

The background of the slide is a photograph of a modern building with a stone wall and large glass windows, set against a backdrop of trees. A blue horizontal bar is overlaid on the top half of the image, containing the title text. The foreground shows a green lawn and some landscaping.

ANAND Group overview

2023

LEADING PLAYER ACROSS TWO VERTICALS

ANAND >>

AUTOMOTIVE



HOSPITALITY



FACTS AT A GLANCE



18,000
EMPLOYEES

1.9 BILLION
US DOLLAR
REVENUE

60
LOCATIONS

13 JOINT
VENTURE
COMPANIES

21
COMPANIES

5 TECHNICAL
COLLABORATIONS



SIX DECADES OF BUILDING TRUST



GROUP COMPANIES

1961
Gabriel India

1962
VGIL¹/ PCIL²

1966
Purolator³

1992/ 1993
· Chang Yun India
· Dana/Spicer

1995/ 1997
· Ansysco
· Henkel
· Faurecia
· Behr (now MAHLE)
· Mando (Brakes)
· Valeo Friction

1998
Haldex

2005
MAHLE Filter

2006
Mando (Suspension)

2007
Takata⁴

2008/2010
· Chang Yun Myutec
· Anchemco

2012
Valeo Service

2013
Mando (Steering)

2019
Joyson Safety Systems

2007
Diversification into
luxury hospitality
SUJÁN Sher Bagh

2009
SUJÁN The Serai

2013
SUJÁN JAWAI

1961 - 1994

1995 - 2005

2006 - 2021

OTHER MILESTONES

1976
SNS Foundation,
the CSR arm

2003
ANAND Group
Supervisory Board

2019
ANAND Group companies are recognised amongst 100 Best Companies in India. Also, featured in Best Workplaces for Women by Great Place to Work[®]

2021
ANAND Group and Mando Corporation announce the set-up of a new joint venture company called ANAND Mando eMobility

¹VGIL: Victor Gasket India Ltd. ²PCIL: Perfect Circle India Limited now ANAND I-Power Pvt. Ltd.

³Purolator now MAHLE ANAND Filter Systems ⁴Now part of Ningbo Joyson

Deep C Anand Foundation



Deep C. Anand

Chairman &
Chief Mentor,
DCA Foundation



Kiran D. Anand

Trustee



Anjali Singh

Trustee



Jaisal Singh

Trustee



Lorenzo Piaget

Trustee



Rohit Arora

Trustee



Deepak Chopra

Trustee

Group Supervisory Board



Anjali Singh

Executive Chairperson, Group Supervisory Board
Executive Chairperson, ANAND & Gabriel India
Chairperson, Dana Anand India
Member PC & OC
Chief Human Resource Officer



Jaisal Singh

Co - Chairman,
HL Mando Anand India
Chairman, GSGC
Chairman, SUJÁN
Member PC & FARC



Rohit Arora

Founder & Chairman,
Silerskills
Member PC & FARC



Lorenzo Piaget

Partner,
Piaget & Associés
Member FARC



**Tejpreet
Chopra**

President &
CEO,
Bharat Light
Power
Member OC
& FARC



**Deepak
Chopra**

Co-Chairman,
Joyson ANAND
Abhishek Safety
Systems
Member PC
& OC



**Jean-Louis
Chaussade**

Chairman of
JLCH Conseil,
Paris

ANAND Executive Board



Anjali Singh

Chairperson



Jaisal Singh

Vice Chairman



Mahendra K. Goyal

Group President &
Co-Chief Operating
Officer



Manoj Kolhatkar

Group President &
Co-Chief Operating
Officer



Jagdish Kumar

Group President &
Chief Financial
Officer



Sunil Kaul

Group President &
Chief Technology
Officer



S. Sarathi

Group President
& Chief Assurance
Officer



Sumit Bhatnagar

Group President,
Future Mobility

Vision

To Create Value Sustainably Through Pursuit of Excellence and Good Governance



BE THE FIRST CHOICE
FOR CUSTOMERS



BUILD &
SUSTAIN STRATEGIC
PARTNERSHIPS



STRENGTHEN
CORPORATE
GOVERNANCE &
CITIZENSHIP



DEVELOP,
EMPOWER &
GROW PEOPLE



ASPIRE
AND DARE TO BE
INNOVATIVE



ATTAIN
LEADERSHIP
IN TECHNOLOGY



CREATE INSPIRED
LEADERSHIP & PROMOTE
ENTREPRENEURIAL
SPIRIT

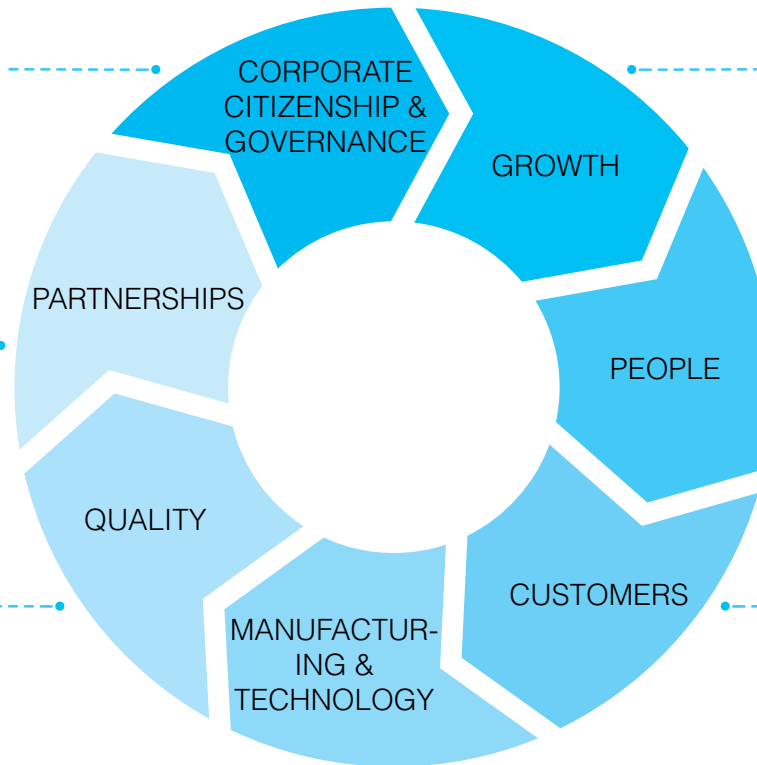


ACHIEVE SUPERIOR
BUSINESS
PERFORMANCE &
GROWTH

- Be always ethical
- Enhance fairness and transparency
- Strengthen CSR activities under SNS Foundation
- Ensure robust strategic planning and execution
- Strengthen governance through Group Supervisory Board

- Build and sustain strategic partnerships
- Exchange best-in-class management practices between partners
- Strengthen “Unified corporate entity”

- Foster a culture of quality
- Deploy world-class quality standards, tools and systems



- Be top 3 player in each segment
- Aim to grow ahead of the market







- Live by “Business is 90% people”
- Attract and retain talent
- Empower people and encourage accountability
- Develop people for required skills and experience

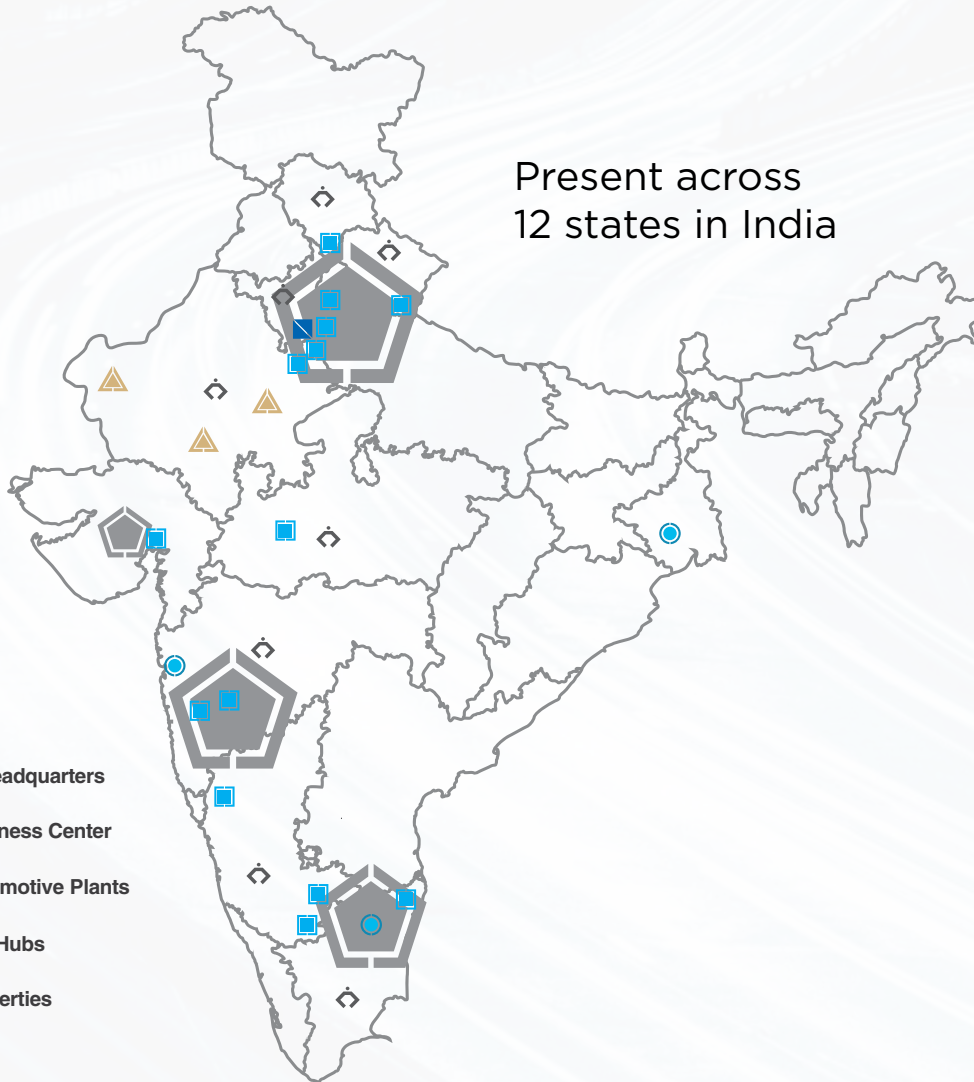
- Become the preferred supplier of our customers
- Provide value and exceed customer expectations
- Nurture strong and enduring customer relationships

- Achieve operational excellence through lean production systems
- Develop supplier base through VSME* programme
- Aim to spend 2% of sales in R&D
- Develop innovative processes and products to stay competitive

BEING CLOSE TO CUSTOMERS

Present across
12 states in India

-  Corporate Headquarters
-  ANAND Business Center
-  ANAND Automotive Plants
-  India's Auto Hubs
-  SUJÁN Properties
-  SNSF



Himachal Pradesh (Parwanoo)

ANCHEMCO ANSYSYS CO GABRIEL MAHLE SNS Foundation

New Delhi (Corporate Headquarters)

ANAND SUJÁN

Haryana (Gurugram, Manesar)

ACVM ANAND GABRIEL Henkel JOYSON MAHLE SNS Foundation

Uttar Pradesh (Greater Noida)

MAHLE

Uttarakhand (Pantnagar)

ANAND SNS Foundation

Rajasthan (Bhiwadi, Neemrana, Ranthambhore, Jaisalmer, Jawai Bandh)

ANCHEMCO ANAND JOYSON SNS Foundation SUJÁN

Madhya Pradesh (Dewas)

GABRIEL SNS Foundation

Gujarat (Ahmedabad, Sanand)

GABRIEL MAHLE

Maharashtra (Aurangabad, Mumbai, Pune, Nashik, Pirangut, Satara)

ANAND ANCHEMCO GABRIEL FORVIA Haldex JOYSON POWER MAHLE SNS Foundation

Karnataka (Bangalore, Jodhalli, Malur)

ANAND FORVIA GABRIEL SNS Foundation

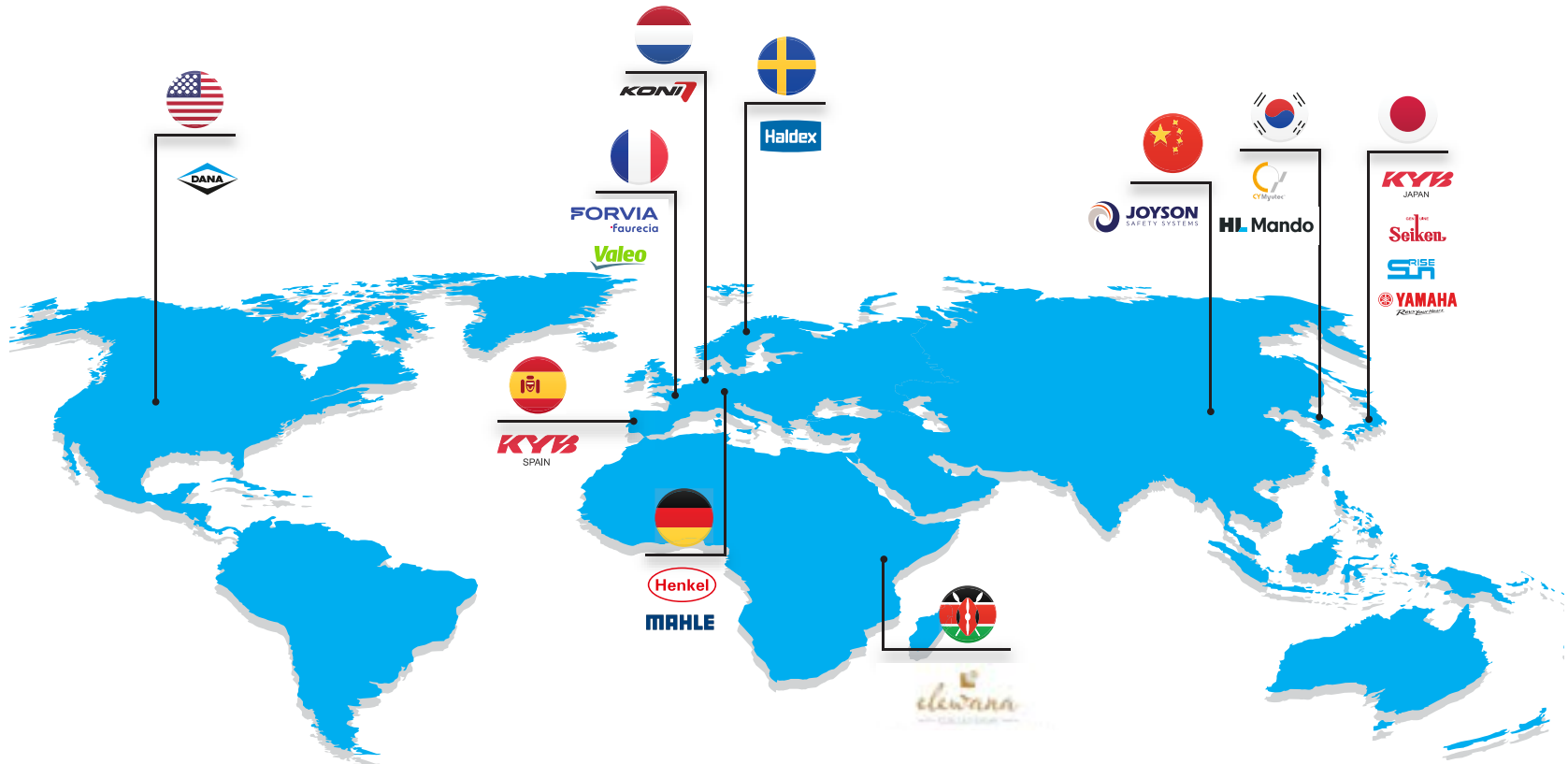
Tamil Nadu (Chennai, Hosur)

ANAND ANCHEMCO GABRIEL Henkel JOYSON MAHLE M.L. Mando SNS Foundation Valeo

West Bengal (Kolkata)

ANAND

PARTNERSHIP BASED MODEL



JOINT VENTURE PARTNERS

CY Myotec, Korea
 Dana Incorporated, USA
 Elewana Collection, Kenya
 Faurecia Clean Mobility, France
 Haldex AB, Sweden
 Henkel KGaA, Germany
 Joyson Safety Systems, USA/China
 MAHLE GmbH, Germany
 HL Mando Corporation, Korea
 Valeo, France

TECHNICAL COLLABORATIONS

KONI BV, The Netherlands
 KYB Corporation, Japan
 Seiken Chemical Industry Company, Japan
 Sunrise MSI Corporation, Japan
 Yamaha Motor Hydraulic Systems, Japan

AUTOMOTIVE PARTNERING WITH GLOBAL LEADERS



JV PARTNERS	HEADQUARTERS	REVENUE*	EMPLOYEES*	BUSINESSES
CY Myutec	Korea	KRW 108 Billion	301	Synchronizer rings for transmission
DANA	USA	\$ 8.9 Billion	40,200	Drivetrain and E-propulsion systems
Faurecia	France	Eur 15.6 Billion	1,11,140	Seating, Interiors, Clean Mobility & Clarion Electronics
Haldex	Sweden	SEK 4.01 Billion	1,990	Brake and air suspension systems for heavy vehicles
Henkel	Germany	Eur 20.1 Billion	52,700	Adhesive Technologies, Beauty Care and Laundry & Home Care
Ningbo Joyson	China	CNY 47.9 Billion	50,000	Auto Electronics, Auto Safety, E-Mobility, Auto component
MAHLE	Germany	Eur 9.8 Billion	72,184	Engine Systems & Components, Filtration & Engine Peripherals, Thermal Management and Electronics & Mechatronics
HL Mando	Korea	KRW 6,147 Billion	13,197	Brake System, Steering System, Suspension System, Driver Assistance System & Electronics
Valeo	France	Eur 17.3 Billion	1,03,300	Driving Assistance Systems, Powertrain Systems, Thermal Systems and Visibility Systems

*Source: From available sources on respective company websites as of 2022

AUTOMOTIVE CUSTOMER PRESENCE

50+ OEM Customers across Two Wheelers, Three Wheelers, Passenger Cars, Commercial Vehicles
Railway Segments and Engine Components



AUTOMOTIVE PRODUCT PORTFOLIO



CHASSIS

EMISSION
CONTROL

POWERTRAIN

SAFETY

THERMAL
MANAGEMENT

e-DRIVE

AUTOMOTIVE PRODUCT PORTFOLIO

- Chassis
- Safety

GABRIEL

GABRIEL INDIA

TC: KYB CORPORATION, JAPAN;
YAMAHA MOTOR HYDRAULIC
SYSTEMS, JAPAN; KONI BV, THE
NETHERLANDS

SHOCK ABSORBERS,
STRUTS, FRONT FORKS,
GAS SPRINGS,
COOLANTS & BUSHKITS



**JOYSON ANAND ABHISHEK SAFETY
SYSTEMS (JAAI)**

JV: JOYSON SAFETY SYSTEMS, USA

SEAT BELTS, AIRBAGS
& STEERING WHEELS



Henkel

HENKEL ANAND INDIA

JV: HENKEL KGaA, GERMANY
TC: SUNRISE MSI CORPORATION,
JAPAN

SEALANTS, ADHESIVES,
COATINGS, SEALING TAPES,
STIFFNER PADS & NVH PRODUCTS



ANAND >>

**MULTI-MATERIAL COMPOSITES
IN PARTNERSHIP WITH FAR
COMPOSITES, UK**

LIGHT WEIGHT SOLUTIONS IN
MULTI MATERIAL COMPOSITES
WITH CARBON/GLASS FIBER
FOR STRUCTURAL/ FUNCTIONAL
PARTS IN CHASSIS/ POWERTRAIN/
DRIVETRAIN

Haldex

HALDEX INDIA

JV: HALDEX, SWEDEN

SELF-SETTING AUTOMATIC BRAKE
ADJUSTERS, MANUAL SLACK
ADJUSTERS, CONDENSOR-CUM-
SEPARATOR, ABS, EBS,
DISC BRAKES & OTHER
AIR BRAKE PRODUCTS



HL Mando

HL MANDO ANAND INDIA

JV: HL MANDO CORPORATION, KOREA

ELECTRIC PARKING BRAKE, ELECTRONIC STABILITY
CONTROL, INTEGRATED DYNAMIC
BRAKE, BRAKE CALIPER, MASTER
BOOSTER, DRUM BRAKES, COLUMN
ELECTRIC POWER STEERING,
RACK ELECTRIC POWER STEERING,
SHOCK ABSORBERS AND STRUTS



AUTOMOTIVE PRODUCT PORTFOLIO



- Emission Control
- Thermal Management

FORVIA
faurecia

FAURECIA CLEAN MOBILITY

JV: FAURECIA CLEAN MOBILITY,
FRANCE

EXHAUST MUFFLER ASSEMBLIES,
CATALYTIC CONVERTERS,
INSTRUMENT PANEL
REINFORCEMENT
ASSEMBLIES (IPRT)
& DOOR SIDE
IMPACT BEAMS (SIB)



MAHLE

MAHLE ANAND THERMAL SYSTEMS

JV: MAHLE GmbH, GERMANY

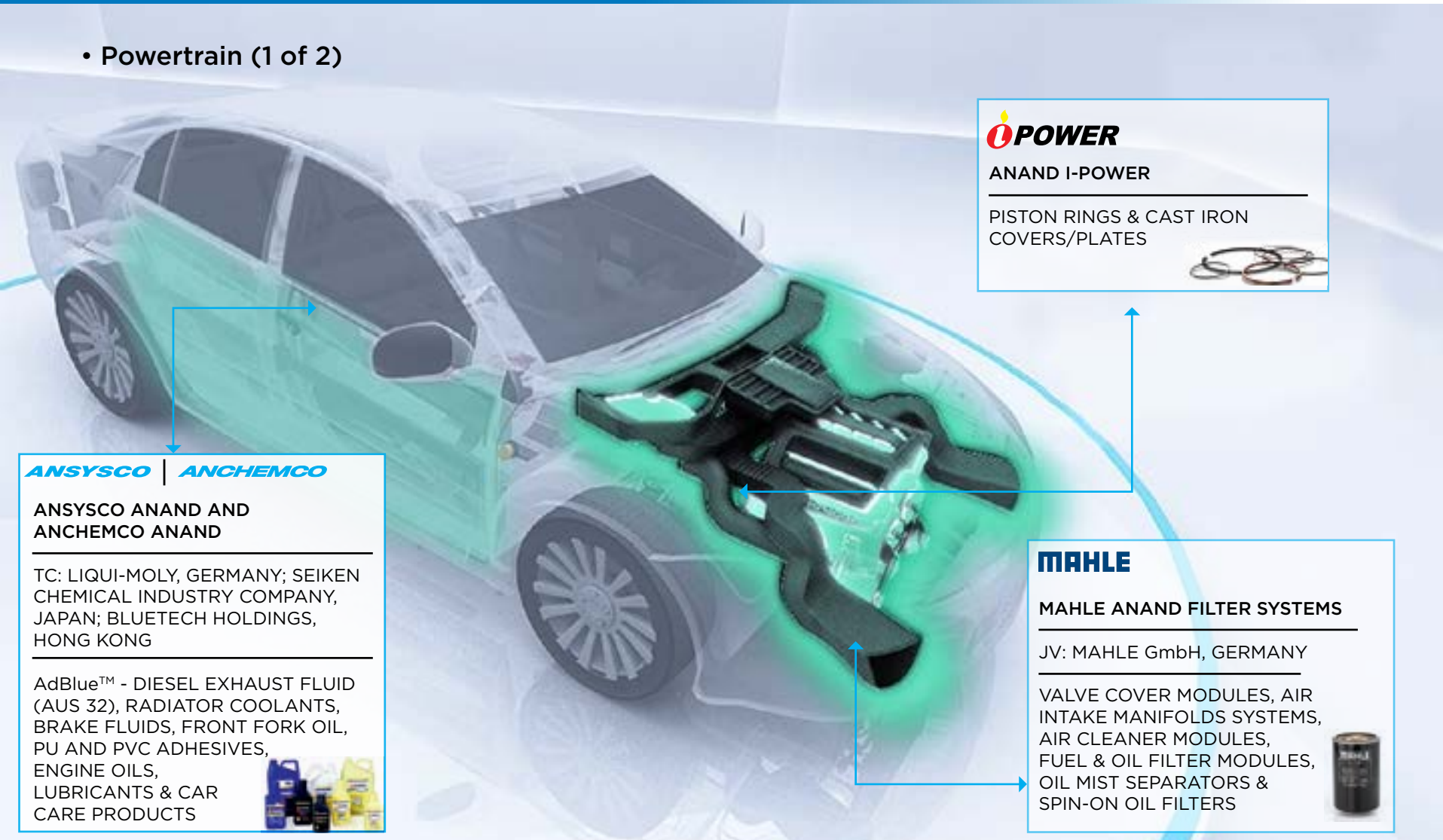
AIR CONDITIONING, ENGINE COOLING
SYSTEMS, VISCO FANS & EXHAUST
GAS RECIRCULATION COOLERS



AUTOMOTIVE PRODUCT PORTFOLIO



• Powertrain (1 of 2)



ANAND I-POWER

PISTON RINGS & CAST IRON
COVERS/PLATES



ANSYSCO | ANCHEMCO

**ANSYSCO ANAND AND
ANCHEMCO ANAND**

TC: LIQUI-MOLY, GERMANY; SEIKEN
CHEMICAL INDUSTRY COMPANY,
JAPAN; BLUETECH HOLDINGS,
HONG KONG

AdBlue™ - DIESEL EXHAUST FLUID
(AUS 32), RADIATOR COOLANTS,
BRAKE FLUIDS, FRONT FORK OIL,
PU AND PVC ADHESIVES,
ENGINE OILS,
LUBRICANTS & CAR
CARE PRODUCTS



MAHLE

MAHLE ANAND FILTER SYSTEMS

JV: MAHLE GmbH, GERMANY

VALVE COVER MODULES, AIR
INTAKE MANIFOLDS SYSTEMS,
AIR CLEANER MODULES,
FUEL & OIL FILTER MODULES,
OIL MIST SEPARATORS &
SPIN-ON OIL FILTERS



AUTOMOTIVE PRODUCT PORTFOLIO



• Powertrain (2 of 2)



VALEO FRICTION MATERIALS INDIA

JV: VALEO, FRANCE

NON-ASBESTOS, SOLVENT
& LEAD-FREE
CLUTCH FACINGS



DANA ANAND INDIA

JV: DANA INCORPORATED, USA

AXLES, DRIVE SHAFTS,
DRIVETRAIN COMPONENTS



ANAND CY MYUTEC AUTOMOTIVE CY MYUTEC ANAND

JV: CY MYUTEC, KOREA

HIGH PRECISION SINGLE CONE,
MULTI-CONE SYNCHRONIZER RINGS
OF BRASS & STEEL



AUTOMOTIVE PRODUCT PORTFOLIO



• e-Drive (1 of 2)

HL Mando

HL MANDO ANAND INDIA

JV: HL MANDO CORPORATION, KOREA

BEST DRIVEN STRATER
GENERATOR, ON BOARD
CHARGER (OBC),
DC-DC CONVERTER
V2L CONVERTER



Haldex

HALDEX INDIA

JV: HALDEX, SWEDEN

EMB (ELECTRO MECHANICAL
BRAKING)

MAHLE

MAHLE ANAND THERMAL SYSTEMS

JV: MAHLE GmbH, GERMANY

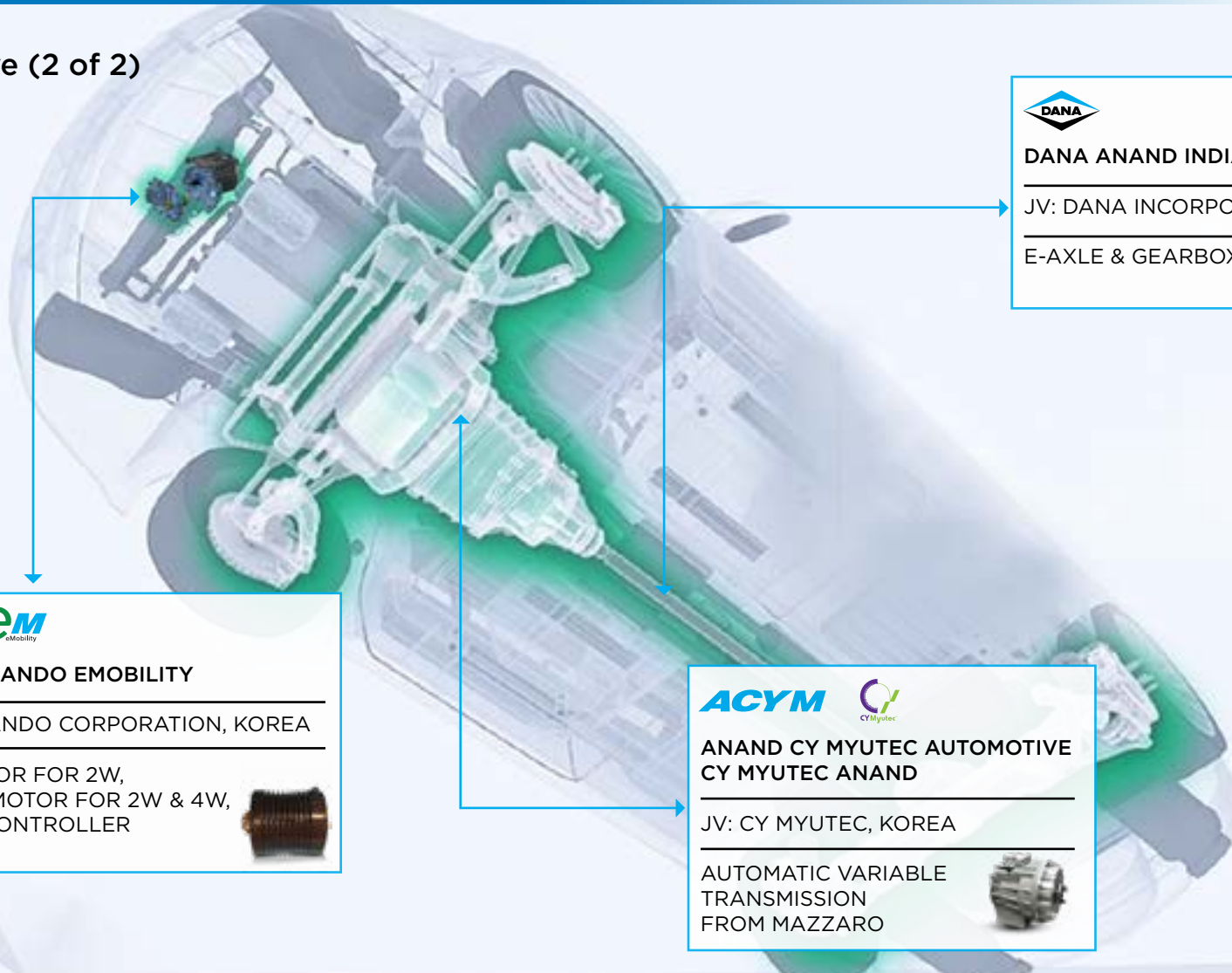
PTC HEATER, CHILLER,
E-COMPRESSOR
BATTERY COOLING PLATE



AUTOMOTIVE PRODUCT PORTFOLIO



• e-Drive (2 of 2)



ANAND MANDO EMOBILITY

JV: HL MANDO CORPORATION, KOREA

HUB MOTOR FOR 2W,
CENTRE MOTOR FOR 2W & 4W,
MOTOR CONTROLLER



ANAND CY MYUTEC AUTOMOTIVE CY MYUTEC ANAND

JV: CY MYUTEC, KOREA

AUTOMATIC VARIABLE
TRANSMISSION
FROM MAZZARO



DANA ANAND INDIA

JV: DANA INCORPORATED, USA

E-AXLE & GEARBOX



AUTOMOTIVE GABRIEL INDIA, THE FLAGSHIP COMPANY



- » Established in 1961, it is a publicly listed company
- » Total Revenue of INR 23320 Million & Profit Before Tax at INR 1265 Million during 2021-22
- » Market leader for pioneering Ride Control Products in India
- » 7 manufacturing plants and 3 satellite facilities with products ranging from Shock Absorbers, Struts, Front Forks, Seat Dampers, Cabin Dampers
- » Amongst the Top 10 suspension players globally
- » Strong R&D with over 75 patents filed till date in products and processes
- » Gabriel India, made it to the top of **Fortune India - The Next 500** companies list for the year 2021 in the mid-size category



SUJÁN CAMPS PROPERTIES & EXPERIENCES



TRANSFORMATIVE AND EXPERIENTIAL TRAVEL

S U J Á N



SUJÁN
SHER BAGH
RANTHAMBHORE



SUJÁN
THE SERAI
JAISALMER



SUJÁN
JAWAI
JAWAI BANDH

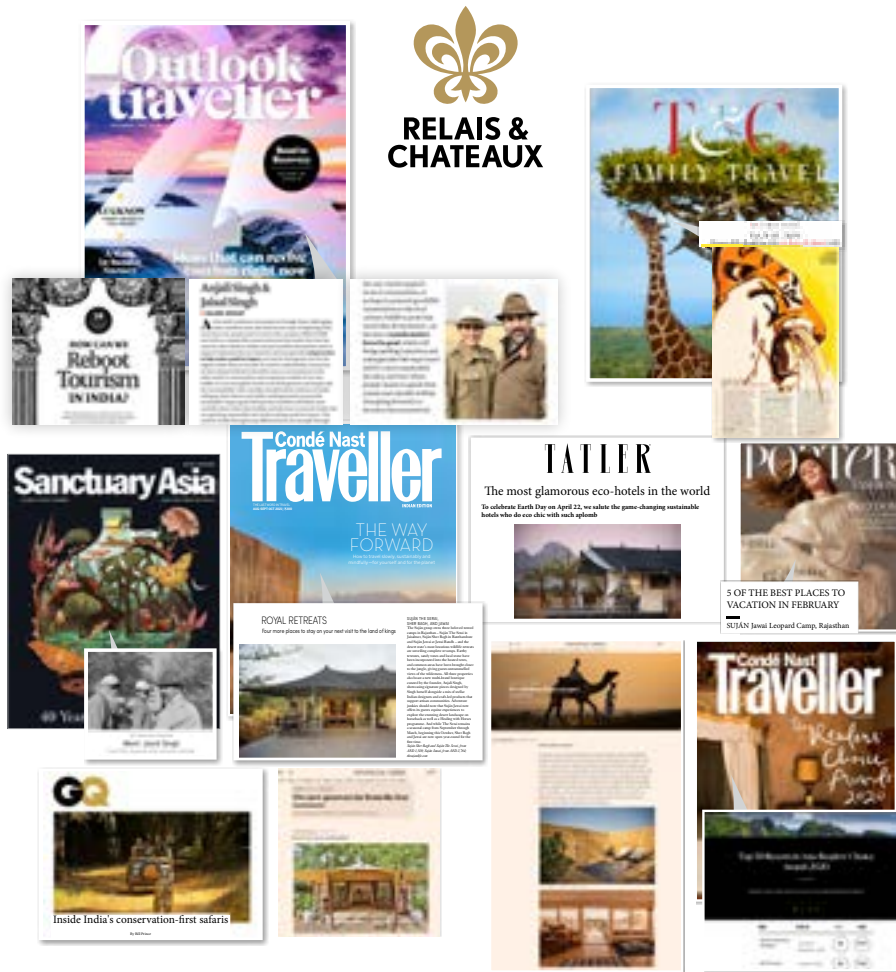


SUJÁN
Elephant
Pepper Camp
MASAI MARA
KENYA

SUJÁN GLOBAL RECOGNITIONS



SUJÁN has established itself on the global high-end luxury tourism scene and has won prestigious accolades.



ACCOLADES

- Condé Nast Traveller The Best Family Hotels In The World 2022
- Travel & Leisure SEA Editors Choice 2020
- Condé Nast Traveller Readers' Choice Awards for 2020
- The Vanity Fair, Travel Award 2020
- Condé Nast Traveller Gold list 2020
- Runner-up, Favourite Safari Lodge & Favourite Boutique Hotel in India by Condé Nast Traveller Readers' Travel Awards 2019
- Travel + Leisure India & South Asia India's Best Awards, 2018



**BUSINESS
DEVELOPMENT**



AFTERMARKET



HUMAN RESOURCES



**TECHNOLOGY &
INNOVATION**



**GROUP
COMMUNICATIONS**



**CORPORATE SOCIAL
RESPONSIBILITY**



**MANAGEMENT &
GOVERNANCE**



**GROUP
STRATEGY**



**INTERNAL AUDIT,
FINANCE, TAX & LEGAL**



**INFORMATION
TECHNOLOGY**



**ANAND U (EXCELLENCE IN
MANUFACTURING), CORPORATE MATERIALS**

» Customer Relationships

- Leveraging automotive industry network built across five decades
- Holding Customer Technology Days
- Conducting customer satisfaction surveys

» Business Intelligence

- Market intelligence & analysis – Market, Regulatory, Customers, Competitors
- Identifying new business opportunities

» Voice in the Industry

- Membership and representation in industry associations (ACMA, CII, SIAM, etc.)*
- Visibility in industry publications and presence in trade shows and exhibitions

ASHOK LEYLAND



Mahindra
Rise.

MARUTI SUZUKI

TATA MOTORS

TVS

ACMA

CII
Confederation of Indian Industry

SIAM
Society of Indian Automobile Manufacturers



AUTO EXPO 2016



AUTO EXPO 2018

*ACMA: Automotive Component Manufacturers Association of India
CII: Confederation of Indian Industry
SIAM: Society of Indian Automobile Manufacturers

BUSINESS DEVELOPMENT CONNECTING WITH KEY CUSTOMERS

Technology Days and Auto Expo are an integral part of customer connect and branding for ANAND Group companies.



Auto Expo 2020



EV EXPO 2022



Ashok Leyland Tech Day 2022



Ampere Tech Day 2022



EV EXPO 2021



Auto Expo 2018

BUSINESS DEVELOPMENT STRONG RELATIONSHIPS

» **Mrs. Anjali Singh**

Executive Chairperson, ANAND & Gabriel India

Chairperson, Dana Anand India

- Executive Committee Member, ACMA
- Chairperson, Pillar 4 - Strategic Partnerships, ACMA
- Member, Western Region Committee, ACMA
- Vice Chairperson, CII Haryana State Council
- Member, Confederation of Indian Industry (CII) International Council
- Member, Governing Body of CII - Champions for Societal Manufacturing (CSM) Initiative
- Member, CII Northern Regional Council
- Member, India-Japan Business Leaders Forum (IJBLF)
- Member, Tata Motors Supplier Council

» **Mr. Jaisal Singh**

Director, Group Supervisory Board

Vice Chairman, ANAND Executive Board

Co-Chairman, HL Mando Anand India

Chairman, SUJÁN

- Vice-President and Member of the Executive Committee & Board of Directors, Relais and Châteaux
- Chairman, CII Northern Region Committee on Tourism & Hospitality
- Member, CII National Committee on Tourism & Hospitality

» **Mr. Manoj Kolhatkar**

Managing Director, Gabriel India

Group Co-Chief Operating Officer, ANAND

Group President, Business development & Corporate Materials, ANAND

- Executive Committee Member, Western Region Committee, ACMA
- Member, Pillar -1, Sub Pillar-OEM Business Development Executive Committee, ACMA
- Chairman, Pillar-3, Sub Pillar- HR & IR, ACMA
- Member, Governing Council, Automotive Skills Development Council
- Member, Japan Country Committee, CII
- Executive Committee Member, Maruti Suzuki Suppliers Welfare Association (MSSWA)

» **Mr. Rajeev Gera**

Member, ANAND Management Forum and

President & Head Business Development and Corporate Materials, ANAND

- Member, Northern Region Committee, ACMA
- Member, Pillar 1 - Business Development, ACMA
- Executive Committee Member, Honda Cars India Suppliers Club



BUSINESS DEVELOPMENT GARNERING CUSTOMER APPRECIATION



HUMAN RESOURCES

NURTURING AND GROOMING OF TALENT



OE Model - Pioneered the “Operating Engineer” Model, which has enabled ANAND locations being manned by educated work force and being union-free

- » **OE Model** - Pioneered the “Operating Engineer” Model, which has enabled ANAND locations being union free and also managed by educated workforce
- » **Developing Leadership from within** - Most of ANAND’s senior management today has grown within the Group
 - **At ANAND, every leader** is provided with the right platform to exhibit their true capabilities. Potential leaders across levels are groomed through the ANAND Leadership Development Programmes (ALDP) to become effective business leaders
 - **Talent management programmes** are supported through mandatory mentoring and coaching programmes



- » **World of Opportunities** – ANAND people are sent overseas for training to JV partner locations and renowned universities like Oxford University
- » **Career Mobility** – Cross-fertilisation of skills and growth opportunities across ANAND companies and JV Partners
- » **Hiring Talent** – We hire talent from premium institutes

HUMAN RESOURCES

EMPOWERING A DIVERSE WORKFORCE



Employing women on the shop floor

- » ANAND strongly believes in the empowerment of women
- » We are an equal opportunity employer
- » Some locations have up to 95% women on the shop floor
- » Accommodation facilities and amenities provided to encourage women to seek employment

Widespread reach and diverse workforce

- » With presence in 60 locations across India, ANAND employs talent from diverse backgrounds and geographies
- » It is this diversity that supports our basic ethos of inclusive growth, reflected across management levels



HUMAN RESOURCES

DEVELOPING RESOURCES THROUGH ANAND U



- » 'ANAND U' is the ANAND Corporate University that meets the HR development needs of group companies
- » ANAND U has been contributing towards people development since 1991
- » ANAND U offers training support and guidance through three academies
 - Leadership Academy
 - Operational Excellence Academy
 - Development Academy
- » It is focused on four major areas of people development: Operational Excellence, Talent Development, Technical Interventions and Development of Operating Engineers
- » Training modules
 - Classroom for face to face learning
 - E-learning
 - Engaging with internal and external faculty

“BUSINESS IS 90% PEOPLE”

MR. DEEP C. ANAND



PURSuing EXCELLENCE IN MANUFACTURING AND SERVICES

- » **Visionary Leaders For Manufacturing (VLFM)** - VLFM programme was started by CII in partnership with Japan International Co-operation Agency (JICA). Through VLFM, ANAND Senior Managers are given unique leadership perspectives. (Around 100 managers trained in VLFM since 2007)
- » **Visionary Small And Medium Enterprises (VSME)** - VSME is a programme under the VLFM umbrella, focused on Tier 1 and Tier 2 suppliers. It aims to achieve a win-win relationship between customers and suppliers and also to improve manufacturing (quality, cost, delivery) of suppliers. (Dedicated teams of ANAND engineers has helped around 500 suppliers since 2009)
- » **ANAND House of Quality (AHQ)** - Groupwide initiative to improve quality in all that we do
- » **ANAND Heijunka Production System (AHPS)** - Moving plants from traditional manufacturing to world class practices
- » **Specialised Training for Operating Engineers (STOE)** - 15 % OEs trained through various technical training programmes to specialize in areas of interest e.g. maintenance
- » **Safety** of all employees is of paramount importance across all group companies



CORPORATE SOCIAL RESPONSIBILITY HAVING AN IMPACT IN COMMUNITIES NEAR-BY



SNS Foundation (SNSF), the CSR arm of the ANAND Group was founded in April 1976.



EDUCATION

- Engaged with 100+ partner schools in eight states
- Impacted 2.00 lakh school students with inputs of better teaching and infrastructure
- 300+ scholarships awarded to females for 3 year diploma engineering
- 150+ government school students secured state scholarships through SNSF organised coaching

SKILL DEVELOPMENT

- Trainings on offer aligned with 11 Sector Skill Councils of NSDC
- 40000+ trained youth (70% females)
- Employability of persons with speech and hearing impairment a key focus
- 70% placement success rate
- 600+ individuals groomed as entrepreneurs



HEALTH & HYGIENE

- Implementation partner for National Health Mission initiatives
- Key areas - HIV/AIDS, Reproductive & Child Health and Industrial Health
- Mobile medical services a key approach for reaching the unreached since 2000s
- Addressed health needs of 7.5 lakh underserved rural population

COMMUNITY CONSERVATION

- Key areas - Promotion of: Micro-credit and Micro-Enterprises, Public green spaces, Conservation of Water and Wildlife
- Facilitated ₹140 MINR micro credit for 1000+ self-help groups
- At Rajasthan:
 - › 100 sq.km. of wilderness protected
 - › 3261 households benefit from sanitation services
 - › Healthcare for 98K+ livestock
 - › 60 individual leopards identified between 2013-20



MANAGEMENT & GOVERNANCE

PURSuing ORGANISATIONAL TRANSPARENCY

- » **Ethics** - Ethics forms a very important component of ANAND Group's belief and its practices. Employees, suppliers and vendors are encouraged and guided to maintain the highest level of ethical practices
 - Group Ethics Committee
 - Anonymous hot line facility through Integrity Matters
- » **Inclusive work environment** - Ensuring a safe, diverse, and supportive workplace for all employees. Any inappropriate behaviour is taken very seriously by a group-level internal committee, which is responsible for educating employees and evaluating any complaints fairly, comprehensively and in a timebound manner
- » **360 Degree Feedback** - ANAND is well known for its practice of transparency and formal feedback. It was one of the first companies to establish 360-degree feedback across all levels
- » **Open Discussions** - We encourage open discussions and dialogue as the main means to sort out differences and improve functioning

ANAND CODE OF CONDUCT





We Drive ANAND as a UNIFIED CORPORATE ENTITY

We ASPIRE to be a WORLD-CLASS organisation

We ENCOURAGE organisational transparency

We Value INTEGRITY

We Encourage INNOVATION

We Nurture TALENT

We Support continuous EDUCATION

We Build TRUST and EMPOWER PEOPLE

We PRACTICE open and HONEST COMMUNICATION

We RECOGNISE and reward ACHIEVEMENT

We Are an EQUAL opportunity employer

We Are committed to SOCIAL RESPONSIBILITY



DRIVING WITH YOU SINCE 1961