

S04

## Future-Ready Workforce and Institutional Capabilities



JSW Hydro Energy Power Plant - Sholtu

As a leading energy company, we are working to create a safe, secure and inclusive working environment for all our employees, and empower them through initiatives aimed at augmenting their productivity. We continue to abide by our philosophy of empowering the employees with opportunities aimed at their holistic growth.

**1,32,154**  
Safety observations resolved

**~98%**  
of our employees have successfully completed skill-upgradation training

### Building future-ready technical capabilities

**A.** Strengthening workforce-readiness through targeted capability-building programmes aligned to emerging energy technologies and digital operations

We remain committed to the holistic development of our employees, providing them with opportunities to grow, make decisions and create an impact. Through targeted training programmes, we continue to upskill our workforce with the latest technologies and capabilities to build a future-ready organisation.

**B.** Establishing the JSW Energy Skill Academy in partnership with Phillips Education to impart vocational and industry-relevant skill sets across renewable, thermal and project execution domains

Our key objective in establishing JSW Energy Skill Academy is to strengthen in-house capabilities, enhance execution quality and safety standards, and support long-term operational excellence, as the Company focusses on scaling ahead on its diversified energy portfolio

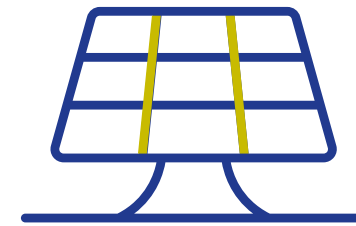
**C.** Creating a structured talent pipeline to support the Company's expanding generation and storage footprint

We have tied up with one of the leading MNC state-of-the-art institute in Pune for training people in wind project execution. With this, we have been able to derisk the "people" challenge, and ensure the right set of right people and skillsets.



JSW Energy has been certified as a Great Place to Work for the fourth consecutive year, reflecting a strong people-centric culture, high employee engagement, and an inclusive, performance-driven work environment that supports long-term organisational success.

JSW Energy Ratnagiri Power Plant



**Leveraging growth to enhance talent depth**

**A.** Strategic inorganic expansion providing access to experienced technical teams, specialised domain expertise and proven project execution capabilities

Acquisitions such as Mytrah, O2 Power, JSW Mahanadi, and Tidong have brought established operating teams and project know-how. This has helped accelerate scale-up, while reducing execution and integration risks.

**B.** Integrating acquired talent into a unified operating culture to strengthen organisational knowledge and execution strength

The Company places strong emphasis on seamless integration of acquired talent into a unified operating and governance framework. Standardised processes, common performance metrics, and a shared safety-and-execution culture ensure that incoming teams are effectively integrated, strengthening organisational knowledge depth and execution consistency across the expanded portfolio.

**C.** Using expansion-led talent inflow to accelerate capability building in new technologies, markets and business segments

Expansion-led talent inflows are actively leveraged to build capabilities in new technologies, markets, and business segments, including renewables, storage, hybrid solutions, and large-scale project execution. Expertise acquired through platforms such as O2 Power, Mahanadi Power plant and Tidong hydro asset is being redeployed across the organisation to accelerate learning curves, improve execution-readiness, and support JSW Energy's long-term growth strategy.

**Enabling a high-performance organisation**

**A.** Fostering continuous learning, safety excellence and operational discipline across all assets and functions

The Company fosters a culture of continuous learning, safety excellence, and operational discipline across all assets and functions. Structured training, standard operating procedures, and strong safety governance reinforce consistent execution, reliability, and performance across thermal, renewable, hydro, and project sites.

**B.** Aligning workforce development with long-term strategic priorities, technology adoption and energy transition needs

Workforce development is closely aligned with long-term strategic priorities, including renewable scale-up, storage integration, and advanced project execution. Capability building initiatives focus on emerging technologies, digital tools, and grid-oriented operations help support India's energy transition and the Company's evolving portfolio.

**C.** Building leadership depth and succession pipelines to support sustained growth and organisational resilience

The Company invests in leadership development and succession planning to support sustained growth and organisational resilience. Internal talent progression, cross-functional exposure, and leadership-readiness programmes ensure continuity, depth, and execution strength as the Company scales across businesses and geographies.

**D.** Certified as Great Place to Work for 4<sup>th</sup> consecutive time

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