

VARDHMAN SPECIAL STEELS LIMITED

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Ref. VSSL:SCY:APR:2023-24

Dated: 28.04.2023

BSE Limited,
New Trading Ring,
Rotunda Building, P.J. Towers,
Dalal Street, MUMBAI-400001.
Scrip Code: 534392

The National Stock Exchange of India Ltd,
Exchange Plaza, Bandra-Kurla Complex,
Bandra (East),
MUMBAI-400 051
Scrip Code: VSSL

SUB: COMPLIANCE OF REGULATION 30 OF THE SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIRMENTS) REGULATIONS, 2015.

Dear Sir,

Pursuant to the provisions of Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Investor Presentation on financial results of the Company for the quarter and financial year ended 31st March, 2023.

Kindly take the same on record.

Thanking you,

Yours faithfully,
For VARDHMAN SPECIAL STEELS LIMITED

(SONAM TANEJA)
COMPANY SECRETARY





Vardhman Special Steels Limited

Result Update Presentation Q4 & FY23

Disclaimer





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Management's Message









"Q4 FY23 was a difficult quarter wherein on one hand we saw good sales volume of over 50,500 tons leading to sales volume of more than 2,00,000 tons for the full year for the first time in history. On the other hand, we saw a price correction from OEMs putting pressure on realizations thereby impacting the overall EBITDA. The EBIDTA showed a bigger fall than due for the fourth quarter as this quarter reflected the price reduction of the third quarter as well.

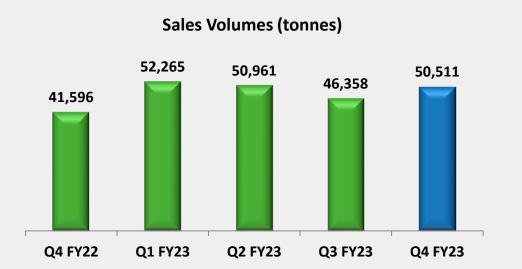
The EBITDA per ton was also impacted on account of higher prices of fuel and consumables and lower other income. Despite certain stated difficulties, we have achieved EBITDA/ton of Rs. 9,000 for full year which is well within the stated range of Rs. 7,000 - 10,000.

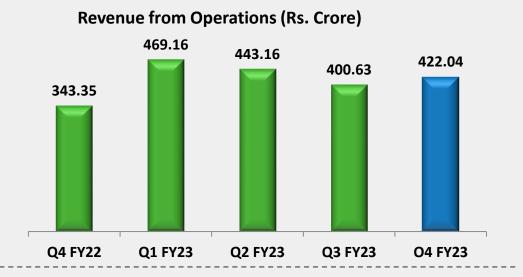
This quarter has marked a breakthrough in the Company and I am happy to share that the Company has started mass production of steel for forging companies of Aichi Steel Corporation based in South East Asia for some grades for which approvals have been received. Further, we are delighted to share that we had wonderful celebrations on completion of 50 glorious years of Vardhman Group in the Steel Business. Mr. Takahiro Fujioka, President of Aichi Steel Corporation, Japan was the Chief Guest.

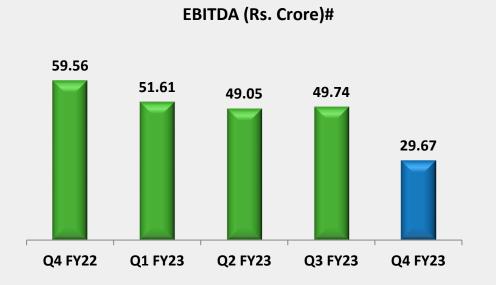
Vardhman's entire team deserves appreciation for the tremendous work they have put in. We remain focused and committed to our strategic goals and are actively working to further improve our performance going forward. I reassure my stakeholders that we will maintain the pace of our efforts and hard work and continue to execute in line with the stated objectives."

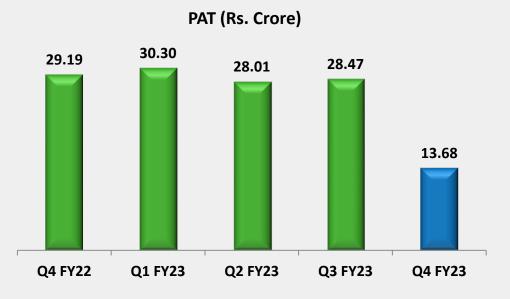
Financial Highlights - Quarterly



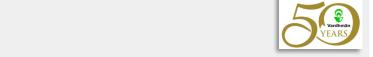








Financial Highlights – Q4 FY23



INR Crore	Q4 FY23	Q4 FY22	Y-o-Y %	Q3 FY23
Revenue From Operations	422.04	343.35	22.92%	400.63
Other Income	5.20	21.51		13.44
Total Income	427.23	364.86		414.07
Cost of Materials Consumed	275.56	233.21		283.54
Purchases of Stocks	0.00	0.00		0.00
Changes In Inventory	(1.90)	(29.62)		(42.59)
Raw Material Expenses	273.66	203.58		240.95
Employee Expenses	22.45	21.42		23.25
Power & Fuel	46.63	35.09		44.54
Other Expenses	54.82	45.20		55.59
Total Expenditure	397.57	305.30		364.33
EBITDA	29.67	59.56	(50.19%)	49.74
Depreciation	7.09	6.84		7.08
Interest / Finance Cost	4.55	3.80		4.57
PBT	18.02	48.93	(63.17%)	38.09
Tax	4.35	19.74		9.63
PAT	13.68	29.19	(53.15%)	28.47
Basic EPS in Rs.	3.37	7.20	(53.19%)	7.02

- Q4 FY23 volumes stood at 50,511 tonnes, YoY growth of 21.43%
- 22.92% YoY increase in Revenue from Operations, mainly due to higher sales volumes coupled with better realizations. This revenue is after accounting for price decrease of Rs.1,750/- MT agreed with OEMs w.e.f. 1st Oct'22. Decision of decrease was finalised in Feb'2023 therefore, price decrease pertaining to Q3 FY23 amounting to Rs. 6.60 crores has also been accounted in Q4 FY23 itself
- EBITDA (including other income) per ton for this quarter – Rs. 5,873
- Decrease in EBITDA mainly due to higher raw material prices, fuel costs and consumables. Decrease in other income towards incentives from State Govt. towards exemption of electricity duty amounting to Rs. 19.32 crores in Q4 FY22 vs 4.55 crores in Q4 FY23
- Decline in PAT mainly due to impact of other income in Q4 FY22, fluctuations in raw material pricing, higher prices of fuel and consumables

Financial Highlights – FY23

100.75

24.87

(0.30%)

(0.44%)



INR Crore	FY23	FY22	Y-o-Y %
Revenue From Operations	1,734.99	1,368.46	26.78%
Other Income	38.75	28.89	
Total Income	1,773.75	1,397.35	
Cost of Materials Consumed	1,146.47	896.53	
Purchases of Stocks	0.00	0.62	
Changes In Inventory	(37.33)	(100.32)	
Raw Material Expenses	1,109.14	796.82	
Employee Expenses	89.95	80.99	
Power & Fuel	178.60	141.77	
Other Expenses	215.98	175.19	
Total Expenditure	1,593.66	1,194.77	
EBITDA	180.08	202.58	(11.11%)
Depreciation	28.12	26.96	
Interest / Finance Cost	17.65	17.28	
PBT	134.31	158.34	(15.18%)
Tax	33.86	57.59	

100.45

24.76

PAT

Basic EPS in Rs.

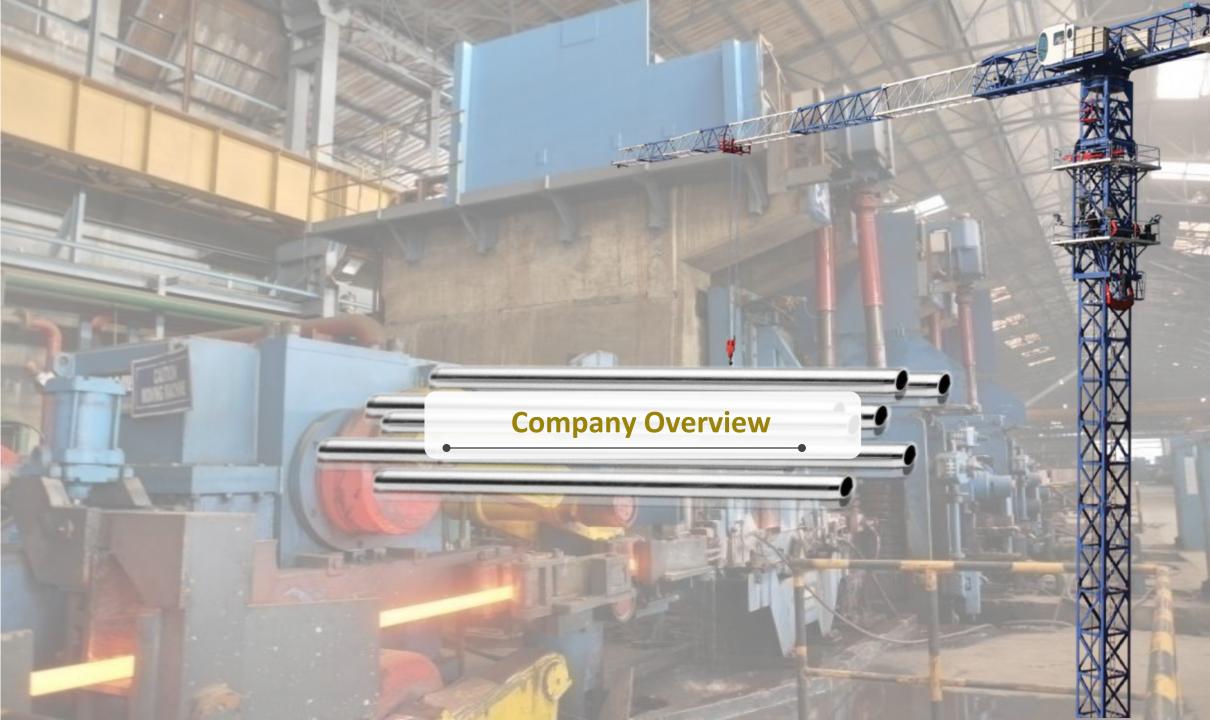
- Volumes for FY23 stood at 2,00,095 tonnes – YoY growth of 15.46%
- Increase in Revenue from Operations mainly on account of higher sales volumes coupled with better realizations
- EBITDA (including other income) per ton for FY23 Rs. 9,000
- Decrease in EBITDA of 11.11% mainly due to decrease in sale price by Rs. 1,750/- MT effective 1st Oct 2022 coupled with higher price of fuel and consumables
- Board recommended dividend of Rs. 2 per share on fully paid-up equity shares, subject to shareholders' approval

Balance Sheet Highlights



INR Crore	As on 31 st Mar'23	As on 31 st Mar'22	
Equity	642.21	554.96	
Equity Share Capital	40.63	40.56	
Other Equity	601.59	514.40	
Non-current Liabilities	67.45	103.04	
Financial Liabilities			
Borrowing	44.03	78.89	
Lease Liability	0.77	0.91	
Other Financial Liabilities	0.15	0.11	
Provisions	1.94	1.81	
Deferred Tax Liabilities (net)	20.09	20.85	
Other Non-Current Liabilities	0.48	0.46	
Current Liabilities	320.85	262.88	
Financial Liabilities			
Borrowings	98.90	82.03	
Lease Liabilities	0.16	0.14	
Trade Payables			
Total O/s dues of Micro, Small Ent	4.64	2.07	
Total O/s other Than Above	180.92	145.41	
Other Financial Liabilities	22.45	19.77	
Provisions	1.04	0.27	
Other Current Liabilities	12.23	8.99	
Current Tax Liability (Net)	0.51	4.21	
Total Equity & Liabilities	1030.52	920.88	

INR Crore	As on 31 st Mar'23	As on 31 st Mar'22		
Non-Current Assets	331.89	324.15		
Property Plant & Equipment	292.96	288.22		
Capital work in progress	11.91	12.88		
Other Intangible Assets	0.04	0.08		
Right of Use Asset	0.72	0.86		
Financial Assets				
Long Term Loans	2.82	2.92		
Other Financial Assets	2.69	2.57		
Deferred Tax Assets (Net)	0.00	0.00		
Income Tax Assets (Net)	0.48	0.32		
Other Non-Current Assets	20.26	16.31		
Current Assets	698.63	596.73		
Inventories	362.68	304.32		
Financial Assets				
Investments	20.00	15.40		
Trade Receivables	261.55	221.86		
Cash & Cash Equivalents	9.54	0.27		
Other Bank Balance	0.08	15.71		
Loans	1.51	1.52		
Other Financial Assets	19.93	2.07		
Assets Held for Sale	0.00	0.00		
Other Current Assets	23.34	35.58		
Total Assets	1030.52	920.88		



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

200+ Reputed and long-term customers

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

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



State-of- art manufacturing facilities

- Cutting-edge manufacturing technology
- Manufacturing Capacity
 - ➤ Billets 2,40,000 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)

Journey So Far



What We were...

- 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 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

- 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
 acres of adjoining
 land for Rs. 36 Cr.

- **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

2016 - 2017

2018 – Till Date

1973-2011

2012 - 2015

.... 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 35 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 29 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 25 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
- More than 21 years of 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...





Mr. B.K. Choudhary Non-Executive Director

- Degree in B.Sc., M.Com & MBA
- Rich experience of more than 44 years in Steel & Textile industry



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. 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. Raghav Chandra Independent Director

- B.Sc (Hons.); M.Sc in Mathematics; Master's in Public Administration, Harvard University
- Addt'l Secretary & Financial Advisor various Ministries;
 Chairman NHAI; CMD Indian Highway Mngt Co. Ltd.; CEO MP Housing Board; MD- MP SIDC; Chairman SEZ



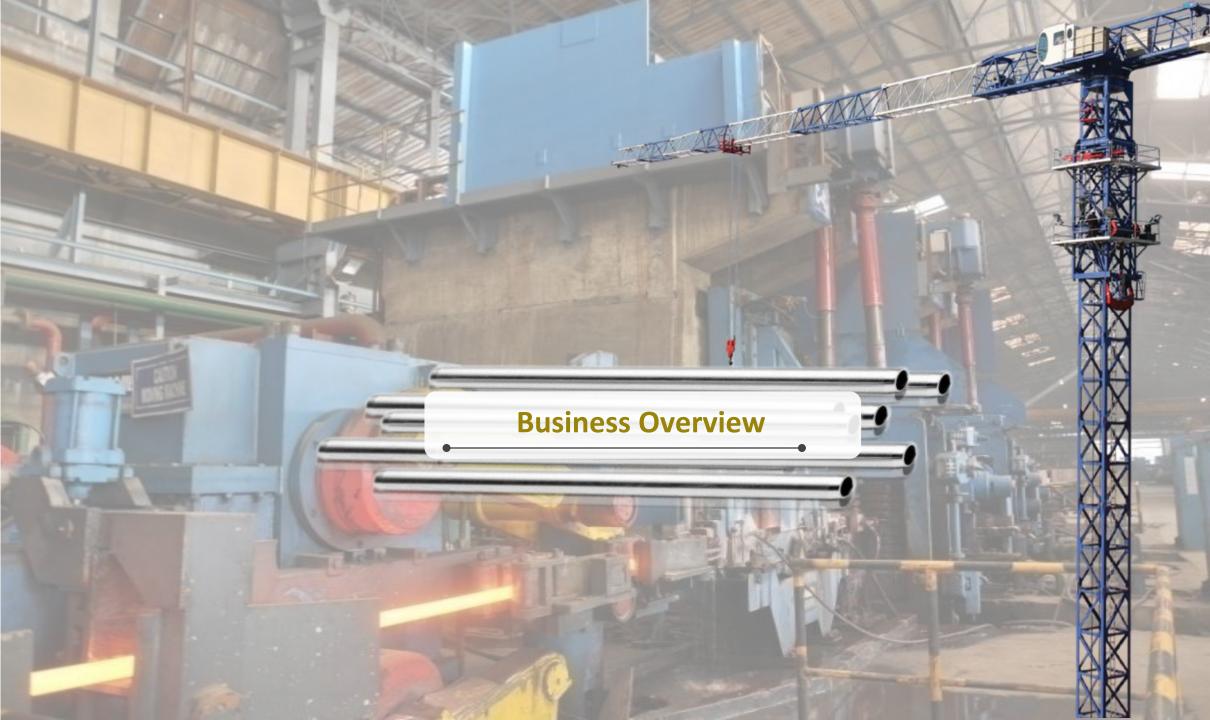
Mr. Rajendar Kumar Rewari Executive Director

- B. Sc. from Punjabi University, Patiala and LLB & Post Graduation diploma from Kurukshetra University
- More than 30 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



Mrs. Vidya Shah Independent Director

- MBA from Indian Institute of Management, Ahmedabad
- 11 years of career in field of investment banking ICICI, Peregrine and NM Rothschild
- She is 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



Wide Range of Rolled & Bright Bars Products

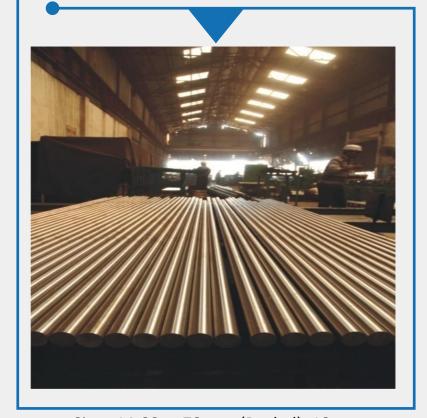


Hot Rolled Bars



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

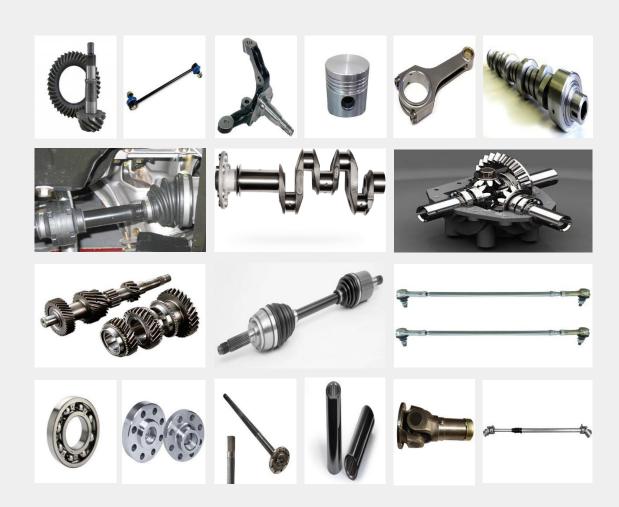
Connecting Rod

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













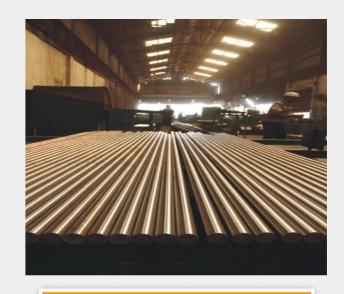
Steel Melting Shop

- Annual Capacity: 2,40,000 TPA
- 30 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



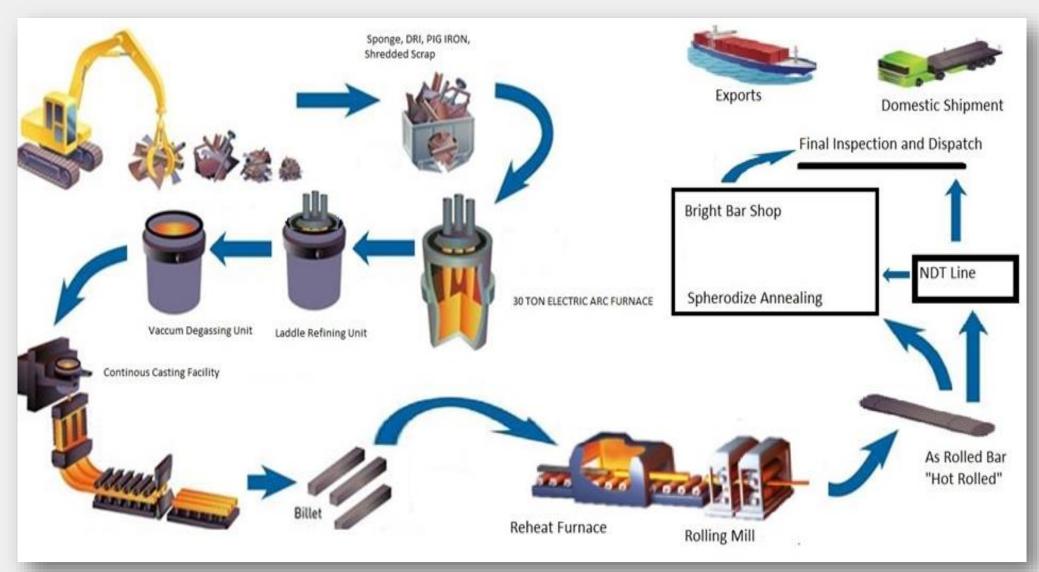
Bright Bars

- 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





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

OLYMPUS

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



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 01 **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 02 **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 03 **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 04 **Brand Image** Continuous brand building exercise by providing excellent services to satisfy our customers 05

200+ Reputed & Long term customers....





Cars











Two Wheelers











HCL/LCVs









DAIMLER

Auto Components











Tractors











Off Highway Vehicles

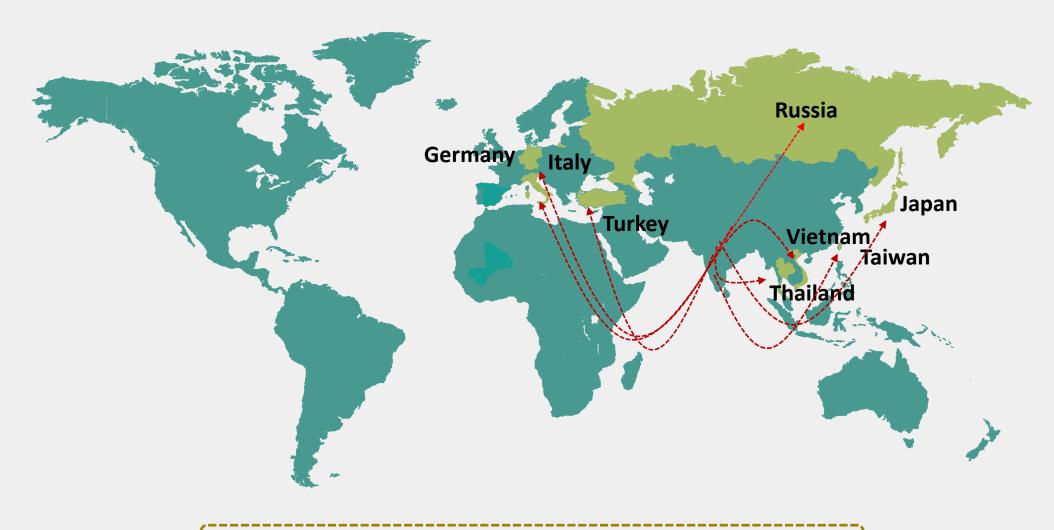






... Across Globe with Customer Base





5% of FY23 sales from exports



Investing in Our Real Assets





Vardhman Leadership Development Program Park Plaza, Ludhiana -16th to 20th January 2019







Centre for Creative Leadership

- 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

'Manav Vikas Kendra'

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

'EKLAVYA - B.Sc. to B. Tech.'

- 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





Hybrid





EV's





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



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

TARGET - To make Japanese quality steel in India for Indian auto majors and ASEAN region

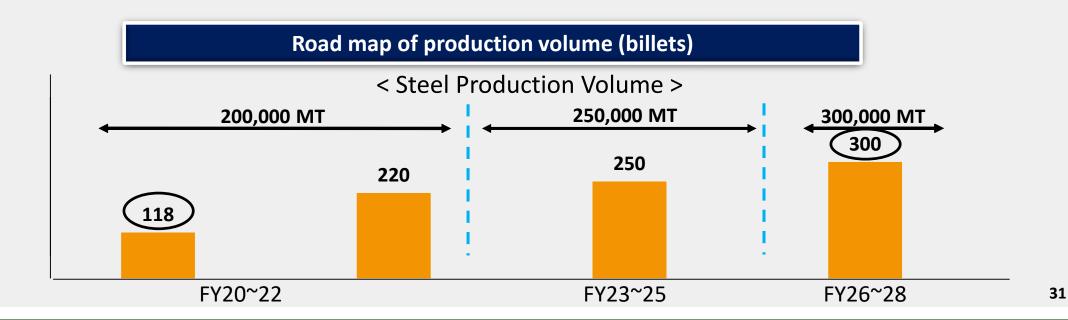
To reduce manufacturing costs by reducing and eliminating waste

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 FY 2022 to expected 20% 25% by FY 25
- 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



Timeline for activities





Phase 3

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

Phase 2

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

- 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

- 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
- 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

ESG Initiatives







- 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

Thank You







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REUTERS :

VARM.BO

For further information, please contact:

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