

**MoU**

<b>MoU for the year 2025-26</b>	
<b>CPSE and Administrative Ministry/Department</b>	
<b>NMDC Ltd.</b>	<b>Ministry of Steel</b>

**Scope : Consolidated**

**Objectives, Responsibilities and Governing Framework:**

As prescribed vide DPE's MoU framework for performance evaluation of the CPSEs.

**Parameter-wise annual targets for the year 2025-26**

**Part-I : Main Parameters**

S.No.	Parameter	Unit	Wt.	Target 2025-26
1	Revenue from Operations	₹ Crore	7	29814
2	Production - Iron Ore	Lakh Tonne	25	580.00
3	Capital Expenditure	₹ Crore	10	3517
4	Production Cost (Ore)	₹ / Tonne	5	700
5	HR Productivity	Tonne / Employee	5	5685
6	EBITDA (as a percentage of Total Income)	%	10	45.00
7	Return on Capital Employed	%	10	37.98
8	Asset Turnover Ratio	%	5	73.29
9	Trade Receivables (as number of days of Revenue from Operations)	No. of Days	4	80
10	Expenditure on R&D (including Innovation Initiatives, as percentage of previous 3 years average PBT)	%	4	2.00
11	Total Return to Shareholders	%	15	100.00
<b>Total</b>				<b>100</b>

**Part-II : Compliance Parameters**

S.No.	Parameter	Marks	Source/ Verification
1	DPE guidelines on CSR expenditure	-1	Administrative Ministry based on Board Resolution/Annual Report, and inputs from CSR Cell of DPE
2	Provisions in the Companies Act, 2013 [or SEBI (LODR) regulations in case of listed entities] on Corporate Governance: a. Composition of Board of Directors b. Board Committees c. Holding Board and Committees' Meetings d. Related Party Transactions e. Disclosures and Transparency	-3.0	Administrative Ministry on the basis of CAG/ Statutory/ Secretarial Auditor Report(s)/ Annual Report
3	Onboarding of CPSE on all operational TReDS platforms	-0.5	MSME Sambandh/ TReDS portals
4	Timely payments to MSE vendors as prescribed in MSMED Act	-3.0	MSME Samadhaan/ TReDS portals/ Administrative Ministry based on Annual Report/ any other authentic source
5	Procurement of goods and services (as % of total procurement), from: a. MSEs overall – 25% b. SC/ST owned MSEs – 4% c. Women owned MSEs – 3%	-2	MSME Sambandh portal/ Annual Report/ PE Survey
6	Steps and initiative taken for Health & Safety improvement of Human Resources in CPSEs	-1	Administrative Ministry based on Board Resolution [targets have been prescribed by Administrative Ministry]
7	Targets under PM Internship scheme of MCA	-1	Ministry of Corporate Affairs and / or Administrative Ministry based on Board Resolution/ Annual Report [Applicable to the CPSEs participating as partner companies]
8	Leadership Development Plan	-1	Inputs from concern Division of DPE and / or Administrative Ministry
9	Surplus non-core assets (land & building) monetization plan.	-1	DPE by plan submitted through Administrative Ministry within prescribed timelines.

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## MoU

**Notes:**

- (i) Targets finalized based on estimates/ projections are subject to revision by DPE upon receipt of the audited figures.
- (ii) Parameters (except for loss /expenses reduction) will be evaluated based on proportionate marking for achievements between 50% to 100% of the target. Achievements below 50% will score zero, except for the Total Return to Shareholders parameter, unless otherwise specified.
- (iii) The aggregate score will be contingent upon fulfilling the compliance parameters. Failure to comply will result in the deduction of full marks, as indicated, without any partial or proportional deduction.
- (iv) There would be no adjustment in targets or achievements due to changes in exchange rate, regulatory prices of raw material or finished goods or reduction in margins or due to any other reasons.
- (v) Capital Expenditure targets is determined based on Statement 26 (Investment in Public Enterprises) of the budget expenditure profile. Revised estimates of Capital Outlay will be considered as the final target for evaluating achievement and determining scores, subject to a minimum target of ₹ 100 crore.
- (vi) The target for Total Return to Shareholders is set at 100%, would be evaluated against the benchmarks computed at the financial year-end, as per MoU guidelines.
- (vii) The Employee count shall be computed based on the 12-month average of both regular and contractual personnel for the purpose of evaluation of the MoU.

**Signature and date**

Digitally Signed By:NMDC Ltd.  
Date: 19-08-2025  
05:02 pm

Digitally Signed By:Ministry of Steel  
Date: 22-08-2025  
03:22 pm

CMD / MD,  
NMDC Ltd.

Secretary,  
Ministry of Steel

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