

## Rashtriya Chemicals & Fertilizers Ltd. (Consolidated) - MoU 2024-25

S.No.	Name of Parameter	Unit	Weightage	Target 2024-25
1	Revenue from Operations	Rs. Cr.	10	21108
2	Production of Urea	LMT	7	35.01
3	Production of Suphala (15:15:15)	LMT	5	8.62
4	CAPEX	Rs. Cr.	10	199
5	EBITDA as a percentage of Revenue	%	10	7.94
6	Return on Capital Employed	%	15	17.39
7	Asset Turnover ratio	%	5	135.42
8	Acceptance/ Rejection of Invoices of Goods & Services through TReDS Portal within specified time	%	5	100
9	Procurement from GeM as per approved procurement plan	%	2	100

10	Trade Receivables as number of days of Revenue from Operations	Number of Days	3	60
11	Expenditure on R&D / Innovations Initiatives as % of PBT	%	2	2
12	Total Return to Shareholders	%	15	100
13	Production of Urea Gold	MT	3	27778
14	Production of PROM	MT	3	2222
15	Production of AN Melt	MT	5	253000
		<b>Total</b>	<b>100</b>	

**Notes:**

- The targets are based on projections for the FY 2022-23 and 2023-24 and the same shall be subject to revision on the basis of audited figures of Base Year.
- Vision provided by the administrative Ministry is also considered for Benchmarking.
- CAPEX targets – Based on vision provided by Administrative Ministry/ CPSE and Budget figures.
- 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.
- TRS parameter will be benchmarked to BSE 500 Index and the proportionate marking for achievement as per benchmarked range.
- Proportionate marks for achievement of 50% to 100% Targets except for the parameter on TRS.
- No marks for achievement below 50.00% of Targets.

## 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	Administrative Ministry
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	Administrative Ministry on the basis of CAG/ Statutory/ Secretarial Audit Report(s)
3	Target as given by NITI Aayog on Assets Monetization Milestones	-1	Administrative Ministry on the basis of confirmation from NITI Aayog
4	Procurement of goods or services through MSEs as % of Total procurement of goods and services – 25 %	-1	Administrative Ministry 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	Administrative Ministry on the basis of Sambandh portal
6	Procurement of goods or services through Women MSEs as % of Total procurement of goods and services – 3%	-1	Administrative Ministry 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)	-1	Administrative Ministry

Compliance parameters for 2024-25			
S.No.	Parameter	Marks	Source/ Verification
8	Compliance with provisions relating to TReDS as outlined in DPE OM No. DPE-7(4)/2007- Fin dated 04-05-2020	-1	Administrative Ministry

CMD / MD, Rashtriya Chemicals & Fertilizers Ltd.

Date -

Secretary, Department of Fertilizers

Date -

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