

CITATION FOR A NOTABLE CONTRIBUTION

This citation may be issued to a Holtec associate at any of its Operation Centers for a distinguished work effort that is deemed by the associate’s superior(s) to be of high caliber and to have been instrumental in meeting a critical company commitment such as completion of a critical project milestone, making a significant sale, improving safety, quality or productivity metrics. The issuer of the citation may be an associates’ supervisor, a company executive, director, group manager, or a department head. No issuer may issue more than three citations in a calendar year (average one in a 3-month period). Personnel eligible for this citation can be anyone below the rank of a Director.

Associate’s Name	Supriyo Dhar
Date of Citation	12/17/2025
Issuer’s Name & Title	Alok Ranjan (Executive Director-Digital Innovations Software Development)
Name of Associate’s Supervisor (Signature of Supervisor required prior to issuance.)	Rushikesh Nage
Associates’ EIC Concurrence Received	Yes
Associate’s Work Location	Pune India.

Area of Notable Contributions

		Check Box
1.	Completed a project or sales commitment on an extremely tight schedule while maintaining high quality.	<input checked="" type="checkbox"/>
2.	Completed manufacturing of a product on an extremely tight schedule with high quality and under budget.	<input type="checkbox"/>
3.	A long period of error-free work.	<input type="checkbox"/>
4.	Helped client solve a critical emergent issue at the client site.	<input type="checkbox"/>
5.	Led a construction or site services campaign with maximum safety, Quality and below the allotted budget.	<input type="checkbox"/>
6.	Made a discernible improvement in the Company’s safety or quality culture.	<input type="checkbox"/>
7.	Developed an idea that will improve productivity and/or reduce costs of a department or an operation center.	<input type="checkbox"/>
8.	Provided notable contribution to sales to a (preferably) new client.	<input type="checkbox"/>
9.	Secured extremely good prices for materials and other company purchases.	<input type="checkbox"/>
10.	Developed ideas to help reduce company administrative costs by making improvements in finance/accounting, IT and general administrative expenses.	<input type="checkbox"/>
11.	Other (Please explain below.)	<input checked="" type="checkbox"/>

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Summarize Associate's Contribution

Supriyo Dhar is recognized for his exceptional technical contribution and disciplined execution in the design, development, testing, and timely organization-wide release of the Issue Report application—a mission-critical system for streamlining Quality Assurance (QA) operations across Holtec.

With the Issue Report application required to go live at the beginning of the new year, Supriyo demonstrated outstanding ownership and delivery focus. He developed the application to support company-wide usage, ensuring seamless integration with existing enterprise systems and workflows, including QA, CR, NCR, and IPS platforms. His work enabled a unified, efficient, and auditable QA reporting process across the organization.

Throughout stakeholder demonstrations, Supriyo actively incorporated feedback from diverse user groups, rapidly refining functionality to align with real-world operational needs. He ensured the application was robustly engineered through thorough unit and integration testing, resulting in a reliable and maintainable solution ready for enterprise deployment.

Supriyo independently learned and applied a modern technology stack (Blazor WebAssembly) to deliver an intuitive, user-friendly interface featuring clear workflows, meaningful notifications, and well-designed error handling. His focus on usability significantly improved adoption readiness and reduced friction for end users.

Supriyo's professionalism, collaborative mindset, and commitment to high-quality, maintainable software distinguish him as a standout contributor to the Digital Solutions team. His efforts directly support operational excellence in QA and reinforce Holtec's forward-looking digital transformation.

Please join me in congratulating Supriyo Dhar for this stellar accomplishment and his impactful contribution to the organization.

Issuer Signature:

**Alok
Ranjan**

Digitally signed by Alok Ranjan
DN: cn=Alok Ranjan, c=US, o=Holtec International, ou=Software development, email=a.ranjan@holtec.com
Reason: I have reviewed this document
Location: Camden, NJ USA
Date: 2025.12.22 11:31:32 -05'00'

Date: 18 Dec 2025

Recipient's Supervisor Signature:

**Rushikesh
Nage**

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Date: 18 Dec 2025

Recipient Signature:

**Supriyo
Dhar**

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Date: 18 Dec 2025

Note:

The list of the recipients of this citation will be made available to all Holtec International associates via the desktop icon on his/her Holtec issued computer.

Form No. 42HR

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