

## Talent Management & Diversity: Empowering Our Human Capital

At REC Limited, we recognize that our employees are the architects of our success. Our strategy focuses on "recruiting for attitude and training for ability," ensuring a high-performance culture that values diversity, equity and continuous growth.

### 1. Strategic Workforce Composition & Retention

REC's talent pool is characterized by high expertise and strong organizational loyalty.

- *Growth in Professionals:* As of March 31, 2025, REC employs 573 permanent professionals, an increase from 513 in the previous fiscal year.
- *Strong Retention:* Our attrition rate remains remarkably stable at 6.08% (FY 2024-25), reflecting a highly engaging and inspiring work environment.
- *Talent Sourcing:* We utilize personality evaluations and specialized recruitment to align top professionals with our core values.

### 2. Diversity, Equity & Inclusion (DEI)

We believe that a diverse workforce with multiple perspectives improves business decisions and fosters innovation.

- *Gender Representation:* We maintain a 14.5% women ratio across the organization and are committed to women's empowerment as a driver of economic growth.
- *Inclusive Employment:* REC is a proud employer of 14 permanent professionals with disabilities, supported by accessible work environments and tailored training.
- *Ethics & Pay Equity:* We ensure 100% equal pay for equal work regardless of gender or background, reporting zero incidents of discrimination in FY 2024-25.

### 3. Integrated Learning & Development (L&D)

Our L&D framework creates an ecosystem of continuous improvement through proactive talent development.

- *Surge in Training:* In FY 2024-25, REC achieved 2,346 training man-days, a 90.99% increase over the previous year.
- *Universal Coverage:* 100% of employees were trained during the fiscal year, covering core functional excellence, digital innovation, and leadership.
- *Strategic Exposure:* Through the REC Institute of Power Management and Training (RECIPMT) and job rotation policies, we foster versatility across finance, risk, and technical divisions.

### 4. Supporting the Modern Family

In line with **SDG 8 (Decent Work)**, REC offers best-in-class support to ensure a healthy work-life integration for employees and their families:

- *Maternity & Childcare:* We offer 180 days of Maternity Leave and up to 730 days of Child Care Leave.
- *Paternity Support:* 15 days of Paternity Leave to support working fathers.
- *Impact:* In FY 2024-25, 38 employees availed of these benefits, totaling 1,374 days of supported family time.

**The Result:** By investing in technical rigor and human-centric benefits, REC Limited has built a resilient workforce capable of leading India's energy transition while maintaining the highest standards of corporate integrity.