



WARDHMĀN

SPECIAL STEELS LIMITED

Result Update Presentation Q1 FY25

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FINANCIAL HIGHLIGHTS



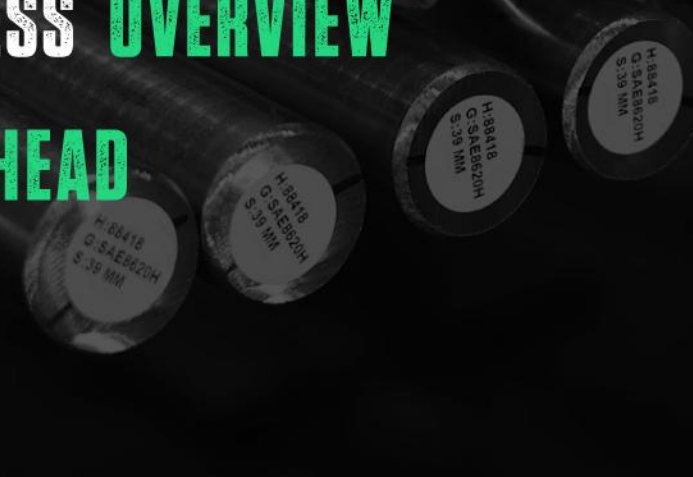
COMPANY OVERVIEW



BUSINESS OVERVIEW



WAY AHEAD





FINANCIAL HIGHLIGHTS

MANAGEMENT'S MESSAGE



“

During the first quarter, we reported revenue from operations at Rs. 414.78 crores, a year-on-year growth of 1.3%. EBIDTA and PAT for the quarter grew 31.71% and 40.43% to Rs. 48.04 crores and Rs. 26.08 crores, respectively. Our EBIDTA per ton during the quarter was Rs. 9,550.

While our volumes grew over 6% year-on-year, a drop in sales price impacted revenue realizations. However, changes in the scrap mix, along with our strategic shift to piped gas, from cascade system, helped improve efficiencies and offset the impact of higher employee costs.

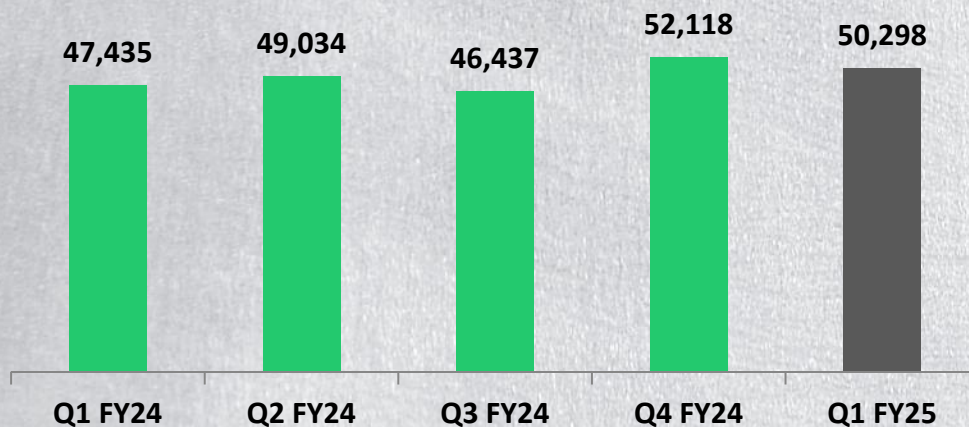
We remain committed to our goal of expanding our capacity of billet production to 2,85,000 TPA by FY26. At the same time, rolling mill upgradation, which is underway, shall be able to consume this quantity of billets.

Mr. Sachit Jain,
Vice Chairman and Managing Director

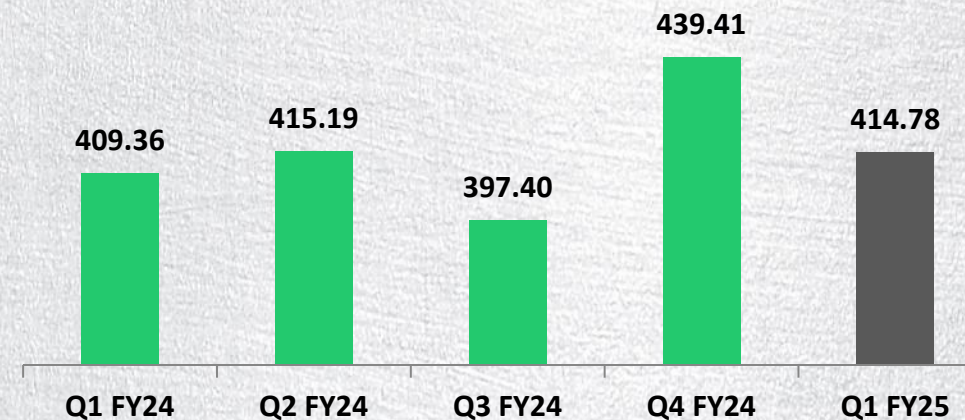
”

FINANCIAL HIGHLIGHTS **QUARTERLY**

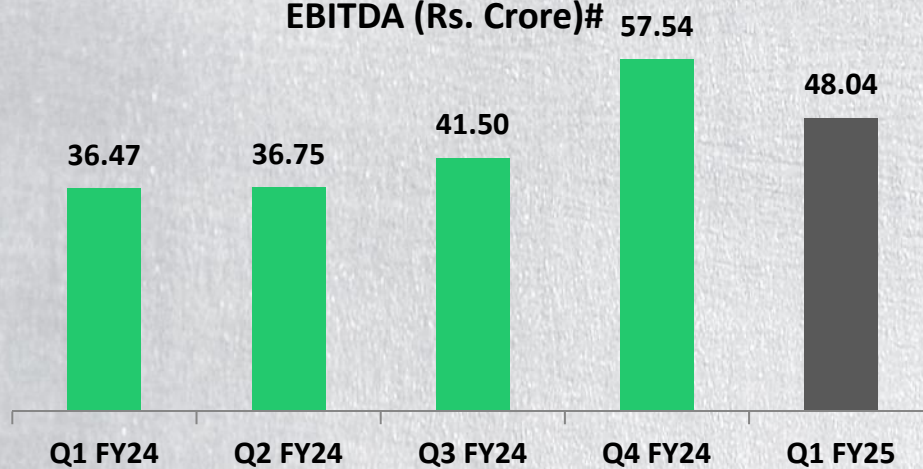
Sales Volumes (tonnes)



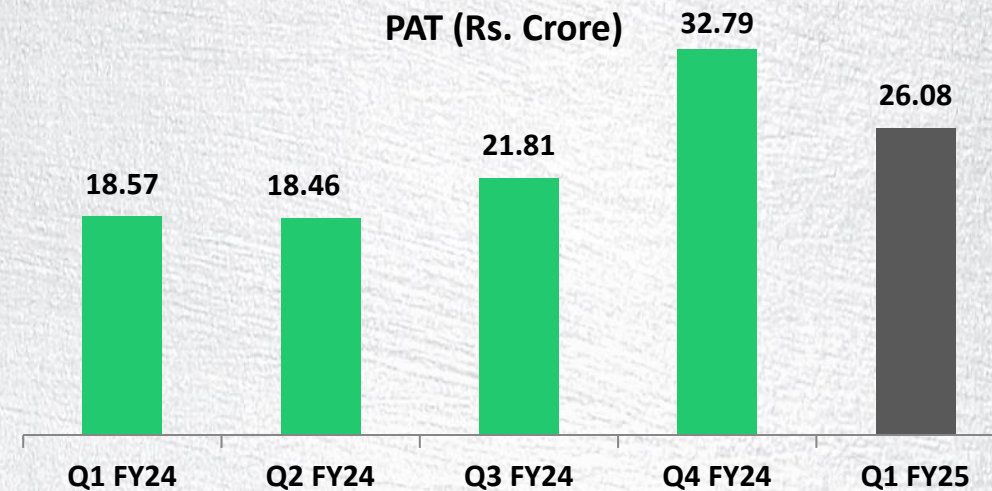
Revenue from Operations (Rs. Crore)



EBITDA (Rs. Crore)#



PAT (Rs. Crore)



#EBITDA is including Other Income

FINANCIAL HIGHLIGHTS Q1 FY25

INR Crore	Q1 FY25	Q1 FY24	Y-o-Y %	Q4 FY24
Revenue From Operations	414.78	409.36	1.32%	439.41
Other Income	5.67	7.24		8.71
Total Income	420.45	416.60		448.12
Cost of Materials Consumed	302.40	271.45		277.29
Purchases of Stocks	0.00	0.00		0.00
Changes In Inventory	(62.74)	(18.35)		(22.59)
Raw Material Expenses	239.65	253.10		254.70
Employee Expenses	25.21	22.10		27.72
Power & Fuel	44.43	46.80		43.65
Other Expenses	63.12	58.14		64.51
Total Expenditure	372.42	380.13		390.58
EBITDA	48.04	36.47	31.71%	57.54
Depreciation	8.29	7.25		8.99
Interest / Finance Cost	4.70	4.21		4.66
PBT	35.05	25.01	40.15%	43.89
Tax	8.97	6.44		11.10
PAT	26.08	18.57	40.43%	32.79
Basic EPS in Rs.*	3.20	2.29	39.74%	4.02

- Volumes for Q1 FY25 stood at **50,298 tonnes** – YoY increase of **6.04%**
- EBITDA (including other income) per ton for Q1 FY25 – Rs. 9,550
- Increase in EBITDA margin mainly driven by lower raw material costs, coupled with changes in scrap mix and switch to piped natural gas, vis-à-vis cascade system, thereby offsetting the rise in employee costs

*Issued Bonus shares in the ratio 1:1, EPS has been adjusted for previous periods accordingly in accordance with Ind AS 33

FINANCIAL HIGHLIGHTS – FY24

INR Crore	FY24	FY23	Y-o-Y %
Revenue From Operations	1,661.36	1,734.99	(4.24%)
Other Income	29.83	38.75	
Total Income	1,691.18	1,773.75	
Cost of Materials Consumed	1,030.62	1,146.47	
Purchases of Stocks	1.41	0.00	
Changes In Inventory	(20.41)	(37.33)	
Raw Material Expenses	1,011.63	1,109.14	
Employee Expenses	96.21	90.18	
Power & Fuel	172.58	178.60	
Other Expenses	238.51	215.74	
Total Expenditure	1,518.92	1,593.66	
EBITDA	172.26	180.08	(4.34%)
Depreciation	30.98	28.12	
Interest / Finance Cost	18.42	17.65	
PBT	122.86	134.31	(8.52%)
Tax	31.23	33.86	
PAT	91.63	100.45	(8.78%)
Basic EPS in Rs.*	11.26	12.35	(8.83%)

- Volumes for FY24 stood at **1,95,024 tonnes** – YoY decline of **2.53%**
- Decline in Revenue from Operations by 4.24% mainly on account of lower sales volumes coupled with decline in prices
- EBITDA (including other income) per ton for FY24 – Rs. 8,832
- Decrease in EBITDA mainly due to decrease in revenue. Secondly, other income was higher in FY23 as compared to FY24 due to booking of GST refund amounting to Rs 9.41 crores pertaining to previous years i.e. for the period Sep'19 to Mar'20 & FY22

*Issued Bonus shares in the ratio 1:1, EPS has been adjusted for previous periods accordingly in accordance with Ind AS 33

BALANCE SHEET HIGHLIGHTS

INR Crore	As on 31 st Mar'24	As on 31 st Mar'23
Equity	719.35	642.21
Equity Share Capital	81.46*	40.63
Other Equity	637.89	601.59
Non-current Liabilities	37.09	67.45
Financial Liabilities		
Borrowing	14.10	44.03
Lease Liability	0.58	0.77
Other Financial Liabilities	0.25	0.15
Provisions	1.95	1.94
Deferred Tax Liabilities (net)	19.78	20.09
Other Non-Current Liabilities	0.43	0.48
Current Liabilities	283.22	320.85
Financial Liabilities		
Borrowings	68.84	98.90
Lease Liabilities	0.19	0.16
Trade Payables		
Total O/s dues of Micro, Small Ent	9.28	4.64
Total O/s other Than Above	165.21	180.92
Other Financial Liabilities	24.57	22.45
Provisions	1.43	1.04
Other Current Liabilities	13.49	12.23
Current Tax Liability (Net)	0.21	0.51
Total Equity & Liabilities	1039.67	1,030.52

INR Crore	As on 31 st Mar'24	As on 31 st Mar'23
Non-Current Assets	365.39	331.89
Property Plant & Equipment	324.10	292.96
Capital work in progress	0.99	11.91
Other Intangible Assets	0.04	0.04
Right of Use Asset	0.56	0.72
Financial Assets		
Long Term Loans	2.66	2.82
Other Financial Assets	2.82	2.69
Deferred Tax Assets (Net)	0.00	0.00
Income Tax Assets (Net)	0.23	0.48
Other Non-Current Assets	33.99	20.26
Current Assets	674.28	698.63
Inventories	356.17	362.68
Financial Assets		
Investments	0.00	20.00
Trade Receivables	262.17	261.55
Cash & Cash Equivalents	7.64	9.54
Other Bank Balance	0.12	0.08
Loans	1.72	1.51
Other Financial Assets	22.37	19.93
Assets Held for Sale	6.93	0.00
Other Current Assets	17.15	23.34
Total Assets	1039.67	1030.52

*Issued Bonus Shares in the ratio of 1:1 in the month of May 2023

Increase in the Authorized Share Capital of Company from Rs. 60 crore to Rs. 100 crore, post issue of Bonus Shares



COMPANY OVERVIEW

ABOUT US



Amongst India's Leading Steel Bar Producers for Automotive Applications

- Incorporated in May 2010
- Headquartered in Ludhiana, Punjab
- Caters to sectors such as Engineering, Automotive, Tractor, Bearing and Allied Industries



Specialized Product offerings –

- Steel Bars and Rods and Bright Bars of various categories of Special & Alloy Steels



Experienced Management Team

- Significant experience in Steel Industry
- Long term vision and proven ability to achieve long term goals for Company
- Strategic alliance with Aichi Steel Corporation



200+ Reputed and long-term customers

- Toyota, Hero Moto Corp, Caterpillar, Hino Motors, Maruti, Bajaj and Hyundai, among others



State-of-art manufacturing facilities

- Cutting-edge manufacturing technology
- Manufacturing Capacity
 - Billets - 2,60,000 MTPA
 - Rolled Bars – 2,00,000 MTPA



Strong Domestic & International Customer Base for forging applications

- Thailand, Taiwan, Turkey, Russia, Germany and Spain



Quality Standards, Assurance & Certifications

- ISO 14001 (2015); ISO 45001 (2018); ISO 9001 (2015); IATF 16949 (2016) & ISO 17025 (2017)
- Pioneers in green steel manufacturing for auto sector

JOURNEY SO FAR

What We were...

1973- 2011

- **1973** – Started as Oswal Steels - 50,000 TPA capacity of special & alloy steels
- **1986** - Acquired Mohta Alloys with capacity of 1,00,000 TPA
- **1995** – Installed modern Steel Melting Shop with Electromagnetic Stirrer
- **2000** – Commissioned Vacuum Degassing System
- **2001** - Strengthened product portfolio – added Bright Bar Facility
- **2010** - Independent identity under Vardhman Group

2012 - 2015

- **2012** - Listed on BSE & NSE
- **2013** – Installed fully automatic rolling mill with capacity of 1,50,000 TPA & Magnaflux leakage testing system (Dr. Foerster Germany), and Ultrasonic Testing from (Olympus, Canada)
- **July 2015** – Installed Fume Extraction system
- **Aug 2015** – Increased Bright bars capacity to 36,000 TPA & 1,80,000 TPA for Hot Rolled

2016 - 2017

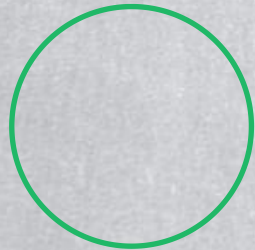
- **Dec 2016** – Upgraded transformer & allied equipment to reduce melting time & resulting in SMS capacity to 1,65,000 TPA
- **April 2017** – Rights Issue of Rs 67.85 Cr.
- **Oct 2017** – Purchased ~8 acres of adjoining land for Rs. 36 Cr.

2018 – Till Date

- **Feb. 2018** – QIP of Rs 50 Cr.
- **June 2018** – CRISIL upgraded credit rating
- **Aug 2018** – Change in Statutory Auditors to M/s B. S. R. & Co. LLP
- **Feb 2019** – Fortified Board of Directors -one Independent Woman Director and one Additional Director appointed
- **Sept 2019** – Replacement of electric arc furnace and other related activities
- **Nov 2019** – Signs Technical Assistance Agreement with Aichi Steel Corporation (ASC) - Issuance of equity shares on preferential basis worth Rs. 50 Cr.
- Appointed Additional Director as representative of Aichi Steel Corporation
- **July 2021** – Received environmental clearance for capacity expansion
- **Mar 2023** – Joins hands with ASC to start mass production
- **May 2023** – Issued Bonus Share in ratio 1:1

.... Transforming into one of India's leading steel bar producers

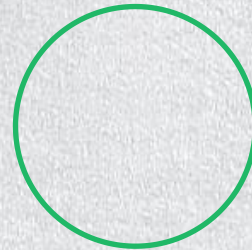
STRONG EXPERIENCED BOARD OF DIRECTORS CONTD...



Mr. Rajeev Gupta

Chairman & Non-Independent Director

- B. Tech from BHU/IIT, Varanasi and MBA (IIM, Ahmedabad)
- Rich experience of more than 41 years - One of Country's topmost Investment Bankers



Mr. Sachit Jain

Vice Chairman & MD

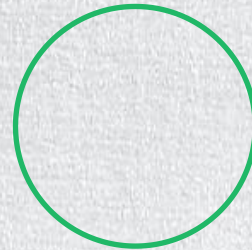
- B. Tech (Electrical) - IIT, New Delhi, MBA (Gold medallist) - IIM, Ahmedabad and Owner/President Management Program – Harvard - Experience of over 34 years in Textile & Steel
- Chairman of CII, Northern Region



Ms. Suchita Jain

Non-Executive Director

- Master's degree in Commerce from Punjab University, Chandigarh
- Over 31 years of rich experience in textile industry
- Representative of Vardhman Group



Mr. Rajinder Kumar Jain

Non-Executive Director

- Chartered Mechanical Engineer from Institute of Mechanical Engineers London
- Retired as General Manager from Indian Railways after 35years of service



Mr. Sanjoy Bhattacharyya

Independent Director

- B.Sc (Statistics Honours) and MBA. from IIM, Ahmedabad
- Rich experience in equities & investment management - Among leading stock market Gurus



Mr. Toshio Ito

Non-Executive Non-Independent Director

- Mechanical Engineer, graduated from Nagoya University, Japan
- Managing Executive Officer at Aichi Steel Corporation since 2020
- Experience as Plant Manager at steelmaking, rolling mill and forging plants of Aichi Steel

STRONG EXPERIENCED BOARD OF DIRECTORS CONTD...

Mrs. Vidya Shah

Independent Director

- MBA from Indian Institute of Management, Ahmedabad
- 11 years of career in investment banking - ICI, Peregrine and NM Rothschild
- Non-Executive Director of Edelweiss Financial Services Ltd. and Executive Chairperson of EdelGive Foundation
- Recognised as India's Top 100 Women in Finance by Association of International Wealth Management of India (AIWMI) 2019

Mr. Suman Chatterjee

Independent Director

- Graduation in B.Sc. Economics from Presidency College, Kolkata
- Holds post graduate diploma in Business Management from Indian Institute of Management, Ahmedabad
- Over 30 years of experience in Multiple Leadership roles - worked in sales & marketing and has led businesses for Levi Strauss and SC Johnson in India

Mr. Rajendar Kumar Rewari

Executive Director

- B. Sc. from Punjabi University, Patiala and LLB & Post Graduation diploma from Kurukshetra University
- More than 41 years of experience in manufacturing sector
- More than 10 years of experience as Managing Director of Morarjee Textiles Limited
- He has long track record at Vardhman Group in various key positions

Mr. Rakesh Jain

Independent Director

- Ph.D. in Polymers from University of Akron
- Worked in Advanced Technology Group at GE Electro-materials Division (EMD) in Coshocton, OH, USA & Aditya Birla Group (ABG) as MD of Indo Gulf Fertilizers Ltd

Mr. Hemant Bharat Ram

Additional Director (Independent)

- Master's degree in Industrial Administration (MBA) & Bachelor's degree in Mathematics and Computer Science, both from Carnegie Mellon University, Pittsburgh, PA, USA
- Started his career in 1991 with DCM Data Systems & thereafter he looked after various businesses of DCM Group.
- Managing Director of DCM Nouvelle Limited since 2019 & prior to that he also led the Textile Business of DCM Limited for over 9 years.

Ms. Soumya Jain

Executive Director

- Graduation in B.Sc. Economics from University of Bristol, UK
- MBA in family business from Indian School of Business
- 5 years of exp. in Vardhman Textiles in various fields like production, marketing, exports, HR, R&D, Capital investments, etc.
- Joined Vardhman Steel in 2021 with involvement in various departments



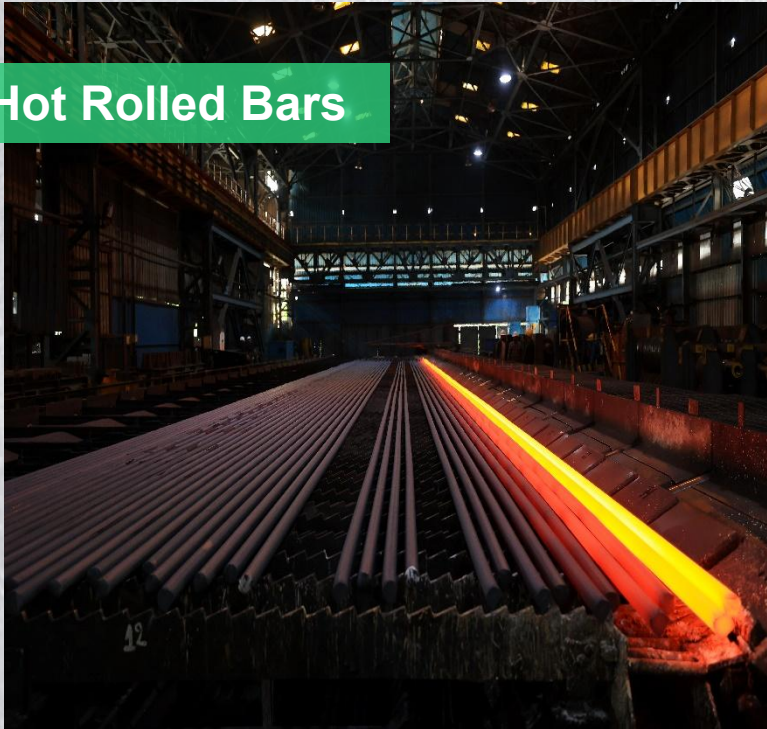
Wire Feeder

BUSINESS OVERVIEW

NOZZLES

WIDE RANGE OF ROLLED & BRIGHT BARS PRODUCTS

Hot Rolled Bars



- Diameter Size : Increased from 25-70 MM in 2012 to 16-120 MM

Bright Bars



- Size : 14.66 to 78 mm (Peeled), 18 to 55.25 mm (Drawn)

DIVERSE APPLICATIONS OF OUR PRODUCTS

- Axle Gears
- Stabilizer Bar
- Knuckle Spindle
- Piston
- Connecting Rod
- Camshaft
- Center Velocity Joint
- Crankshaft
- Differential Gears



- Transmission Gear
- Drive-Shaft
- Tie-Rod
- Bearings
- Companion-flange
- Axle Shaft
- Piston-Pin
- Steering-Yoke
- Steering Shaft

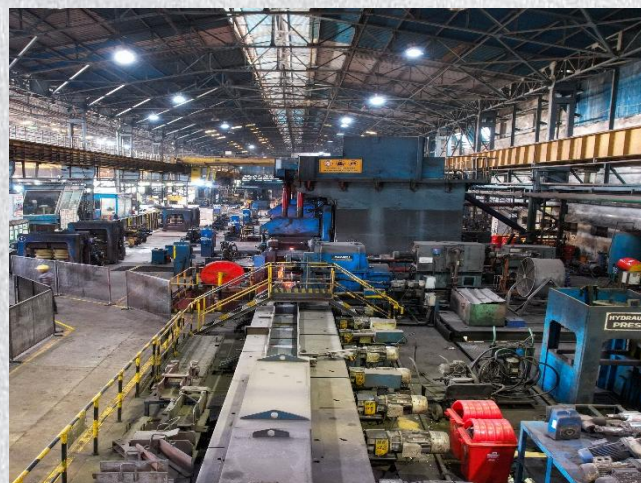
STATE OF ART MANUFACTURING FACILITIES



Steel Melting Shop

Annual Capacity : 2,60,000 TPA

- 35 MT Ultra High Power (UHP) Eccentric Bottom Tapping (EBT Type)
- Fully automated continuous feeding system for DRI & other raw materials
- Automatic lance manipulator for oxygen and coke injection
- Electrode regulation system - Melt Controller
- CELOX for active oxygen measurement (Electronite)



Rolling Mill

Annual Capacity : 2,00,000 TPA

- Rolling Mill installed in 2013-14
- Mill with complete automation
- 33 TPH "Walking" Hearth Type Reheating Furnace
- Reversible 2 high shift able stand with Bar Manipulator
- 10 Continuous Stands in Horizontal & Vertical configuration
- Online Dimensional Measurements
- Rack Type Cooling bed designed for better straightness & Hardness levels
- Abrasive Cutter



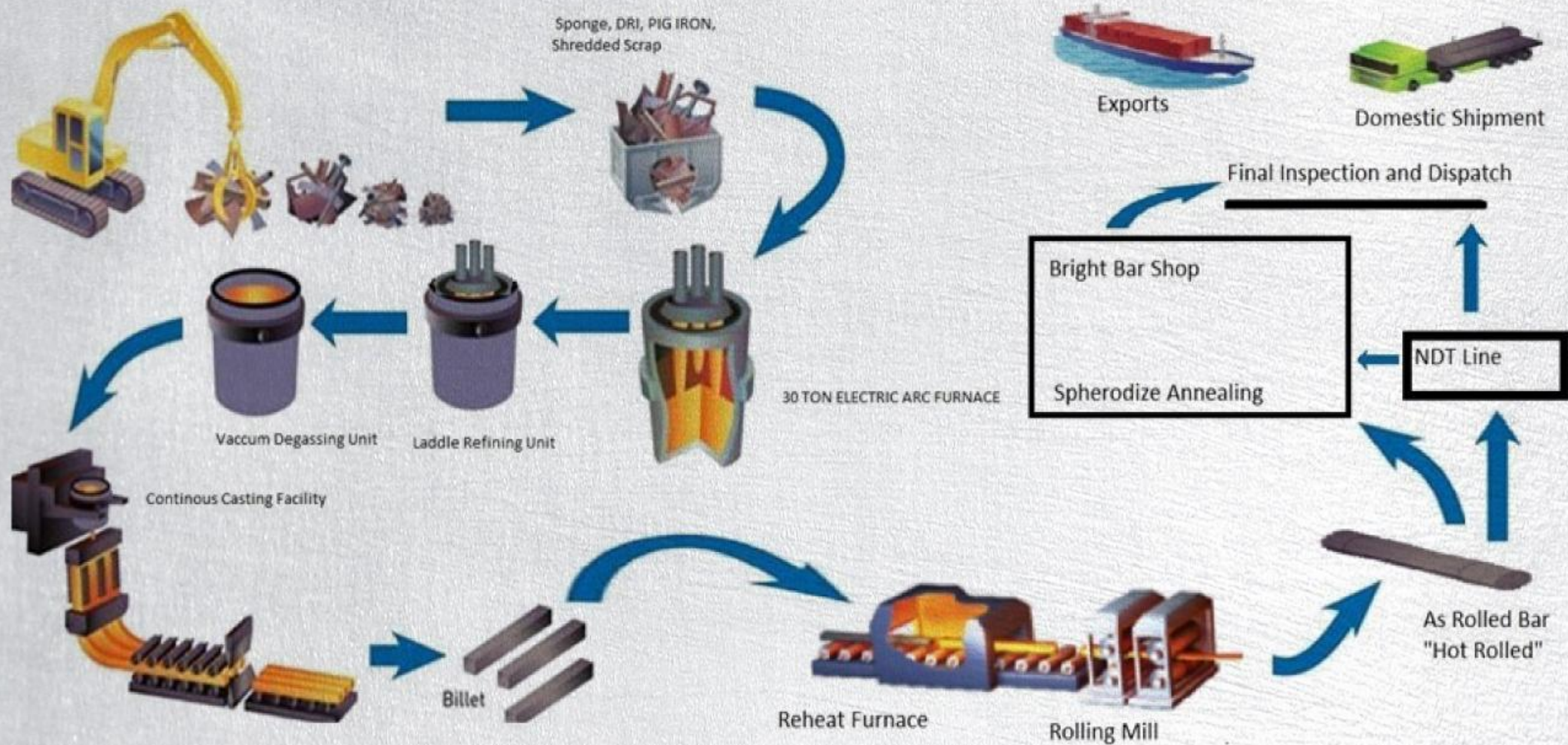
Bright Bars

Annual Capacity : 48,000 TPA

- Bar Peeling & Centreless Grinding
 - Straightening
 - Peeling
 - Cold drawing
 - Polishing
 - Centreless grinding
 - Full length bar Magnetic Particle Inspection
 - High Speed Band Saws
 - Circular Saw - Cut to Length Steel



PROCESS FLOW



IN HOUSE STEEL MELTING SHOP

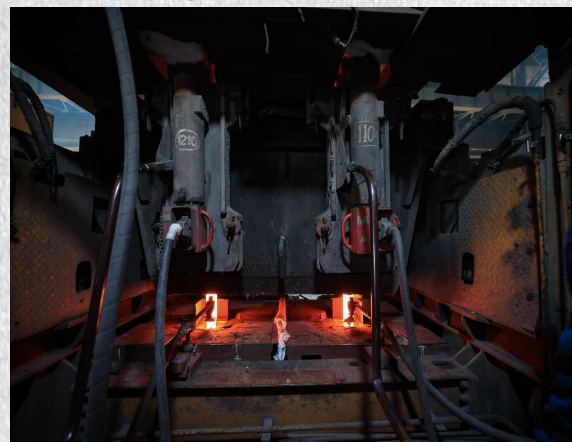
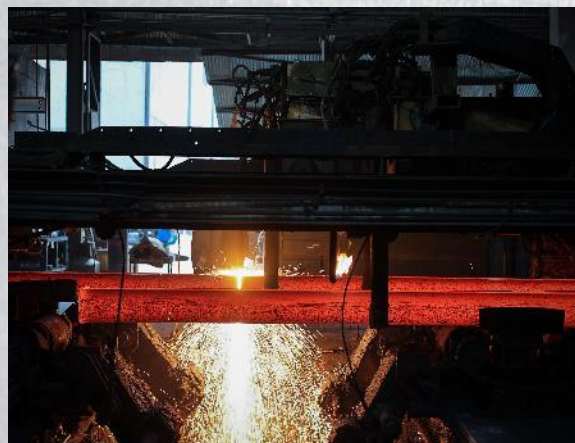
Electric Arc Furnace



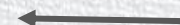
Two Ladle Refining Furnace



Continuous Casting Machine



Vacuum Degassing



ROLLING MILL & BRIGHT BARS

Rolling Mill



Reheating Furnace



Rolling Mill

Bright Bar Shop



Spherodizing & Annealing Machines



Bright Bar Shop

AUTOMATIC LINE OF BAR INSPECTION NDT LINE

Straightening

Straightness :
2mm / meter



Chamfering

Bar ends free from
Burr



MFLT

Acceptance Criteria:
0.2x10mm



UST

Acceptance Criteria: SDH -
0.8x10mm, FBH - 0.8 & 1.2mm

Shot Blasting



BEST IN CLASS R&D FACILITY

- **Spectrometer:** ARL 4460:1454 for Chemical Analysis. Can check 32 different elements
- CS - 230 : Analyzer for Carbon & Sulfur content in steel
- **LECO gas analyzer:** TC 600 H₂, N₂, O₂ Analyzer
- Mobile Spectro and XRF for Mix up Testing of Bars
- **Mechanical and Metallurgical Testing Lab:**
 - Rockwell Hardness Tester
 - Impact Testing Machine (Material Toughness)
- **Metallurgical Microscope with Image Analyzer:**
 - Carl Zeis microscope with maximum magnification of 1000x
 - Olympus microscope with maximum magnification of 2000x
- **RADLAB-1 GAMMA RAY Spectrometer:**
 - For Testing Steel Samples for Radiological Content
 - Can identify different types of Isotopes present in Steel Sample and show Results in Bq/gm
 - Samples Radiological content can be certified with 300 Second scan in RadLab "Well"
- **XRF Spectrometer:** Higher range & All input/ output material can be checked and chemically analysed
- **Scanning Electron Microscopy and Energy Dispersive X-ray Spectroscopy (SEM-EDS):** For material surface analysis, material rejection, contaminant identification, solder joint analysis etc.
- **Digital Optical Microscope With Elemental Analyzer:** For observation, analysis and elemental analysis, allowing the status and composition of the target to be checked from its outer appearance



...ensuring highest levels of quality and compliance



STRATEGICALLY LOCATED WAREHOUSING FACILITIES



- **One Owned Warehouse**
 - Bilaspur Haryana

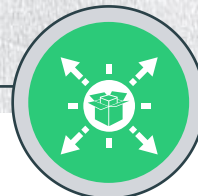
- **Five Leased Warehouses in India**
 - Bangalore
 - Chennai
 - Rudrapur
 - Pune
 - Aurangabad

KEY STRENGTHS



State of Art Manufacturing Facilities and advanced R&D Capabilities

- Well equipped with latest upgraded Technology Machines



Diversified Product offerings

- Manufactures diverse range of products with wide applications across sectors
- Further expanding product offerings to increase wallet share with existing customers and adding new clients



Rich Management Experience

- Dynamic & rich experience in special steel sector
- Diverse team with right mix of operational & technical expertise along with dedicated and skilled employee base



Quality Standards & Assurance

- Adherence to quality standards across all stages of manufacturing
- Checked for dimensional accuracy & temper at every stage
- Well equipped modern testing facilities to check for physical, mechanical & chemical properties



Brand Image

- Continuous brand building exercise by providing excellent services to satisfy our customers

200+ REPUTED & LONG TERM CUSTOMERS....

Cars



Two Wheelers



HCL/LCVs



Auto Components



Tractors



Off Highway Vehicles





.... ACROSS GLOBE WITH CUSTOMER BASE



SVN SLAG +



WAY AHEAD

INVESTING IN OUR REAL ASSETS



- **CCL - US based Organisation** – offers leadership programs across 160 countries, FT top10 in executive education with 500K alumni over 50 years
- **Customized leadership training** for 12 senior management



- **Training programs** – functional, attitudinal, skill development, quality – across all levels of employees
- **Specialized & customized programs**



- **New Initiative undertaken**
- **Formalized training programs** that focus on technical knowledge, enhance skill sets and productive efficiencies of personnel

VSSL ENTERED A STRATEGIC ALLIANCE WITH AICHI STEEL CORPORATION (ASC) JAPAN

(Main material maker for Toyota)

Gasoline



Phase - 1

- Technology and technical know how shared with VSSL to make steel for Toyota companies and other OEM's
- To raise quality of steel of VSSL to be supplied to future ready cars like Hybrid, Hydrogen fuel and Electric



Hybrid



Phase - 2

- Increase VSSL production capacity with aim to achieve high quality combined with minimum cost
- Enable VSSL to build optimal global production system and customer requirements in India and ASEAN regions



EV's



TARGET

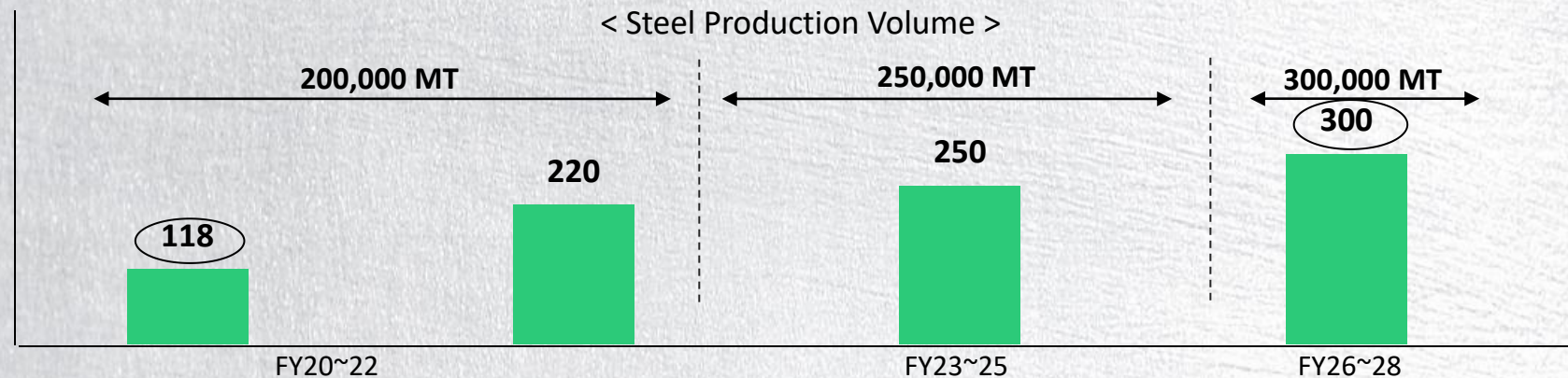
To make Japanese quality steel in India for Indian auto majors and ASEAN region
To reduce manufacturing costs by reducing and eliminating waste

WHAT ADVANTAGE FOR VSSL AFTER ALLIANCE WITH AICHI

Possibilities

- Future Ready products - Patent steel grades developed for special application in EV's, hybrid and conventional cars
- **Own In House R&D** – Toyota Car Company takes input from Aichi on special steel to be developed car parts. It means we can target more approvals for VSSL in Maruti Suzuki and Toyota
- More customers for Vardhman in India and ASEAN region
- Export expected to increase from current 5% in FY22 to 20% - 25% by FY27
- Ministry of Environment grants Environmental Clearance for expansion from 2,00,000 MT per annum to 2,80,000 MT per annum of rolled capacity
- **Forward Integration of VSSL into specialised Forging plant in India**

Road map of production volume (billets)



TIMELINE FOR ACTIVITIES

Phase 1

- Continuous improvement in quality and productivity by strengthening existing procedures
- Focus on Improving safety levels
- Start marketing to customers in India, Thailand, Philippines and Indonesia
- FY 2021-22 – Year of Sampling for Aichi

2019-2022

Phase 2

- Initiate CAPEX to increase production capacity to 250,000 MT in first phase
- FY 23: Year of manufacturing of Trial orders for Aichi
- Anticipate to receive orders from Aichi for Southeast Asia as well as import substitutions
- ✓ Joins hands with ASC to start mass production in Mar'23
- FY 24: Start supply of products against firm orders for Aichi

Take Japanese approvals like Yamaha, Mushashi, JTEKT, Toyota, Aichi Forge, Suzuki, Hino Motors

2022-2025

Phase 3

Production 300,000MT / year
Export 60,000 MT / year

- Vardhman may look forward to Forging business in India
- Time for Aichi to Invest more in Vardhman
- VSSL AICHI may lay foundation for future steel company in India

2025-2028

Goal 2030

VSSL to emerge as #1 Special Steels' Manufacturer in India

ESG INITIATIVES



Environment

- Committed towards cleaner, greener and healthier environment by implementing stringent standards & policies for Environment in our unit
- We have the lowest carbon footprint in India, among auto steel manufacturers
- Making steel through Electric Arc Furnace route which is significantly more environment friendly than Blast Furnace route. Most of our competitors are making steel through Blast Furnace route
- In 2015, installed Secondary Fume Extraction system with investment of Rs. 12 crores, to capture dust going into air. Its annual operational cost is approximately Rs. 5 crores
- On our journey of expanding production capacity from existing 2 lac TPA to 2.80 lac TPA, we are also leaping step forward in tightening our norms towards environment protection. These include development of Greenbelt of over 33% existing land area, emissions below 30 ppm against 150 ppm followed by most of our competitors, zero liquid discharge and reduction of substantial water extraction even after expansion. Apart from this, we are developing forest on 5 acres of land owned by Vardhman Textiles Ltd. situated at middle of Focal Point, Ludhiana with Japanese technique known as “Miyawaki”. This will be unique facility on such large area for benefit of environment and society at large. All this will be done with total capital outlay of over Rs. 30 crores
- Aspire to plant 1,000 acres of forest in next 15 years in Punjab
- Plan to replace Furnace Oil with Natural Gas (being Greener Fuel), thus reducing load of carbon emissions going into environment
- Trees are planted every year to increase green area in and around factory, planted over 52,000 trees till March 2023 and also undertaken parks and other areas for development
- Focusing on water conservation by recharging water through 7 rainwater harvesting pits in factory and adopted more than 10 ponds for desilting
- Install renewable solar power plants in next 2-3 years to reduce carbon footprint
- Target – to bring down carbon footprint below 0.5 by 2030 and 0 by 2050, well ahead of India’s target of net 0 by 2070
- Disposing all types of wastes being generated in factory through agencies duly approved by Pollution Control Board

Social

- Support principles of inclusive growth and equitable development through CSR initiatives for sustainable development in core business activities
- We have made several contributions towards:
 - (i) Preventive & Promoting Healthcare and Sanitation
 - (ii) Towards Environment sustainability
 - (iii) For Promoting Education
 - (iv) Towards Women Empowerment
 - (v) Towards socially and economically backward groups



- Have In-house oxygen generation plants for our captive consumption. During Covid time, we had served society by supplying oxygen cylinders. During 2nd wave of Covid, we have been able to serve for 50% requirement of oxygen of Ludhiana city
- **Employee well being:**
 - ✓ We hadn't laid off anyone during Covid time, rather we had paid full salaries to our employees and ensured full payment to our contract workers. Apart from this, we had given timely increments, production incentives and above all distributed one time incentive for hard work done by entire team during tough times of Covid
 - ✓ In current year, we had developed well-equipped Health Fitness Centre in campus managed by professional trainer
 - ✓ We have launched 3 welfare policies in current year:
 - Chalo Ghar Bhi Banaye (Housing loan scheme)
 - Main Hoon Naa (Taking care of education of children on unfortunate demise of our employee till graduation irrespective of any College/University)
 - Vidwaan Bano (Scholarship of Rs. 50,000/- to outstanding children of our employees)
- **We are having strong Women Grievance handling mechanism in place**
- **We have various unique facilities and schemes for benefit of employees such as single roof canteen serving same food from Worker to MD**
- **Two full time Doctors posted in campus, promoting Trekking, Meditation in Vipasana or equivalent, helping to maintain BMI and more**



Governance

- M/S B S R & Co LLP, affiliate of KPMG, Chartered Accountants are our Statutory Auditors.
- We are led by strong Board consisting of 11 members out of which 6 are independent directors. Chairperson is non-executive independent director. Our Board includes two women directors, out of which one is independent director.
- Aichi Steel Corporation Japan, main steel supplier to Toyota Group had selected us as their partner and entered strategic alliance in 2019 along with equity participation in VSSL and have seat on the Board



Vardhman

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THANK YOU

For further information, please contact



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VSSL



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Company

Vardhman Special Steels Limited

Mr. Sanjeev Singla

sanjeevsingla@vardhman.com

www.vardhmansteel.com

Investor Relations Advisors

Adfactors PR Pvt. Ltd.

Mr. Amit Sharma

amit.sharma@adfactorspr.com

Ms. Disha Shah

+91 9699060134

disha.shah@adfactorspr.com

www.adfactorspr.com