

MEMORANDUM OF UNDERSTANDING

FOR THE YEAR

2024-25

BETWEEN



NBCC (India) Limited

(A Government of India Enterprise)

AND



HSCC (India) Limited

(Wholly-owned Subsidiary of NBCC (India) Limited)

(A Government of India Enterprise)

HSCC (INDIA) Ltd. MoU 2024-25

S.No.	Name of Parameter	Unit	Weightage	Target 2024-25
1	Revenue from Operations	Rs. in Cr.	15	2276.48
2	Capacity Utilization- Built-up Area	Mill. Sq. ft.	25	8.01
3	Exports/ Income from Overseas	Rs. in Cr.	8	12
4	EBITDA as a percentage of Revenue	%	10	6.50
5	Return on Net Worth	%	15	18.98
6	Acceptance/ Rejection of Invoices of Goods & Services through TReDS Portal	%	5	100
7	Procurement from GeM as % of total procurement (As per approved procurement plan for for 2023-24)	%	2	100
8	Trade Receivables as No. of days of Revenue from Operations	Number of Days	3	90
9	Expenditure on R&D/ Innovation Initiatives as %age of PBT	%	2	2
10	EPS for the Company (In lieu of Total Return to Shareholders)	Rs.	15	2016
		Total	100	

Notes:

- The targets are based on actual audited figures for the FY 2022-23 & Projections for the FY 2023-24 and the same shall be subject to revision on the basis of audited figures of base year.
- Vision provided by the holding CPSE (NBCC (India) Limited) is also considered for Benchmarking.
- Target for Expenditure on R&D/ Innovations Initiatives is based on PBT of FY 2024-25 and achievement to be confirmed based on Annual report of CPSE.
- Proportionate marks for achievement of 50% to 100% Targets except for parameter on EPS.
- No Marks for achievement below 50% of Targets.

MD, HSCC (INDIA) Ltd.

Date:

CMD, NBCC (INDIA) Ltd.

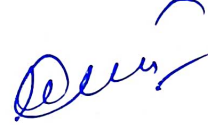
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Compliance Parameters for 2024-25

S.No.	Parameter	Marks	Source/ Verification
1	DPE guidelines issued from time to time on CSR expenditure by CPSEs.	-1	Holding CPSE (NBCC (India) Limited)
2	Compliance of provisions in the Companies Act, 2013 (or SEBI (LODR) regulations in case of listed entities) on Corporate Governance such as: (i) Composition of Board of Directors (ii) Board Committees (Audit Committee etc.) (iii) Holding Board Meetings (iv) Related Party Transaction (v) Disclosures and Transparency	-3	Holding CPSE (NBCC (India) Limited) on the basis of CAG/ Statutory/ Secretarial Auditor Report(s)
3	Target as given by NITI Aayog on Assets Monetization Milestones	-1	Holding CPSE (NBCC (India) Limited) on the basis confirmation from NITI Aayog
4	Procurement of goods or services through MSEs as % of Total procurement of goods and services-25 %	-1	Holding CPSE (NBCC (India) Limited) on the basis of Sambandh portal
5	Procurement of goods or services through SC/ST MSEs as % of Total procurement of goods and services-4%	-1	Holding CPSE (NBCC (India) Limited) on the basis of Sambandh portal
6	Procurement of goods or services through Women MSEs as % of Total procurement of goods and service-3%	-1	Holding CPSE (NBCC (India) Limited) on the basis of Sambandh portal
7	Steps and initiative taken for Health & Safety improvement of Human Resources in CPSEs (Target to be prescribed by the Administrative Ministry/ Holding CPSE)	-1	Holding CPSE (NBCC (India) Limited)
8	Compliance with the provisions related to TReDS as outlined in DPE OM No. DPE- 7(4)/2007- Fin. Dated: 04.05.2020	-1	Holding CPSE (NBCC (India) Limited)


MD, HSCC (INDIA) Ltd.

Date:


CMD, NBCC (INDIA) Ltd.

Date: