

teaming up with NITW to advance smart grid education in India, your Company also partnered with Ashok Leyland and IIT Madras to demonstrate the future of smart mobility; all this in its pursuit of a stronger, smarter, and greener future grid.

Your Company's pilot projects honored the Government of India's Smart Cities Mission and mission for a clean energy future. Your Company collaborated with customers, especially utilities, to ensure smooth operations and power availability even in a time of crisis. Your Company also conducted numerous technical webinars, attended by several hundred customers virtually, on technologies that can aid a greener and sustainable post-COVID-19 economic recovery. Besides, your Company launched its flagship customer event Energy and Digital World, with over 600 customers attending the virtual inaugural event.

Material developments in Human Resources / Industrial Relations front

Human resources

Your Company strongly believes that its employees are the key pillar of your Company's success in the market. Your Company continues to attract the best of talent, thanks to its diverse yet inclusive culture and ability to offer opportunities for their career growth. Your Company's people strategy is aligned with its overall vision to be the pioneer in shaping the future of sustainable energy and your Company is committed to nurturing a cordial and diversified work environment in a growing market and in maximizing the potential of its workforce.

As of December 31, 2020, your Company's employee base stood at 2,290. As a technology leader in power systems domain, with an inclusive culture and growing scope for opportunities for nurturing talent, your Company remains an employer of choice. To ensure that your Company continues to attract top talent, your Company has launched innovative employer branding initiatives and consistently created avenues for embracing the culture of life-long learning.

Your Company has invested in the development of its employees and are devoted to helping them adapt and perform better in this volatile, uncertain, complex, and ambiguous (VUCA) market environment. With enhanced performance management and talent strategy, your Company focuses on attracting, assessing and developing its human capital for today and for the future. Your Company pays immense attention to inculcating a learning environment within teams and providing opportunities for global mobility, to manage talent in key function areas.

Your Company had to reset its course to be resilient with the changes the pandemic situation has brought in 2020. We'd embarked on its new journey with a focus on 3Ps:

- Protecting our people: Voluntary COVID-19 test centers across office locations and factories which covered 2000 employees; Association with Connect and Heal to facilitate 24/7 expert healthcare support to employees and their family, Employees who have been diagnosed COVID-19 positive were also extended further support based on their need – financial / non-financial
- Preserving the business continuity: 30 percent work force capacity at any given time, flexible work practices, enablement and accessibility to digital platforms for smooth business operations. Ensuring transparent communications driven by the leadership through regular digital round ups and bulletins
- Preparing for the new norm: introduced new safety norms, creating continuous awareness about the pandemic and preventive measures including doctor talks, highest level of safety measures were undertaken including workplace sanitization, thermal screening, distribution of face masks and face shields, demarcation of work stations.

Never has your Company been so severely tested before on the resilience front than recently when your Company was itself coping and helping its customers & employees cope with the COVID-19 outbreak. While your Company's learning and development (L&D) function continued its focus on leadership and professional development programs, your Company also shifted gears in incorporating self-paced learning and steered away from the status quo through various programs not limited to change management, resilience & others to help employees redefine business problems in a way that makes new, innovative responses possible. The Company's L&D team also saw the transformation of the Global Training Programs such as PG4U, Middle Managers Program, Leadership Essentials Program and Female Talent development Program. This year, there was increased focus on developing cross cultural awareness and preparing managers to deal with a workforce which is increasingly diverse and technology friendly. At Hitachi ABB Power Grids in India, a self-paced, lifelong learning integrated effectively into its workday, is your Company's instrument of choice to empower its employees.

Your Company encourages its employees to progress within the organization as opportunities arise. The organization has a strong talent management process to evaluate the best of talent, encourage and provide career development opportunities for promising employees through individual career development plans. Developing leaders internally continues to be a priority for the Company & with that in mind, succession plans are developed for all critical roles in the organization post talent risk assessments and engagement study.

In addition, persistent attention to provide an inclusive environment to promote diversity in especially abled people,