CORPORATE ORGANISATIONAL STRUCTURE

(As on 1st April 2023)

BOARD OF DIRECTORS

CHAIRMAN & MANAGING DIRECTOR

COMMITTEE OF FUNCTIONAL DIRECTORS

MANAGEMENT COMMITTEE

Director Engineering, R&D

- **Corporate Research & Development**
  - Corp R&D, Hyderabad
  - Ceramic Tech. Institute, Bengaluru
  - ASSCP, Gurugram
- **Corporate Technology Management**
  - Innovation Strategy & Execution
  - Technology Licensing
  - Knowledge Management
  - Advanced Manufacturing Processes & Tech
  - Joint Ventures, Mergers & Acquisitions
- **CAPEX and SS&P**
  - CAPEX
  - Sourcing Strategy & Policy
- **Corporate Digital Transformation**
  - Digital Strategy & Governance
  - Products and Services Digitalization
  - IT Systems & Application Development
  - IT Service, Security & Support
  - IT Infrastructure Management
- **Corporate Quality & Business Excellence**
  - New Quality Initiatives
  - Total Quality Management
  - Quality Certification
- **Cost Optimisation Cell**
  - Cost Reduction Initiatives
  - Operations Improvement Reward Programmes

Director Finance

- **Corporate Finance**
  - Budgeting & Budgetary Control
  - Project & General Insurance
  - Corporate Books & Accounts
  - Financial Planning & Strategies
  - Foreign Trade Policy
- **Funds Management & Banking**
  - Receivables Management
  - Treasury & Cash Management
  - Banking Operations
  - Forex Management
  - Project Finance
- **Taxation**
  - Direct Tax Management
  - Indirect Tax Management
- **Audit & Compliance**
  - Statutory & Cost Audit
  - Internal Audit
  - C&AG Audit

  } BHEL and its units, regions and business sectors

Director Human Resources

- **Corporate HR**
  - HR – Policy
  - HR- ERP & Analytics
  - Corp. Liaison group
  - Industrial Relations
  - Manpower Planning & Recruitment
  - Manpower deployment / redeployment
  - Corp. Law
  - Corp. Social Responsibility
  - Corp. Health Safety & Environment
  - Medical services
  - Corp. Administration
  - Succession Planning & leadership develpmnt.
  - Performance Management
  - Learning & Development
  - Employee engagement and Rewards
  - Central Public Information Office (CPIO)

Chief Vigilance Officer

- Vigilance

Corporate Strategic Management & CC

- Strategic Planning
- Enterprise Risk Office
- Chief Investor Relations Office
- Management Committee Secretariat
- Business Innovation
- Emerging Tech Strategy
- Corporate Communication

Corporate Operations Management

- Corporate Operations Management

Company Secretary

- Secretarial Compliances & Investor Services
- Companies Act & Listing Agreement
- AGM, Board & Board Level Committees Meetings

Director Power

- PSBG I
- PSTG II
- Nuclear Business Group
- Hydro Business Group
- Coal to Chemicals
- Technical Services
- Project Closure Synergy Group
- Project Engineering Management
- Spares & Services Business Group
- Heavy Equipment Repair Plant ,Varanasi
- Industrial Systems Group, Bengaluru
- PS Northern Region, Noida
- PS Southern Region, Chennai
- PS Eastern Region, Kolkata
- PS Western Region, Nagpur
- PS – HQ, MSX, HR

Director Industrial Systems & Products

- Captive Power & Process Plants
- IS – Project Management Group
- Regional Operations Division (Transmission & Electrical products)
- Transportation Business & Systems Group
- Defence & Aerospace Business Group
- Transmission Business Group
- Project Engg. & Systems Division
- Energy Storage Solutions Group
- Mechanical Products
- New Business Areas

International Operations

- **Bhopal**
  - Heavy Electrical Plant
- **Haridwar**
  - Heavy Electrical Equipment Plant
  - Central Foundry Forge Plant
- **Hyderabad**
  - Heavy Power Equipment Plant
- **Tiruchy**
  - High Pressure Boiler Plant, Tiruchy
  - Seamless Steel Tube Plant, Tiruchy
  - Industrial Valves Plant, Goindwal
  - Power Plant Piping Unit, Thirumayam
- **Ranipet**
  - Boiler Auxiliaries Plant
- **Bengaluru**
  - Electronics Division, Bengaluru
  - Electronics Systems Division, Bengaluru
  - Electrical Machine Repair Plant, Mumbai
  - Solar Business Division, Bengaluru [1]
- **Jhansi**
  - Transformer Plant
- **Jagdishpur**
  - Fabrication, Stamping & Insulator Plant [2]
- **Rudrapur**
  - Component Fabrication Plant [2]
- **Visakhapatnam**
  - Heavy Plates and Vessels Plant

1 : Report to Director (Industrial Systems & Products)

2 : Report to Director (Engineering, R&D)