REIMAGINING MOBILITY with YOU

SUSTAINABILITY REPORT 2020-21
Dear Stakeholders,

It is my great pleasure to present you the second edition of the Annual Sustainability Report for KPIT Technologies.

What can I say about the past year that hasn’t already been echoed across the world? Just as with everyone else, we at KPIT had to face the difficulties brought forth by the pandemic. It has caused us to adapt even further to the changing work environment, and indeed, to a changing world.

Having said that, I believe the past year has only served to accelerate the once-in-a-century transformation that the automotive industry is undergoing due to the CASE megatrends- Connected, Autonomous, Shared, and Electric. These trends are poised to bring down carbon emissions, protect the environment, and increase life safety and security! The world of mobility is changing for the better, and KPIT is well-positioned to support that journey.

At its core, KPIT is a technology company working in the mobility domain with a passion for building technologies for a better world. Our worldview is expressed through our Vision: Reimagining Mobility with you for creation of a cleaner, smarter, and safer world. This vision forms the foundation of our approach towards our business and informs the community work that we do.

Towards that end, we have also aimed to adopt a ‘Culture of Excellence’ within the organization, founded upon inculcating 7 Behaviors that can help transform the way we work and the impact we have upon the world around us. Imbibing these behaviors, we are confident of fulfilling our vision for the automotive industry.

Looking Ahead

The year FY21 was a challenging one for everybody. The pandemic hit the economies across continents and posed a massive health challenge for governments across the globe. We focused strongly on employee well-being and upholding client commitments at the beginning of the year. We were nimble and adapted quickly to the changing environment and continued to contribute towards the success of our clients. We enabled 98%+ of our global workforce to work from home and deliver seamlessly to our clients, ensuring the safety of our employees. Though the first half was very challenging, we bounced back strongly to deliver a strong performance in the second half.

The automotive industry is changing rapidly, at a pace at which it has probably not changed in the last 100 years. While there is the pressure of reduced vehicle sales, major automotive OEMs across the globe are committing to investments in new technology areas of Electric, Autonomous, and Connected. Then there are new technology-led disruptors who are challenging the traditional OEMs in their own backyard. Software is the key differentiator, and the car is now popularly known as ‘Software on Wheels’. There are two key challenges the car makers need to address: one, how quickly and accurately can automakers implement software-led features so that their products reach markets in time while ensuring they do not lose market share or position and two, how can automakers ensure high quality, first-time-right delivery while keeping costs in check. KPIT plays an active role at this intersection, contributing to our strong partnership with OEMs, Tier-1s, and other mobility clients. The emergence of an Independent Software Integrator as a partner for OEMs and Tier1s will be more prominent. We believe that is where KPIT has its strength.

of global carbon emissions (IEA, 2018), the Connected, Autonomous, Shared, and Electric trends will help significantly in reducing this impact. Hence, leveraging our experience as a technology provider, we are working with our clients to create a cleaner, smarter, and safer world. Together with our clients, industry partners, and other stakeholders, we hope to create an opportunity for the automotive industry to lead the way towards a sustainable future.

This focus on sustainability is deeply embedded in the company’s vision and the psyche of our employees. The work that we do for our clients reflects this drive, and the work we do for the environment echoes this passion. In the report below, we bring out all these aspects of our sustainability initiatives, which revolve around the 4Es– Environment, Education, Energy, and Employee Engagement.
Thus, looking ahead, we feel confident about our growth and overall performance. We have a strong balance sheet with healthy cash reserves. Our focus on Strategic Clients (T25) is helping us partner and grow with leading players in the mobility industry. We have improved our operating margins and will continue to focus on profitable growth, productivity improvement, and further fixed costs leverage to strengthen our operating metrics. We will also continue to invest in future technology areas that would help our clients achieve their technology goals. We believe the current focus and investments in new technology areas by the automotive OEMs will continue to grow in the coming years. This gives us good visibility of growth and optimism in the next 3-5 years, if not beyond. We stay committed to our clients’ success and employee well-being and thus bring comfort and contentment to all our stakeholders.

Report Overview
The Annual Sustainability Report covers several aspects of our sustainable journey, addressing the following major areas:

1. Introduction: Sustainability begins with the organization and how we govern, operate, and sustain it. Hence, this section covers the Company Profile, Financial Performance, Corporate Governance, and Management Practices which all contribute to the sustenance and growth of the organization.

2. Innovation in KPIT: The automotive industry, where our focus lies, is in the eye of the storm when it comes to sustainability. Hence, in adherence to our Vision, we are actively engaged in changing the unsustainable image of the industry. We do this through our innovation initiatives, whether the Patents Filed, numerous Technical Publications, or automotive ecosystem Partnerships.

3. Sustainability in Business Operations: The sustainable perspective is present not only in the work we do but also in our business operations. This section describes how we operate our organization, campuses, and resources for a better and cleaner environment.

4. Community Initiatives: Going beyond our work and business operations scope, as a socially conscious organization, we also carry out several community initiatives for social upliftment. This section provides an overview of our CSR activities which focuses on the 4Es- Environment, Energy, Education, and Employee Engagement.

Thus, despite the pandemic, we are resolved to continue working resiliently on all these fronts to reimagine mobility and ensure a cleaner, smarter, and safer world. We look forward to another year of impactful action with your continued support.

Warm Regards,
Ravi Pandit
01 Introduction

1.1 Company Profile
1.2 Financial Performance
1.3 Geography Performance
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1.1 Company Profile

KPIT is a global technology leader with software solutions helping Global Automotive Leaders leapfrog towards an autonomous, clean, smart, and connected future. With 7000+ Automobelievers across the globe specializing in embedded software, AI, & digital solutions, KPIT enables customers to accelerate the implementation of next-generation mobility technologies. With development centers in Europe, the USA, Japan, China, Thailand, and India, KPIT works with 50+ OEM and Tier-1 leaders in the sector and is present where the ecosystem is transforming.

Within the automotive sector, our focus lies in three major verticals – passenger cars, commercial vehicles, and new mobility.

KPIT’s offerings are segmented into six practices: Autonomous Driving & ADAS, Electric & Conventional Powertrain, Connected Vehicles, Vehicle Diagnostics, AUTOSAR, and Vehicle Engineering and Design. KPIT focuses on software integration, possessing the necessary expertise to help accelerate product development and deployment. Focusing on specific areas aligned with industry trends to develop solutions, platforms, tools, and accelerators, KPIT helps its clients launch their products faster to market. In addition, KPIT has capabilities in feature development and system engineering.

Research and development are core to KPIT’s business strategy. Every year, about 4% of the topline is invested in technology incubation, co-innovating with customers, and collaborating with research labs and academia.

Internally, the organization has launched an initiative towards Living in the Culture of Excellence. Under this initiative, all employees work to adopt the following Seven Behaviors in their personal and professional life:

1. Learn Continuously
2. Seek Clarity
3. Push Back
4. Keep Commitments
5. Own Failures
6. Share Knowledge
7. Celebrate Success

By inculcating these behaviors, we hope to achieve our Mission Statements—becoming the leading Company in PRACTICES and PLATFORM business, delivering ZERO DEFECTS, being the BEST PLACE to grow, and having strategic relationships with all our CLIENTS— to the maximum possible extent!

Global delivery mechanism through our “Centers of Excellence”

Europe:
Munich, Coventry, Gothenburg
Wolfsburg, Dortmund, Amsterdam, Milan
and Stockholm

Americas:
Novi, MI
Columbus, IN
Betterndorf, IA
Belo Horizonte, Brazil

Asia:
Pune
Bangalore
Bangkok
Shanghai
Tokyo
Seoul
1.2 Financial Performance

FY21 was our second full financial year as an engineering services company focused on automotive and mobility. Given the pandemic-related disruption we faced during the start of the financial year, the company displayed a decent recovery in H2, resulting in an overall revenue decline of 9.6% Y-o-Y. Our $ revenue for the year stood at $274.8 Million.

Amongst verticals, Passenger car vertical de-grew by 7.5% Y-o-Y, and its revenue share went up from 75.1% in FY20 to 76.8% during the year. There was a 12.9% Y-o-Y de-growth in the Commercial Vehicles vertical with revenue share at 21.9% as against 22.7% in FY20. The revenue share of the New Mobility vertical declined from 1% in FY20 to 0.8% in FY21, with a Y-o-Y decline of 60%.

Looking at the Practices, Powertrain was the highest-growth for the year with 4.3% Y-o-Y growth and revenue share at 39.4%, increasing from 34.2% in FY20. AD-ADAS de-grew by 17%, with a revenue share of 21.1% in FY21, down from 23% in FY20. Our connected Practice declined during the year by 21.9% and had a revenue share of 11% in FY21.

We are very excited about our vision of Reimagining Mobility with you for creation of a cleaner, smarter, and safer world. This year we took further initiatives towards our mission under four key areas of Platforms and Practices, zero defect delivery, the best place to grow, and deepen our client engagement in our T25 customer. We continue to invest in the right practices and new technologies relevant to our strategic clients to differentiate KPIT as a Software Integration Partner further. Our processes are aligned to ensure first-time-right delivery to our clients and a continued focus on Engineering Productivity improvement. We continue to invest in net talent creation, individual career development, top talent retention & overall employee well-being with an aim to be the best place to grow.

1.3 Geography Performance

In FY21 Europe geography growth de-grew by 4.5% Y-o-Y growth, and its revenue share increased from 38.8% in FY20 to 41% during the year. The revenue share of the US changed from 41.6% in FY20 to 41.8% during this year while it registered a Y-o-Y contraction of growth of 9%. APAC region growth had the highest decline of 20.8% on a Y-o-Y basis as its revenue share came down to 17.2% from 19.6% in FY20. In European geography, the Passenger Car vertical showed a lot of resilience grew 0.2% Y-o-Y despite the pandemic-related disruptions.

1.4 Information about the Subsidiaries

KPIT has set up wholly-owned subsidiaries in Brazil, China, Germany, India, Japan, Netherlands, Singapore, Thailand, United Kingdom, and the United States of America. Further, the subsidiaries of KPIT have branches in South Korea, Sweden, Italy, and Beijing in order to give its local presence in the countries where its customers operate and also to service its customers more efficiently. Local presence has also helped the Company in building a diverse workforce.

1.5 Enterprises Risk Management (ERM) Framework

The Enterprise Risk Management (ERM) policy of KPIT is supervised by the Executive Board and adopts a systematic approach for effective risk management at all levels of the organization. ERM helps integrate risk management with company Strategy, Mission, and Business environment keeping in mind sustainability and business continuity. It enables the Company in measurement, mitigation, monitoring, reporting & review of the risks.

Risks identified are in the area of

- Strategic Risk
- Operational Risks
- Financial Risks
- Economic & Political Risk
- Legal & Compliance Risk
- Reputation Risk
- Data Privacy & Security Risk
- Physical security & Cybersecurity Risk.

In addition to the above risks, the Company has also taken actions to mitigate impact due to change in business & operating environment due to COVID-19. Please refer to a separate section on Enterprise Risk Management in the Annual Report 2020-21, available on www.kpit.com.
1.6 Industry Recognition, Awards, & Leadership

• KPIT has received an award for innovation from Marico Foundation as the top winner in their Innovate2BeatCOVID national challenge.
• KPIT has received the 18th FICCI CSR Award for KPIT Sparkle under Category 7 - Exemplary Innovation.

1.7 Corporate Governance and Management Practices

For KPIT, corporate governance entails managing business in a manner that is accountable and responsible to the shareholders. In a wider interpretation, corporate governance includes the company's accountability to shareholders and other stakeholders such as employees, suppliers, customers, and the local community. Corporate Governance implies an accurate, adequate, and timely disclosure of relevant information. Efficient, transparent, and impeccable Corporate Governance is vital for the stability, profitability, and desired growth of any organization's business. The importance of such corporate governance has now become more intensified, owing to ever-growing competition and rivalry in the businesses of almost all economic sectors, both at the national and international levels.

Corporate Governance is an approach of managing efficiently and prudently all the activities of a company in order to make the business stable and secure, growth-oriented, maximally profitable to its shareholders, and highly reputed and reliable among all customers and clients. For these purposes, the top management must have flawless and effective control over all affairs of the organization, regular monitoring of all business activities and transactions, proper care and concern for the interest and benefit of the shareholders, and strict compliances to regulatory and governmental regulations. Thus, corporate governance is a strict and efficient application of all best management practices and corporate & legal compliances amid the contemporary and continually changing business scenarios.

We believe in practicing corporate governance to ensure transparency in our corporate affairs and are committed to scaling up the corporate governance standards continuously.

KPIT’s Corporate Governance framework has been built on a value system that has evolved over a period of time. This value system has been abbreviated as CRICKET, which illustrates the Company’s attributes as follows:

• Customer Focus  • Respect for Individual
• Integrity  • Community Initiative
• Knowledge Worship  • Entrepreneurship and Innovation
• Teamwork and boundarylessness

1.8 Board composition

The composition of the Board is decided considering the following criteria:

1. Compliance with statutory and regulatory norms
2. An appropriate mix of independent and non-independent directors
3. Entrepreneurship
4. Diversity
5. Industry Experience
6. Specialized knowledge in:
   a. Business Operations & Management
   b. Technical expertise
   c. Business operations at Global Level, including industry knowledge.
   d. Strategy and planning
   e. financial, treasury management, and taxation
   f. Governance, Compliance and Risk Management

The Company has a judicious mix of Executive, Non-Executive and Independent Directors on the Board, which is essential to separate the two main Board functions viz. governance and management. Out of the total strength of seven Directors, one is Non-Executive Chairman, two are Executive Directors, and four are Independent Directors. The Board members have a diverse background and possess rich experience and expertise in various industries such as automotive, energy & utilities, manufacturing, electronics, finance, and research. The Company has also laid down certain benchmarks for the qualification of the Board members. There is a constant endeavor to align the qualifications of the Directors with the ongoing trends in this arena. Before inducting any new member, the Board ensures that the new member conforms to the qualification criteria laid down by the Company. The qualifications prescribed by the Company are as follows:

• Thought leadership,
• Specialized skills,
• Knowledge of the business,
• Knowledge of the industry in which the company operates or in which the company has significant interests,
• Independence attributes for Independent Directors,
• Ability to devote the necessary time,
• Not holding membership in the board of our competitors,
The Independent Directors of the Company are chosen keeping in mind the definition of ‘Independent Director’ as defined in the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Companies Act, 2013. Apart from this, the Company also has well-defined touchstones for selecting the Independent Directors. The Independent Directors are prominent and distinguished figures from the industry and have an astute knowledge of the industry and business. Currently, the Board comprises of following Independent Directors:

Prof. Alberto Sangiovanni Vincentelli is the Buttner Chair at the Department of Electrical Engineering & Computer Sciences, University of California, Berkeley. He is a co-founder of Cadence and Synopsys, the two leading companies in Electronic Design Automation. Prof. Alberto is a member of the Board of Directors of Cadence. He was a member of the HP Strategic Technology Advisory Board, the ST Microelectronics Advisory Board, the Science and Technology Advisory Board of General Motors, and the Technology Advisory Council of United Technologies Corporation. He served as the Chairperson of the Strategy Committee of the Italian Strategic Fund and as the Chairperson of the National Committee of Research Trustees for the Italian Ministry of University, Education, and Scientific Research. He is the Chairperson of four High Tech Startups in the UK, Netherlands, and Italy. He consulted for several companies such as Intel, IBM, ATT, General Electric, BMW, Mercedes, Magneti Marelli, GM, Fujitsu, Kawasaki Steel, Pirelli, and Telecom Italia.

Mr. Anant Talaulicar holds a bachelor’s degree in Mechanical Engineering from Mysore University, a master’s degree from the University of Michigan in Ann Arbor, and an MBA degree from Tulane University, USA. He was the Chairman and Managing Director of the Cummins Group in India from March 2004 through October 2017. He was a member of the Cummins Inc. global leadership team from August 2009 till October 2017 and the President of the Cummins Inc. Components Group from 2010 through 2014. He has also served as the Managing Director of Tata Cummins Private Limited, a 50:50 joint venture between Cummins Inc. and Tata Motors Limited. He has chaired the boards of four other Cummins legal entities in India as well. He worked as a financial analyst, manufacturing engineer, project manager, product manager, strategy manager before taking various general management positions. Since 2004, he has also led the Cummins India Foundation, which has implemented sustainable community initiatives such as model villages and higher education. He has served as a member of the Confederation of Indian Industries, Society of Indian Automobile Manufacturers, and Automobile Components Manufacturers Association. Mr. Talaulicar is now on the board of seven companies in India, teaches leadership part-time at the S P Jain Institute of Management & Research, and sponsors the Usha Jaivant Foundation that funds financially disadvantaged rural students through college along with providing them with life effectiveness skills.

Mr. B V R Subbu is an automotive industry expert and a widely-acknowledged thought leader. He holds a post-graduate degree in Economics from Jawaharlal Nehru University and a post-graduate diploma from the Indian Institute of Foreign Trade. He was formerly the President of Hyundai Motors India. In his early career, he was extensively involved with Tata Motors holding various responsibilities in Tata Motors’ Commercial Vehicles and Multi Utility Vehicles businesses.

Dr. Nickhil Jakatdar is currently the CEO of GenePath Diagnostics, a molecular diagnostics company. Before that, he was the CEO and co-founder of Vuclip, a global leader in the Video-on-Demand space. Previously, he founded and ran various startups, such as Timbre Technologies (acquired by Tokyo Electron), Command CAD (acquired by Cadence Design Systems), and Praesagus (acquired by Cadence Design Systems). He is also the founding member of the Bhau Institute of Innovation, Entrepreneurship, and Leadership in Pune and is an investor and advisor to Campfire Labs (acquired by Groupon), flutter.io (acquired by Google), Bash Gaming (acquired by GSN), Shoptimze, EyeActiv, Viewics (acquired by Roche), Jombay, Mezi (acquired by American Express), Zeni.ai, Climate.ai, Matician, and the US second division soccer team, Oakland Roots, among others. He has been the recipient of the Lifetime Achievement Award from the College of Engineering, Pune, the Institute of Electrical and Electronics Engineers’ (IEEE) Best Paper Award in Transactions on Semiconductor Manufacturing, and the Berkeley Distinguished Pioneer Award. He has to his credit more than 20 conference papers and more than 60 issued patents. He holds a bachelor’s degree in Electrical Engineering from the College of Engineering, Pune, and a master’s degree and Ph.D. in Electrical Engineering and Computer Science from the University of California, Berkeley.
Mr. Ravi Pandit, Co-Founder, Chairman & Group CEO

Mr. S. B. (Ravi) Pandit is a co-founder, Chairman, and Group CEO of KPIT Technologies Limited. His vision as the founder of KPIT has steered the Company toward achieving a leadership position as a product engineering and IT consulting solutions and services provider. He has been instrumental in shaping KPIT's vertical focus strategy and building a unique partnership model based on the tenets of innovation and sustainable development. Mr. Pandit holds a master's degree in Management from Sloan School of Management, MIT, Cambridge, USA. He is a gold medalist, a fellow member of the Institute of Chartered Accountants of India, and an associate member of the Institute of Cost Accountants of India. For his commitment to conducting business in an ethical manner and for the value the KPIT partnership has brought to Cummins, he was honored with the J Irwin Miller Award of Excellence by Cummins. He was the President of the Maharashtra Chamber of Commerce, Industries, and Agriculture during 2004-2006. He has been awarded the Rotary Excellence Award for exemplary leadership and outstanding performance and honored with the Maharashtra Corporate Excellence (MAXELL) Awards for Excellence in Entrepreneurship and his contribution to the economic and industrial development of Pune City. He has also been conferred with the prestigious Samata Award. In 2014, the prestigious Tilak Maharashtra University decorated him with an honorary D.Litt.

Mr. Pandit has a deep interest in social issues. He is a founder trustee of Janwani, an NGO focused on improvements in urban India, and the Pune International Centre, a national-level think-tank working on policy issues. He is a member of the board of management of Bhartiya Vidya Bhavan (a charitable public trust) and a director of the Aga Khan Rural Support Program (India).

We also have the following Executive Directors:

Kishor Patil, Co-Founder, CEO & Managing Director

Mr. Kishor Patil is a Co-founder, CEO & Managing Director of KPIT. He guides the company's overall management and is responsible for customer delivery units and support functions and ensuring the efficient and effective functioning of the organization as a whole. He has a particular focus and vision for growing products and platforms. Under his leadership, KPIT has filed more than 60 patents, has developed over 100 IPs in cutting-edge technologies in its focus areas, and has won several national and international awards, including the Wall Street Journal Technology Innovation Award and Knowledge@ Wharton Technovation Award.

Mr. Patil is a member of the Institute of Chartered Accountants of India and an associate member of the Institute of Cost Accountants of India. In 2014, Mr. Patil was honored with the CA Business Leader Award - Corporate award by the Institute of Chartered Accountants of India. For his excellence in entrepreneurship, he was honored with the Maharashtra Corporate Excellence (MAXELL) Awards 2014. In 2013, Mr. Patil was named among the top 16 entrepreneurs in India by Ernst and Young in its Entrepreneur of the Year award program, recognized among the Top 50 CEOs of 2013 by The Entrepreneur Magazine, and awarded the 2013 Rotary Excellence Award.

Sachin Tikekar, President and Board Member

Mr. Sachin Tikekar is the Co-Founder and President of KPIT. He has been with the company since the beginning and has led and guided the company in different areas. In his current role, he is responsible for growing & nurturing strategic relationships with customers and partners.

Mr. Tikekar has served the company in several capacities. He has been the Executive Sponsor for Europe. He was the Chief People & Operations Officer responsible for imbuing KPIT culture in the organization, accelerating learning opportunities for employees globally, and fostering innovation in attracting, nurturing, and retaining talent. He was also the Chief Operating Officer for KPIT in the US. He established the company’s now deeply rooted presence in the US. Over the years, he has spearheaded the successful integration of acquired entities within KPIT. Before joining KPIT, Sachin worked with US Sprint and Strategic Positioning Group.

He attended Temple University for a master’s in strategic management and International Finance. As an ardent food lover, he dubs himself as Anthony Bourdain 2.0! He is a member of the World Wildlife Federation and pursues his fascination with wildlife and nature through traveling.

1.9 Board Committees

The Company takes various initiatives to ensure the active participation of the Directors, particularly the Non-Executive Directors, in the decision-making and review processes, some of which are given below:
1. All the committees of the Board are chaired by Independent Directors. The Company has the following Committees:

A. Audit Committee
B. Nomination and Remuneration (HR) Committee
C. Stakeholders Relationship Committee
D. Corporate Social Responsibility (CSR) Committee
E. Enterprise Risk Management Committee

2. The Board of Directors has an Annual Strategy Meet to deliberate on the Annual Operating Plans (AOPs), review the status of the plan, and set the direction for long-range plans.

1.10 Whistle Blower Policy
Adhering to the highest standards of transparency, the Company has adopted the ‘Vigil Mechanism & Whistle Blower Policy.’ Employees can express and report their concerns to the management regarding unethical behavior, fraud, violation of the code of conduct, or ethics through the mechanism established by the policy. This mechanism also provides adequate safeguards against victimization of employees who avail this mechanism and provides direct access to the Chairman and members of the Audit Committee in exceptional cases. This policy has been uploaded on the website of the Company for effective circulation and implementation. The purpose of this policy is to establish procedures for the:

1. receipt, retention, and treatment of complaints received by the Company regarding improper activities, financial or otherwise, in the Company and
2. submission by Whistle-Blower on a confidential and/or anonymous basis, of concerns regarding improper activities.

The purpose of this policy is also to state clearly and unequivocally that the Company prohibits discrimination, harassment, and retaliation against any Whistle Blower who:

1. raises concerns against improper activities or
2. provides information or otherwise assists in an investigation or proceeding regarding improper activities.

The Policy also aims to protect any Whistle Blower who legitimately and in good faith raises concerns or provides information against improper activities.

Everyone in the Company is responsible for ensuring that the workplace is free from all forms of discrimination, harassment, and retaliation prohibited by this policy. No employee or director of the Company has the authority to engage in any conduct prohibited by this Policy.

1.11 Policy for Equal Employment Opportunity
KPIT has implemented an Equal Employment Opportunity Policy, applicable for all the employees of KPIT Technologies and its subsidiaries. KPIT prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, age, national origin, ethnic origin, ideology, sexual identity, disability status, protected veteran status, or any other characteristic protected by law.

The policy includes key employee-related aspects such as recruitment, working conditions, working hours, wages and salary administration, and employee benefits. It also addresses freedom of association and collective bargaining for the promotion and defense of occupational interest.

The policy also explicitly prohibits child labour and forced/coercive labour, such as bonded labour, slavery, including forced or compulsory recruitment of children and human trafficking. KPIT conforms to the spirit as well as to the letter of all applicable laws and regulations, including the German General Act on Equal Treatment (“AGG”).
02
Innovation at KPIT

2.1 Domain-wise breakup of all patents filed:
2.2 Details of Patents
2.3 Technical Publications
2.4 KPIT Sparkle 2021
2.1 Domain-wise breakup of all patents filed:

- Automotive (ADAS) – 17
- Automotive (Hybrid) – 5
- Fuel Cell – 5
- Autonomous Vehicle – 3
- Others (Energy, BMS, Infotainment, EV, AUTOSAR, Diagnostics, etc.)– 15
- Total patents filed in this FY- 6 patents (1 complete specs and 5 provisional)
- Total no. of patents granted in this FY- 2.

2.2 Details of Patents
Patent Description (Filed):

<table>
<thead>
<tr>
<th>Patent title</th>
<th>Application Type</th>
<th>Description</th>
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<tbody>
<tr>
<td>System and Method for Discharging a Charged Source</td>
<td>Complete specification</td>
<td>The system and method for discharging a charged source are described. The present disclosure relates to a method for active discharge of a charged source of an automotive Electronic Control Unit (ECU). The ECU comprises a full bridge rectifier electrically coupled with the charged source and having a first leg with a pair of switches M1 and M2 and a second leg with a pair of switches M3 and M4. The full-bridge rectifier is electrically coupled with a power supply through a transformer. In an embodiment, the charged source of the ECU is a Direct Current (DC) Link capacitor. The ECU is electrically coupled to a high voltage battery through a set of switches S1 and S2, and wherein a control unit is configured to facilitate simultaneous switching of each of the switch S1 and the switch S2. Switching of either the switches M1 and M2 to ON state or the switches M3 and M4 to ON state creates a short-circuit across the charged source resulting in discharging of the charged source.</td>
</tr>
<tr>
<td>A Portable Automated Resuscitator System and Method Thereof</td>
<td>Provisional specification</td>
<td>The portable automated resuscitator system and method of the present invention, KwickSave, is a portable, easy-to-use, efficient, and economical resuscitator system and method. The system includes an AMBU bag operated with a motorized mechanism, an on-board controller to control the amount of air/oxygen supplied and the respiration rate, a pressure relief valve with an on/off lock feature, an outgoing air filter to prevent the spread of the virus, various modes of operations as per the requirement and a display panel/audio-visual indicator for monitoring various parameters locally or remotely.</td>
</tr>
<tr>
<td>A System and Method for a Fuel Cell Assembly Assimilator</td>
<td>Provisional specification</td>
<td>The present invention relates a system and method for a fuel cell assembly assimilator. The system and method for a fuel cell battery assimilator comprise a welded metal bipolar plate with an assimilator, an additional stamping/bump that acts like a suspension and provides for a uniform pressure distribution across the fuel cell assembly. The fuel cell assembly includes a welded metal bipolar plate, a membrane electrode assembly, a gasket, and a sub-gasket assembly. The system and method of the present invention of an in-built assimilator in the welded metal bipolar plate of the fuel cell provide for constant and uniform pressure distribution in the active and non-active areas of the bipolar plate.</td>
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### A hybrid system and method for estimating the state of charge of a battery

**Provisional application**

The present invention relates to a hybrid system and method for battery state of charge estimation. The hybrid system and method of the present invention comprises a physics-based battery model and a plurality of neural networks for accurately estimating the SOC of the battery. The battery model output is provided to the plurality of neural networks, eliminating the need for the conventional Kalman filters. The hybrid system works on predictions and corrections (estimations) of two state variables: State of Charge of the battery cell (SOC) and polarization voltage (Vp). The hybrid system of the present invention improves the accuracy of the SOC estimation.

### Modular and scalable system architecture and method for hybrid and battery-operated vehicles

**Provisional application**

The present invention relates to a modular and scalable system architecture and method suitable for any type of hybrid and battery-operated vehicle. The modular and scalable system architecture and method of the present invention comprise a vehicle system that is isolated from the flexible energy storage system through a unique defined interface. The unique defined interface comprises a software communication interface, an electrical interface, and a mechanical interface. The isolation of the vehicle system and the flexible energy storage system through the defined interface of the present invention provides for a modular and scalable system architecture and method suitable for any type of hybrid and battery-operated vehicle.

### A system and method for estimating a state of charge of a battery

**Provisional application**

The present invention relates to a deep learning-based battery state of charge estimation. The present invention system includes a battery module, a pre-processor module, and a deep learning module for accurately estimating the SOC of the battery. The raw features received from the battery module are processed by the pre-processor module. The input features processed by the pre-processor module are provided to the deep learning module to estimate the SOC of the battery. The deep learning module uses an attention-based LSTM network for estimating the SOC of the battery. The input features include current entropy, voltage entropy, and a difference in the open-circuit voltage of the battery module. Based on the three input features, the attention-based LSTM deep learning module accurately calculates the SOC of the battery.

### Patent Description (Granted):

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<tr>
<th>Patent No.</th>
<th>Country of Grant</th>
<th>Patent Title Description</th>
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<tr>
<td>ZL 201680013346.2</td>
<td>China</td>
<td>A System and Method for Ambient Light Detection</td>
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<td></td>
<td></td>
<td>The present invention discloses a method and system for detecting ambient light. The method includes capturing one or more images visible by an image capturing device, converting the color of each of the captured images into a grey color, determining histogram of each of the grey color captured image, computing average frequency mean value and data mean value of the determined histogram and comparing at least one of the average frequency mean value with a predetermined FM threshold and the data mean value a predetermined DM threshold, for detecting ambient light.</td>
</tr>
</tbody>
</table>
Retrofit system for converting a vehicle into one of a Hybrid Electric Vehicle (HEV) and Electric Vehicle (EV)

A retrofit system for configuring a vehicle into a hybrid electric vehicle or electric vehicle is provided. The system consists of an Electric Power Source (EPS) having one or more motors to provide failsafe torque to the vehicle and harness braking energy for charging one or more batteries, one or more attachable Electric Power Gear Assemblies (EPGA) configured to couple the one or more motors to a propeller shaft for providing the torque to the vehicle, and an electronic control unit coupled to the Electric Power Source (EPS) for dynamically controlling the functioning of the one or more motors based on the running conditions to drive the vehicle. The motor controller actuates one or more motors based on the torque and power required to drive the vehicle.

2.3 Technical Publications

<table>
<thead>
<tr>
<th>Paper Title</th>
<th>Conference</th>
<th>Domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significance of Predictive Motion Control</td>
<td>IEEE ICIPRoB 2020, Negombo</td>
<td>Control System, MPC, ACC</td>
</tr>
</tbody>
</table>

2.4 KPIT Sparkle 2021

In its 7th year, KPIT Sparkle is an umbrella platform that connects budding technology entrepreneurs with the incubation ecosystem. It provides the multidisciplinary outlook required to first-time student entrepreneurs.

The i-Innovate contest run under KPIT Sparkle has a systematic innovation process laid out for the students to follow and learn through an experiential product or service building. This platform exposes them to test their hypothesis of entrepreneurship by validating the idea. Affordability, Sustainability, Scalability, Universal, Rapid, Excellence, and Distinctive are the dimensions that are weighted. The i-Innovate platform also guides the students in the form of mentorship to deserving top ideas.

The 20 finalists’ teams with India’s best innovations in the space of Mobility & Energy were shortlisted from over 2,700 entries across India, successfully presented prototypes virtually. The highlights were participation from 42 premier Institutes (IITs - 18 & NITs - 24) and 82 of the top 100 colleges all over India.

The event was held completely digitally this year owing to the COVID-19 pandemic. The Grand Finale was scheduled on 4th – 5th & 6th March 2021.

Shri. Nitin Gadkari, Hon’ble Minister for Road Transport and Highways and Minister of Micro, Small and Medium Enterprises, Govt. of India and Dr. Rajiv Kumar, Vice Chairman, NITI Aayog, were guests of honor and chief guest, respectively, at the virtual grand finale event.
## Winners of KPIT Sparkle 2021:

<table>
<thead>
<tr>
<th>Awards</th>
<th>Team Name</th>
<th>Project Name</th>
<th>College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Platinum</td>
<td>Nano Fluid</td>
<td>Nano-Fluid Based Portable Pail for Cooling Milk from Milking Point</td>
<td>ICAR-National Dairy Research Institute, Bengaluru</td>
</tr>
<tr>
<td>Gold</td>
<td>3D Printer</td>
<td>Continues Carbon Fibre 3d Printing</td>
<td>Pimpri Chinchwad College of Engineering, Pune</td>
</tr>
<tr>
<td>Silver 1</td>
<td>Sand Bird</td>
<td>Semi-autonomous electric tractor which will reduce operation cost by 10 times with home charging</td>
<td>Vellore Institute of Technology, Vellore, and KCG College of Technology, Kancheepuram</td>
</tr>
<tr>
<td>Silver 2</td>
<td>AL-Air Battery</td>
<td>AI Air Battery</td>
<td>Indian Institute of Technology (IIT) Madras, Chennai</td>
</tr>
<tr>
<td>Most Popular Project</td>
<td>Auto-monitor</td>
<td>Novel Diagnostic System For EV-Motor Monitoring &amp; Automatic Fault Protection by AI Controlled Drive</td>
<td>Dr. D. Y. Patil Institute of Technology, Pune</td>
</tr>
<tr>
<td><em>Covid-19 solution</em></td>
<td>Ox-yylinder</td>
<td>Oxygen concentrator for vehicles and Ambulance for passengers and patients</td>
<td>Indian Institute of Technology (IIT), Kanpur</td>
</tr>
<tr>
<td>Pat on the Back</td>
<td>Soft-Spy</td>
<td>Accident information collection unit</td>
<td>North Eastern Regional Institute of Science and Technology (NERIST), Itanagar</td>
</tr>
</tbody>
</table>

*The Covid-19 solution was awarded on behalf of the Department of Science and Technology, India.
Incubation Partnership:

KPIT partnered with the Nehru Group of Institutions Technology Business Incubator (NGI TBI); Centre for Innovation Incubation and Entrepreneurship (CIIE), IIM Ahmedabad; Bhau Institute of Innovation, Entrepreneurship, and Leadership; Manipal University, Jaipur; TBI KEC Incubation Centre; Marathwada Accelerator for Growth and Incubation Council (MAGIC); International Institute of Information Technology, Hyderabad; Sandip Incubator Association; MIT TBI; iCreate; SINE, IIT Bombay to provide incubation opportunities to deserving ideas.

Incubation Updates from KPIT Sparkle 2020 and 2021 edition

The finalists of the 2020 edition were incubated at Bhau Institute Pune with the support of the Department of Science and Technology, India. These teams were provided an initial fund of 10Lakh INR each for their startup from DST.

Some projects got support from iCreate through the Sparkup program.

Details are mentioned in the table below:

<table>
<thead>
<tr>
<th>Project Name</th>
<th>College</th>
<th>Incubated at</th>
<th>KPIT Sparkle Edition</th>
<th>Funding Amount (INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Modified Vertical Axis Wind Turbine</td>
<td>Army Institute of Pune, Maharashtra</td>
<td>COEP'S Bhau Institute, Pune</td>
<td>2020</td>
<td>10 Lacs</td>
</tr>
<tr>
<td>Vortex Energy Generator</td>
<td>IIT Kharagpur, West Bengal</td>
<td>COEP'S Bhau Institute, Pune</td>
<td>2020</td>
<td>10 Lacs</td>
</tr>
<tr>
<td>Smart helmets to avoid road accidents</td>
<td>Vidya Pratishtan Kamalnayan Bajaj Institute of Engg. And Tech., Baramati, Maharashtra</td>
<td>COEP'S Bhau Institute, Pune</td>
<td>2020</td>
<td>10 Lacs</td>
</tr>
<tr>
<td>Wheelchair attached electric handbike</td>
<td>D. Y. Patil Eng. Kolhapur, Maharashtra</td>
<td>COEP'S Bhau Institute, Pune</td>
<td>2020</td>
<td>10 Lacs</td>
</tr>
<tr>
<td>DbyT Dynamics</td>
<td>IIT Madras, Tamil Nadu</td>
<td>COEP'S Bhau Institute, Pune</td>
<td>2020</td>
<td>10 Lacs</td>
</tr>
</tbody>
</table>

Some projects got support from iCreate through the Spark-up program.

Details are mentioned in the table below:

<table>
<thead>
<tr>
<th>Project Name</th>
<th>College</th>
<th>Incubated at</th>
<th>KPIT Sparkle Edition</th>
<th>Funding Amount (INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Two-wheel cargo electric cycle with passive cold storage chamber on board</td>
<td>IIT Madras, Tamil Nadu</td>
<td>iCreate</td>
<td>2020</td>
<td>Up to 10 Lacs under Nidhi-Prayas Scheme</td>
</tr>
<tr>
<td>Electrical Vehicle using smart motor drive</td>
<td>Annasaheb Dange College of engineering and technology, Sangli</td>
<td>iCreate</td>
<td>2020</td>
<td>50,000 under Spark-Up Program</td>
</tr>
<tr>
<td>Smart Highway VAWT</td>
<td>JSS Academy of Technical Education, Noida, Uttar Pradesh</td>
<td>iCreate</td>
<td>2020</td>
<td>50,000 under Spark-Up Program</td>
</tr>
<tr>
<td>Customized diesel oxidation catalyst</td>
<td>Veer Surendra Sai University of Technology, Burla, Odisha</td>
<td>iCreate</td>
<td>2021</td>
<td>50,000 under Spark-Up Program</td>
</tr>
<tr>
<td>Project Description</td>
<td>Institution</td>
<td>Sponsor</td>
<td>Year</td>
<td>Funding</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Automated Tariff Smart Device &amp; Fault protector for electric vehicles</td>
<td>Amrutvahini College of Engineering, Sangamner, Maharashtra</td>
<td>iCreate</td>
<td>2021</td>
<td>50,000 under Spark-Up Program</td>
</tr>
<tr>
<td>Virtual Reality and IoT based Smart Helmet</td>
<td>R. M. D. Engineering College, Thiruvallur, Tamil Nadu</td>
<td>iCreate</td>
<td>2021</td>
<td>50,000 under Spark-Up Program</td>
</tr>
<tr>
<td>Deep vision</td>
<td>Mangalore Institute of Technology &amp; Engineering, Mangalore, Karnataka</td>
<td>iCreate</td>
<td>2021</td>
<td>50,000 under Spark-Up Program</td>
</tr>
<tr>
<td>Acoustic Energy Harvester</td>
<td>KLE Dr. M. S. Sheshgiri College of Engineering and Technology, Belgaum, Karnataka</td>
<td>iCreate</td>
<td>2021</td>
<td>50,000 under Spark-Up Program</td>
</tr>
</tbody>
</table>
03
Sustainability in Business Operations at KPIT

3.1 Environment Initiatives at KPIT
3.2 Occupational Health and Safety
3.3 Employee Competency Development
3.1 Environment Initiatives at KPIT

The Company has a modern and technically advanced campus facility in terms of design and an architectural masterpiece in terms of functionality and aesthetics.

KPIT envisions a cleaner, greener, and intelligent world that is self-sustainable and efficient. This vision needs to be incorporated as well as portrayed through the architecture of the campus.

Being a socially responsible technology company, KPIT neither consumes non-renewable resources of energy nor generates process waste or emissions compared to the conventional manufacturing industry. Due to the nature of our business, we utilize resources like energy, water, and other secondary resources. While we acknowledge its impact on the environment, we have robust processes and systems in place to identify, quantify and reduce such impact on the environment.

KPIT’s IT Campus at Pune aims at creating an environment that fosters creativity through collaboration. The facility has been built to promote business locally and to aid global growth. The campus at Hinjawadi, Pune, is spread across a sprawling 93061 sq. mt. that comprises 3 Blocks (Phase-I) with a combined seating capacity of 2000+ employees with access to open landscape. The campus design is not only a symbol of KPIT’s commitment to energy efficiency and sustainable development but also embodies the spirit of corporate values – boundarylessness, knowledge sharing, and teamwork.

3.1.1 KPIT Green Campus:

The facility enables optimum energy utilization to provide water efficiency and low lifecycle maintenance and operating cost.

Orientation, sun path analysis, and fenestration, we have sun shading devices (Louvres) on south and western facades of the building to reduce direct sunlight, which in turn helps to avoid heat penetration into the workspace. The width of the building is kept as max daylight penetrates on the floor.

Workspaces to be naturally lit to create a healthy working environment; hence 80% of the periphery is kept open, and only 20% has walls constructed. The south and west facades are fixed with Double Glass units which create an insulating barrier of heat. The north and east facades are single units, as no direct sunlight falls on these facades.

3.1.2 Power:

Today, the conservation of electrical energy is extremely important for two major reasons:

- Scarcity of power that results in load shedding in almost all states of India, which is inconvenient and adversely impacts the economy.
- India is the world's third-largest carbon emission country, primarily because more than 60% of power is generated using coal.

Due to unprecedented pandemic conditions in the year 2020-21, most employees were working from home; hence there is a drastic reduction in power consumption. With the changed scenario, we implemented various measures as putting on lights and HVAC only in areas where they are occupied and in use.

Power consumption is primarily required for three major areas, namely:

- Computers and Servers
- Air conditioning
- Utility
Power Consumption Distribution

Environmental Challenges
The organization faces the following operational and environmental challenges:

- **Power Consumption**: Power consumption increases in equal proportion to the number of employees. Therefore, there is a constant need to control this with energy-efficient solutions.

- **Space utilization**: Standalone computers with existing technologies are user-specific and prevent optimum space utilization and easy transferability.

- **Consumption of Natural Resources**: Due to the advancement in technology, computers need to be replaced every five years to be energy efficient.

- **Disposing of E-waste**: Disposing of computers every 5-year results in an increase in E-waste.

Operational Challenges

- As a fast-growing organization, KPIT constantly requires efficient and scalable IT infrastructure.

- Our existing solutions reaching their lifecycle's end result in performance issues, which in turn pressurizes the internal IT staff to spend most of their time on system administration and troubleshooting.

3.1.3 Project undertaken at KPIT for a reduction in power consumption for desktops.

- **Business continuity planning (BCP) – Enabling Secured WFH**

Given the unprecedented nature of the pandemic crisis, KPIT is vigilant and working towards anticipating and planning various scenarios. The business continuity planning team will keep track, assess incidents and work with client teams to build and execute specific plans.

Objectives of BCP:

- Implementing a set of measures for avoiding possible failures

- Prioritization of Key services and providing for alternate service delivery

- Educating the users of their responsibility before, during, and after the business interruptions

- Providing an orderly and efficient transition from normal to emergency condition an back to normal maintaining consistency in action.

Solution: Secure Work from Home (BCP) Enablement

Considering Secure & Successful working from home module, KPIT has created solution considering highly trusted technologies, Process & People framework.

Access to KPIT network over Next-Generation Firewall Global Protect IPsec VPN:

- Secure Access through multifactor authentication overactive directory credentials to ensure access by an authorized individual only.


- KPIT Laptops with hardened OS & with latest security patches

- Virtual desktop infrastructure in applicable scenarios with hardened OS images with the latest security patches and controls

- Endpoint protection using McAfee endpoint protection to detect and prohibit the suspicious or malicious activity.

- Endpoint ATP using advance threat and anti-exploit protection.

- Endpoint Device DLP for threat monitoring, logging, and restriction on USB storage ports

- Data exchange over end-to-end encryption with IPsec tunnel from endpoint till secure gateway

- Web-content filtering to protect against web malware

- Collaboration using Microsoft Teams, Cisco WebEx
Process and Policy controls for BCP:

- Strict adherence to KPIT Information Security Policy
- User acceptance of Work from Home undertaking
- Re-iteration of individual Roles and Responsibilities by Delivery Management
- Setting up of BCP Command center.

• New Open-Source Platform

During the year under review, KPIT has started exploring open-source platforms based on Kubernetes and deployed state of the art, highly available, auto-scalable Open-Source Platform for Digital Technologies called OKD 4.5 (OpenShift’s Open-Source Community Distribution) to cater to the need of data services, we deployed highly available open-source database clusters of MongoDB and Percona XtraDB for MySQL. With zero surprises, all the corporate applications and data are migrated from an Enterprise Platform to a new Open-Source Platform. This helped the organization in saving considerable yearly subscription costs.

Solution and Technology Deployed:

Considering hefty year-on-year subscription costs, KPIT decided to explore an Open-Source option for an Enterprise Platform that was already in use. Identifying & creating a robust open-source platform without compromising features provided by the earlier platform was a difficult task. Also, it was not related to setting up a robust platform alone but building capability to support open-source technology was critical. DevOps Team effectively took this challenge by deploying highly available and scalable OKD 4.5 on Fedora CoreOS with Kubernetes at its heart. Dev Team recoded all the applications and seamlessly migrated to the new platform with zero surprises. End-user experience with applications running on the new platform is further enhanced.

• Big Data Platform

Traditionally data has been residing in silos across the organization in multiple systems. A data lake can help break these silos and enable organizations to get 360-degree actionable insights in a true sense and leverage the benefits of data-driven, fact-based decision-making. With Big Data, an organization can shift interactions from reactive to proactive (e.g., from product mass branding to 1:1 targeting, from ‘break then fix’ approach to ‘repair before break’).

Solution and Technology Deployed:

By choosing the right data, right interfaces, and right big data platform (like Hortonworks Data Platform - HDP), KPIT was sure that this challenge could be overcome. HDP is powered by Hadoop and is a highly scalable open-source platform for storing, processing, and analyzing large volumes of data coming from sources like ERP, CRM, Web Logs, Click Streams, Sensor Data, Geolocation Data, Server Logs, Documents, Emails, social media, etc. This data can be ingested into HDP using batch processing or via APIs. DevOps team took this challenge and deployed highly available Hortonworks Data Platform 3.1. Self-service is the key towards the democratization of big data, which can be realized using tools like Tableau, Power BI, Zeppelin, etc. This platform will soon become available to the larger community of business users.

• Smart Campus Platform

KPIT has begun the Smart Campus initiative and rolled out various “Smart Applications” for Employees. These applications were aimed at changing the user experience while optimizing energy consumption. KPIT has pursued this initiative further and taken it to the next level by deploying the “Smart Campus” platform and has integrated fourteen different systems and sensor-driven devices that come under the aegis of Building Management System (BMS). Traditionally all these BMS systems such as Access control, CCTV, Fire alarm system, and air-conditioning systems operate within their own silos and use legacy (often proprietary) protocols. The siloed approach leads to an absence of the ability to conduct common monitoring and controlling.

Solution and Technology Deployed: KPIT has brought in a higher level of automation in all these 14 systems using various control panels and adaptors and has got them integrated into our platform. This has enabled the Company to provide accurate instantaneous reporting data of all these systems along with control functionality in a single dashboard. We are getting more visibility on electrical consumption across floor buildings, with clarity on which system is consuming how much electricity and how it can be effectively optimized. Automation in various pumps and Fan system gives more operational efficiency for the operations team and reduces human errors and electrical usage. The operations team is now better equipped to see all the systems in a single dashboard. Because of instantaneous alerts mapped on various gateways (SMS/E-mail), they are better equipped to manage various BMS systems effectively. This also helps them take care of employee safety at work.

• Hyper-Converged Infrastructure:

KPIT is an early adopter of Hyper-converged infrastructure and reaping its benefits for the last two years. In our pursuit of continual services optimization, Company has adopted Hyper-converged Infrastructure from all the three OEM solutions – Nutanix Acropolis, Cisco HyperFlex, and EMC VxRAIL.
Solution and Technology Deployed: KPIT was looking for an agile solution that will help us in making operations simpler, could be commissioned much faster, could be scaled on-demand, and could be effectively managed by skilling existing human resources.

Hyper-converged infrastructure addressed these issues. We could implement a hyper-converged solution within a few hours. This infrastructure is helping us in adding capacity on-demand without vendor lockdown. Even achieving Disaster Recovery (DR) is much simpler, and it even supports multi-hypervisor environments. Besides easing data center migrations, companies do not have to make upfront investments now.

Following Environmental Returns are achieved: Hyper-converged Infrastructure has helped us save power, cooling, and space by an additional 30%. We could also optimize the asset ratio from 7 to 1 for the same compute capacity in the data center. We continued investing in this technology last year, too, and the organization is reaping its benefits.

• Virtual Desktop Environment
Like most business organizations globally, KPIT also relies on its internal IT implementations to make processes more efficient, increase automation and deploy IT to make collaboration across geographies easier. The Company has deployed the most advanced technologies for its processes. These deployments are scalable and future-ready to support changing work styles, information security criteria, and the changing usage patterns of computing devices.

Solution: KPIT decided to shift from conventional desktop technology to Virtual Desktop Interface (VDI). Following operational aspects were considered while implementing the VDI solution: Deliver on-demand services for users Increase IT efficiency Simplify management. Ensure software compliance. Though KPIT was already evaluating a virtualization solution deployed in a limited environment, it had not explored the idea of transitioning the core ERP processes onto the virtualized environment. Still, it had transitioned only the less critical ones. Taking a step further toward optimizing energy requirement and consumption, KPIT decided to increase the use of virtualization technology.

Solution and technology deployed: VMware, EMC, and CISCO infrastructure platforms VMware Horizon View Virtual Desktop Infrastructure (VDI) Thin client

Following Environmental Returns were achieved after deployment of VDI:
1. Energy savings: More than 60% reduction in energy consumption was achieved by moving to the private cloud platform (including new technologies like hyper-converged) with VDI instead of using conventional computers. Cisco Unified Computing System, which is included as part of the private cloud platform, delivers the high-memory capacity to support many virtual machines on each blade server, thus reducing the amount of physical equipment to be powered and cooled. The desktop computers that consume around 150 watts of electricity were replaced with very small devices called thin clients that consume just 30 watts. This has resulted in energy savings of approximately 3,00,000 units per year, amounting to 375 MT of Co2 emission.

2. Reduction in e-waste: Almost 90% reduction in e-waste generation was achieved due to the increased IT hardware refreshment cycle for desktops, laptops, and workstations. The lifespan of the above-mentioned hardware is about five years due to high resource requirement, capacity, and performance demand and newer operating systems, application software, and tools. Being a technology provider, we believe it is extremely important to update our IT hardware platform and ready it for next-generation development tools. The thin client, on the other hand, has more than eight years of lifespan. Till that time, it does not require upgrades or replacement as all the resources such as computing power, memory, and disk space are accessed through a VDI setup hosted in the data center. Under this infrastructure, we deployed 600 VDIs for business users.

3. Reduced IT Asset Ratio from 1:20:1 to 1:10:1: The VDI environment enables multiple users to access their accounts using a single machine without compromising the security aspect. Before deploying the virtual desktop environment, the asset-to-employee ratio was 1:20:1. This meant that much of the IT infrastructure was underutilized and was consuming more natural resources. After the deployment of the Private Cloud platform with VDI, the asset ratio has reduced to 1:10:1, thereby reducing the computer hardware consumption by 10%

4. Workplace utilization increased by 10%: The VDI helped improve the utilization and flexibility of IT assets. Users can access their desktops, applications, and data from any location without compromising the system's security. In addition, employees can connect to corporate resources using personal devices like iPads, Windows, and Android-based mobiles, thus enabling the Consumerization of IT. This has led to workplace flexibility and optimal utilization of workspaces.

5. Reduction in travel across locations: KPIT has deployed the best solutions such as Cisco Telepresence (Audio/Video conferencing) & Microsoft Teams across the offices and Cisco WebEx for better collaborations. With these solutions, our users can have conference meetings from anywhere and through any device. Even our business
reviews, recruitment, and customer meeting are conducted using these technologies. It has been observed that overall business travels across the globe have reduced by 25%. As this is a unified collaboration platform, end-user productivity is also substantially improved. This solution hugely enabled remote collaborations during Covid-19 in a big way.

3.1.4 Air Conditioning: Consumption of power which is the highest compared to any other resources. The VRF technology, which facilitates local cooling and controls, resulted in considerable savings vis-a-vis a conventional central AC system. Apart from the basic infrastructure, various operational initiatives were undertaken towards HVAC operations during this pandemic year.

- AC temperature settings.
- Closely monitoring the AC system concerning occupancy.
- Opening and closing of windows during before and after office hours for max cross ventilation
- Optimizing fresh air intake that reduces the heat load on the air conditioning system.

3.1.5 Lighting: Apart from using natural lighting, energy-efficient LED lights are installed across campus for artificial lighting.

3.1.6 Water: This year, water consumption has reduced significantly due to low occupancy in the office. Used water is treated through STP Plant and is recycled & used for flushing and gardening purposes. Apart from the recycling of water, several other initiatives are also undertaken to reduce consumption of fresh water, such as:

- Installing drip irrigation system for internal gardens.
- Maintaining optimum pressure within water lines to reduce water wastage.
- Arresting leakages in pipelines and taps.
- The campus is blessed with natural scenic beauty with a hill as a backdrop and green vegetation. This has created a challenge for optimum storage of rainwater and water runoff through the hill with channelizing the water flow along the plot through the swell, ponds, bunds, and quarry having a total storage capacity of approximately 35 Lakh Ltrs. of water. Terrace water collection system is designed for efficient collection of water for rain harvesting to support groundwater.
- Out of total land, 25,000 Sq. Mt. area on the ground is utilized for landscaping and planting fruit and flower-bearing species of native trees. Around 1000+ trees are planted of 30 different species along with a Bamboo plantation on 1.2 Acre.

3.1.7 Waste Management: At KPIT Campus

Being a technology company, KPIT has no significant primary emissions or process wastes. Due to the nature of our business, waste generation is limited and restricted primarily to municipal solid waste (MSW). Other wastes include e-waste and a small proportion of hazardous waste like lead-acid batteries, electrical waste, waste lube oil, etc. Our waste management practice seeks to reduce the environmental impact of this limited waste to the maximum extent possible by reducing generation and segregation at the source.

Different methods of disposal for each category of waste in our workplace is summarized below:

- Bio-degradable food and garden waste – Vermicomposting
- Recyclable waste such as paper, plastic, card paper, steel, other metals, etc., are sent for recycling through authorized scrap dealers.
- Other mixed dry waste - Sent to authorized dealers for municipal disposal.
- Hazardous waste and E-waste – like waste lube oil, UPS batteries, and other E-waste generated in the organization is disposed of through government authorized recyclers.
- Printer and toner cartridges - Sent back to the OEM under product take-back arrangement.
Bio-degradable (Food and Garden) Waste: Disposal of biodegradable waste was a major concern for KPIT. It generated a lot of methane gas if it was dumped in the open. Hence a vermicomposting plant with a capacity of up to 100 KG is commissioned. This system can intake around 100 kg of biodegradable waste daily and generate compost daily, which is used in the garden as manure. The vermicomposting plant help in consuming the entire food and garden waste generated in the organization daily.

Municipal solid and recyclable waste:
KPIT ensures that solid waste is segregated at the point of generation. Waste bins are placed at strategic places, and recyclable waste is sent to an authorized vendor for recycling.

Paper is a major recyclable waste that we generate within the organization. KPIT has therefore taken some effective steps to reduce paper and other office articles. These are:

a. A strict policy on the issue of papers to employees
b. Discontinuing supply of notepads to employees
c. Optimum usage of paper as rough pads
d. Bare minimum stationary supply to employees
e. Reduction in the availability of printing machines in the office
f. Purchase of stationary consumables and other office consumables on min required basis.

The above steps have helped KPIT achieve a significant reduction in paper consumption and reduce the generation of municipal waste, despite the increase in employee numbers. Regular training to the housekeeping staff and employee awareness has also resulted in better waste segregation and increased recyclable waste.

Sewage Treatment Plant: We have an STP plant having a capacity of 200 Cu. M., which now helps in treating and recycling sewage water. Around 80% of water is treated and is used for flushing and gardening purposes and achieved zero discharge.

E-waste Management:
E-waste generated at KPIT includes defunct computers, monitors, servers, etc., and specific electronic and electrical items. This is managed as per KPIT’s e-waste management policy, which complies with the Government of India’s e-waste (Management and Handling) Rules, 2011.

Hazardous Waste:
Hazardous waste is disposed of through authorized agencies as per the guidelines of MoEF- (Ministry of Environment and Forests). Chemical waste generated through battery testing lab is disposed of through authorized recycler and as per guidelines of pollution board.

Additionally, all the used printer cartridges are sent back to the manufacturer under the “Planet HP Take Back Program” to ensure proper recycling.

While hazardous air pollutants are not generated in IT operations, the smoke generated through diesel generators is kept to a minimum through regular maintenance for high efficiency, monitoring diesel stock, and optimizing their running as per load requirement.
3.2 Occupational Health and Safety:
KPIT has always considered its employees as the most valuable asset of the organization. To this end, KPIT has developed the EOHS (Environmental, Occupational, Health & Safety) Policy and Procedure to ensure the safety and well-being of its employees at the workplace.

Employee Transport and Safety
KPIT strongly believes that the safety and security of its employees are intrinsic to its core values. One of the major focus areas from an employee safety perspective is commuting in individual and company-provided transport.

Some of the safety measures taken are:

- Mandatory alcohol tests are carried out for all drivers at the time of departure.
- Annual medical check-up mandatory for all cab drivers
- Security escorts provided for female employees traveling between 2000 hrs to 0600 hrs and being the last one to be dropped or the 1st one to be picked up.
- All cabs departing after 2000 hrs having a female employee are tracked and monitored continuously.
- Periodic training sessions planned for all cab drivers on safety, first aid, traffic discipline, etc.
- Incident reporting is done on workplacesafety@kpit.com.
- Dos and don'ts list and emergency contact helpline have been made mandatory on all the vehicles.
- Only cabs up to 5 years vintage are used for employee commute.
- Usage of seat belts and helmets has been mandated within the premises.
- Yoga sessions are arranged for cab drivers to ensure they are stress-free while driving.
- During the COVID-19 pandemic situation, all cabs and buses are deeply sanitized.
- Only tested COVID-19 negative driver is allowed to drive the vehicle.
- Govt Social distancing norms followed for seating capacity at the vehicle.

Preventive Measures During COVID-19
Specific preventive measures are taken for the safety of employees during the COVID-19 pandemic:

- Implemented 96% WFH to reduce the risk of spread of Covid-19.
- Weekly Covid-19/RTPCR tests from the renowned lab for all employees and 3rd party staff
- Vaccination is mandatory for all above 45 years.
- Temperature monitoring was done by keeping the air conditioning at more than 25 degrees in Pune and 23 degrees in Bengaluru Office.
- Sanitizers were kept at all common places.
- Alternate washbasin and Urinal are closed to maintain distancing in washrooms.
- Daily windows are kept open for one hour before and after office hours for cross ventilation.
- Formed cross-functional teams across the globe for safety, well-being, and communication.
- Deep cleaning and sanitization of office premises, including increased frequency of cleaning – all touchpoints like doorknobs, switches, etc., throughout the day.
- Wearing masks made mandatory for everyone in the office and all third-party staff; face masks and gloves were mandatory in the week leading to the lockdown.
- Operations are being resumed with limited employees in a staggered manner.
- Social distancing measures from commuting, office work, cafeteria, and reduced the number of chairs in the cafeteria. Only four people could sit on one table initially, and later only two people were seated on a table meant for 6. Face to Face seating was discontinued.
- Personal hygiene and Safety First being followed all the time.
- Temperature checks and Status checks on the Aarogya Setu app are mandatory at office entry points.
- All doors, including that of ODCs, were kept open to reduce the touchpoints.
- Restricted use of elevator and only stairs to be allowed.
- Restrictions on use of Gym, recreation, and resting rooms as per directions of the government
- Recommended QR code-based payments in the cafeteria.
- COVID warrior at every floor to oversee enforcement.
- Continuous awareness among employees through leadership videos, myWorld banners, and communication.

External Faculty Visits & Lectures on Health and Safety
A healthcare Centre has been set up at KPIT that offers all its employees free medical consultation within the premises. We have a general physician and counselor visiting regularly. In addition, KPIT also organizes sessions by external medical faculty in various fields.

Monthly training session organized to all third-party vendor staff on health and safety and special topic covered on COVID-19 pandemic situation.
3.3 Employee Competency Development

3.3.1 PACE: Program for Academic Collaboration and Engagement

KPIT has a strategic partnership with 20 + technical universities pan India. This program gives significant visibility to quality talent from campuses and attracts them to join KPIT. KPIT has created industry-relevant courses and has trained 160 faculty members from its partner institutions. The KPIT Online education platform KPIT-EduOnline, serves as a source for learning Automotive technologies for students and faculty. As part of this initiative, on-campus support is provided by KPIT SMEs through Guest lectures, internships, Project mentorship, hosting technical events, syllabus formulation, and student contests. KPIT SMEs are Board of Studies Members in many of these universities and on the Academic Council.

3.3.2 VIRTUAL GENESIS: Virtual Graduate Engineering Training Programme

Virtual Genesis is an online training program for enabling the smooth campus to the corporate transition of fresh graduate engineers offered by the company. The program aims to speed up absorption into customer projects, incorporate a self-learning culture, make talents independent and seek professionalism in their career. It is a mandatory training program comprising various technical and professional skills development modules along with necessary assessments. Modules’ delivery combines hands-on sessions, self-learning videos, and faculty connections through online platforms, discussions forums, etc. The initiative is an extremely crucial one since it has a direct business impact in terms of talents being useful contributors to the company’s growth.

3.3.3 GENESIS: Graduate Engineering Training Programme

Duration of the GENESIS Program is 8 to 10 weeks comprising of Technical, Domain and Process, and Professional skills. GENESIS program is executed through “Engineering Academy.” This program ensures that talent skill requirements and learning models are aligned and released to the respective projects promptly. Over 1200+ graduate engineers are trained every year aligned to the needs of the organization. They are trained under AUTOSAR, AD/ADAS, Infotainment & cluster, Model-Based development, and Embedded Software tracks. All the Training Modules, case studies, and assessments are aligned with Business requirements. The focus is on transforming graduates into job-ready professionals by giving them an opportunity to learn & execute modern-day IT skills on real-time projects. Our training program enables candidates to upskill themselves to become comprehensive IT professionals before starting their career with KPIT. Professional Skills Academy imparts training on language and personality development skills. Its curriculum also incorporates written and verbal communication, email writing skills, telephone skills, and business ethics. After the completion of the GENESIS Program, every Graduate engineer gets a course completion certificate. BEST PERFORMER and TRAINER CHOICE Awards are given away during the graduation ceremony.

3.3.4 CONTINUOUS EDUCATION:

• ECoDe Kaizen:
To cater to the prerogative of lifelong learning, which is the need of the hour, this certification program looks at streamlining the certification and prowess honing skills across Technology, Project Management, Domains, Processes, Professional Skills, and Leadership Development for employees globally at various experience levels. This allows them to move on to the next level in their career paths and helps them get cross-skilled and stay relevant.

• Training on Demand:
To provide an opportunity for business leaders to raise a request for relevant training for themselves or their team members and provide a seamless time-bound service. Training on Demand (ToD) system is a platform through which ECoDe can capture & service business/project-specific learning requirements raised by businesses swiftly, which is over and above the ECoDe | KAIZEN program, thereby enhancing the overall learning experience.

• PROJECT MANAGEMENT DEVELOPMENT PROGRAM (PMDP) and Agile CoE:
PMDP is offered to associates who are currently playing the role of Project Lead, Project Manager, Sr. Project Manager, and Program Manager. The PMDP framework is well aligned with the international standard such as PMI PMP® and is completely hands-on with a pragmatic approach in training delivery. Programs are classified as per the grades and are called PMDP FTM, PMDP Silver, and PMDP Gold. To compete in the VUCA world, companies must be highly agile and nimble. The Agile CoE aims at training, consulting, coaching, and mentoring various projects and teams to be agile in their approach to deliver a successful outcome to their customers. These programs have been developed with industry best practices and aligned to the core philosophy of agility.

• Employee Career Architecture Framework:
To develop a competency-based organization, this initiative aims at providing a clear growth path for the employees, build a culture of continuous learning based on competencies, objectively assess people’s performance and drive project allocations based on competency. Each associate will go through a competency baseline exercise aligned with their roles in the organization. This competency repository will be key to all the different business processes within the organization.
• **EDUONLINE:**
  KPIT eduOnline is an e-learning platform that offers interactive online courses for employees. The eduOnline allows the employees to access course content, including videos, textbooks, and problems, and check their course progress. The eduOnline also offers a forum for discussion and a wiki open to both employees and course team members to contribute. For course team members, the eduOnline includes an Instructor Dashboard, with options for employees to enroll, produce reports, and administer a course while it runs. One can access and use the eduOnline directly through a browser.

• **HIGHER EDUCATION INITIATIVE:**
  Learning is an incessant process, and KPIT truly believes in creating a conducive learning environment for the employees. The Higher Education Initiative (HEI) at KPIT encourages KPIT Full Time Employees (FTE) for continuing education, leading to a Master’s Degree and a Bachelor’s Degree from reputed Indian and Overseas Universities. This is to enable employees to acquire higher professional knowledge in areas of their interest and/or those that align with the growing business needs of the organization, including Product Engineering, Information Technology, and Management education, and allied fields.

  We offered two Master’s Degree programs, M Tech in Automotive Electronics and MBA in Strategic Engineering Management, as part of which we launched 3 Cohorts covering 150+ employees. 100+ Employees have earned their Master’s degree so far, and Cohort 3 will complete their degree later this year. We are looking at version 2.0 of this program to be launched in Sept 2021.

  We launched a new program for Bachelor’s Degree program in Electronics and Communication for our diploma employees. This program is aimed towards providing an opportunity to complete their engineering degree while they work on their projects. This program has been designed in association with KLE-Tech University, Hubali, and the first cohort was launched in Oct 2020.

• **Employment and Compensation**
  Our full-time employees are 95%, while 5% are contractors, subcontractors, part-timers in the total workforce. Also, 28.04% of our employees are women.

  We provide numerous benefits to build a productive and happy environment:
  - Cashless hospitalization benefits
  - Group Personal Accident and Term Life Insurance
  - In-house doctors, counselors, dieticians
  - Gymnasium with instructor
  - Stress Management Programs
  - On-premise recreation facilities
  - Canteen
  - Financial Reimbursement for external certifications
  - Flexi working hours
  - Work from home benefits (chair, internet, headphones)

**Geo wise headcount distribution**

<table>
<thead>
<tr>
<th>Region</th>
<th>Count</th>
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<td>0%</td>
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<tr>
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<td>10%</td>
</tr>
<tr>
<td>India</td>
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<td>80%</td>
</tr>
<tr>
<td>JKC</td>
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<td>2%</td>
</tr>
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<td>58</td>
<td>1%</td>
</tr>
<tr>
<td>US and Canada</td>
<td>414</td>
<td>6%</td>
</tr>
</tbody>
</table>

• **Talent Acquisition Group (TAG)**
  KPIT Talent Acquisition team (TAG) continues to deliver to meet the ever-increasing demand across geographies. Our hiring involves recruiting the right talent in line with our key attributes and core values.

  TAG has been continuously making progress in line with the needs of the delivery team to deliver world-class services to our clients across the globe by adopting the best industry practices. As this industry is talent intensive, it is imperative that this team adapts, fine-tunes dynamically to cater to the demands of the industry at large. All the TAG team members have been extensively trained on all aspects, including the domain, technology, people part, and best industry practices which are vital for a recruiter to identify the right talent for the right job at the right cost.

  In the previous year, we had introduced the Best Estimate model to ensure that we hire the right number of resources at the right time so that we optimize the resource needs, thus enabling the growth and at the same time controlling the costs, thus ensuring that we have a better contribution. As part of continuous improvement, this year, we have introduced hiring to the CIPD (Competency and IP Development) as part of the improved capacity planning process and not hire directly to projects. In addition, we have introduced priority hiring like P1, P2, and P3, which gives TAG a clear indication of whom to hire and when. The above two improved processes provide sufficient time, future visibility of requirements for TAG to identify quality resources at optimal cost, and help in hiring Just in Time (JIT), thus optimizing costs.
04 Community Initiatives at KPIT

4.1 Environment
4.2 Education
4.3 Employee Engagement
4.4 Covid Combat
4.5 Media Coverage, Voices of Employee Volunteers and Voices of Beneficiaries
Community Initiatives at KPIT

KPIT’s incorporation as a new corporate entity has realigned the CSR policy to have a stronger commitment towards the community. We demonstrate this commitment across all the regions of KPIT’s global presence. This year with the pandemic effect across the globe, our current talent along with their family members have created a long-lasting impact across our focus areas of **education, environment, energy, and employee engagement**.

**FOCUS AREAS**

**Environment:**
Making this planet a better place to live in

**Education:**
Transforming lives through science and technology education

**Energy:**
Developing innovative solutions for efficient energy consumption and renewable supply

**Employee Engagement:**
Maximizing impact through responsible volunteering
4.1 Environment

Environment Month at KPIT
Staying true to our commitment towards a cleaner world, we at KPIT celebrated World Environment Day, inviting all KPITians globally to be part of various virtual events with the theme “Celebrate Biodiversity.”

Poster Design Campaign
An in-house “Poster Making” campaign has been conducted, encouraging the employees to make striking posters bringing out their genuine concern to save the environment.

![Figure 1: Shortlisted posters from Poster Design Campaign](image1)

Grow your Plant campaign
If we start treating the earth as our home, there will be plants and trees in our home year-round. With this belief, the “Grow Your Plant” campaign was conducted and encouraged all KPITians to be part of environmental welfare in a small way by planting a sapling at their homes for a greener tomorrow.

![Figure 2: KPITians with their family members planting the saplings](image2)
Guest talk on Biodiversity

In continuation with our series of activities, we organized a talk on “Biodiversity and our role as an individual towards it” by Dr. Sanjay Joshi (Ph.D., Zoology).

This was the first-ever online webinar event organized by the KPIT CSR team. With the active participation of our talent and their family members, we had a highly overwhelming positive response.

Figure 3: Dr. Sanjay Joshi addressing KPIT employees on Biodiversity

Afforestation- Sapling plantation and nurturing at the Koyna-Chandoli corridor

KPIT, a socially responsible organization, has taken it upon itself to restore forests in areas we can. In the state of Maharashtra, the Koyna-Chandoli corridor has been a host of KPIT’s afforestation efforts in association with the Wildlife Research & Conservation Society (WRCS). Continuing our previous years efforts, we aligned our afforestation activities with the onset of the monsoon. Due to the COVID-19 pandemic, our volunteers have not been able to participate physically in the plantation activities this year. With the help of local villagers and full-time activists of WRCS, we planted a total of 5000 saplings. With this, a cumulative of 45,900 saplings were planted in an area of 252 acres with an overall survival rate of 80 percent.
Chairman’s visit to KPIT’s Koyna afforestation project

Our Chairman Mr. Ravi Pandit along with his family visited this project. He further encouraged our contribution and efforts towards the environment and towards generating structured livelihood for the locals. The locals have been delighted to interact with Mr. Pandit and showcase the fruits of all the efforts. It was overwhelming to see them obtain vocational training with artifacts/t-shirts to generate further awareness towards environment conservation and further help support themselves financially.
Well Excavation and Construction at Nigdicha Wada village, Mulshi, Pune

KPIT, under its Water Conservation through Mass Volunteering Initiative, started the fourth fresh drinking water well in Maharashtra. This project, intended to address the potable water scarcity for the months when the nearby natural spring dries out, was a collaboration between KPIT, Jnana Prabodhini, and the villagers.

Since the pandemic has limited in-person volunteering opportunities, we decided to excavate the well by using machines and the help of the villagers. A well with 32 ft diameter and 32 ft depth will be able to store 7 lac liters of water. As a result, the village, with a population of 200 people and 1000 cattle, will now be tanker-free even in the arid months of the year.

4.2 Education

Online teaching at Thayimane

For the last ten years, KPIT has been working closely with Thayimane, a foster home for needy, underprivileged children in Bengaluru. Students from rural parts of Karnataka and North-East India are studying in Thayimane's residential facility. With the sudden COVID-19 lockdown, some of the students could not travel to their homes.

KPIT CSR team and Thayimane management structured a program to engage these students. KPITians with their family members volunteered with the opportunity to feel connected to a cause close to their hearts and conducted online teaching sessions for the students at Thayimane.

Twenty volunteers took a total of 85 sessions on various topics like art & craft, storytelling, drawing, Yoga, a virtual visit to farmland, moral stories, learn from nature, quiz, etc., for a period of 6 months.

The sessions with the children allowed creating a positive atmosphere among the families of KPITians while doing good deeds together.
Home study kit donation drive

KPIT strongly believes that education is essentially the most important attribute for personal & professional growth.

Over the past decade, we have successfully executed multiple School Kit Drives with the support of our employees and in association with renowned voluntary organizations like ‘Seva Sahyog’ & ‘Youth for Seva.’

This year, the ongoing COVID-19 pandemic has led to uncertainty all around, and education has taken a backseat for many parents. Government & educational institutes tried their best to fill the gaps through online/digital classes for which textbooks were available online. Still, there was always a need for stationery to help the daily studies of the children.

Addressing this issue, KPIT partnered with Seva Sahayog Foundation and distributed Home Study Kits to needy and underprivileged students in Pune, Maharashtra. Also, we extended this drive to the children of security personnel, housekeeping staff, and Sodexo staff at KPIT.

Similarly, exam kits were distributed to students studying in 10th grade of Government schools and Ashram schools in Mysore, Karnataka. This was done in partnership with Swami Vivekananda Youth Movement (SVYM). This initiative has benefitted more than 1570 underprivileged students.

Figure 8: KPITians distributing Home Study Kits to needy children in Pune & Mysore.
**Chhote Scientists**

KPIT has always been at the forefront of various education initiatives. “Chhote Scientists” is one such initiative to kindle the love for science amongst school-going children with the help of easy-to-make & fun-to-learn scientific toys.

This year, with the COVID-19 pandemic impacting children's education, particularly those from marginalized sections, we quickly adapted to the changing environment and effectively reshaped the program to “Online teaching.” Students could connect easily from their parents’ smartphones and continued learning from the comforts of their homes. KPIT employees had stepped up to ensure the students could grasp the concept and enjoy learning from home by demonstrating science experiments with a material commonly available at their homes.

In association with Jnana Prabodhini, Pune, this program has benefitted 1500 students with the support of 239 KPIT volunteers completing 120 sessions at 40 municipal schools in the Pune and Pimpri-Chinchwad corporation area.

![Figure 9: Chhote Scientists attending online sessions conducted by KPITitans.](image)

**vSolve 2021**

vSolve is an annual competition to conclude the Chhote Scientists Program. This is an excellent platform for our ‘chhote scientists’ students to showcase their learnings and develop innovative solutions for given problem statements.

This year the competition was organized online. Seventy students from 23 schools have participated in this event. They were given challenges related to the ›High-pressure car washer without using electric motor‹ and ›Alarm based device to protect the crop from birds and animals‹ and were asked to come up with a working solution. One working day was given to the students for preparations. During the virtual assessment, students came up with excellent solutions and different models.
KPIT Sparkle 2021

KPIT Sparkle, an annual national-level contest, cultivates a culture of innovation by inspiring students from the STEM (science, technology, engineering, mathematics) streams to identify and solve sustainability-related real-life problems using technology. It also encourages and facilitates students to secure intellectual property for their solutions. The 20 finalist teams with India's best innovations in the space of Mobility & Energy were shortlisted from over 2,700 entries across India that successfully presented prototypes virtually.

The completely virtual event had its Grand Finale on 4th – 5th & 6th March 2021.

Shri. Nitin Gadkari, Hon'ble Minister for Road Transport and Highways and Minister of Micro, Small and Medium Enterprises, Govt. of India and Dr. Rajiv Kumar, Vice Chairman, NITI Aayog, were the guest of honour and chief guest, respectively, at the virtual grand finale event.

The Winners

- **Team Nano-Fluid** from ICAR-National Dairy Research Institute, Bengaluru, won the platinum award of INR 10,00,000 for designing a portable nano-fluid-based milking pail for cooling milk after production in an environment-friendly and cost-effective manner.

- **Team 3D Printer** from Pimpri Chinchwad College of Engineering, Pune, won the gold award of INR 5,00,000 for designing continuous fibre 3D printing. The technology involves 3D printing of continuous carbon fibre embedded in nylon.

- **Two teams won the silver prizes of INR 2,50,000 each for the following ideas:** Team Sand Bird from Vellore Institute of Technology, Vellore, and KCG College of Technology, Kancheepuram, for designing a semi-autonomous electric tractor that reduces operation cost by ten times with home charging.

- **Team Al-Air Battery** from the Indian Institute of Technology (IIT) Madras, Chennai, for developing a novel electrolyte-based rechargeable Al-air battery, which increases the energy density by up to eight times and is efficient in saving more than 1 lakh tonnes of CO2 production per year.

- **Most Popular Award**

- **Team Auto-Monitor** from Dr. D. Y. Patil Institute of Technology, Pune won the most popular award of INR 1,00,000 for designing a novel diagnostic system for EV-motor monitoring & automatic fault protection by AI-controlled drive.

- **Two teams won the special jury award for the following ideas:**

- **Team OX-YLINDER** from the Indian Institute of Technology (IIT) Kanpur won a special award of INR 50,000 for designing an oxygen concentrator for vehicles and ambulances equipped with new technology.

- **Team Soft.Spy** from the North Eastern Regional Institute of Science and Technology (NERIST), Itanagar, won a pat-on-the-back award of INR 10,000 for designing a device that records the cause of vehicle accidents and helps the user to decide who was responsible for the accident by retrieving technical data collected during the time of the accident.

- **Speaking at the KPIT Sparkle 2021 Grand Finale, Shri Nitin Gadkari, Hon'ble Minister for Road Transport and Highways and Minister of Micro, Small and Medium Enterprises, Govt. of India, said (excerpts):** “It gives me immense pleasure to be a part of KPIT Sparkle 2021. I would like to congratulate all winning ideas, which will soon come into reality with the mentorship of KPIT Technologies, academia, and industry experts. I firmly...
believe that we need young engineers and creative minds to design smart and efficient transportation systems. There is a huge potential for the use of green and clean hydrogen transport in the future. Promoting alternative fuel promotion will result in economic growth and will bolster India’s development. We must be futuristic in our approach and ensure that in less than five years, India emerges as a leader in mobility and sustainable transport. My ministry is positively looking forward to the suggestions and recommendations on better mobility and energy prospects in the coming future.”

Ravi Pandit, Chairman, KPIT Technologies, said, “KPIT Sparkle facilitates academia and the industry to join forces and promote innovation and entrepreneurship by empowering students with the right kind of mentorship, capability, and resources. It also supports our vision of reimagining mobility with customers, partners, and people by supporting talent creation in the ecosystem.”

Chief Guest, Dr. Rajiv Kumar, Vice Chairman, NITI Aayog (National Institution for Transforming India), said, “KPIT Sparkle is playing a significant role in strengthening the country’s innovation ecosystem. The initiative incentivizes young talent to build solutions that will define the innovations of the future. We look forward to working closely with KPIT and its partners in nurturing and building startups that can emerge from the projects.”

Incubation opportunities
KPIT partnered with the Nehru Group of Institutions Technology Business Incubator (NGI TBI); Centre for Innovation Incubation and Entrepreneurship (CIIE), IIM Ahmedabad; Bhu Institute of Innovation, Entrepreneurship, and Leadership; Manipal University, Jaipur; TBI KEC Incubation Centre; Marathwada Accelerator for Growth and Incubation Council (MAGIC); International Institute of Information Technology, Hyderabad; Sandip Incubator Association; MIT TBI; iCreate; SINE, IIT Bombay to provide incubation opportunities to deserving ideas.

Knowledge partners
KPIT Sparkle 2021 was privileged to be associated with the Department of Science and Technology, Government of India; Ministry of New and Renewable Energy; ONGC Energy Center; National Institute of Design (NID); All India Council for Technical Education (AICTE); MathWorks as its knowledge partners.

The Jury
The finalists were evaluated by a jury comprising national and international experts from the academic, business, automotive, and technology fields, including Mr. Gerard DeVito, Ex. Vice President and Chief Technology Officer, Eaton Vehicle Group; Mr. A.S. Ravikumar, General Manager – Product Engineering, Daimler India Commercial Vehicles Pvt. Ltd.; Dr. B. Gurumoorthy, Chief Executive, SID, and Prof. Mech. Engg. Indian Institute of Science, Bengaluru; CMDE; Dr. Shishir Shrotriya, Counsellor Science and Technology, Embassy of India, Moscow Russian Federation; Mr. Tapish Bhatt, Business Development and Sales, SustLabs; Dr. Milind Rane, Professor, Mech. Engg. and in-charge Heat Pump Lab, IIT Bombay; Dr. Ashish Lele, Senior Vice President, R & D at Reliance Industries Ltd.; Dr. TV Prabhakar, Professor and Principal Scientist, IISc Bengaluru; Ms. Poyni Bhatt, CEO, Society for Innovation and Entrepreneurship (SINE) - IIT Mumbai; Mr. Sanid Patil, Senior Manager, AGNIi, Invest India; Mr. Balkrishna Mahajan, Principal designer, and co-founder Ticket Design; Dr. Somnath Sengupta, Asst. Prof., ADT, IIT Kharagpur; Mr. Anup Sable, CTO, KPIT Technologies Ltd; Mr. Aditya Sinha, Director and Centre Head, C-DAC Patna; Mr. Dinesh Jagdale, Joint Secretary at Ministry of New and Renewable Energy, Government of India; Mr. Chintan Bakshi, Chief Executive Officer, Startup Oasis CIIE at IIM A; Dr. Sanjeev Katti, Directors General, ONGC Energy Centre; Ms. Jyoti Verma, Scientist, ONGC Energy Centre; Dr. S. Mukhopadhyay, Professor and HoD, Electrical Engg., IIT Kharagpur; Mr. Prasad Shetty, Portfolio and Operations, SINE IIT Mumbai.
KPIT Sparkle winner of FICCI CSR Award, 2018-19

KPIT Sparkle has emerged as the winner of ‘FICCI Corporate Social Responsibility Awards 2018-19’ for incubating path-breaking innovations by young entrepreneurs from across the country which addresses the challenges of ‘Real India.’

On the 27th of July 2020, Shri Anurag Thakur, Hon’ble Minister of State for Finance and Corporate Affairs, GoI presented the award to the KPIT team through the virtual award presentation ceremony.
4.3 Employee Engagement

**Audio recording of books for Visually Impaired Students**

Persons with blindness, low vision, learning, and certain physical disabilities face various challenges in their day-to-day life. The lack of books and reading material in alternate and accessible formats for these people have a negative impact on education, employment prospects, and personality development.

Addressing this issue, KPIT has partnered with the ‘Samarthanam Trust for The Disabled’ (Bangalore-based non-profit organization) and ‘Snehalaya’ (Pune-based non-profit organization) to launch a volunteering program for employees to help people who cannot read books due to visual, cognitive, or physical disabilities. KPIT has called upon all those selfless individuals who look for meaningful ways to volunteer during the COVID-19 lockdown. Many KPITians have shown interest and spread the joy of books by recording audiobooks for the visually impaired.

The need to record a large number of books and the passion of KPITians to support the cause has made this take the shape of an ongoing activity. **150 KPITians have recorded audiobooks that include short stories, novels, autobiographies, technical content, and academic books.**

![Figure 13: KPITians while audio recording the books for visually impaired students.](image)

**Eco-Friendly Ganesha Making Workshop**

Ganesh Chaturthi is one of the biggest festivals which is celebrated all over India to worship Lord Ganesha. KPIT being an environmentally conscious company, encouraged all its employees and their families to consider the importance of an **eco-friendly idol to stay away from materials that are harmful to the environment**. KPIT CSR team organized a workshop to create beautiful & creative Ganesha idols with the materials available right at home.

![Figure 14: Families of KPITians with the beautiful eco-friendly Ganesha idols made by them.](image)
Make Best Out of Waste Campaign

In continuation with our steadfast commitment towards a cleaner world, we at KPIT had organized a “Make best out of waste” campaign inviting all KPITians to participate in various virtual workshops.

Workshop on making eco-friendly Diwali Lanterns

With a festive mood around Diwali, the KPIT CSR team organized a workshop on making eco-friendly lanterns and received an overwhelming response from KPITians and their families. The participants learned to make their own handmade traditional and eco-friendly lanterns and dazzled their homes with colorful celebrations.

![Figure 15: KPITians with the handmade colorful eco-friendly lanterns](image1)

Workshop on up-cycling old denim

The COVID-19 pandemic has taught us the critical lesson to save our environment while supporting the needy in our neighborhood. With similar thoughts in mind, the KPIT CSR team organized a workshop to help the employees learn to prepare useful products from their old denim lying at home.

Over 150 employees, along with their family members, joined this virtual session and made beautiful products. Aiding in employment, a donation drive was also organized to donate old denim clothes to women’s self-help groups supported by Poornam Eco-Vision (a Pune based Non-Governmental Organization (NGO) working in the field of waste recycling)

![Figure 16: KPITians with the beautiful denim products made by them.](image2)
Workshop on best out of E-waste

As part of the campaign “Make best out of waste,” the KPIT CSR team organized a workshop on e-waste and witnessed significant participation from KPITians. Employees, along with their family members, made beautiful products out of e-waste that we generate at home.

We also organized an e-waste collection drive to donate the collected material to women self-help groups supported by Poornam Eco-Vision to create employment.

Figure 17: Workshop by Poornam Eco-Vision team on best out of E-Waste

“Joy of Giving Week” Celebrations

Walking our talk, starting with ourselves, for any change we want to see in the world, the KPIT CSR team organized “DaanUtsav, a festival of giving” from 2nd October to 8th October. DaanUtsav is observed annually in India during the week of Gandhi Jayanti.

With the idea of doing something good for our fellow citizens, many employees donated safety kits to security guards, sanitation workers, essential service providers, and police personnel. Some donated food grains to those in need. Some expressed gratitude by sending “Thank You” cards to the Corona warriors and essential service providers in their networks.

Figure 18: KPITians with their families distributing safety kits, food grains to sanitation workers and essential service providers.

Virtual Storytelling Event

We have all grown up listening to stories from our parents, grandparents, aunts, and uncles. Listening to stories is one of the most important aspects of personality development.

KPIT partnered with Bhumi (a Chennai-based NGO working in the field of education) to provide an opportunity to KPITians to narrate stories to students from Bhumi's Learning centers in Pune. Many KPITians participated in this online story-telling event and narrated fun-filled moral stories to the children.
**Share your Stories**

KPIT partnered with **Sevasahayog Foundation** (NGO), Pune, and invited all KPITians to pen down their own learning experiences from their lives about family values, struggles, success stories to inspire and become a role model for young minds.

Selected inspiring stories were published in the monthly journals of the NGO and shared with thousands of underprivileged students.

**Meet the Legend**

KPIT CSR team organized the “Meet the Legend” event where Mr. Venkatesh Murthy, Founder and Chief Mentor of ‘Youth for Seva,’ gave an inspirational talk on volunteering. KPIT’s valuable partnership with Youth for Seva has executed many successful CSR projects for the last ten years. Youth for Seva is a forum empowering youth to become selfless change agents in society.

The talk was intuitive with great insights on “Need of Volunteering Culture for Development,” where Mr. Murthy discussed aspects such as different stakeholders in the social space and how one can manage his time for volunteering activities. It concluded with KPITians sharing their volunteering experiences for various causes.

We received an overwhelming response from KPITians for this session. Some interesting questions were asked on the topics of impactful volunteering and its challenges.
Employee Volunteer Development & Capacity Building Program

Employee engagement is the core of KPIT’s CSR. We always encourage individuals across the organization to devote a portion of their time and talent to support the community in resolving social challenges and making the world a better place.

We believe that with improved volunteer skills and focused engagement, CSR programs can create greater social impact.

KPIT, in association with the partner NGO, Youth for Seva, Bengaluru, has designed and launched an 8-month program for the Development and Capacity building of passion-driven KPIT/NGO volunteers. This program will have multiple sessions with various social changemakers. Participants will interact and learn from the life experiences of these social icons. Topics covered will be, Overview of NGOs & the development sector, Monitoring, Evaluating, and Reporting a social project, Fundraising methods, etc. This program has received an overwhelming response from the participants. As part of this program, we will also organize an NGO site visit for the participants provided COVID-19 situations are favorable.

KPIT’s Association with Lawn Tennis in India

KPIT Technologies Limited has been at the forefront of encouraging the Olympic sport of Tennis in India. KPIT has partnered with Maharashtra State Lawn Tennis Association (MSLTA) since 2014 to organize and bring to India and, specifically in Pune city, the KPIT MSLTA Challenger Tennis Tournament.

The key objective of this tournament is to provide Indian Tennis players a platform to compete with international players here in India. The KPIT MSLTA Challenger tournament is one of the longest-running challenger tournaments. Over the years, the tournament has seen tremendous participation from Tennis players both from India and abroad. Players from more than 20 countries travel to Pune to participate in this tournament. Winning players get 80 ATP points.
 Numerous activities are conducted simultaneously along with the tournament to promote tennis in Pune and Maharashtra, e.g., clinics for coaches from across the state, medical insurance packages for coaches, tennis clinics for enthusiasts, tennis kit distribution in schools, senior and junior tournaments, etc. The aim is to encourage more and more people to take up tennis. Special arrangements are made each year to bring students from nearby schools to come and watch the games.

In 2020, all sporting activities had come to a halt due to the pandemic, and Indian Tennis players did not have an opportunity to participate in any tournaments. Thus, staying aligned to the objective of providing them a platform to compete with international Tennis players, in March 2021, KPIT partnered with MSLTA and other Tennis associations to conduct one of the first international tournaments in India. A unique tournament for girls and boys was organized at the Deccan Gymkhana Pune. The KPIT MSLTA WTT ITF Tennis Cup witnessed participation from more than 100 (Boys and Girls) tennis players from 20+ countries.

Figure 22: Highlights of KPIT MSLTA WTT ITF Tennis Cup
Virtual Events for Employee Engagement

It has been our endeavour to sustain and deepen employee engagement through a digital medium during the unprecedented phase of the pandemic. We have also nurtured team connects and regular communication through the SHINE framework. We organized many events for employees and their family members as well. Our ESAT (Employee Satisfaction) score has been the highest this year as well.

Republic Day celebration 2021
DIY - Republic Day - Tricolor Art & Craft Activity – Employees showcased their creativity with family members.

Women’s Day Celebration 8 March 2021
We celebrated Women’s Day virtually across the globe.

- Fit mind, Body & Soul session
- Surprise fun activity
- Talk with a leading nutritionist.
- Talk with a senior gynecologist.
- Pictionary
- Special talk on Women empowerment
- “Let’s team-up,” a celebration full of energy, team games, music, and entertainment.
- Week-long KROWN Appreciation program along with specific hashtags. Magic, Mind Reading, Illusion session
- This virtual show of magic, mind-reading, illusion by Nikhil Raj, Illusionist, who has hosted these shows with outstanding responses across the globe, received a lot of appreciation. Employees enjoyed it with their family and friends.

World Photography Day Challenge
- We received more than 1700 nominations globally for this challenge.

Celebrity Weekend
- Star Struck LIVE Karaoke with Salim Merchant.
- Star Struck LIVE Karaoke with Palak Muchhal.

Celebrating Mentors’ Week
- On the occasion of teacher’s day, we launched a week-long E-wish link to appreciate colleagues, managers, and leaders who have helped us in becoming better.

Drawing Competition for Kids on Independence Day
- This time, we celebrated Independence Day at our home by organizing a drawing competition for kids. We received more than 200 nominations, and all the kids showcased their creativity.

Fun at work – Fitness challenges
- A series of fitness challenges were organized - Planks, Squats, Surya Namaskar, Sit-Ups.

Employee Wellness Initiatives
With a significant focus on prevention and continuous awareness for our employees, we introduced covid insurance for parents and parents-in-law last year. We have further improved our group medical insurance by giving multiple top-up options for employees and their family members. Our focus remains to educate and enable employees to adopt sound health practices.

Year-end vacation for one week at the end of December enabled employees to take a break and spend time with family and pursue their interests.

All the wellness sessions were conducted virtually. The details of the sessions are given below:

- Yoga Sessions (Beginners to Advanced)
- Ergonomics session
- Bolly Fitness session
- Zumba sessions
- Celebrating World Diabetes Day with a live webinar on Diabetes Prevention & Care
- Counseling services
- Celebrating World Heart Day with Live Webinar
- Session on Childcare & Nutrition
- Session on Practicing Meditation
- Session on Exercise for lower back
- Pilates exercise session
- Infectious Disease Prevention webinar
- Pain Management Exercise Webinar
- Stress Management webinar
- Diet & Nutrition session
- Webinar on Parenting Care
4.4 Covid Combat

Hats off to brave KPITians

When everyone stayed at home during this pandemic, some of our employees dared to come out of their comfort zone and worked with the volunteering organization Jankalyan Samiti, Maharashtra, on various drives.

The employee volunteers participated in Corona Suspect Drives in the cities of Pune and Nashik. During the drive, they performed screening of every person in more than 150 households and distributed immunity-boosting medicines in the community.

Some of the volunteers donated blood, and others organized blood donation camps at their residential complexes. Volunteers also donated food to more than 500 migrant labour families who were dependent on the daily wages and lost their work.

Going beyond the drives, KPIT employee volunteers also performed the last rites for few COVID-19 victims. After participating in these activities, all the volunteers diligently quarantined themselves, thus abiding by the government guidelines.

![Figure 23: Brave KPITians serving the society during the COVID-19 pandemic lockdown.](image)

COVID-19 Care Center

There was a situation where Pune had emerged as India’s new “Corona capital” with the large number of tests being conducted in the city. KPIT Technologies Limited had played a key role in setting up a 200 bedded COVID-19 care center in Garware college Pune, in association with Pune Municipal Corporation, SevaVardhini, and Sahyadri hospital.

This facility was especially for the patients who had been advised for home quarantine but did not have sufficient space at their homes. This was also for those who come from the weaker economic sections of the society and could not have afforded the expenses of tests, sanitization, and medicines.

The center had facilities that included daily yoga sessions, hygiene care, medical care with nutritious food, which were provided free of cost. It also had a counseling center and two duty doctors available 24x7 for continuous follow-up. Another critical factor was that young volunteers from across Pune city had provided voluntary support services and took care of patients admitted in the center.

1,626 patients benefitted from this center.
Figure 24: COVID-19 care center setup in Pune with the support from KPIT

**KPIT’s Innovation of versatile ventilator**

In March 2020, when the world grappled with COVID-19, the lack of timely & sufficient availability of ventilators was the biggest challenge.

As a technology company that cares, we realised KPIT’s years of specialization in product engineering and embedded software expertise could help save lives. In 3 months, braving the challenges of lockdown, KPIT’s team innovated a versatile, safe, robust, portable, yet fully functional ventilator.

The ventilator was a solution designed to support through the entire spectrum - from ambulances, ICUs to at-home care. These ventilators have been certified by NABL (National Accreditation Board for Testing and Calibration Laboratories) accredited laboratories and validated by doctors.

KPIT ventilator, named ‘Vyoman’ (meaning ‘air’ in Sanskrit), has helped patients breathe. “Vyoman” was awarded by Marico Foundation as one of the top winners in the Innovate2BeatCOVID national challenge in the ventilator category that received more than 600 entries. The award was a testimony to KPIT’s capability and efforts of continued contributions through uncompromised, top-notch solutions in creation of a cleaner, smarter & safer world.
CSR App launch on internal employee portal (myWorld)

KPIT CSR team’s volunteering efforts witnessed that CSR activities have helped build a strong bond between KPITians and the organization while boosting morale and making us feel more connected with society.

To enhance the employee experience in their journey of volunteering, the KPIT CSR team has launched the official app on myWorld. The CSR app brings together all the corporate social responsibility activities to a single platform. The app is the one-stop place to explore all current and upcoming events. The app makes it a one-click-away option for anyone who would want to volunteer for a cause close to their heart with a single click, cherish the moments of past events and enable one to share their testimonials and showcase their best efforts.
**Economic Empowerment of women through skill training**

The COVID-19 pandemic has given a significant financial setback, especially for families from economically weaker sections of society. Generally, women from these sections earn income to run their families through work that includes domestic help, construction labourers, etc. Some of them have lost their earnings during the lockdown.

KPIT Technologies partnered with Maharshi Karve Stree Shikshan Samstha (MKSSS), Pune, to empower these women by providing skill training and creating employment opportunities. This was a community outreach program through which women from Yerwada and Vishrantwadi slum areas have been trained on skills to support their livelihood.

The training program includes,

**Basic Tailoring course** for kids’ garments and ladies’ garments (50 participants).

**Patient Assistant course** in which young women are taught how to take care of patients as well as elderly people. After the completion of training, the placements will be provided by MKSSS (20 participants).

The anticipated outcome of this program is to have self-reliant women.

![Figure 27: Skill training program for Women in Pune](image)

**Enhancing the Skill of Rural & Tribal Community through Vocational Training Programs**

With a primary goal to support the rural women who lost their employment due to the pandemic, KPIT Technologies partnered with Swami Vivekananda Youth Movement (SVYM) to provide training on "General Duty Assistant - Healthcare" to the residents of H D Kote, Nanjangud taluk of Mysore district of Karnataka.

This is a residential training program (90 Days) for a batch of 25 students. The course lays special emphasis on inculcating empathetic and ethical behaviour beyond the patient. This program is affiliated with the National Skill Development Corporation (NSDC); and post the training, candidates will have placement opportunities in Govt (PHCs) and private healthcare institutions in Mysuru & Bengaluru based on the student’s locality & interest.

The training program includes,

Basic Tailoring course for kids' garments and ladies' garments (50 participants).

Patient Assistant course in which young women are taught how to take care of patients as well as elderly people. After the completion of training, the placements will be provided by MKSSS (20 participants).

The anticipated outcome of this program is to have self-reliant women.
Figure 28: General Duty Assistant-Healthcare Training Program in Mysore
4.5 Media Coverage, Voices of Employee Volunteers and Voices of Beneficiaries

Media Coverage

- **Business News This Week**
  - KPIT wins ‘FICCI CSR Award’ for incubating path-breaking innovations addressing the challenges of ‘Real India’

- **BusinessLine**
  - KPIT Chairman connects intelligent electronics and affordable medical devices

- **HealthCareRadius**
  - KPIT Technologies innovates versatile ventilators in fight against COVID-19

- **Times Sport**
  - Cutting-edge sports technology and innovation

Sustainability Report 2020-21
Voices of Employee Volunteers

“I have been part of KPIT’s CSR activities for many years. The team is taking up excellent initiatives/projects and executing them quite well.

The year 2020 was a challenging and tough year for all of us. Still, our CSR team continued its enthusiasm, positivity, and innovative approach to carry out so many activities. I participated in many of them like Diwali Lantern Making, Eco-friendly Ganesha Making, Grow Your Plant, Make Best out of e-Waste, Upcycle the Old Denim etc. I really appreciate the way the CSR team successfully carried out these events. I enjoyed it a lot, learned a lot, and experienced the environmental connection in some way. Eagerly looking forward to more such initiatives.”

Rashmi Raoot, KPIT Pune

“The online teaching program was an amazing platform to interact and be directly involved with Thayimane children. It was also a good break for us from our day-to-day office work. Every session was received well by the children, who responded to all the tasks with a lot of enthusiasm. So far, it’s been a great journey because of the background work done by the KPIT CSR team to make all the sessions go smoother without any hindrance.”

Himanshu Rangadhol, KPIT Bengaluru
Voices of Beneficiaries

“KPIT SPARKLE innovation platform challenges the young innovators of our Bharat to think beyond the academics and drives the student community to become Tennovators of Today to Entrepreneurs of Tomorrow. If you have an innovative idea and a vision to build a business out of it, KPIT Sparkle is the one-stop destination to get all your dreams true.”

*Team 3D-Printer, one of the finalists at KPIT Sparkle 2021*

“Thank you KPIT and MKSSS for conducting the Basic Tailoring course in our Vasti. I like tailoring but was not aware of specific skills required for kids’ garments and ladies’ garments. Now I can stitch the garments on my own. This course helped me learn the skills and earn for my family.”

*Asha Vinod Gaykwad, Bhim Nagar, Vasti, Pune*

“KPIT & SVYM’s support by gifting us the examination kit is motivating us to perform better in our academics. The kit is essential at this point of time for us as it is difficult for our families to afford. The stationeries such as books, pen, mathematical box, and exam pad are useful for us to prepare and write our SSLC exams. On behalf of all the students of Sagare Govt. High School, H D Kote taluk I would like to thank KPIT and SVYM!”

*Roopa D, 10th std, Sagare Govt. High School, Mysuru*
पुणे महानगरपालिका, रा.स्व.संघ जनकल्याण समिती सहायता हॉस्पिटल आवासाहेब गरवारे महाविद्यालय कोविड केअर सेंटर