



Annual Performance Agreement
Between
Prime Minister and
Minister, Ministry of Energy and Natural Resources
(July 1, 2026 – June 30, 2027)

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Section 1: Vision, Mission and 13 FYP Outcome(s).

a. Vision:

Sustainable development of energy and natural resources for the economic transformation of the country while ensuring environmental integrity

b. Mission:

Ensuring the optimal contribution to national welfare by utilizing energy and natural resources in the most efficient and environmentally-conscious manner.

c. 13th FYP Outcome:

By 2029, Bhutan has enhanced productivity and diversified products and markets driving sustainable economic growth.

Section 2: Planning Matrix

1. Department of Water

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased.	Develop Punatsangchhu River Basin Management Plan and Punatsangchhu Water Security Index System	Timeline by which Punatsangchhu River Basin Management Plan and Punatsangchhu Water Security Index System is completed	0	June 2027
Contribution of strategic sectors to GDP increased.	Implement sub Watershed/Springshed intervention plan	Number of sub Watershed/Springshed intervention plan developed and implemented	0	8
Contribution of strategic sectors to GDP increased.	Establish & strengthen financing mechanisms to protect and conserve watersheds, including Payment for Ecosystem Services & water tariffs, to ensure sustainable water resource conservation.	Timeline by which financing mechanisms for the protection and conservation of watersheds established & strengthened	0	June 2027
Business Ecosystem Improved	Complete water resources inventorization.	Number of water resources inventorization completed.	0	14

2. Department of Forest and Park Services

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased.	Forestry Sector Contribution to GDP	Amount (Nu) contributed to the Energy and Natural Resources GDP by June 2027, validated by the National Statistics Bureau data	6.22 B	6.48 B
Contribution of strategic sectors to GDP increased.	Establish 200 hectares of High-Value timber plantation.	Hectares of degraded and barren state reserved forest land brought under high-value timber plantations departmentally.	400	500
Contribution of strategic sectors to GDP increased.	Establish 200 hectares of High-Value timber plantation.	Hectares of degraded and barren state reserved forest land in Samtse brought under Industrial plantations through Public-Private-Partnership (PPP) Model	0	100
Contribution of strategic sectors to GDP increased.	Facilitate export & expedite allotment of timber ensuring stable domestic & commercial supply.	Total cft of timber through scientific thinning and other timber production units allotted.	4 m	4.5 m
Contribution of strategic sectors to GDP increased.	Pilot test ("sandboxing") of the Tourism Concession Framework to assess and refine concession	Number of wildlife and nature-based tourism programs piloted in protected areas	0	4 Nos 1. Paragliding in Phobjikha

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
	models for protected areas.			Valley 2.Operationaliz ation of the newly constructed eco-lodge at Yangbari 3.Operationaliz ation of Pakhadura Nature Recreational Park, Samtse 4.Operationaliz ation of the Rechanglu
Contribution of strategic sectors to GDP increased	Enhance and promote wildlife-based tourism products.	Timeline by which Red Panda Tourism flagship program launched and rehabilitation Centre established.	1	June 2027
Contribution of strategic sectors to GDP increased	Enhance and promote wildlife-based tourism products.	Timeline by which white poppy eco-tourism marketing Strategies and in-situ conservation endorsed by	0	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
		Department		
Contribution of strategic sectors to GDP increased	Explore Carbon Platform/ Market and liaise with potential buyer for forest Carbon and Result Based Payment	Amount of revenue (in USD Million) generated from Sale of HFLD Credit and Result Based Payment	0	20 Million
Contribution of strategic sectors to GDP increased	Reduce forest fire burnt/damaged areas through innovative initiatives.	Percentage by which forest fire burnt/damaged area reduced.	0	10-25 %
Contribution of strategic sectors to GDP increased	Agarwood Research & Development (Agarwood Nursery and Seedling Development -Agarwood Inoculant and inducer research and Development -Initiate Bhutan Agarwood Product Certification)	Timeline by which Agarwood Research & Development related activities undertaken	0	June 2027

3. Department of Geology and Mines

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased	Conduct/complete geological mapping and mineral exploration.	Timeline by which geochemical survey in prioritized area identified during airborne geophysical survey is	0	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
		completed.		
Contribution of strategic sectors to GDP increased	Conduct/complete geological mapping and mineral exploration.	Number of toposheet wise geological mapping completed.	0	1
Contribution of strategic sectors to GDP increased	Conduct/complete geological mapping and mineral exploration.	Timeline by which regional geological mapping of metallic resources at Gongkhola-Nabji area is completed	0	June 2027
Contribution of strategic sectors to GDP increased	Reform Mining Policy and Regulatory frameworks.	Timeline by which draft revision of MMR 2022 is completed	0	June 2027
Contribution of strategic sectors to GDP increased	Enhance export and value addition of minerals.	Timeline by which market segmentation and potential value addition study for one mineral (Quartzite) is completed	0	June 2027
Contribution of strategic sectors to GDP increased	Enhance export and value addition of minerals.	Percentage increase in the export of Gypsum, Dolomite and Construction materials	NA	10
Contribution of strategic sectors to GDP increased	Enhance export and value addition of minerals.	Number of earmarked mineral deposits or dredging sites to enhance export auctioned in southern Dzongkhag	3	5
Contribution of strategic sectors to GDP increased	Enhance technical capacity in mining sector	Number of private individuals from the mining sector trained in Blaster's to enhance technical capabilities.	31	61
Quality infrastructure,	Conduct geohazard assessment	Timeline by which geological and	0	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
connectivity and energy ensured		engineering geological mapping in Samdrup Jongkhar region for urban development is completed.		
Quality infrastructure, connectivity and energy ensured	Conduct geohazard assessment	Number of microtremor assessments conducted.	3	1
Quality infrastructure, connectivity and energy ensured	Enhance seismic monitoring infrastructure and network reliability for improved disaster risk reduction.	Timeline by which the existing Seismic Monitoring Network and Associated Infrastructure upgraded.	0	June 2027

4. Department of Energy

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased (Drivers; Construction, Tourism, Mining, Agri, Energy, Forest, Digital And Environment).	Submit Energy Bill 2026	Timeline by which the Energy Bill is submitted to Cabinet for Parliament discussion	Electricity Act 2001	November 2026
Quality Infrastructure, connectivity and Energy Ensured	Publish the National Transmission Grid Master Plan 2026	Timeline by which the National Transmission Grid Master Plan 2026 is published.	NTGMP 2018	June 2027

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality Infrastructure, connectivity and Energy Ensured.	Commission DER Solar PV Systems	Timeline by which the DER Solar PV systems are commissioned.	33kW Shangsa, 85kW Aja Ney	June 2027
Quality Infrastructure, connectivity and Energy Ensured	Award main civil work packages for 1125 MW Dorjilung and 570 MW Wangchhu HEPs	Timeline by which the main civil works packages for 1125 MW Dorjilung and 570 MW Wangchhu HEPs awarded	Concession Agreement signed in 2025 & initiated financial closure process.	June 2027
Quality Infrastructure, connectivity and Energy Ensured.	Start construction of Phase-III small hydropower projects	Timeline by which the construction of phase III small hydropower projects commenced	DPR under preparation and financing pursued under Gol's LoC	June 2027
Quality Infrastructure, connectivity and Energy Ensured	Construct utility scale solar PV projects	Timeline by which construction work of the utility scale solar PV projects started	DPR completed and financial closure under process.	June 2027
Quality Infrastructure, connectivity and Energy Ensured	Construct 600 MW Khorlochhu HEP	Percentage of physical progress of 600 MW Khorlochu HEP achieved	3.89	57.17

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality Infrastructure, connectivity and Energy Ensured.	Pilot vortex turbine technology to demonstrate small-scale energy generation (about 1 MW) and promote technology transfer for enhancing energy security.	Percentage of installation and operational testing of the "Turbulent" micro-hydro turbine pilot works completed	NA	100
1MW pilot Green Hydrogen project implemented	Engineering, Procurement and Construction of 1 MW Green Hydrogen pilot project at Jamji implemented	Timeline by which Detailed Engineering Design for 1 MW EPC is completed and civil works are initiated.	Feasibility of Green Hydrogen Project at Gidakom.	Detailed design completed and civil works initiated for 1 MW green pilot H2 project by end of June, 2027.

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Quality Infrastructure, connectivity and Energy Ensured	Sign Concession Agreement for at least two hydropower projects (Nyeramari I&II and/or Bunakha or Chamkharchhu I)	Timeline by which the concession agreement for the two hydropower projects (Nyeramari I&II and/or Bunakha or Chamkharchhu I) are signed	CA of DHPC, THyE, KHPL, DHPL & Wangchhu	June 2027
Quality Infrastructure, connectivity and Energy Ensured	Commence construction of 400kV D/C East-West Transmission line from Khorlochu Power-House to Goling-Zhemgang via Durungri in Pema Gatshel)	Timeline by which the construction of 400kV D/C East-West Transmission line from Khorlochu Power-House to Goling-Zhemgang via Durungri in Pema Gatshel) is initiated	DPR under preparation and financing pursued under Gol's LoC	June 2027

5. Department of Environment and Climate Change

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased	Sign MoU/bilateral cooperation agreement with carbon buyer countries under Article 6.2 of the Paris Agreement	Number of MoU/Bilateral agreements signed with at least one of the carbon buyer countries among (Sweden, Japan, South Korea & India).	NA	1
Business Ecosystem Improved	Ensure adoption of the newly launched Environmental Clearance Service System (ECSS) across the Competent Authorities	Percentage of environmental clearances through the newly developed ECSS platform processed	NA	>80%
Business Ecosystem Improved	Ensure adoption of the newly launched Environmental Clearance Service System (ECSS) across the Competent Authorities	Reduction of TAT of environmental service delivery TAT for blue category projects	45 Days	30 Days
Contribution of strategic sectors to GDP increased	Facilitate and establish G-Zero Forum Secretariat.	Timeline by which G-Zero Forum Secretariat is established.	NA	June 2027

6. National Center for Hydrology and Meteorology

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased	Install and upgrade five hydromet observation stations	Number of hydromet observation stations installed/upgraded and fully operational	287	292
Contribution of strategic sectors to GDP increased	Conduct pilot testing of siphon system for Thorthormi lake at alternative site	Timeline by which Pilot siphon system tested and technical report submitted to the Ministry	NA	June 2027
Contribution of strategic sectors to GDP increased	Establish NCHM HQ, 24/7 National Weather and Flood Warning Centre (NWFWC) and Scientific Facilities at Yusipang, Thimphu	Percentage of physical work completed	15%	30%
Contribution of strategic sectors to GDP increased	Establish Upper Air Observation facilities at Damphu, Tsirang	Percentage of physical work completed	20%	90%
Contribution of strategic sectors to GDP increased	Establish 24/7 Ammochhu Flood Monitoring and Basin Control Room at Phunetsholling	Percentage of physical work completed	0%	50%

13th FYP Output	Annual Deliverables	KPIs	Baseline	Target
Contribution of strategic sectors to GDP increased	Construct Hydrological and Flood Warning Office and Sediment Lab at Doyagang on Ammochhu, Samtse	Percentage of physical work completed	0%	100%

Section 3: Description of Key Performance Indicators

KPIs	Description	MoV	Department Responsible
Timeline by which Punatsangchhu River Basin Management Plan and Punatsangchhu Water Security Index System is completed	This KPI measures timeliness of the Punatsangchhu River Basin Management Plan Developed and Launched. Web-based Punatsangchhu Water Security Index System Developed and Launched..	Survey/Meetings	DoW
Number of sub Watershed/Springshed intervention plan developed and implemented	This KPI measures the following: - Three (3) sub-watershed intervention plans for Paro Dzongkhag (each for Sangchoekhor, Hasala & Tenchekha-Tsiphoo). - Two (2) sub-watersheds at Tsirang (Khuchikhola, Daptsho), - Three (3) sub-watersheds at Dagana (Amphi-Namchella, Gurbachen, Panakhola)	Field surveys/Meetings	DoW
Timeline by which financing mechanisms for the protection and conservation of watersheds established/strengthened	This KPI measures the following:: Two (2) PES feasibility studies (Paro and Thimphu Dzongkhags) and One (1) PES scheme established (Dagana Dzongkhag).	Field surveys/Meetings	DoW
Number of water resources	This KPI measures the following::	Field surveys/Meetings	DoW

KPIs	Description	MoV	Department Responsible
inventorization completed.	Data collection on water sources from the following 14 Dzongkhags - Samdrupjongkhar, - Pemagatshel, - Punakha, , - Chukha, - Bumthang, - Gasa, - Haa, - Lhuentse, - Mongar, - Trashigang, - Trashiyangtse, - Trongsa, - Wangdue Phodrang and - Zhemgang		
Amount (Nu) contributed to the Energy and Natural Resources GDP by June 2027, validated by the National Statistics Bureau data	This KPI measures the revenue generated from forest produce and services (Royalty, fees, service charges, sales value at NRPC rate, offences and others)	- NSB report - Regular update through Forest Information Reporting and Monitoring System (FIRMS),	DoFPS

KPIs	Description	MoV	Department Responsible
Hectares of degraded and barren state reserved forest land brought under high-value timber plantations departmentally.	This KPI measures the following: 100 ha of degraded State Reserved Forest Land (SRFL) brought under high value timber plantation departmentally. The survival percent shall be estimated in the 2027-2028 after a year of plantation as per the Forest and Nature Conservation Code of Best Management Practices 2021 and the Forest Monitoring and Evaluation Framework 2024.	Plantation completion reports	DoFPS
Hectares of degraded and barren state reserved forest land in Samtse brought under Industrial plantations through Public-Private-Partnership (PPP) Model	This KPI measures the following: 100 ha of SRFL brought under commercial plantation through PPP model in Samtse. The survival percent shall be estimated in the 2027-2028 after a year of plantation as per the Forest and Nature Conservation Code of Best Management Practices 2021 and the Forest Monitoring and Evaluation Framework 2024 or 100 ha high value timber species plantation in degraded and barren SRFL in Samtse by June 2027.	Plantation completion reports	DoFPS
Total cft of timber through scientific thinning and other	This KPI measures the following: 4.5 million cft of timber through scientific thinning areas and other timber production areas such Forest Management Units (FMUs), Community Forests (CF),	-Regular update through Forest Information Reporting and Monitoring System (FIRMS)	DoFPS

KPIs	Description	MoV	Department Responsible
timber production units allotted	Local Forest Management Areas (LFMA), Site-specific forest management Areas and Ad-hoc timber extraction sites allotted, ensuring 100% verification that allotted timber originated from the scientific thinning areas and other timber production units within the State Reserved Forest Land (SRFL).	-Allotment proceeds	
Number of wildlife and nature-based tourism programs piloted in protected areas	This KPI measures the number of wildlife and nature-based tourism programs piloted in protected areas through the Tourism Concessionaire model, operated by private companies or community groups. 1. Paragliding in Phobjikha Valley 2. Operationalization of the newly constructed eco-lodge at Yangbari 3. Operationalization of Pakhadura Nature Recreational Park, Samtse 4. Operationalization of the Rechanglu Nature Based Recreational Park in Mongar	Stakeholder consultation and meetings	DoFPS
Timeline by which Red Panda Tourism flagship program launched and rehabilitation	This KPI measures the timely establishment Red Panda tourism flagship program and rehabilitation centre by June 2027	-Camera Trapping and radio collaring -Community consultation meetings	DoFPS

KPIs	Description	MoV	Department Responsible
Centre established.		-Drawing, designing and tendering -Stakeholder consultation -Training of community red panda guardian group -Improvement of red panda trail and signages -Tendering and work order	
Timeline by which white poppy eco-tourism marketing strategies and in-situ conservation endorsed by Department	This KPI measures the following: 1. Marketing Strategy developed and endorsed for White poppy, which includes development of short documentary and digital storytelling campaigns, using social media and tourism platforms and highlighting the white poppy as a symbol of Bhutan's environmental leadership and strengthening branding of Haa as a unique ecological destination. 2. Develop and/or revise conservation action plans for White Poppy/Red Poppy.	-Stakeholder consultation and meetings	DoFPS
Amount of revenue (in USD Million) generated from Sale of HFLD Credit and Result Based	This KPI measures the carbon credits verified and received payment from sale of High Forest Low Deforestation and potential Result-Based Payment for	-Meeting -Stakeholder consultation	DoFPS

KPIs	Description	MoV	Department Responsible
Payment	REDD+ results of USD 20 millions.		
Percentage by which forest fire burnt/damaged area reduced.	This KPI measures the efforts put in to minimize forest fire incidences/area burnt through innovative preventive measures (awareness programs, inter-agency coordination and mascot development, Surveillance devices and combating initiatives (Fire Terminator FTJN669, drone deployment). -Reduce 10-25% from the average of past five year of nos. of incidence/area burnt	-Regular update through Forest Information Reporting and Monitoring System (FIRMS)	DoFPS
Timeline By which Timeline by which Agarwood Research & Development related activities undertaken	This KPI measures the following: -0.3 million seedling produced from Sawali Nursery, Gelephu -Develop and field testing of inoculum, agarwood inoculation in private land and SRFL plantations - Procurement of lab equipment. - Assessment report of natural stand of Agar - Initiate Bhutan Agarwood Product Certification	-Number of seedlings produced and stock inventory -No of plants inoculated -1 compound microscope procured	DoFPS
Timeline by which geochemical survey in prioritized area identified during airborne geophysical survey is	This KPI measures the following: Completion of systematic geochemical surveys in priority target areas identified through the airborne geophysical survey to assess mineral potential,	-Conduct regional geological mapping and geochemical surveys in prioritized target areas	DGM

KPIs	Description	MoV	Department Responsible
completed.	identify geochemical anomalies, and refine targets for detailed exploration. The surveys will include the systematic collection and laboratory analysis of rock, soil, stream sediment, and other relevant samples for commodities such as gold (Au), copper (Cu), silver (Ag), tungsten (W), rare earth elements (REE), and other minerals. Geochemical surveys will also be undertaken in potential geothermal areas to evaluate their geothermal potential. The results will support the delineation of prospective zones and guide subsequent detailed exploration activities.	identified from airborne geophysical interpretation. -Collect representative rock, soil, stream sediment, and other relevant geochemical samples. -Record sample locations using GPS and compile the data in a GIS database. -Analyze samples for its chemical composition including pathfinder elements using appropriate laboratory techniques. -Process and interpret geochemical data to generate target maps and identify prospective zones for further exploration.	
			DGM

KPIs	Description	MoV	Department Responsible
Number of toposheet wise geological mapping completed.	This KPI measures the following: Approximately 100 acres of prospective areas will be mapped at a large scale mapping to assess metallic mineral potential, with primary focus on copper and other metallic mineralization. Detailed geological investigations will be carried out to delineate lithological contacts, structural controls, alteration zones, and mineralized zones. Systematic geological sampling will be conducted, and samples will be analyzed for Au, Cu, Ag, and other associated key elements to evaluate mineralization potential. Based on surface geological and geochemical results, drilling programs will be undertaken to validate subsurface continuity and conduct further resource assessment.	-Conduct detailed geological mapping at 1:5,000 scale to define lithology, structures, and mineralization controls in prospective areas. -Carry out detailed geological point surveys using RTK GPS, Total Station, and other high-precision surveying equipment for accurate spatial data collection. -Collect systematic rock chip, channel, soil, and other geological samples from mineralized zones and analyze for Au, Cu, Ag, and associated pathfinder elements. -Conduct exploratory	

KPIs	Description	MoV	Department Responsible
		drilling in prioritized targets to validate subsurface geology, mineral continuity, and mineralization potential through core logging and analytical assessment.	
Timeline by which regional geological mapping of metallic resources at Gongkhola-Nabji area is completed	This KPI measures the following: Topo-sheet wise geological mapping involves the preparation of geological maps based on the National Land Commission Secretariat (NLCS) topographic grid system at a 1:50,000 scale. Each topo-sheet covers approximately 690 km² (25 km × 28 km) and serves as the standard mapping unit for geological investigations. Previously, geological mapping relied primarily on extensive field surveys, requiring several months to complete each topo-sheet. This initiative adopts an integrated approach by utilizing airborne geophysical data, supported by targeted field verification (if required), to interpret and map lithology and	-Process and interpret airborne geophysical data to identify lithology, geological formations, and structural features. -Validate interpretations through existing geological information and targeted field verification (if necessary). -Compile and digitize geological data within the official NLCS toposheet grid.	DGM

KPIs	Description	MoV	Department Responsible
	geological structures more efficiently and accurately. Geological toposheet maps will be produced, providing updated geological information for mineral exploration, land-use planning, and resource management.	- Produce and publish finalized geological maps at a 1:50,000 scale for each completed topo-sheet.	
Timeline by which draft revision of MMR 2022 is completed	This KPI measures the following: Complete the final draft Mines and Minerals Rules and Regulation (MMRR) 2026 by the Drafting Committee and get endorsement from the Department. Share the final draft MMRR 2026 with the Parliamentary Committee as supporting documents for review of MM Bill in the Parliament.	-Review and compilation of existing provisions of MMR 2022 and identification of areas requiring revision based on implementation challenges, emerging requirements, and stakeholder feedback. -Collection of inputs through consultations with relevant divisions, agencies, mining stakeholders, and technical experts. -Documentation of	DGM

KPIs	Description	MoV	Department Responsible
		proposed amendments, comments, and recommendations received during the review process. -Monitoring of progress through periodic review meetings and tracking of revision activities until completion of the draft document.	
Timeline by which market segmentation and potential value addition study for one mineral (Quartzite) is completed	This KPI measures the following: Carry out reference visits to major mineral export destinations, collect the export data & market information, review the past trends and adopt the forecast methodology for report	- Coordinate and organise the ex-country visits to major mineral export destinations, - Collect the export data & market information, review the past trends; - Adopt the forecast methodology and publish the report.	DGM

KPIs	Description	MoV	Department Responsible
Percentage increase in the export of Gypsum, Dolomite and Construction materials	This KPI measures the following: Enhance the economic contribution of the mineral sector by promoting value addition of gypsum, dolomite, and construction materials before export. The target is to achieve a 10% increase in export value through improved processing, product upgrading, and development of higher-value mineral products. This will encourage sustainable utilization of mineral resources and increase revenue generation from the mineral sector.	-Export data of gypsum, dolomite, and construction materials will be collected annually from relevant trade and government agencies. -Data on production, processing, and value-added mineral products will be collected from mining companies and mineral industries. -Monitoring of value addition initiatives implemented by mineral industries will be carried out through industry reports and field verification.	DGM
Number of earmarked mineral deposits or dredging sites to	This KPI measures in addition to auctioned mineral deposit, surface collection and dredging sites, the	- Visit the site to carry out a feasibility study at	DGM

KPIs	Description	MoV	Department Responsible
enhance export auctioned in southern Dzongkhag	Department will explore 2 additional sites for auctioning.	potential auction sites. - Propose and delineate surface collection and dredging boundary. - Seek sectoral clearances from other stakeholders and process the permit.	
Number of private individuals from the mining sector trained in Blaster's to enhance technical capabilities.	This KPI measures the following: To improve the technical capacity and professional competency of private sector individuals involved in mining activities through targeted training programs. The training will focus on enhancing knowledge and skills related to responsible mining practices, mine safety, resource management, and regulatory compliance to support efficient and sustainable development of the mining sector.	-Training programs will be conducted for private sector mining personnel based on identified capacity gaps and sector requirements. -Participant details, including name, organization, designation, and training completion status, will be recorded during each training program. -Feedback and evaluation	DGM

KPIs	Description	MoV	Department Responsible
		forms will be collected to assess effectiveness and relevance of training provided. -A database of trained private sector individuals will be maintained and updated periodically.	
Timeline by which Geological and engineering geological mapping in Samdrup Jongkhar region for urban development is completed.	This KPI measures the following: Undertake geological and engineering geological mapping in priority areas within and around Samdrup Jongkhar Thromde to evaluate geological, geomorphological, and terrain conditions, assess landslide hazards through landslide inventory and susceptibility mapping, and support informed decision-making for safe, sustainable, and resilient urban development.	-Review existing geological, topographical, geomorphological, hydrogeological, and geohazard data. -Conduct field-based geological and engineering geological mapping within the proposed/selected boundary. -Assess landslide hazards through landslide	DGM

KPIs	Description	MoV	Department Responsible
		inventory mapping, field verification, and susceptibility analysis. -Integrate the collected data to prepare thematic maps and provide technical recommendations for risk-informed urban and infrastructure development.	
Number of microtremor assessments conducted.	This KPI measures the following: Conduct microtremor surveys in priority areas within and around Samdrup Jongkhar Thromde to characterize local site conditions through the estimation of Vs30 and support safe, sustainable, resilient, and risk-informed urban development planning.	Use geophones to record ambient vibrations, if possible uniformly across the study area. - Process the collected data to estimate AVS30 (Average Shear Wave Velocity for the first 30 m depth).	DGM
	This KPI measures the timely execution of existing	Conduct gap analysis by	DGM

KPIs	Description	MoV	Department Responsible
Timeline by which the existing Seismic Monitoring Network and Associated Infrastructure upgraded.	Seismic Monitoring Network and Associated Infrastructure upgraded	evaluating the current state of the National Earthquake Monitoring Network against desired outcomes. - Submit requisition to Procurement section for Tendering. - Conduct DLTC for necessary approvals. - Conduct evaluation of bidders and procure items. - Install the procured equipment.	
Timeline by which the Energy Bill is submitted to Cabinet for Parliament discussion	Draft Energy Bill was submitted to Cabinet Secretariat in April 2026 and it was forwarded to OAG for legal review in the same month. DoE made a presentation to the OAG review team in June 2026 and requested an expedited review. As of August 2026, the review is yet to be complete based on which the comments of OAG will have to be incorporated or clarified before	Receipt of comments from OAG, and the forwarding letter from MoENR to the Cabinet Secretariat along with the Energy Bill 2026	DoE

KPIs	Description	MoV	Department Responsible
	submission to the Cabinet for onward submission to discussion in the winter session of the Parliament. The timeline is dependent on OAG's review of the draft Bill.		
Timeline by which the National Transmission Grid Master Plan 2026 is published.	Report of the Joint Transmission Planning Team to be finalized for the Assessment of cross-border transmission lines and inter-connecting substations. Assessment of the domestic power system to be carried out including all ACTS of planned hydropower and solar projects as per the updated Renewable Energy Development Roadmap. Power system simulation and load flow analysis to be carried out using PSS/E and DIgSilent Powerfactory software. Data validation, site visits and consultations with BPC, DGPC and BPSO to be carried out. Final report to be vetted by the BPSCC and National Transmission Grid Master Plan to be approved by the Ministry.	Published document (website)	

KPIs	Description	MoV	Department Responsible
			DoE
Timeline by which the DER Solar PV systems are commissioned.	This KPI measures the timely completion of the followings: Tracks whether each of the three decentralized solar PV systems (Shingphel, Trashiyangtse (53kWp), Wachey (52.8 kWp) and Esuna (26.4 kWp), Lunana, Gasa) are fully installed, tested and commissioned and handed over to the respective communities.	Site inspection visits, bilateral meetings and progress tracking by the implementing contractor, updated against the approved commissioning schedule.	DoE
Timeline by which the main civil works packages for 1125 MW Dorjilung and 570 MW Wangchhu HEPs awarded	Civil work tenders for 1125 MW Dorjilung, 570 MW Wangchhu, 180MW Bunakha, 404MW Neyra Amari I & II and 105 MW Dagachhu are prepared and floated. Pre bid meetings held and tenders submitted and evaluated by the tender committees. Tender Evaluation Reports submitted to the Boards for approvals and Tenders awarded to the selected Bidders.	Award of works	DoE
Timeline by which the construction of phase III small hydropower projects commenced	Captures the actual start date of civil and construction works for each Phase-III small hydropower project (55MW Gamri-II, 24 MW Yurmochhu, 40 MW Parochhu, 40 MW Parochhu, 53 MW Sherichhu & 500 kW Lunana) , measured against the planned commencement	Site visit reports & contractor progress reports submitted to DGPC	DoE

KPIs	Description	MoV	Department Responsible
	schedule to confirm that construction has begun as planned.		
Timeline by which construction work of the utility scale solar PV projects started	Tracks whether construction has commenced, by June 2027, on each of the three utility-scale solar PV projects (120 MW Wobthang, 120 MW Apa Ama pang and 110 MW Tsephu), measured against the planned start dates for site works and installation.	Progress reports from the implementing agency	DoE
Percentage of physical progress of 600 MW Khorlochu HEP achieved	Measures cumulative physical construction progress, expressed as a percentage, of the Khorlo Chhu Hydroelectric Project, based on completion of civil, electro-mechanical, and associated works against the overall project schedule.	Progress reports from the implementing agency	DoE
Percentage of installation and operational testing of the "Turbulent" micro-hydro turbine pilot works completed	This KPI measures the percentage completion of installation and functional/operational testing of the pilot Turbulent micro-hydro turbine, from equipment setup through commissioning tests, with full completion targeted by June 2027.	Technical inspection, bilateral meetings and testing logs recorded by the implementing partner during installation and commissioning trials.	DoE
Timeline by which Detailed Engineering Design for 1 MW EPC is completed and civil	This KPI measures the Detail Design including Site assessment and topographical Survey, Environment and Social Impact Assessment, Civil and Electrical	Meetings, Stakeholder consultations, Draft reports, Layouts and	DoE

KPIs	Description	MoV	Department Responsible
works are initiated.	Engineering Drawings, Process and Instrumentation Design and Hydrogen Refueling Station layout. Civil works initiated which includes civil foundation for electrolyzer, core equipment and flood protection walls.	Engineering Drawings.	
Timeline by which the concession agreement for the two hydropower projects (Nyeramari I&II and/or Bunakha or Chamkharchhu I) are signed	The CA for development of 2 projects will be drafted, negotiated, finalized and approval sought from the Cabinet	Approved CA by the Cabinet and signed CAs with the developers	DoE
Timeline by which the construction of 400kV D/C East-West Transmission line from Khorlochu Power-House to Goling-Zhemgang via Durungri in Pema Gatshel) is initiated	400kV D/C East-West Transmission line from Khorlochu Power-House to Goling-Zhemgang via Durungri in Pema Gatshel) is planned as part of the associated transmission system of Khorlochu Hydropower Project and will support evacuation of power from projects in the East including solar projects. The financing is being pursued under LOC Financing from Exin Bank of India. Tendering works have been initiated for the Phase I of the transmission works. The start of construction by BPC with policy support from the department is planned within this FY. The department will monitor the	- Award of works by BPC - Quarterly progress review report from BPC - Monitoring of LOC	DoE

KPIs	Description	MoV	Department Responsible
	works through quarterly progress review.		
Number of MoU/Bilateral agreements signed with at least one of the carbon buyer countries among (Sweden, Japan, South Korea & India).	This KPI measures the timely completion of the followings: Prepare and conduct meeting/negotiations with concerned parties/countries and sign MoU/Bilateral agreement with at least one of the carbon buyer countries (Sweden, Japan, South Korea & India)	Meetings, negotiations	DECC
Percentage of environmental clearances through the newly developed ECSS platform processed	This KPI measures over 80% of environmental clearances through the newly developed ECSS platform.	regular update from the ECSS	DECC
Reduction of TAT of environmental service delivery TAT for blue category projects	Reduce environmental service delivery TAT from 45 to 30 days for blue category projects .	Reports	DECC
Timeline by which G-Zero Forum Secretariat is established.	This KPI measures the efforts put in place to provide technical support for the establishment of G-Zero Forum Secretariat through meetings, workshops and consultations. The establishment of the forum is contingent on the support from G-Zero member countries.	trainings/workshops/meetings conducted	DECC
Number of hydromet	This KPI measures the timely completion of the	Compilation of installation	NCHM

KPIs	Description	MoV	Department Responsible
observation stations installed/upgraded and fully operational	followings: - Upgrade Class-A Meteorological Station at Haa and Trongsa (2), - Upgradation of Automatic Water level Station on Dhurchhu (Bumthang) and Kurichhu at Sumpa (2) and - Relocation of Hydrological Station on Thimchu at Lungtenphug	records and field verification reports from the implementing division.	
Timeline by which Pilot siphon system tested and technical report submitted to the Ministry	This KPI measures the timely completion of the followings: - The first pilot testing on Thorthomi Lake was unsuccessful due to difficulty in flow initiation. In this Financial year, another Pilot Testing will be conducted at the alternative site of the lake - Pilot testing initiated by September- October - Technical report submitted by June 2027	Compilation of Technical reports submitted by implementing Progress report	NCHM
Percentage of physical work completed	This KPI measures to achieve 30% of the construction which includes: 1. Foundation work will be completed 2. First Slab of Block A and B will be completed 3. Three shear wall will be completed	Data collection through submission of Engineer's Monthly Progress reports, Contractor's Progress report and periodic Site visit	NCHM

KPIs	Description	MoV	Department Responsible
Percentage of physical work completed	This KPI measures to achieve 90% of the construction which includes: 1. Main Office Building (G+1+Jamthog) completed 2. Site Development Works completed 3. Hydrogen Generator/Store Shed completed 4. Electrical works completed	Data collection through submission of Engineer's Monthly Progress reports, Contractor's Progress report and periodic Site visit	NCHM
Percentage of physical work completed	This KPI measures to achieve 50% of the construction which includes: 1. Drawing and designing works completed 2. Tendering works completed 3. Foundation work completed 4. First floor slab completed	Data collection through submission of Engineer's Monthly Progress reports, Contractor's Progress report and periodic Site visit	NCHM
Percentage of physical work completed	This KPI measures to complete the construction of the Hydrological and Flood Warning Office and Sediment Lab at Doyagang on Ammochu, Samtse, completed.	Data collection through submission of Engineer's Monthly Progress reports, Contractor's Progress report and periodic Site visit	NCHM

Execution Clause

I, Minister, Ministry of Energy and Natural Resources, hereby commit to the Prime Minister, the Government, and the People of Bhutan to deliver the results described in this Annual Performance Agreement.



Sonam Tashi, Minister
Ministry of Energy and Natural
Resources

The Prime Minister, the Minister of Finance, and the Chairperson of the Royal Civil Service Commission, hereby commit to the Minister, Ministry of Energy and Natural Resources, on behalf of the Government and the People of Bhutan, to provide the necessary resources, including the financial resources, human resources and civil service support, required for the delivery of the results described in this Annual Performance Agreement.



Lekey Dorji
Minister, Ministry of
Finance



Tashi Pem
Chairperson, Royal Civil
Service Commission



Dasho Tshering Tobgay
Prime Minister of Bhutan



Signed on this 16 day of September 2026