

- Hands-on technical training in mechanical and electrical disciplines
- Shop floor and vendor site rotations
- Behavioural training in communication, teamwork and problem-solving

The Company's CBT (Computer-Based Training) Centre further enhanced early learning by providing simulated turbine operation environments, ensuring new hires are equipped for high-impact roles early in their journey.

Continuous learning: Powering employee growth

FY 25 witnessed an impressive 90% increase in Triveni Turbines' overall learning person-days over the previous fiscal, underscoring the Company's sustained investment in workforce development. The learning framework was balanced across technical (44%), functional (32%) and behavioural (24%) domains. This translated into 116% increase in the technical learning efforts over FY 24. Programmes like "FSE Elevate" and monthly cross-functional knowledge sessions improved real-world capability, while leadership development and HiPo programmes focussed on future readiness.

Key initiatives included:

- Targeted upskilling for Technology teams, Field Service Engineers, and Sales & Marketing, through structured sessions with internal Subject Matter Experts (SMEs), internal paper presentation sessions, besides ILT and OJT.
- Blended and digital learning formats, such as e-learning platforms and book clubs, which contributed to approximately 20% of the total learning portfolio, and reinforced a culture of continuous, self-directed learning.
- The Company's competency-oriented learning framework, which ensured alignment between business-critical skills and individual development plans.

Leadership development & succession: Future proofing the organisation

To build leadership continuity and strengthen future capability, the Company intensified its focus on developing managers for key and critical roles during the year. A robust succession pipeline was supported through:

- Nominations to Executive and Management Development Programmes (EDPs & MDPs)
- Structured mentoring, business-focussed learning journeys, and partnerships with institutions such as XLRI, IISc, PMI and RIMS

These initiatives have laid the foundation for strengthening Triveni's leadership bench aligned to its strategic growth goals.

Industry-Academia collaboration: Bridging the gap between education and industry

With its thrust on augmenting the talent base in its Technology team, Triveni Turbines deepened its engagement with academic institutions like IIT Madras and IISc Bangalore in FY 25. Its Campus Connect initiative expanded to 10 colleges at pan-India level, facilitating diverse and future-focussed external hiring. Its robust partnerships include industry visits, curriculum alignment, faculty workshops, and joint research initiatives.

Bracing diversity: Cultivating an inclusive workplace

With regional and gender diversity key pillars of its robust people strategy, Triveni Turbines expanded its hiring outreach and boosted engagement through its Campus Connect programme. The Company strengthened its focus on diversity in recruitment and gender balanced hiring in core functions by hiring women in traditionally male-dominated assembly roles. This diversity focus is helping Triveni build a workforce that mirrors its global market footprint and fosters better decision-making.

Business Outlook

The International Monetary Fund (IMF) has projected the global GDP at 2.8% in 2025 – a downward revision influenced by escalating geopolitical tensions, policy divergence, and rising trade frictions between nations. Despite these global headwinds, India's economic outlook remains robust, with the IMF projecting the country's GDP growth at 6.5% for FY 26, Key drivers of India's growth will be strong domestic demand, infrastructure expansion, and policy-driven investments in energy and sustainability.

As a globally trusted energy innovator, Triveni Turbines is well-positioned to sustain healthy performance in the medium-term. The Company's strong order backlog in API and IPG (Industrial Power Generation) turbine segments, as well as market expansion in high-potential regions such as USA, supports this outlook. A robust domestic supply chain further enhances competitiveness and ensures business continuity.

Additionally, the Aftermarket business presents strong growth potential, driven by a large portfolio of offerings, including spare parts, services and refurbishments targeting a wider customer base across steam, utility and geothermal turbines. The Company's expanding international footprint, coupled with the increasing electricity demand for renewable thermal energy particularly in waste-to-energy and decentralised power solutions, further augment the growth opportunities.



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Triveni Turbines is in a sweet spot to harness these trends to drive long-term growth and profitability across both domestic and global markets.

The inaugural order for a CO₂-based long-duration energy storage system secured during FY 25 marked a transformative milestone in the Company's commitment to sustainable energy solutions. This groundbreaking project positions Triveni at the forefront of innovative storage technologies, offering a promising alternative to conventional battery systems. The venture lays the foundation for future advancements, showcasing the Company's dedication to pioneering solutions that align with global decarbonisation goals. As it embarks on this journey, Triveni Turbines remains optimistic about the role CO₂-based storage will play in shaping a resilient and sustainable energy landscape.

Corporate Social Responsibility (CSR) CSR objectives and vision

Led by its sustained focus on being perceived as a 'Company with Conscience', Triveni Turbines actively and continually strives to contribute to the social and economic development of communities. It seeks to benefit the deprived, underprivileged and differently-abled individuals through impactful programmes. The Company's philosophy is guided

by its belief in 'doing well by doing good'. It firmly believes that the long-term success of a corporation depends on giving back to society and ensuring its operations are sustainable.

It is Triveni Turbines' continued endeavour to improve the lives of people, and provide opportunities for their holistic development through its initiatives in the areas of Healthcare, Education & Training, and Technological Development. The Company planned and implemented a series of CSR programmes in FY 25, with focus on generating the maximum positive impact on target beneficiaries. These initiatives were undertaken in partnership with credible implementing agencies.

Led by its commitment to good corporate citizenship, the Company strives to be a socially responsible organisation, and strongly believes in development that is beneficial for the society at large. Its intent is to make a positive contribution to the society in which it operates and thrives. In order to leverage the demographic dividend of the country, the Company's CSR efforts are focussed on Health, Education, Employability and Environmental interventions for the relevant target groups, ensuring diversity, and giving preference to needy and deserving communities in urban India.