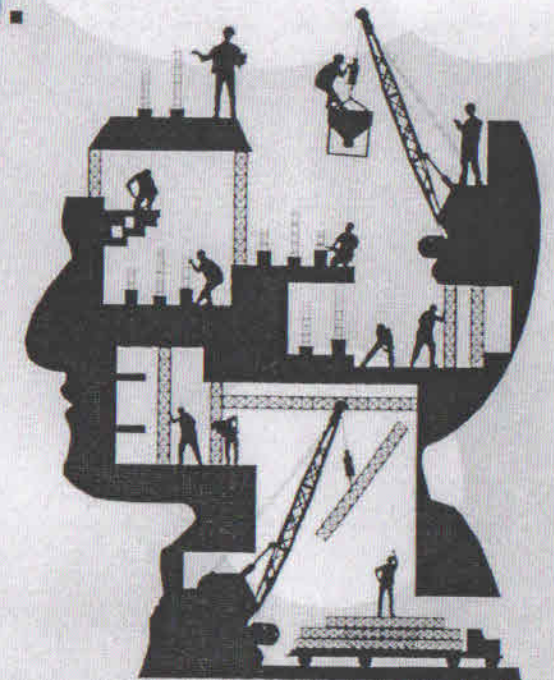
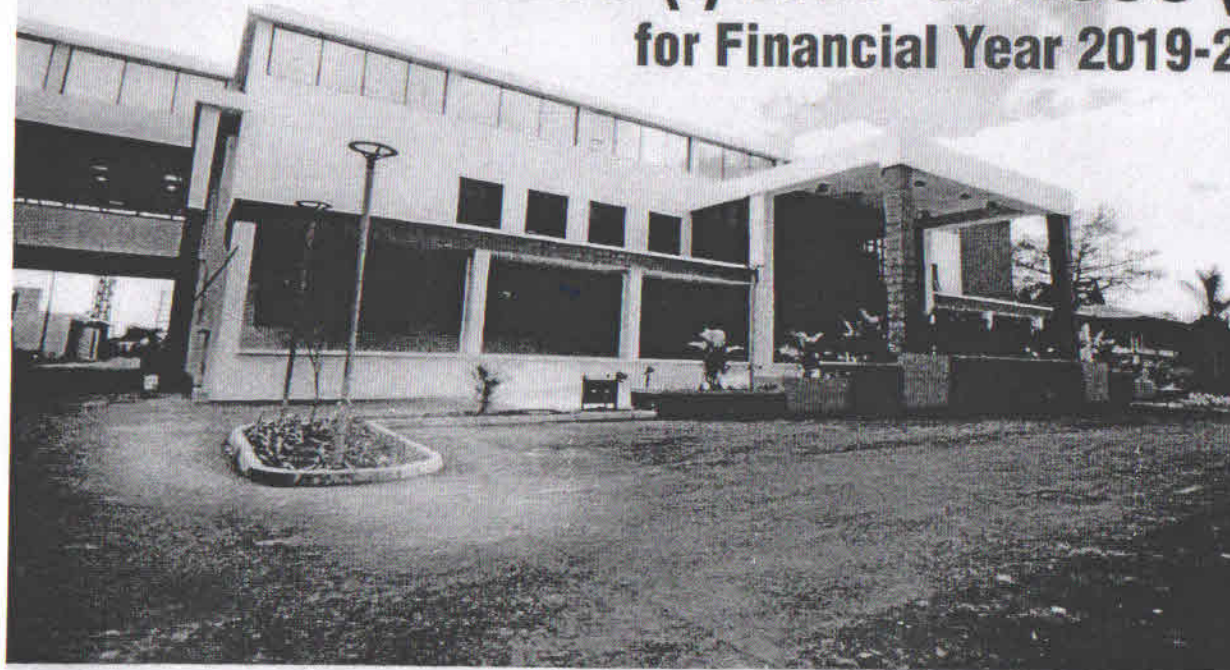


# **MEMORANDUM OF UNDERSTANDING**

Between

**NBCC (I) LTD. & HSCC (I) LTD.**

for Financial Year 2019-20



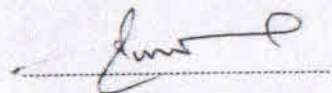


# HSCC (India) Limited

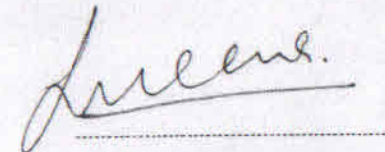
## PART A (Mandatory Parameters)

S. No.	Financial Performance Criteria	Unit	Marks	2018-19 (Actual)	2019-20				
					Excellent	V. Good	Good	Fair	Poor
					100%	80%	60%	40%	20%
1	Turnover - Revenue from Operations <sup>1&amp;2</sup>	₹ Crore	10	2049.45	2255.00	2050.00	1900.00	1750.00	1660.00
					2526.00	2296.00	2128.00	1960.00	1859.00
2	Operating Profit / Revenue from Operations	% age	20	3.50	3.65	3.52	2.80	2.58	2.42
3	Return on Investment: PAT/ Av. Network	% age	20	32.07	35.75	32.11	24.90	21.74	19.72

**Notes :** 1. Turnover for 2019-20 in bracket includes GST @ 12%  
 2. Overseas work of approx. Rs. 100.00 crore is NOT taken in Turnover

  
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**GYANESH PANDEY**  
 MD  
 HSCC (India) Limited

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**SHIV DAS MEENA**  
 CMD  
 NBCC (India) Limited



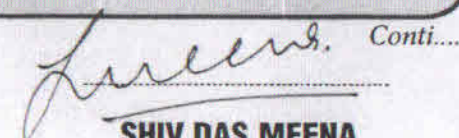
# HSCC (India) Limited

## STATEMENT OF PROFIT AND LOSS (Estimated) for FY 2019-20

I.	PARTICULARS	2018-19 (Actual)	MOU for 2019-2020				
			Excellent	Very Good	Good	Fair	Poor
<b>I.</b>	<b>REVENUE FROM OPERATIONS:</b>						
a	Value of Work Done	2049.45	2255.00	2050.00	1900.00	1750.00	1660.00
b	Other Operating Income	13.81	2.00	2.00	2.00	2.00	2.00
<b>II.</b>	<b>Other Income</b>	7.76	5.00	5.00	5.00	5.00	5.00
<b>III.</b>	<b>TOTAL REVENUE (I+II)</b>	2071.02	2262.00	2057.00	1907.00	1757.00	1667.00
<b>IV.</b>	<b>EXPENSES:</b>						
a	Construction & Work Expenses	1943.17	2122.00	1927.00	1796.00	1654.00	1569.00
b	Employee Benefits expense	39.48	41.85	41.85	41.85	41.85	41.85
c	Administrative and other expenses	8.44	8.95	8.95	8.95	8.95	8.95
d	Depreciation and amortization expense	0.43	2.00	2.00	2.00	2.00	2.00
<b>V.</b>	<b>TOTAL EXPENSES</b>	1991.52	2174.80	1979.80	1848.80	1706.80	1621.80



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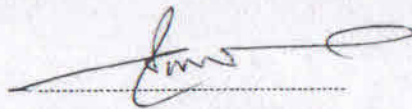
**SHIV DAS MEENA**  
CMD  
NBCC (India) Limited

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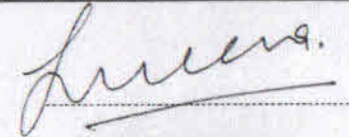


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PARTICULARS	2018-19		MOU for 2019-2020				
	(Actual)						
<b>VI. Profit before Exceptional and Extraordinary items (III - V)</b>	<b>79.50</b>	<b>87.20</b>	<b>77.20</b>	<b>58.20</b>	<b>50.20</b>	<b>45.20</b>	
Exceptional and Extraordinary items	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>VII. Profit Before Tax</b>	<b>79.50</b>	<b>87.20</b>	<b>77.20</b>	<b>58.20</b>	<b>50.20</b>	<b>45.20</b>	
<b>Tax Expenses</b>							
Current Tax	29.68	30.52	27.02	20.37	17.57	15.82	
<b>IX. Profit for the year (VII - VIII)</b>	<b>49.82</b>	<b>56.68</b>	<b>50.18</b>	<b>37.83</b>	<b>32.63</b>	<b>29.38</b>	
Operating Profit	71.74	82.20	72.20	53.20	45.20	40.20	
Operating Profit / Turnover	3.50	3.65	3.52	2.80	2.58	2.42	
<b>Networth</b>	<b>138.70</b>	<b>178.38</b>	<b>173.83</b>	<b>165.18</b>	<b>161.54</b>	<b>159.27</b>	
Av. Networth	155.37	158.54	156.27	151.94	150.12	148.99	
PAT/ Av. Networth	32.07	35.75	32.11	24.90	21.74	19.72	
<b>Dividend</b>	<b>29.89</b>	<b>17.00</b>	<b>15.05</b>	<b>11.35</b>	<b>9.79</b>	<b>8.81</b>	



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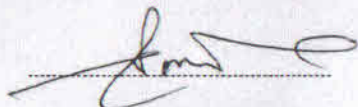
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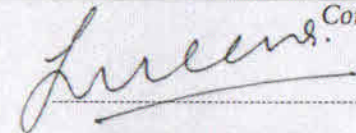
# HSCC (India) Limited

## PART B (Mandatory Parameters)

No.	Non-Financial Performance Criteria	Unit	Marks	Actual 18-19	Excellent (100%)	V. Good (80%)	Good (60%)	Fair (40%)	Poor (20%)
1	New orders Received during the year	₹ crore	10	1200.00	1350.00	1200.00	1050.00	920.00	800.00
2	<b>Production efficiency parameter</b>								
a	Completion of milestone of client's orders/ agreement without time overrun	%	10	80%	90%	80%	70%	60%	50%
b	Trade receivables (Net) as number of days of Revenue from Operations (Gross)	Days	5	336	200	250	300	325	365
c	CAPEX	₹ crore	5	69.19	5.00	4.00	3.00	2.00	1.00
d	Development of e-office system	Date	5	-	31.12.19	15.01.20	31.01.20	28.02.20	31.03.20
e	Reduction in overall claims against the Company not acknowledged as debt	%	5	-	8%	7%	6%	5%	4%



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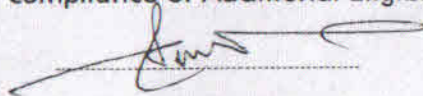
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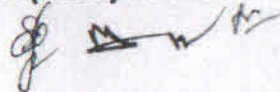
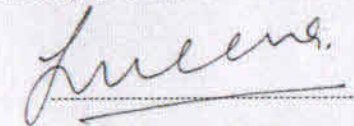
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No.	Non-Financial Performance Criteria	Unit		Actual 18-19	Excellent (100%)	V. Good (80%)	Good (60%)	Fair (40%)	Poor (20%)
<b>3</b>	<b>HRM Parameter</b>								
a	Online submission of ACR/APAR in respect of all executives (E5 and above) along-with compliance of prescribed timeliness w.r.t writing of ACR/APAR	% of Nos. of Sr. Executives	3	-	100%	95%	90%	85%	80%
b	Online quarterly vigilance clearance updation for Sr. Executives (E5 and above)	% of Nos. of Sr. Executives	3	-	100%	95%	90%	85%	80%
c	Preparation of succession plan and its approval by the Board of Directors	Date	2	-	30.09.19	15.10.19	31.10.19	15.11.19	30.11.19
d	Talent management and Career progression by imparting at least one-week training.	% of numbers of executives	2	-	10%	9%	8%	7%	6%
	<b>Total (B)</b>		<b>50</b>						
	<b>TOTAL (A + B)</b>		<b>100</b>						

1. It was agreed that the targets finalized by the NBCC are based on provisional/estimated figures submitted by HSCC for the year 2018-19. In case of better performance of the HSCC as per actual results, the difference may be added to the targets for the year 2019-20 by the NBCC. In case figures for the year 2018-19 are recasted/restated in audited accounts, comparison of actual results shall be made based on recasted/restated figures.
2. In working out achievements for the year 2019-20, quantified qualifications of CAG/Statutory Auditors would be adjusted in case of overstatement of Revenue/Profit/Surplus or understatement of Loss/Deficit in addition to the negative marks prescribed in MoU Guidelines.
3. It was agreed that targets decided in MoU are unconditional and no offset will be allowed. Further, evaluation would be subject to compliance of Additional Eligibility criteria as mutually agreed.



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