

Date: May 23, 2023

<b>BSE Limited</b> 25 <sup>th</sup> Floor, P. J. Towers, Dalal Street, MUMBAI – 400 001  (Company Code: 505714)	<b>National Stock Exchange of India Limited</b> Exchange Plaza, Bandra Kurla Complex, Bandra (E), MUMBAI – 400 051  (Company Code: GABRIEL)
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**Sub: Disclosure under Regulation 30(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sirs,

We are enclosing herewith the Investors/Result presentation for Q4 and FY23, in terms of Regulation 30(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

We request you to take the above information on record and kindly acknowledge the receipt.

Thanking you,

Yours faithfully,

**For Gabriel India Limited**

**Nilesh Jain**  
**Company Secretary**

Encl: a/a

**Email Id: [secretarial@gabriel.co.in](mailto:secretarial@gabriel.co.in)**

# Gabriel India Ltd.

## Investor Presentation

24th May 2023

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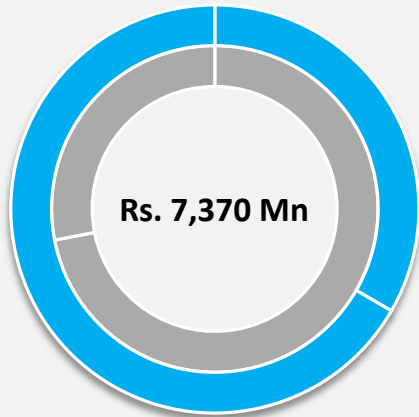


## Q4 & FY23 Result Update

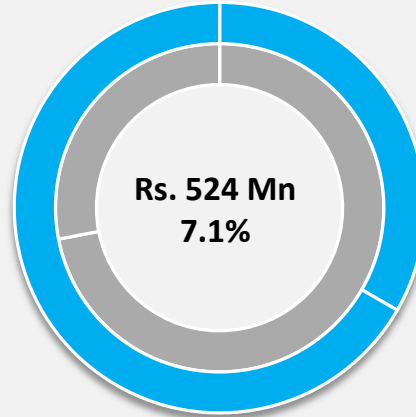
## FINANCIAL HIGHLIGHTS – Q4 FY23

### Q4 FY23

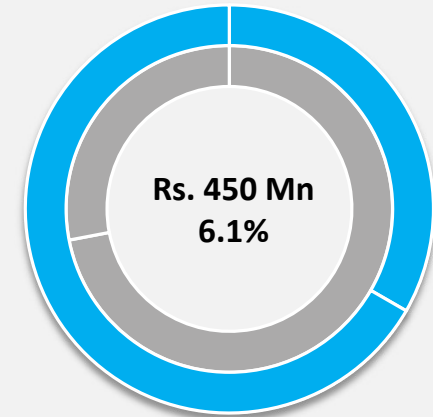
Revenue



EBITDA



PBT



Q3 FY23

Rs. 7,110 Mn

Q2 FY23

Rs. 8,029 Mn

Q1 FY23

Rs. 7,209 Mn

Q3 FY23

Rs. 514 Mn / 7.2%

Q2 FY23

Rs. 591 Mn / 7.4%

Q1 FY23

Rs. 509 Mn / 7.1%

Q3 FY23

Rs. 392 Mn / 5.5%

Q2 FY23

Rs. 492 Mn / 6.1%

Q1 FY23

Rs. 445 Mn / 6.2%

## FINANCIAL HIGHLIGHTS – Q4 FY23

### Revenue

**Rs. 7,370 Mn**

as compared to Rs. 6,843 Mn in  
Q4 FY22 +7.7%

### EBITDA

**Rs. 524 Mn (7.1%)**

as compared to Rs. 377 Mn in  
Q4 FY22 +38.8%

### PBT

**Rs. 450 Mn (6.1%)**

as compared to Rs. 377 Mn  
Q4 FY22 +19.3%

### Balance Sheet

Net Cash position of Rs. 2,984 Mn

### Cash Flow

Cash Flow from operations to the  
tune of Rs. 1,151 Mn as compared  
to Rs. 308 Mn inflow in Q4 FY22

### Capex

Capex incurred during the period  
Rs. 368 Mn

## FINANCIAL HIGHLIGHTS – FY23

### Revenue

**Rs. 29,717 Mn**

as compared to Rs.23,320 Mn  
in FY 22 YoY 27.4%

### EBITDA

**Rs. 2,137 Mn (7.2%)**

as compared to Rs. 1,459Mn in  
FY 22 YoY 46.4%

### PBT

**Rs. 1,779 Mn (6.0%)**

as compared to Rs. 1,265 Mn  
in FY 22 YoY 40.7%

### Balance Sheet

Net Cash position of Rs. 2,984 Mn

### Cash Flow

Cash Flow from operations to the  
tune of Rs. 1,364 Mn as compared  
to Rs. 950 Mn inflow in FY22

### Capex

Capex incurred during the period  
Rs. 1,065 Mn



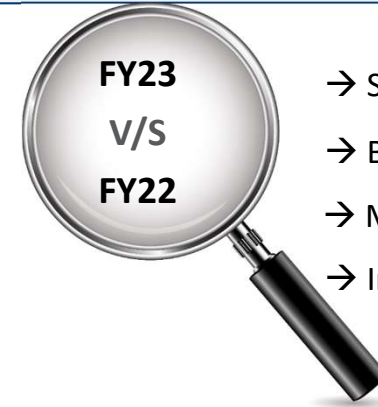
## FINANCIAL TRACK RECORD

P&L (Rs. Mn)	Q4 FY23	Q4 FY22	YoY	Q3 FY23	QoQ	FY23	FY22	YoY
Revenue from Operations	7,370	6,843	7.7%	7,110	3.7%	29,717	23,320	27.4%
Gross Margin (%)	23.8%	22.1%	1.7%	24.4%	-0.6%	23.7%	23.4%	0.3%
EBITDA Margin (%)	7.1%	5.5%	1.6%	7.2%	-0.1%	7.2%	6.3%	0.9%
Net Margin (%)	4.6%	3.9%	0.7%	4.1%	0.5%	4.5%	3.8%	0.7%

Balance Sheet (Rs. Mn)	FY23	FY22	FY21
Net worth	8,703	7,668	6,931
Gross Debt	112	129	147
Liquid Investments	2,984	2,791	2,687
Fixed Assets	4,407	4,027	3,779

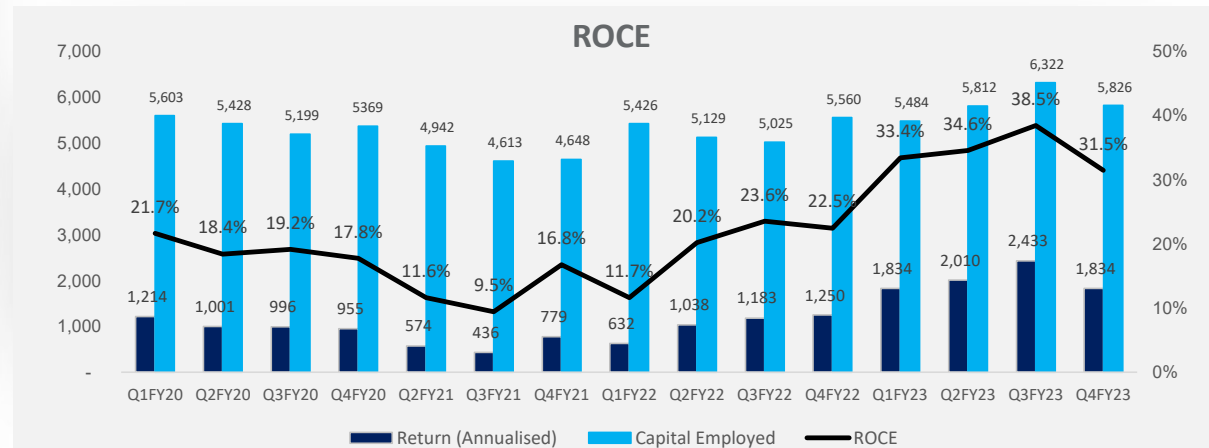
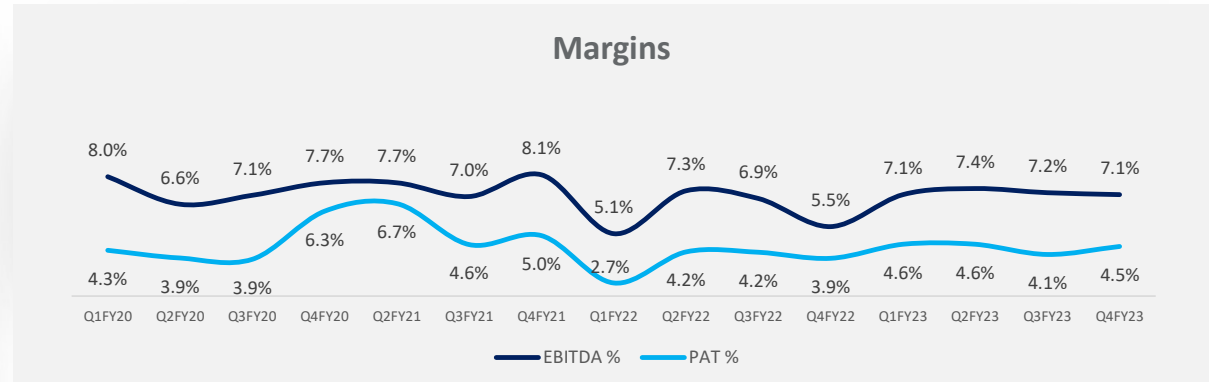
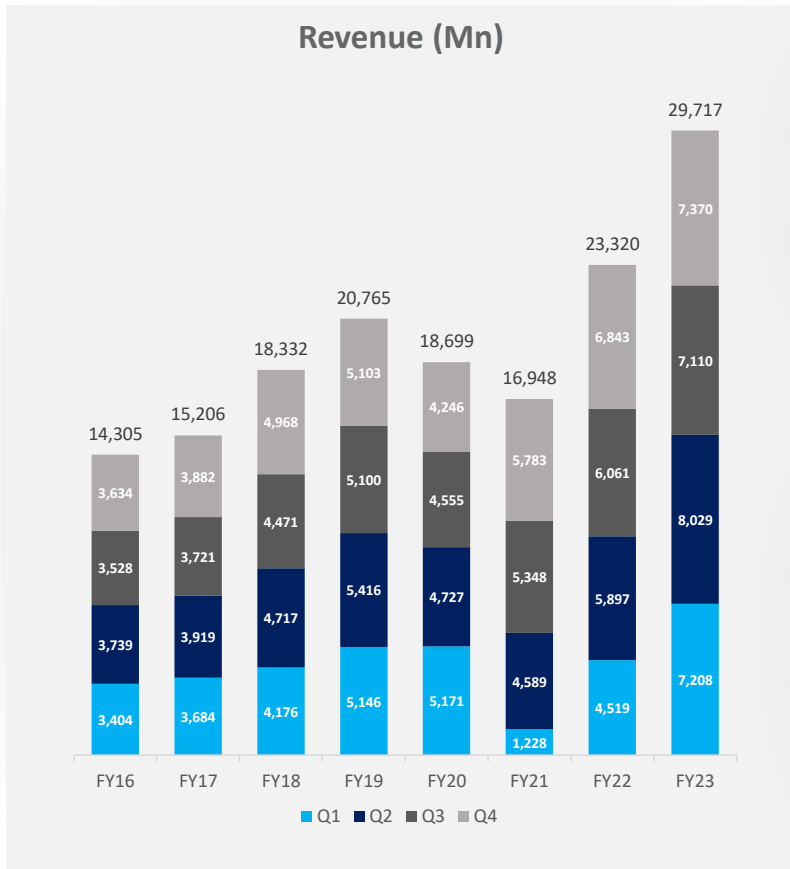
Key Performance Indicators	FY23	FY22	FY21
Net Working Capital (days)	18	17	19
ROIC (%)	31.3%	26.1%	19.1%
Cash Flow from Operations Inflow/(Outflow)	1,364	950	1,201

### FY23 vs FY22



- Strengthened Net worth
- Better ROIC
- Maintained working capital days
- Improvement in cash flow

# QUARTERLY PERFORMANCE TREND



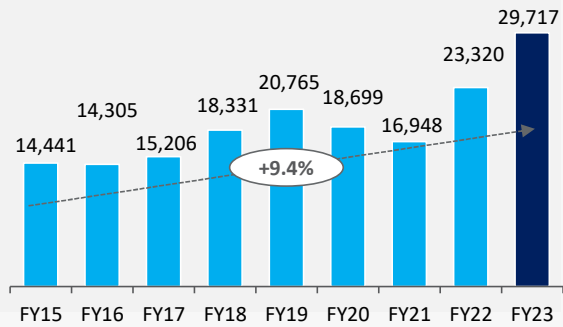
## PROFIT & LOSS STATEMENT

Particulars (Rs. Mn)	Q4 FY23	Q4 FY22	YoY	Q3 FY23	Q-o-Q	FY23	FY22	Y-o-Y
Revenue from Operations	7,370	6,843	7.7%	7,110	3.7%	29,717	23,320	27.4%
Raw Material	5,612	5,334		5,377		22,688	17,863	
Employee Expenses	462	420		473		1,831	1,597	
Other Expenses	773	712		745		3,061	2,401	
<b>EBITDA</b>	<b>524</b>	<b>377</b>	<b>38.8%</b>	<b>514</b>	<b>1.9%</b>	<b>2,137</b>	<b>1,459</b>	<b>46.4%</b>
Other Income	65	108		18		174	262	
Interest	8	2		13		46	43	
Depreciation	130	107		127		486	414	
<b>PBT</b>	<b>450</b>	<b>377</b>	<b>19.3%</b>	<b>392</b>	<b>14.8%</b>	<b>1,779</b>	<b>1,265</b>	<b>40.7%</b>
Tax	112	108		101		456	369	
<b>PAT</b>	<b>338</b>	<b>269</b>	<b>25.4%</b>	<b>291</b>	<b>15.9%</b>	<b>1,324</b>	<b>895</b>	<b>47.9%</b>
<b>EPS</b>	<b>2.4</b>	<b>1.9</b>		<b>2.0</b>		<b>9.2</b>	<b>6.2</b>	

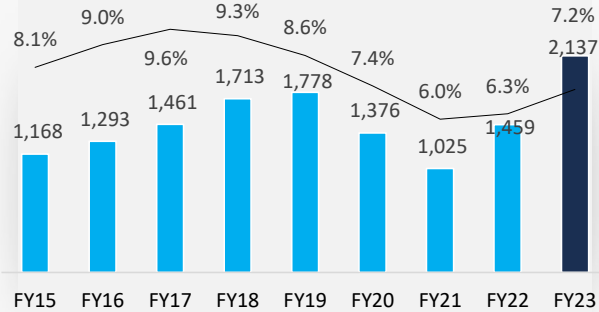
Q4 YOY : Higher revenue & strict management on costs resulted into better EBITDA. One time other income in Previous year needs to be considered while evaluating the current quarter PBT performance

# FINANCIAL TRACK RECORD

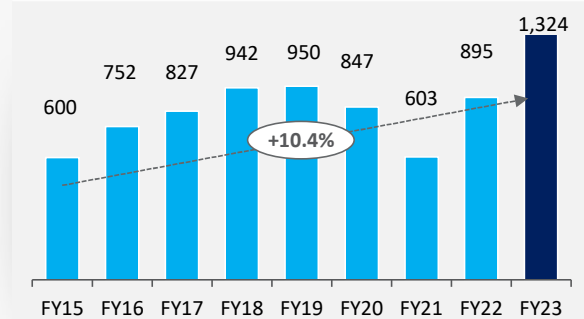
Revenue (Rs Mn)



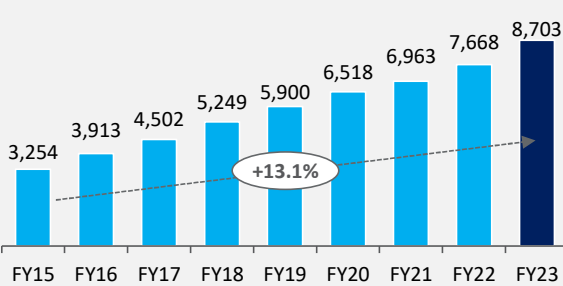
EBITDA (Rs Mn) & EBITDA Margin (%)



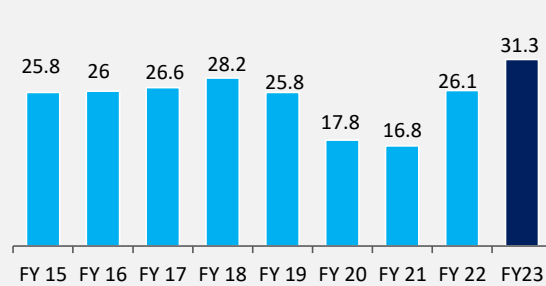
PAT



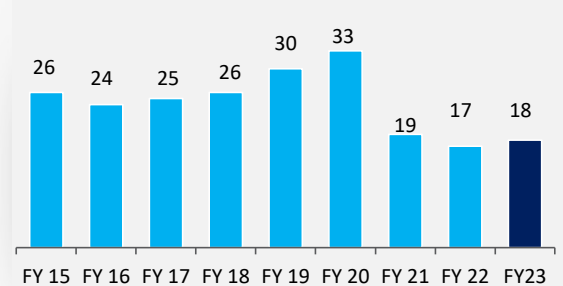
Net worth (Rs Mn)



RoCE (%)



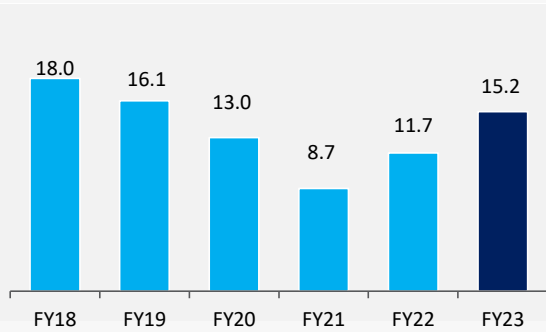
Net Working Capital Days



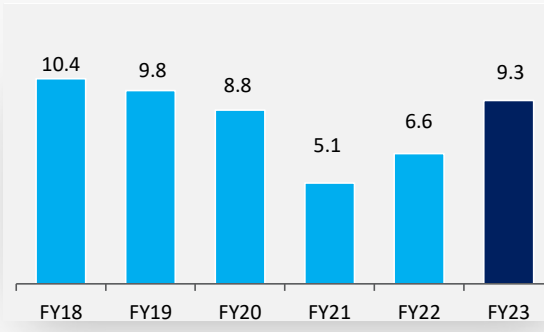
^Note: Financials for FY17-22 as per IND-AS

# KEY RATIOS

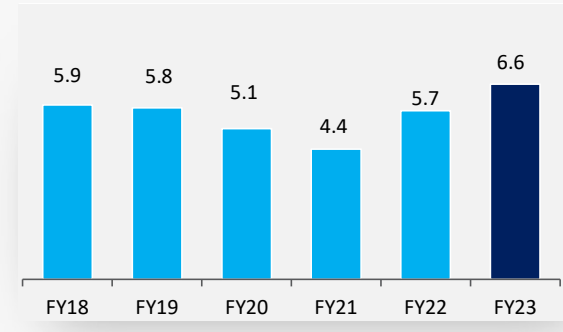
Return on Equity (%)



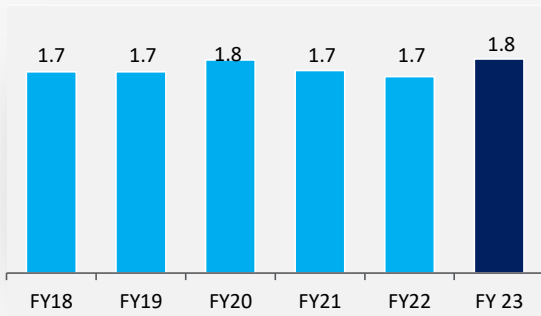
Return on Assets (%)



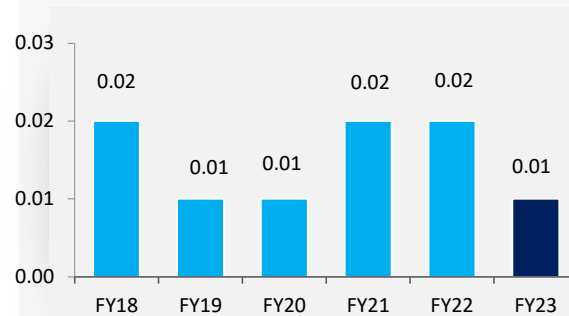
Fixed Asset Turnover (x)



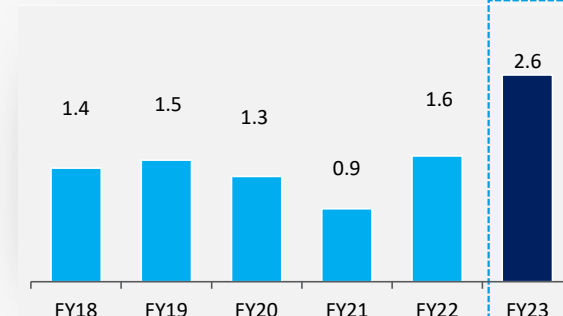
Current Ratio (x)



Debt : Equity Ratio

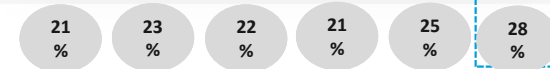


Dividend\* (Rs/share) & Pay-out (%)

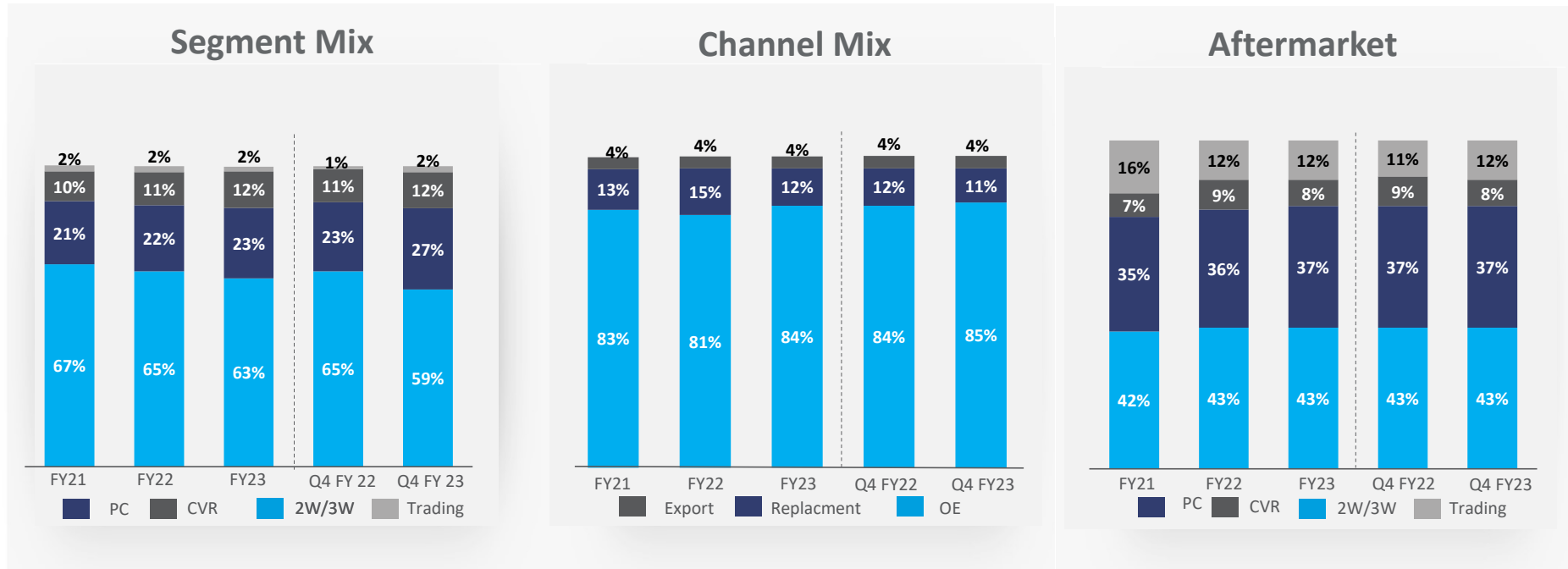


\*Dividend excluding Dividend Distribution Tax

Payout Ratio



# REVENUE MIX (INC. TRADING)



- Improvement in CVR Volumes in Q4 FY23 (12%) compared to Q4 FY22 (11%)
- After market have increased from 11% (Q4 FY22) to 12% (Q4 FY23)

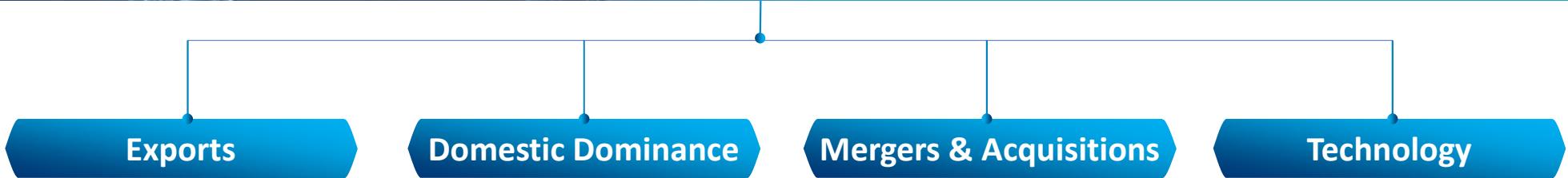
# VISION 2025



To be amongst the Top 5 Shock Absorber Manufacturers in the world

**REDEFINING RIDE COMFORT**

Market Leader  
FOR 60 YEARS



Exports

Domestic Dominance

Mergers & Acquisitions

Technology

## Our Strategic Business Drivers



**Exports**



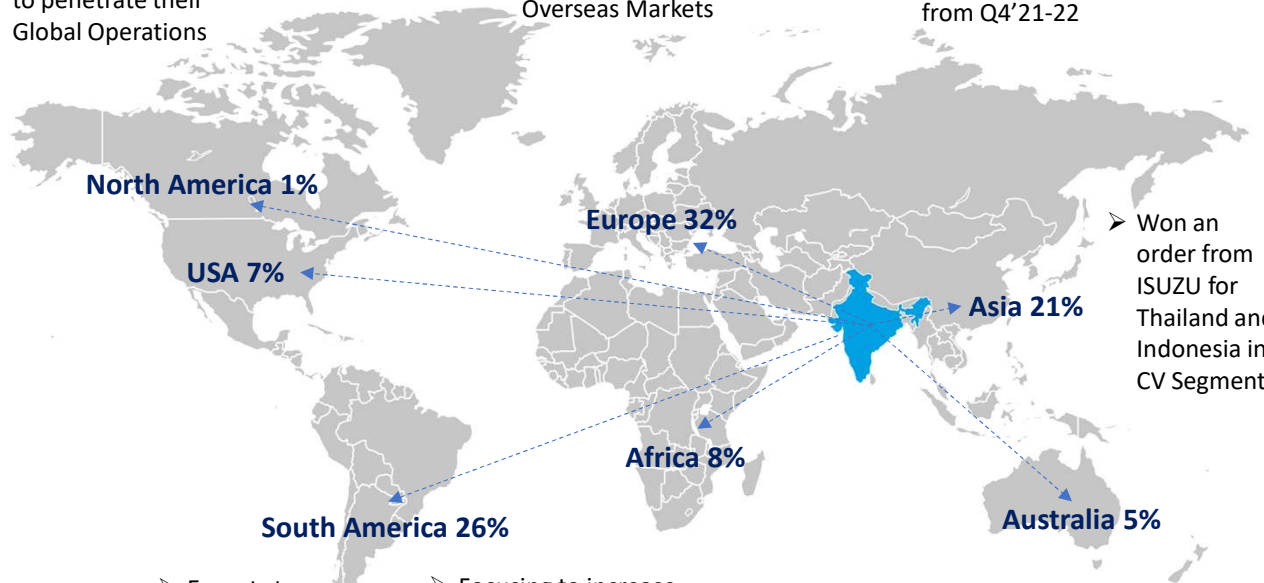


# CREATING GLOBAL PRESENCE THROUGH EXPORTS

➤ Leveraging relationship with Global OEMs in India to penetrate their Global Operations

➤ Resource in Europe for exploring opportunities in Overseas Markets

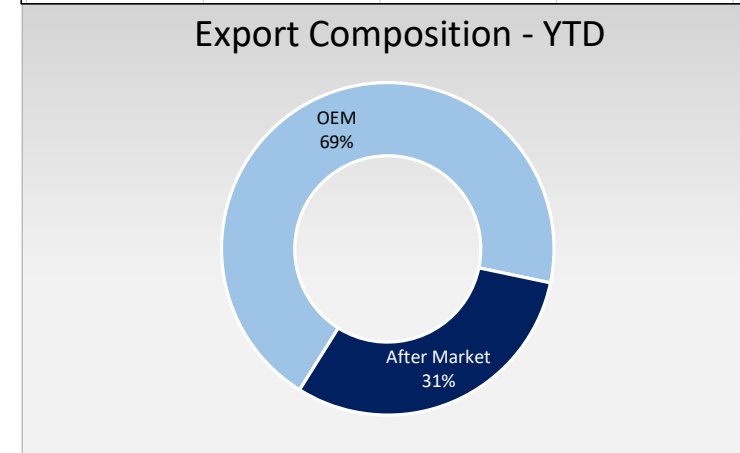
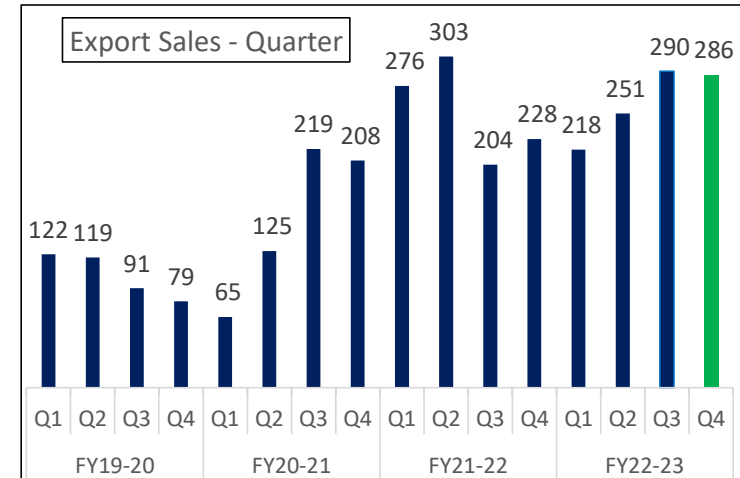
➤ Export order from DAF Netherlands, VW Russia commenced from Q4'21-22



➤ Exports to Yamaha, Japan

➤ Focusing to increase presence in Aftermarket of Latin America, Africa & North America

➤ Won an order from ISUZU for Thailand and Indonesia in CV Segment



## Our Strategic Business Drivers



**Domestic Dominance**



## YTD SEGMENT PERFORMANCE – 2W&3W (INCL. AM)

### Performance

- Growth was primarily driven by efforts in terms of improving market share with key customers, higher efforts in terms of developing new products and on account of strong acceptance of end products in the market

### Recent Launches

- TVS Motors – Raider, Jupiter 125
- Mahindra 2W- Y4,Y5,J201 Bajaj Auto – R107, CNG
- EV customers – Various programs, OLA Electric, Ampere, Ather, Okinawa

### Market Update

- As per SIAM data, the 2W sales de grew by 3 % YoY and 3W grew by 7 % YoY respectively in Q4 FY23
- Within the 2W segment, Scooters grew by 12 %, Motorcycles de-grew by 9% and Mopeds de-grew by 5% in Q4 FY23

### Future Development

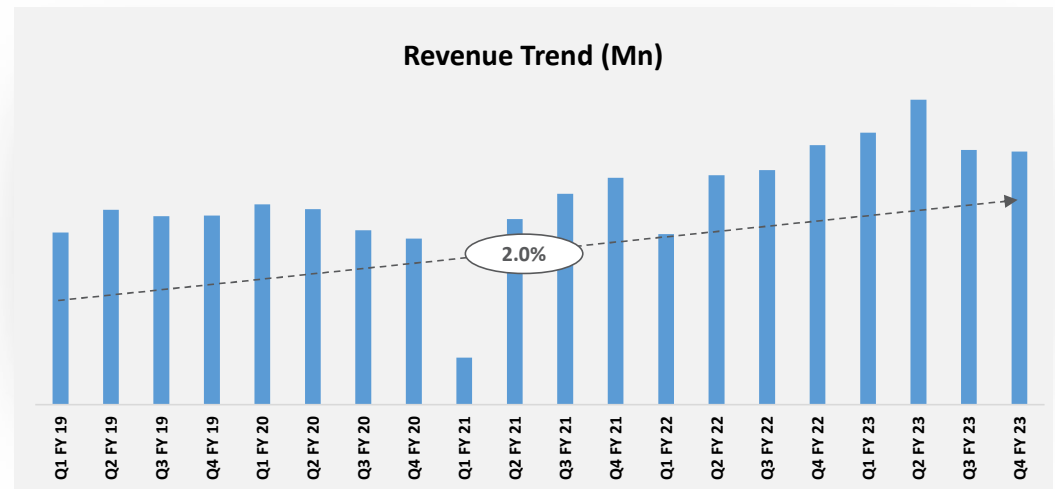
- Electric Vehicles
- 2W - Okinawa, Ather, Ampere, Hero Electric
- 3W – Bajaj, M&M, TI , Hero Cycles

### Top 3 Customers

- TVS Motors, Yamaha, Bajaj Auto

64% % to Total Sales

32% Market Share



# BRAND GABRIEL: WELL- ENTRENCHED AMONGST ALL 2W/3W EV PLAYERS



OLA ELECTRIC



AMPERE  
By GREAVES



HERO ELECTRIC



TVS



ATHER



Mahindra  
ELECTRIC



**14%**

Maharashtra's EV sales accounted for 14% of the overall share of EVs registered for the quarter






**80%**

GIL SOB in 2W sales ( Q4, FY 22-23)

**300%**

GIL growth in EV-2W segment FY 22-23 from FY 21-22

**Top Models    GIL presence**

- |                     |   |
|---------------------|---|
| 1. Okinawa praise   |  |
| 2. Ampere Magnus-ex |  |
| 3. Hero optima      |   |
| 4. Ola S1 pro       |  |
| 5. Ather 450x       |  |
| 6. TVS iQube        |  |

# E-BIKE FORK BUSINESS

MTB Front fork



GABRIEL



MEETING THE NEEDS OF



Mountainbikes



Modern Ebikes



## SPECIFICATIONS-



- 29" version
- 100 mm and 130mm travel option
- Tapered steerer
- Coil Spring and Oil Damper



Attribute	TAIGAR 1 By Gabriel and Spur
ISO MTB Approved	✓
35mm Stanchion	✓
Apple Air Tag Mount	✓
Clearance for large tire and Mud-guard	✓
Passes ISO+ Ebike testing	✓
Black Stanchion tubes	✓
Weight	4.0kg

Gabriel India dispatched it's first shipment to Hero Spur recently

# YTD SEGMENT PERFORMANCE – PASSENGER VEHICLES(INCL. AM)

## Performance

- Segment observed growth with new launches within key customers and SUV segment gaining traction

## New Program

- Maruti Suzuki: YXA, YFG,YWD,YOM
- Stellantis : CC21,eCC21

## Market Update

- As per SIAM data, the sale of Passenger Vehicles grew by 13 % in Q4 FY23 over the same period last year
- Within Passenger Vehicles, the sales for Passenger Cars grew by 6%, Utility Vehicle grew by 19% & Vans grew by 28% YoY in Q4 FY23

## Future Development

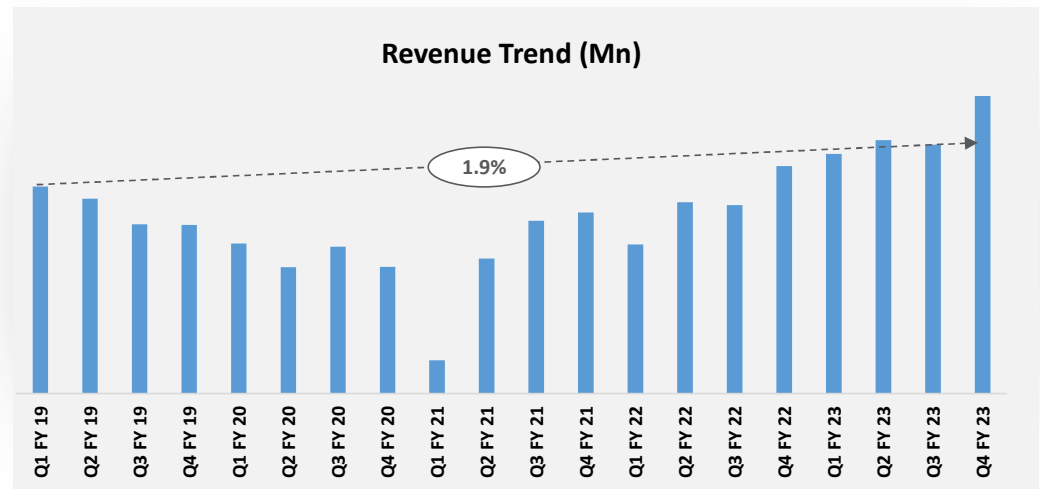
VW (1) , TML (1), Stellantis (1), M&M (1)

## Top 3 Customers

- Maruti Suzuki, Volkswagen, Mahindra & Mahindra

22% % to Total Sales

23% Market Share

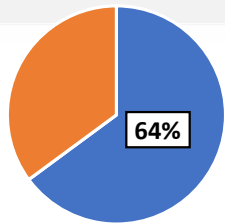


# GABRIEL PRESENCE: UTILITY VEHICLES

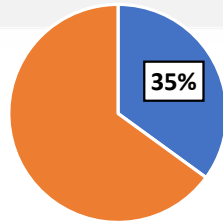
- Manufacturing Facility: Chakan & Khandsa
- R&D Centre: Pune
- Product Portfolio: McPherson struts, Gas Shock Absorbers, Steering Dampers
- Commenced the technology of FSD (Frequency Selective Damping) in damper supplies for key customers

Share of Utility Vehicle sales in Gabriel Passenger Vehicle business- 64%

Gabriel India Share of Business in Total Utility Vehicle Sales-35%



■ Utility Vehicle



■ SOB - GIL ■ Others



Volkswagen Taigun



Skoda Kushaq



Toyota Hyryder



Mahindra XUV 700



Mahindra Thar



Mahindra Bolero



Suzuki Brezza (New)



Suzuki Grand Vitara



Suzuki Jimny

# YTD SEGMENT PERFORMANCE – COMMERCIAL VEHICLES (INCL. AM & RAILWAYS)

## Performance

- Moderate growth coming back slowly reflecting in better production volumes by OEMs

## New Program

Ashok Leyland- Phoenix, TML Intra & Mahindra New Bolero

## Market Update

- As per SIAM data, the overall commercial vehicles segment registered a growth of 6% in Q4 FY23 as compared to Q4 FY22
- Medium & Heavy Commercial Vehicles (M&HCVs) sales grew by 18% YoY and Light Commercial Vehicles (LCVs) grew by 0% YoY in Q4 FY23

## Future Development

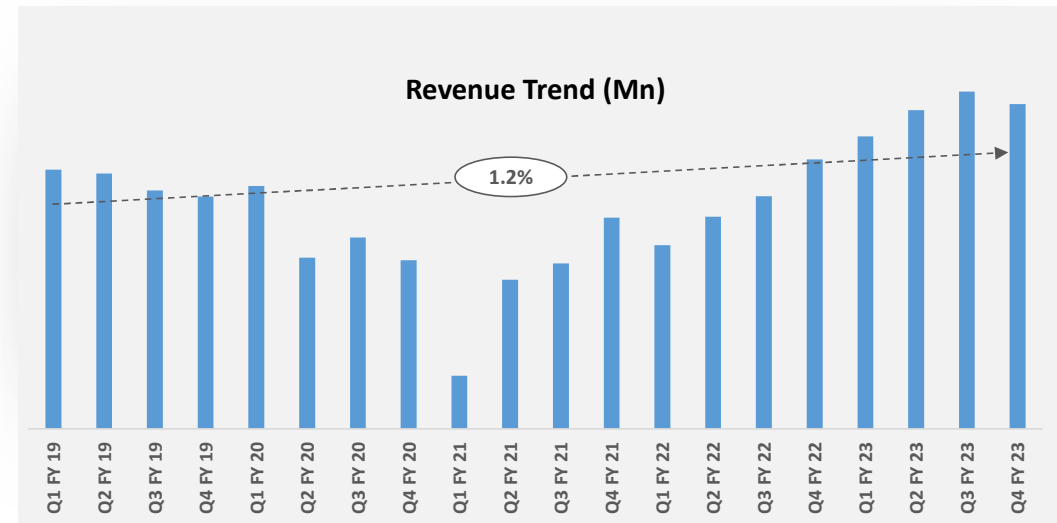
- Volvo, JBM, New EV Customer
- DAF – 2 programs

## Top 3 Customers

- Tata Motors, Mahindra & Mahindra, Ashok Leyland

12% % to Total Sales

89% Market Share

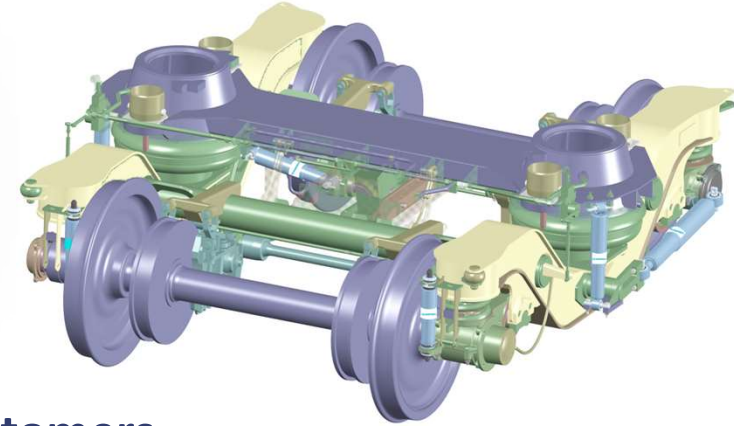




# GABRIEL PRESENCE- RAILWAYS

- Manufacturing Facility: Chakan, Pune
- R&D Centre: Pune
- Product Portfolio: Damper for Rajdhani/Shatabdi Coach, ICF Conventional coach, EMU/MEMU Coach & Diesel Locomotive
- 1<sup>st</sup> Indigenous Company to develop damper for Rajdhani/ Shatabdi Coach(LHB) & Vande Bharat Coach

## Damper for Various Bogie of Railroad



## New Damper Introduced



SEMI HIGH SPEED TRAIN



ELECTRIC LOCOMOTIVE

## Key Railway Customers



## AFTERMARKET

### Strong Brand Equity

- Brand “Gabriel” synonymous with shock absorbers
- Leadership since 60 years with market share > 40%

### Extensive Distribution Network

- 11 CFA locations & 700+ dealer network
- ~20,000+ retail outlets supported by effective sales force
- Present in the aftermarket segment across six continents

### Recent Highlights

- Achieved 12% growth over Q4 21-22. Sale Q4 – 916 MINR
- Achieved 17 % growth from 21-22. Sale FY 22-23 – 3,876 MINR.
- Completed successfully 4 IT Enablement projects.

### Widest Product Range

- Only Company present in all the segments i.e. TW, PC, CV & Railways
- Launched 203 SKU’s In FY 22-23.
- More than 1355 SKUs launched in last 5 years
- Continuous focus on expanding Product Portfolio

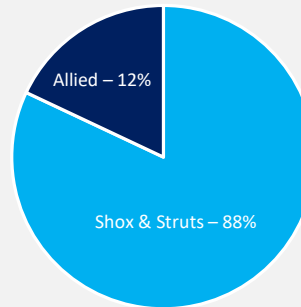
### Presence Through Allied Products

- Leveraging Brand Gabriel & Distribution Network for Allied products.
- 18 New Product lines launched successfully in recent years & 4 NPL are in pipeline.

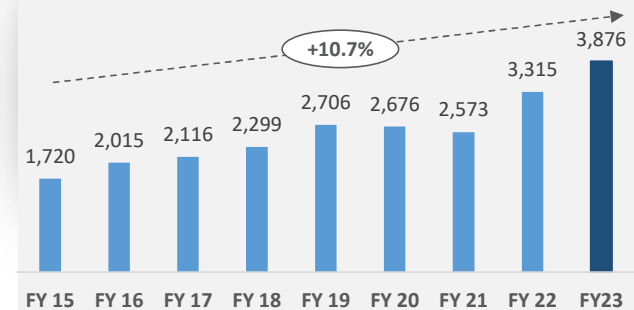
### Focus Areas & Outlook

- Develop more products for the core segment
- Increase sales through national channels
- Major focus in B & C class towns – Appointed 74 channel partners FY 22-23
- Leveraging Brand Gabriel by launching new product lines
- Emphasis on Elite Workshop Programme in 22-23 to strengthen the brand – Successfully completed first ever international ERP & EWP in Nepal
- 4 IT projects Successfully implemented, 2 are in pipeline. Target to become 100% IT enabled in next 2 years
- Focus on Latin American & African markets for Quantum growth in Export's sales

### After Market Parts



### Aftermarket Sales (Rs. Mn)



## OUR STRATEGIC BUSINESS DRIVERS



**Merger & Acquisition**



## MERGER & ACQUISITION

Product diversification is one of the important levers in both de-risking our business and also improving shareholders value

# GABRIEL

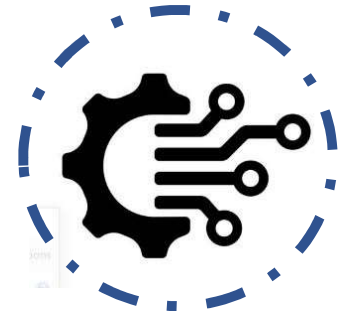
- Gabriel India is the flagship of the ANAND Group. From being a single-product company in 1961, Gabriel India has transformed itself to become the most-trusted ride control products brand in India.
- Gabriel is also the leading manufacturer of shock absorbers for new generation vehicles in the 2 & 3-wheeler segment in India, including EVs.



- Founded in the Netherlands in 1946, with over 700 life patents and a global market share of approximately 25%, Inalfa Roof Systems is a \$1.5 billion company, leading in roof systems technology and solutions, delivering roof systems to almost every major car and truck manufacturer in the world.

➤ **MOU has been Signed and executed between both Parties ; Financial Feasibility & Agreement on contents is under progress**

## OUR STRATEGIC BUSINESS DRIVERS



**Technology**

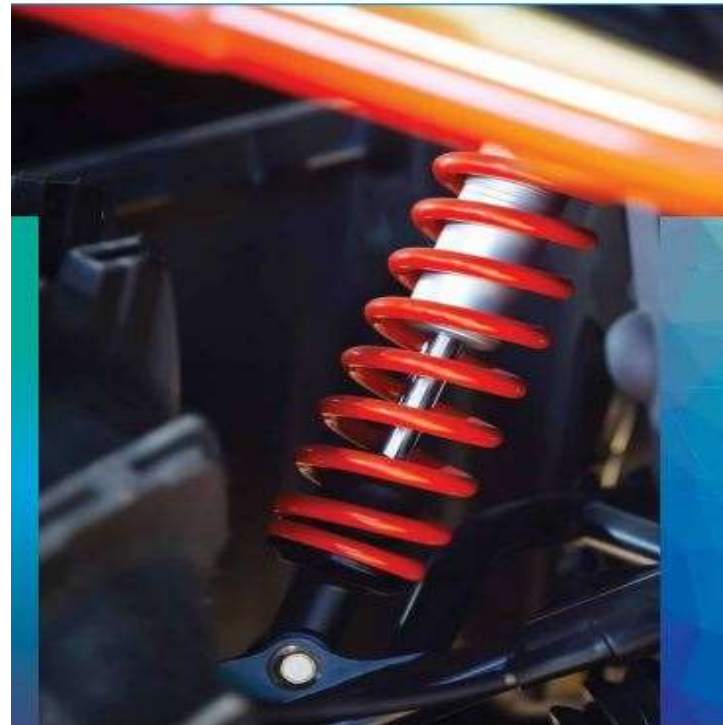
## ACHIEVING ENGINEERING EXCELLENCE

Designed & Developed Remote  
Canister Shock Absorber

Shock Absorbers with  
Floating Piston

Shock Absorber with Hollow  
Piston Rod

Robotic Assembly line



Laser Welding Technology, Friction  
Welding Technology, Water based  
Autophoretic Paint System

Adjustable Electronic-Hydraulic  
Shock Absorber for a leading SUV  
vehicle in Aftermarket

Zero Discharge Chrome Plating

Shock Absorbers for High  
Speed Railway Trains – LHB &  
Vande Bharat Coaches

Many Firsts

# R&D, INNOVATION AND TECHNOLOGY: ESSENTIAL COMPONENTS FOR STRATEGIC EVOLUTION

At Gabriel India, our constant endeavors towards investing in R&D, innovation and technology are considered integral to our continuous improvement process.

Our R&D technology centres at Hosur and Chakan ( recently launched) are recognised by the Department of Scientific and Industrial Research (DSIR), part of the Ministry of Science and Technology.

## END-TO-END PRODUCT DEVELOPMENT CAPABILITIES



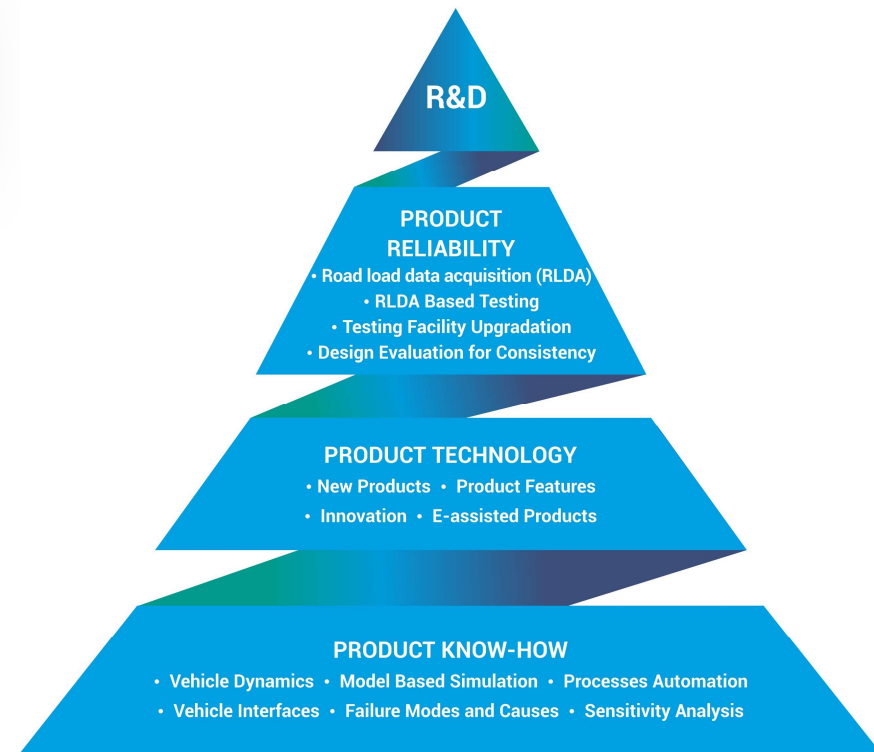
## KEY FOCUS AREAS



60  
R&D Specialists

75  
Patent Filed

## ELEMENTS OF 3-PILLARS



## GABRIEL TECH CENTRE: POWERING OUR FUTURE, DRIVING POSSIBILITIES



**Chakan**

Technology Collaboration:



**Hosur**

Technology Collaboration:

Yamaha Motor Hydraulic System  
Company Limited (formerly SOQI), Japan

- In-house facility for customers for ride tuning of vehicles
- Advanced damper technology for the enhanced user experience
- CO2 footprint reduction through product light weighting and use of green technologies
- Virtual analysis for structural durability assessment of components
- Implementation of product life cycle management (PLM) to increase the reuse of existing components & to improve productivity
- NVH measurement and reduction techniques to address noise issues in the new generation vehicles



## BALANCE SHEET

Assets (Rs. Mn.)	Mar-23	Mar-22	Mar-21
Non-current assets	4,857	4,458	4,175
Current assets	9,423	9,073	7,780
<b>Total Assets</b>	<b>14,280</b>	<b>13,531</b>	<b>11,955</b>

- Net Cash stood at Rs 2,984 Mn at the end of Mar'23
- Net Working Capital Days at 18 as compared to 17 last year
- Capex for FY23 to the tune of Rs. 1,065 Mn

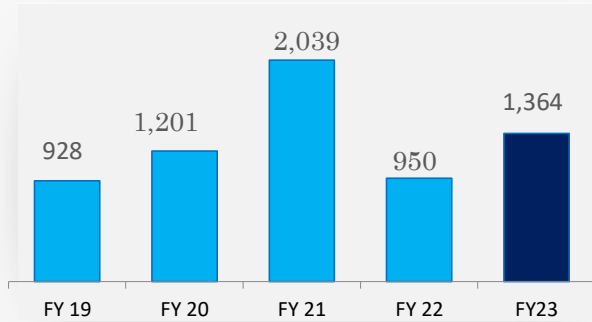
Equity and Liabilities (Rs. Mn.)	Mar-23	Mar-22	Mar-21
Equity	8,703	7,668	6,963
Non-Current Liabilities	384	403	429
Current liabilities	5,193	5,460	4,563
<b>Total Equity and Liabilities</b>	<b>14,280</b>	<b>13,531</b>	<b>11,955</b>

## Capex for FY23

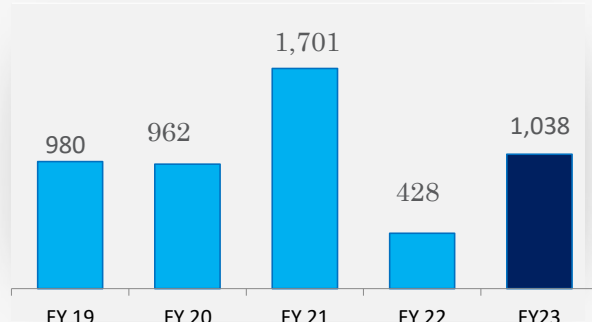
- Hosur - NEST, Fanuc Robo Drill, Damping Force Testing, Electro Dynamic damper, Washer spring feed Assembly, Sustainability
- Chakan - Expansion for PSA , Spinning Machine, Chrome grinder Machine, Nayan Guest house, KYB Technical support (YWD, YFG), Chennai Land
- Khandsa - Expansion for MSIL
- Dewas - Paint line

# CASH FLOWS

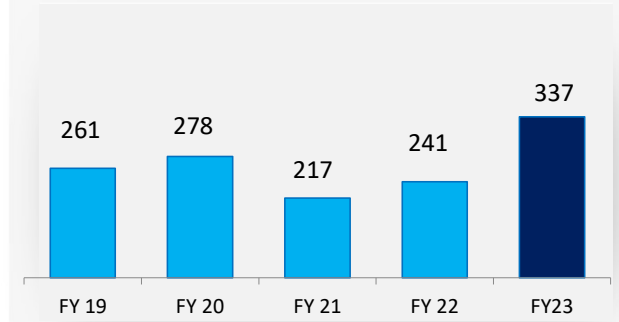
Cash Flow from Operations (Rs. Mn)



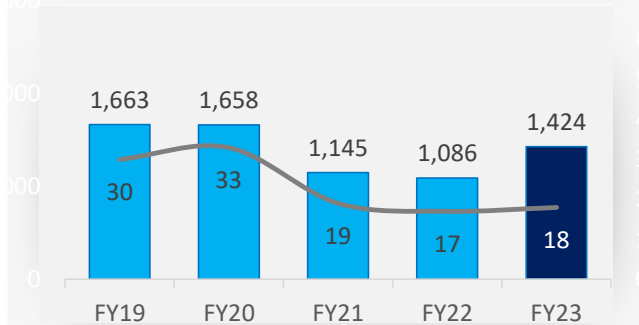
Cash Flow used in Investing (Rs. Mn)



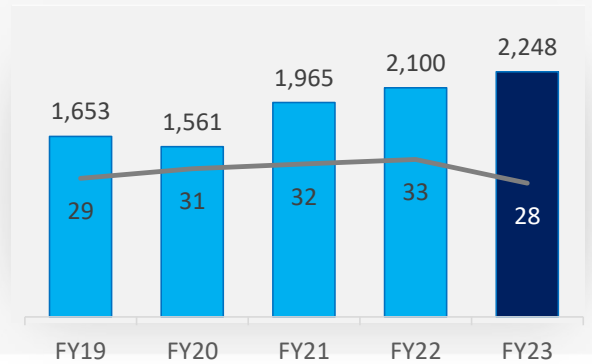
Cash Flow used in Financing (Rs. Mn)



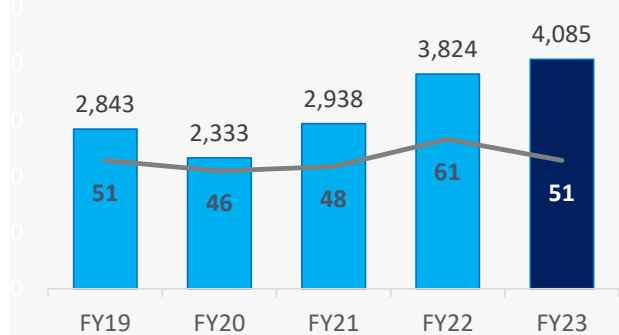
Working Capital Days



Inventory Days

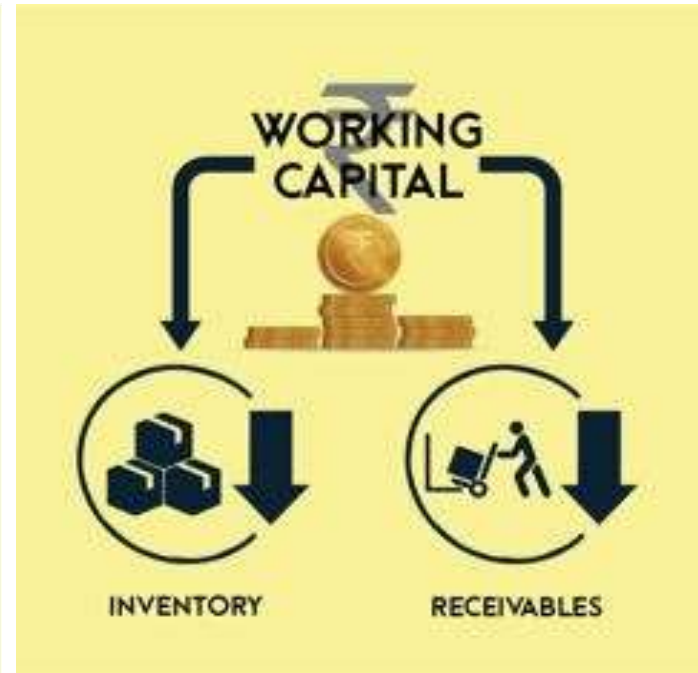
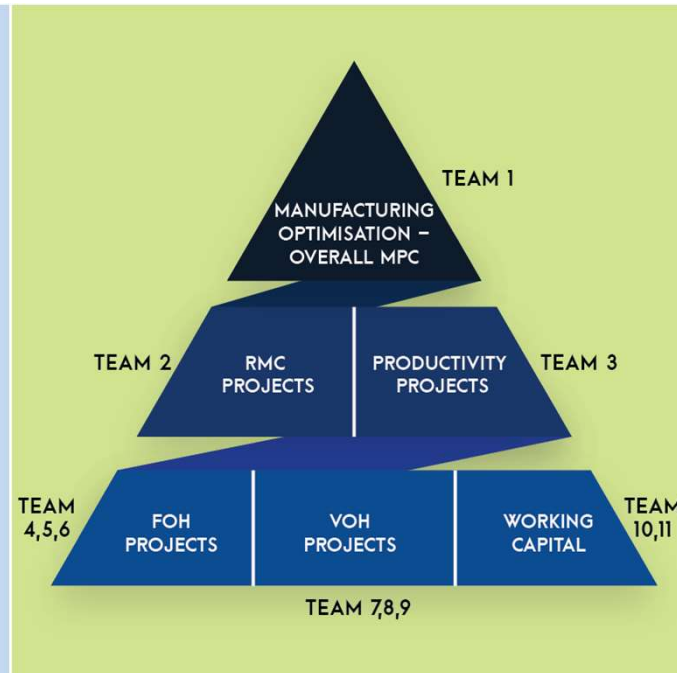
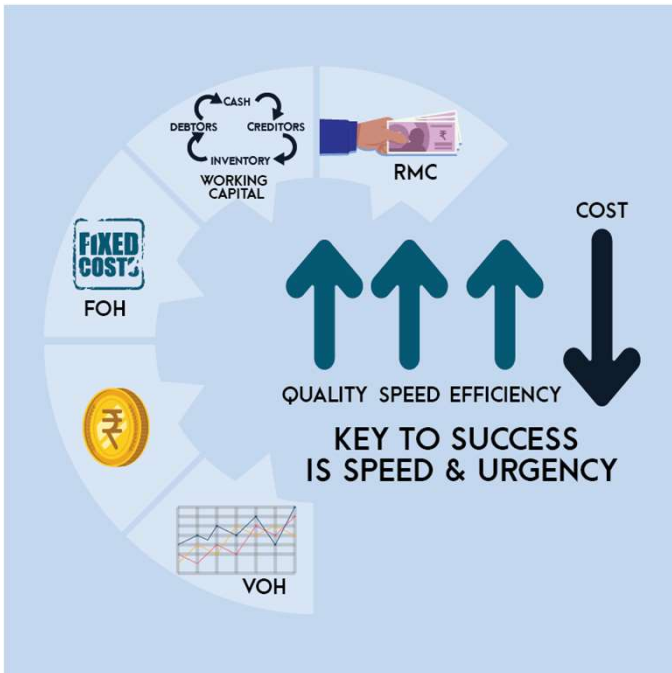


Debtors Days



FY 21 - Days calculation basis 274 days (July 20 to Mar 21)

# CORE 90



## CORE 90 COST REDUCTION DRIVE



## Corporate Overview

# GABRIEL AT A GLANCE

## Corporate Profile

- Incorporated in 1961
- Pioneer of Ride Control Products in India with state-of-the-art integrated operations
- Strong R&D focus, employing 60 specialists, highest in the industry
- Experienced, professional management team and Board of Directors
- Marquee clientele across all vehicle segments
- Market Leadership in Aftermarket
- Impetus on Sustainability and Environment: 1,726 MT reduction in carbon footprint since FY12. 12% of power from renewable sources from 0% in FY14
- Consistent dividend track record since FY 85-86



## Key Metrics

500+

New Product Additions

25

Countries of Presence

664

Distributors

7+3 (satellite plants)  
Manufacturing Plants

75 (6 Granted)  
Patents Filed

4,466  
Employees (Average)

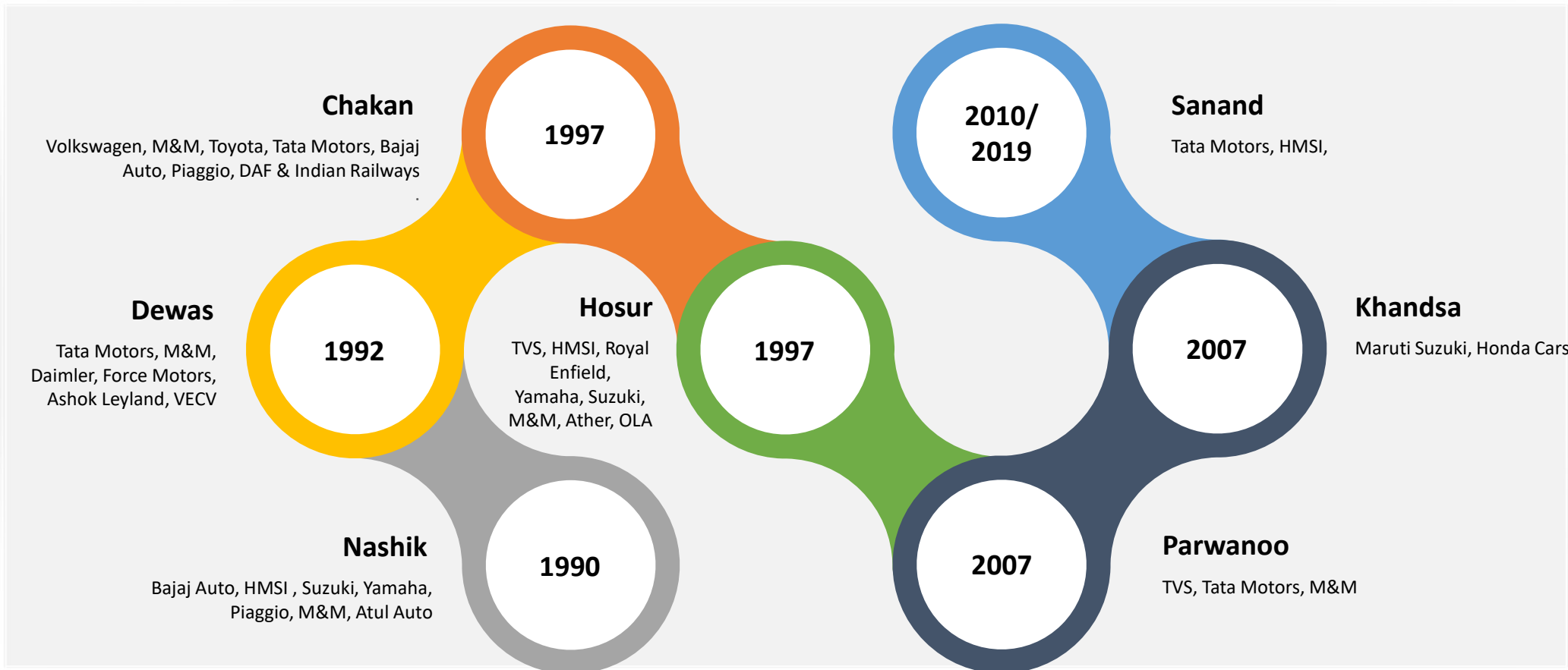
## Financial Strength ( FY23)

Revenue	PAT	ROCE	Net Cash
INR 29,717 Mn	INR 1,324 Mn	31%	INR 2,984 Mn

# STRATEGIC MANUFACTURING FOOTPRINT



# STRATEGIC MANUFACTURING FOOTPRINT



# COMPETITIVE ADVANTAGES

## Strong Parentage of Anand Group

- Flagship company of ANAND Group, a one-stop solution provider for customers
- Leverage partnerships, systems, processes, governance and sustainability frameworks

## 6 Decades of Presence

- Home grown ('Atmanirbhar') player
- Leverage huge knowledge database and highly experienced team
- Sustainable practices demonstrated with strong culture and customer-oriented approach

## Strong Focus on R&D and Technology Partnerships

- Best-in-class R&D facilities in the country with 60 specialists providing customized solutions
- End-to-end capabilities from design, development, testing and validation
- Association with global technology partners

## Quality at Competitive Price

- 7 state-of-the-art facilities in proximity to OEMs ensures just-in-time supply as per demand while rationalizing logistics costs
- Providing best quality products at reasonable cost

## #1 Brand in Aftermarket

- Leadership with market share of >40% in India
- Strong brand recall
- Logistics network comprising 664 dealers and 12,000 retailers

## Long Standing Client Relationships

- Only player with meaningful presence across all vehicle segments: 2/3W, PC, CV and Railways segments
- Diversification across products, customers and geographies





# RELATIONSHIPS WITH MARQUEE OEM CUSTOMER BASE

## 2/3 Wheelers



## Passenger Cars

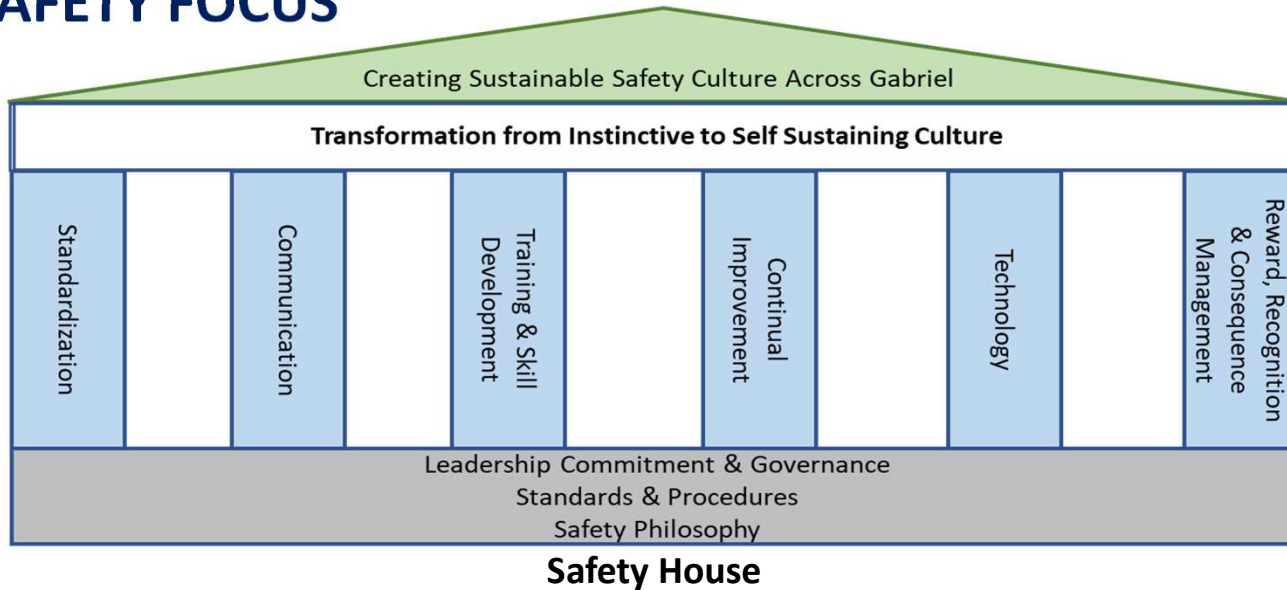


## CV & Railways



A VOLVO GROUP AND EICHER MOTORS JOINT VENTURE

# SAFETY FOCUS



- ❖ Collaboration for training with British Safety Council
- ❖ Dexterity Centre for induction training
- ❖ App Based abnormality reporting
- ❖ Online work permit monitoring

**Standardization:**

- SOPs clearly defined for activities with Operational Safety controls

**Communication**

- Ensuring SPOC at different levels of hierarchy

**Training & Skill Development**

- Developing skill to ensure adherence to safety while working

**Continual Improvement**

- Improving existing methods to enhance safety

**Technology**

- Using technology to reinforce safety aspects while working

**R&R and Consequence management**

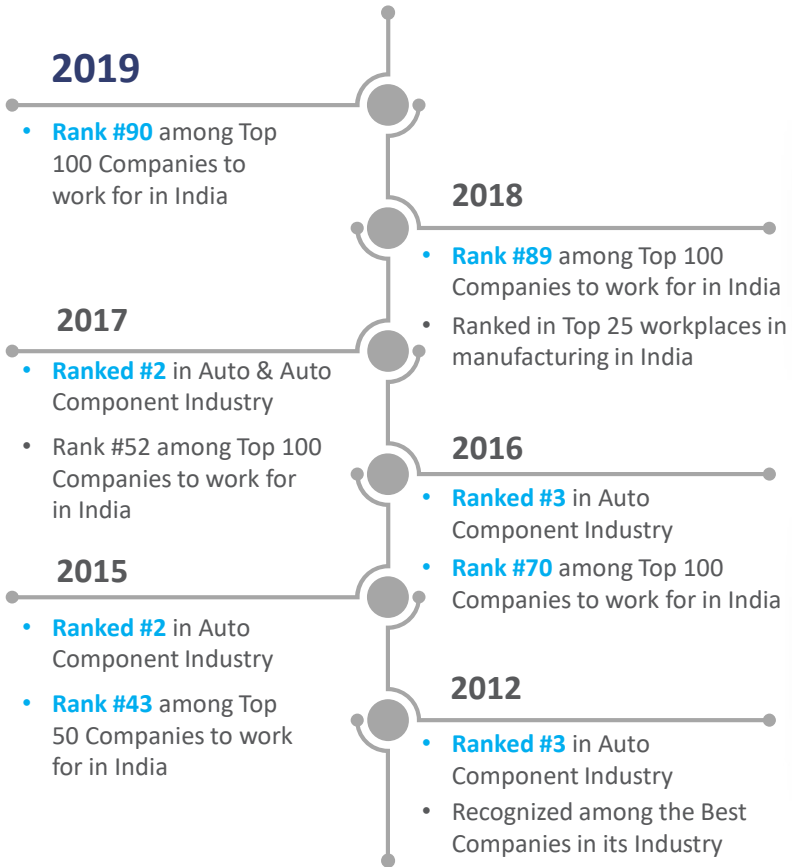
- To inculcate positive safety culture

# HUMAN RESOURCES



Key Metrics	Mar' 23	Mar' 22	Mar' 21	Mar' 20	Mar' 19
Revenue per employee (Rs Cr)	0.66	0.61	0.43	0.51	0.53
Average employee experience (person years)	8.0	8.0	9.0	8.0	7.0
Investment in training programmes (Rs Cr)	1.94	1.05	0.42	2.21	1.45
Employees covered under training programmes (%)	70%	73%	78%	80%	65%

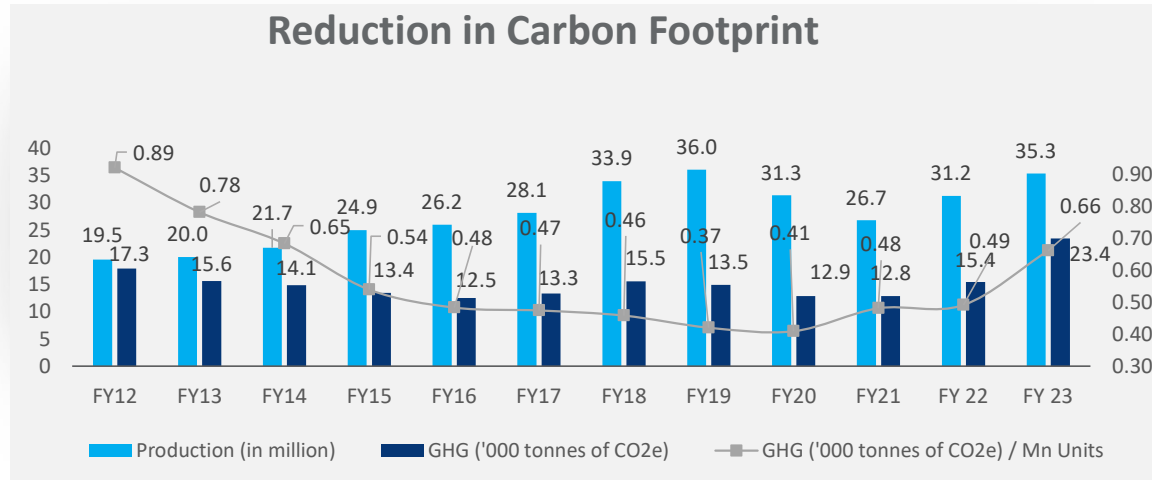
# “GREAT PLACE TO WORK” – FIVE CONSECUTIVE YEARS



# SUSTAINABILITY



### Reduction in Carbon Footprint



- 1,726 MT reduction in carbon footprint since FY12
- Invested in solar rooftops across manufacturing plants with a capacity of 1.80 MW
- Invested in group captive wind power plant to source renewable power at Hosur of 3.6 million units annually.
- Invested in group captive solar power plant to source renewable power at Hosur of 2.14 million units annually.
- Invested in group captive solar power plant to source renewable power at Chakan of 3.23 million units annually.
- 12% of power from renewable sources from 0% in FY14
- IoT: For better insight into the energy consumption in plant operations, an IoT based software is being implemented across the company that will help on focusing & quick reduction in manufacturing losses.

# SUSTAINABILITY REPORT LAUNCH



## GABRIEL Launches its First ‘Sustainability Report’ for 2021-22

Pillar	Focus Area	Ambition
Governing Integrity	Cyber Security	By 2023, all sites to be ISO 27001 certified
	Ethical Business conduct	By 2024, train all employees on Human Rights issues.
Abating Environmental Impact	Waste Management	By 2025, all sites to achieve Zero Waste to Landfill status
	Water Stewardship	Water Neutrality operations by 2025
	Climate Resilience	By 2025, 50% of the energy needs to be met from renewable sources Carbon Neutrality operations by 2025
Enhancing Stakeholder Interests	Occupational Health and Safety	Zero Injuries and Zero accidents By 2027, achieve 36 safety training hours per employee.
	Employee Engagement	By 2025, achieve a minimum score of 80% on the employee engagement survey
	Sustainable Supply Chain	By 2025, audit all Tier I suppliers on ESG criteria.
	Diversity and Inclusion	Increase gender diversity to 25% females across employees including OE by 2025
Elevating Product Sustainability	Product Stewardship	By 2027, 50% of R&D and capital expenditure on Innovative and Sustainable Product.

## CSR INITIATIVES 2022-23

Focus Area	Parwanoo	Gurugram	Dewas	Jawai	Nashik	Rewari
Education	Scholarships: Ten girls (3-7yrs.) to pursue education at ANAND School	-	MEDHAVI Scholarships: Support 11 matriculate girls to complete their Diploma in Mech Engg. Provide education to 400+ school students from 4 Govt. Schools	Provide education to 350+ school students from govt./low grade private schools who are at risk of dropping out due to prolonged school closure on account of the pandemic infrastructure development for School	Provide education to 800+ school students from 10 Govt. Schools	-
Skill Development	Skill 70+ youth aged 18 –55 years in multiple NSDC approved job roles Skill 30 youth in NSDC's approved job role of General Duty Assistant and ensure jobs for 80% trained	Skill 500+ female youth and women aged 18 – 55 years in NSDC approved job roles of Asst Beauty Therapist, Self Employed Tailor etc.	Skill 45 youth and 65 youth (male & female) in NSDC's Healthcare Sector Skill Council job role of Home Health Aide and General Duty Assistant and ensure jobs for 80% trained	-	-	Skill 500+ female youth and women aged 18 – 55 years in NSDC approved job roles of Asst. Beauty
Health & Hygiene	Maintain three public parks in partnership with Municipal Council, Parwanoo & Dept. of Forest, Solan	Support CII-ACMA-YBLF in setting up a 50-bed COVID Care Centre	-	Provide mobile medical services as preventive health care to 16000+ rural population living in villages around JAWAI Leopard Camp Provide daily sanitation services of sweeping of village lanes, regular collection and disposal of garbage from 1270 households	Support Govt. Health Facilities to enhance access and availability of drinking water for 272 households of upcoming model village Rohile Construction of dining shed at Tribal Residential School, Village Rohile	-
Community Conservation	-	-	Facilitate bank credit for 50 self help group members to initiate livelihood activity and encourage them to adopt 'Gangama Mandal' form of nutrition farming	-	-	-

# BOARD OF DIRECTORS



**Anjali Singh**  
Executive Chairperson  
Gabriel India



**Manoj Kolhatkar**  
Managing Director  
Gabriel India



**Atul Jaggi**  
Deputy Managing Director  
Gabriel India



**Jagdish Kumar**  
Group President & Group CFO  
ANAND Group



**Pradeep Banerjee**  
Non-Executive  
Independent Director



**Matangi Gowrishankar**  
Non-Executive  
Independent Director



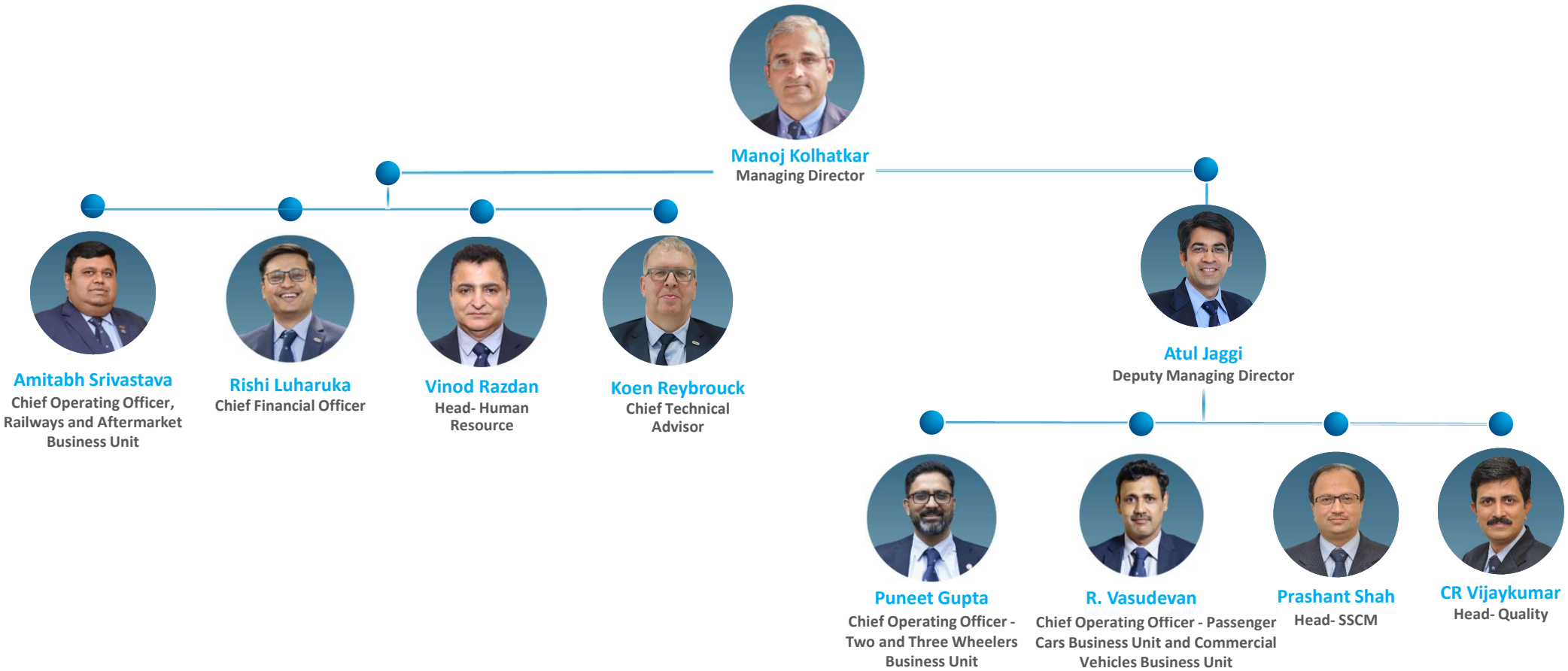
**Pallavi Joshi Bakhru**  
Non-Executive  
Independent Director



**Mahua Acharya**  
Non-Executive  
Independent Director



# EXECUTIVE LEADERSHIP



## CUSTOMER AWARDS & ACCOLADES

 **VE COMMERCIAL VEHICLES**  
A VOLVO GROUP AND EICHER MOTORS JOINT VENTURE

Special Award by Volvo  
Eicher Commercial Vehicles  
Limited



**TOYOTA**  
ZERO KM PPM and Quality  
certification by Toyota Kirloskar  
Motor

**Mahindra**  
Rise.

MSES-A Level Award  
by Mahindra &  
Mahindra



Award for Pre "C" VA activity by  
Honda Motorcycle and Scooter  
India (HMSI)



Periodic Cost Reduction Award By  
Suzuki Motor India



Supplier Samrat National runner  
up in Proprietary

**PACCAR**

Quality Achievement  
(10 PPM) Award by  
PACCAR Inc



Best Supplier Award for Demand  
Fulfillment North



BAL-Q "Gold Consistent" award  
by BAJAJ at BAVA Convention

## INDUSTRY AWARDS & ACCOLADES



Quality Excellence Award in 9th FICCI Quality System excellence awards for Industry and National Conference



45th International Convention Gabriel India, Nashik received Platinum Award by ICQCC Dhaka



Gold in Manufacturing Excellence in Very Large Category by Automotive Components Manufacturers Association



Winner of the Kaizen Competition at National Level by Automotive Components Manufacturers Association



Confederation of Indian Industry  
Gold Awards in Low-Cost Automation by Confederation of Indian Industry



Gold Award QC Competition by Quality Circle Forum of India



## Strategy Going Ahead

## STRENGTHENING FOCUS AREAS



### Cultural Transformation

- Increasing organizational competencies and process orientation
- Regular trainings focused on talent development and leadership development with the help of ANAND University
- Promote equal opportunity and diversity
- Internal culture of collaboration, execution and accountability



### Sustainability

- Reducing energy consumption per unit
- Using / improving energy efficiency using LED lighting technology at its plants, saving energy & reducing carbon footprint
- Installation of renewable sources of energy at various plants



### Financial Robustness

- Leverage brand and diverse product portfolio to drive growth
- Focus on driving operational efficiencies, judicious allocation of capital while maintaining a lean balance sheet



### Manufacturing Excellence

- Customer centricity
- Deepening competence, enhancing product quality and expanding product portfolio
- Adopted ANAND House of Quality Culture
- Driving increased asset utilization



### Research & Development

- Investments in robust testing infrastructure to enhance value proposition to customers at compelling price
- Collaborations with global technology partners

To be amongst the 'Top 5 shock absorber manufacturers in the world'

**For further information, please contact:****Company :**

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**Investor Relations Advisors :**

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