



Annual Newsletter

21st Foundation Day

GREEN
ENERGY



STEAG Energy Services India Pvt. Ltd.

2022

Green Energy

“The Next 20 Years - Enhancing Our Digital Footprint and Transitioning to Renewables”

Vision, Mission and Quality Policy

Vision

To be the most admired and responsible energy service company delivering sustainable value to all stakeholders and contributing towards mitigation of environmental impacts of energy production and use.

Mission

To maximize shareholder value while adhering to the local laws and observing the highest ethical standards with the goal of delighting everyone we serve.

Quality Policy

STEAG Energy Services India hereby declares that it is its policy to establish, implement and maintain Quality Management Systems within the organization to ensure that the products and services provided are in accordance with the highest professional standards.

The organization is committed to identify all internal and external issues, the needs and expectations of interested parties that affect the quality of its products and services and adopt a risk-mitigation approach in planning the delivery of its products and services.

The management is committed to continual improvement of the Quality Management System to suitably and effectively meet its objectives of providing products and services to meet the contractual obligations and ensure client satisfaction.

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STEAG

HSE Policy

Environment, Occupational Health & Safety Policy

STEAG Energy Services (India) Pvt. Ltd. (STEAG) firmly believes that “Occupational Health & Safety of Human Beings and Protection of Environment” overrides all other business targets. We further believe that all injuries, occupational illnesses as well as safety and environmental incidents are preventable.

We shall strive to be the leader in the field of management of Environment, Occupational Health & Safety.

STEAG is committed to:

- Adhere to all applicable regulations, compliance obligations and requirements that are relevant to our organization.
- Protect the environment including prevention of pollution across the life cycle of all our activities, products and services.
- Create a culture of learning and practicing Environment, Occupational Health & Safety systems and procedures among all our employees, customers and business partners.
- Involve all employees in improving EHS systems, processes and performance by way of suggestions scheme and safety committees.
- Carry out hazard identification and assessment of risks and opportunities for all major and critical activities.
- Eliminate occupational hazards, ill-health and injury at our workplace/customer workplace and reduce OH&S risks.
- Implement environment-friendly measures in our scope of work.
- Use sustainable resources.
- Reduce – Reuse – Recycle and Recover (R-R-R-R) of waste.
- Utilize energy resources in a responsible and efficient manner so as to reduce emissions and generation of effluents and waste products.
- Conduct all our activities in such a manner as to avoid harm to all our employees, customers, visitors, business partners and community.
- Provide and maintain safe, healthy and environment-friendly workplaces for all our employees and other stakeholders in all operating processes.

- Endeavour to work with customers to align with their H&S standards by giving utmost importance to our customers.
- Ensure that the health and safety aspects are integrated in the customer governance structure and adhere to the customer’s health and safety policies.

In-line with this policy, STEAG shall establish Environment, Occupational Health and Safety objectives for each process, which are appropriate and support the purpose, context, and strategic direction of the organization.

STEAG strives to achieve these objectives by:

- Communicating and practicing this policy extensively throughout our operations within the organization.
- Disseminating learning from investigations of incidents, internal and external, to all our employees, customers and business partners, and taking steps to prevent such occurrences in its work.
- Using this policy for regularly setting, measuring and revising our Environment, Occupational Health and Safety objectives at the appropriate levels, functions and processes.
- Designing plants with proper and adequate safeguards for ensuring process safety. Carrying out process and operational changes through well-defined systems and strict adherence to the same.
- Recognizing importance of promoting and implementing this policy effectively throughout our entire supply chain, from our suppliers to our customers, to ensure proper and efficient use of our services in accordance with agreed upon specifications.
- Making this policy available to all relevant stakeholders. Reviewing regularly and updating the systems and procedures to ensure that it remains relevant to the context of our diverse business operations.
- Identifying and evaluating health risks related to operations and carrying out pre-employment and periodic medical checkup of its employees.
- Keeping abreast of the latest international codes, standards and practices and adopting the same, wherever applicable.

From the Chairman's Desk



STEAG – A Company in Transition

I would like to begin this message expressing once again our grief at the loss of our colleagues of SESI & SOMC and some members of their families – most of them young – as victims of COVID 19. To all the affected families, we once again express our heartfelt condolences and the continued support of the complete STEAG family. Even as we write, the virus is in full swing again and it is important that all of you and your families are not only double vaccinated, but don't let down your guard regarding strict compliance to COVID appropriate behavior – wearing a mask, social distancing, washing hands, disinfection and avoiding crowded places.

As we complete 21 years as a company in India, we look back into the last two decades to understand and reflect on the way we developed, in order to identify what were the growth drivers of the past business environment, in which we operated. As Voltaire said “He who looks deepest into the past sees furthest into the future.”

The first decade of STEAG in India started in 2001 and it was the period, in which we established our credentials in O&M of gas plants. The next decade starting from 2011 was when we established our position in O&M of coal-fired plants and IT systems focused on improving the efficiency of such plants through online optimization and training simulators. We also moved into the roles of Owner's Engineer and Lender's Engineer mostly for coal plants. The rapid growth of the company in this decade was based on the rapid addition of installed capacity in coal plants.

We are now at the cusp of a new decade and it is time to re-evaluate the business conditions and identify once again the growth drivers. When we look at the past, we have seen how confidently and seamlessly we increased our portfolios from gas to coal to IT systems. What is clear is that not only do we have to continuously scan the business environment to see what is changing, but also we must be continuously developing appropriate strategies and implement them with speed. Failure to do so will only result in our being behind the pack all the time. Timely initiatives will ensure that we are ahead of the curve at all times.

Some of the changes in the business environment in the power sector are there for all of us to see. These include the following:

- Construction of new coal-fired plants have slowed to a trickle both in India and worldwide. Rehabilitation and retrofits of hardware and optimizing software to improve efficiency and extend lifetime will be focus of investments.
- Construction of power plants using solar, wind and other renewable sources are increasing exponentially.
- Owing to climate change concerns, there is increasing emphasis on pollution control measures to minimize harmful emissions for coal-fired power plants.
- Hydrogen production at prices comparable to or lower than gas is slated to become reality in the medium-term with success already being achieved in pilot plants. This will make hydrogen a climate-friendly alternative to fossil fuels thus accelerating the demise of the fossil-fired power plants.
- The intermittency of renewable power generation has made storage systems an essential part of the power supply system. The race to produce cheaper batteries and other storage devices is being run worldwide and mass production will impact mobility and grids in a way, which even now is hard to imagine.
- There will be a sea change in the transmission line requirements as the present concentration of power production shifts to coastal areas for wind and the desert like areas for solar power. These will be further affected by off-grid sources. This, in turn, will trigger off massive investment in transmission lines.
- Coal-fired plants will not be base load plants and intermittent operation will become the new norm.

Each of these trends will trigger off new demands for services. I am happy to inform you that we have taken the first steps by securing orders in the last few months,

which gives us the basis to launch major initiatives in each of the new areas so that the company has a smooth and quick transition from the traditional areas of its business to the upcoming areas of digitization, renewables, pollution control and efficiency improvements where we expect large opportunities. I trust you all would have noticed that the new logo symbolizes this transition from the old STEAG to the new STEAG.

I would like to highlight the following as examples of the success last year of our strategy:

- O&M of Electrical Substation for Petrochemical complex at Bathinda
- O&M of 30 MWs solar power plants in Telangana
- EPC for a 65 KW roof top solar
- Flexibilization project in Andhra Pradesh jointly with SESG
- OE for enhancing turbine efficiency in Gujarat
- OE for FGD
- OE for a Waste to Energy plant
- Online training including training on simulators
- Dashboard for digitizing the MIS for NLC
- Assisting SESG in the fleet monitoring projects in Malaysia and Laos
- Study on E mobility for the state of Uttar Pradesh

There is a renewed management focus on the joint efforts between SESG and SESI to take up business in third countries. I am happy to report that our successes in Bangladesh, Turkey, Vietnam, Sri Lanka, Tanzania, United States etc. have given us a new stream of revenue and opportunities for growth for our staff. This year we hope to have more such opportunities especially in the Middle and Far east countries.

While on one hand we have the objective and strategy to transition to new lines of business, we are concurrently working on a strategy to reduce our input costs by radically altering our delivery model. The recent work from home policy adopted as a requirement owing to lockdowns has become the new norm. We see this dramatically altering the working style and major cost reductions are already seen as a result. Quality and cost considerations are likewise driving policy of insourcing some areas of work which were outsourced so far. Based on the two decades long experience in gas fired plants we have been able to insource a lot of the specialized services to reduce our dependence on the OEM thus saving massively on costs. Likewise, now with a decade of experience in coal-fired plants, we will do the same for coal-fired plants.

It's clear that the rapid changes in the business environment, which, in turn, is driven largely as a result of disruptive technology and by climate induced acts of nature, will require that the management has to learn to plan for an uncertain future. Our managers need to be not only successful at delivering current projects efficiently, but must concurrently need to have the ability to scan the future, develop multiple future scenarios and have the responses ready for whichever scenario emerges finally.

In the past they could predict trends quite well e.g., the rate of growth of installed power generation was quite predictable so far, but what will the future bring? Will the pace of solar generation continue as it is or will hydrogen upend this? Will factory assembled modular nuclear plants disrupt the future of hydrogen? These are some of the scenarios, which the manager of today has to grapple with and find solutions. A change in mindset is required and we at STEAG in India have initiated this exercise with the top management attending a workshop at IIM Ahmedabad to reorient the mind to these future challenges. Each manager now is working with a mindset that he is not only responsible for his function, but is constantly scanning the emerging opportunities which the different profit centers can exploit either on their own or jointly with others.

The lockdowns over the last two years and the work from home concept have made employers and employees contemplate a little more and priorities are now changing. The obsession with larger pay checks and a desire for constant upward mobility in one's career as a mark of professional success is giving way to a more pragmatic view of work and life balance. These trends present both challenges and opportunities and our HR department and the management is grappling with the alternatives to create best value for the company and its employees.

The turmoil in the economy emanating from the COVID situation has led to many of our suppliers and clients going through severe cash flow problems which, in turn, has affected our cash flows. We expect that with the pandemic becoming endemic within the first half of the year, the situation will ease. However, this will require utmost prudence in expenditure and vigorous cash collection to sustain growth. This is one of the reasons that we have a muted celebration of our annual day this year. I count on each one of you to be frugal in expenditure as a matter of habit.

The economy is poised for rapid growth in the coming years to make up for the losses in the past two years. The company has geared itself up to make use of the emerging opportunities and we expect that each member of STEAG will be a brand ambassador of the company irrespective of his/her role in the company.

I wish you and your families good health and prosperity in this year and look forward to team work and innovative initiatives to drive the company's growth and so improve your own growth. I would like to end with the earnest wish to return to the in-person celebration of our Annual Day, which was a wonderful occasion for the families to get together. Meanwhile, the virtual celebration has been put together by the efforts of so many and we are grateful that technology makes it possible to meet at least in the virtual world.

With best wishes

Dr. Jacob T. Verghese
Executive Chairman



Highlights from the Corporate Office

Twentieth (20th) Foundation Day

Under the shadow of the Corona virus pandemic, SESI celebrated its 20th Foundation Day on January 29, 2021 in the virtual mode. The celebrations highlighted the successful journey of 20 years of SESI and showcased its achievements during this period. Video addresses were made by Dr. Ralf Schiele, Mr. Ulrich Siegel, Dr. Jens Reich, Dr. Verghese, and Mr. Kamal Shewaramani who appreciated the contribution made by the employees in the success journey of SESI. The lamp lighting ceremony, to mark the start of the event, was also done virtually.



Twentieth Foundation Day Celebrations



Performance by Kashipur Team

The highlight of the virtual event was the effort put in by the Organizing Committee and the in-house MCs, who did a commendable job in hosting the event. The performances of our employees were also broadcast on the virtual platform. The event concluded with the announcement of the names of the long service award employees who had completed 5, 10, 15 and 20 years of service with SESI and the vote of thanks by the MD & CEO. The virtual event was a first in the history of SESI and was well appreciated by everyone.

New Corporate Design Guidelines and Logo

The new corporate design guidelines and the new STEAG logo came into force from September 1, 2021. All means of communication with external visibility, such as website and LinkedIn, have already been migrated to the new design and logo. Further, most of the means of communication used internally have also been shifted to the new design.



Adieu to our MD & CEO Mr. Kamal Kumar Shewaramani

On August 11, 2021, a farewell party was organized to bid adieu to our Managing Director and CEO Mr. Kamal Kumar Shewaramani, who parted ways with us on August 31, 2021. In the short period of time he had spent with us, he shared thoughtful insights, anecdotes and learning, which will definitely add value to our learning and growth. Dr. Ralf Schiele, Mr. Ulrich Siegel, Dr. Jacob T. Verghese and many others expressed their thoughts on Mr. Shewaramani's style of leadership and his mentorship during his tenure with STEAG. Mr. Shewaramani, in his outgoing speech, spoke about his various experiences and stressed on the importance of safety specifically in the current pandemic situation.

The party was conducted in the basement of A-30 building, with all the HO employees and our senior management staff attending the party, notably Dr. Verghese and the directors in Germany attending virtually through VC mode. In their farewell speeches, all the HODs expressed their thanks to Mr. Shewaramani for the work he had done during his brief tenure at SESI, and wished him good luck for his future endeavors.



Farewell to Mr. Kamal Kumar Shewaramani

Re-certification audit for ISO 9001:2015

The re-certification audit of our ISO 9001:2015 certificate was conducted on September 15 and 16, 2021 by our external auditing company M/s. TÜV Nord. The re-certification audit was due in this year, since we had migrated to the new version of the ISO 9001 standard in 2018. The audit was conducted smoothly, and we have received the recertification for ISO 9001:2015 for a period of three (3) years from September 23, 2021 to September 22, 2024.



New ISO certificate of SESI

Financial aid to families of our late colleagues

During the deadly second wave of the Corona virus, STEAG India lost five of its employees during the months of April and May in 2021. In order to support the families of the deceased employees during the tough times, employees of SESI and SOMC voluntary contributed based on appeal, when we initially lost four colleagues, and the Management also then contributed over & above the contribution amounts received. A total contribution of INR 12,80,000/- was equally distributed to family members of the four of the deceased.

Apart from the voluntary contribution, the company also ensured that the family members of these deceased received the benefits under Group Term Life Insurance immediately.

Further to the financial support provided to the family members of four of our deceased colleagues, SESI Management, with support of our shareholders,

decided that STEAG will support the family of Mr. Kumaraswamy and also further support all the family members of our four colleagues who received initial financial support after a review of their family conditions in detail again. Accordingly, our Management distributed the additional financial aid of INR 34,00,000 to the families of the deceased based on the prevailing support systems of these families, previous contributions and the services of these five staff members in our company. The amounts were transferred to their respective family members on October 22, 2021.

SESG support during the second wave of COVID infections

During the deadly second wave, a lot of our employees were infected with the Corona virus and required medical support, in particular, were in urgent need of oxygen. Considering the huge shortage of Oxygen supply equipments in initial phase of second wave, our parent company, STEAG Energy Services, Germany, immediately supported by sending 25 oxygen concentrators (20 concentrators of 5 liters and 5 concentrators of 10 liters) to SESI from Germany in May 2021 for the benefit of our employees and their families. These concentrators were distributed to the head-office as well as all our O&M sites and were utilized by our various employees, who required oxygen for either themselves or their families. This immediate and timely help from our parent company was well appreciated by all our colleagues.

Corporate Social Responsibility

CSR activities form an integral part of our corporate culture. Our CSR initiatives allow us to do our bit for the society, environment, customers and stakeholders. Our CSR initiatives go a long way in creating a positive word of mouth for our organization as a whole. Our CSR activities allows us to contribute towards the betterment of the four pillars of our CSR policy, namely environment, society, work place and market, in which we work.

Throughout the year, we actively look for opportunities that enable us to work towards improvement and uplift of the weaker sections and communities in the society. Our expertise of people, process and technology help us to achieve this goal and create a positive impact on our business. Our completed CSR projects in the year 2021-2022 corroborate this.

Donation of Braille Printer to Institution for the Blind

Under its CSR Initiative, SESI donated a Braille Printer to the Institution for the Blind, situated at Panchkuian Road, New Delhi. The Institution for the Blind provides education and hostel facilities to blind children. The visually impaired children stay in the school and study till eighth standard, after which they proceed to higher classes in other schools. The Braille Printer will help the school print Braille books for the blind children, which are otherwise very expensive to purchase from the market.



Signing of MoU with Institution for the Blind

Donation of oxygen concentrators and oxygen cylinders pan India

The second wave of COVID-19 infections that happened in India from April to July 2021 was the most severe pandemic wave and took a heavy toll of lives owing to lack of oxygen and ICU beds. Perceiving its moral and social responsibility in this time of crisis, SESI donated 25 oxygen concentrators and 35 oxygen cylinders under its CSR initiative to social service organizations and District Administrations across its all locations in India – Noida, Jharsuguda, Hazira, Kashipur, Tuticorin, Barauni, Bharuch and Bathinda. 25 concentrators were purchased by Noida HO and distributed to the sites, where they were donated to the beneficiaries. Out of the 35 oxygen cylinders, 19 were purchased by Noida HO and sent to the sites, and 16 were purchased by the sites themselves. The cylinders too have been donated to various social organizations and District Administration.



Donation of oxygen cylinders under CSR Initiative

Business News

In sync with the parent company's strategy, we are steering the company towards renewables and it heartening to report that we have, in the last weeks, taken over the O&M of solar installations totaling 30 MWs in Telangana. Likewise, we have, in the last year, been awarded contracts for OE services for a Waste to Energy plant at Ghazipur followed by a turbine overhauling contract. We hope that, after renovation of the plant, we will also have the opportunity to carry out O&M. We intend to add wind assignments to our O&M portfolio this year and also hope to foray into the industrial sector following our success in bagging the O&M contract for the refinery substations at the Petrochemical complex of Arcelor Mittal at Bhatinda. We have also taken up the EPC for a 65 KW rooftop solar plant for the Vatican Embassy and an 18 KW plant for a farm house. Likewise, we have taken the first step into branching out into E-Mobility with the award of the first project for a study in Uttar Pradesh.

Operations and Maintenance

While we saw the closure of some of the O&M projects after the expiry of the maximum permitted extension period, we have started work on several new projects – the most notable being the 4x600 MW Jharsuguda project, 1x660 MW Harduaganj project and the 4x150 MW Botswana project. We feel that the respective clients have recalled us to these projects based on our high standards of professional service in our earlier contracts with them. In addition, the renewal of our O&M contracts at Hazira, Kashipur and Bhatinda along with O&M support contracts at Barauni and Padmapur gives us confidence in our strategy of not cutting corners in O&M service, even if this means a certain reduction in profits. We are seen as a premium service provider, which is what we aim for and are proud of. The triad of services of O&M supported by Engineering and IT systems are the core of our strategy to provide holistic services in the best interest of the owner.

Here, we bring some of the key highlights of events happened at our various O&M sites during last one year

Botswana

Beginning of this year witnessed the re-entry of STEAG in Botswana, where STEAG India deputed 11 employees in January 2021 to support STEAG Energy Services Botswana, who acquired the contract with Botswana Power Corporation (BPC) to provide plant operation and maintenance support services at Morupule B 600 MW power station. Subsequent to the GAP analysis done as part of existing contract, BPC issued an amendment for additional resources from STEAG to support O&M Services in October 2021. Accordingly, STEAG India had deputed 21 staff members (and 1 more person likely to leave shortly) during last quarter to STEAG Botswana.



Staff members deputed to Botswana

Hazira

Owing to lack of demand for power from grid, the plant has remained in shut down through most part of the year. However, the plant is kept in readiness for quick start up by adhering to the SOPs and SMPs that cover the situation in lean demand times. In order to keep the staff alert especially on safety issues, a large number of safety drills are carried out irrespective of whether the plant is in operation or not. The news from Hazira focuses on these initiatives. The 50th National Safety Week celebrated from March 04 to 10, 2021 with the theme "Learn from Disaster and Prepare for a Safer Future". World Environment Day celebrated at GSEG –Hazira site on June 5, 2021. The topic of the celebration was "Ecosystem Restoration". On this occasion, saplings were planted in the green-belt area in the plant premises.

Safety induction training and tool-box talk conducted in July 2021 for M/s. GE workers before execution of Combustion Dynamic Monitoring System implementation in 9FA GT.



World Environment Day at Hazira



Chlorine arrester kit and confined space entry kit training



Safety Induction Training and Tool-box talk

ISO 14001:2015 and ISO 45001:2018 second surveillance audit carried out by M/s. ISOQAR in August 2021. The audit was completed successfully. Mr. S. C. Bamaniya (I/C), Joint Director Industrial Health and Safety (DISH) and Mr. Uday Rawal, Joint Director industrial Health and safety visited the site on October 16, 2021 for site EHS & safety inspection and verification of all statutory & factory acts related documents. DISH appreciated the preparedness of emergency handling SOPs, upkeep of systems as well as documentation.

During the past year from January to December 2021, a record number of training programs on 110 technical topics were conducted for all departments by in-house trainers.

Safety training on “Rescue and Self-Contained breathing apparatus operation training” in September 2021



Rescue and Self-Contained breathing apparatus operation training

Safety training on “Chlorine arrester kit and confined space entry kit” conducted on October 22, 2021.

EHS Rewards & Recognition Scheme for FY21-22 was implemented at the Hazira site for employees to increase the reporting of near-miss, unsafe acts, unsafe conditions & safety hazards. Accordingly, awards were given to the winners of the first & second quarter winners for best near-miss and unsafe conditions.



Mr. Mayur M. Suthar being awarded



Mr. Satish Kumar M. Patel being awarded

The EHS officers attended the 7th Edition of “Industrial Safety Summit – 2021” at Vadodara on December 23, 2021.

TSPL

The year 2021 was welcomed with a Safety Stand-Down highlighting the TSPL HSES policy. The leaders of TSPL and STEAG had a face-to-face interaction with workers in the vernacular language to create awareness of the policy.



Safety Stand Down Exercise at TSPL

A training on Hazard Identification & Risk Assessment (HIRA) was conducted on January 2, 2021 in the TSPL conference room. An external trainer, Mr. S. S. Roy, (M. Tech (IIT Delhi) and PGDMM (IGNOU, Delhi) conducted the training.

Mass housekeeping was organized on January 9, 2021 at the boiler zero meter /mill area from 09.:30 a.m. to 12:30 p.m. to ensure a clean and safe workplace.

The 20th Foundation Day of STEAG India was celebrated at the TSPL site through virtual participation in the online celebrations. Sweets and gifts were distributed to the employees on this occasion, who were proud and happy for the growth of the organization.



Twentieth Foundation Day celebrations

STEAG and its business partners collectively celebrated the International Women's Day on March 8, 2021 in the STEAG office at the TSPL site in a very joyous mood. All were dressed in ethnic wear for this occasion.



International Womens' Day celebrations

The 50th National Safety Day was celebrated at the TSPL office on March 5, 2021 with flag hoisting, taking the safety oath, presenting a brief history of the National Safety Day and various everyday planned events in the form of training programs, street theater, slogans and posters. The closing ceremony was performed on March 10, 2021.



National Safety Day celebrations

World Water Day was observed on March 22, 2021 to raise awareness about the vital importance of water to ensure human safety and a healthy planet. On this occasion, E-quizzes, poster, suggestion scheme competitions and training programs on water savings were organized for employees and business partners.

A training session was organized on March 26, 2021 on "Asset Optimization", in which a brief introduction of the asset optimization framework was given to interested members from other STEAG sites. The session was conducted by the STEAG (TSPL site) AO Lead, Mr. Ashish Dhyani, along with his team members.

Talwandi Sabo Power Limited observed the National Fire Service Week from April 14 to 20, 2021. The theme during the week was "Maintenance of Fire Safety Equipment is the Key to Mitigate Fire Hazards".

An online awareness session on dental health and care was conducted by Dr. Harshad Nalbhimwar (M/s. Health Springs) for all employees of STEAG on March 30, 2021.

TSPL organized a COVID-19 vaccination camp for employees and their family members in April 2021. Approx. 303 members were vaccinated in this camp.

World Earth Day was celebrated at the TSPL site on April 22, 2021 with the theme “Restore Our Earth”.

Dr. Kushlib Bose, Surgeon, Chief Medical Operations, Ex-Captain (Indian Navy) conducted an awareness session on April 23, 2021 at the STEAG TSPL site via Microsoft Teams for the employees on “How to boost immunity against COVID”. In the session, he elaborated on the right measures to be adopted for dealing with this pandemic effectively.

The TSPL project was wound up on May 31, 2021 based on mutual agreement.

HMEL Bathinda

Surveillance audit – ISO 9001:2015 & ISO 14001:2015 by M/s. TUV India Pvt. Ltd. was conducted via teleconference on January 13, 2021 with no non-conformities reported from the CPP site.

As an energy conservation initiative, dry ice cleaning carried out in both HRSG’s MUH (make-up heaters) for removing the sludge and soot deposition from tubes so that performance of MUH improves and heat transfer from flue gas to feed water increases.

National Safety Day observed throughout the country to mark the foundation day of National Safety Council on March 4. On this occasion, the 50th National Safety Week Campaign was held in the GGSR Refinery – CPP from February 26 to March 5, 2021. The theme of this year was: **“Learn from Disaster and Prepare for a Safer Future”**. Many competitions were held: Slogan and essay writing, drawing competition and spot quizzes, where maximum participation of STEAG and contractor employees was observed.

STEAG observed Electrical Safety Week in line with National Safety Council of India & HMEL from June 20 to 26, 2021 and organized a number of safety promotional events. Closing ceremony done on June 26, 2021 along with prize distribution to all events winners.

Air Handling Unit (AHU) enclosure 12 numbers of ultraviolet lights has been installed at air inlet path to kill airborne viral, bacterial, and fungal organisms.

Internal audit of ISO 9001:2015 and ISO 14001:2015 conducted successfully by HMEL on July 10, 2021 for CPP.

To promote and increase the awareness of incident and injury free workplace culture in HMEL,

seven STEAG employee participated in IIF Expectation Workshop on August 26, 2021 organized by HMEL Safety team.

To evaluate the performance and preparedness of operation and maintenance team for handling emergency situation, Emergency Mock drill carried out on August 28, 2021 on “Refinery fuel gas shortage due to refinery FCCU and DCU gas supplied unit tripped”. Observation and findings noted down by observer and accordingly action plan made for improvement and effectiveness.

To evaluate the performance and preparedness of operation and maintenance team for handling emergency situation, emergency mock drill carried out in the month of October. Observations and findings noted down by the observer and accordingly action plan made for improvement and effectiveness:

- October 07, 2021: Refinery instrument air supply failure.
- October 09, 2021: Max DNA (DCS) communication failure.
- October 24, 2021: Auxiliary cooling water supply failure.
- October 26, 2021: Station blackout emergency handling.

The HMEL online nomination entry portal open for “Exemplary work in field of safety and STAR (Stop Think Act Review) reporting” for the 3rd quarter. STEAG submitted the nomination of employees who had done exemplary work in the field of safety or STAR reporting during the 3rd quarter.

STEAG awarded 4 STAR rating in “HMEL Contractor Safety Audit”. The main aim of the audit is to ensure that safety management system, procedures and health & safety elements are being appropriately applied. The audit involved discussions with the staff members, checking of documents and records, internal departmental communication followed by site visit.

STEAG Bathinda team organized “ENERGY CUP” one-day cricket tournament at Teshwar sports academy ground, Bathinda, on August 29, 2021.

STEAG Bathinda team organized badminton, chess, carom board and cricket tournaments every Sunday. Active participation by STEAG and HMEL CPP employees.



Weekly sports events at HMEL Bathinda

Singareni

Safety awareness training program on PTW System conducted for 11 W&C employees on February 17, 2021.

On the eve of 50th National safety week celebrations, various programs conducted inside plant premise in-line with EHS department. The 50th National Safety Week was celebrated in March 2021 in a grand way by conducting different competitions.

Coordinated with Jaipur PHC in April 2021 for arranging COVID vaccination for employees in the age group 45 and above.

Training program on "Communication Skills & E-mail etiquette" arranged in May 2021 for employees in corporation with HO training team.

The Singareni project was completed successfully and wound up at the end of June 2021.

Lanjigarh

Thirty-second National Road Safety month celebrated during February 2021.

The 50th National safety week celebrated from March 4 to 10, 2021.

Two best safety model rewards received from Vedanta senior management during the 50th National Safety Week closing ceremony.

After extensions of 13 months post the initial three-year contract, STEAG successfully completed Lanjigarh project on May 31, 2021, Odisha.

Kashipur

Republic Day was celebrated in the plant on January 26, 2021. On this occasion, the Indian National Flag was hoisted.

50th National Safety Week was celebrated from February 26 to March 4, 2021. Various competitions – slogan Hindi/English, quiz and drawing competitions were organized to spread the importance of safety among all the employees.

Further to improve the safety awareness among all the team members, EHS training was conducted on:

- Cervical spondylitis – text neck
- Firefighting – hose drill

WARRIOR Groups created at the site for providing medical & mental support to our members during distress times owing to COVID-19.

Tenth QRM organized at the site on July 1, 2021, chaired by Mr. Rahul Goyal (MD-Gama), Mr. Yashpal Arora (VP-Gama), Mr. Anand (GM-Gama) and Mr. Kamal Kumar Shewaramani (MD and CEO STEAG), Mr. M K Gupta (Sr. ED – STEAG) from HO and Mr. Rajiv Dhenge (PM – STEAG) along with site team attended. The major highlights were:

- Releasing and handing over of operations, maintenance and EHS SOP's, SMP's, formats to MD, Gama.
- Review of plant performance.
- Plantation by MD and CEO, STEAG and MD, Gama



Release and handover at tenth QRM

Dussehra Pooja organized at site on October 15, 2021.

Eleventh QRM organized at site on December 23, 2021, chaired by Mr. Yashpal Arora (VP-Gama), Mr. Anand (GM-Gama) and site team and from STEAG –Mr. M. K. Gupta (Sr. ED – STEAG), Mr. Sridhar Yarmal (Head – HR/ Commercial), Mr. Rajiv Dhenge (PM – STEAG) and team.

An award ceremony was organized at site on December 23, 2021, in which awards were given in the categories of Best Engineer, Best Technician, Best Safety Champion and Best Contractor Employee. The awards were distributed by the senior team, which attended the 11th QRM.



Winners of awards with dignitaries

Jharsuguda

After three months of mobilization, The O&M of the Jharsuguda plant was taken over by STEAG on January 15, 2021.

Energy management system external audit successfully completed with zero NC in April 2021. VSAP training conducted by external agency Oryx.



VSAP training conducted by Oryx

“Train the trainer” certification program arranged for STEAG and sub-contractor staff.

Two hundred and thirty-five people were trained for the fire safety in the month of June 2021 from CREW and PMPL teams.

A total of 910 employees were trained for the fire safety in the month of July including VL, STEAG and business partners.



Fire safety training for employees

- Knowledge sharing session arranged between STEAG, Vedanta Aluminum and CPP employees in the month of August 2021.
- Training on Combustion engineering topic was conducted by Mr. B. N. Jha, Senior Expert Boiler in the month of August 2021.
- Four employees certified as AO internal assessor in training and certification exam in September 2021.
- Online session by Dr. Harsh Deep Singhal in September 2021 discussing on various cardiac issues and cardiac arrest concerns.
- Human rights training given in September 2021 to security personnel.
- Online training conducted in September 2021 for Technological operators and riggers.
- Asset optimization external audit for skill development module completed by Price Waterhouse Cooper in October 2021.



Human rights training

“Authorized Gas Tester” external training by ASKEHS attended by thirty personnel in the 2021



Authorized Gas Tester training

Online training on techniques of Condition-based Monitoring, Basic Oil Analysis and Wear Debris Analysis, Thermography, Basic Vibration Analysis by Mr. Pradip Roy on October 9, 2021 attended by two nominated STEAG Jharsuguda staff.

Webinar on chemical burns treatment arranged by the safety department in the month of October 2021.

“IMS: Internal Auditor training course” conducted by TÜV India in November 2021 attended by five STEAG employees.

“HIV/AIDS” awareness training conducted in November 2021 for workers by Dr. Soham Patel, Health Spring.

“Radiological Safety Officer Training and certification course” facilitated by Atomic Energy Regulatory Board (BARC/IARP) attended by STEAG nominated employee. The program was conducted in November 2021.

“Artificial External Defibrillator” training arranged in November 2021 for Operation staff, facilitator Dr. Soham Patel and OHC staff.

Best Business Partner Award

STEAG Energy Services (India) Pvt. Ltd. was awarded the “Best Business Partner Award for the month of September 2021” by VEDANTA Power Resources at Jharsuguda, Orrisa.

STEAG was evaluated as the best service provider for ensuring management in place, HSE, performance against KPIs and asset optimization practices. The Chairman of STEAG, Dr. Jacob T. Verghese, received the award from Vedanta.



Best Business Partner Award to SESI

- Transformer tests & checks
- Boiler & turbine AOH tests
- Importance of coal quality on boiler performance
- Turbine governing system
- Electrical protections in power plants
- TSI system – Instruments and protections
- Indian Boiler Acts & Regulations

Dengue awareness training conducted in September 2021 for staff and workmen at different locations of the plant by OHC doctor.



Dengue Awareness training

Mass tool-box talk on COVID-19 awareness training conducted on a regular basis for staff and workers by OHC doctor.

SOMC

Free COVID vaccination done for all employees and workmen of STEAG and its associate partners in plant in association with Govt. of Andhra Pradesh in two phases, phase-I on May 31, 2021 and phase-II on June 24, 2021.

Following training programs were conducted for the employees on safety during CY 2021:

- COVID-19 awareness training conducted by OHC doctor at different plant locations.
- On-screen live training imparted to all SOMC and SESI employees about various cardiac diseases and their precautions by specialist doctor, Dr. Harshdeep Singhal.
- LOTO implementation awareness training was conducted to operations and maintenance teams.
- Virtual mode training in 'Fire alarm & Detection system' was conducted by external trainer for Staff and fire crew.

Training programs conducted by the Human Resources department through online mode by various in-house experts during this CY 2021:

- Boiler tube failure mechanism and their corrective & preventive measures
- Combustion mechanism & optimization
- Emergency handling in coal-based power plants



Mass tool-box talk on COVID-19 awareness

A leadership tour was conducted every month at different locations in the plant in 2021.

Mock drill conducted in December 2021 at the transformer yard in the presence of Joint Chief Inspector of Factories.

Blood donation camp organized in December 2021 in association with Lions Blood Bank at the plant.

Unit #2 boiler trial light-up and steam turbine rolling up to 3000 RPM was carried out successfully on December 20, 2021 after 17 months of reserve shutdown, the longest period of preservation at this site.

Tuticorin

Based on conditional LOI and subject to the finalization of the contract, SESI performed comprehensive operation & maintenance services of 2x600 MW Mutiara thermal power belonging to Coastal Energen on May 01, 2021.

On the eve of “World Environment Day 2021” i.e., June 05, 2021, the CEPL and SESI HSE teams celebrated this international event in line with the global theme for 2021 – “Ecosystem Restoration”; to create awareness among the employees and business partners. In this regard, various programs were conducted on June 05, 2021, such as display of banners of World Environment Day and theme awareness posters, badge distribution, etc.

Plantation of 500+ saplings was carried out in the entire week. A large number of employees and business partners participated in the World Environment Day celebration and made this event a grand success.

STEAG, in coordination with CEPL, initiated COVID-19 vaccination drive for all employees, business partners & their family members above 18 years of age. The vaccination drive carried out in co-ordination with the nearby Primary Health Centre (PHC).

Donation of five oxygen concentrators was made to Govt. Hospital, Tuticorin in the presence of Mr. Nehru (Dean – Govt. Hospital), Mr. Parameswaran (Station Director – CEPL), Mr. S.S Jadhav (Plant Manager – SESI, CEPL) & Mr. Vijay Kumar Tata (GM - EHS, IR & Compliances – SESI, Noida), Mr. Neeraj Agarwal (Head-MTP and O&E), Mr. Dhanaseelan (PC), Mr. Siddhartha Roy – Admin HR.



Donation of oxygen concentrators under CSR

The Tuticorin project was wound up in September 2021, since it was not proving to be feasible.

Energy Technologies

With massive opportunities opening up in the environmental sector following the enforcement of stringent pollution control norms, the Energy Technologies team has broken new ground by taking up FGD assignments in the past year. The year also saw the award of a large EPC contract for the R&M of two boilers at JSG, for which we are partnering with GE. The EPC engineering team has proved its capabilities in this venture and that gives us the foundation for taking up similar assignments in the future with confidence.

12 MW Ceyhan biomass project, Ekton Enerji Elektrik Uretim Ve Ticaret A.S., Turkey

Ekton Enerji Elektrik Uretim Ve Ticaret A.S. set up a 1.5 MW and 12 MW capacity biomass-based (maize / cotton stalk / reed) thermal power plant, at Ceyhan, Turkey. Owner’s Engineer (OE) with EPCM responsibilities was awarded to SESI. The project was executed in fast track mode and through multiple packages. The boiler and steam turbine generator were supplied from India, shredder from Germany and remaining packages were supplied from onshore Turkey. SESI did the project engineering, plant layout, tender specification, bid evaluation, review engineering, packages interface, off-shore equipment inspection and site supervision services. The 12 MW Unit was successfully synchronized with the 31.5 kV grid on December 29, 2021. SESI has executed such kind of biomass renewable project for the first time and this has created new opportunities for SESI in the area of biomass.

Boiler R&M works at 4x600 MW thermal power plant at Jharsuguda

SESI is executing its first R&M-EPC project in India for the IPP plant (4x600 MW) of Vedanta Limited, Jharsuguda. EPC scope covers supply and services of economizer coils, combustion modification and RH replacement work for two units. Design and engineering work completed. Manufacturing of pressure parts and delivery of material for the first unit completed. Pre-outage activities like installation of duct, expansion joints and structural steel modifications are in progress and outage of Unit #1 is planned to start from February 20, 2022. Manufacturing and supply of materials for Unit #4 in progress.

Boiler R&M works at 4x600 MW thermal power plant at Jharsuguda

Lanxess intends to set up a new biomass cogeneration plant to fulfill the future demand

of process steam and power required for the chemical process plant. SESI was appointed as Owners Engineer by Lanxess, Germany and scope covers feasibility study, conceptual and basic design, procurement specification preparation and afterwards ordering of turnkey EPC packages. SESI Germany and India are jointly executing the project responsibilities and currently the FEL-2 stage engineering is in progress.

Replacement/ retrofitting of combined cycle power plant Uran, Maharashtra, MPPGCL

This prestigious order for combined cycle power plant was received in April 2021. SESI was appointed to identify the best possible way forward by choosing the correct options available with MAHAGENCO. After the necessary assessment, SESI recommended two (2) new F-class machines of 850 MW to be installed in the existing space available in Uran GTPS. Feasibility report and a detailed project report submitted to the client. Consultancy scope covers feasibility study, specification preparation, awarding of execution package, supervision of implementation work, witness of performance test, etc.

FGD for 800 MW unit, Wanakbori, GSECL

It is the first project management consultancy assignment for the installation of wet FGD system. Scope of work includes post-award review engineering and construction supervision. Project engineering work completed successfully. Civil construction in progress at site.

FGD (DSI) for 5x200 MW, Sonbhadra Uttar Pradesh

SESI was appointed as Owner's Engineer for the feasibility study and pre-tendering, tendering and EPC award services

Renovation works of 12 MW WtE Plant at Gazipur, Delhi, Indo Envio

12 MW WtE was installed and commissioned in 2018. Due to major constraints in MSW, the PLF as well as the availability of the plant was very low, therefore, the client engaged SESI as Owner's consultant for complete renovation of the plant, in order to improve plant availability and PLF. R&M work executed through 50 packages in 40 days shutdown period. SESI has also received an order for major turbine overhaul and this is our first order for execution as a third party. The client has also entrusted SESI to carry out a detailed feasibility study to plan for an expansion project in the range of 10-12 MW based on the availability of fuel and land.

Flexible operation at 2x800 MW, SDSTS, Nellore, APPDCL

This is the first consultancy assignment for SESI to implement flexible operation at two coal-fired units, where scope covers feasibility study, specification preparation, awarding of execution package, supervision of implementation work, witness of performance test and providing training to plant personnel. Assessment of design, operation and performance parameters and preparation of feasibility report is in progress.

110 MW HFO-based combined cycle project, EPVTL, Bangladesh.

It is the first international HFO-based combined cycle project for SESI having project management consultancy responsibilities. After a delay due to pandemic, final commissioning activities resumed in November 2021 and 3 out of 6 HFO engines were commissioned. First firing was done in December 2021.

ESP retrofit for 210 MW Koradi, Khaperkheda and 500 MW units Chandrapur, MPPGCL.

In order to meet the statutory requirements of SPM levels as per CPCB norms, Mahagenco appointed STEAG as Owner's consultant for retrofitting the ESPs at Koradi (210 MW), Khaperkheda (2x210 MW) and Chandrapur (2x500 MW). After the gap analysis, a detailed project report and tender specification were prepared. Pre-tendering, tendering, pre-bidding and bidding activities successfully completed.

Revamp of 4x80 MW turbine and auxiliaries, Hindustan Zinc Ltd

SESI was appointed to provide engineering and supervision of commissioning services for revamping turbine and its auxiliaries. Initially, HZL issued order for one unit at Zawar. Upon successful completion of the same, HZL issued a repeat order for site supervision of three more units in Chanderia, Rajasthan. SESI successfully completed the supervision, commissioning of four units by November 2021.

Gap analysis on operating condenser vacuum for 30 MW thermal power plant, SESA Goa

SESI was asked to investigate the root cause for the poor vacuum in condenser for their captive power plant which, in turn, deteriorates their generation capacity and efficiency. SESI engineers visited the plant for gap analysis and submitted the report with necessary recommendations for corrective measures.

2x65 MW captive power plant at Dahej, Gujarat, GACL-NALCO

BTG Unit #1 erection almost completed, boiler light-up preparation in progress. BTG Unit #2 and BOP packages erection under progress.

DFAES for 3 x 210 MW and 2 x 500 MW units at Anpara, UPRVUNL

To meet compliance with MOEF norms of 100% utilization of dry fly ash, a suitable DFAES needs to be installed. SESI was appointed for preparing the DPR and tender specifications to complete the pre-EPC award activities.

R&M of Boiler – Dispatch of first consignment of pressure parts

With reference to R&M of the boiler project in Vedanta Limited (4x600 MW), Jharsuguda, STEAG successfully dispatched first consignment of pressure parts from the GE Durgapur factory. The first consignment consists of 9 economizer upper coils assemblies. The Vedanta team congratulated and appreciated the efforts and dedication of the STEAG team for successfully accomplishing the important milestone.



Dispatch of first consignment of pressure parts

Systems Technologies

The Systems Technologies team has moved into providing continuing support for the various PADO customers through AMC arrangements thus creating a steady revenue stream for the future. Other breakthroughs on digitalization are expected shortly and we are confident that our activities in the digitalization space will be significant in the coming year.

Hongsa Power Company Laos, 3x626 MW:

Mr. Jatinder Singh and Dr. Samiuddin Ahmad, along with team from SESG, completed the commissioning of SR::EAGLE and SR::SPC on the target server at site. The system is kept under observation for next nine months by the customer.

NTPC Solapur Simulators (Tanda 660 MW):

FAT for the Tanda 660 MW simulator completed successfully on February 5, 2021. NTPC Tanda team conducted the FAT through remote connectivity. Further, NTPC Tanda simulator was inaugurated on February 22, 2021 by Mr. Ramesh Babu (Director Operation, NTPC) from the Tanda Site. NTPC Tanda arranged a hardware setup including LVS at the Tanda site, which was remotely connected to the NTPC Solapur Tanning center site. Actual simulator was running at the Solapur site.



Inauguration of NTPC Tanda Simulator

EBSILON Training CSPGCL:

Team consisting of Mr. Praveen Ambastha and Mr. Kamal Sardana visited the CSPGCL DSPM site Korba East for advanced EBSILON training from March 05 to 12, 2021. Total sixteen engineers from DSPM TPS, HTPS Korba West and Marwa TPS participated in

the training. The EBSILON training was conducted successfully. The CSPGCL Management appreciated the training program.

VL Jharsuguda PADO (1x600 MW, Unit #1):

Team consisting of Mr. Subrat Mishra and Mr. Kamal Sardana visited the VL Jharsuguda site from March 15 to 19, 2021 for creating a permanent setup for data acquisition and commissioning of PADO with latest visualization and view port. Commissioning completed successfully.



Successful commissioning of Jharsuguda PADO

NTPC Solapur Simulators (Gadarwara 800 MW):

Factory Acceptance Test (FAT) of Gadarwara 800 MW simulator conducted from February 27 to March 5, 2021. The complete FAT was conducted through remote connectivity. NTPC Gadarwara teams did the testing on the system installed at the STEAG Noida office. FAT completed successfully on March 5, 2021 and dispatch clearance has also been given by NTPC.

SESG, Germany, coal-fired Tanjung Bin Power Plant (1x1000 MW), Malaysia:

SESI received the order from SESG for detail EBSILON modeling for boiler & cycle for Tanjung bin power plant (1x1000 MW), Malakoff Malaysia. The team of Ms. Swati Malhotra, Mr. Praveen Ambastha, and Mr. Abhik Das has completed the EBSILON modeling work for cycle and detailed boiler. Demonstration and handover of the model completed on May 05, 2021.

NPL O&M Conference 2021 (May 24 to 25, 2021):

PADO team from system technology attended the Nabha Power O&M conference virtually, the main focus of the conference was the best O&M practices by different plant utilities, flexibilization & digital opportunities, safety, reliability, APC, heat rate improvement and optimization. Team consisting of Dr. Tomasz Kaminski, Mr. Jatinder Singh presented

a paper on STEAG Digital solution: Use of AI & ML for early detection of anomalies and boiler tube leakages during the O&M conference.



SESI participation in NPL O&M Conference

Supply of DlgSILENT power factory license:

PO received from ENEL Green Power to supply PowerFactory license and conduct 5-day training to ENEL Engineers on July 23, 2021.

Wanakbori PADO (1X 800 MW) Unit #8:

Team consisting of Mr. Praveen Ambastha, Mr. Ashutosh Ranjan, Ms. Swati Malhotra (remotely) along with engineer from BHEL EDN visited GSEG Wanakbori for SAT (Site Acceptance Test) demonstration and handover. SAT / Handover of Unit #8 completed successfully.

Training on DlgSILENT Power Factory software:

Team consisting of Mr. Praveen Ambastha, Mr. Ashutosh Ranjan, Ms. Swati Malhotra (remotely) along with engineer from BHEL EDN visited GSEG Wanakbori for SAT (Site Acceptance Test) demonstration and handover. SAT / Handover of Unit #8 completed successfully.

NTPC Unchahar PADO (1X500 MW) Unit #6:

Team consisting of Mr. Abhik Das, Mr. Ashutosh Ranjan visited the Unchahar site from October 20 to 22, 2021 for PADO SAT demonstration of Unit #6. SAT and handover of PADO Unit #6 completed.

Gadarwara PADO (2X 800 MW) Unit#1, 2:

Team consisting of Mr. Kamal and Mr. Vinay Shende visited NTPC Gadarwara from November 09 to 18, 2021 for SAT (Site Acceptance Test) and handover of Unit #2 PADO. SAT / handover of Unit #2 PADO completed. Unit #1 SAT completed in August 2021.

Supply of DlgSILENT Power Factory software:

Received a PO from Rolls Royce/ MTU India Pvt. Ltd. to supply Power Factory License on November 15, 2021.

Supply of DigSILENT Power Factory software:

Received a PO from the State Electric Company Limited, Maldives to supply Power Factory License on November 18, 2021.

L&T – SJVN Buxar 660 MW OTS –

PO received from Yokogawa on November 25, 2021 for Emulated 660 MW Operator Training Simulator for SJVN Buxar thermal power project. It is to be noted here that Yokogawa has decided to outsource OTS to STEAG instead of its in-house solution due to our extensive experience of supplying OTS to NTPC and high quality & competitive advantage. NTPC is the owner consultant for this project. OTS team lead by Mr. Srinivas Malempati has already started working on the project.

PADO Upgrade for CSPGCL 2x500 MW Marwa

LOI received from CSPGCL on December, 2021 for upgrading the hardware and software along with one-year AMC of the PADO system installed at 2x500 MW Marwa TPS. This is the first LOI received for a PADO upgrade project. Detailed PO is expected soon and project work will start in January 2022. This is a new achievement for PADO, which has opened the door for many more such projects.

NTPC Solapur Training Center:

Factory acceptance test completed successfully for 660 MW simulator of the NTPC Khargone reference plant. The NTPC Khargone team participated in the testing from Khargone using remote connectivity software application. FAT completed successfully after three weeks of remote testing on December 10, 2021.

Technical Services and Quality

With very few new thermal plants being erected, owners have focused their attention on making their old plants more efficient. With this trend gaining ground, the demand for testing and diagnostic services has leap-frogged and a significant milestone was reached with the award of contracts for running the Operations and Efficiency departments at some NTPC plants after first contract started in 2020 at Kudi NTPC site. This is another area identified for growth in the coming year.

Some key projects awarded in 2021 are:

NTPC Sipat: One-year service contract for conducting performance/efficiency testing for Unit #1 and 2 (800x2 MW), Gadarwara, Narsinghpur, Madhya Pradesh.

Nabinagar Power Generating Company Ltd. (NTPC): One-year service contract for conducting periodical efficiency tests of all units of NPGCL.

Training & Advisory

With travel restrictions and reluctance to go for conventional class room training, the opportunities for training online has boomed. The Training department has been quick to capitalize on this opportunity and after trial runs within the company, paid webinars and online training programs for external customers have been hugely successful and this year there will be exponential growth in this business.

First web-seminar organized on July 17, 2021 on “Flexibilization of Thermal Power Plants”. A hundred and fifty-two (152) delegates from CEA, NTPC, BEE, BHEL, JCOAL, RVUNLs, Mitsubishi Power, JSW and various organizations across India attended the webinar. A very positive feedback received from participants.



Webinar on flexibilization of thermal power plants

First online paid training program on national level conducted on November 18, 2021 on **“Boiler tube failure mechanisms and their corrective and preventive actions”**. Though program was planned for power plant O&M managers and engineers, but a good number of people participated from Engineering, Quality Assurance and Chemistry also. Fifty-one persons from various organizations like MSPGCL, NTPC, BHEL, CESC Ltd., Haldia Energy Limited, etc. attended the program with interactive Q&A session at the end. A very positive feedback received from participants.

Second online paid training program conducted on December 23, 2021 on **“Effective Measures for Boiler Performance Enhancement in Coal-based Power Plants”**. Forty-four (44) persons from various organizations like NLC, DVC, BHEL, CESC Ltd., Jindal India Limited, Jindal Power & Steel, etc. attended with interactive Q&A session at the end. Program appreciated by the participants.

Simulator based training in remote mode conducted for VL, JSG and HMEL sites. A hundred and twenty-two (122) engineers trained on plant start-up, shutdown and emergency handling scenarios.

Training programs organized for O&M sites as per their development needs, mostly in online mode, on topics like Indian Boiler Act & Regulations, FGD System, Turbine Governing system, Condition-Based Monitoring, Sustainability Assurance Program in Power plants, Best O&M practices in thermal power plants, Emergency Handling in Power Plants, Certified Reliability Engineer, PTW System, Communication skills & E-Mail etiquettes, Presentation Skills, ISO 9001: 2015 awareness, Train the Trainer, etc. Total 74 programs organized and more than 1500 employees participated.



Train the Trainer program

Online training programs organized for clients; GETRI, DVC & APNRL on topics like Vibrations and Balancing of Rotating Machinery, Components of 270 MW Turbine, Coal Combustion & Clinkering Problems, Instrumentation & Control in Power Plants, Steam Turbine – O&M and Condition Monitoring with Case Studies, etc. Total 20 programs organized and more than 350 engineers participated.

Online training programs organized for HO employees as per Training needs on topics like Plant Profitability Improvement with Lean Approach, Enterprise Risk Management, Leadership Skills, ISO 9001: 2015 Awareness, Advanced Excel, NDT level 2 certification course, Introduction to Codes & Standards for Material Testing. Total 10 programs organized and 64 employees participated.

One-year induction training program for 14th batch of 25 Graduate Engineers Trainees was commenced on June 14, 2021 in online mode. Twelve weeks theoretical program including practical aspects of thermal power plants concluded.

Eight months induction training program for the 1st batch of 11 experienced engineer trainees commenced on April 5, 2021 in online mode and was concluded successfully with final assessment.

T&D and Project Development

A major breakthrough was achieved by the award and satisfactory execution of a T&D assignment in Bangladesh, which was a collaborative effort between the T&D department, the ET and ST departments. Significant investments are expected in T&D in India and South Asia in the coming years and appropriate organizational changes have been made to enhance the status and structure of the T&D department to fully capitalize on the opportunities in this field.

Kick-off and contract-signing meeting attended on March 14, 2021 at Power Division, Dhaka in Bangladesh for grid reliability study for grid integration of renewable energy into the national grid of Bangladesh.



Kick-off and contract signing meeting at Dhaka

765 kV S/C Ghatampur Greater Noida Transmission Line (GGNTL) achieved COD.

Final detailed feasibility report for proposed R-LNG-based captive power plant at Konkan LNG terminal submitted to Konkan LNG Limited.

Grid reliability study for integration of renewable energy into the national grid of Bangladesh: Submitted final report to Additional Secretary (planning), Power Division, Bangladesh

1st project on E Mobility – Deployment of electric buses and allied infrastructure for inter-city bus services in Uttar Pradesh – Lenders’ Engineer for PFC:

- Due Diligence report submitted to PFC.

Grid reliability study for integration of renewable energy into the national grid of Bangladesh.

- Study tour was successfully organized for the delegates from various agencies of Government of Bangladesh.



Study Tour for delegates from Bangladesh

525 MW coal-based thermal plant of SEPC – Lenders’ Engineer for PFC

The plant is scheduled to declare COD on Nov 30, 2021. Technical survey of 190 MW gas-fired combined cycle UBUNGO power plant (UPP) at Tanzania in Africa

- Final condition assessment report submitted to UPP.
- 765 KV and 400 KV transmission line of the ADANI Group – PMA:
- Construction of 765 KV SC Ghatampur – Hapur transmission line completed and the COD is expected in the 2nd week of January 2022.

Human Resources

The demobilization and mobilization exercises along with the shifting pattern of our projects and the challenges of working from home have resulted in major challenges for the HR department. They have handled this with amazing efficiency and based on the fresh demands, are now finalizing a state of art HR software package to make our processes in tune with the demands created by having to operate as a flexible and nimble organization.

There is conclusive evidence supporting the fact that Yoga brings about noted changes in behavior by helping to manage stress better, improve flexibility and strength, improve posture etc. Keeping this in mind as part of our Corporate Employee Engagement Initiative, a Yoga session was organized on Friday, July 30, 2021 at the Noida office, in which employees and their family members, who were willing, participated both physically and through online. Keeping in mind the COVID-19 protocols, arrangements were made only for 10 (ten) persons in the basement of A-30 building at Noida. Others willing to participate logged in through MS Teams and attended the session.



Employees participating in the Yoga session

Induction on MEDICLAIM policy

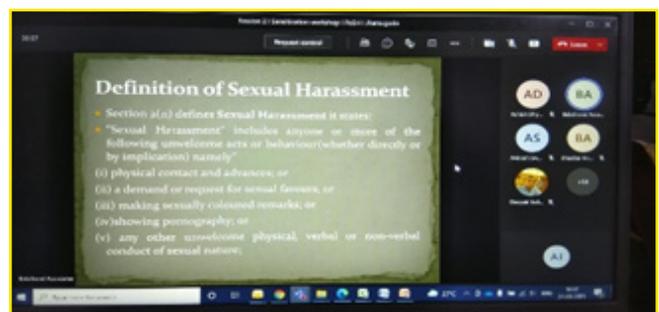
Multiple online sessions on 'Induction on MEDICLAIM policy' were organized at the corporate office and site offices on August 26, 2021. The aim of the session was to inform employees about the various benefits in Group MEDICLAIM (GMC), take them through the mobile application, the claim process etc. The sessions were conducted by Mr. Om Prakash, representative of the insurance company.

POSH Awareness Session

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly referred to as the 'POSH Act' is an Indian law enacted with the objective of making workplaces safer for women by preventing, prohibiting and redressing acts of sexual harassment against them in the workplace. In this regard, we organized two sessions for the staff currently at Jharsuguda so that they are aware of the various norms of the Act. The session was conducted by Advocate Ms. Madhuri Bakshi, who is also our external committee member of POSH.



Yoga session at Noida office



Session on POSH awareness



Employees participating in the Yoga session

Online interactive sessions with doctors on handling children-related issues during COVID-19

The COVID-19 pandemic has upended the lives of families around the world. The lives of children have been turned upside down by this pandemic – between remote schooling and being confined in their houses, children's routines are anything but routine leading to them confronting a devastating and distorted new normal. In the recent past,

we have heard a lot about COVID-19 and symptoms in grown-ups and adults, but how does COVID-19 impact children? Keeping this in mind as part of our Corporate Employee Engagement Initiative, we organized an online interactive session, wherein employees and their family members had participated. The session was conducted by Dr. Lalita Kanojia and Dr. Vivek Gupta from CK Birla Hospitals RBH, Jaipur. The session focused on:

- How to prepare children in case of COVID?
- Do we need to have Flu shots for children?
- Building nutrition and immunity in children
- Emergency care to manage children if they get infected

Eye and Dental Camps

On October 7 and 8, 2021, an Eye and Dental Camp was held for employees based at Corporate Office, Noida. The camp covered the following:

- Eye checkup: Eye vision, power of the eye checkup
- Dental checkup: Basic dental checkup, 3D checkup for braces, etc.



Eye and dental camp at Noida office

Festive Celebrations

Deepavali gets its name from the row (avali) of clay lamps (deeps) that we light outside our homes to symbolize the inner light that protects from spiritual darkness. The festival basically signifies the victory of good over evil. The festival for some also coincides with harvest and new year celebrations. It is a festival of new beginnings and the triumph of good over evil and light over darkness. It is widely celebrated across India.



Diwali celebrations at Noida office

To celebrate the festival in spirit, we had come dressed to office in our traditional ethnic wear on November 3, 2021. Sweets boxes were also distributed to all.

Employee Contributions



The Next Twenty Years – Transforming into a Clean and Green Energy Company.

The Indian electricity sector is presently going through a major transformation. Due to focus on climate change, the demand for electricity from renewable sources, especially from wind and solar energy, has been increasing steadily and is projected to grow much faster in the coming years.

We have to look towards new opportunities, such as solutions for meeting challenges in implementing flexible operation in thermal power plants, O&M contracts in the renewable energy sector, solution for energy storage devices (batteries), training solution for companies' employees for future energy sources, such as energy storage solution, solar PV, green energy sources, tie-ups for providing super-charging solution for electric vehicles, etc.

Solution for meeting challenges in implementing flexible operation in thermal power plants.

A flexible operation would require the following measures that can be taken at the plant level:

- Raise the awareness of flexible operation
- Identify shortcomings of flexible operation and consult OEM.
- Plan and execute test run to evaluate plant flexibility potential
- Optimize I&C systems and automate control procedures
- Implement mitigation measures to manage the consequences of flexible operation
- Optimize combustion and improve coal quality.
- Improve plant efficiency at part loads and dynamic behavior of the plant.

Operation and maintenance contract of renewable energy sector

Renewable energy offers a range of benefits including offering a freely available source of energy generation. With the growth of the sector, there has also been a surge in job creation to develop and install the renewable energy solutions of tomorrow.

Solution for energy storage (battery)

Renewable energy sources depend upon time. When the sun sets, we cannot generate solar power and also if the wind doesn't blow, we cannot generate enough wind energy. For this reason, large energy storage solutions are required to ensure there is enough power when renewable energy source is not available.

Training solution for companies' employees on future energy sources – energy storage solution, solar PV, green energy sources, etc.

Proper classroom and practical training programs will develop the skilled manpower to contribute towards the growth of future energy sources.

Tie ups for providing super-charging solution for electric vehicles

In India, the issue with EVs is a lack of charging infrastructure, battery range and limited battery technology, which makes the batteries very expensive. We consider these as an opportunity to find solutions for fast and convenient charging stations and do tie-ups with the service provider companies.

Ravindra Sonkusare
AGM (Operations)
Jharsuguda

Integration of Renewable Energy with Fossil Fuel-Based Energy

The transition from fossil fuel to renewable energy (RE) sources is imminent. High on the energy transition agenda is the need to reduce the environmental impact and emission from carbon-intensive industries. There have been numerous global efforts putting pressure on fossil fuel reduction to heal the ailing earth's atmosphere.

However, this is not an overnight journey considering the current Indian energy scenario.

Installed Generation Capacity (Fuel-Wise) as of November 2021.

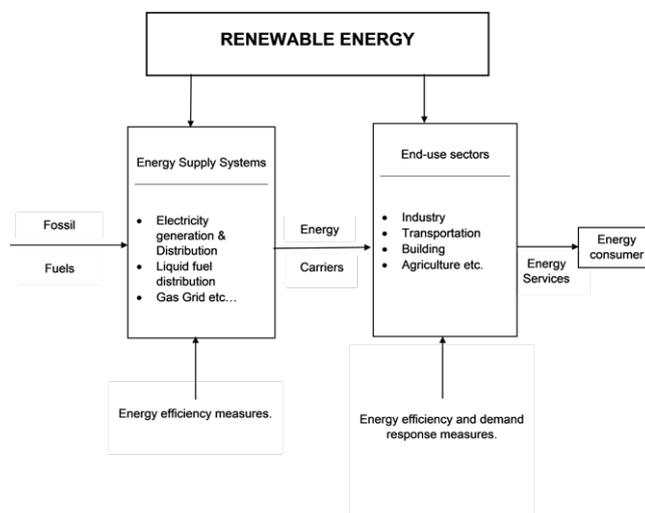
Sl. No.	Installed capacity	MW	% of share in total
1	Total Installed capacity (fossil & non-fossil fuel)	3,92,017	100
2	Total fossil fuel (coal, lignite, gas, diesel)		59.9
3	Renewable energy (including hydro-energy)		38.4
	Break-up of RE		
	Hydro		11.9
	Wind		10.2
	Solar		12.4
	BM/Cogen		2.6
	Waste to Energy		0.1
	Small Hydro		1.2
4	Nuclear		1.7

(Data source: Ministry of Power, Government of India).

To achieve higher renewable energy shares than the low level typically found in present scenario, the Indian energy supply system requires additional integration efforts over the long term.

Improved overall system efficiency and higher RE shares can be achieved by the increased integration of a portfolio of RE resources.

Given below is an example of PATHWAY for RE integration to provide energy services for use by end-use sectors:



The government of India is following a two-arms approach to cater to energy demand while ensuring minimum growth in CO₂ emission so that global emission does not lead to an irreversible damage to the earth system.

On the generation side, the government is promoting larger use of RE mix mainly through solar and wind. On the other hand, efforts are being made to efficiently use the fossil fuel energy through various innovative policy measures under the overall ambit of the E.C Act.

India's energy demand was projected to increase by almost 50% between 2019 and 2030. But after the COVID-19 pandemic, growth over this period now would be closer to 35%. The pandemic has put some of India's hard-won gains in the fight against energy scarcity at risk.

Despite everything, India's size and dynamism will keep it at the heart of the global energy system. Solar power is set for explosive growth in India and the share of coal in the overall energy mix will decline steadily.

Over the years, STEAG has stood for efficient and reliable power generation. With the transformation process, STEAG is now opening up new business areas & markets. STEAG sees a high growth potential in decarbonization of energy industry.

P. K. Guin
Site Incharge
SESI Barauni

Long Service Awards



Employees with 20 years of service



For me, it has been a sheer delight to serve SESI for 20 long years. I have come a long way since the inception days of the company and I still foresee a future full of possibility and excitement. This gives me even more motivation to continue this journey. I take pride in saying SESI and everyone associated with it is my extended family. My 20 years journey at SESI has been very fulfilling to me both personally and professionally. I appreciate the role of each and every member of STEAG, who have helped me during this wonderful journey. I wish that the upcoming year brings SESI many more stellar opportunities and may we achieve even better results.

M. K. Gupta
Hazira



Struggle teaches you a lot of things. It's an immense source of enthusiasm and ecstasy for me to have witnessed a roller-coaster ride during my 2 decades association with STEAG.

J. K. Bhardwaj
Jharsuguda

Employees with 15 years of service



Rakesh Mishra
Noida

I joined STEAG in October 2006 as Senior Manager in the Engineering department. In 2012, I took additional charge as Head of the Business Development department along with Project Development and later become Executive Director. In the last fifteen years, I provided consultancy services to almost all the major power utilities, government and private financial institutions including World Bank, Asian Development Bank, European Union, CERC, BEE, CEA and PFC. Since 2012, I have been actively involved in major business development for STEAG India and played a key role in acquisitions for O&M and engineering assignments. In the Business Development department, I explored new markets and started various vertical services like Lenders' Engineer, Energy Audit, Transmission and Distribution, Asset Valuations, Due Diligence and services in Hydro and E-Mobility. In STEAG, I also got an opportunity to travel to many countries like Germany, Japan, Bangladesh, Zimbabwe, Dubai, Zambia Singapore and Tanzania for assignments and business development purpose.



D V Mahida
Hazira

It's a wonder how fast time flies. But yes, it's also a fact that I have completed 15 golden years of my service in SESI. I am thankful to the entire management of SESI to provide me with such a wonderful workplace, which has given me a very conducive environment for learning, growing and prospering. I would summarize my journey with STEAG in 3 words: Progressive, Learning and Evolving. My overall association with STEAG has really been fantastic and I'm incredibly grateful for the opportunities I have been given by the SESI management. My best wishes to every member of the STEAG family and I wish that this organization keeps growing and evolving till eternity.



Shakil Koyal
Dahej

I am very glad and excited to be associated with STEAG since August 2006 and this is my first company. I joined as a control room engineer and was posted in GSEG Hazira, where I gained hands-on experience to operate a power plant. After that, I was transferred to Noida head office, where I was involved in various basic and detailed engineering projects and which gave me an opportunity to visits different places of India during execution of the projects. Also, I was involved in erection and commissioning projects. STEAG has given me an opportunity to work in oversee projects and it was a great technical and cultural exposure for me to further enhance my profile. In STEAG, I got good work exposure and experience in various field and also got technical guidance and motivation from my colleagues. It is a great pleasure and a proud moment for me to continue working with SESI with more dedication and best effort to achieve goals. I want to thanks my colleagues and the management, who supported me in the best possible way during my journey and wish STEAG and my colleague's great success in near future.

Employees with 15 years of service



I feel proud to be a family member of STEAG and completing 15 years of my services. I do not know how fast these years passed. But one thing is sure that these all years were incredible for me. I worked in every kind of situation and always tried to give my 100% to this company.

Baiju Antony
Bathinda



I am Ketan J. Patel, and I gained good technical as well as managerial knowledge during my 15 years journey with STEAG. Each role that I changed within the company has helped me to build my confidence & team work spirit. I am very much thankful to the company management, seniors and colleagues for making my journey satisfactory.

Ketan Jayantibhai Patel
Hazira



I have been associated with STEAG for 15 years. During this period, I have learned a lot of technical and managerial skills with an active interaction and participation in the various projects and jobs provided to me. I have enjoyed and learned a lot of things since my induction as a graduate trainee to my current designation with active support and guidance provided by my seniors and colleague's, I would like to thank STEAG management for everything.

Dineshchandra Bhikhabhai Panchal
Hazira



Thank you so much for this honor and recognition of my service to our esteemed organization. I am truly humbled to be in the company of people, who have inspired me, who have helped shape my thinking, who have helped me realize the potential of my profession to truly make a difference. As Confucius once said "Choose a job you love, and you will never have to work a day in your life." Thank you again for this honor and the opportunity to share my thoughts and memories. I hope I will continue to do my best for the company and experience a huge success. Thank you!

Israel S Shettiyar
Hazira

Employees with 15 years of service



At STEAG Hazira, a beautiful and prospering journey throughout the 15 years and many more to come....

Deepak M. Agrawal
Hazira



I have been working with STEAG for 15 years now. My experience in STEAG has been so much enjoyable, thanks to all the staff members of STEAG for support.

Satish Kumar M Patel
Hazira



Thank you so much for this honor. I am truly humbled to be in the company of people who have inspired me, who have helped shape my thinking, who have helped me realize the potential of our profession throughout my association with STEAG. In particular, I just want say thanks to Dr. J. T. Verghese and Mr. Werner Renk for helping me reach my goals. I could not have done it without their support and advice.

Sukhdev Singh
Bathinda



I have experienced very good, supporting and motivational working culture during my 15 years long service with STEAG, which, in itself, is an indicator of my job satisfaction with this organization. Thank you.

Vinod Kumar S Patel
Hazira

Employees with 15 years of service



I feel privileged for my association with STEAG and support from my colleagues and especially the leaders of the company.

Pravin Kumar S Patel

Hazira



Grateful to be a part of the astonishing the STEAG Team. My 15 years journey with STEAG has been incredible and mesmerizing throughout. Thanks to the management for the support for converting mistakes into valuable experiences, this made me more productive and efficient.

Nisha Chandran

Noida



Helped me in making my identity and I prospered in my professional and personal life.

Satishbhai P Maisuriya

Hazira



I am happy with my complete 15-year journey in STEAG.

Girish Kumar J Prajapati

Hazira

Employees with 15 years of service



I've enjoyed my journey throughout these 15 years. I'm grateful to the SESI management, who have made me feel my workplace my second home.

Rajesh Kumar M Patel

Hazira



Let's begin the next 15! Think positive and be positive. Thank you SESI for everything. Let us grow together.

Bharat Kumar J. Patel

Hazira



I have been working since the past 15 years in STEAG. My experience in STEAG has been very nice. I thank the STEAG management for all the support.

Rasikbhai Ganeshbhai Patel

Hazira



Many thanks for the long service award. I have truly enjoyed my journey at STEAG have learned a lot during this period.

Praveen Kumar Ambastha

Noida

Employees with 15 years of service



Tajesh Chugh

Noida

It gives me immense joy and happiness as I complete my 15 years at STEAG. These 15 years can be defined as a kaleidoscope of happy and best memories of my life, new friends and relations I have found in terms of my colleagues, with whom I have worked here. Over the last fifteen years, the IT domain has undergone massive changes like restructuring, globalization and digitization etc., making it a small world. Pandemic has been another challenge, which we were able to successfully overcome. I feel our organization has become stronger and dedicated than ever before. I am lucky to have such a fantastic team of dedicated and loyal employees under the STEAG umbrella. I thank the management, my team and every single staff member to make this day possible.



Rakesh K Mishra

Hazira

I started my career in STEAG in 2001 from Hazira; left for few years and rejoined in year 2006 for overseas project at Nigeria. Came back to Hazira in 2008 and continuing since then here. It has been my honor and privilege to work for the company at various location and positions. Many varied responsibilities were given at different locations, in these years; which have been successfully accomplished with God's grace and the support of STEAG management. I offer my heartfelt gratitude to STEAG's Senior Management and specially Dr. Verghese, who showed confidence in me and bestowed their unending support. I hope this continue in future too and I will be able to perform to the best of my abilities in the years to come.

Employees with 10 years of service



Ammar Obaidullah
Noida



Somi Kanta Bhuyan
Jharsuguda



Sheo Prasad
Noida



Ashish Kr. Srivastav
Bathinda



Ramakrishna Kondapalli
Bathinda



Ram Badan Prasad
Kashipur



Manu Thomas
Visakhapatnam



Mehul Kumar R. Patel
Hazira



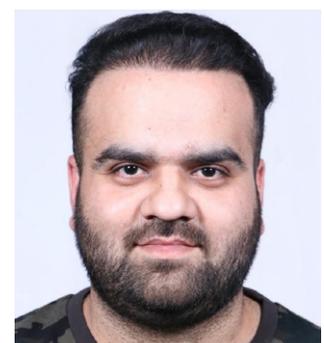
Kailash Singh Adhikari
Noida



Dinesh Kumar
Bathinda



Gurbir Singh
Bathinda



Viresh Shaunak
Bathinda

Employees with 10 years of service



Arvind Singh
Jharsuguda



Raghuvir Singh
Bathinda



Arun Kumar V
Cochin



Shivadani Yadav
Visakhapatnam



Omkar Singh
Kashipur



Rakesh Tripathi
Bathinda



Jashobanta Dash
Jharsuguda



Ratnesh Kumar Shukla
Bathinda



Amit Pandey
Kashipur



Atul Khare
Bathinda



Lalatendu Pattanayak
Bhubaneswar



Ram Kumar
Visakhapatnam

Employees with 10 years of service



Mahesh Chandra Mishra
Bathinda



Balkrishna Mishra
Barauni



Aswini Kumar Nayak
Visakhapatnam



Karaka Appa Rao
Visakhapatnam



Khirode Kumar Swain
Visakhapatnam



Sunil Kumar Satpathy
Visakhapatnam



M. Senthil Kumar
Hazira



Arvind Kumar Singh
Noida



Puneet Pal
Bathinda



Debadatta Barik
Jharsuguda



Deepak Kumar Sasmal
Visakhapatnam



Kamala Kant Sethy
Visakhapatnam

Employees with 10 years of service



Narava Sreenu
Visakhapatnam



Ranjit Kumar Parida
Visakhapatnam



Sadhu Simhachalam
Visakhapatnam



Anadi Charan Bisoyi
Visakhapatnam



Sanat Kumar Sahoo
Visakhapatnam



Bhakta Bachala Behera
Visakhapatnam



Suresh Kumar Mishra
Visakhapatnam



Salapu Umamaheswara Rao
Visakhapatnam



Killi Ramu
Visakhapatnam



Bishnu Charan Panda
Visakhapatnam



Gudivada Satya S S Baba
Visakhapatnam



Rajadurai Kumaran
Visakhapatnam

Employees with 10 years of service



Tyril Burke
Jharsuguda



Lokesh Kumar Sinha
Noida



Vineet Kumar Jha
Noida



Pawandeep Singh Suhi
Bathinda



Gurpal Singh
Bathinda



Pasupulati Bhavani Shankar
Visakhapatnam



Nandiki Shankar Reddy
Visakhapatnam



Hamdeep Singh
Bathinda



Sirisett Bhaskar Rao
Visakhapatnam



Bheemeswara Rao Gedla
Visakhapatnam



Bandaru Ayyababu
Visakhapatnam



Karan Kumar Goyal
Bathinda

Employees with 10 years of service



Ravaldeep Singh
Bathinda



Shalini Nair
Noida



Gurpreet Singh
Bathinda



Mitesh Kumar B Patel
Hazira



Himanshu V Patel
Hazira



Hirenkumar M Hiteshbhai
Hazira



Gagandeep Singh
Bathinda



Sandip Kumar J Sarang
Hazira



Aripaka Apparao
Visakhapatnam



Dharmendra Choudhari
Visakhapatnam



Samminga Appalaraju
Visakhapatnam



Shirish B Patel
Hazira

Employees with 10 years of service



Rajendra Prasad
Jharsuguda



Naveen Kumar Gupta
Noida



Prafulla Kumar Kar
Jharsuguda



Sanyasi Rao Karri
Visakhapatnam



Ramanand Sharma
Bathinda



Subas Kumar Sahu
Jharsuguda



Ruttala Chinapalavelli
Visakhapatnam



Bhaskar Sativada
Jharsuguda



Manoranjan Muduli
Jharsuguda



Subhankar Kanungo
Jharsuguda



Ravi Shankar
Hazira



Krishna Ji Prasad
Noida

Employees with 10 years of service



Jayamani Thangamani
Noida



Rajiv Kashiramji Dhenge
Kashipur



Narendra M Sharma
Hazira

Employees with 05 years of service

Sl. No	Name	Location
1	Praveen Kumar	Barauni
2	Gaurav Kumar	Barauni
3	Chitranjan Singh	Barauni
4	Monu Shrivastava	Barauni
5	Prakash	Barauni
6	Ravi Kumar	Barauni
7	Sunil Kumar	Barauni
8	Mani Bhushan	Barauni
9	Mukesh Kumar	Barauni
10	Jitendra Yadav	Barauni
11	Kirti Prakash Singh	Barauni
12	Birendra Kumar Lal	Barauni
13	Jagannath Sahoo	Barauni
14	Vinay Kumar Jha	Barauni
15	Komal Singh	Bathinda
16	Chitransh Saxena	Bathinda
17	Rajesh Kumar Chaturvedi	Bathinda
18	S Meenakshi Nathan	Bathinda
19	Pravin Singh Sisodia	Bathinda
20	Saurabh Satyaprakash Sharma	Bathinda
21	Md. Quasar Razee	Bathinda
22	Pardeep Kumar	Bathinda
23	A. Sathish Innacent	Bathinda
24	Palikila Surya Venkata Ravi Kumar	Bathinda
25	Sujit Kumar	Bathinda

Employees with 05 years of service

Sl. No	Name	Location
26	Mani Krishna Pilli	Botswana
27	Ashok Kumar Nayak	Darlipalli
28	Sandeep Singh	Darlipalli
29	Kamlesh Sad	Darlipalli
30	Vennela Teja	Gadarwada
31	Chandan Kumar Tiwary	Harduaganj
32	Ramachandara Reddy	Harduaganj
33	Harjeet Singh	Harduaganj
34	Shiv Pratap	Harduaganj
35	Rajneesh Kumar Srivastav	Harduaganj
36	Md. Zulkar Nain Muhadish	Harduaganj
37	Melipaka Nagabhushanam	Harduaganj
38	Vijay Kumar	Hazira
39	Satish Kumar Chauhan	Hazira
40	Sandeep Kumar	Hazira
41	Pavan Kumar Tiwary	Hazira
42	Nilamber Lal Sahu	Hazira
43	Kumar Abhishek	Hazira
44	Bipinkumar Babarbai Patel	Hazira
45	Jignesh Bhai Patel	Hazira
46	Mahesh Kumar Manchhabhai Patel	Hazira
47	Shantilal Motiram Patel	Hazira
48	Shantubhai Jamunabhai Patel	Hazira
49	Vikash Bhagubhai Patel	Hazira
50	Ashvinbhai Chimanbhai Patel	Hazira

Employees with 05 years of service

Sl. No	Name	Location
51	Satishkumar M Patel	Hazira
52	Santhosh Kumar K	Hazira
53	Upendrabhai Rathod	Hazira
54	Roshan Sahadevbhai Parmar	Hazira
55	Maheshkumar Karamsingbhai Prajapati	Hazira
56	Rajendrasinh K Chauhan	Hazira
57	Vijay Kumar Tata	Hyderabad
58	Bibhuti Bhushan Biswal	Jharsuguda
59	Lalu Singh	Jharsuguda
60	Ram Ekbal Ram	Jharsuguda
61	Jagadish Nayak	Jharsuguda
62	Bhaskar Anand	Jharsuguda
63	Praneeth Kumar Reddy Sirigireddy	Jharsuguda
64	Balakant Kumar Bharti	Jharsuguda
65	Dilip Kumar Mahto	Jharsuguda
66	Santosh Kumar Behera	Jharsuguda
67	Dinesh Sah	Jharsuguda
68	Pramod Kumar	Jharsuguda
69	Khemraj Singh Rajput	Jharsuguda
70	Gopal Singh	Jharsuguda
71	Sandip Kumar Sah	Jharsuguda
72	Abhishek Tripathi	Jharsuguda
73	Jugraj Singh	Jharsuguda
74	Ram Kanta Das	Jharsuguda
75	Manoj Kumar Singh	Jharsuguda

Employees with 05 years of service

Sl. No	Name	Location
76	Santosh Kumar Pandey	Jharsuguda
77	Ashish Dhyani	Jharsuguda
78	Sujeet Kumar Prajapati	Jharsuguda
79	Amar Nath Rai	Jharsuguda
80	Sucharita Adabar	Jharsuguda
81	Rahul Singh Jhala	Jharsuguda
82	Gopal Bhai Sojitra	Jharsuguda
83	Abhishek Bhaskar	Jharsuguda
84	Narayan Sahoo	Jharsuguda
85	Sandip Mahapatra	Jharsuguda
86	N N K Sai Kishan	Jharsuguda
87	K. Amit Kumar Dora	Jharsuguda
88	Sanjeev Kumar	Kashipur
89	Manish Kumar	Kashipur
90	Arvind Kumar Pandey	Kashipur
91	Narasimha Murthy Guntreddi	Kashipur
92	Bibhash Kumar	Kashipur
93	Kumar Praveen Sunkara	Kashipur
94	Jaimin Jagdishbhai Patel	Kashipur
95	Reddy Rama Dasu	Kashipur
96	Rahul Kumar Choubey	Kashipur
97	Dora Ramakrishna Telagareddy	Kashipur
98	Arul Enoc Martin	Kashipur
99	Kamal Kumar	Kudgi
100	Rabindra Kumar Sahoo	Lanjigarh

Employees with 05 years of service

Sl. No	Name	Location
101	Amit Singh	Meja
102	Bagesh Datt Mishra	Meja
103	Shashi Ranjan Singh	Meja
104	Bhuwan Chandra	Noida
105	Deepak Agarwal	Noida
106	Samaresh Nandi	Noida
107	Kamal Sardana	Noida
108	Arthur Devadhayavu A	Noida
109	Siddharth Kaushik	Noida
110	Rupa Paul	Noida
111	Isha Bedi	Noida
112	Mukesh Kumar Gupta	Noida
113	Vineet Tiwari	Noida
114	Binu Kesavan Nair	Noida
115	Thakor Prasad Pandey	Noida
116	Ankit Singh Rawat	Noida
117	Sweta Pradhan	Noida
118	Asoke Kumar Mukherjee	Noida
119	Rajnish Kumar	Thoothukudi On Bench
120	Sanjay Kumar	Thoothukudi On Bench
121	Santosh Kumar Choudhary	Thoothukudi On Bench
122	Rangarajan Raman Ayyangar	Thoothukudi On Bench
123	Ranjeet yadav	Thoothukudi On Bench
124	Badripati Jagamohan Rao	Visakhapatnam
125	Gudiya Ramachandra Rao	Visakhapatnam

Employees with 05 years of service

Sl. No	Name	Location
126	Kanchipati Eswara Rao	Visakhapatnam
127	Anil Kumar Velugula	Visakhapatnam
128	Rambabu Gajji	Visakhapatnam
129	Koppaka Sravankumar	Visakhapatnam
130	Mylapalli Kondayya	Visakhapatnam
131	Pinninti Sai Kumar	Visakhapatnam
132	Varre Somu Naidu	Visakhapatnam
133	Tammaya Narthu	Visakhapatnam
134	Mediseti Jagannadha Rao	Visakhapatnam
135	Chandala Tulasi Rao	Visakhapatnam
136	Rapaka Prasada Rao	Visakhapatnam
137	Mukesh Kumar	Visakhapatnam
138	Tirupati Rao Kodipatruni	Visakhapatnam
139	Jayakumar Arjunasamy	Visakhapatnam
140	Ranjeet Yadav	Visakhapatnam
141	Shaik Mohammed Farooq	Visakhapatnam
142	Narasinga Rao Vennela	Visakhapatnam
143	Pappala Syam	Visakhapatnam
144	Rambali Gupta	Visakhapatnam
145	Vinod Kumar Juvvanapudi	Visakhapatnam
146	Komara Ashok	Visakhapatnam
147	Kundrapu Raju	Visakhapatnam
148	Appala Raju Nakka	Visakhapatnam
149	Nooka Reddy Pitta	Visakhapatnam
150	Nagareddy Pala	Visakhapatnam

Employees with 05 years of service

Sl. No	Name	Location
151	Dasari Pydireddy	Visakhapatnam
152	Srinivasa Rao Chukka	Visakhapatnam
153	Nagaraju Kolli	Visakhapatnam
154	Basa Mohan Kumar Reddy	Visakhapatnam
155	Vaka Appala Reddy	Visakhapatnam
156	Battu Naga Reddy	Visakhapatnam
157	Nakka Srinivasa Rao	Visakhapatnam
158	Yanamareddy Appalareddy	Visakhapatnam
159	Patchipulusu Satish	Visakhapatnam
160	Kolli Surya Prakash	Visakhapatnam
161	Pitta Kishore Reddy	Visakhapatnam
162	Saripalli Arun Kiran	Visakhapatnam
163	Ammoru Merugu	Visakhapatnam
164	Kurma Durga Rao	Visakhapatnam
165	Tirumalaraju V S Surya Kiran Varma	Visakhapatnam
166	Koncha Venu	Visakhapatnam
167	Mopada M M V Roop Sagar	Visakhapatnam
168	G Prabhakar	Visakhapatnam

OBITUARY

Sad demise of our employees as a result of COVID

Noida HO

Mr. G. Kumaraswamy was working as Senior Manager with STEAG Energy Services India since June 2007 in Energy Technologies division at Noida office. He was associated with many projects including his short deputation to Botswana. We lost him to COVID-19 on May 24, 2021. He is survived by his wife, son and daughter.



Singareni

Mr. Thalapally Satyanarayana was working as an Operator with STEAG Energy Services India since December 2016 at STPP, Pegadapalli site. We lost him to COVID-19 on May 02, 2021. He is survived by wife, son and daughter.



SOMC

Mr. Desula V. A. S. N. Naidu was working as Engineer in the Operations department at STEAG Operations & Maintenance Company, Vizag since August 2016. He was managing the CHP shift operations independently. We lost him to COVID-19 on April 29, 2021. He is survived by his wife.



Mr. G. Sreerama Murty was working as Additional General Manager in the Operations department at STEAG Operations & Maintenance Company, Vizag since April 2015. He was heading the CHP O&M department. We lost him to COVID-19 on May 01, 2021. He is survived by his wife, son and daughter.



Mr. Vempada Ananda Reddy was working as Assistant Technician in the Operations department at STEAG Operations & Maintenance Company in July 2015. He was also a qualified fire officer and a first-aid trainer. We lost him to COVID-19 on May 02, 2021 He is survived by his wife and two daughters.



Sad demise other than COVID

Mr. Koteswara Rao Gembali was working as Assistant Manager – Finance at the CEPL, Thoothukudi site. He joined STEAG on February 20, 2020 at STPP, Telangana site. We lost him on January 26, 2022 after his long battle with cancer for the last 2½ years. He is survived by his wife and two sons.





STEAG Energy Services India Pvt. Ltd.
Annual Newsletter
2022