

<p>कोल इण्डिया लिमिटेड कंपनी सचिवालय 3 तल्ला, कोर-2, प्रेमिसेस-04-एमआर, प्लॉट-ए एफ-III, एक्शन एरिया-1A, न्यूटाउन, रजरहट, कोलकाता-700156, फोन 033-२३२४६५२६, ईमेल: comsec2.cil@coalindia.in वेबसाइट: www.coalindia.in सी आई एन - L23109WB1973GOI028844</p>	 <p>एक महारत्न कंपनी A Maharatna Company</p>	<p>Coal India Limited Company Secretariat Regd. Office: 3rd floor, Core-2 Premises no-04-MAR, Plot no-AF-III, Action Area-1A, Newtown, Rajarhat, Kolkata-700156 PHONE; 033-2324-6526, E-MAIL: comsec2.cil@coalindia.in WEBSITE: www.coalindia.in CIN- L23109WB1973GOI028844</p>
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Ref.NoCIL:XI(D):4157/4156:2023:

Dated:04.01.2023

To,
Listing Department,
Bombay Stock Exchange Limited,
14th Floor, P.J. Towers, Dalal Street,
Mumbai – 400 001
Scrip Code 533278

To,
Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza, Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051.
Ref: ISIN – INE522F01014

Sub: - Press Release.

Dear Sir,

CIL is going to publish a press release with caption “**CIL and Unions ink MoU recommending Minimum Guaranteed Benefit to employees**” in leading newspapers on 4th Jan’ 2023 (copy of the press release is enclosed). This is for your information and record as per Regulation 30 of SEBI LoDR’ 2015.

Yours faithfully,

BIJAY
PRAKASH
DUBEY

Digitally signed by
BIJAY PRAKASH
DUBEY
Date: 2023.01.04
17:03:02 +05'30'

(बी पी दुबे/B. P Dubey)

Company Secretary/कंपनी सचिव
& Compliance Officer/कम्प्लायंस ऑफिसर

Encl: As above

4 January 2023

CIL and Unions ink MoU recommending Minimum Guaranteed Benefit to employees

Breaking the stalemate on wage negotiations Coal India Limited (CIL) and the four central trade unions BMS, HMS, AITUC and CITU, on 3rd January 2023 have inked a Memorandum of Understanding (MoU) recommending 19% Minimum Guaranteed Benefit (MGB) to its 2.38 lakh non-executive employees as part of the ongoing National Coal Wage Agreement –XI (NCWA-XI).

MGB of 19% is on the emoluments as of 30th June 2021 which include basic pay, variable dearness allowance, special dearness allowance and attendance bonus.

The Telangana based Singareni Collieries Company Limited (SCCL) is the other signatory to the MoU. A total of around 2.82 lakh employees of both the state owned coal entities, CIL and SCCL, who were on the rolls of the company as of 1st July 2021, would be the beneficiaries. SCCL's employees account for close to 44,000.

The recommendation was reached in the eighth meeting of Joint Bipartite Committee for the Coal Industry-XI held at CIL's corporate headquarters in Kolkata on 3 January.

A formal pact for the eleventh version of NCWA, effective from 1st July 2021 for a period of five years, would be finalized after deliberations on remaining issues other than MGB are concluded.

The four CTUs have taken a lead in finalizing the MGB amicably. CIL is having a harmonious industrial relations and the unions are also cognizant of the importance of achieving the current's fiscal's production target.