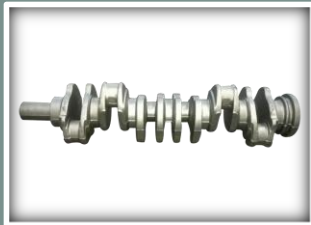
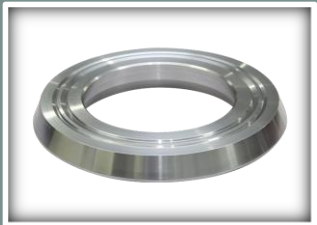




Ramkrishna Forgings Limited

Corporate Presentation – November 2023





About Ramkrishna Forgings



MR. NARESH JALAN



Our company is committed to sustainable growth and profitability by carefully evaluating investment opportunities and integrating sustainability principles into our operations. Through automation and artificial intelligence, we are in the process of enhancing operational efficiency, increasing productivity, and addressing evolving customer demands. Our focus on improving return on capital employed (ROCE) and return on equity (ROE) drives financial performance.

We remain vigilant and closely monitor macroeconomic risks, proactively mitigating them by prioritizing customer relationships and delivering excellent service. We are dedicated to proactively positioning ourselves for future growth and increasing our market share. Our strategic focus revolves around preparing for improved market conditions, ensuring that we are well-prepared to seize opportunities. This includes our efforts to enhance our capacity, aligning our actions with our long-term vision to thrive and succeed in the future.

Additionally, with a successful QIP of INR 1000 crores we have adequate growth capital available. The Company will look for a multifold growth by utilizing available opportunities without further leverage.

Key Highlights



Manufacturer and supplier of a variety of auto and non-auto components



Global presence with footprints in North America and Europe



2nd largest forging player in India with over 40 years of experience



Promoter possessing multi-decade forgings industry experience



Continued focus on diversification with foray into EV components



Longstanding relationship with marquee customers

One of the largest forging players in India



Vision, Mission & Core Values



Vision

To Create Value for all business partners, shareholders and customers in all areas of business Ramkrishna Forgings Limited is associated while demonstrating world-class standards of Sustainability, Social Responsibility and Governance



Mission

To be the most preferred supplier of forged, rolled, machined, fabricated and cast products for all end use industries like Railways, Automotive, Earth Moving, Mining, Farm Equipment, Oil & Gas and General Engineering globally by supplying products meeting highest quality standards at highly competitive costs

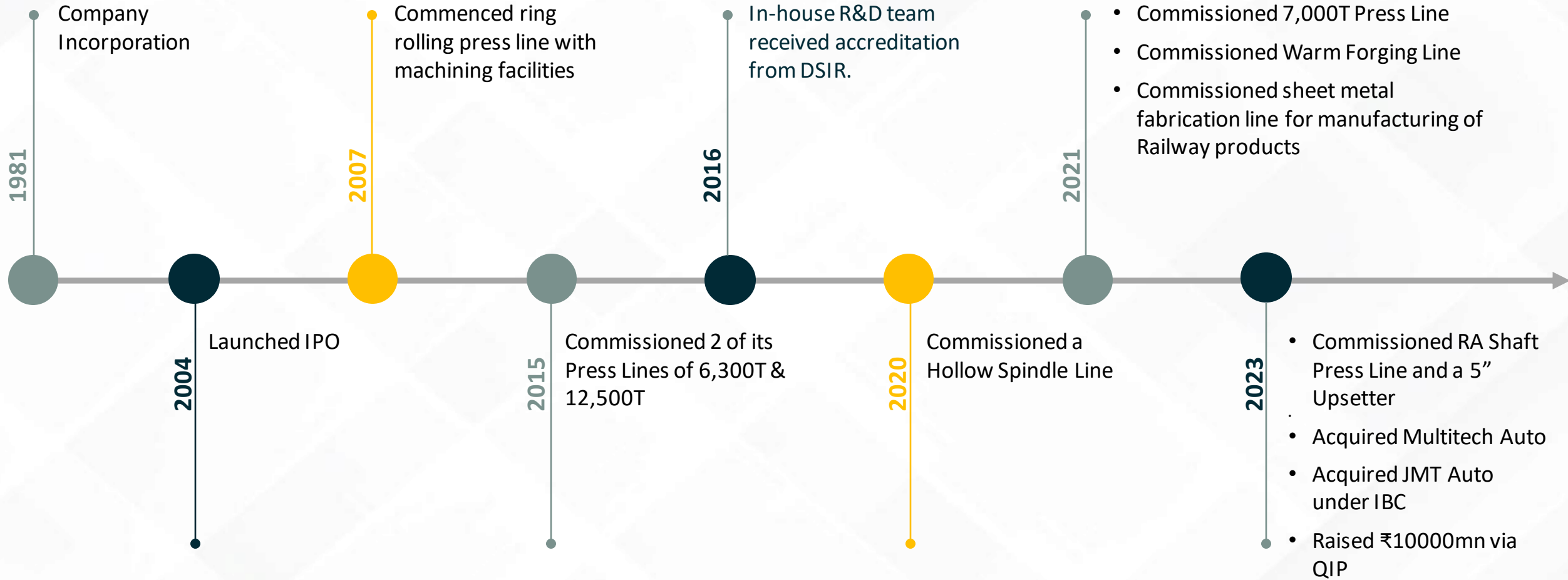


Core Values

- Customer centric approach
- Continual improvements in systems
- Commitment to human development



... with over four decades of unique capabilities



... at strategic locations giving us competitive edge



Proximity to automobile manufacturing hubs & key suppliers

- RKFL's facilities in eastern India are located in close proximity to automobile manufacturing hubs and key suppliers of raw material
 - Less chance of supply interruptions
 - Lower logistics cost
 - Reduced working capital requirements

All facilities located within the same region

- Better integration resulting in efficient processes
- Improved coordination
- Overall cost savings, including administrative costs

Proximity to key export hubs

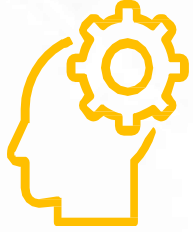
- Reduces logistics cost
 - 302km* to Kolkata port
 - 270km* to Haldia port

Availability of labor

- Eastern region is the industrial center of India
- Low cost labor easily available
- Lower dependency on migrant laborers

... technology powered by in-house R&D and testing capabilities

In-house R&D and testing capabilities

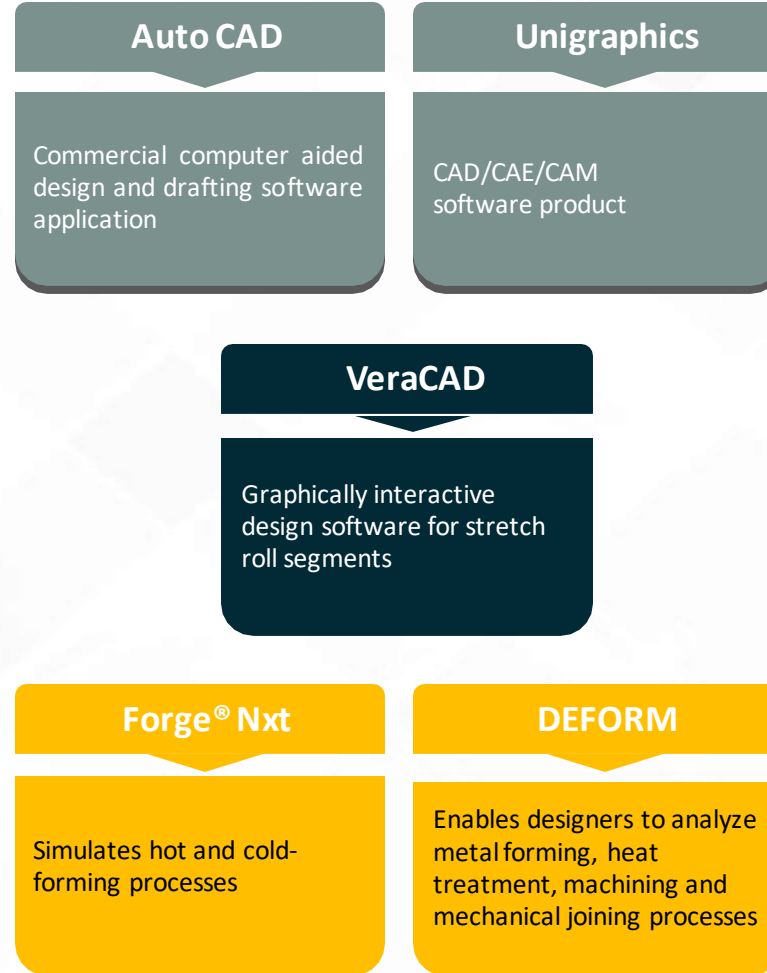


56 Member R&D Team¹

Testing Facility

- National Accreditation Board for Testing and Calibration Laboratories accreditation

Digital tools



Impact



Product Innovation



Enhanced Product Quality



Cost benefits



Process Improvements



Reduced manufacturing time



Improved customer satisfaction

¹As of March 31, 2023

... demonstrating superior performance*



20

Countries Served



2,10,900T

Installed Capacity[^]



87%

Capacity Utilisation



1,34,654

Sales Volume

↑ 21% YoY



₹ 3,001 cr

Revenue

↑ 31% YoY



100%

Dividend[#]



3%

Total Turnover
from EV



₹ 668 cr

EBITDA

↑ 27% YoY



22.3%

EBITDA Margin



19.3%

ROCE



17.8%

ROE



1.6x

Net Debt to EBITDA

*As on 31st March 2023 on standalone financials; #Dividend as % of Face Value of Rs 2 each; ^As on 30th September 2023

... clear focus on de-risking business

Company has a clear focus towards de-risking the business by reducing dependency on single product or single client

New verticals

New product categories

New Geographies

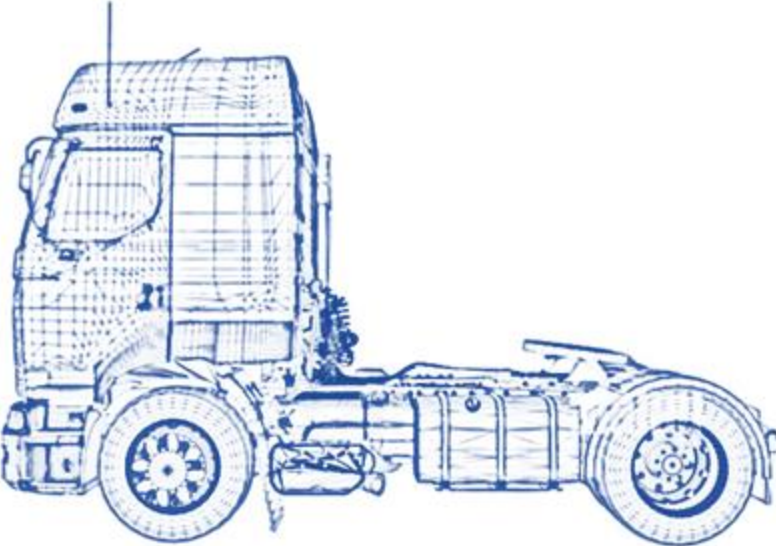
New customers

Increased machining

New fabrication products

	2019	2023
De-risking Business Strategies		
New verticals	2	4
New product categories	35	51
New Geographies	15	23
New customers	153	218
Increased machining	59%	74%
New fabrication products	0	7

... offering diversified products



Front Axle & Steering



Engine



Suspension & Chassis



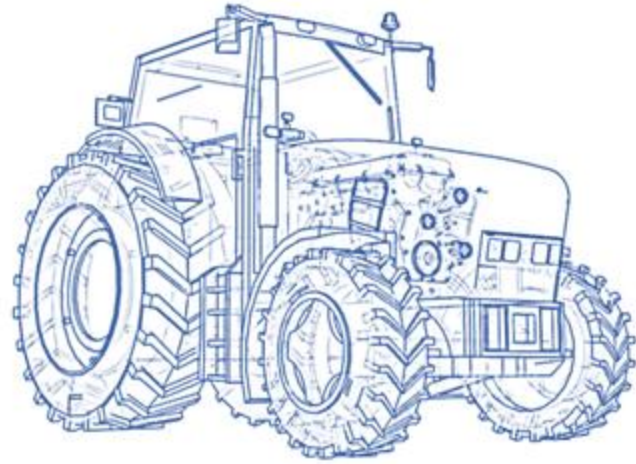
Transmission



Rear Axle



... offering diversified products



Tractors & Tillers



Crown Wheel & Pinion



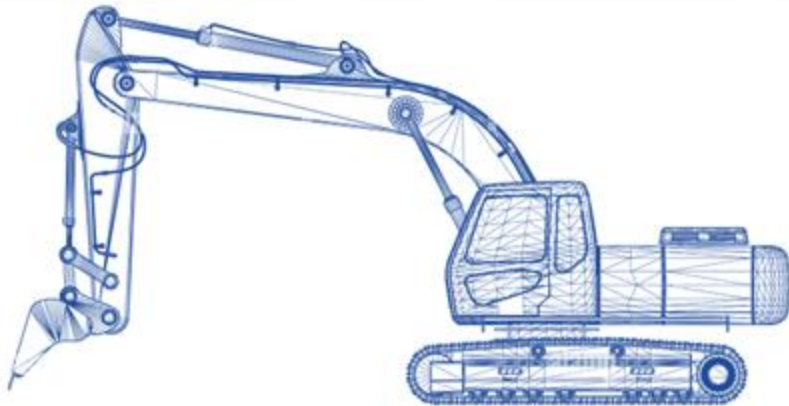
1,2,3 & 4 Cyl Forged Crankshafts



Rear Axle Shafts



Transmission Shafts & Gears



Earth Moving



Bucket



Backhoe Bucket



Shovel



Track Link



Track Roller



Bucket Tooth



Pivot Pin

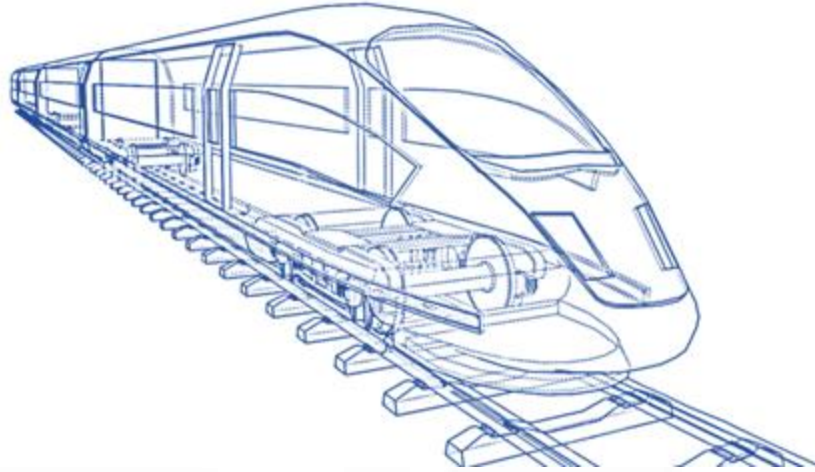


Prop Shaft



Bearing Centre

... offering diversified products



Railways



Bogie Frame - LHB



Bogie Bolster - LHB



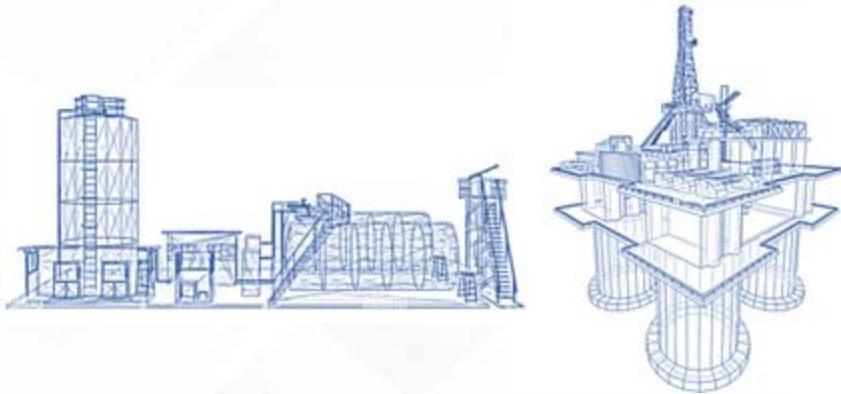
Bogie Frame - Euro Project



Bogie Frame - Kolkata Metro



Fully Assembled Bogie - Vande Bharat



Energy



Wing Nut



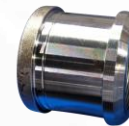
Valve Bonnet



T Bolt Socket Joint



Toothed Crusher Hammer



SUB 3 Inch - Female



Valve Seat - 5 inch



Tee Forging

... with growing global footprints



Headquarters & Manufacturing facilities

- Headquarters – Kolkata
 6 manufacturing facilities
- Jamshedpur – 3
 - Serailkela – Kharswan – 2
 - Howrah – West Bengal – 1



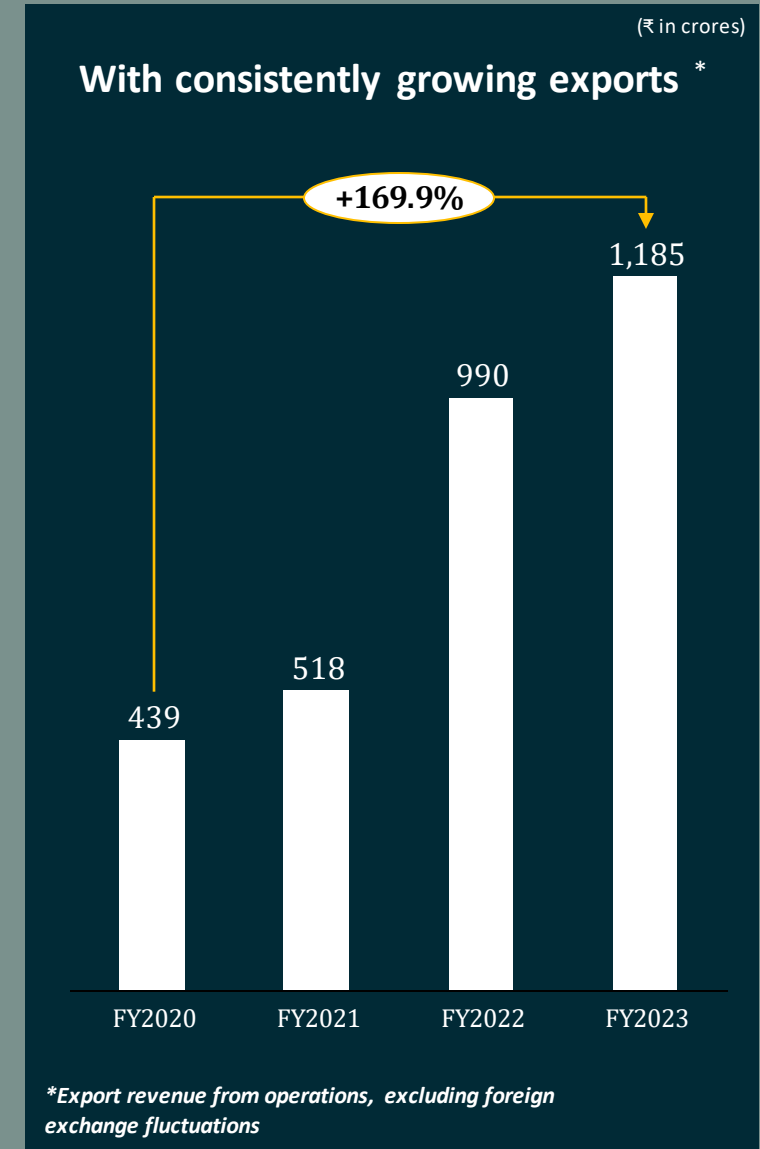
Sales & support office:

- Detroit, USA
- Sao Paulo, Brazil
- Istanbul, Turkey
- Monterrey, Mexico
- Toluca, Mexico
- Frankfurt, Germany
- Milan, Italy



Warehousing facility:

- Shelbyville, USA
- Hagerstown, USA
- Indianapolis, USA
- Monterrey, Mexico
- Toluca, Mexico
- Pubela, Mexico
- Westerloo, Belgium





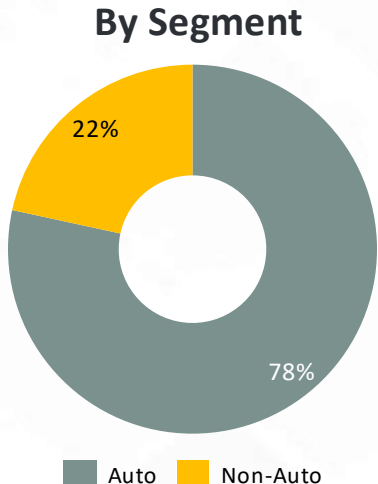
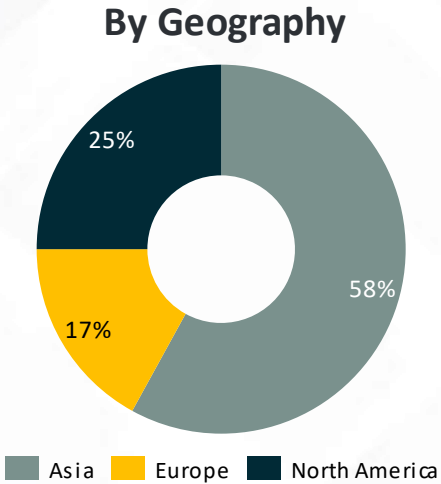
Financial Prudence



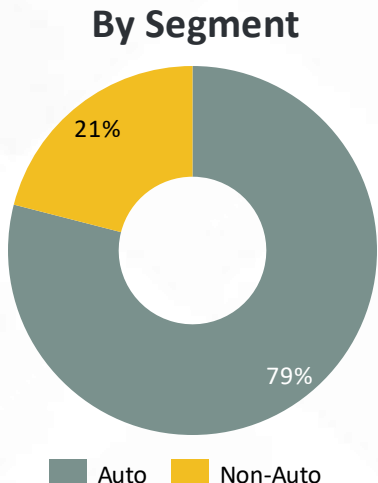
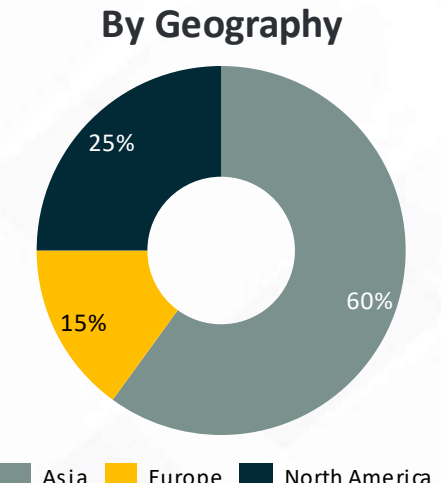
Diversified revenues across segments & geographies



H1FY24



FY23



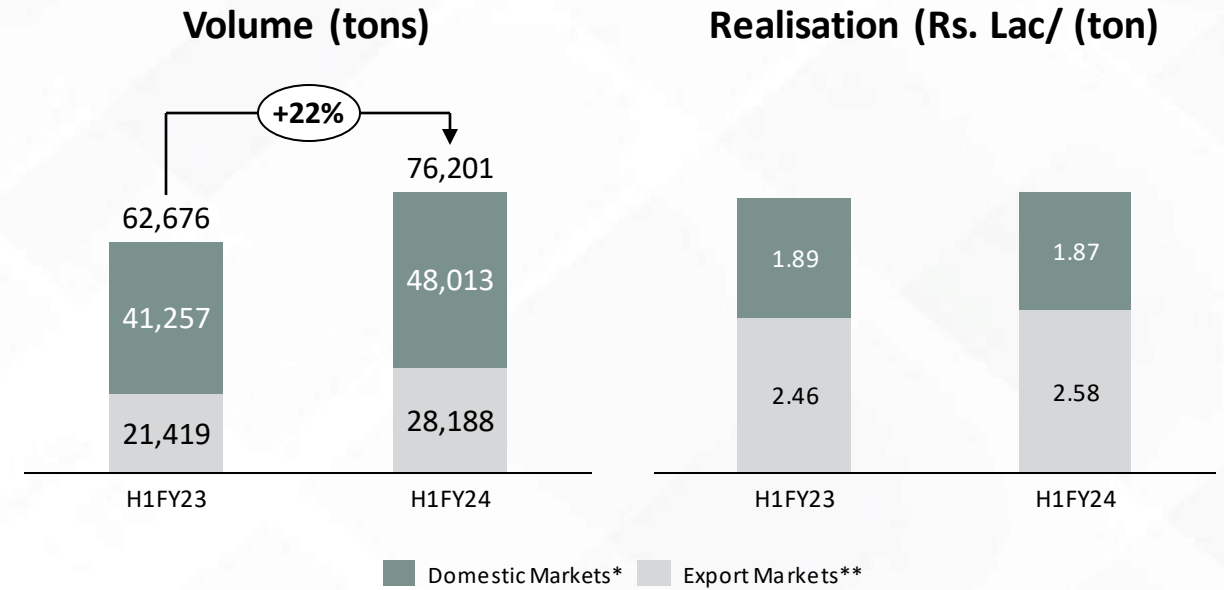
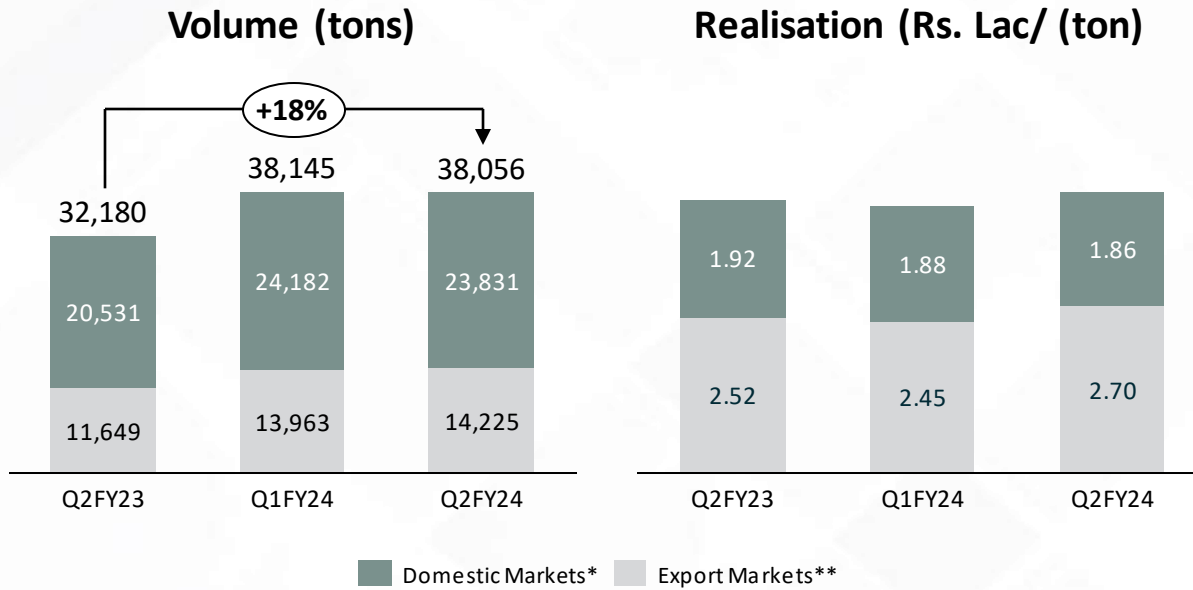
By Industry

	H1FY24	FY23	H1FY23
Automobiles	78.4%	78.6%	81.6%
Railways	3.4%	2.9%	2.5%
Mining, Earth Moving, Farm & Gen. Engg	6.7%	8.4%	6.5%
Oil & Gas	1.4%	1.9%	1.6%
Others	10.1%	8.2%	7.8%

Strong growth across both domestic (8% CAGR) and export markets (24% CAGR) from FY19 to FY23

Continued focus on de-risking of geographical revenue by new customer additions globally. Absolute contribution from North America, Latin America, Europe and South East Asia has increased

... coupled with increasing volumes



Total Revenue Breakup (Rs. Lakhs.)					
Particulars	Q2FY24	Q2FY23	YoY	Q1FY24	QoQ
Domestic Markets	47,126	43,626	8%	48,243	-2%
Export Markets	38,447	32,109	20%	34,564	11%
Other Income & Export Incentive	1,224	579	111%	1,261	-3%
Total	86,797	76,314	14%	84,068	3%

Total Revenue Breakup (Rs. Lakhs.)			
Particulars	H1FY24	H1FY23	YoY
Domestic Markets	95,369	83,551	14%
Export Markets	73,011	56,849	28%
Other Income & Export Incentive	2,486	1,055	136%
Total	1,70,866	1,41,455	21%

*Realisation excluding Fabrication sales

** Realisation excluding ocean freight

.... leading to higher utilizations



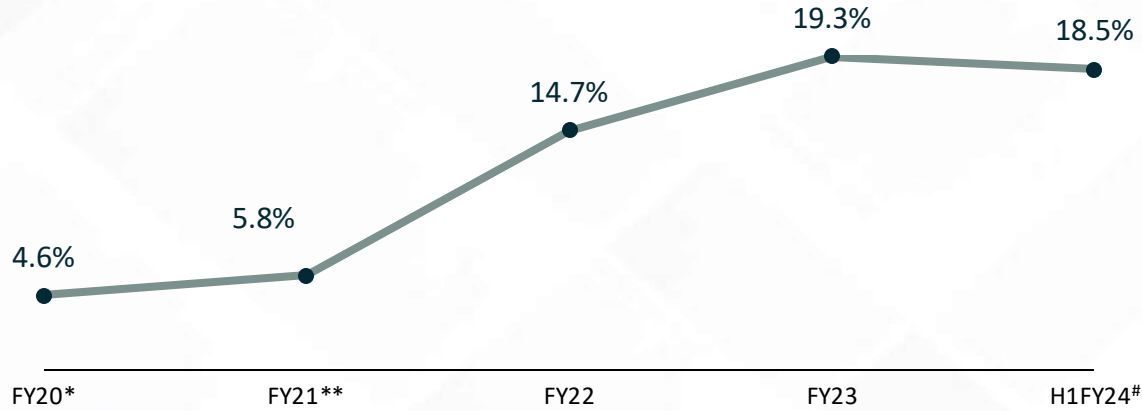
Particulars	Installed Capacity	Q2FY24		Q1FY24		Q2FY23	
		Production Capacity (MT)	Utilisation (%)*	Production Capacity (MT)	Utilisation (%)*	Production Capacity (MT)	Utilisation (%)*
Ring Rolling	24,000	7,632	127%	7,617	127%	7,042	117%
Forgings	56,100#	12,299	91%	11,944	104%	11,732	102%
Press	130,800#	25,477	79%	23,681	81%	19,696	67%
Total Capacity	210,900	45,408	88%	43,242	92%	38,470	82%

*Utilization (%) has been calculated on installed capacity on Annualized basis; #Capacity increased for Forging Facility from 46000 MT to 56100MT on July 18, 2023
Capacity increased for Press Facility from 117100 MT to 130800MT on July 18, 2023

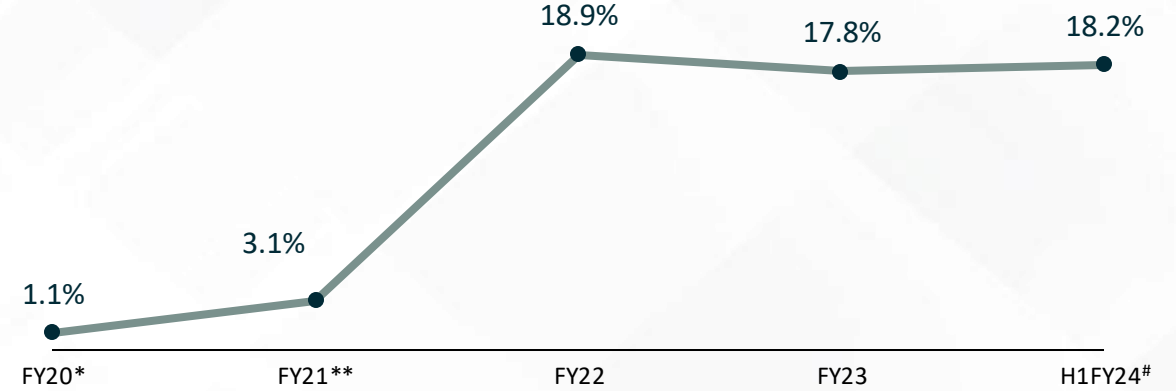
Strong key ratios



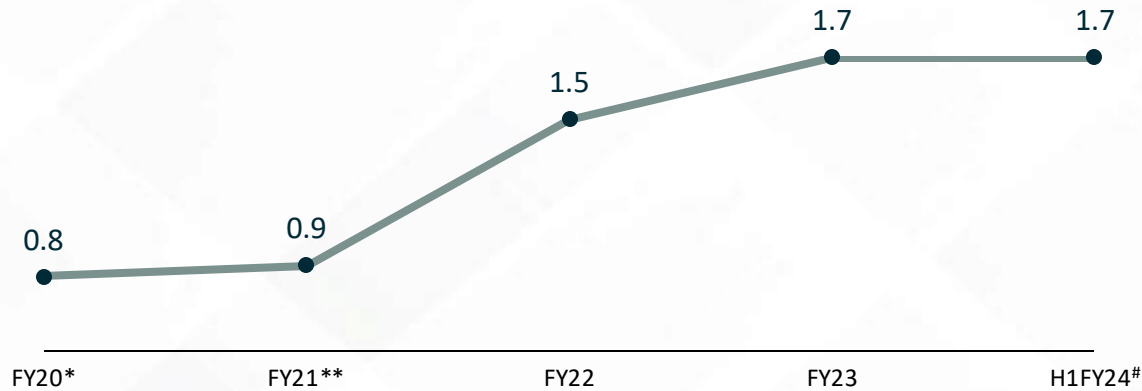
ROCE (%)



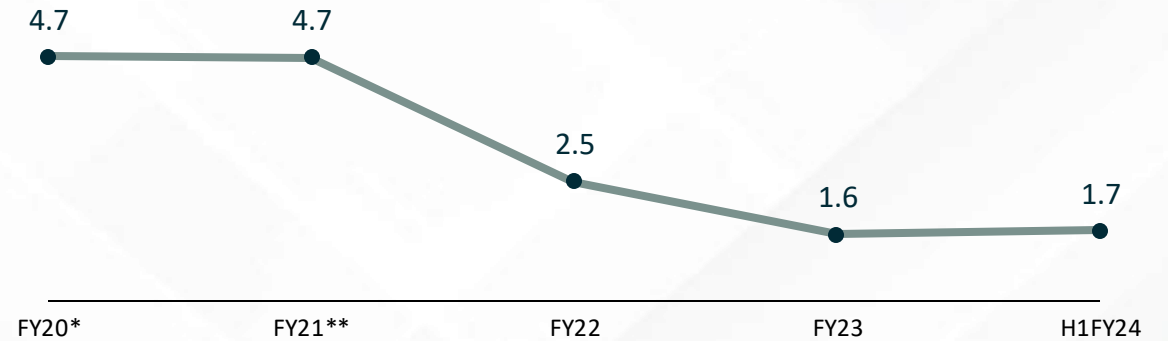
ROE (%)



Fixed Asset Turnover (x)



Net Debt to EBITDA (x)



ROCE- EBIT Less Other Income / (Net Debt + Equity); Net Debt to EBITDA- Net Debt/EBITDA; FATR- Revenue / Fixed Assets (Net); *- FY20 Performance impacted due to economic slowdown leading to sluggish demand for CVs;

** - FY21 Performance impacted due to COVID-19 induced lockdown; #Q1FY24 numbers are annualized.



Way Forward



Multiple vectors to accentuate growth and increase profitability

Global Markets

1

Further enhance geographic presence to capture global market opportunities

Diversification Strategy

2

Continue the diversification strategy with increasing focus on non-automotive categories

Focus on EV

3

Focus on increasing revenue share of EV business



Expanding Capabilities

4

Expand our manufacturing capacities

Inorganic Opportunities

5

Explore inorganic opportunities offering strategic benefits

Well positioned to capture future growth



- ❖ The forging capacity of the company will be augmented by 56,300 Tons by addition of warm forging press, upset forgings, 6000T press line
- ❖ The company has commissioned 23,800T of capacity as on 18th July 2023 and the remaining 32,500T will be commissioned shortly. In addition, the company has planned to setup cold forging capacity of 25,000T and 8000T Press.
- ❖ The Company has sufficient capacity for the next phase of healthy & robust growth
- ❖ Capacity ramp-up along with operating leverage will result in faster improvement in profitability
- ❖ Future growth capex through internal accruals
- ❖ Enhance global presence, diversify products for non-automotive customers, and explore high-margin niche products & EV
- ❖ Improve process efficiency, economies of scale, utilize automation for higher productivity & optimize yields by reducing RMC

New 8000T Press Line



8000T

Forging Press line



Commercial Operational Date

Sep 24



Project cost 80 Crores

Cold forgings capability



Entire **100%** capacity has been booked by an OEM, the contract of the same is valid for **7 years**



Cold Forging Press line to be commissioned by Q1FY25



The total project cost for the project will be ₹ 125 Cr

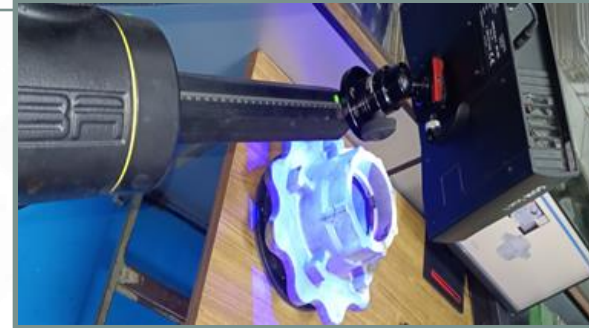
Total capacity after addition of above lines will increase from 2,10,900T to 3,08,400T

Strategic acquisition of Multitech Auto



About Multitech Auto Private Limited

- Multitech Auto Pvt. Ltd. (MAPL), incorporated in 1994 in Jamshedpur as a Machine Shop to supply high quality Machined part, have over the years been able to set up a wholly owned foundry and a cold drawing Bright Bar Unit.
- With a single-minded focus towards enhancing value addition and customer engagement, MAPL embarked on a growth path by continually investing in technologies and skill development and today is regarded as the pioneers of high-quality SG and CI Castings and the first to introduce ADI castings in Eastern India. Now the company is one of the leading ADI Castings player in India.
- The manufacturing capabilities include Precision Machined Austempered Ductile Iron (ADI) Castings, Precision Machined SG & CI Castings from 1KG to 45KG Weights – 1800MT/Month, Bar Draw Facility with Capacity of 500 MT/ Month
- It is an IATF 16949:2016 certified company
- The company has a wide range of hi-tech, precision machined, heat treated and ground automobile components from bars, castings, primarily for brakes, gear boxes, axle and suspension parts of commercial vehicles and railway, having extensive and modern machining facilities, SCADA Controlled Heat Treatment facilities and well-equipped inspection facilities for metrological, material testing and verification
- The company Manufacture's machined cast parts for Medium and Heavy Commercial vehicles, Railways.



Strategic acquisition of Multitech Auto

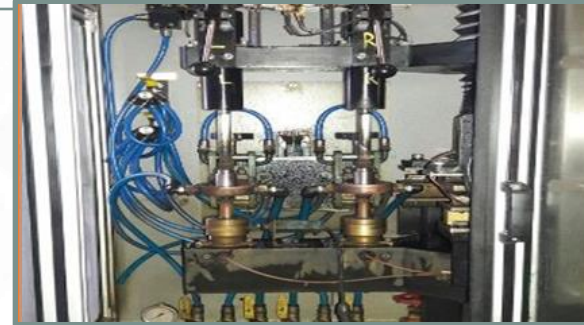


Details & Rationale of the acquisition

- Ramkrishna Forgings (RKFL) to acquire Multitech Auto Private Limited and its wholly owned subsidiary Mal Metalliks Private Limited with a capacity to manufacture Machined SG & CI Castings and Bar Draw Facility
- This acquisition will help RKFL to manufacture and supply the entire differential assembly and trailer axle assembly consisting of Casting and Forgings.
- It will strengthen the presence of RKFL in Passenger Vehicles, Light Commercial Vehicles & Heavy Commercial Vehicles segment
- RKFL is also acquiring Mal Auto Products Private Limited with 10 acres land (4,30,000 sq. ft approx.) which will be used for further expansion
- This acquisition will aid further value add combined with forgings to be value accretive

Way forward

- RKFL proposes to add further capacities in MAPL and take it to 70000 mtpa by FY 24-25 and to 100,000 mtpa by FY25-26, with these additional capacities RKFL aims to achieve a topline of Rs 1000 Crores in MAPL by FY25-26.
- Currently the EBITDA of MAPL is at 14%, RKFL aims to achieve an EBITDA of 18% by FY25-26

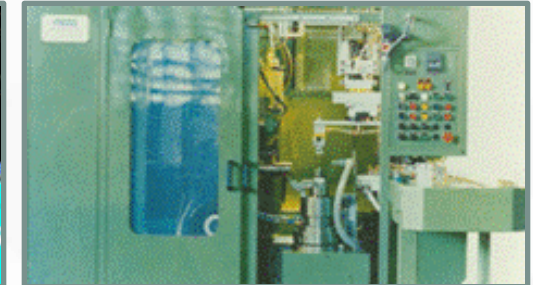


Enhancing product portfolio by acquiring JMT Auto



JMT Auto

- ❖ Lenders to JMT Auto have approved a resolution plan by Ramkrishna Forgings Limited
- ❖ The acquisition will help the company grow in terms of diversification & market reach as JMT Auto has significant expertise in the auto sector with capabilities in heat treatment and gear and in manufacturing a variety of components for the Oil and Gas industry
- ❖ The acquisition plan had been duly approved by 84.61% Committee of Creditors and has also been approved by NCLT Delhi on August 21, 2023
- ❖ The company has already made full payment for acquisition of JMT Auto Ltd.
- ❖ The Company plans to infuse Rs 50 Crores over two years for refurbishing plant and machinery
- ❖ With this acquisition RKFL will manufacture engine products, Gear components, Axle components, Excavator components, Oil and Gas components and other components.
- ❖ JMT Auto's primary clientele in the domestic sector includes companies such as BEML, KOBELCO, Caterpillar, Cummins, L&T, and Komatsu, among others. In the international market, they serve clients like Halliburton, Daimler Chrysler, GM, Danfoss, and Massey Ferguson, to name a few.
- ❖ JMT Auto has 6 plants in Jamshedpur & 2 plants in Dharwad in western India
- ❖ The company aims to achieve a turnover of Rs 400-500 cr from JMT Auto by FY26



JMT AUTO LTD.

Accelerated growth through inorganic route



FORAYING INTO NEWER SEGMENTS

ACIL

- ❖ Lenders to ACIL Ltd have approved a resolution plan by Ramkrishna Forgings Limited
- ❖ The acquisition will help the company to foray into Tractors and PV segments
- ❖ It will be a forward integration which will enable the company to supply machined crankshafts, camshafts for tractors, PV, HCV, LCV as well as two wheelers. Besides, the company also manufactures various products which are used in Tractors and PV
- ❖ The acquisition will be financed through internal accruals and debt
- ❖ As of now order from NCLT is awaited which is expected by Q3FY24

ACIL LTD.

EXPANDING THE EV PORTFOLIO

RKFL - TSUYO

- ❖ Ramkrishna Forgings to acquire upto 51% voting rights in TSUYO Manufacturing”
- ❖ Ramkrishna Forgings approved an investment to acquire upto 51% voting rights of TSUYO Manufacturing Private Limited (“TSUYO”)
- ❖ It is a leading Mid-Drive BLDC, IPM and AC Induction based motor topologies & a Make-In-India start-up company engaged in powertrain solutions for electric vehicles
- ❖ It will aid in expanding its facilities for the manufacture of motors, controllers, E-axles, and differentials
- ❖ The Company plans to invest around Rs. 100 Crores over the next 5 (five) years that will generate a turnover of around Rs. 500 Crores by the end of the fifth year

Tsuyo

Accelerated growth through organic route



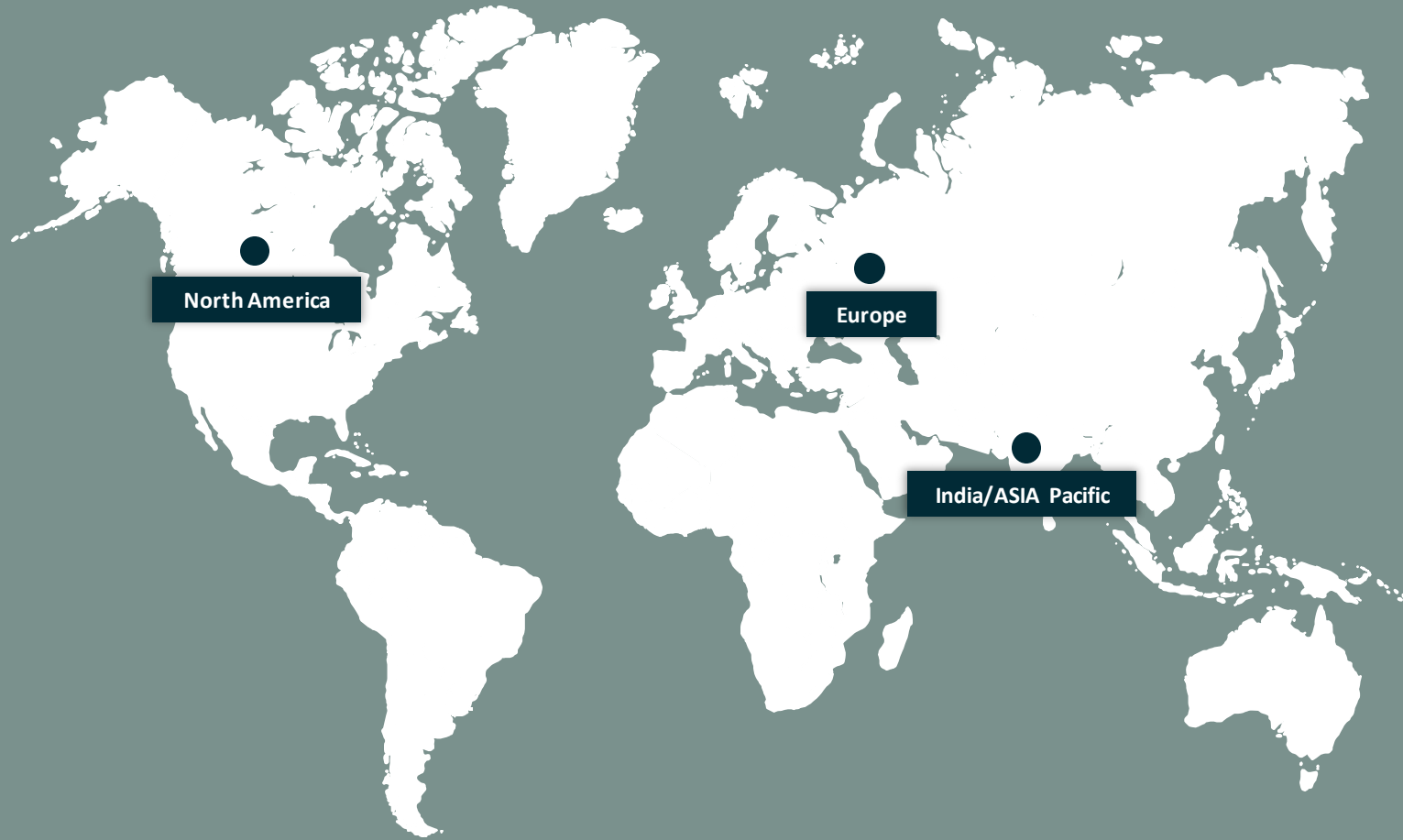
COMBINING FORCES FOR SUCCESS

Rail Wheel Project

- ❖ Ramkrishna Forgings & Titagarh Rail Systems Consortium receives LOA for Manufacturing and Supplying of Forged Wheels for the Indian Railways
- ❖ Ramkrishna Forgings holds 51% in the Joint Venture and is a lead partner in this railway contract
- ❖ It will establish a manufacturing plant in India for the production of 228,000 forged wheels per annum
- ❖ Expected to start operation by end of FY26



EV programs running globally



India / Asia Pacific

5 Customer

❖ 7 Programs

➤ 6 Programs

Europe

2 Customer

➤ 3 Programs

North America

1 Customer

❖ 5 Programs

➤ 4 Programs

❖ Programs in Serial Productions

➤ Programs in Order book

➤ Swedish OEM awards business worth 15 million Euros for component to their EV truck for European Market to commence their development & supplies till 2030 for the awarded business.



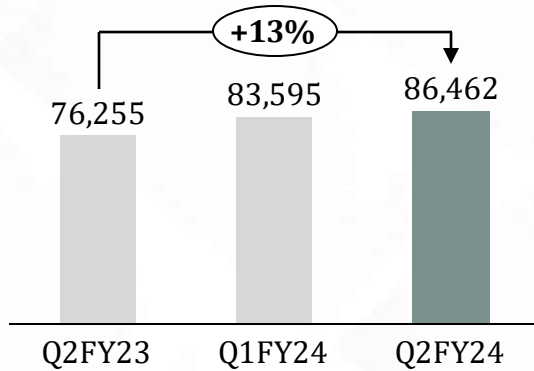
Financial Performance



Key performance indicator (Standalone)

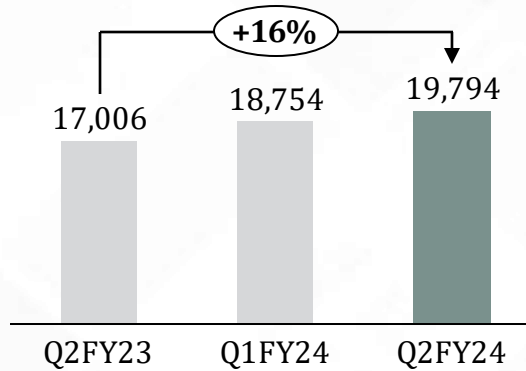
(₹ in lakhs)

Revenue*



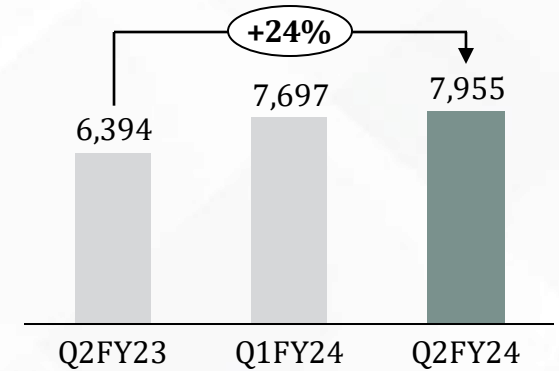
EBITDA* & EBITDA Margin

22.3% 22.4% 22.9%

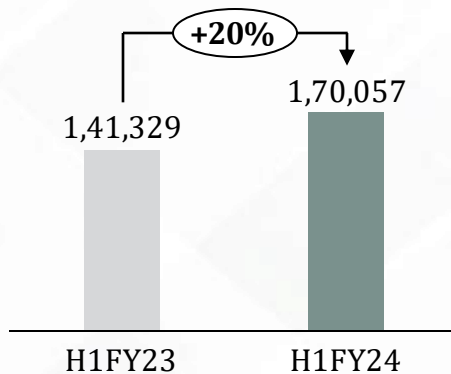


PAT & PAT Margin (%)

8.4% 9.2% 9.2%

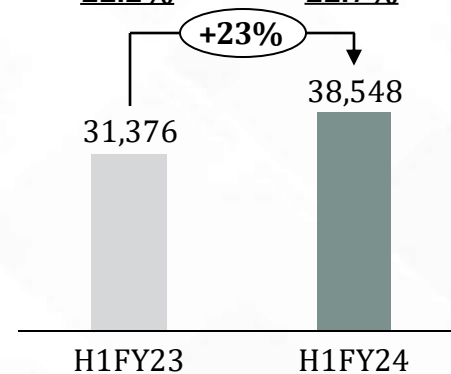


Revenue*



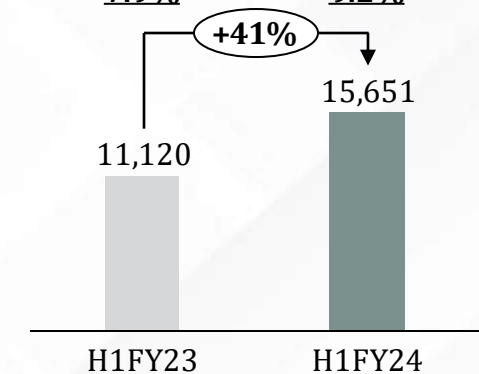
EBITDA* & EBITDA Margin

22.2% 22.7%



PAT & PAT Margin (%)

7.9% 9.2%

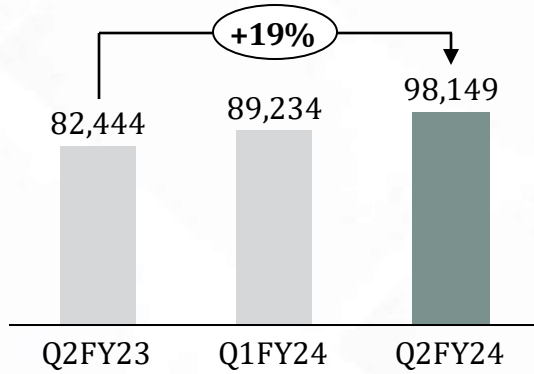


*Excluding Other Income ; Note: Rounded off to the nearest whole number

Key performance indicator (Consolidated)

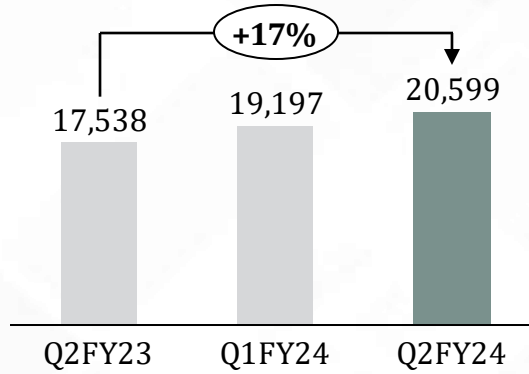
(₹ in lakhs)

Revenue*



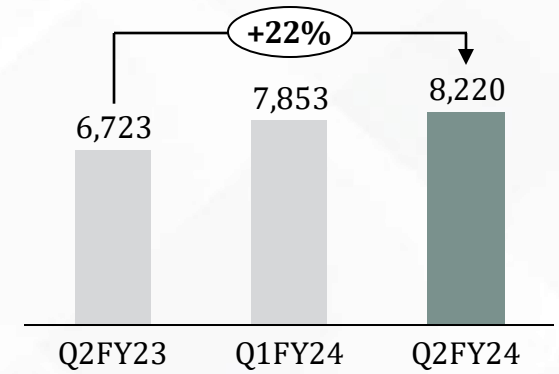
EBITDA* & EBITDA Margin

21.3% 21.5% 20.9%

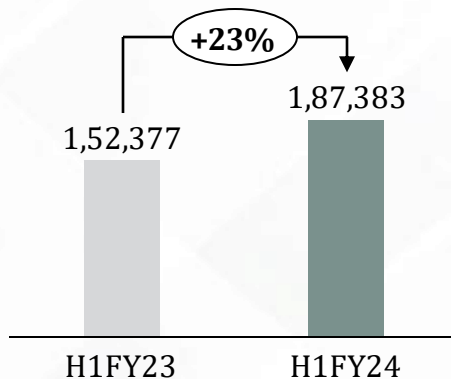


PAT & PAT Margin (%)

8.2% 8.8% 8.4%

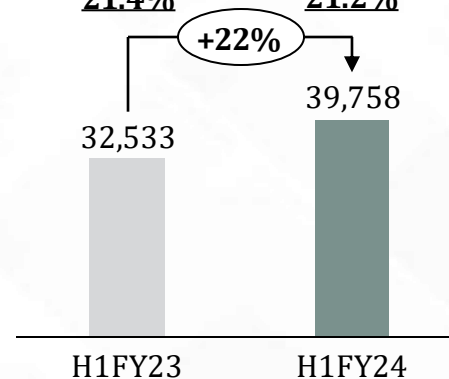


Revenue*



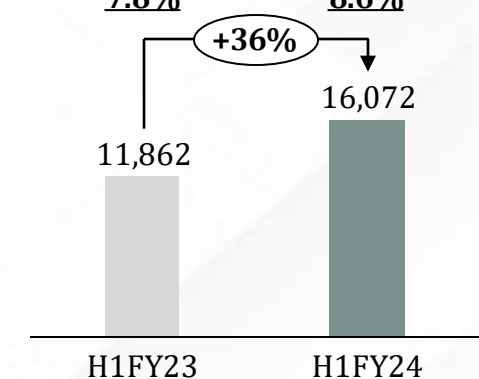
EBITDA* & EBITDA Margin

21.4% 21.2%



PAT & PAT Margin (%)

7.8% 8.6%



*Excluding Other Income ; Note: Rounded off to the nearest whole number

Income Statement



Particulate (₹ in lakhs)	FY20	FY21	FY22	FY23	H1FY24
Revenue from Operations	1,11,182	1,28,838	2,28,537	3,00,100	170057
Cost of Goods Sold	50,673	64,240	1,03,077	1,44,374	85879
Gross Profit	60,509	64,597	1,25,459	1,55,725	84178
Gross Profit Margin	54.4%	50.1%	54.9%	51.9%	49.5%
Employee Cost	9,424	9,037	12,028	14,431	8411
Power and Fuel	9,719	9,354	15,240	18,792	10489
Other Expenses	20,995	23,214	45,493	55,683	26730
EBITDA	20,372	22,993	52,697	66,819	38548
EBITDA Margin	18.3%	17.9%	23.1%	22.3%	22.7%
Other Income	602	461	161	377	809
Depreciation	12,016	11,628	16,906	20,135	11629
EBIT	8,957	11,826	35,952	47,061	27728
EBIT Margin	8.1%	9.2%	15.7%	15.7%	16.3%
Finance Cost	7,515	7,678	9,335	11,496	7078
Exceptional Item Gain / (Loss)	-	-	-	-	-
Profit before Tax	1,442	4,148	26,617	35,565	20649
Profit before Tax Margin	1.3%	3.2%	11.6%	11.9%	12.1%
Tax	480	1,352	5,967	12,005	4998
Profit After Tax	961	2,796	20,650	23,559	15651
Profit After Tax Margin	0.9%	2.2%	9.0%	7.9%	9.2%

Balance Sheet



Particulate (₹ in lakhs)	FY20	FY21	FY22	FY23	H1FY24
Net block (Tangible assets)	137,376	149,385	155,903	173,955	189872
Intangible assets	922	1,088	3,171	3,041	4048
Investments	1,930	1,938	1,938	1,939	23392
Other non-current assets	4,274	3,174	7,111	9,543	13112
Total non - current assets	144,502	155,585	168,123	188,478	230424
Inventories	35,719	42,994	68,267	86,852	95332
Investments	0	0	5,500	0	
Trade receivables	30,260	55,993	87,781	72,536	79045
Cash and cash equivalents	233	6,680	3,237	4,247	5569
Other current assets	7,049	6,671	10,704	10,946	11314
Total current assets	73,261	112,338	175,489	174,581	191261
Total assets	217,763	267,923	343,612	363,059	421685
Total equity	87,643	88,997	109,408	132,492	154351
Borrowings	47,903	66,360	85,945	75,092	83669
Lease liabilities	353	378	2,280	2,054	2697
Other non-current liabilities	7,622	8,287	9,495	16,077	15351
Total non-current liabilities	55,878	75,025	97,720	93,223	101717
Borrowings	36,425	54,160	71,794	49,008	58976
Lease liabilities	40	22	429	550	761
Trade payables	20,693	42,916	57,457	76,614	88327
Other current liabilities	17,084	6,803	6,804	11,172	17553
Total current liabilities	74,242	103,901	136,484	137,344	165617
Total equity & liabilities	217,763	267,923	343,612	363,059	421685

Cash Flow Statement



Particulate (₹ in lakhs)	FY20	FY21	FY22	FY23	H1FY24
Cash Flow from Operating Activities					
Profit before Tax	1,442	4,148	26,617	35,565	20,649
Adjustment for Non-Operating Items	17,667	18,453	23,592	26,758	16,391
Operating Profit before Working Capital Changes	19,109	22,601	50,210	62,322	37,040
Changes in Working Capital	6,678	-9,394	-41,746	22,177	-1,284
Cash Generated from Operations	25,786	13,207	8,464	84,499	35,756
Less: Direct Taxes paid	-670	-557	-4,556	-6,724	-6,401
Net Cash from Operating Activities	25,116	12,650	3,908	77,776	29,355
Cash Flow from Investing Activities	-22,493	-22,622	-35,348	-29,727	-49,045
Cash Flow from Financing Activities	-2,590	16,405	27,884	-47,057	17,875
Net increase/ (decrease) in Cash & Cash equivalent	33	6,432	-3,556	992	-1,815
Add: Cash and cash equivalents as at 1st April	194	226	6,659	3,102	4,094
Cash and cash equivalents as at 31st March	226	6,659	3,102	4,094	2,280



Our Commitment



Delivering shared value to planet, people and stakeholders through our ESG Vision

ENVIRONMENTAL CONSCIOUSNESS

We will take sustained efforts towards creating a healthy planet by reducing our carbon footprint, mitigating climate change and optimizing our business operations



ROBUST GOVERNANCE

Following an effective governance model and focus on business integrity to achieve business & sustainability goals

VALUABLE PARTNERSHIPS

Develop relationships with our suppliers through assessments, collaborations, capacity building and develop a resilient supply chain

EMPOWERED COMMUNITIES

Ensuring positive relationships with our communities and contributing to their welfare by reducing inequality, promoting education, health and gender equality

REWARDING WORKPLACE

We value a diverse workforce and work towards creating a healthy workplace where talent is developed, recognized and rewarded

We are aligned with UNSDGs



Preserving and protecting the environment across our operations



Our Targets

Ongoing

50% decrease in overall waste through the 3R approach

By 2025

100% recycling of water

By 2028

50% of energy use from renewable sources

By 2050

Carbon Neutral across scope 1 & 2

Our Approach

- Establishing effluent treatment plant and sewage treatment plant across plant premises
- Evaluating the impact of our products on the environment through life-cycle assessment
- Transitioning to renewable sources of energy
- Integrating energy-efficient technologies across manufacturing and operational processes
- Installation of capacitor banks and replacement of old motor pumps to improve the power factor and efficiency level

Our Achievements so far

260 KLD

Effluent Treatment Plant Capacity

127 KLD

Sewage Treatment Plant Capacity

8000 + litres

Water recycled till date in FY24

0.91 MW

Roof-top solar power plant installed. Another 7.82 MW is under the installation process

8000 + KL

An underground tank has been constructed for rainwater harvesting

Aspiring to be employer and partner of choice

Our Targets

By 2023

Launch of wellbeing program focused on employees' mental and physical health

By 2024

Ensure 80% of suppliers are within the same Indian state of the manufacturing plants

By 2030

55% increase in employee volunteering participation

Train and employ 100 persons/youth from local villages

Our Approach

- Facilitating “Swachh Bharat Abhiyan” through the “Keep Your City Clean Project”
- Identifying critical suppliers as per BRSR and global frameworks
- Evaluating supply chain risks through supplier ESG assessments
- Conducting supplier categorization capacity-building workshops for internal employees

Our Achievements so far

60 litter bins

Installed and maintained in Jamshedpur

INR 394 lakhs

Spent on CSR Activities in Q2FY24

Ongoing

Supplier categorization and assessments

Aspiring to be employer and partner of choice

Our Targets

In Progress

Train all permanent employees to live the values set out in the Code of Conduct

Raise the bar to drive business growth and deliver on ESG vision

By 2030

Increase the women representation in the leadership team by 10%

Our Approach

- Implement company-wide employee code of conduct
- Integrating the culture of ethics across our value chain
- Conducting ESG capacity-building workshops for internal employees

Our Achievements so far

Employee CoC

being revised to ensure company-wide compliance

7%

of key managerial positions¹ held by women

418

Employees have been trained on ESG

¹Managerial position = Key Managerial Personnel and Directors

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THANK YOU

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