

<p>कोल इण्डिया लिमिटेड कंपनी सचिवालय 3 तल्ला, कोर-2, प्रेमिसेस-04-एमआर, प्लॉट-ए एफ-III, एकशन एरिया-1A, न्यूटाउन, रजरहट, कोलकाता-700156, फोन 033-23246526, ईमेल: comsec2.cil@coalindia.in वेबसाइट: www.coalindia.in सी आई एन - L23109WB1973GOI028844</p>	 एक महारत्न कंपनी A Maharatna Company	<p style="text-align: right;">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:22.05.2023

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: - National Coal Wage Agreement (NCWA)-XI

Dear Sir/Madam,

This is further to our letter of even no-CIL:XI(D):4157/4156:2023 dated 04.01.2023.

The Joint Bipartite Committee for the Coal Industry (JBCCI)-XI consisting of representative of Management of Coal India Limited (CIL), Singareni Collieries Company Limited (SCCL), five central trade unions i.e. BMS, HMS, AITUC, CITU and Indian National Mine Workers' Federation (INMF), an affiliate of INTUC in its 10th meeting held on 20th May 2023 recommended and inked National Coal Wage Agreement (NCWA)-XI for the period of five years w.e.f. 01.07.2021.

19% (Nineteen Percent) Minimum Guaranteed Benefit (MGB) w.e.f. 01.07.2021 on emoluments (i.e. Basic, VDA, SDA & Attendance Bonus) as on 30.06.2021 and 25% increase in allowances have been granted in NCWA-XI. Around 2.81 lakh employees of CIL & SCCL who were on the rolls of the company as on 1st July 2021 would be the beneficiaries post implementation of NCWA-XI. Further, CIL has made provision of ₹ 9252.24 Crores for a period of 21 Months w.e.f. 01.07.2021 to 31.03.2023 for this effect. The final impact of 25% increase in allowances will be intimated shortly which is not likely to be significant.

This is for your information and record as per Regulation 30 of SEBI LoDR' 2015.

Yours faithfully,

(बी पी दुबे/B. P Dubey)

Company Secretary/कंपनी सचिव
& Compliance Officer/कम्प्लायंस ऑफिसर