



RESILIENT AND READY

HEG Limited

53rd Annual Report 2024-25

II. Statement pursuant to rule 5(2) and rule 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and forming part of the Board's Report for the year ended 31st March, 2025.

a) Details of top ten employees in terms of remuneration drawn is as under

Sl. No.	Name of Employee	Designation	Remuneration (₹ in Lakhs)	Qualification	Experience	Age	Date of Commencement of Employment	Last Employment held, Organisation, Designation & Duration
1	Ravi Jhunjunwala	Chairman, Managing Director & CEO	1,095.44*	B.Com (Hons.), MBA	46	69	08.09.1979	-
2	Manish Gulati	Executive Director	296.13**	MBA (Marketing & Finance), BE (Electronics), BSc (Statistics)	32	55	10.05.1993	J.N.Marshal Ltd., Pune, Senior Executive, 0.5 Yr.
3	Atul Laxman Moghe	Vice President – Maintenance & Power	108.65	BE (Electronics)	32	54	17.05.1999	MP Iron & Steel Co. Pvt. Ltd., Malanpur, Engineer, 6.3 Yrs.
4	Jasvinder Singh Khosla	Vice President – Operations (Nipple Plant) / Specialties	108.07	BE (Mech)	33	55	25.11.2020	GIL Nasik, AVP(Works), 3.5 Yrs
5	Virendra Srivastava	Vice President - Operations	93.64	B.Sc. (PCM), BE-Mechanical	35	57	14.05.1991	Hindustan Enterprises, Teleganj, Allahabad, Production Engineer, 0.6 Yr.
6	Prashant Kumar Jha	General Manager - Commercial	85.63	ICWA, PGDBM	25	51	15.07.2011	M/s. Timex Group Ind. Limited, Noida, Manager, 2.9 Yrs.
7	Ravi Kant Tripathi	Chief Financial Officer	68.92	B.Com (Taxation), ICWA, LLB	32	54	11.07.1994	Bharat Zinc Ltd. Bhopal, Accountant, 1 Yrs
8	Rajesh Jetha	Sr. General Manager – IT	68.35	MCA	29	55	17.11.1997	NSMG Pvt Ltd, New Delhi, S/w Engineer, 2 Yrs
9	Manoj Kumar Gupta	General Manager – Design	67.54	BE (MECH), M.TECH (MECH)	32	55	07.02.2011	Hindalco Industries, Bharuch, Manager Maintenance, 5.6 Yrs
10	Axay Saxena	General Manager-HR & IR	62.43	MBA(HR), MCA, B.SC.	26	50	24.08.1999	Netcom, Bhopal, S/w Engineer, 0.5 Yrs

* includes commission of ₹662.88 Lakhs

** includes commission of ₹108.33 Lakhs

b) Statement related to employee employed throughout the year and in receipt of remuneration aggregating ₹1.02 Crores or more during the FY 2024-25

Sl. No.	Name of Employee	Designation	Remuneration (₹ in Lakhs)	Qualification	Experience	Age	Date of Commencement of Employment	Last Employment held, Organisation, Designation & Duration
1	Ravi Jhunjunwala	Chairman, Managing Director & CEO	1,095.44*	B.Com (Hons.), MBA	46	69	08.09.1979	-
2	Manish Gulati	Executive Director	296.13**	MBA (Marketing & Finance), BE (Electronics), BSc (Statistics)	32	55	10.05.1993	J.N.Marshal Ltd., Pune, Senior Executive, 0.5 Yr.
3	Atul Laxman Moghe	Vice President – Maintenance & Power	108.65	BE (Electronics)	32	54	17.05.1999	MP Iron & Steel Co. Pvt. Ltd., Malanpur, Engineer, 6.3 Yrs.
4	Jasvinder Singh Khosla	Vice President – Operations (Nipple Plant) / Specialties	108.07	BE (Mech)	33	55	25.11.2020	GIL Nasik, AVP(Works), 3.5 Yrs

*includes commission of ₹662.88 Lakhs

**includes commission of ₹108.33 Lakhs

c) Statement related to employee employed for part of the year and in receipt of remuneration aggregating ₹8.50 Lakhs or more per month:

Sl. No.	Name of Employee	Designation	Remuneration (₹ in Lakhs)	Qualification	Experience	Age	Date of Commencement of Employment	Last Employment held, Organisation, Designation & Duration
-	-	-	-	-	-	-	-	-

Notes:

6. (a) **Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project) :** ₹7,99,08,337[#]
₹55,15,685 and ₹25,17,992 was spent during financial year on ongoing projects from Unspent CSR Account for FY 2023-24 and FY 2022-23 respectively. For details please refer point no. 7 below
- (b) **Amount spent in Administrative overheads.** : ₹4,98,724
- (c) **Amount spent on Impact Assessment, if applicable.** : NIL
- (d) **Total amount spent for the Financial Year [(a)+(b)+(c)].** : ₹8,04,07,061

(e) **CSR amount spent or unspent for the Financial Year:**

Total Amount Spent for the Financial Year. (in ₹)	Amount Unspent (in ₹)				
	Total Amount transferred to Unspent CSR Account as per sub-section (6) of section 135.		Amount transferred to any fund specified under Schedule VII as per second proviso to sub-section (5) of section 135.		
	Amount.	Date of transfer.	Name of the Fund	Amount.	Date of transfer.
₹7,23,73,384	₹2,06,06,891	30 th April, 2025	-	-	-

(f) **Excess amount for set-off, if any: NIL**

Sl No.	Particular	Amount (in ₹)
(1)	(2)	(3)
(i)	Two percent of average net profit of the company as per sub-section (5) of section 135	₹9,29,80,275
(ii)	Total amount: Spent for the Financial Year : ₹7,23,73,384 Transferred to Unspent CSR Account as per Section 135(6) for ongoing projects : ₹2,06,06,891	₹9,29,80,275
(iii)	Excess amount spent for the Financial Year [(ii)-(i)]	NIL
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous Financial Years, if any	NIL
(v)	Amount available for set off in succeeding Financial Years [(iii)-(iv)]	NIL

7. **Details of Unspent Corporate Social Responsibility amount for the preceding three Financial Years:**

1	2	3	4	5	6	7	8
Sl. No.	Preceding Financial Year(s)	Amount transferred to Unspent CSR Account under sub-section (6) of section 135 (in ₹)	Balance Amount in Unspent CSR Account under sub-section (6) of section 135 (in ₹)	Amount Spent in the Financial Year (in ₹)	Amount transferred to a Fund as specified under Schedule VII as per second proviso to sub-section (5) of section 135, if any		Amount remaining to be spent in succeeding Financial Years (in ₹)
					Amount (in ₹)	Date of Transfer	Deficiency, if any
1	2023-24	55,15,685	55,15,685	55,15,685	-	-	-
2	2022-23	1,09,59,101	21,34,049	25,17,992*	-	-	-
3	2021-22	15,83,38,160	8,83,38,160	9,51,13,505*	-	-	-

* Figure includes interest accumulated & spent from Unspent CSR Account.

8. **Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the Financial Year:**

Yes/No

If Yes, enter the number of Capital assets created/acquired: NA

Furnish the details relating to such assets(s) so created or acquired through Corporate Social Responsibility amount spend in the Financial Year:

Sl. No.	Short particulars of the property or asset(s) [including complete address and location of the property]	Pin code of the property or asset(s)	Date of creation	Amount of CSR amount spent	Details of entity/Authority/beneficiary of the registered owner		
(1)	(2)	(3)	(4)	(5)	(6)		
					CSR Registration Number, if applicable	Name	Registered address
Not Applicable							

(All the fields should be captured as appearing in the revenue record, flat no, house no, Municipal Office/Municipal Corporation/ Gram panchayat are to be specified and also the area of the immovable property as well as boundaries)

The Company also has a Risk Management Policy in place, procedures to inform Members of the Board about the risk assessment and minimization.

ii) Directorship in other listed entities including category of Directorship

Name of Director	Category of Directorship	Listed Entities
Shri Ravi Jhunjhunwala	Promoter-Non-Executive Promoter-Non-Executive Promoter-Non-executive	RSWM Limited Maral Overseas Limited BSL Limited
Shri Shekhar Agarwal	Promoter-Non-Executive Chairman, Managing Director & CEO-Promoter- Executive Chairman, Managing Director & CEO-Promoter-Executive Promoter-Non-Executive	RSWM Limited Maral Overseas Limited Bhilwara Technical Textiles Limited BSL Limited
Dr. Kamal Gupta	-	-
Shri Nand Gopal Khaitan	Non-Executive Non-Executive Independent Independent Non-Executive	Mangalam Cement Limited AGI Greenpac Limited Shyam Metalics And Energy Limited Hindware Home Innovation Limited Reliance Chemotex Industries Ltd
Smt. Vinita Singhanian	Vice Chairman, Managing Director Non-Executive Non-Executive Non-Executive	JK Lakshmi Cement Limited JK Paper Limited Bengal & Assam Company Limited Udaipur Cement Works Limited
Shri Riju Jhunjhunwala	Chairman, Managing Director & CEO–Promoter-Executive Promoter–Non-Executive	RSWM Limited Bhilwara Technical Textiles Limited
Shri Satish Chand Mehta	Independent	Jain Irrigation Systems Limited
Smt. Ramni Nirula	Independent Independent	Usha Martin Limited Kirkoskar Brothers Limited
Shri Jayant Davar	Managing Director	Sandhar Technologies Limited
Shri Manish Gulati	-	-
Shri Priya Shankar Dasgupta	Independent	Vindhya Telelinks Limited
Shri Sandip Somany	Managing Director Non-Executive Independent Chairperson & Non-Executive	AGI Greenpac Limited JK Paper Limited Indraprastha Medical Corporation Limited Hindware Home Innovation Limited

iii) Matrix of Core Skills/ Expertise/ Competencies of Directors in context of business of the Company.

The Matrix setting out the skills, expertise and competencies of Directors as on 31st March 2025, in context of business of the Company is as under:

Sl. No.	Name of Director	Skills/Expertise/Competence					
		Knowledge on Company's businesses, Policies and culture (including the Mission, Vision and Values) major risks / threats and potential opportunities, the industry in which the Company operates and advising on domestic market and overseas market.	Behavioral skills – Attributes and competencies to use their knowledge and skills to contribute effectively to the growth of the Company.	Business Strategy, Sales & Marketing, Corporate Governance, Forex Management, Administration, Decision Making.	Financial and Management Skills.	Technical / Professional Skills and specialized knowledge in relation to Company's business.	Environment, Health and Safety and Sustainability Knowledge of working on environment, health and safety and sustainability activities.
1	Shri Ravi Jhunjhunwala	✓	✓	✓	✓	✓	✓
2	Shri Riju Jhunjhunwala	✓	✓	✓	✓	✓	✓
3	Shri Shekhar Agarwal	✓	✓	✓	✓		✓
4	Dr. Kamal Gupta	✓	✓	✓	✓		✓
5	Dr. Nand Gopal Khaitan	✓	✓	✓	✓	✓	✓
6	Shri Satish Chand Mehta	✓	✓	✓	✓		✓
7	Smt. Ramni Nirula	✓	✓		✓		✓
8	Smt. Vinita Singhanian	✓	✓	✓			✓
9	Shri Jayant Davar	✓	✓	✓	✓		✓
10	Shri Manish Gulati	✓	✓	✓	✓	✓	✓
11	Shri Priya Shankar Dasgupta	✓	✓	✓	✓	✓	✓
12	Shri Sandip Somany	✓	✓	✓	✓		✓

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	17%
Key Management Personnel*	4	0	0%

*Includes 2 Executive Directors which are also included in the Board of Directors.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8%	15%	8%	13%	12%	13%	9%	32%	10%
Permanent Workers	7%	0%	7%	3%	0%	3%	1%	0%	1%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	TACC Limited	Wholly Owned Subsidiary	100%	No
2.	Bhilwara Info technology Limited	Wholly Owned Subsidiary	100%	No
3.	HEG Graphite Limited	Wholly Owned Subsidiary	100%	No
4.	Bhilwara Energy Limited	Associate	49.01%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover (in ₹): 2,15,270.91 lakhs
 (iii) Net worth (in ₹): 4,15,952.66 lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)*	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints	

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14.	Data Privacy and Cyber Security	Risk	Applying strong data protection measures and safeguards protects organization's data, therefore avoiding considerable problems, which may impact organization's confidential information	The Company has adopted global data protection standards and frameworks to ensure compliance and safeguard personal data.	Negative
15.	Supply Chain Sustainability	Opportunity	Responsible and sustainable sourcing is a cornerstone of our operations, aligned with our commitment to global ESG standards. A well-managed and ethical supply chain enhances operational resilience, reduces reputational and compliance risks, and meets growing stakeholder expectations. By thoroughly assessing vendors' sustainability profiles and implementing supplier ESG programs, the Company reinforces its long-term value creation strategy. Our approach such as evaluating suppliers based on ESG criteria, providing ESG training to procurement teams, and securing Board-level oversight strengthens relationships, builds stakeholder trust, and creates a competitive advantage in sustainability-conscious markets.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? * (Yes/No) <i>*Except for certain operational policies, which have been approved by the Executive Director of the Company, rest of the policies have been approved by the Board.</i>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	*Link for Policies Policy for Preservation of Documents https://hegltd.com/wp-content/uploads/2020/07/Preservation-of-documents.pdf Policy on Prevention, Prohibition and Redressal against Sexual Harassment of Women Employees https://hegltd.com/wp-content/uploads/2022/02/Sexual-Harassment-Policy_January-2020.pdf Dividend Distribution Policy https://hegltd.com/wp-content/uploads/2018/04/Dividend-Distribution-Policy.pdf Nomination and Remuneration Policy https://hegltd.com/wp-content/uploads/2022/05/HEG_NRC-Policy_09.02.2022.pdf Archival Policy for Website for the Events/Information Disclosed to Stock Exchanges https://hegltd.com/wp-content/uploads/2017/04/Archival_Policy_for_Website_for_the_Events_Information_Disclosed_to_SEs.pdf Policy for Determination of Materiality of Events / Information and Disclosure to Stock Exchanges https://hegltd.com/wp-content/uploads/2022/05/HEG_Determination-Materiality-of-Events_09.02.2022.pdf Policy for Determining Material Subsidiary https://hegltd.com/wp-content/uploads/2020/07/Material-subsidary.pdf Whistle Blower Policy https://hegltd.com/wp-content/uploads/2018/07/Whistle-Blower-Policy-08.05.2018.pdf Policy on Related Party Transactions https://hegltd.com/wp-content/uploads/2022/05/HEG_RPT-Policy_09.02.2022.pdf								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									Annually
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									Annually
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P	P	P	P	P	P	P	P	P	Yes, the Company has undertaken independent assessments/ evaluation of the working of certain policies, particularly those falling under ISO standards through external evaluations conducted by Bureau Veritas.								
	1	2	3	4	5	6	7	8	9									

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									Not Applicable
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Topics: Ethics, Transparency, Accountability, Environment Protection, Governance, Social Responsibility. Impact: The Company considers Governance as an integral part of good management. The Company's philosophy on corporate governance envisages the attainment of the highest levels of transparency, accountability and equity, in all facets of its operation and its interaction with various stakeholders	100%
Key Managerial Personnel	4	Topics: Ethics, Transparency, Accountability, Environment Protection, Governance, Social Responsibility. Impact: The Company considers Governance as an integral part of good management. The Company's philosophy on corporate governance envisages the attainment of the highest levels of transparency, accountability and equity, in all facets of its operation and its interaction with various stakeholders.	100%
Employees other than BoD and KMPs	918	Topics: Policy for handling Goods & Services and Product Safety, Safety Awareness, Human Rights Policy, Environmental Protection Policy, Public Care and Regulatory Policy, POSH, Code of Conduct & Insider Trading, Business Ethics, Skill Upgradation Impact: Overall grooming and increase in functional efficiency of the employees.	80%
Workers	918	Topics: Policy for handling Goods & Services and Product Safety, Safety Awareness, Human Rights Policy, Environmental Protection Policy, Public Care and Regulatory Policy, POSH, Code of Conduct & Insider Trading, Business Ethics, Skill Upgradation Impact: Overall grooming and increase in functional efficiency of the workers.	88%

