stakeholders is central to our continuous improvement. We maintain accessible channels to gather feedback, integrating these insights into strategy, governance, and operations.

We invite stakeholders to review our Sustainability Report and share their perspectives, ensuring our initiatives align with community needs and global sustainability goals.

Contact Point for Feedback:

🌐 Previous ESG Reports: www.opgpowers.com

✉ Email for Feedback: ir@opgpowers.com



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Strategic Direction

OPG's overarching objective is to build enduring shareholder value and establish itself as a first-choice provider of power to its customers. We consistently pursue this objective by focusing on profitable growth and delivering reliable, uninterrupted power at competitive rates. OPG now identifies a significant opportunity to become a leader within the dynamic Indian energy sector, aspiring to leadership in both the quality of its earnings and the delivery of profitable, sustainable growth.

Our strategic objectives, long term focus and aspiration for sector leadership translate into a clear short to medium term agenda. This agenda involves maximising the performance of our existing assets, continually seeking methods to reduce our overall cost of capital, and introduce innovative technologies to improve efficiency and hence enhance resource utilisation and reduce environmental impact. Furthermore, we commit to delivering accretive growth projects, strategically expanding into energy transition space, and consistently demonstrating responsibility towards our key stakeholders as we grow.



Corporate Governance

At OPG, our corporate governance framework is based on the QCA Corporate Governance Code which is implemented through ten underlying principles. OPG’s three-level governance

structure further clarifies duties, powers, and regulations of the governing and executive bodies of the Company.



Principles of Good Corporate Governance followed at OPG

- Establish a strategy and business model which promotes long-term value for shareholders
- Seek to understand and meet shareholder needs and expectations
- Consider wider stakeholder and social responsibilities and other implications for long-term success
- Embed effective risk management, considering both opportunities and threats, throughout the organisation
- Maintain the Board as a well-functioning, balanced team led by the Chairman
- Ensure that the Directors have the necessary up-to-date experience, skills, and capabilities
- Evaluate Board performance based on clear and relevant objectives, seeking continuous improvement
- Promote a corporate culture that is based on ethical values and behaviour
- Maintain governance structures and processes that are fit for purpose and support good decision making by the Board
- Communicate the Group’s governance structure to all stakeholders

The Board of directors is the highest strategic management body at OPG consisting of diverse, independent and experienced members. At OPG, we follow a three-level governance structure. The board is responsible for upholding best practices in corporate governance and establishing elevated standards, primarily for the shareholders and all other stakeholders.

The CEO heads the organisation along with the board members, who are also a part of various other board committees, allowing effective and efficient governance by delegating specific responsibilities to the senior management.

The adoption of QCA is internalised throughout our governance body creating a trickle-down effect to the entry level employee as well.

OPG adopts a highly progressive approach, firmly embedding principles of equal opportunity, diversity, equity, and inclusion within its core objectives. This commitment manifestly reflects in our Board of Governance, where we have a woman leading the organisation, and demonstrates her ability to drive strategic growth. Furthermore, our Board maintains a healthy combination of at least three (3) independent directors, ensuring robust oversight of the governance process through diverse perspectives and expertise.

Board Composition during FY 2024-25

Board of Directors



Mr. N Kumar,
NON-EXECUTIVE CHAIRMAN



Mr. Jeremy Warner Allen,
NON-EXECUTIVE
DEPUTY CHAIRMAN



Ms. Avantika Gupta,
CHIEF EXECUTIVE OFFICER,
EXECUTIVE DIRECTOR



Mr. P Michael Grasby,
NON-EXECUTIVE DIRECTOR



Mr. Ajit Pratap Singh,
NON-EXECUTIVE DIRECTOR
(from 20th March 2025)



Mr. Martin Higginson,
NON-EXECUTIVE DIRECTOR
(from 08th August 2025)

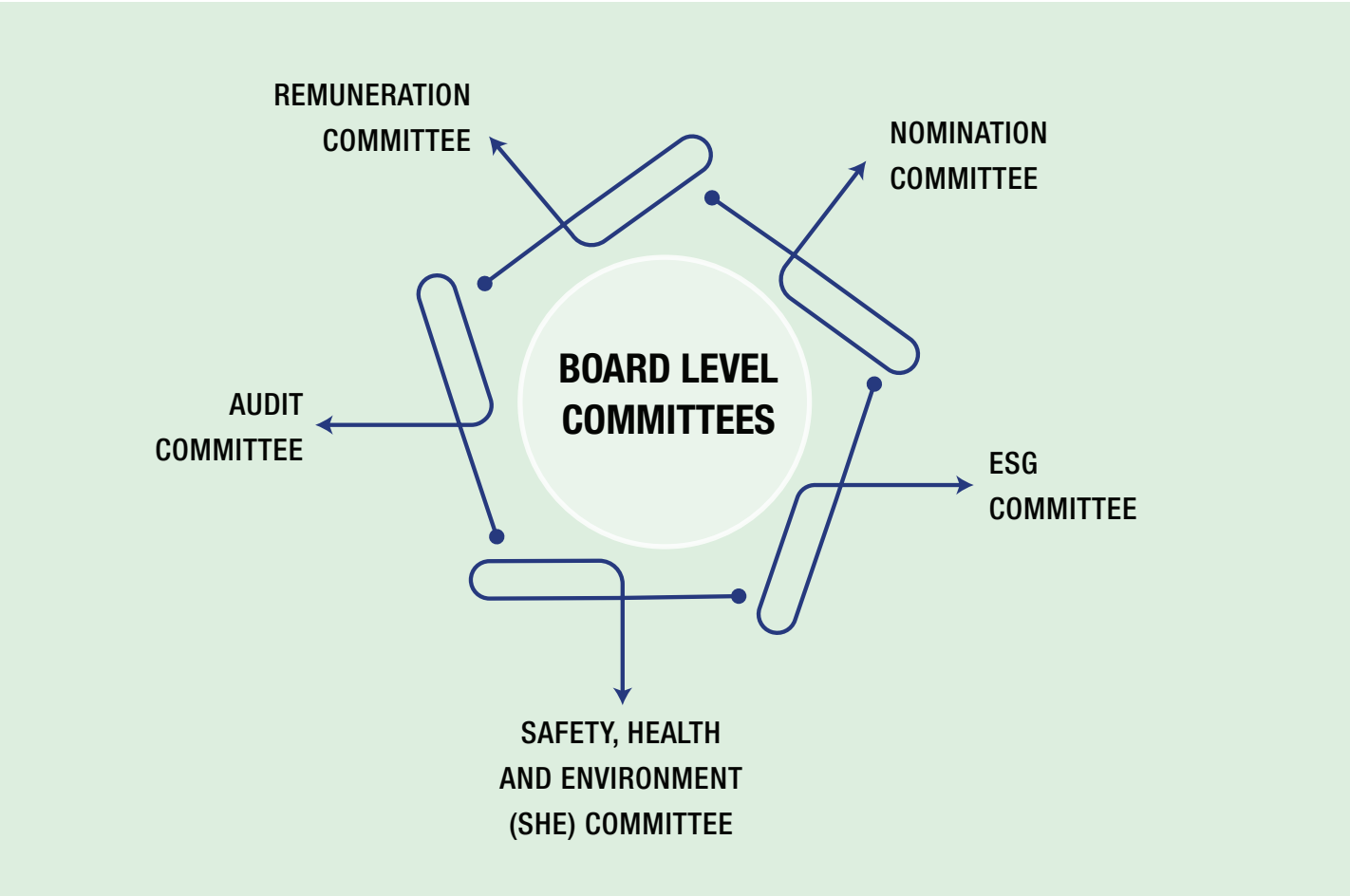
Name	Position
Mr. N Kumar	Non-Executive Chairman
Mr. Jeremy Warner Allen	Non-Executive Deputy Chairman
Ms. Avantika Gupta	Chief Executive Officer (Executive Director)
Mr Ajit Pratap Singh*	Non-Executive Director
Mr. P Michael Grasby	Non-Executive Director

* Mr. Ajit Pratap Singh resigned as Chief Financial Officer and was re-designated as Non-Executive Director of the Company with effect from 20th March 2025.

Gender	Number
Male	4
Female	1

Type	Number of Board Members
Independent Directors	1
Non-Independent Directors	4

Committees



Effective corporate governance at OPG relies fundamentally on a robust framework of specialised committees. These committees play a pivotal role in enabling diligent oversight, facilitating informed decision making, and ensuring accountability across various strategic and operational domains. Their mandates drive specific areas of governance,

risk management, and performance monitoring, thereby reinforcing the Board’s strategic direction and enhancing the overall resilience of the organisation. Each committee contributes actively to upholding OPG’s commitment to transparent and responsible management practices.

AUDIT

The Audit Committee provides comprehensive oversight of the Group’s financial performance monitoring and reporting framework. The committee conducts thorough evaluations of semi-annual and annual financial statements before submission to the board for approval. Additionally, the committee reviews internal control systems, risk management processes, and ensures compliance with accounting standards and regulatory requirements.

The Chief Executive Officer and Chief Financial Officer participate in committee meetings when invited to provide insights on financial performance, strategic initiatives, and operational matters. The committee also maintains regular dialogue with external auditors to ensure audit independence and effectiveness, while monitoring the implementation of audit recommendations and addressing any significant financial reporting issues that may arise.

REMUNERATION

The Remuneration Committee is responsible for assessing the performance of the Group’s Executive Directors and Senior Management, establishing their compensation packages and defining their terms of employment. The committee also develops and oversees executive remuneration policies to ensure alignment with corporate performance and shareholder interests.

Additionally, the committee manages the design and administration of equity-based incentive schemes, including share option programs and long-term incentive plans. The committee ensures that remuneration structures support the attraction and retention of top talent while promoting sustainable business performance and adherence to corporate governance best practices. Regular benchmarking against industry standards ensures competitive yet responsible compensation frameworks across the organisation.

Committees

NOMINATION

The Nomination Committee leads the board nomination process and provides strategic recommendations to the Board regarding directorial appointments. The committee is responsible for identifying and evaluating potential candidates for board positions, ensuring an appropriate balance of skills, experience, and diversity among directors.

The committee conducts comprehensive assessments of board composition, succession planning, and governance structures to maintain effective leadership continuity. Additionally, it oversees the evaluation of board performance, reviews director independence criteria, and ensures that appointment processes align with regulatory requirements and corporate governance standards. The committee also considers the strategic needs of the organisation when recommending candidates who can contribute to long-term value creation and stakeholder interests.

GRI 2- 9,13

ESG

The OPG Board assumes responsibility for developing and implementing the Group’s comprehensive sustainability strategy. The ESG Committee serves as the primary driver for enforcing the ten fundamental principles and achieving ESG targets across short, medium, and long-term horizons.

The committee’s expanded mandate includes identifying and monitoring strategic and operational risks, providing regular updates to the Board on ESG performance, and maintaining awareness of evolving ESG trends and regulatory requirements. Additionally, the committee establishes clear sustainability objectives and milestones, develops relevant key performance indicators, and conducts systematic performance evaluations against established ESG benchmarks.

Our governance structure ensures accountability at the highest organisational level while enabling proactive management of sustainability challenges and opportunities. The committee also facilitates stakeholder engagement on ESG matters and ensures that sustainability considerations are integrated into all major business decisions and strategic planning processes.

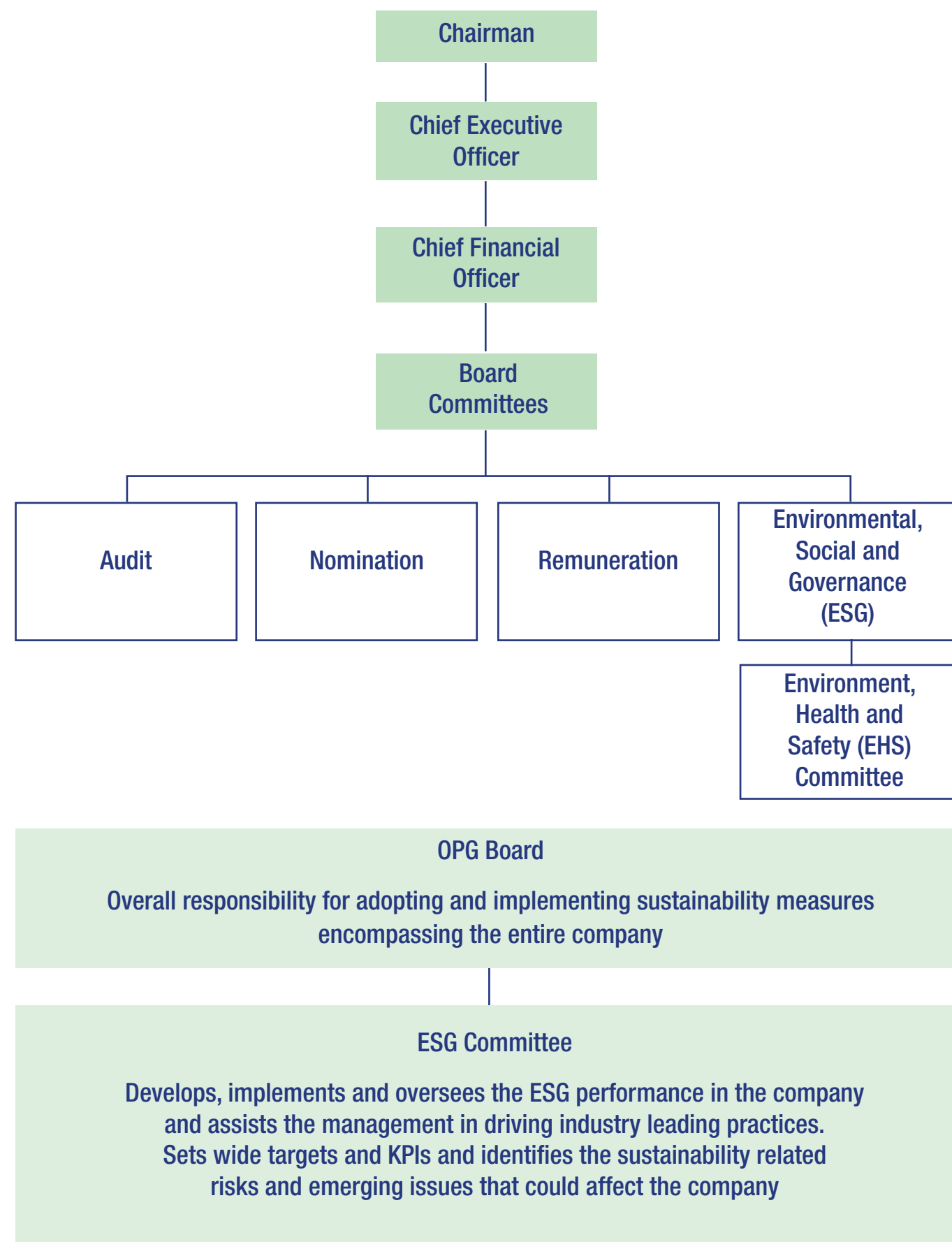
SHE

In accordance with the Factories Act, 1948, we have established a Health and Safety Committee at plant level to provide guidance to management on enhancing workplace safety standards and creating a secure working environment. The committee at corporate level is headed by Mr. P. Michael Grasby and the SHE performance is reviewed half yearly. The committee maintains balanced representation with equal participation from employees, contract workers, and management personnel, ensuring diverse perspectives in safety decision-making.

In Health and Safety Committee, the plant head serves as the committee chairman, providing leadership and ensuring direct management accountability for safety initiatives. This structure facilitates effective communication between all levels of the organisation and promotes a collaborative approach to identifying hazards, implementing safety measures, and monitoring workplace conditions. The committee conducts regular safety audits, reviews incident reports, and develops comprehensive safety protocols that comply with regulatory standards while fostering a culture of continuous safety improvement across all operational areas.



Corporate Governance Structure : ESG



The Board follows a three-tier governance structure to effectively manage organisational oversight. This governance framework is designed to clearly define roles and responsibilities across executive and steering committee levels, providing a robust foundation for strategic planning, decision-making, performance monitoring, and organisational advancement.

Through the Central Committee Policy, the Board has delegated authority to executive and steering committees for organisational management and development. This policy framework promotes

transparency within and between committees while enhancing overall accountability across the organisation.

Board members maintain strategic oversight responsibilities, while operational management is carried out by the Executive Committee, comprising the CEO, CFO, COO, and heads of key business divisions. The Steering Committees assume functional accountability for their respective operational domains, ensuring specialised expertise and focused attention on critical business areas.

The organisational-level committees include:



Membership and Associations

OPG maintains active engagement with key industry bodies and government agencies to influence policy development and address sectoral challenges. We are members of the Tamil Nadu Power Producers Association, Confederation of Indian Industry (CII), and Federation of Indian

Chambers of Commerce & Industry (FICCI), platforms that facilitate dialogue on critical issues including energy security, power sales, environmental sustainability, financing, regulatory frameworks, and fiscal and legal matters.

Ethics and Transparency

OPG is committed to upholding the highest standards of corporate governance, recognising its fundamental role in ensuring long term value creation and sustainable business operations. Our governance framework provides a robust structure for effective oversight, strategic decision making, and diligent risk management. This commitment permeates every level of the organisation, guided by principles of transparency, accountability and integrity, fostering stakeholder trust and driving ethical conduct.

At the core of our robust governance lies a Board sanctioned Tri level Governance Framework. This framework clearly defines roles and responsibilities across the Board (strategic oversight), the Executive Committee (strategic administration), and Steering Committees (domain specific functional responsibilities). This hierarchical structure enables

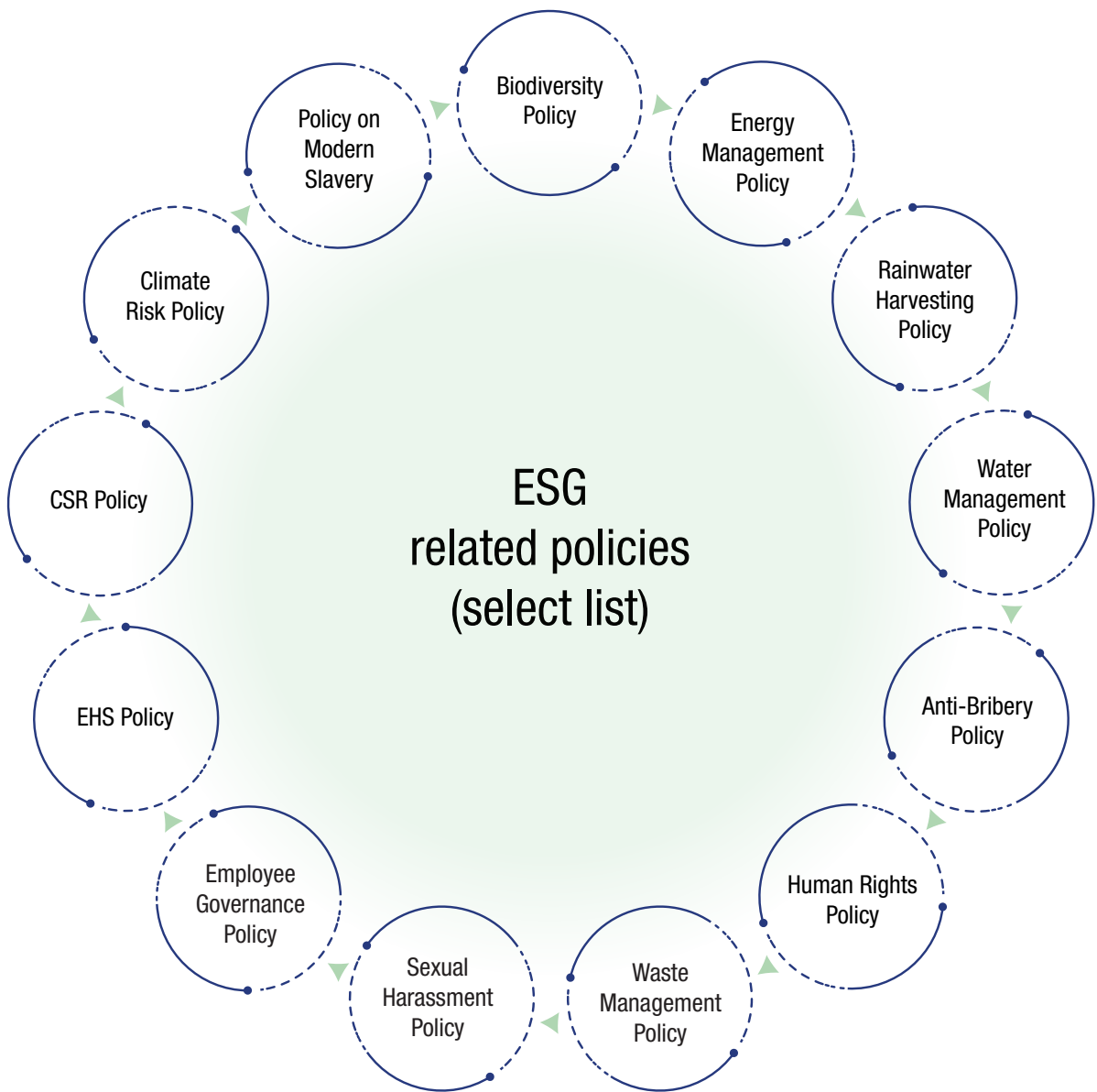
our governance framework to drive strategic planning, agile decision-making, and organisational growth through a Central Committee Policy that empowers Executive and Steering Committees while ensuring transparency and accountability.

Transparency and effective communication stand as pillars of our stakeholder engagement. We diligently keep shareholders informed through established protocols, including timely AGM notices, prompt publication of voting results on our website and public availability of all annual and financial results. Beyond formal reporting, we maintain open channels to actively solicit feedback and concerns from all stakeholders, ensuring timely responses. Where feasible, this valuable input is meticulously integrated into our strategic planning, strengthening our commitment to responsive governance and long-term value creation.

Policy Framework and Implementation

To support our sustainability governance structure, OPG has developed a comprehensive suite of policies addressing key environmental, social, and governance (ESG) areas relevant to our operations and stakeholder expectations. These policies provide clear guidance for decision making and ensure consistent implementation of sustainability principles across all our business units and operational locations. Our policy framework encompasses critical areas, including climate risk management, biodiversity conservation, energy

optimisation, and sustainable water management. We have also established robust policies addressing social aspects such as human rights, employee governance, and community engagement, ensuring our operations contribute positively to the societies in which we operate. This integrated approach to sustainability governance enables OPG to effectively manage ESG risks and opportunities while delivering on our commitments to stakeholders and contributing to sustainable development in the power generation sector.



Risk Management and Disclosure Statement

OPG maintains a systematic approach to risk mapping, ensuring that both the Board and the Executive Committee have clearly defined roles in governance and oversight. This robust framework is crucial for identifying, assessing, and responding to a wide spectrum of risks and opportunities, including those arising from climate change impacts, in alignment with GRI 201-2 reporting standards.

Executive Committee

- 1

Risk Liaison with the Board
 The Executive Committee serves as a vital liaison between operational management and the Board, ensuring effective communication and coordination on risk management strategies.
- 2

Operational Oversight
 It provides comprehensive operational oversight, promptly identifying and addressing daily risks, including safety concerns and efficiency matters.
- 3

Strategic Risk Management
 The Executive Committee focuses on strategic risks, such as market fluctuations and environmental challenges including climate change impacts. It develops proactive mitigation strategies for these risks.
- 4

Opportunity Identification
 It collaborates with management to identify and capitalise on emerging opportunities that align with organisational goals and growth.

Board

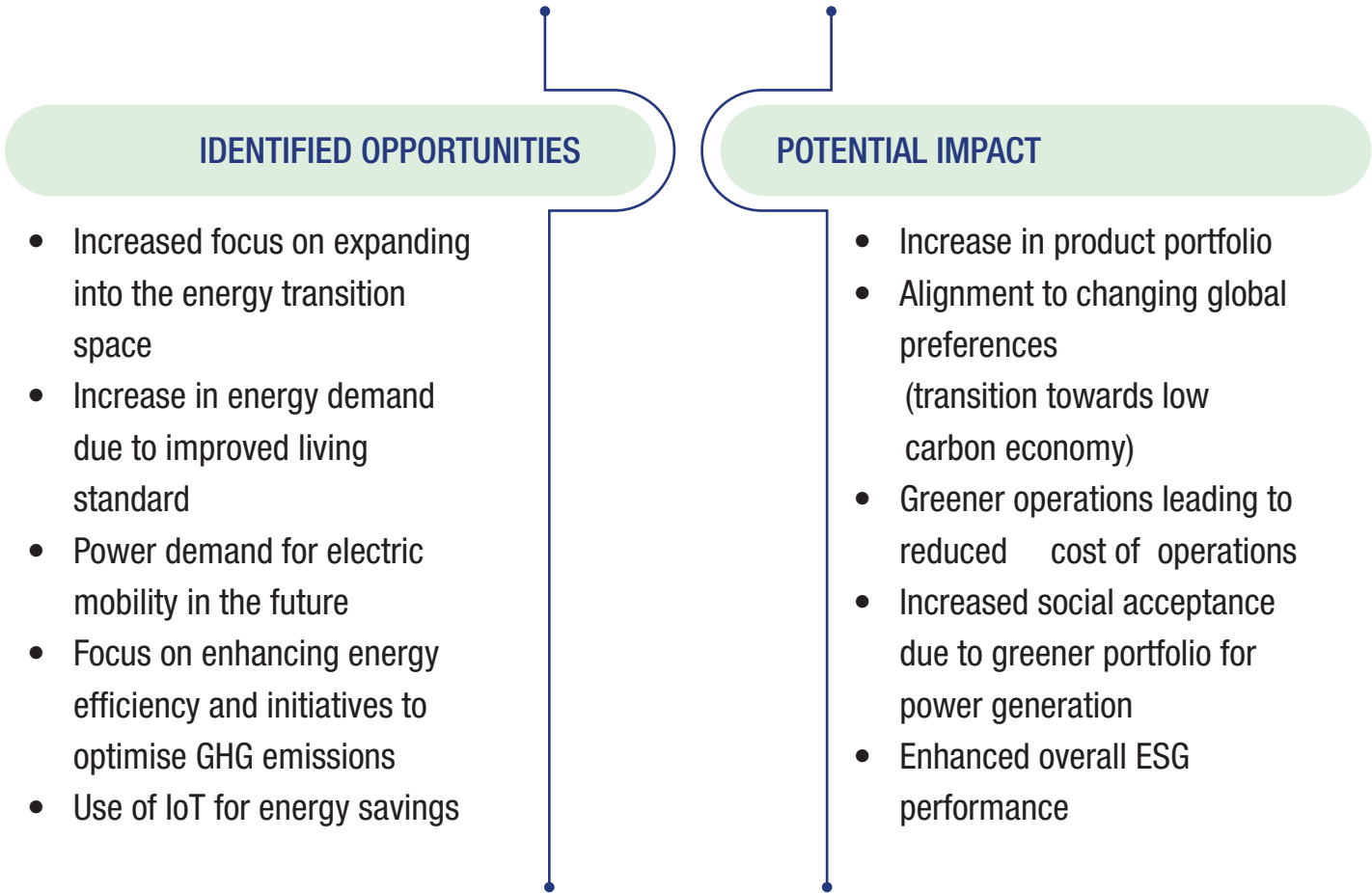
- 1

Governance and Oversight
 The Board provides essential governance and oversight, ensuring the organisation adheres to legal and ethical standards while pursuing its strategic objectives.
- 2

Strategic Direction
 It sets the strategic direction of the organisation, balancing growth objectives with risk mitigation strategies across short- and long-term horizons.
- 3

Risk Oversight
 The Board reviews and approves risk management frameworks and policies proposed by the Executive Committee, ensuring alignment with organisational objectives and shareholder interests.
- 4

Stakeholder Communication
 It communicates with stakeholders, including shareholders and regulatory bodies, regarding the organisation's risk exposure, mitigation efforts, and performance in managing risks and opportunities.



Identified Risks	Potential Impact	Action Plan
Economic <ul style="list-style-type: none"> ◦ Coal availability at optimal cost ◦ Variations in Forex ◦ Credit Risk ◦ Geopolitical and trade instability affecting global supply chains 	<ul style="list-style-type: none"> ◦ Higher operating costs ◦ Slight increase in imported fuel and technology costs ◦ Delays in spare parts or equipment supply ◦ Extended project timelines 	<ul style="list-style-type: none"> ◦ Due to the plant's proximity to a port and design of the boilers, the Company has flexibility of procuring coal from various international and domestic sources and blending different types of coal ◦ From time to time the Company enters into fixed price coal supply contracts and/or adopts financial hedging strategies ◦ When appropriate, forex forward contracts are used to mitigate forex volatility and exposure ◦ Plant has flexibility to use various grades of coal ◦ Diversify procurement and sourcing to multiple international and domestic markets to reduce dependency on a single region ◦ Maintain a strategic inventory of critical components and fuel to buffer against short-term disruptions ◦ Proactively monitor global trade policies and geopolitical events to anticipate potential supply chain risks
Environmental <ul style="list-style-type: none"> ◦ Compliance with new laws and regulations ◦ Cyclones and other natural calamities ◦ Epidemics and Pandemics ◦ Irradiance and erratic weather conditions 	<ul style="list-style-type: none"> ◦ Rising operational expenses <ul style="list-style-type: none"> › Need for proactive planning to optimise resource utilisation ◦ Extended project timelines and moderate cost escalations 	<ul style="list-style-type: none"> ◦ A dedicated compliance monitoring team to monitor compliance with ESG regulations as well ◦ Anticipate changes in regulations especially around GHG emissions and set optimisation targets ◦ Insurance of assets to cover extreme weather-related events as well ◦ Inclusion of epidemics & pandemics in the emergency response plan
Social <ul style="list-style-type: none"> ◦ Social activism ◦ Labour unrest 	<ul style="list-style-type: none"> ◦ Business disruption due to labour unrest 	<ul style="list-style-type: none"> ◦ Regular engagement with stakeholders is conducted to understand and act upon their concerns

Climate Change Risks and Opportunities

Global energy consumption remains heavily reliant on fossil fuels, with coal serving as a primary source for electricity generation across nations. This reliance persists even as a growing consensus emerges on the pressing challenges of climate change and its far-reaching consequences.

Acknowledging its role in greenhouse gas emissions, India establishes clear climate commitments through a net-zero target by 2070

and updated Nationally Determined Contributions (NDCs). These commitments aim to reduce emissions intensity by 45% and achieve 50% non-fossil fuel capacity by 2030. During this critical period, our focus centres on innovation within the existing landscape.

OPG actively implements cutting-edge technologies to significantly reduce operational emissions. We play a vital role in meeting the nation’s climate goals while ensuring energy reliability.

Transitional / Legal Risks

The company’s transition risks are primarily driven by a shifting legal and regulatory landscape, technological disruption, and evolving market dynamics.

- ◈ **Regulatory Changes:** Effectively functioning as a de-facto carbon tax, the coal cess of INR 400 per tonne represents a significant and rising cost burden for the coal sector. Its steep escalation over the years underscores the increasing regulatory emphasis on environmental mitigation costs.
- ◈ **Technological Advances:** To maintain market competitiveness, the company is responding to rapid advancements into the energy transition space by strategically adapting its operational and business models.
- ◈ **Market Shifts:** Evolving energy markets are influencing power consumption patterns, leading to a shift from fossil fuels to renewable energy sources.
- ◈ **Policy and Legal Risks:** Legal and policy shifts, including the implementation of carbon pricing mechanisms and regulatory incentives for renewable energy, present significant challenges to operational planning. The OPG Thermal power plant’s financial viability depends heavily on the stable availability and pricing of coal from both Indian and international markets. The company’s strategic foresight, exemplified by a plant design that can flexibly use all grades of coal, provides a robust defence against market volatility and geopolitical trade instability that can disrupt global supply chains. This resilience is further strengthened by a strategy that blends long-term Power Purchase Agreements (PPAs) with short-term contracts to manage price fluctuations. By maintaining a diversified and adaptable sourcing strategy coupled with a flexible commercial approach, the company is well-positioned to mitigate these complex risks and maintain its position as a resilient and reliable power provider in a changing energy landscape.

Physical Risks

The company recognises cyclones, extreme heat, and flooding as important climate-related considerations. While the region has experienced such weather events in the past, the OPG Thermal Power Plant is well-equipped with robust drainage infrastructure and comprehensive preparedness measures to ensure operational resilience. These measures also enable the company to extend support to local communities when needed. Water availability remains secure, as the plant is located in a region with low water-stress levels.

Supply Chain Risks

Our operational integrity relies on a resilient supply chain that faces various risks including geopolitical instability, commodity price fluctuations, supplier ethical practices, and potential disruptions from market changes, trade policies, or extreme weather events. These factors could result in supply shortages, price volatility, and operational delays. We intend to mitigate these risks through rigorous supplier evaluation, diversified sourcing channels, and strict adherence to our code of conduct, ensuring an ethical, secure, and reliable supply chain that maintains uninterrupted power delivery.

Opportunities

The company's strategic opportunities are twofold: expanding its portfolio with renewable, hybrid, energy storage and other energy transition technologies, and capitalising on new avenues in energy optimisation & trading and securing new contracts.



Innovation and R&D

At OPG, we see technology as a catalyst for sustainable growth-driving operational excellence, environmental stewardship, and long-term stakeholder value. We are not merely adapting to the evolving energy landscape; we are actively shaping it.

Innovation and R&D:

Innovation and R&D are central to our business strategy. By leveraging advanced technologies, we maximise efficiency, reduce environmental impact, and stay ahead of regulatory and market shifts.

Technological Advancements in Power Generation:

OPG consistently invests in power generation technology upgrades to enhance efficiency and reduce environmental footprint. Our primary focus on emissions control has led to successful implementation of advanced technologies:

- » **De-NOx Systems:** Installed Over Fired Air (OFA) systems across multiple units, achieving substantial NOx reductions ahead of regulatory deadlines.

- » **Particulate Matter Control:** Electrostatic Precipitators (ESPs) ensure consistent compliance with air quality norms.
- » **Real-time Emission Monitoring:** Integrated with TNPCB servers for transparent, continuous pollutant tracking.

Sustainable Resource Management:

- » **Water Stewardship:** Zero Liquid Discharge (ZLD) operations with closed-loop systems and ACC technology, cutting water consumption significantly.
- » **Circular Waste Management:** 100% utilisation of fly ash and bottom ash in cement and brick industries, biomass co-firing, and wet waste repurposing as cattle feed.
- » **Sustainable Logistics:** Deployment of BS6-compliant trucks to reduce emissions from coal transport.



POWERING LOCAL GROWTH

INCREASING INDIAN COAL PROCUREMENT



CHALLENGE ADDRESSED To enhance supply chain resilience, support the domestic economy, and reduce the carbon footprint associated with long-distance transportation, we aimed to strategically increase our reliance on locally sourced Indian coal, despite its higher ash content compared to imported alternatives.

APPROACH ADOPTED A strategic shift in our fuel procurement policy to significantly increase the proportion of Indian coal utilised in our operations, leveraging domestic resources for power generation.

- KEY ACTIONS**
- A strategic shift in our fuel procurement policy to significantly increase the proportion of Indian coal utilised in our operations, leveraging domestic resources for power generation.
 - Participating in multiple auctions under SHAKTHI scheme to secure higher quantity of Indian coal.

IMPACT & RESULTS ACHIEVED

In FY25, our Indian coal firing increased significantly to 11% (up from 6% in FY24), while imported coal usage decreased from 94% to 89%.

This strategic shift has several positive impacts:

- **Resource Efficiency & Circular Economy:** The increased ash produced from Indian coal is 100% effectively repurposed in the cement industry, serving as a valuable raw material for clinker production, reducing waste, and promoting resource efficiency and circular economy.
- **Reduced Carbon Footprint:** Leveraging locally available fuel sources minimises the environmental impact associated with importing coal over long distances, thereby reducing our carbon footprint.
- **Local Economic Support:** The shift contributes to a robust industrial ecosystem in India by supporting domestic coal mining and associated industries.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Enhanced operational flexibility and reduced logistical complexities and reduce exposure to international price volatility.
- » **Long-Term:** Strengthened commitment to sustainable energy practices, minimised landfill use, conserved natural resources through ash utilisation, and demonstrated leadership in environmental stewardship within the Indian industrial sector.

05

MATERIALITY ASSESSMENT

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Material Areas

OPG builds upon the robust foundation established through the materiality assessment conducted previously. We continue to prioritise the ten (10) most significant material topics identified from our comprehensive evaluation process. We have maintained consistency with the material areas identified in our previous materiality analysis. These areas continue to serve as the cornerstone of our sustainability efforts.

They provide strategic direction for our environmental, social, and governance initiatives.

OPG structures its sustainability pillars around these high-priority areas. We maintain rigorous monitoring and conduct annual reporting of performance across all identified material topics.



GRI 3-1, 2

The material topics are:

- Business growth & profitability
- Corporate governance
- Ethics & integrity
- Occupational health & safety
- Community development
- Employee training and development
- Materials management
- Waste and effluents
- Energy & emissions
- Environmental compliance



* As per materiality analysis conducted in 2022.



Stakeholder Engagement

At OPG, we engage regularly with diverse stakeholder groups through customised interactions, enabling us to identify key ESG focus areas and their impacts. The table below outlines the consultation types, frequency, discussion topics, and outcomes.

EMPLOYEES			
Engagement Method	Frequency of Engagement	Topics Discussed /Concerns Raised	Outcome
Leadership Talk	Bi-Annually	Key to leadership	Leadership development
Review Meetings	Quarterly	Company’s vision, mission, and goals	Goal orientation
Performance Appraisal	Annually	Individual & Organisation Performance	Employee evaluation, Feedback for improvement
Talent Management Systems	Quarterly	Regular training	In-house and external training programs
Learning, Training and Development Programmes	Regular basis	O&M practices and Green Environment	Employee knowledge enrichment & exposure
Physical & Mental Health Discussion	Regular basis	Health Check-up Camp & Sports program	Health risk assessment, mental health awareness, physical fitness
Festival Activities	Regular basis	Celebration of Indian festivals, national and cultural days	Celebration with employees and families
Employees Celebration	Regular basis	Birthday celebration, farewell party	Employee engagement and bonding
Newsletter	Regular basis	OPG Connect Newsletters, updates, new thoughts, status reports	Communication & information sharing
Annual Day Celebration	Annually	14 th year OPG Annual Day celebration in company	Employee and family connection with top management
Rewards & Recognition	Monthly/Quarterly/ Exceptional Contribution	Employee involvement appreciation	Higher motivation, workplace culture, retention, and productivity

GRI 2-29

EMPLOYEES			
Engagement Method	Frequency of Engagement	Topics Discussed /Concerns Raised	Outcome
Social Media	Regular basis	Company updates, employee achievements and spotlights, training and development opportunities, health and safety tips, festival and event celebrations, environmental and sustainability initiatives, career growth and recruitment	Enhanced employee morale and sense of belonging, increased awareness and participation, improved internal communication, stronger company culture and retention, wider reach for talent attraction

REGULATORY GOVERNMENT		
Engagement Method	Topics Discussed /Concerns Raised	Outcome
Government Regulators	Government Mandatory Norms	Compliance
Annual Report		
State Government		
Industry Association		

COMMUNITY			
Engagement Method	Frequency of Engagement	Topics Discussed /Concerns Raised	Outcome
CSR Activities	Need basis	Assess the need for each community and area	Projects implemented per Annual Action Plan and CSR Policy
Communication with Admin Team	Need basis	Any issues	Resolution of the issue

SUPPLY CHAIN			
Engagement Method	Frequency of Engagement	Topics Discussed /Concerns Raised	Outcome
Supplier contract	Need basis	Quality, price, delivery compliance as per laws and regulations	Supply of desired and quality raw material

INVESTOR			
Engagement Method	Frequency of Engagement	Topics Discussed /Concerns Raised	Outcome
Pre due-diligence	Annually	Environment social performance review	Sustainability progress
Engagement – in person meeting	Need basis	Detailed review of ESG & legal compliance	Sustainability progress
Mail communication	Need basis	Any specific queries	Queries closed
Updates on the website	Need basis	Group objectives and strategies, business model, market review, corporate governance	Published

Materiality topic	Stakeholders impacted
Economic & Governance	
Business growth & profitability	Employees, Investors, Supply Chain, Customers
Corporate governance	Regulators, Investors, Employees
Ethics & integrity	Investors, Government, Supply Chain, Community
Social	
Occupational health & safety	Regulators, Employees, Community
Community development	Community, Regulators
Employee training and development	Employee, Community
Environment	
Materials management	Investors, Supply Chain
Waste and effluents	Regulators, Investors, Community, Employees
Energy & emissions	Community, Employee, Investors, Supply chain
Environmental compliance	Regulators, Investors



Material Area Impacts

Material topic	Areas for Improvement		Value Creation / Opportunities		Impact significance
	Current	Potential	Current	Potential	
Business growth & profitability	None	No direct negative impacts; regulatory changes like coal cess may increase expenditures	Improved revenue and profit due to open access power sales	Healthy future order book due to energy demand and business-focused policies	High
Corporate governance	None	Strong governance structure ensures no potential negative impact	No governance issues, complaints, or non-compliances	Continued adherence to governance standards	Medium
Ethics & integrity	None	Framework ensures no compromise on ethics and integrity	Clear policy and governance framework with zero complaints or NCs	Ethical decision-making culture will guide future actions beneficial to the organisation	Medium
Occupational health & safety	Achieved zero fatalities and earned a prestigious 4-star rating from the British Safety Council, with only two minor, non-reportable injuries recorded	Minor gaps in OHS systems, if unaddressed, could impact workplace safety standards.	4-star rating from British safety council Zero fatality High workplace safety;	Making the operations safer, avoiding even minor injuries.	High
Community development	None	Misalignment in communication or actions may impact organisational performance.	Over 100,000 beneficiaries impacted CSR programs positively impacted education, livelihood, and women empowerment	Expand community programs as per evolving needs	Medium
Employee training and development	None	No foreseeable negative impacts	7.25 average training hours achieved with trainings in Health and Safety, skill enhancement, and Human Rights	Increases employee retention and readiness	Medium

GRI 3- 2,3

Material topic	Areas for Improvement		Value Creation / Opportunities		Impact significance
	Current	Potential	Current	Potential	
Materials management	None	Supply chain disruptions could cause delayed coal sourcing	Biomass and coal mix for reduced fossil emissions	Materials optimisation to reduce emissions and secure resources	Medium
Waste and effluents	None	Not implementing ZLD may lead to regulatory gaps, missed efficiency gains, and suboptimal resource utilisation.	100% fly ash recycling and zero liquid discharge facility	Maintain or improve current metrics and protect local communities	High
Energy & emissions	High Scope 1 emissions	Emissions may rise with increased power generation	8.89% auxiliary power consumption	Focus on optimising coal mix and reducing emissions by reducing aux consumption	High
Environmental compliance	No current NC	Not adhering to regulatory norms could hinder smooth operations	Full compliance with all applicable regulations	Continue compliance efforts	Medium

Management Approach

ENVIRONMENTAL

Water Stewardship

OPG prioritises responsible water management through a comprehensive strategy that includes implementing rainwater harvesting and operating a Zero Liquid Discharge (ZLD) plant. The company has a closed-loop water system where all wastewater is treated and reused. Innovative solutions like the use of Dry Cooling system (Air Cooled Condensers (ACC)) have effectively created a “Zero water cooling system,” drastically reducing water consumption and ensuring that total water consumption is well below the prescribed limit.



Materials Management

OPG employs robust materials management strategies to ensure operational continuity and resource optimisation. The company prioritises cost leadership for raw materials and implements a “local-first” approach for procurement. Strategic sourcing, including the use of different coal grades and biomass, ensures supply reliability and cost-effectiveness.



Energy & Emissions

OPG tackles GHG emissions through a multi-pronged approach that includes optimising existing infrastructure for energy efficiency and investing in new technologies. The company has implemented De-NOx OFA systems to reduce NOx emissions and uses ESPs to control particulate matter. To further reduce emissions, OPG has provided 40 BS6 trucks, enhancing our transportation efficiency while minimizing vehicular emissions. OPG also actively monitors its emissions and is committed to reducing its reliance on fossil fuels by co-firing biomass and investing in solar energy.



Waste Management

OPG leads in responsible waste management with a hierarchy that prioritises reduction, reuse, recycling, and disposal. The company has consistently achieved a full utilisation rate for fly ash and bottom ash by repurposing them as raw materials for the cement and brick industries. OPG’s commitment extends to a strict ban on single-use plastics within the plant area and providing wet waste to local villagers as cattle feed, contributing to a circular economy.



SOCIAL

Occupational Health & Safety (OHS)

Safety is a core value at OPG, underpinned by the mantra of “Zero Harm”. The company has implemented an integrated Occupational Health and Safety Management System in line with ISO 45001 standards. OPG’s approach includes forming safety committees with equal representation from workers and management, regular training on first aid and fire safety, and a robust system for hazard identification and incident investigation.



Training & Development

OPG is committed to fostering a culture of continuous learning and professional development, ensuring its workforce possesses the necessary skills for current and future challenges. The company provides comprehensive training programs covering health and safety, skill enhancement, and compliance with regulations.



Community Development

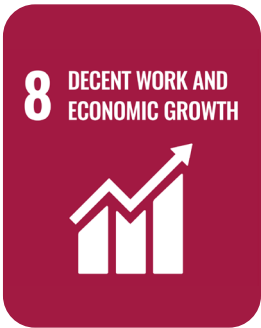
OPG is committed to being a responsible neighbor, fostering transparent and respectful relationships with local communities. The company's CSR initiatives are strategically deployed to address genuine community needs in areas such as education, healthcare, infrastructure, and humanitarian aid.



ECONOMIC & GOVERNANCE

Business Growth & Profitability

OPG's overarching objective is to build long-term value for shareholders through a strategic business model that prioritises profitable growth. The company's resilience comes from an efficient mix of supply agreements and the ability to process different grades of coal, allowing for strategic navigation of market complexities.



Corporate Governance

OPG is committed to high standards of corporate governance, which it sees as fundamental to long-term success. The company has adopted the Quoted Companies Alliance (QCA) Corporate Governance Code and operates a three-tiered governance structure with board-level committees to ensure accountability, transparency, and ethical conduct.



Ethics & Integrity

Ethical conduct is a core value that permeates every level of the organisation, guided by a framework of policies and procedures. The company has a zero-tolerance policy for bribery and corruption, which is supported by its governance structure and ensures that an "ethics-first philosophy" flows from the top leadership down.



GRI 3-3

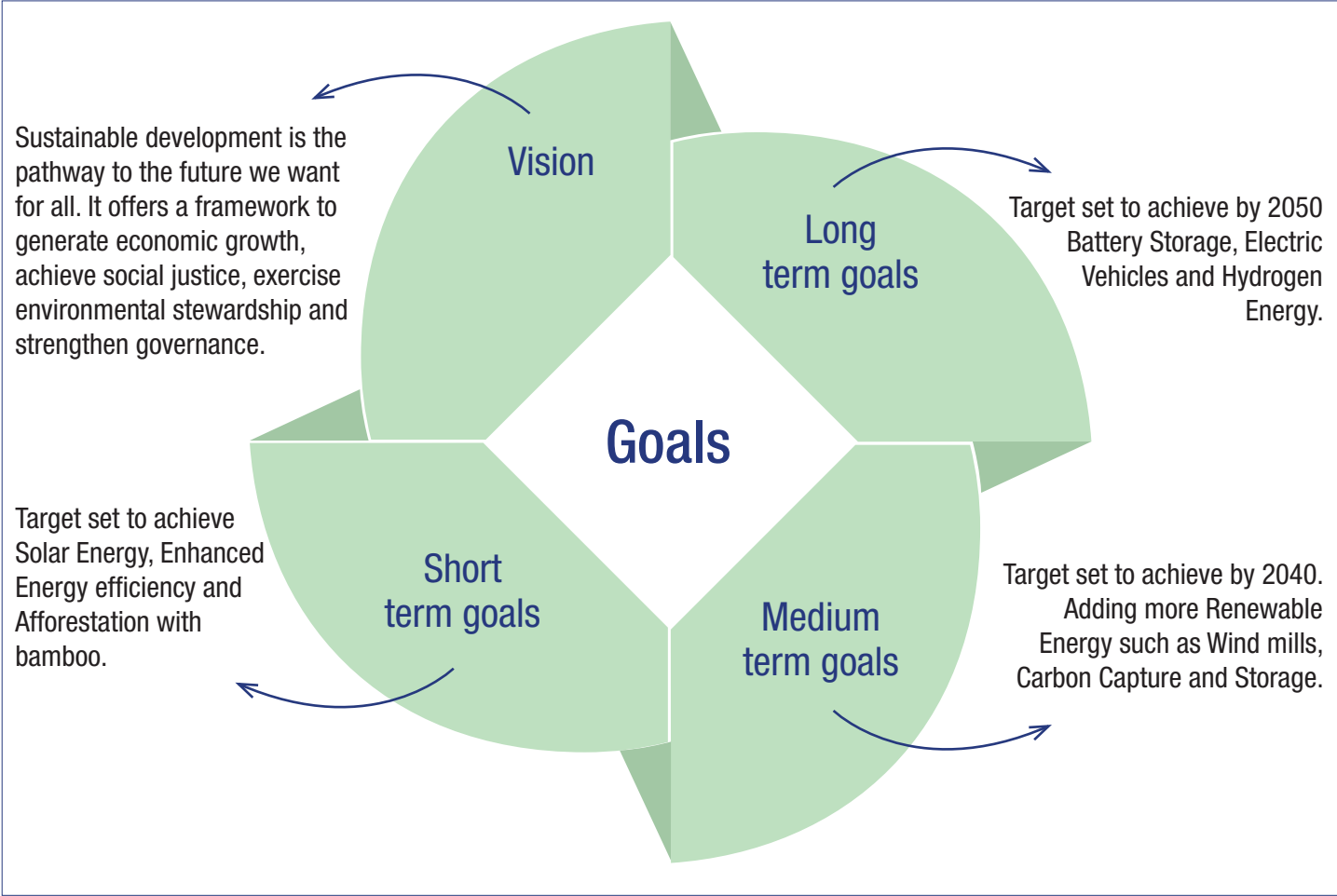


06

OUR PERFORMANCE PLANET

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Goals



GRI 2-27

Environmental Compliance

At OPG, we recognise that our role in providing essential electricity inherently carries significant environmental responsibilities. We are aware of the industry’s footprint and are deeply committed to delivering efficiently produced power while upholding the highest standards of environmental stewardship. This foundational understanding drives our strategies to mitigate impact and

champion sustainable operations across our activities.

In the pursuit of our environmental objectives, OPG rigorously adheres to a comprehensive framework of national and state-specific environmental regulations. We meticulously comply with the stipulations set forth in:

- ≈ The Water (Prevention & Control of Pollution) Act, 1974 (and its amendments)
- ≈ The Air (Prevention & Control of Pollution) Act, 1981 (and its modifications)
- ≈ The Environmental Protection Act, 1986
- ≈ Hazardous Waste Management Handling and Transboundary Movement Rules, 2016
- ≈ The Tamil Nadu Factories Rules, 1950
- ≈ The Petroleum Act, 1934
- ≈ The Factories Act, 1948
- ≈ The Tamil Nadu Fire Services Act No. 40
- ≈ The Tamil Nadu Fire Service Rules, 1990
- ≈ The Indian Boilers Act, 1923
- ≈ Bio-Medical Waste Management Rules, 2016
- ≈ E-Waste (Management) Rules, 2016
- ≈ Battery Waste Management Rules, 2022
- ≈ Noise Pollution (Control & Regulation) Rule

We report our environmental performance to relevant regulatory bodies, notably the Tamil Nadu Pollution Control Board, making these reports transparently accessible on our corporate website.

Our teams maintain vigilance over any emerging regulatory requirements, ensuring prompt and comprehensive compliance.

Energy Consumption

We sold 2,117 MU of electricity in 2024–25, compared to 2,127 MU in the previous year. This marks the second consecutive year of surpassing the two million megawatt-hour milestone, reflecting our consistent commitment to meeting consumer demand.

Total energy production increased from 2,323 MU in 2023–24 to 2,324 MU in 2024–25. However, auxiliary power consumption rose from 8.42% to 8.89%.

This increase reflects a significant shift in the generation patterns of thermal power stations in India, which increasingly operate to provide critical base load power throughout the day and increased generation during the peak consumption hours when renewable capacity is not available. In line with this the organisation shifted its power plants operations to meet the daily cyclical variations required by the grid, thus leading changes in plant efficiency.

We remain committed to maintaining a low auxiliary power consumption; however, market conditions and unit cyclic operating patterns also

influence this parameter. In 2024–25, auxiliary power consumption stood at 8.89 %.

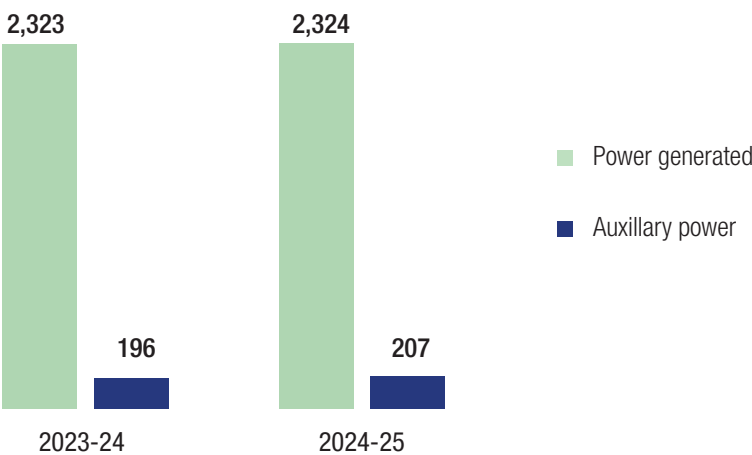
2,324 MU of electricity produced

8.89% Auxiliary power consumption

The increase in auxiliary power consumption also reflects current market dynamics and operational requirements. As energy demand varies throughout the day, particularly during periods of lower consumption, the plant continues to operate at

reduced capacity levels during solar hours to maintain operational readiness and system stability, which inherently results in higher auxiliary power consumption relative to total generation output.

Electricity & Auxiliary Power (MU) TN Plant



GRI 302-1, 3, 4, 5

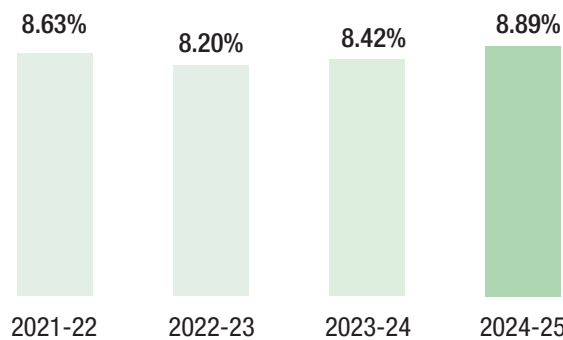


Energy Consumption

As part of our commitment to sustainable energy practices, we have successfully commissioned a 2.889 MW captive solar power facility at our Chennai operations. The plant has commenced full operations post the end of this reporting year and, while representing a targeted investment, contributes significantly to offsetting our auxiliary power requirements through clean energy generation. The strategic positioning of the solar installation within our facility perimeter eliminates T&D losses, optimising energy conversion efficiency.

Through on-site renewable energy generation, we are advancing our objectives to reduce reliance on conventional power sources, minimise our carbon footprint, and enhance our comprehensive energy sustainability framework. This initiative represents a tangible step in our broader renewable energy strategy and demonstrates our proactive approach to integrating clean technologies into our operational portfolio.

Trends in Auxiliary Power Consumption in % TN Plant



2.889 MW Captive solar installed post FY 2024-25

Energy Saving Initiatives

OPG demonstrates its steadfast dedication to sustainable operations and climate change mitigation through strategic investments in energy optimisation initiatives. These projects enhance operational efficiency while substantially reducing our environmental impact, directly supporting our sustainability goals and long-term value creation. conversion efficiency.

Our investment in Coal Feeder Upgradation (Gravimetric) technology is projected to further reduce CO₂ emissions by 3,287 MT annually while generating cost savings of GBP 129,490.45 per year. This dual benefit exemplifies our commitment to initiatives that deliver both environmental and economic value. The comprehensive portfolio of energy-saving investments is outlined below:

Project	Primary Benefit	Investment (GBP)	Annual Energy Savings	Annual CO ₂ Reduction (MT)
ACC Bundle Cleaning (Semi-Automatic)	Enhances condenser vacuum and improves heat transfer efficiency	3,244	361,350 kWh	458
Boiler Insulation Replacement	Improves thermal efficiency and reduces heat loss	40,432	2,621.5 Mkcal	1,119
APH Baskets and Seals Replacement	Enhances heat transfer efficiency and reduces fuel consumption	242,865	814,680 kWh & 14,653.7 Mkcal	7,287
SSH Coils Replacement	Restores optimal heat transfer and improves boiler efficiency	163,146	4,110.2 Mkcal	1,754
Coal Feeder Upgradation (Gravimetric)	Ensures precise coal flow measurement and improves combustion efficiency	142,752	54,432 kWh	3,287
ACC Energy Efficiency Blades Replacement	Improves condenser airflow and heat transfer, enhancing overall efficiency	15,990	335,070 kWh	425
LED Replacement	Reduces energy consumption and lowers electricity costs	17,214	261,760 kWh	332
Total		625,643	2,874,331 kWh & 21,385 Mkcal	14,661

In total, OPG has committed GBP 625,643 toward these energy efficiency initiatives. These strategic investments are projected to deliver substantial returns through energy savings of 2,874,331 kWh and 21,385 Mkcal annually.

The cumulative environmental impact of these projects will result in an annual CO₂ reduction of 14,661 MT, demonstrating our measurable contribution to climate change mitigation while achieving significant operational efficiencies.

Air Quality & Emissions

OPG maintains transparency in disclosing emission data, enabling stakeholders to identify efficient power producers while supporting the company in reducing specific emissions and addressing operational inefficiencies.

In 2024–25, we achieved substantial progress in lowering our emission footprint. Total emissions stood at 2,685,879 t CO₂e, a slight decrease from 2,727,324 t CO₂e* recorded in 2023–24.

Emissions by Scope			
Emissions	UOM	Emission	Contribution
Scope-1	tCO ₂ e	2,679,961.79	99.78%
Scope-2	tCO ₂	169.95	0.01%
Scope-3	tCO ₂ e	5,747.72	0.21%
Total	tCO ₂ e	2,685,879.46	100.00%

* The emissions data for Scope 1 GHG emissions is restated, based on improved data availability and refined calculation methodologies.

Scope 1 Emissions

In 2024–25, total Scope 1 emissions amounted to 2,679,962 t CO₂e, representing 99.78 percent of total emissions.

We have also reported emissions from individual sources, as detailed below:

A large share of Scope 1 emissions, amounting to 2,598,851 tCO₂e, resulted from the stationary combustion of coal. This represents 96.97 percent of total Scope 1 emissions.

OPG strategically reduced its biofuel consumption during the reporting period, utilising 720 metric tonnes compared to 1,052 metric tonnes in the previous year. This reduction in biofuel-use directly

translated into a substantial decrease in associated emissions, which reduced by 462.77 tonnes of CO₂e. This outcome stems from a dual approach: a decrease in overall wood consumption and a strategic increase in the procurement of wood with a higher GCV. These combined factors enhanced combustion efficiency, leading to lower emissions per unit burned. Emissions related to biogenic sources are classified as follows:

Biogenic Emissions				
Category	CO ₂	CH ₄	N ₂ O	tCO ₂ e
Wood (Stationary)	990.69	0.27	0.04	1,007.49



Scope 2 Emissions

OPG achieved a drastic 76.7% reduction in Scope 2 emissions during the reporting period, which now stands at 169.95 tCO₂e, down from 730.7 tCO₂e in the financial year 2023-24. These emissions comprise 100% CO₂, and their significant decrease directly results from our increased APC through self-generation. Utilising our own generated power offers substantial benefits, including the reduction of energy wastage by minimising T&D losses.

Scope 3 Emissions

OPG monitors its scope 3 transportation emissions, primarily stemming from diesel consumption by contracted vehicles utilised for coal transportation. During the reporting period, total Scope 3 emissions amounted to 5,748 tCO₂e, marking a significant 15.33% reduction, or 1,041 MT, from the previous financial year. This notable decrease directly results from our continuous efforts to innovate the technology employed in these operational vehicles, a subject we will delve into deeply in a separate case study.

We are actively reducing our Scope 3 transport-related emissions. At the plant in Tamil Nadu, dedicated bus services facilitate shared commutes. In Chennai, the office staff consistently adopt public transportation, supported by the office's location just two minutes from the nearest little mount metro station.

For critical raw materials, logistics are managed through international routes from Indonesia to Port Paradip, followed by coastal shipping to Ennore. The final leg to Gummidipoondi is currently managed by trucks. However, with the expansion of India's rail network, we are committed to transitioning this segment to rail freight to achieve substantial emission reductions.

We are planning to expand our scope 3 GHG accounting to include other relevant categories, such as business travel, employee commute data in our future reporting cycles.

Emission Intensity

Emission intensity represents the ratio of total greenhouse gas (GHG) emissions generated by our plant to the total amount of electricity produced in a specific reporting year.

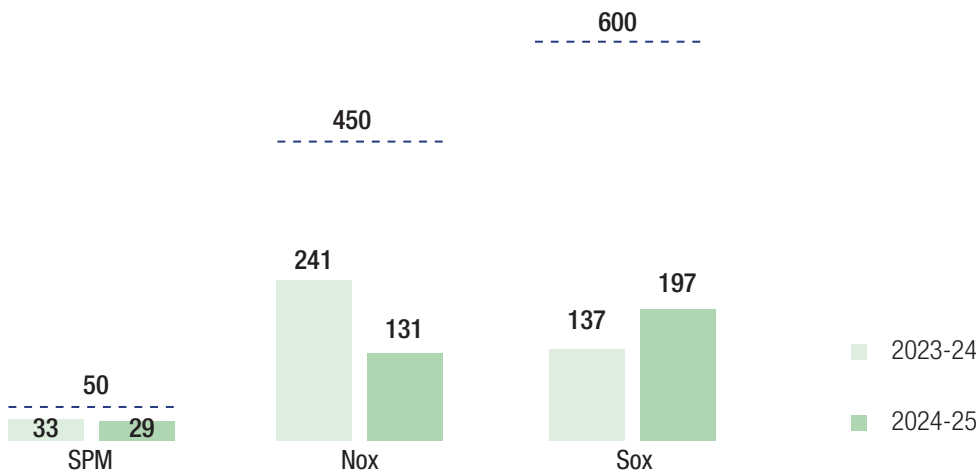
In 2024–25, emission intensity stood at 1.269 tCo₂e/MWh, compared to 1.282 tCo₂e/MWh* in 2023–24. This reflects our continued commitment to improving production efficiency and essentially reducing the plant's carbon footprint.

Air Emission

OPG made substantial investments in environmental initiatives at its coal based thermal power plant, dedicating 497,605 GBP to enhance sustainability. These significant expenditures underscore our commitment to mitigating environmental impact. We funded the installation

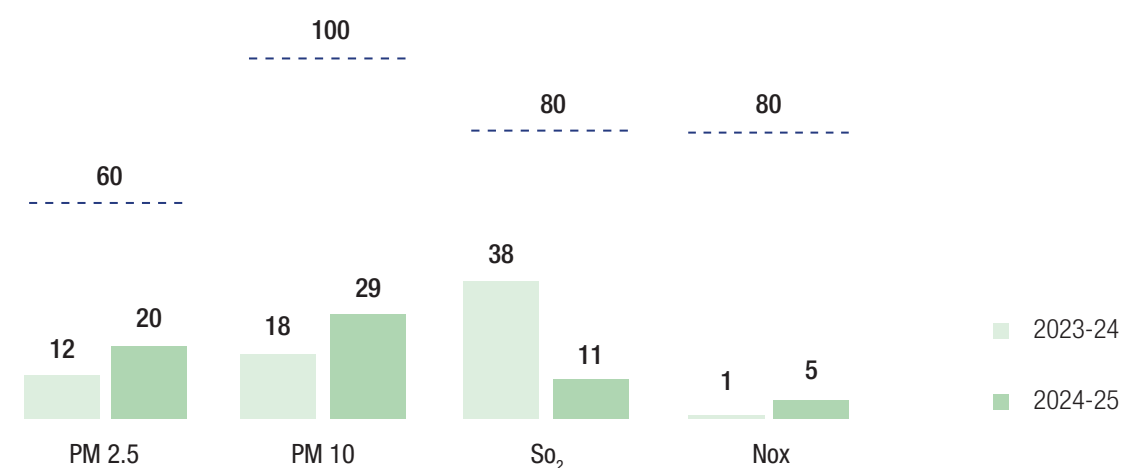
of a De NO_x system in Unit 3 this reporting year, while the installation for all the other units has been completed in the previous years. To capture particulate matter, we ensured the operational readiness of ESP systems across all units. Furthermore, we regularly serviced the AAQ monitoring system to maintain stringent air quality surveillance. Our comprehensive approach to dust control included addressing coal leak arresting within the milling system to minimise airborne dust. We also deployed DES to control exhaust dust and implemented DSS to manage fugitive dust. For enhanced effectiveness, we utilised fog cannons for dust suppression. Our community engagement efforts extended to dust mitigation through regular road cleaning and water spraying in nearby areas, demonstrating our responsibility beyond the plant boundaries.

Stack Emission (mg/Nm³) TN Plant

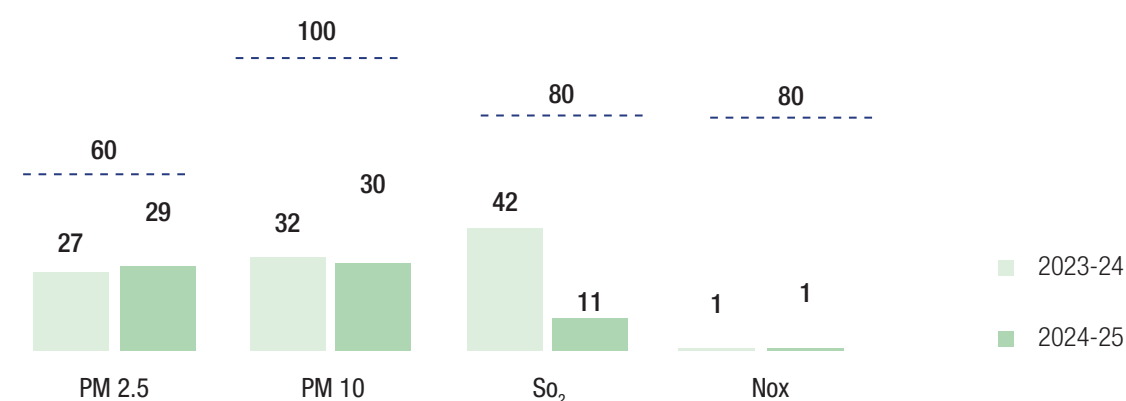


* Emission Intensity for FY 2023-24 is being revised due to updated emissions data.

Ambient Air Quality Station-1 ($\mu\text{g}/\text{m}^3$)



Ambient Air Quality Station-2 ($\mu\text{g}/\text{m}^3$)



GREENER LOGISTICS

DEPLOYING BS6 TRUCKS FOR REDUCED EMISSIONS



CHALLENGE ADDRESSED Coal transport from the port to our plant involves extensive logistics, and the use of older truck models can lead to higher NOx and particulate matter emissions, influencing local air quality and modestly adding to our environmental footprint.

APPROACH ADOPTED We undertook a strategic upgrade of our coal transport fleet, introducing 40 Bharat Stage 6 (BS6) compliant trucks fitted with advanced emission-control technologies.

KEY ACTIONS Procured 40 BS6 compliant trucks for dedicated coal transport routes from the port to the plant investing a total of GBP 1.95 million. Ensured trucks were equipped with Selective Catalytic Reduction (SCR) systems for NOx control and Diesel Particulate Filters (DPF) for PM reduction. Integrated these new, cleaner vehicles into our operational logistics.

IMPACT & RESULTS ACHIEVED

The deployment of BS6 trucks significantly reduced key emissions:

- **NOx emissions:** Reduced by up to 87% (from 250 mg/km to 80 mg/km) compared to BS4 trucks.
- **PM emissions:** Reduced by 82% (from 25 mg/km to 4.5 mg/km) compared to BS4 trucks.
- **Local Economic Support:** The shift contributes to a robust industrial ecosystem in India by supporting domestic coal mining and associated industries.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Immediate improvement in local air quality, particularly in port and plant areas, directly benefiting public health.
- » **Long-Term:** Ensured ongoing compliance with India's stringent emission norms, mitigating future regulatory risks and potential penalties. This initiative also reinforces our corporate social responsibility and future-proofs a critical aspect of our logistics operations.

CLEANER EMISSIONS, HEALTHIER AIR

PROACTIVE DE-NOX & STRATEGIC DE-SOX INITIATIVES



CHALLENGE ADDRESSED As a thermal power producer, effectively managing and significantly reducing key atmospheric pollutants: NOx and SOx is crucial for environmental protection, public health and meeting increasingly stringent regulatory mandates from the MoEFCC, India.

APPROACH ADOPTED We proactively implemented De-NOx Over Fired Air (OFA) systems and are strategically advancing plans for state-of-the-art Flue Gas Desulfurization (FGD) technology, ensuring compliance while supporting cleaner air initiatives and consistently maintaining emissions well below regulatory thresholds.

KEY ACTIONS & TIMELINES:
DE-NOX (NOX REDUCTION) Mandated by MoEFCC with a deadline of December 31, 2024, De-Nox Over Fired Air (OFA) systems were installed across all units. The installation, costing GBP 2.02 million, was completed ahead of schedule.

GRI 305-7

DE-SOX (SOX REDUCTION) We are currently utilising low sulphur coal to reduce SOx emissions.

IMPACT & RESULTS ACHIEVED

- **De-NOx:** Achieved a significant reduction in emissions from 241 mg/Nm³ last year to 131 mg/Nm³. remaining well within the limit of 450 mg/Nm³. Our De-NOx systems ensured 100% compliance since January 1, 2025, ahead of the national deadline.
- **De-SOx:** Maintained at 197 mg/Nm³ this year, well below the regulatory limit of 600 mg/Nm³, primarily using low-sulphur coal.
- **Local Air Quality Improvement:** Our interventions have positively impacted local ambient air quality, with PM10 levels at the plant gate measuring 38.8 µg/m³ (limit 100 µg/m³) and PM2.5 levels at 21.5 µg/m³ (limit 60 µg/m³). Similarly, NOx levels at the plant gate are 25.2 µg/m³ (limit 80 µg/m³) and SO2 levels are 10.6 µg/m³ (limit 80 µg/m³), all demonstrating levels well below regulatory standards.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Immediate improvements in local air quality, enhanced community health, and avoidance of regulatory penalties.
- » **Long-Term:** Minimised overall environmental impact, strengthened operational sustainability, and solidified our commitment to cleaner energy production.

Water Management

OPG recognises water as an invaluable shared resource, indispensable for both natural ecosystems and human well-being. As a thermal power producer, our operations necessitate significant water use. We are deeply committed to responsible water stewardship, implementing robust strategies to optimise water use efficiency, minimise freshwater withdrawals and ensure the highest standards for discharge quality. This comprehensive approach safeguards local water resources and contributes to broader ecological health.

OPG implements a robust closed loop water system as a cornerstone of its water management strategy. This integrated approach ensures efficient water recovery from all liquid waste streams. Our ETP and STP meticulously process wastewater, facilitating significant water reclamation within the closed loop system. Any non-recoverable water undergoes direct evaporation in a solar pond, thereby ensuring our facility operates as a ZLD. This commitment underscores our dedication to environmental sustainability.

Our second crucial intervention involves employing alternative technologies to minimise water consumption where possible. OPG utilises Direct Air Cooling (DAC) system of Air Cooled Condenser (ACC), a direct dry cooling system specifically designed to efficiently cool exhaust steam from turbines, thereby conserving substantial water resources. This

mechanism cools exhaust steam by circulating air over the finned tubes with fans, directly releasing heat into the atmosphere. This eliminates the necessity for evaporative water cooling, effectively functioning as a Zero water cooling system and significantly contributing to our water conservation efforts.

Our main source of water is ground water, followed by recycled water from our ETP. We have created and maintained the infrastructure for rainwater harvesting and storage infrastructure with the capacity of 1,500 m³ and we harvested 69 m³ of rainwater this year.

OPG actively implements diverse initiatives to enhance water security and responsibly manage groundwater resources. While the broader Gummidipoondi region is generally water abundant, we nevertheless focus on our immediate surroundings. This context drives our comprehensive efforts, including the installation of roof top harvesting systems on both raw water storage tanks, which efficiently capture rainwater. Our teams meticulously clean all 21 rainwater harvesting pits and 26 recharge pits, located within storm water trenches and runoff areas, as part of our pre monsoon preparedness. Furthermore, we have constructed contour trenches and gully block arrangements to manage runoff rainwater effectively.

To further enhance water-use efficiency, OPG continues its progressive efforts in optimising internal processes. A thorough chemical assessment is currently under progress to improve the recovery percentage of our Effluent Treatment Plant. Beyond technical interventions, we cultivate a strong culture of water conservation.

OPG manages water across diverse operational areas within its facility. We primarily utilise demineralised water specifically for steam generation, a critical component of our power production process. For domestic purposes, including canteen facilities and restrooms, we provide potable water. Demonstrating our commitment to water circularity, we repurpose 1530 kl of treated water from our STP for landscaping purposes. Additionally, we effectively use ETP reject water for dust suppression controls, ensuring resource optimisation and minimising potable water consumption in these applications.

No ETP sludge generation



LEADING THE WAY IN WATER EFFICIENCY

DRIVING DOWN SPECIFIC WATER CONSUMPTION



CHALLENGE ADDRESSED Operating in a region where water resources are valuable, we faced the challenge of minimising our freshwater footprint while ensuring reliable plant operations. Our goal was to achieve and maintain specific water consumption significantly below the industry benchmark of 3.5 m³/MWh.

APPROACH ADOPTED A multi-faceted and integrated water management strategy focused on maximising water reuse, minimising freshwater withdrawal and enhancing groundwater replenishment.

KEY ACTIONS

Process Optimisation & Recycling:

- Deployed Dry Colling system of Air Cooled condenser (ACC) technology for steam cooling, enabling significant water conservation.
- Adopted dry ash handling systems for both bottom and fly ash, eliminating water-intensive disposal methods.
- Installed RO-based effluent treatment plants (6m³/hr & 30m³/hr) with treated reject water reused for green belt irrigation and dust suppression.
- Operate a sewage treatment plant to repurpose treated effluent for landscaping.

Consumption Reduction at Source:

- Implemented borewell drawl capacity optimisation and automated pumping schedules for sustainable extraction with standard recuperation time
- Introduced efficient plumbing fixtures and optimised coal yard dust suppression through fog cannons, road sweepers, and sprinklers.

Groundwater Recharge & Monitoring:

- Developed extensive rainwater harvesting infrastructure, including recharge pits, contour trenches, and rooftop collection systems.
- Conduct regular pre-monsoon cleaning and maintenance of recharge structures.
- Monitor groundwater levels and quality through strategically placed piezometer wells at three locations to monitor shallow aquifer and deep aquifer ensuring informed resource management.

IMPACT & RESULTS ACHIEVED

Through these concerted efforts, we consistently achieved a specific water consumption of 0.109 m³/MWh, placing us significantly below the 3.5 m³/MWh guideline and demonstrating exceptional water efficiency for a thermal power plant and much lower than international standards for dry cooling. Our robust groundwater recharge efforts have also positively impacted local water tables.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Reduced operational costs associated with water procurement and treatment, enhanced immediate water availability for plant needs, and improved local environmental conditions.
- » **Long-Term:** Strengthened water security and resilience for the plant and the surrounding ecosystem, fostered positive community relations by minimising reliance on shared water resources, and solidified our position as an industry leader in sustainable water management.

PRECISION IN EVERY DROP

OUR END-TO-END WATER BALANCE SYSTEM



CHALLENGE ADDRESSED To ensure optimal water resource management and maintain legal compliance, we needed a highly accurate, real-time understanding of our entire water lifecycle from extraction to consumption and discharge across all operational and utility points within the plant.

APPROACH ADOPTED Implementation of a comprehensive water balance system through the strategic installation of flow meters at all critical water intake, process, and discharge points. This system enables precise monitoring and logging of daily water quantities.

- KEY ACTIONS**
- Secured a legal No Objection Certificate (NOC) from the Tamil Nadu Groundwater Resource Department for groundwater withdrawal.
 - Installed flow meters across all borewells, DM water production plants, and both inlet/outlet points of the ETP and STP.
 - Extended flow metering to all utility water consumption, including domestic and canteen use, with daily usage logged for full accountability.

IMPACT & RESULTS ACHIEVED Our advanced water balance system enables accurate monitoring of daily water use across all operations, supporting targeted conservation initiatives such as Air-Cooled Condensing technology. Backed by annual reporting, this approach ensures transparency, efficiency, and ongoing improvements in responsible water stewardship.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Enhanced operational control over water consumption, immediate identification of anomalies or inefficiencies, and streamlined data collection for internal management and external reporting.
- » **Long-Term:** Strengthened legal compliance with groundwater withdrawal regulations, enabled data-driven decision-making for ongoing water conservation initiatives, and improved overall environmental stewardship through highly accountable water resource management.

Biodiversity and Ecosystems

OPG recognises the intrinsic value of biodiversity and the critical ecosystem services it provides for both environmental resilience and human well-being. As an industrial operator, we understand the potential impact our activities may have on local habitats and species. Our commitment extends

beyond mere compliance, and we proactively implement strategies to minimise our ecological footprint, mitigate any adverse effects of our operations, and actively contribute to the preservation and enhancement of biodiversity within and surrounding our operational sites.

Number of Floral and Faunal Species (2024-25)



Celebrated World Biodiversity Day on 22nd May 2024

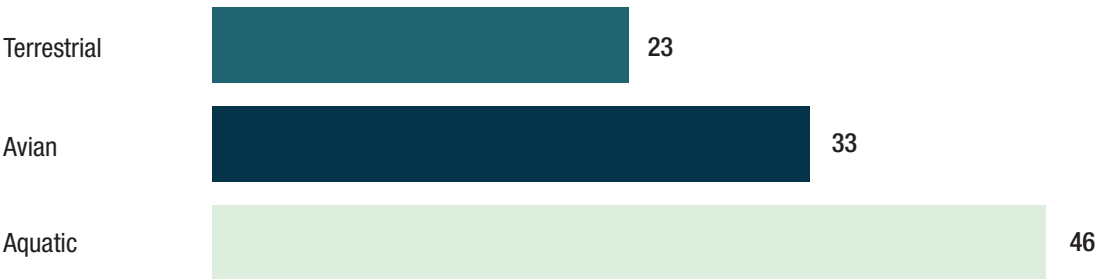
OPG carefully considers its operational footprint in relation to local ecosystems. Our plant at Gummidipoondi is not located in the immediate vicinity of any national park or protected reserve. Despite this, OPG actively implements dedicated biodiversity enhancement efforts within its premises. We have provided the recharge pond perimeter with suitable trees, creating vital resting areas for local bird populations. Furthermore, OPG diligently maintains several mature trees, including venerable Peepal and Palm trees, some over 50 years old, preserving their ecological value within our operational boundary.

To understand and monitor the ecological richness of our operational area, OPG regularly assesses local biodiversity. Our recent surveys identified 64 distinct species of flora within our premises. Fauna observations over the last year have recorded a total of 102 species. This comprises 23 terrestrial species, 46 aquatic species, and 33 avian species,

indicating a diverse array of wildlife. While comprehensive baseline studies are crucial for long term ecological tracking, OPG continues its internal monitoring initiatives to track species presence and diversity.

OPG consistently demonstrates its commitment to environmental stewardship through dedicated awareness programs for both contractors and employees. These initiatives are strategically timed to coincide with significant global observances, including World Water Day, Earth Day, World Environment Day, and World Biodiversity Day. By leveraging these occasions, OPG effectively promotes environmental consciousness and educates its workforce on critical sustainability issues. During FY 2024-25, we planted 393 saplings within our premises, contributing to local ecological balance and enhancing green cover. This initiative aids in water retention while promoting biodiversity and supporting local flora and fauna.

Fauna Species Distribution (2024-25)



Waste Management and Circular Principles

Material

OPG recognises the impact of material consumption on environmental sustainability and resource availability. We actively manage the materials central to our operations, primarily coal, alongside HSD, PPF, and Biomass (wood) which is essential for reliable electricity generation.

This year, we reduced the consumption of most raw materials while generating nearly the same

amount of energy, highlighting our commitment to efficient power generation. Coal, our primary fuel, was recorded at 1.7 MMT in 2024-25, compared to 1.8 MMT in 2023-24. Secondary fuel consumption, comprising PPF and high-speed diesel (HSD), totaled 930 kL in 2024-25 compared to 1,094 kL in 2023-24. Wood consumption was recorded at 720 MT in 2024-25, compared to 1,052 MT in the previous year.



GRI 303-1; 306-1, 2, 3, 4, 5

Waste

OPG recognises that robust waste management practices are fundamental to our environmental stewardship and the pursuit of a circular economy. Our operations, inherent to thermal power generation, generate various waste streams, including ash, oils, and other industrial byproducts.

We are deeply committed to managing these materials responsibly, by prioritising waste reduction at source, promoting reuse and recycling wherever feasible and ensuring safe and environmentally sound disposal for residual waste.

Our operations generate a small quantity of waste including used oil, e-waste, residue containing oil, and bio-medical waste, all of which was disposed in accordance with regulatory guidelines.

The plant generated a total of 0.15 MMT of fly ash and 0.04 MMT of bottom ash due to coal consumption. The fly ash produced as by product of coal burn, was effectively utilised by supplying it to local industries for cement and brick production.

This essentially underscores OPG's responsibility towards efficient waste management by ensuring all such waste streams remain within national borders, thereby precluding any international shipments. Our commitment to environmental stewardship also extends to proactive measures within our facilities; we maintain strict prohibition on single use plastics across the entire plant area, and we actively provide cloth bags to our employees and contractors to support this initiative.

Furthermore, we actively seek opportunities for resource recovery and circularity. We utilise incinerable waste, comprising various materials including cardboard, as a supplementary fuel alongside biomass fuel in our generation processes. We also conduct frequent awareness training programs among employees and contractors, focusing on the reduction and responsible management of hazardous waste.

CLOSING THE LOOP

ACHIEVING 100% FLY ASH Utilisation



CHALLENGE ADDRESSED As a thermal power plant, effectively managing the large volumes of fly ash generated is a significant environmental and operational challenge. Our goal was to achieve 100% utilisation of this byproduct, moving beyond simple disposal to transform it into a valuable resource in line with national environmental mandates.

APPROACH ADOPTED A comprehensive strategy focused on establishing diverse and robust channels for ash utilisation, ensuring that all generated fly ash is repurposed, eliminating the need for landfilling.

KEY ACTIONS For fly ash, we secured long-term agreements with major cement companies, including UltraTech and Chettinad, to integrate our fly ash into their cement products. For bottom ash, we established partnerships with local ash brick industries, enabling them to use our bottom ash for manufacturing bricks. We also proactively used a combination of bottom ash and fly ash internally for environmentally friendly flooring within our own facility.

IMPACT & RESULTS ACHIEVED

Through these concerted efforts and strategic partnerships, we consistently achieved 100% utilisation of all generated ash, eliminating fly ash disposal to landfills. This ensures our continuous adherence to the MoEFCC Fly Ash Notification of 2021 which mandates 100% ash utilisation. Our dedication was recognised with the Best Fly Ash Utilisation Power Plant award in 2023.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Reduced environmental impact by avoiding landfilling of ash and mitigating potential air and water pollution risks.
- » **Long-Term:** Contributed significantly to the circular economy by transforming waste into valuable raw materials for other industries, fostered beneficial industrial symbiosis, and reinforced our commitment to sustainable resource management and environmental compliance.

Environment Initiatives

At OPG, our commitment to environmental stewardship extends beyond regulatory compliance to encompass comprehensive sustainability initiatives that protect and preserve our natural ecosystem. During the reporting period, we invested GBP 0.498 million in critical environmental projects at our coal-based thermal power plant, demonstrating our unwavering dedication to sustainable operations and environmental protection.

As already mentioned in the case studies, our environmental expenditure focused on De-NOx system installation in Unit-3 for nitrogen oxide emission reduction, operational ESP systems across all units for particulate matter capture, AAQ system servicing for air quality monitoring, coal leak arresting in milling systems, Dust Extraction Systems (DES) deployment, Dust Suppression Systems (DSS) implementation, fog cannon utilisation, community road cleaning, and water spraying for dust suppression in nearby areas.

GBP 0.498 million
invested in environment initiatives



Celebrated World Environmental Day on 5th June 2024

Environmental Awareness Programs

We conducted comprehensive environmental awareness programs throughout the year to promote sustainability consciousness among employees and local communities. The following initiatives demonstrate our commitment to environmental education and community engagement:

Event	Date	Description
World Biodiversity Day	May 22, 2024	Celebrated with theme “Be Part of the Biodiversity Plan” through sapling planting and pledge ceremonies with employees and contractors
World Environment Day	June 5-6, 2024	Observed with theme “Land Restoration, Desertification, and Drought Resilience” through jute bag distribution and sapling provision to nearby villages for green belt development
World Earth Day	April 22, 2024	Observed under the theme “Planet vs Plastic”, featuring awareness talks, sapling plantations, and distribution of natural fruits within the plant’s green belt to promote environmental stewardship.
World Nature Conservation Day	July 28, 2024	Celebrated with the theme “Preserving Nature to Protect Our Future”, highlighted by coconut sapling plantation drives to encourage biodiversity and green cover enhancement.
Meendum Manjappai Campaign	February 2, 2025	In collaboration with the Tamil Nadu Pollution Control Board, promoted sustainable alternatives to single-use plastics through traditional cloth bag distribution at Besant Nagar Beach, Chennai.
World Water Day	March 22, 2025	Conducted awareness activities featuring expert sessions, awareness material distribution, environmental rallies, and a pledge ceremony reinforcing water conservation commitments.

Environment Related Celebrations



Celebrated World Environmental Day on 5th June 2024



Celebrated World Earth Day on 22nd April 2024



Conducted Mass Meendum Manjappai Campaign on 22nd February 2025



Celebrated World Nature Conservation Day on 28th July 2024



Celebrated World Biodiversity Day on 22nd May 2024



Celebrated World Water Day on 22nd March 2025



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Our People

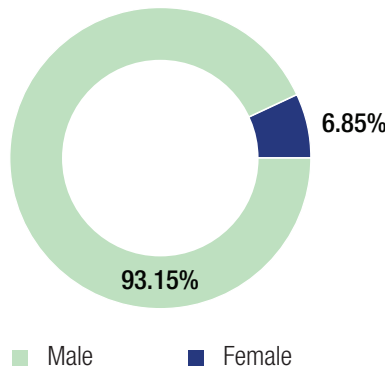
OPG recognises that our growth is inseparable from the well-being of our employees, the vitality of the communities we serve, and the trust of our stakeholders. We are committed to fostering an inclusive, ethical, and safe workplace while actively driving socio-economic development in our regions of operation. Our approach to social responsibility is rooted in creating shared value, empowering people, and building enduring trust for a sustainable future.

In FY 2024–25, our 365-member permanent workforce comprised 340 men and 25 women, with 74 employees at our headquarters and 291

at our Tamil Nadu plant. We uphold equal pay, merit-based recruitment, and zero tolerance for discrimination based on gender, caste, age, or religion, while actively encouraging applications from persons with disabilities.

We ensure fair employment, prioritise employee safety, and provide essential amenities such as safe drinking water, a well-appointed cafeteria, and readily accessible medical care available round the clock.. All operations strictly comply with legal, legislative, and industrial standards, safeguarding the rights and welfare of every team member.

Percentage Gender Distribution (2024-25)



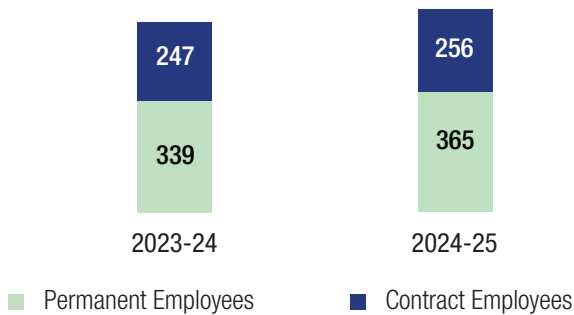
Employee by Category (2024-25)



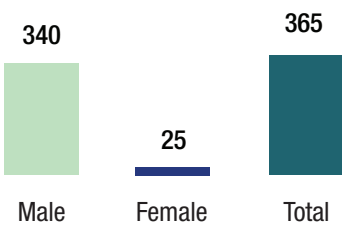
We follow uniform notice period protocols across our workforce. Permanent employees, probationers, and trainees are provided a minimum notice period

of one to three months for operational changes or other notifications, while contract staff and consultants are given 15 days' notice.

Permanent and Contract Employees



Total Employees by Gender (2024-25)



At OPG, we are committed to supporting the well-being of our workforce by providing a comprehensive range of employee benefits. Parental leave is available to all employees; however, no employee availed this benefit during the reporting year.

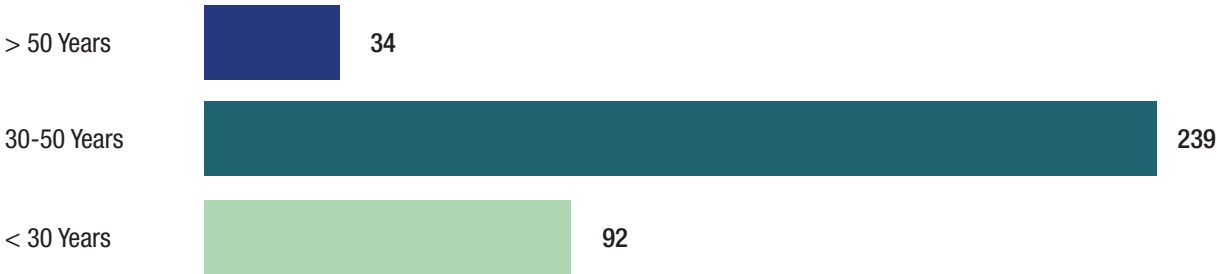
The benefits provided, based on employment category, are outlined below:

Benefit	Permanent Employees	Contract Employees
Health insurance	✓	✗
Housing facility	✓	✗
ESI	✓	✓
Attire allowance	✓	✓
Canteen facility	✓	✗
Retirement provisions	✓	✗
Provident fund	✓	✓
Gratuity	✓	✗
Earned leave encashment	✓	✗
Maternity leave with wage for 6 months	✓	✓
Trousers & shirts (3 sets) for men	✓	✓
Trousers, shirts & overcoats (3 sets) for women	✓	✓
Transportation facility	✓	✗
Raincoat	✓	✓
Safety gear (shoes, helmets, goggles, ear plugs, nose mask, coveralls, hand gloves, reflective jackets)	✓	✓

Among the 365 employees across our plant and corporate office, the age distribution reveals a predominantly young workforce, with the majority falling within the 30 to 50 years age bracket, representing 239 employees. The younger demographic under 30 years contributes

92 employees, while our experienced workforce over 50 years comprises 34 employees, demonstrating a balanced blend of energy, experience, and institutional knowledge across all age groups.

Employee by Age (2024-25)

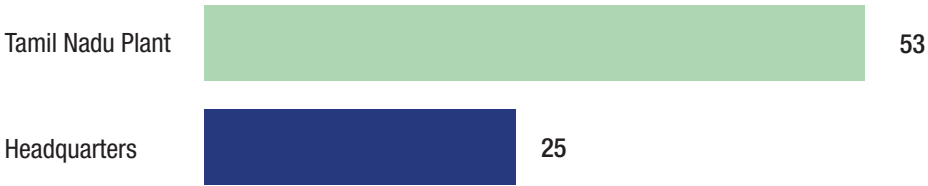


OPG’s recent talent acquisition efforts demonstrate distinct hiring patterns across its Headquarters and Tamil Nadu Plant. Headquarters onboarded 25 new employees, comprising 17 males and 8 females. The age distribution at 69 Headquarters indicates a majority of new hires (12 individuals) are aged 30 to 50 years, followed by the age group under 30 years (7 individuals), and 6 individuals over 50 years old.

In contrast, the Tamil Nadu Plant significantly expanded its workforce with 53 new employees, predominantly males (50 males, 3 females).

The Tamil Nadu Plant’s recruitment strategy focused heavily on younger talent, with 29 new hires under 30 years and 24 individuals aged 30 to 50 years, notably with no new hires above 50 years. Our talent acquisition strategy in the past year demonstrated a clear distinction between locations. The Tamil Nadu Plant primarily recruited Junior Management personnel (40 individuals), while Headquarters exclusively focused on filling Middle Management (6 individuals) and Senior Management (7 individuals) positions, alongside a smaller intake of Junior Management (10 individuals).

New Employee Hires (2024-25)



OPG’s employee turnover patterns reveal distinct trends across locations and employee categories. Headquarters experienced a total turnover of 22 employees, comprising 19 males and 3 females. Turnover at Headquarters was most pronounced within Middle Management, with 10 departures, predominantly among individuals aged 30 to 50 years (7 individuals) and over 50 years (3 individuals). Junior Management at Headquarters also recorded 4 male and 3 female employee turnovers.

In contrast, the Tamil Nadu Plant, despite its larger overall workforce, reported a total turnover of 35 employees. This turnover primarily involved 26 male Junior Management personnel and 8 male Workers. Tamil Nadu Plant plant reported a turnover concentrated in the 30-to-50-year age group for both Junior Management (17 individuals) and Workers (5 individuals).

Employee Turnover (2024-25)



Employee Connect on 08th August 2024

GRI 401-1; 404-1, 2

Learning and Development

OPG values its employees as its greatest asset, central to delivering operational excellence and advancing strategic goals. We are committed to cultivating a culture of continuous learning and professional growth, equipping our workforce with the skills and agility to meet both present demands and future opportunities. Our targeted training initiatives strengthen capabilities, accelerate career progression, reinforce safety excellence, and

nurture an engaged, high-performance team that underpins sustainable growth and resilience.

In 2024–25, 238 employees were eligible for performance appraisals, with an average salary increase of 15.6%, underscoring our dedication to recognising and rewarding excellence while sustaining competitive compensation to attract and retain top talent.

4,505 total training hours
7.25 training hours per employee
13.74 training hours per female employee



MS Excel training class conducted for employees

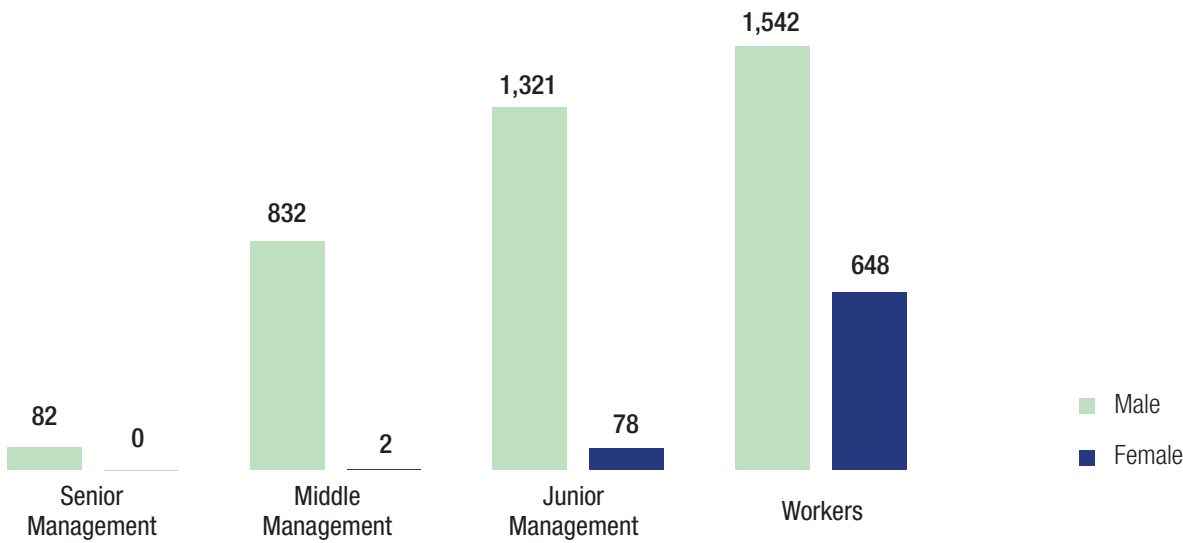
Training and Development

The organisation conducted 4,505 total training hours, including 728 hours dedicated exclusively to female employees. This resulted in an average of 7.25 training hours per employee across all personnel, regardless of employment status. The average training hours per female employee stood at 13.7 hours, which signifies our commitment

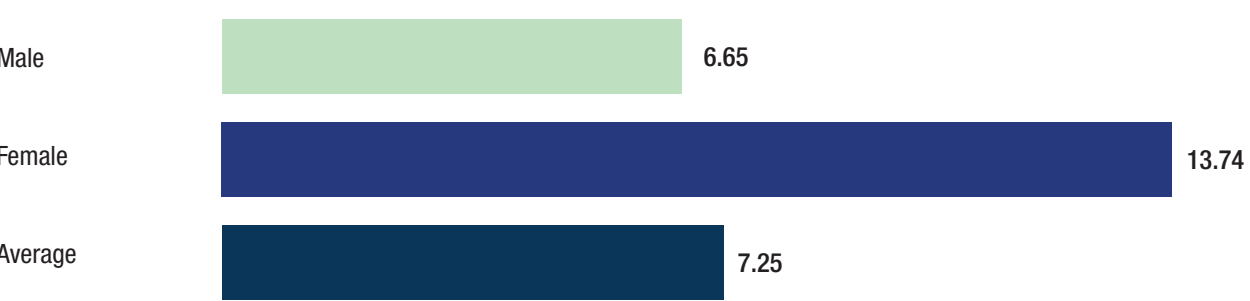
- ISO Internal Auditor Training
- Behavioural Based Safety
- Hazard Identification & Risk Management
- Safety (EHS) - First Aid
- Fire Fighting & Emergency Response Preparedness
- MS Excel
- Numerical Relays
- Control Valve Assembly & Disassembly
- Energy Efficiency and Heat Rate Training
- Presentation Skills
- Communication Skills
- Stress Management
- Team Building (Outbound Training)
- Decision Making/Problem Solving
- Cost of Electricity Generation
- Deviation Settlement Mechanism
- PoSH Awareness Training

to enhancing the skills of female employees and strengthening their competitiveness in the workplace. The comprehensive training curriculum encompassed Health and Safety, skill enhancement, and Human Rights awareness across diverse program areas as follows:

Training Hours at all Locations (2024-25)



Average Training Hours



Employee Connect program on 26th April 2024

Employee Engagement and Relations

At OPG, we believe an engaged workforce is the engine that powers innovation, resilience, and sustained growth. Our Annual Employee Engagement Calendar is more than a schedule, it's a year-round blueprint for celebrating successes, nurturing talent, and keeping our teams inspired and connected. With GBP 56,915 invested annually in initiatives that spark collaboration, recognise excellence, and support both personal and professional advancement, we ensure that every employee feels valued, motivated, and ready to drive OPG's future forward.

Celebration and Recognition Programs:

We maintain a year-round calendar of celebrations that honour cultural diversity and personal milestones. Our engagement activities include Pongal celebrations in January, International Women's Day recognition in March, and monthly birthday celebrations for all employees. These initiatives foster inclusivity and create shared experiences that strengthen our organisational culture.

Team Building and Sports Activities:

Regular sports events and team-building exercises promote collaboration and healthy competition among employees. Our annual Ayudha Pooja celebration and various team outings provide opportunities for employees to connect beyond their daily work responsibilities, enhancing workplace relationships and team dynamics.

Professional Development and Wellness:

Our engagement framework includes structured orientation programs for new joiners, ensuring smooth integration into the organisation. Team lunch initiatives facilitate informal knowledge sharing and relationship building, while employee wellness programs address holistic well-being concerns including nutrition, stress management, and work-life balance.

Feedback and Continuous Improvement:

We conduct regular pulse surveys using Google Form-based platforms to gather employee feedback and measure engagement levels. This data-driven approach enables us to continuously refine our engagement strategies and respond to evolving employee needs and expectations.

Leadership Development:

Our Leadership Development and Alignment Program (LDAP) represents a significant investment in nurturing future leaders within the organisation. This initiative ensures succession planning while providing career advancement opportunities for high-potential employees.

PoSH Program:

As part of this program, we conduct regular Prevention of Sexual Harassment (PoSH) sessions involving IC members, external NGO representatives, and Heads of Departments, followed by comprehensive awareness training for both permanent employees and contract staff. These sessions ensure a safe and respectful workplace environment while reinforcing our commitment to ethical conduct. Program effectiveness is systematically evaluated through structured questionnaires administered at program completion, ensuring continuous improvement and measurable outcomes across all engagement initiatives.

Apart from the above-mentioned initiatives, we are also conducting a comprehensive Mentor-Mentee program at OPG that represents our commitment to personalized employee development. This innovative program is designed to accelerate employee growth through structured guidance, fostering both personal and professional advancement while building leadership capabilities among our mentors. The initiative strengthens organisational knowledge sharing, enhances employee engagement and retention, and nurtures meaningful interpersonal relationships across all levels of the organisation.

The Internal Committee, comprising dedicated professionals from various functions along with external expertise, is structured as follows:

Presiding Officer:

» Ms. Valentina B

Internal Members:

- » Ms. Lakshmi Sree AG
- » Ms. Sowmiya
- » Ms. Vinothini
- » Mr. Natarajan
- » Mr. Senthilkumar

External Member:

- » Ms. Devika Thilak (NGO Representative)

Employee Engagement Programs



Pongal celebration at Head office



Republic Day celebration



Womens Day celebration



Yoga Day activities

BUILDING TRUST

OUR EMPLOYEE LEADERSHIP CONNECT PROGRAM



CHALLENGE ADDRESSED To cultivate a more transparent, inclusive, and employee-centric workplace culture, we recognised the need for direct, open communication channels between our senior leadership and all employees. We aimed to ensure that employee voices were heard, concerns addressed, and their perspectives considered in the company's growth and strategic direction.

APPROACH ADOPTED We launched the "Employee Leadership Connect" program, featuring half-yearly meetings where the Chief Executive Officer (CEO), Chief Operating Officer (COO) and a Non-Executive Director directly engaged employees. These sessions were designed to promote transparency, address feedback, share company updates, and reinforce leadership accountability.

- KEY ACTIONS & OBJECTIVES**
- Conducted two half-yearly meetings (April 26, 2024, and August 8, 2024) providing a platform for open dialogue.
 - Focused discussions on employee concerns, company growth, and reinforcing a collaborative work environment.
 - Aimed to enhance workplace satisfaction, strengthen governance through leadership accountability, and ensure employee involvement in organisational processes.
 - o Addressed specific concerns like career development and workplace flexibility, leading to commitments like a mentorship program launch and review of hybrid work policies.
 - Introduced mental health support programs and expanded training opportunities based on feedback.

IMPACT & RESULTS ACHIEVED The "Employee Leadership Connect" meetings successfully fostered a more direct and transparent communication flow, ensuring that employee concerns were heard and valued. Post-meeting surveys indicated 100% of employees felt their concerns were heard and valued, validating the open forum approach. Key actionable commitments were made based on feedback, including the planned mentorship program (originally targeted for launch in the fourth quarter of 2024) and ongoing enhancements to wellness initiatives.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Immediate improvements in employee morale, increased trust in leadership, and a more engaged workforce through direct interaction and responsive action.
- » **Long-Term:** Strengthened organisational culture by embedding transparency and collaboration, directly aligning with our Social (employee well-being, professional development, satisfaction, retention) and Governance (leadership accountability, ethical practices, integration of employee input into ESG strategies) ESG pillars. This program ensures that employee perspectives actively shape our journey toward a responsible and thriving future.

Human Rights

OPG maintains a zero-tolerance stance on Modern Slavery within its operations and supply chain, in compliance with Section 54 of the Modern Slavery Act 2015. Emphasising human rights, working standards, environmental protection, and social responsibilities, we uphold principles established in the Universal Declaration of Human Rights (1948) and subsequent International Covenants.

Our Board members, as seasoned leaders, prioritise human rights by ensuring fair compensation across all organisational levels and actively opposing any discrimination based on gender, religion, ethnicity, or economic status. We maintain strict prohibitions against children and forced labour, rigorously enforcing these standards through comprehensive contractor agreements and thorough pre-employment screening processes.

OPG maintains an impeccable record with no reports of discrimination or human rights violations. While Collective Bargaining Agreements (CBAs) are not currently in place, our workforce retains the freedom to join state unions if they choose.

OPG has established comprehensive policies addressing the Prevention of Sexual Harassment (PoSH) in the Workplace and Human Rights protection. Any individual who experiences grievances related to these matters may file complaints through designated channels - the Internal Committee (IC) for sexual harassment concerns and the Central Committee (CC) for human rights-related issues. During the reporting period, OPG recorded zero incidents of discrimination and no occurrence of child or forced labour across its operations.

ZERO cases on human rights violations



Chennai Mentor Team

GRI 406-1; 408-1; 409-1



Sustainable Supply Chain

OPG’s commitment to sustainability extends throughout the value chain. Our procurement practices are built on a foundation of ethical standards, responsible sourcing, and strong partnerships with our suppliers and contractors. We ensure that our partners not only meet our operational needs but also align with our core values of social responsibility and ethical conduct.

Supplier and Contractor Standards

We hold all our suppliers and contractors to a rigorous set of standards to ensure ethical conduct and regulatory compliance. Our requirements include:

- **Labour Practices:** A zero-tolerance policy for child labour and adulatence labour, adherence to comprehensive health and safety standards, and a mandate for the timely and fair payment of wages.
- **Regulatory Compliance:** Full compliance with all relevant labour laws, including the ESI, EPF & Miscellaneous Provisions Act, The Minimum Wages Act, The Factories Act, The Payment of Wages Act, and The Maternity Benefit Act.

GRI 414-1, 2



Supplier Evaluation and Sourcing

To uphold these standards, we plan to have a robust evaluation process, considering our sourcing strategy.

- **Supplier Evaluation:** We will conduct thorough assessments of supplier’s credibility and reputation, with a strong emphasis on their commitments against child labour and discrimination. We also verify their adherence to all local mining and labour laws.
- **Sourcing Strategy:** Our sourcing strategy is guided by a commitment to both operational needs and local support.
 - ≈ **Coal Sourcing:** We predominantly source coal from Eastern India, supplemented by imports from South Africa and Indonesia. Our primary concern is ensuring cost-effectiveness and supply reliability, and we do not adhere to a specific policy favoring local versus non-local suppliers.
 - ≈ **Office Supplies:** In support of our local economy, we exclusively source computer equipment, furnishings, and other miscellaneous items from local vendors.

Operational Health and Safety

At OPG, safeguarding the health and safety of our workforce is a non-negotiable priority, deeply embedded in our culture and operations. Guided by our “Zero Harm” vision, we ensure 100% coverage of our permanent and contractual employees under a robust Health & Safety framework at both our Headquarters and Tamil Nadu Plant.

We operate in full alignment with **ISO 45001: Occupational Health & Safety Management Systems**, integrating these standards into daily operations, strategic planning, and decision-making. Oversight is provided by the **Board's Health, Safety & Environmental Committee**, chaired by a Non-Executive Director, ensuring alignment with best practices and our commitment to a safe and sustainable workplace.

Proactive Risk & Hazard Management:

Our approach emphasises prevention through systematic hazard identification, routine and ad-hoc inspections, and direct workforce engagement. Control measures follow the hierarchy of hazard elimination, substitution, engineering and administrative controls, and PPE usage. Employees actively report safety observations during toolbox talks, strengthening our feedback loop.

Incident Management & Accountability:

All incidents and near-misses are reported promptly, analysed through “Why-Why” investigations, and addressed with **Corrective & Preventive Actions (CAPA)**. Safety compliance is enforced through rigorous implementation of Standard Operating Procedures (SOPs) and Operational Control Procedures (OCPs), supported by a structured accountability framework.

Worker Participation & Communication:

A joint **Management– Worker Safety Committee** ensures equal representation, meets quarterly in compliance with the Factories Act, and drives actionable improvements. Communication channels, including toolbox talks, safety meetings, noticeboards, and digital platforms, enable timely updates and open dialogue.

Training & Capacity Building:

Our annual safety training calendar covers all departments, blending classroom learning with hands-on sessions conducted by industry experts. Regular workshops sharpen hazard awareness and reinforce safe work practices, ensuring every worker is equipped to mitigate risks effectively.

Occupational Health Services:

Our 24/7 on-site Occupational Health Centre is supported by a full-time doctor or nurse, ambulance services, and 20 first-aid stations within 200 metres of any work area. We partner with local hospitals for emergency response and extend healthcare access to employees’ families through hospital tie-ups, health camps, and assistance programmes. Annual master health check-ups, respiratory protection for coal dust exposure, and work reassignments where medically necessary further protect our people.

Continuous Improvement:

We continually evaluate safety performance, address gaps, and refine our systems. From coal yard dust control to advanced incident analytics, every measure is aimed at sustaining a safe, healthy, and productive workplace.

4-star rating – British Safety Council

Safety Parameters	Permanent Workforce (Men)	Permanent Workforce (Women)	Contractual Workforce (Men)	Contractual Workforce (Women)
Number of Fatalities	0	0	0	0
Fatality Rate	0	0	0	0
Number of high consequence Injury	0	0	0	0
Rate of high consequence Injury	0	0	0	0
Number of work-related injuries	0	0	2	0
Rate of work-related injuries				
TRIR	0			
Number of hours worked	14,97,910			

OPG maintains a vigilant focus on preventing work related injuries. While targeting zero incidents, we recorded two minor, non-reportable injuries among contractual male workers in the reporting period while no permanent employees, male or female, sustained injuries. We maintained zero TRIR another year in a row. Our unwavering focus on safety delivered another year of zero TRIR performance.

Annual health check-ups, conducted by a certified surgeon from the Inspectorate of Factories, consistently revealed no occupational health

related issues among our permanent staff, demonstrating our effective preventative measures and health monitoring programmes.

Beyond formal reporting, OPG's Tamil Nadu Plant provided extensive Occupational Health and Safety training during the reporting year. This encompassed 4,300 hours of on-the-job training, 9,440 hours for toolbox meetings, 5,850 hours for general safety training, and 8,955 hours for fire safety training. These programmes enhance skills, knowledge, and practice, contributing to a safer and more competent workforce.

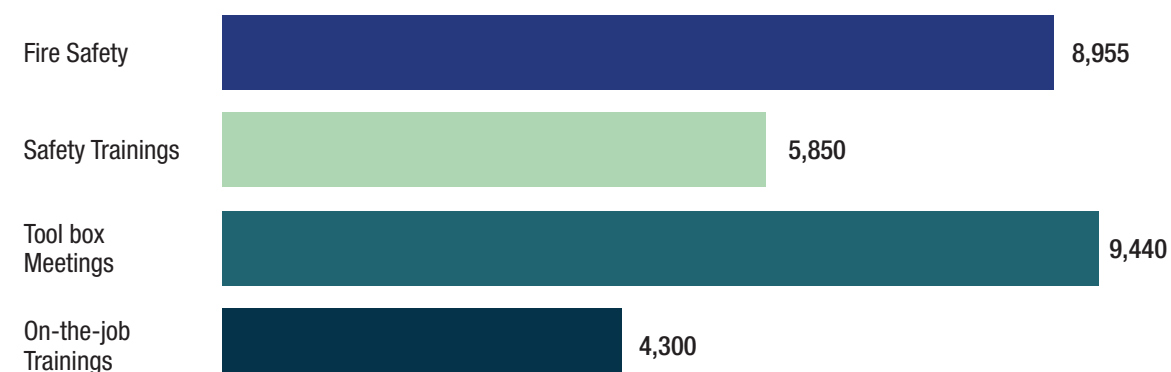
4,300 hours on-the-job-training

5,850 hours general safety training

8,955 hours fire safety training

9,440 hours of toolbox meeting

OHS Training Hours in TN Plant (2024-25)



Conducted Fire Safety training for employees

Employee Health & Safety Celebrations & Trainings



Conducted Mock drill



Awareness session conducted by the Plant Head for Road Safety Week celebration



Awareness campaign conducted for Road Safety Week celebration



Celebrated National Safety Day



Conducted Working at Heights training



Celebrated World Day for Health & Safety at work



Conducted Fire Safety Week
GRI 403-4,5



Awareness session conducted for World No Tobacco Day

ELEVATING SAFETY STANDARDS

ACHIEVING A 4-STAR BRITISH SAFETY COUNCIL RATING



CHALLENGE ADDRESSED

As an organisation committed to the highest standards of OHS and well-being, our challenge was to independently assess and validate the effectiveness of our OHS management system against rigorous international benchmarks.

APPROACH ADOPTED

The Initiative:

We underwent a comprehensive Five Star Occupational Health and Safety Audit by the British Safety Council, which involved an external, independent assessment of our OHS management systems and its implementation.

KEY ACTIONS

- **Comprehensive OHS Policy & Governance:** Our policy covers all permanent and contractual workforce through ISO 45001 Occupational Health and Safety Management System, integrated into daily operations. A board led Health, Safety and Environmental Committee (HSE), guided by a Non-Executive Director, oversees all HSE activities.

KEY ACTIONS

- **Proactive Hazard Management:** We systematically identify work-related hazards and assess risks through routine inspections and employee consultation, implementing appropriate control measures following hierarchy of controls with active employee reporting.
- **Rigorous Incident Management:** All incidents and near misses undergo timely reporting, 'why-why' analysis, and corrective/preventive actions. Standard Operating Procedures (SOPs) and Operational Control Procedures (OCPs) are developed for all activities, with fines enforced for safety violations.
- **Extensive Training & Competency Building:** Over 28,500 hours of safety training provided (4,300 hours on-the-job for 430 participants, 9,440 hours toolbox meetings for 944 participants, 5,850 hours general safety for 590 participants, and 8,955 hours fire safety for 397 participants). Professional experts conduct sessions with a monthly safety training calendar.
- **Active Worker Participation & Communication:** Strong culture of worker participation through consultations, feedback mechanisms, and formal joint Management Worker Health and Safety Committee with equal worker representation. Communication via Telegram groups, noticeboards, toolbox talks, and safety meetings.
- **Comprehensive Occupational Health Services:** Onsite Occupational Health Centre (OHC) provides 24/7 ambulance service with full-time medical staff and twenty strategically maintained first-aid boxes. Annual medical examinations conducted for all employees, addressing specific concerns like respiratory health through nose masks for coal dust protection.

IMPACT & RESULTS ACHIEVED

The Outcome:

We successfully achieved an audited score of 86.93%, equating to a Four-Star rating from the British Safety Council. This score falls within the 80.0% to 91.9% range, signifying a "Very Good" level of performance. This highlights our strong systems, effective implementation of safety protocols, and only minor areas requiring improvement, providing a globally recognised benchmark for our mature and well-functioning health and safety management system.

BENEFITS BEYOND METRICS:

- » **Short-Term:** Confirmation of strong site leadership commitment to OHS&W management, generally good legislative compliance, and regular review of Standard Operating Procedures (SOPs).
- » **Long-Term:** The audit provided valuable insights into primary areas for improvement, such as enhancing the tracking of pre-audit recommendations, fostering a stronger ownership of safety by line management, and improving information management systems. This outcome reinforces our commitment to a proactive approach to OHS and well-being, ensuring continuous improvement and strengthening our organisational health and safety culture.

Community Engagement

OPG understands that the prosperity of the communities around our operations is closely linked to our own long-term success. We are dedicated to acting as responsible corporate citizens, cultivating open, respectful, and enduring engagement with all stakeholders. Our community outreach extends well beyond statutory obligations,

targeting programs that stimulate local economic growth, enhance living standards, and foster lasting trust. By creating mutual value and enabling communities to thrive, we reinforce our social licence to operate. During the reporting period, OPG committed GBP 182,450 towards impactful Corporate Social Responsibility initiatives.

182,450 GBP CSR expenditure



Food distribution to Madharpakkam Govt. School



Food distribution for persons with disabilities



Annadhanam program



Pencak Silat Tournament



S R Kandigai Public Health Centre Ceremony



Street Lights sponsored to Pethikuppam Panchayat

CSR Activities

At OPG, Corporate Social Responsibility is integral to our vision of sustainable growth, driving measurable impact across environmental stewardship, social development, and humanitarian aid. Our initiatives are designed to create lasting value for the communities where we operate, addressing critical needs with targeted, high-impact interventions.

Environmental Stewardship:

We invest in projects that enhance access to natural resources, improve water quality, and restore local ecosystems. Initiatives include pipeline installations, borewell development, and pond desilting to revitalise community water bodies, alongside sustained efforts to promote cleaner, healthier living environments.

Social Development & Community Well-being:

Our programmes strengthen education through teacher sponsorships and upgrade public health and sanitation infrastructure, including wellness centres and public toilet refurbishments. We foster youth engagement and physical fitness by organising local sports tournaments, creating vibrant community spaces.

Humanitarian Aid & Crisis Response:

Through extensive food security initiatives, we ensure essential provisions reach vulnerable populations across multiple centres and institutions. Our rapid crisis-response measures provide critical relief to affected communities during emergencies.

Strategic CSR Framework – OPG Foundation:

To scale our impact, the OPG Foundation will be fully operational from the next financial year, serving as the dedicated platform to design, execute, and monitor CSR programmes with greater focus, efficiency, and reach.

Commitment to Lasting Impact

Our CSR investments are guided by a commitment to shared prosperity and a long-term social license to operate. By continuously evaluating programme outcomes, we ensure that every initiative addresses real community needs and delivers enduring positive change.

Project Details	Beneficiaries
Environment Projects	
Drinking Water Provision (Eechangadumedu)	250
Drinking Water Provision (Kayalarmedu)	300
Tie up with TNPCB (Meendum Manjapai)	500
Pipeline and Borewell installation (SR Kandigai)	800
Pond De-silting (Pethikuppam)	1,000
Borewell installation (Periya Obulapuram)	1,200
Social Projects	
PTA Teachers Salary	11
Street light sponsor to Pethikuppam Panchayat (100W LED- 15 Nos.)	500
Provisions to revenue department (Cyclone Fengal)	500
Sports Facilities (Kits and organisation of tournaments)	653
Periya Obulapuram Village Public Toilet repair work	700
S R Kandigai Public health centre	1,000
Annadanam (Food supply to various institutions including schools and hospitals & Public)	114,655
Total beneficiaries served	122,069

100,000 plus beneficiaries impacted through CSR initiatives

CSR Activities



PTA school teachers' salary distribution



School Bag Distribution



SR Kandigai Cricket Tournament



Elavur Kabadi



Periya Obulapuram Cricket Tournament

GRI 413-1



Pethikuppam Pond Desilting



Periya Obulapuram village Public toilet Repair Work



Periya Obulapuram Borewell Drilling

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Data Tables

Employees by employment type and gender								
Employment type	FY 2023-24				FY 2024-25			
	Headquarters		TN plant		Headquarters		TN plant	
	Male	Female	Male	Female	Male	Female	Male	Female
Full-time (Permanent)	53	17	267	2	54	20	286	5
Part-time (other-than permanent)	0	0	0	0	0	0	0	0
Total Employees	53	17	267	2	54	20	286	5

Employees by employment type and gender								
Employment type	FY 2023-24				FY 2024-25			
	Headquarters		TN plant		Headquarters		TN plant	
	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	0	0	0	0	0	0	0	0
Temporary /Contract	0	0	209	38	0	0	228	28
Total Employees	0	0	209	38	0	0	228	28

Employees by category								
Employees by Category	FY 2023-24				FY 2024-25			
	Headquarters		TN plant		Headquarters		TN plant	
	Male	Female	Male	Female	Male	Female	Male	Female
Senior Management	7	2	1	0	8	2	21	0
Middle Management	22	8	23	0	13	2	3	0
Junior Management	24	7	243	2	30	16	234	5
Workers	0	0	209	38	3	0	28	0
Total employees	53	17	476	40	54	20	286	5

Employees by age

Age	FY 2023-24				FY 2024-25			
	Headquarters		TN plant		Headquarters		TN plant	
	Male	Female	Male	Female	Male	Female	Male	Female
< 30 years	3	5	99	1	7	5	76	4
30 - 50 years	33	10	155	1	31	12	195	1
> 50 years	17	2	13	0	16	3	15	0
Total Employees	53	17	267	2	54	20	286	5

New Employee hires by category, gender & age

Employee category	FY 2023-24										FY 2024-25									
	Headquarters					TN plant					Headquarters					TN plant				
	M	F	<30	30-50	>50	M	F	<30	30 - 50	>50	M	F	<30	30-50	>50	M	F	<30	30-50	>50
Junior Management	24	7	6	5	20	243	2	100	136	9	3	7	5	3	2	37	3	25	15	0
Middle Management	22	8	2	7	21	23	0	0	18	5	6	0	1	5	0	0	0	0	0	0
Senior Management	7	2	0	7	2	1	0	0	1	0	7	1	1	3	4	0	0	0	0	0
Workers	0	0	0	0	0	2	1	1	2	0	1	0	0	1	0	13	0	4	9	0
Total New Employees Hired	53	17	8	19	43	269	3	101	157	14	17	8	7	12	6	50	3	29	24	0

New Employee hires by category, gender & age

Employee category	FY 2023-24										FY 2024-25									
	Headquarters					TN plant					Headquarters					TN plant				
	M	F	<30	30-50	>50	M	F	<30	30 - 50	>50	M	F	<30	30-50	>50	M	F	<30	30-50	>50
Junior Management	6	6	3	7	2	33	3	15	19	2	4	3	0	6	1	26	0	9	17	0
Middle Management	9	1	0	7	3	0	0	0	0	0	10	0	0	7	3	1	0	0	0	1
Senior Management	0	1	0	1	0	0	0	0	0	0	5	0	0	4	1	0	0	0	0	0
Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0	3	5	0
Total New Employees Hired	15	8	3	15	5	33	3	15	19	2	19	3	0	17	5	35	0	12	22	1

Employees by age								
Category	FY 2023-24				FY 2024-25			
	Male	Female	Total		Male	Female	Total	
Board of Directors	0	0	0		0	0	0	
Senior Management	26	0	26		82	0	82	
MiddleManagement	625	2	627		832	2	834	
Junior Management	854	65	627		1,321	78	1,399	
Workers	1,699	614	2,313		1,542	648	2,190	
Total training hours	3,204	681	3,885		3,777	728	4,505	
List of trainings								
Type of trainings	FY 2023-24				FY 2024-25			
	Employees		Workers		Employees		Workers	
	Female	Male	Female	Male	Female	Male	Female	Male
Technical								
Health & safety	44	650	190	234	56	824	211	262
Skills upgradation	2	2,321	0	0	4	2,583	0	0
Internal Audit	1	294	0	0	1	283	0	0
Non-technical								
Human rights	1	2	0	0	2	3	0	0

Safety Parameters								
Safety Parameters	FY 2023-24				FY 2024-25			
	Headquarters		TN plant		Headquarters		TN plant	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of Fatalities	0	0	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0	0	0
Number of high consequence Injury	0	0	0	0	0	0	0	0
Rate of high consequence Injury	0	0	0	0	0	0	0	0
Number of work related injuries	1	0	7	0	0	0	2	0
TRIR	0				0			
Number of hours worked	983488				1487910			
Energy								
Electricity			Units		FY 2023-24		FY 2024-25	
Power generated			MU		2,322.59		2,323.95	
Auxillary power			MU		195.63		206.62	
Emissions	Classification		Units		FY 2023-24		FY 2024-25	
Direct Emissions (Scope-1)	Stationary combustion		tCO ₂ e		26,33,939.57		25,98,851.60	
	Mobile combustion		tCO ₂ e		4,060.16		2,277.68	
	Fugitive emissions		tCO ₂ e		81,722.95		78,832.51	
Indirect emissions (Scope-2)	Purchased Electricity consumption		tCO ₂ e		730.66		169.95	
Other indirect emissions (Scope-3)	Employee transport (contracted vehicles)		tCO ₂ e		6,870.90		5,747.72	
Total Emissions			tCO ₂ e		27,27,324		26,85,879	
Stack Emission- TN Plant								
Electricity			Units		FY 2023-24		FY 2024-25	
SPM			mg/Nm³		33		29	
Nox			mg/Nm³		241		131	
Sox			mg/Nm³		137		197	

Ambient Air Quality (AAQ)			
AAQ-1	Units	FY 2023-24	FY 2024-25
PM 2.5	µg/m³	12	20
PM 10	µg/m³	18	29
SO ₂	µg/m³	38	11
NOx	µg/m³	1	5
AAQ-2	Units	FY 2023-24	FY 2024-25
PM 2.5	µg/m³	27	29
PM 10	µg/m³	32	30
SO ₂	µg/m³	42	11
NOx	µg/m³	1	1
Material	Units	FY 2023-24	FY 2024-25
Coal	MT	1,751,688	1,682,615.02
Wood	MT	1,052.3	720.32
HSD	kL	199.8	96.00
PPF	kL	849.6	929.89
DM Water	m³	105,601	119,647.00
Water withdrawal			
Source	Units	FY 2023-24	FY 2024-25
Rainwater harvested	m³	65	69
Recycled Water	m³	30,837	23,530
Ground water	m³	230,998	253,848

Specific Ground Water Intensity	Units	FY 2023-24	FY 2024-25
Intensity	m³/MWH	0.099	0.109
Water use in TN Plant	Units	FY 2023-24	FY 2024-25
Landscaping	(m³)	1,529	1,530
Personal Use / Sanitation	(m³)	18,115	22,335
Dust Suppression & Fire Fighting	(m³)	67,402	87,186
DM Water Consumption	(m³)	110,805	114,100
Biodiversity			
Species		FY 2023-24	FY 2024-25
Floral		64	64
Faunal		102	102
Fauna Categories	Units	FY 2023-24	FY 2024-25
Aquatic	Number of species	46	46
Avian	Number of species	33	33
Terrestrial	Number of species	23	23
Board Diversity			
Gender	Units	FY 2023-24	FY 2024-25
Male	Percentage	20	20
Female	Percentage	80	80
Type	Units	FY 2023-24	FY 2024-25
Independent	Percentage	40	40
Non-Independent	Percentage	60	60

GRI Content Index

OPG Power Ventures Plc. has reported in accordance with the GRI Standards for the period starting 1st April 2024 to 31st March 2025

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308-1	New suppliers that were screened using environmental criteria	-
308-2	Negative environmental impacts in the supply chain and actions taken	-
Social Disclosures		
GRI 401: Employment		
401-1	New employee hires and employee turnover	107, 109, 110
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	108, 114-119
401-3	Parental leave	108
GRI 402: Labour/Management Relations		
402-1	Minimum notice periods regarding operational changes	-
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	124, 130, 131
403-2	Hazard identification, risk assessment, and incident investigation	124, 130, 131
403-3	Occupational health services	124, 125
403-4	Worker participation, consultation, and communication on occupational health and safety	124, 128, 129
403-5	Worker training on occupational health and safety	124, 126-129
403-6	Promotion of worker health	124, 125

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
403-8	Workers covered by an occupational health and safety management system	124, 130, 131
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403-10	Work-related ill health	-
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	111-113
404-2	Programs for upgrading employee skills and transition assistance programs	111-113
404-3	Percentage of employees receiving regular performance and career development reviews	-
GRI 405: Diversity		
405-1	Diversity of governance bodies and employees	33, 35, 106, 107
405-2	Ratio of basic salary and remuneration of women to men	-
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	120
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI 408: Child Labour		
408-1	Operations and suppliers at significant risk for incidents of child labour	120
GRI 409: Forced or Compulsory		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	120
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	-
GRI 411: Rights of Indigenous		
411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	21, 132-137
413-2	Operations with significant actual and potential negative impacts on local communities	-

GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	122
414-2	Negative social impacts in the supply chain and actions taken	122
GRI 415: Public Policy		
415-1	Political contributions	-
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417: Marketing and Labelling		
417-1	Requirements for product and service information and labelling	-
417-2	Incidents of non-compliance concerning product and service information and labelling	-
417-3	Incidents of non-compliance concerning marketing communications	-
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-

Abbreviations

ABBREVIATION	FULL FORM
AAQ	Ambient Air Quality
ACC	Air Cooled Condensers
AGMs	Annual General Meetings / Assistant General Manager
AIM	Alternative Investment Market
AP	Auxiliary Power
APC	Auxiliary Power Consumption
BFP	Boiler Feed Pump
BS6	Bharat Stage 6
CAPA	Corrective Actions Preventive Actions
CBAs	Collective Bargaining Agreements
CC	Central Committee
CEE	International Commission on Rules for the Approval of Electrical Equipment
CEO	Chief Executive Officer
CEP	Condensate Extraction Pump
CFO	Chief Financial Officer
CGWA	Central Ground Water Authority
CII	Confederation of Indian Industry
COD	Commercial Operation Date
COO	Chief Operating Officer
COVID-19	Coronavirus Disease 2019
CSR	Corporate Social Responsibility
CUF	Capacity Utilisation Factor
DES	Dust Extraction Systems
DM Plant	De-Mineralised Water Plant
DPF	Diesel Particulate Filters
DSS	Dust Suppression Systems
EHS	Environmental Health & Safety
EIA	Environmental Impact Assessment
EPF	Employees' Provident Fund
ESG	Environmental, Social & Governance
ESIS	Employees' State Insurance

ABBREVIATION	FULL FORM
ESP	Electrostatic Precipitator
ETP	Effluent Treatment Plant
FGD	Flue Gas Desulfurisation
FICCI	Federation of Indian Chambers of Commerce & Industry
FY	Financial Year
GBP	Great Britain Pound
GCV	Gross Calorific Value
GHG	Green House Gases
GPD	Gummidipoondi
GRI	Global Reporting Initiative
HFO	Heavy Fuel Oil
HIRA	Hazard Identification and Risk Assessment
HR	Heat Rate
HSD	High Speed Diesel
HSE	Health, Safety & Environment
IC	Internal Committee
IEC	Importer-Exporter Code
INR	Indian Rupee
ISO	International Organisation for Standardisation
IUCN	International Union for Conservation of Nature
LDAP	Leadership Development and Alignment Program
LDO	Light Diesel Oil
LED	Light Emitting Diode
MoEF	Ministry of Environment and Forest
MoEFCC	Ministry of Environment, Forest and Climate Change
MS Excel	Microsoft Excel
MUe	Million Units equivalent
NABL	National Accreditation Board for Testing & Calibration
NCD	Non-convertible Debenture
NCEF	National Clean Energy Fund
NDCs	Nationally Determined Contributions

Abbreviations

ABBREVIATION	FULL FORM
NIC	Non-Compliance
NGO	Non-Governmental Organization
NOC	No Objection Certificate
O&M	Operations & Maintenance
OCP	Operational Control Procedures
OFA	Over Fired Air
OHC	Occupational Health Centre
OHS&W	Occupational Health and Safety & Welfare
PF	Provident Fund
Plc	Public Limited Company
PM 10	Particulate Matter 10
PM 2.5	Particulate Matter 2.5
PMS	Performance Management System
PO Box	Post Office Box
POP	Persistent Organic Pollutants
PoSH	Prevention of Sexual Harassment
PPF	Petro Polymer Fuel
PTA	Parent Teacher Association
QCA	Quoted Companies Alliance
RO	Reverse Osmosis
SCR	Selective Catalytic Reduction
SDG	Sustainable Development Goals
SOP	Standard Operating Procedures
SR	Sustainability Report
STP	Sewage Treatment Plant
T&D losses	Transmission and Distribution losses
TBIR	Total Recordable Incident Rate
TN	Tamil Nadu
TNPCB	Tamil Nadu Pollution Control Board
TPP	Thermal Power Plant
UK	United Kingdom
ZLD	Zero Liquid Discharge

Units

CH ₄	Methane
CO ₂	Carbon-di-oxide
CO ₂ e	Carbon Dioxide equivalent
gCO ₂ e/kWh	gram of Carbon-di-oxide per KiloWatt-hour
GW	GigaWatt
kg CO ₂ e/kWh	kilogram of Carbon-di-oxide per KiloWatt-hour
kg CO ₂ e/MWh	kilogram of Carbon-di-oxide per MegaWatt-hour
kL	Kilo Litre
km	Kilo Metre
kWh	KiloWatt-hour
m ³ /MWh	Cubic Metre per MegaWatt-hour
m ³ /hr	cubic metre per hour
m ³	cubic metre
Mg/km	milligram per kilometer
Mkcal	Mega Calorie
MMT	Million Metric Tonne
MMT/MWh	Million Metric Tonne per MegaWatt-hour
MT	Metric Tonne
MU/MUe	Million Units
MW	MegaWatt
N2O	Nitrous Oxide
NAR	Net as Received GCV
Nm ³	Normal cubic metre
NOx	Nitrous Oxide
PLF	Plant Load Factor
PM	Particulate Matter
SOx	Sulphur Oxides
sqm	Square Metre
tCO ₂ e	Tonne Carbon-di-oxide equivalent
tCO ₂ e/MU	Tonne Carbon-di-oxide equivalent per Million Unit
µg/m ³	microgram per cubic metre



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