

SN	MoU Parameter	Unit	Weightage	Target
1	Revenue from Operations	Rs. Cr.	10	6927.46
2	Power Generation	MU	16	13000.00
3	Commissioning of Tehri Pumped Storage Plant (U#1 & U#2 - Q1 FY'26 & U#3 & U#4 - Q3 FY'26)	%	2	100.00
4	Commissioning of Khurja Super Thermal Power Project (U#2)	Timeline	2	2025-09-30
5	CAPEX	Rs. Cr.	15	3543.00
6	EBITDA (as a percentage of total income)	%	10	61.27
7	Return on Capital Employed	%	15	10.26
8	Asset Turnover ratio	%	5	17.93
9	Procurement through GeM (as a percentage of total procurement)	%	2	95.00
10	Trade Receivables (as no. of days of revenue from operations)	Number of Days	4	45.00
11	Expenditure on R&D (including Innovation Initiatives, as percentage of previous 3 years' average PBT)	%	4	2.00
12	Earnings per Share	Rs.	15	413.63
	Total		100.0	

1. For MoU formulation, one-time items like Surcharge, Rebate, CERC tariff orders and consequent interest to/from customers have been excluded. The same will be excluded at the time of evaluation as well.
2. Parameters 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 Earnings per Share parameter, unless otherwise specified.
3. 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.
4. 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.
5. Capital Expenditure target is determined based on Revised Estimates of Statement 26 (Investment in Public Enterprises) of the budget expenditure profile for FY27.
6. Physical Targets mentioned at Sr. No. 3 & 4 are timeline-based targets and in case of slippage from set timeline, proportionate marking would be done during evaluation on a scale of 100% marks at set timeline and '0' in case of slippage beyond 31.03.2026.

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SN	Parameter	Marks	Source / Verification
1	DPE guidelines on CSR expenditure	-1	Certification by CMD/CEO
2	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 (iii) Holding Board and Committees' Meetings (iv) Related Party Transaction (v) Disclosures and Transparency	-3	Certification by CMD/CEO
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	MSME Samadhaan/ TReDS portals/ 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/ PE Survey (.66 for each)
6	Steps and initiative taken for Health & Safety improvement of Human Resources in CPSEs - Safety audit of all projects under construction and operation	-1	Evaluation report as Certified by CMD/CEO
7	Targets under PM Internship scheme of MCA – 100 nos.	-1	Evaluation report as Certified by CMD/CEO
8	Leadership Development Plan (in line with DPE guidelines)	-1	Evaluation report as Certified by CMD/CEO
Total Marks deducted for Non-Compliance		-12.5	

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