ANAND



PLAYER ACROSS **THREE BUSINESS SEGMENTS**

AUTOMOTIVE

ANAND





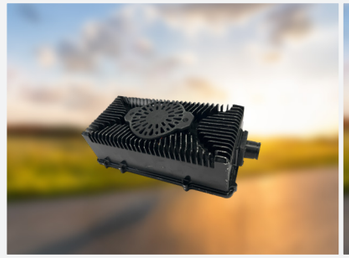



FUTURE TECH

ANEVOLVE







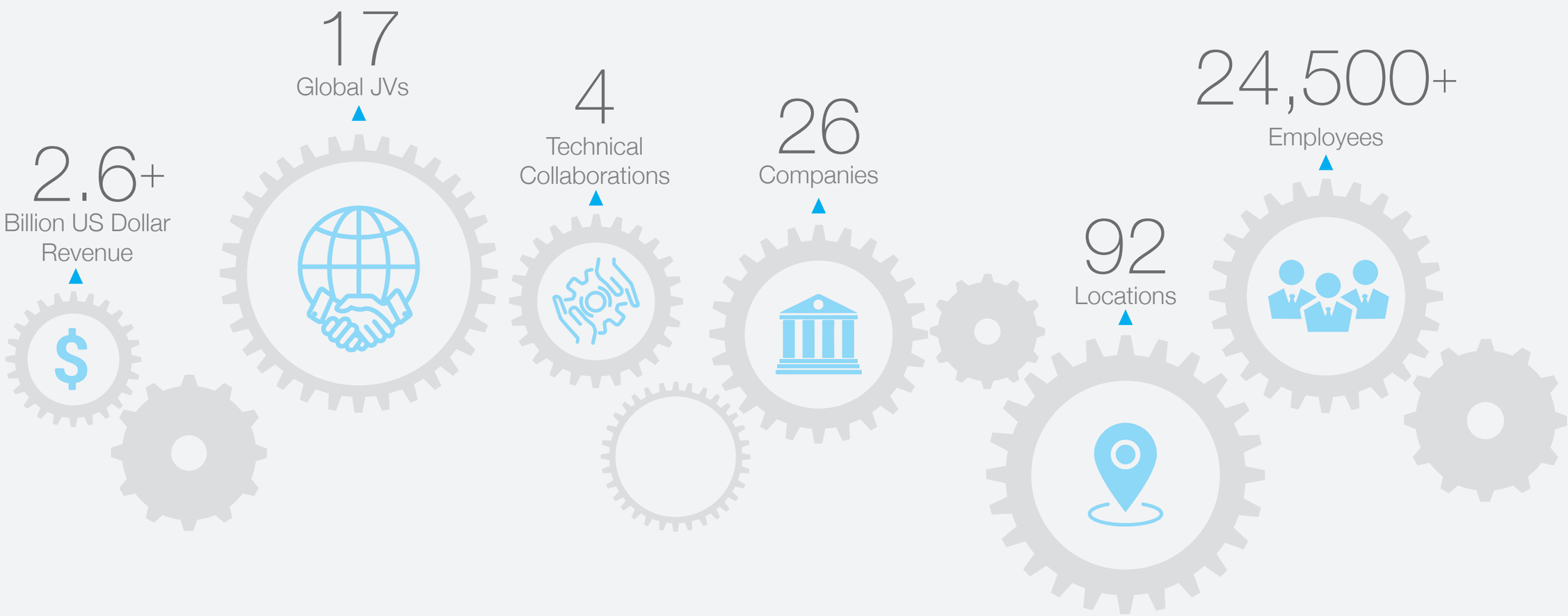

HOSPITALITY

SUJÁN





FACTS AT A **GLANCE**



SIX DECADES+ OF **BUILDING TRUST**

ANAND

1961

- PERFECT CIRCLE
(NOW ANAND I-POWER)

SNS FOUNDATION,
(CSR ARM)

SPICER
(NOW DANA ANAND)

1961
GABRIEL INDIA

1966
PUROLATOR
(NOW MAHLE ANAND FILTER)

1992
CHANG YUN INDIA
(NOW ANAND CY MYUTEC)

1995-1997
- HENKEL ANAND
- FAURECIA
- BEHR
(NOW MAHLE ANAND THERMAL)
- MANDO
(NOW HL MANDO)
- VALEO FRICTION

2010
ANCHEMCO
(NOW GABRIEL INDIA)

2008
CHANG YUN MYUTEC
(NOW CY MYUTEC ANAND)

2007
TAKATA
(NOW JOYSON ANAND ABHISHEK SYSTEMS)

2023
- INALFA GABRIEL SUNROOF SYSTEMS
- HL ANAND AUTOMOTIVE PARTS

2025
- JINHAP AUTOMOTIVE INDIA
- SK ENMOVE

2026
- HL KLEMOVE
- FAURECIA ANAND SEATING

ANEVOLVE

2020

2021
ANAND MANDO EMOBILITY
(NOW ANEVOLVE MANDO EMOBILITY)

2023
- ANEVOLVE TECHNOLOGIES
- ANEVOLVE (POWERTRONICS)

2025
APAGCoSyst

SUJÁN

2000

2000
SUJÁN SHER BAGH

2009
SUJÁN THE SERAI

2013
SUJÁN JAWAI

2026
- SUJÁN OLD MONDORO
- SUJÁN CHIAWA CAMP



LEADING THROUGH **STRONG GOVERNANCE**

Deep C Anand Foundation



Anjali Singh
Chairperson & Managing Trustee
DCA Foundation



Kiran D. Anand
Trustee



Jaisal Singh
Trustee



Rohit Arora
Trustee



Lorenzo Piaget
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



Jaisal Singh
Co-Chairman,
HL Mando Anand India
Chairman, ANEVOLVE
Chairman, SUJÁN Member,
PC & FARC



Rohit Arora
Founder & Chairman,
Silverskills
Member, PC & FARC



Jean-Louis Chaussade
Chairman,
JLCH Conseil, Paris



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

ANAND Executive Board



Anjali Singh
Chairperson

Jaisal Singh
Vice Chairman





Mahendra K. Goyal
Group President,
Group CEO, ANAND Group
Managing Director, Gabriel India Limited



S. Sarathi
Group President,
Chief Assurance Officer



Sarabjit S. Kondal
Group President,
Chief Human Resource Officer
Managing Director, ANEVOLVE



Rajeev Gera
Group President,
Chief Marketing Officer &
Group Materials



Atul Jaggi
Group President,
Managing Director
(Ride Control),
Gabriel India Limited

Committees of the Group Supervisory Board — OC: Operations Committee **I PC:** Personnel Committee **I FARC:** Finance, Audit and Risk Committee

DRIVING THE **FUTURE SUSTAINABLY**

Vision:
To Create
Value Sustainably
Through Pursuit of
Excellence and
Good Governance

- BE THE FIRST CHOICE FOR CUSTOMERS
- BUILD & SUSTAIN STRATEGIC PARTNERSHIPS
- OPERATE IN AN ENVIRONMENTALLY RESPONSIBLE MANNER
- STRENGTHEN CORPORATE GOVERNANCE & CITIZENSHIP
- CREATE INSPIRED LEADERSHIP & PROMOTE ENTREPRENEURIAL SPIRIT
- ASPIRE & DARE TO BE INNOVATIVE
- ATTAIN LEADERSHIP IN TECHNOLOGY
- DEVELOP, EMPOWER & GROW PEOPLE
- FOSTER INCLUSION, EMBRACE DIVERSITY & PROMOTE EQUITY
- EXECUTE WITH EXCELLENCE & LEAD THROUGH QUALITY
- ACHIEVE SUPERIOR BUSINESS PERFORMANCE & GROWTH
- NURTURE & ENHANCE BRAND VALUE

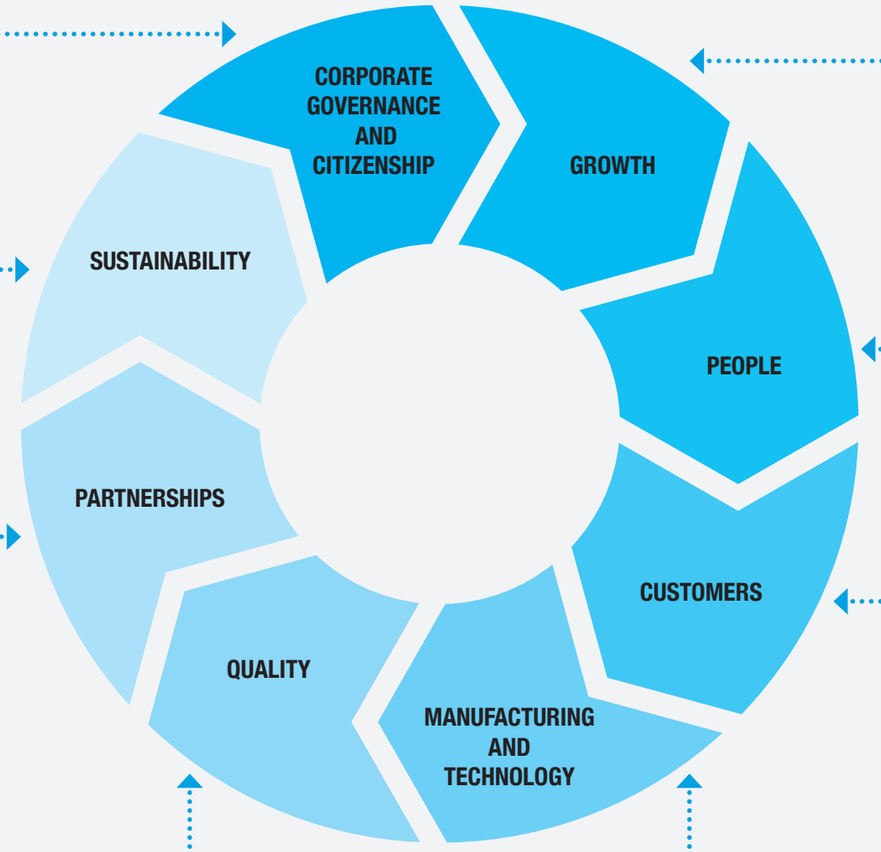
BELIEFS & **BUSINESS PHILOSOPHIES**

- 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

- Minimise environmental footprint
- Promote bio-diversity
- Be the leader in clean mobility

- 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

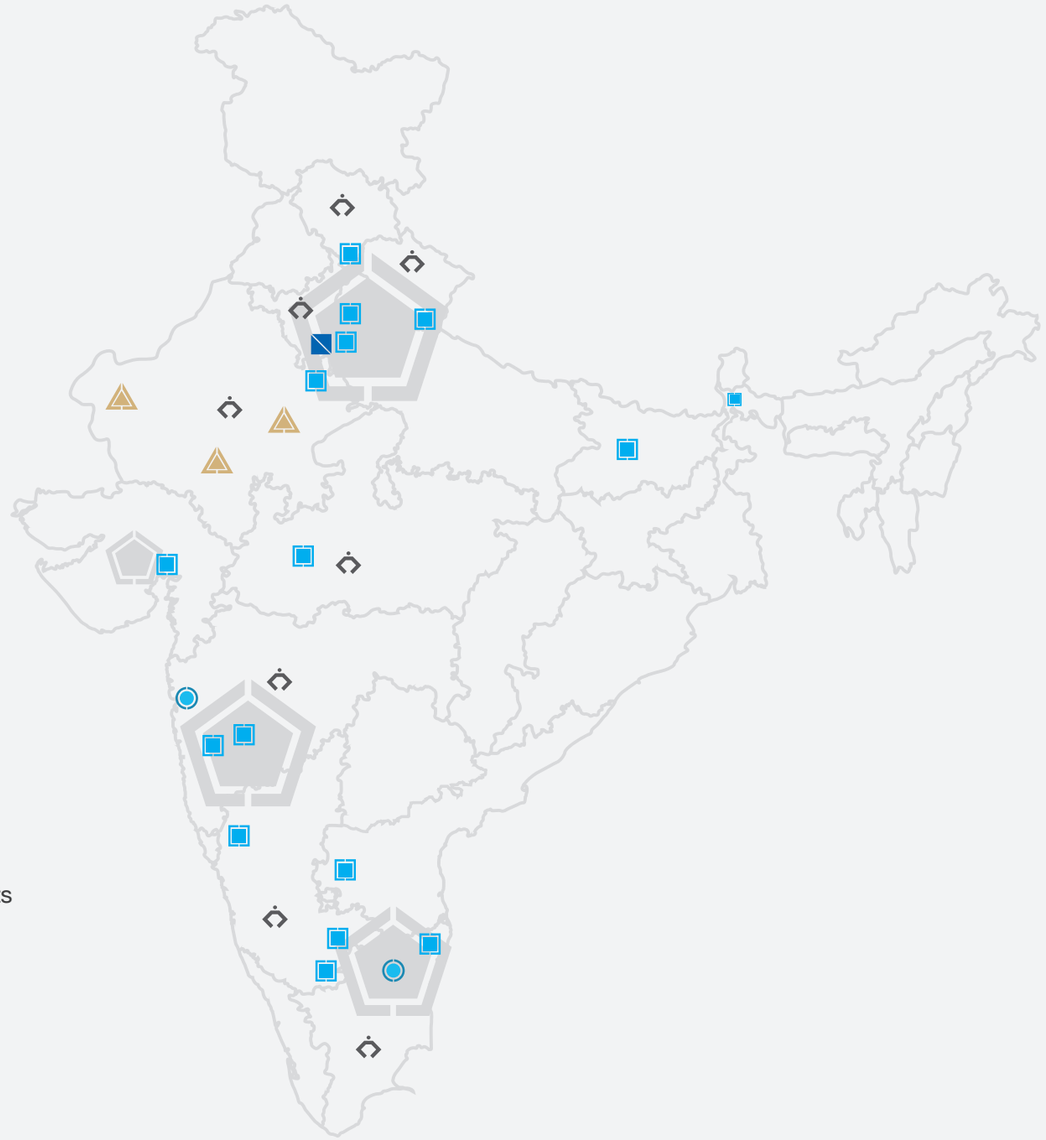
- Live by “Business is 90% people”
- Attract, retain and nurture talent
- Empower people and encourage accountability
- Develop people for required skills and experience
- Foster an inclusive, collaborative culture
- Enhance diverse representation at all levels

- 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

*VSME: Visionary Small and Medium Enterprise

BEING CLOSE TO **CUSTOMERS**



Corporate Headquarters

ANAND Regional Office

ANAND Automotive Plants

India's Auto Hubs

SUJÁN Properties

SNSF

Maps are not to scale and show approximate locations only.

Present across **14 states** in India

Himachal Pradesh (Parwanoo)

GABRIEL · MAHLE · SNS Foundation

New Delhi (Corporate Headquarters)

ANAND · SK enmove · SUJÁN

Haryana (Gurugram, Manesar)

ACYM · ANEVOLVE · APAG · DANA · GABRIEL · Henkel · HL Holdings · JOYSON · MAHLE · SK enmove · SNS Foundation

Uttar Pradesh (Greater Noida)

MAHLE

Uttarakhand (Pantnagar)

DANA · SNS Foundation

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

ACYM · AMOM · ANEVOLVE · JOYSON · SNS Foundation · SUJÁN

Madhya Pradesh (Dewas)

GABRIEL · SNS Foundation

Bihar (Patna)

GABRIEL

West Bengal (Siliguri)

GABRIEL

Gujarat (Ahmedabad, Sanand)

GABRIEL · MAHLE

Maharashtra (Chhatrapati Sambhajinagar, Mumbai, Nashik, Pirangut, Pune, Satara)

ANAND · DANA · FORVIA Faurecia · GABRIEL · POWER · JOYSON · MAHLE · SNS Foundation

Andhra Pradesh (Anantapur)

GABRIEL

Karnataka (Bangalore, Jodhalli, Malur)

DANA · FORVIA Faurecia · GABRIEL · SNS Foundation

Tamil Nadu (Chennai, Hosur)

ANAND · FORVIA Faurecia · GABRIEL · Henkel · inalfa roof systems · JINHAP · JOYSON · MAHLE · HL Klemove · HL Mando · SNS Foundation · Valeo

OUR **GLOBAL PARTNERS**

JOINT VENTURE PARTNERS
APAG Holding AG (APAG), Switzerland
CY Myutec, South Korea
Dana Incorporated, USA
Forvia Clean Mobility, France
Henkel KGaA, Germany
HL Klemove, South Korea
HL Mando, South Korea
JINHAP (Jinos Co. Ltd.), South Korea
Joyson Safety Systems, USA
MAHLE GmbH, Germany
SK Enmove, South Korea
Valeo, France

★ **TECHNICAL COLLABORATIONS**
KONI BV, Netherlands
KYB Corporation, Spain/ Japan
Inalfa Roof Systems, Netherlands
Yamaha Motor Hydraulic Systems, Japan



Maps are not to scale and show approximate locations only.

Source of information (websites and annual reports) -
Revenue and No. of employees are for CY 2024

AUTOMOTIVE **CUSTOMER PRESENCE**

ANAND








ASHOK LEYLAND Koi Manzil Door Nahin | ATHER | ATUL AUTO LIMITED | BAJAJ | BMW | CATERPILLAR | Cummins | DAF | DAIMLER

Kubota Escorts Kubota Limited | FIAT | FORCE MOTORS | Ford Go Further | GREAVES ELECTRIC MOBILITY | HARLEY-DAVIDSON MOTOR CYCLES | HEROelectric plug in. plug out. ride! | Hero | HONDA

HONDA | HYUNDAI | INDIAN RAILWAYS | ISUZU | JCB | JOHN DEERE | KIA | Kirloskar Enriching Lives

mahindra Rise | MAN | MARUTI SUZUKI | Mercedes-Benz | MG | NEW HOLLAND | NISSAN | OLA | PIAGGIO | PSA GROUPE

RENAULT | ROYAL ENFIELD | SDF Farming Technology. Since 1927. | Simpson & Co. Ltd | ŠKODA | SML ISUZU | SONALIKA HEAVY DUTY TRACTOR RANGE | SPUR | SUZUKI | TAFE

TATA MOTORS Connecting Aspirations | TOYOTA | TVS | VE COMMERCIAL VEHICLES A VOLVO GROUP AND EICHER MOTORS JOINT VENTURE | Volkswagen | VOLVO | YAMAHA Revs Your Heart | and many more...

AUTOMOTIVE **PRODUCT PORTFOLIO**

- Chassis
- Emission Control
- Powertrain
- Safety
- Thermal Management
- E-mobility

AUTOMOTIVE **PRODUCT PORTFOLIO**

CHASSIS PRODUCTS

ANAND

1 GABRIEL

GABRIEL INDIA

Established in 1961



- Struts
- Dampers
- Front Forks
- E-Assisted Adjustable Shock Absorbers
- Semi Active Suspensions
- Frequency Selective Dampers (FSD)
- Inverted Front Forks (IFF)
- Cabin Dampers
- Railway Dampers

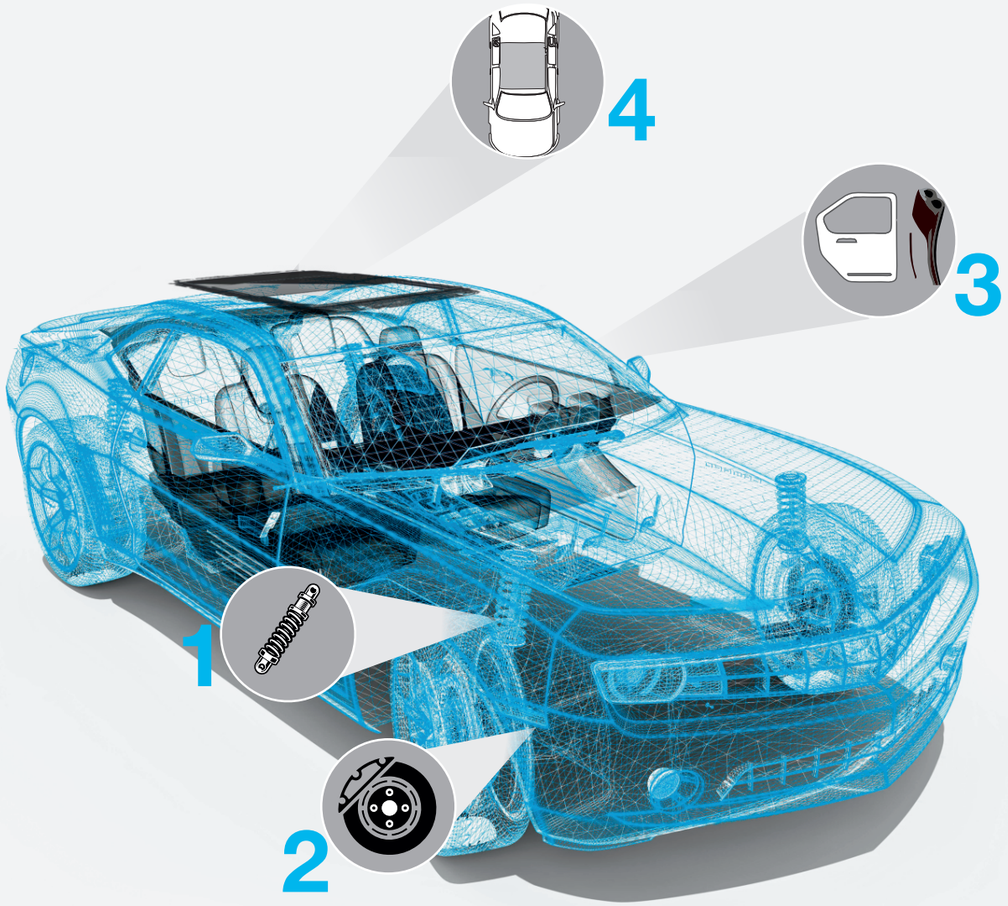
2 HL Mando

HL MANDO ANAND INDIA

Established in 1997



- ABS/ ESC
- Master Cylinder & Booster
- Caliper Brake
- Drum Brake
- Rack Electric Power Steering System
- Column Electric Power Steering System
- Manual Rack & Pinion (Steering Gear Box)
- Suspension Strut Assembly
- Suspension Shock Absorber Assembly



3 Henkel

HENKEL ANAND INDIA

Established in 1996

- Reinforcement Structural Pads
- Structural Adhesives
- Stiffening Foams
- Sealants & Coatings
- Anti Flutter
- Sealing Tapes & Pillar Fillers
- Anti-Vibration Pads
- Direct Glazing Adhesives



4 inalfa roof systems

INALFA GABRIEL SUNROOF SYSTEMS

Established in 2023

- Bottom Loaded Top Slider (BLTS)
- Tilt Vent Slider (TVS)



AUTOMOTIVE **PRODUCT PORTFOLIO** POWERTRAIN

ANAND

1 ACYM
ANAND CY MYUTEC AUTOMOTIVE
Established in 1992



- Brass Synchroniser Rings Single Cone, Double Cone, Triple Cone with Carbon
- Steel Synchroniser Rings Single Cone, Double Cone with Carbon
- Dog Gears
- Aluminium Forged and Machined Parts

2 iPOWER
ANAND I-Power
Established in 1976

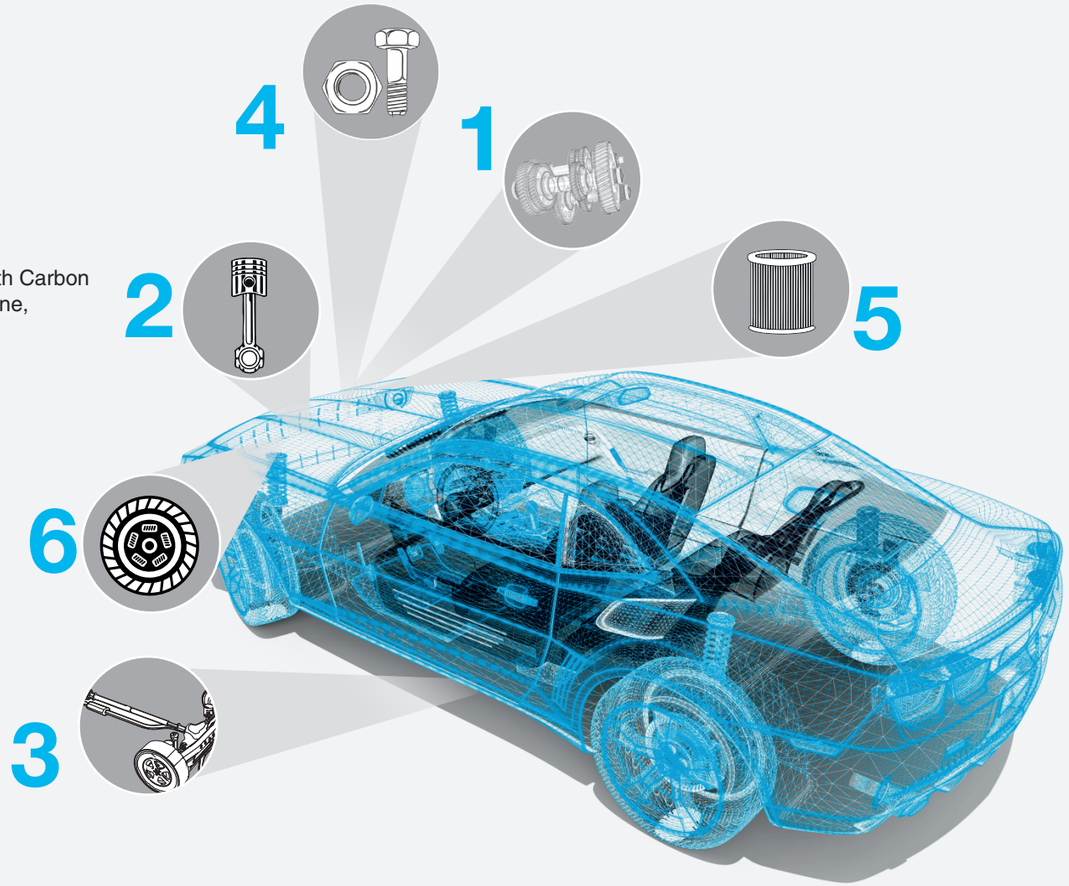


- Piston Rings
- Clutch Pressure Plates
- Slack Adjusters
- Differential Housings
- Wheel Hubs
- SG & Grey Iron Castings

4 JINHAP
JINHAP GABRIEL AUTO INDIA
Established in 2025



- Bearing Cap Bolt
- Head Cover Bolt
- Transmission Bolt
- SEMS



5 MAHLE
MAHLE ANAND FILTER SYSTEMS
Established in 1997

- Air Intake Systems/ Fuel Filter Modules/ Oil Filter Modules
- Cylinder Head Covers
- Air Intake Manifolds
- Carbon Cansiters
- Cabin Air Filters
- Oil Cooler/ Hear Exchangers
- Oil Mist Separator for ICE



1 CY MYUTEC
CY MYUTEC ANAND
Established in 2008

- High Precision Single Cone Synchroniser Rings
- Multi-Cone Synchroniser Rings of Brass & Steel



3 DANA
DANA ANAND INDIA
Established in 1993

- Axles
- Drive Shafts
- Drivetrain Components



6 Valeo
VALEO FRICTION MATERIALS INDIA
Established in 1997

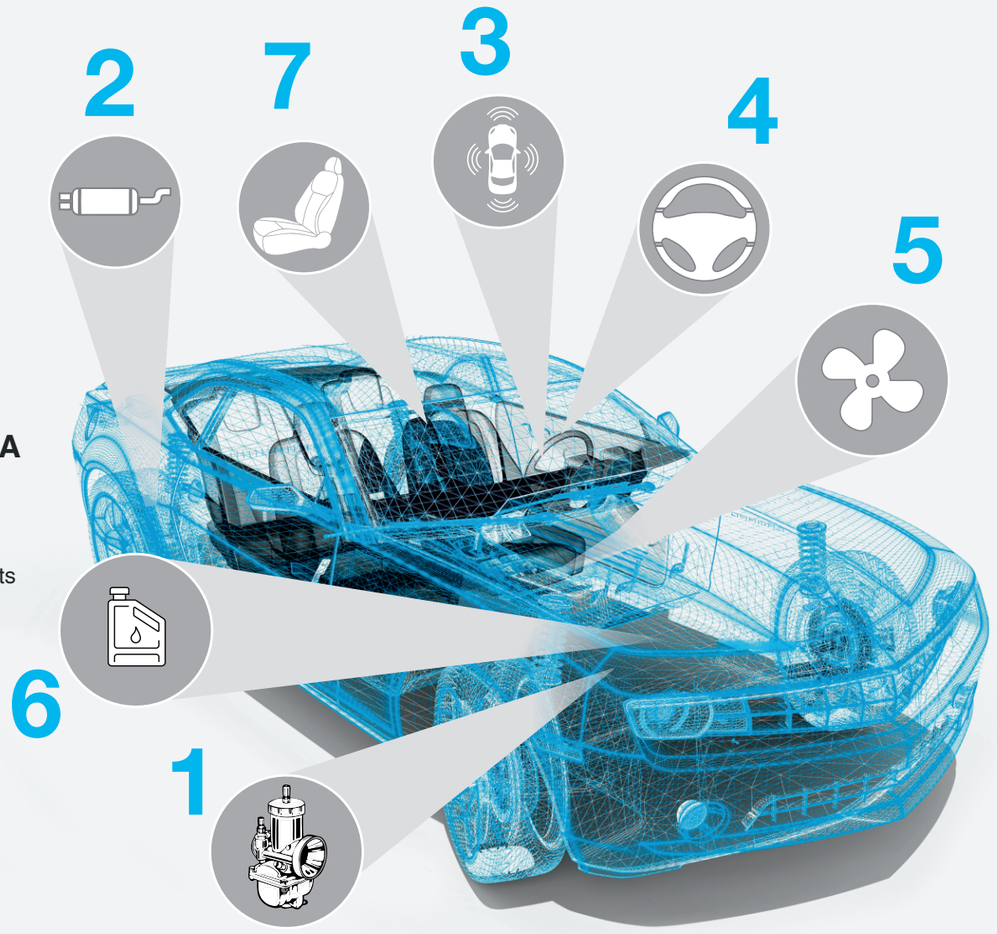
- Clutch Friction Material
- Brake Friction Material
- Friction Washer



AUTOMOTIVE **PRODUCT PORTFOLIO**

SAFETY | EMISSION CONTROL | THERMAL MANAGEMENT

ANAND



1 GABRIEL

GABRIEL INDIA
(Previously ANCHEMCO INDIA)
Established in 1995



- Diesel Exhaust Fluid (DEF)/ AdBlue
- Radiator Coolants
- Brake Fluids (DOT 3 & DOT 4)
- PU & PVC Adhesive Compounds

2 FORVIA faurecia

FAURECIA EMISSIONS CONTROL TECHNOLOGIES INDIA
Established in 1997



- Catalytic Converters
- Diesel & Gasoline Particulate Filters
- Selective Catalytic Reduction (SCR)
- Silencers/Muffers
- Ammonia Storage & Delivery System (ASDS)
- Exhaust Heat Power Generation (EHPG)
- Exhaust Heat Recovery System (EHRS)
- Acoustic Valves

3 HL Klemove

HL KLEMOVE GABRIEL INDIA
Established in 2026



- Radar, Front cameras, and lidar for ADAS
- Embedded ADAS Software
- Automated driving and parking control units
- Brake and Steering ECUs
- Chassis Control Units
- Torque Sensors

4 JOYSON SAFETY SYSTEM

JOYSON ANAND ABHISHEK SAFETY SYSTEMS
Established in 2020



- Seat Belts
- Air Bags
- Steering Wheel
- Integrated Safety Solutions

5 MAHLE

MAHLE ANAND THERMAL SYSTEMS
Established in 1997



- HVAC System
- Exhaust Gas Re-Circulation Valve (EGR)
- Integrated Charge Air Cooler (iCAC)
- Engine Cooling Module (Radiator with Fan Motor Shroud)
- Visco Clutch
- Blower System

6 SK enmove

SK ENMOVE GABRIEL
Established in 2025



- Engine Oils
- e-Fluids
- Hydraulic/ Shock Absorber Oil
- Industrial Lubricants
- Greases & e-Thermal Fluids

7 FORVIA

FAURECIA ANAND SEATING INDIA
Established in 2026

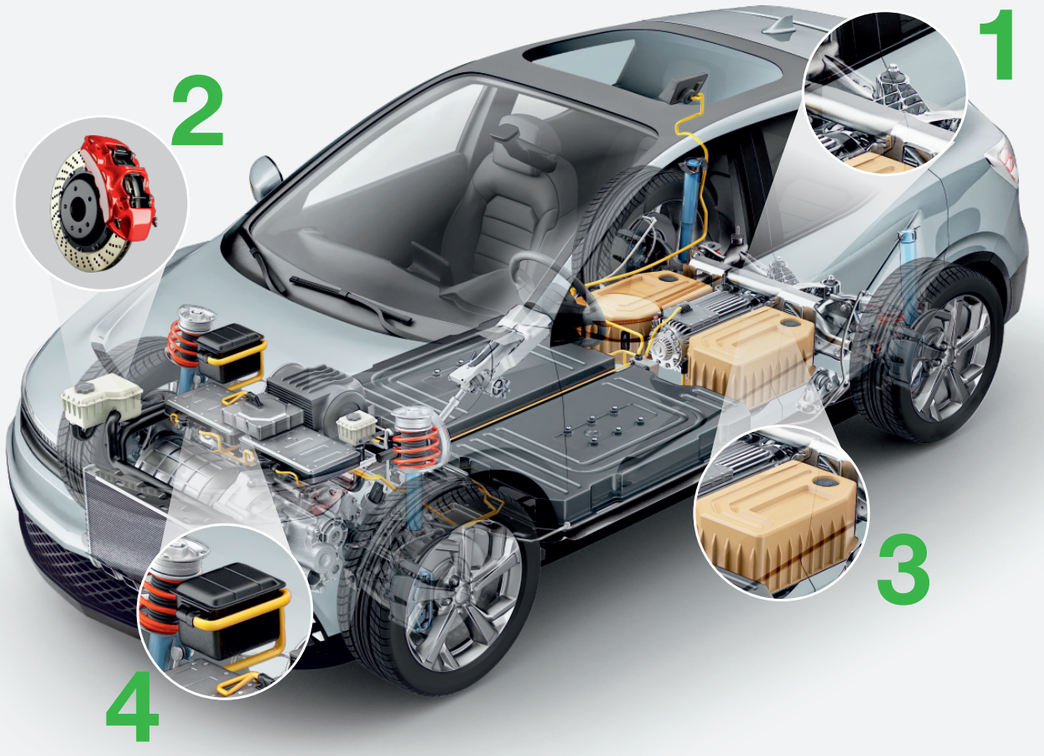
- Front seat structures
- Rear seat structures
- Tracks, recliners and adjustments
- Safety sensors



AUTOMOTIVE **PRODUCT PORTFOLIO**

E-MOBILITY

ANAND



1 DANA ANAND INDIA

Established in 1993

- E-Axles for BEV & Hybrids



2 HL MANDO ANAND INDIA

Established in 1997

- Integrated Dynamic Brake (IDB)
- MOC (EPB - Electric Parking Brake)



3 MAHLE ANAND THERMAL SYSTEMS

Established in 1997

- i-Condensors
- e-Compressors
- Climate Control Module (CCM)
- PTC Heater
- Chiller Unit
- Electronic Expansion Valve (eXV)
- Battery Cooling Box
- Battery Cooling Plate



4 MAHLE ANAND FILTER SYSTEMS

Established in 1966

- Liquid Management Module for Electric Vehicle (OGA)
- Water Jackets for Inverter Box
- Lean Module Covers for Battery Packs
- Active Oil Mist Separator for H2 ICE (HPI)
- Humidifier for FCV
- Exhaust System for FCV



GABRIEL INDIA, **THE FLAGSHIP COMPANY**

GABRIEL

- Established in 1961, a public listed company
- Evolved beyond its traditional strength in ride control systems into a diversified, multi-product automotive technology enterprise
- Strong R&D focus, with 80+ specialists driving engineering excellence and innovation
- Revenue **₹42.3 Bn** in **FY25–26,** compared to **₹36.4 Bn** in **FY24–25** (YoY **16%**)

9	3	Sales Across 25	100	5400+
Manufacturing Plants	Satellite Plants	Countries	Patents Filed (34 Granted)	Employees

Aftermarket Leadership

800+ Retail Partners | 30,000+ Retail Outlets
16% YoY growth in Aftermarket Exports across Latin America, Asia and Africa

Long-Standing Client Relationships

A strong presence across all major vehicle segments:
2W & 3W, Passenger Vehicles, Commercial Vehicles and Railways

Technology Centres

1. Technology Centre – Four Wheelers, Commercial Vehicles & Railways, Chakan
2. Technology Centre – Two Wheelers Advance Suspension Technology, Hosur
3. Gabriel Europe Engineering Centre, Belgium



*Consolidated sales (incl. Inalfa Gabriel Sunroof Systems)



GABRIEL TECH CENTER



ANEVOLVE

ANEVOLVE is India's premier Future Tech platform, creating, designing, and manufacturing tech solutions for electric mobility and other sectors.

AMEM
ANEVOLVE
MANDO EMOBILITY

- Hub Wheel Motor
- Mid Drive Motor for 2W & 3W
- Motor Controller



ANEVOLVE
POWERTRONICS

- Offboard & Onboard DC Chargers for EVs
- AC Chargers for EVs- DC-DC Converters
- 3-in-1 for 4W



APAG cosyst
ELECTRONIC CONTROL SYSTEMS

- Lighting: Interior & Exterior Illumination
- DC/BLDC Motor Control Unit



SUJÁN CAMPS PROPERTIES & EXPERIENCES

SUJÁN



SUJÁN
SHER BAGH
RANTHAMBHORE



SUJÁN
THE SERAI
JAISALMER



SUJÁN
JAWAI
JAWAI BANDH



SUJÁN
Old Mondoro
LOWER ZAMBEZI NATIONAL PARK

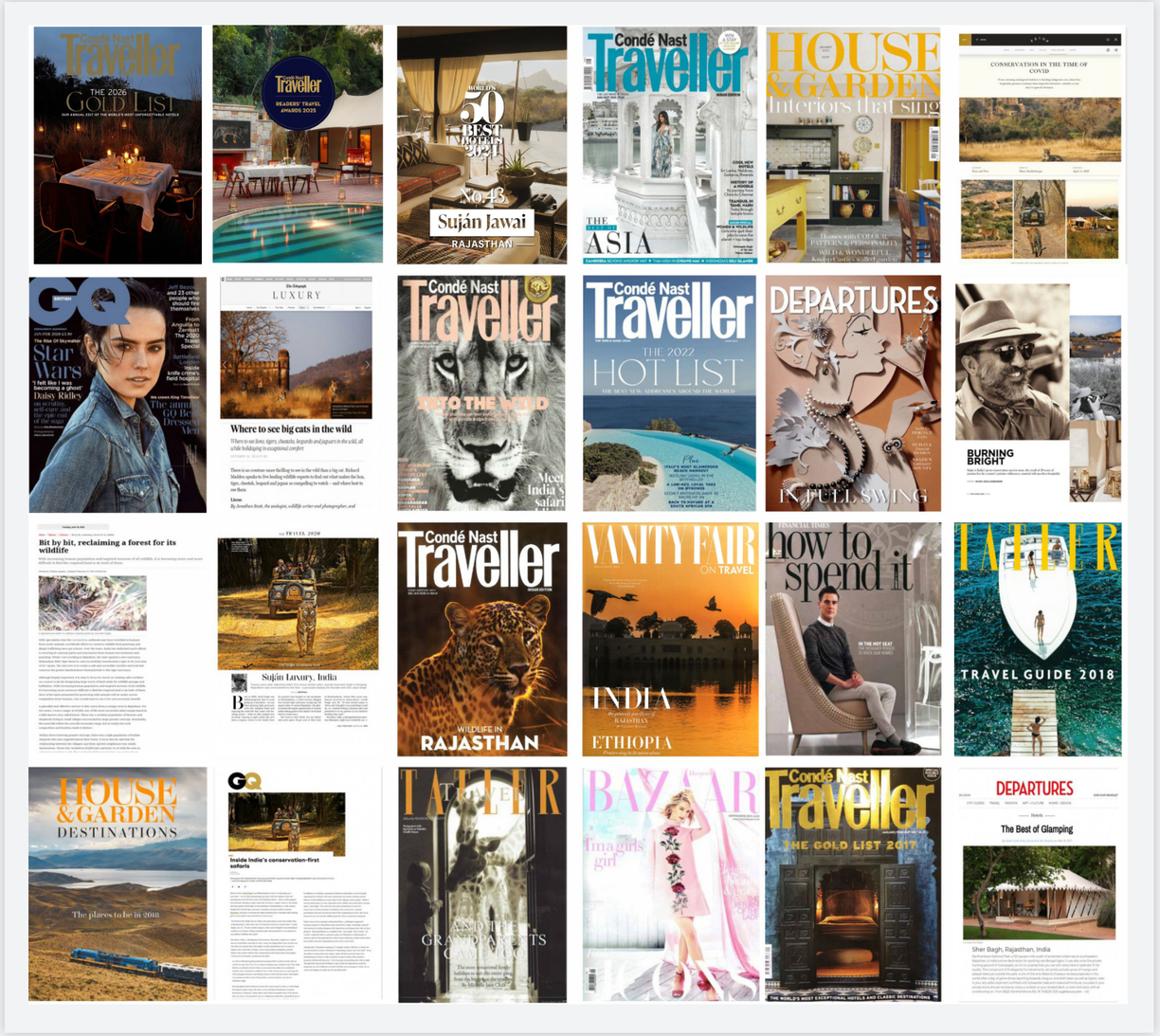


SUJÁN
CHIAWA CAMP
LOWER ZAMBEZI NATIONAL PARK

SUJÁN GLOBAL RECOGNITIONS

SUJÁN

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



- SUJÁN Sher Bagh, Ranthambhore as No.1 Resort in India in the 2026 Condé Nast Traveler Readers' Choice Awards
- SUJÁN JAWAI and SUJÁN Sher Bagh awarded Two MICHELIN Keys; SUJÁN The Serai awarded One MICHELIN Key, 2026
- Condé Nast Traveller The 2026 Gold List
- SUJÁN Sher Bagh wins Condé Nast Traveller - Readers Travel Awards 2025 as Favourite Safari Lodge In India
- SUJÁN JAWAI ranked No. 43 in the The World's 50 Best Hotels 2024
- Tatler Best Honeymoons in the World 2023
- Tatler Best Spas in the World 2023
- Elite Traveller Top 50 ECO Suites 2023
- 10 Best Luxury Holidays for 2023 CNT Readers Choice Best Boutique Hotels in India 2023
- Condé Nast The 10 Best Family Holidays in the World 2023, 2024
- Country Life UK: The Best Safari Lodges in the Globe right now, 2022
- The Most Beautiful Eco Hotels in the World 2023

ANAND GROUP **CORPORATE**



BUSINESS DEVELOPMENT



AFTERMARKET



HUMAN RESOURCES & ANAND U



TECHNOLOGY & INNOVATION



GROUP COMMUNICATIONS



CORPORATE SOCIAL RESPONSIBILITY



MANAGEMENT & GOVERNANCE



INFRASTRUCTURE & SUSTAINABILITY



INTERNAL AUDIT, FINANCE, TAX & LEGAL



INFORMATION TECHNOLOGY



EXCELLENCE IN MANUFACTURING, CORPORATE MATERIALS



GROUP STRATEGY

BUSINESS **DEVELOPMENT**

CUSTOMER RELATIONSHIPS

- Leveraging automotive industry network built across six 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

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



CII NR ANNUAL REGIONAL MEETING 2025-26


GABRIEL INDIA & SK ENMOVE JV AGREEMENT SIGNING


BHARAT MOBILITY GLOBAL EXPO 2025 INAUGURATION



ACMA ŠKODA AUTO VOLKSWAGEN TECHNOLOGY SHOW

BUSINESS DEVELOPMENT
CONNECTING WITH KEY **AUTOMOTIVE CUSTOMERS**

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



CII SMART MANUFACTURING SUMMIT 2025



MAHLE AND ANAND LEADERSHIP TEAM



BHARAT MOBILITY GLOBAL EXPO 2025



ACMA ATHER TECHONOLOGY DAY 2025



ANAND TECHNOLOGY DAY FOR HINO JAPAN 2025



SUZUKI ANNUAL SUPPLIER CONFERENCE 2025



ANAND TECHNOLOGY SHOW 2026

BUSINESS DEVELOPMENT
GARNERING **CUSTOMER APPRECIATION**



MARUTI SUZUKI VENDOR CONFERENCE 2025



ACMA EXCELLENCE AWARD 2026



MAHINDRA SUPPLIERS MEET 2025



ISCM PROCUREMENT RANKING 2026



TATA MOTORS SUPPLIER CONFERENCE 2025



ACMA EXCELLENCE AWARD 2025



SUZUKI MOTORCYCLE INDIA ANNUAL SUPPLIER CONFERENCE 2026

HUMAN RESOURCES
NURTURING AND GROOMING OF TALENT

OE Model
- Pioneered the “Operating Engineer (OE)” model, enabling ANAND locations to remain union-free and managed by an educated, skilled workforce. Strengthened through partnerships with the Automotive Skills Development Council (ASDC) and BITS Pilani for industry-aligned training and certification.

Building Future Talent Pipeline
- ANAND Talent Acquisition (ATA)
  A structured initiative to attract young talent from leading universities and develop them through planned rotations, learning interventions, and on-the-job exposure to build future-ready capabilities.

Developing Leadership from Within
- Human Capital (HC) Programme
  Helps to identify top talent within ANAND Group at the junior/mid-management levels who have the potential to take on future management roles within. The program’s objective is to develop a pipeline of talented individuals who can meet the organization’s needs and sustain its growth.
- ANAND Leadership Development Programme (ALDP)
  A structured talent acceleration initiative designed to identify, assess and develop high potential employees across L1-L3 levels, preparing them for future leadership and critical roles within ANAND Group.

Talent Management Programmes
- Coaching & mentoring programmes for senior leaders and ALDP participants
- Sponsored Higher Education & Training partnerships with premier institutes (IIMs, ISB, XLRI) for customised programmes

World of Opportunities
- Overseas training at JV partner locations for ANAND employees
- Global education exposure for senior leadership at leading universities (Oxford, MIT, INSEAD)

Career Mobility
- Cross-functional and cross-company career opportunities across ANAND Group Companies and JV partners

Diversity and Inclusivity: Foundational to our culture
- Diverse workforce across 75+ locations in India
- Accommodation and support facilities to encourage women’s participation













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

EXCELLENCE IN **MANUFACTURING (EIM)**

EIM drives & supports specialised excellence initiatives to develop world-class manufacturing standards and services across group companies

Leadership & Technical Skilling



- **Visionary Leaders for Future Manufacturing (VLFM)** programme was started by CII in partnership with the Japan International Cooperation Agency (JICA).
- Under the VLFM Umbrella, Visionary Small and Medium Enterprises aims to build a win-win relationship with suppliers by enhancing their manufacturing performance in quality, cost, and delivery.
- Through VLFM, ANAND Senior Managers are given unique leadership perspectives
- Around 130 managers trained in VLFM since 2007.
- Dedicated teams of ANAND engineers have helped around 600 suppliers as a part of VSME since 2009.

Future Ready



- Elevating skills in Industrie 4.0 (emerging technologies) via Artificial Intelligence (AI) & Machine Learning (MI) since 2021.
- 90 personnel trained and completed 43 projects in house.
- Management Operation System (MOS) – Enabling integrated, digital, paperless factories and management systems.
- In-house Generative AI model for ANAND House of Quality (AHQ) framework.

Zero Defects



- ANAND House of Quality (AHQ) - Groupwide initiative to improve quality in multiple areas.
- Cost of Quality- Preventive & holistic approach to reduce or eliminate Cost of Quality
- Design for Six Sigma (DFSS) for Zero Defect Product Launches and Application of Six Sigma for Defect Elimination.
- Over 200 trained & certified belts

Manufacturing Excellence



- Employee safety is vital for all Group companies
- ANAND Heijunka Production System (AHPS) transforms plants from traditional manufacturing to world-class practices, ensuring on-time delivery of quality products to customers while enhancing internal efficiencies.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)

Governance is deeply anchored in safety, integrity, quality, and inclusivity. It is also premised on the belief that ethics is not a goal but a lived practice. By continuously cultivating a culture of trust, excellence, learning, and equity, we ensure our governance practices are rooted in values yet dynamic enough to meet changing needs.

Anjali Singh
Executive Chairperson,
ANAND Group

Sustainability is fundamental to the way we do business across business segments, functions, and to activities related to CSR, philanthropy, or conservation. Whatever we do, we always keep an eye on the planet—from renewables to advanced technologies to cutting waste to planting trees and water harvesting.

Jaisal Singh
Vice Chairman, ANAND Executive Board
Chairman, ANEVOLVE



- Concentrating Solar Power(CSP)
- Miyawaki Forests
- Energy Management Systems (EMS)
- High-Rate Transpiration System
- Check Dam
- Wind Turbine
- Rainwater Harvesting Pits
- Open Space Reservation (OSR)
- Potable Organic Waste Composters(OWC)

COMMUNITY **ENGAGEMENT**

SNS Foundation (SNSF) was established in 1976 as the ANAND Group's CSR arm.
Aligns with the United Nations' Sustainable Development Goals (SDGs).
Aims to transform lives and promote environmental conservation.

Focus Areas

Education & Diversity



- 100+ partner schools in eight states
- Impacted 3.78 lakh school students, 50% female students
- 900+ scholarships awarded to females for 3-year diploma engineering
- 400+ government school students qualified for state scholarships

Skill Development



- 45,000+ trained youth (80% females)
- 70% placement success rate
- Development of State-of-the-art labs in ITI's & Engineering Polytechnics.
- Key focus on employability of persons with speech and hearing impairment
- Females trained in male-dominated trades of two-wheeler auto technician

Health & Hygiene



- Addressed health needs of 27 lakh rural population
- Implementation partner for National Health Mission initiatives
- Key areas: HIV/AIDS, Reproductive & Child health, and Industrial health
- Mobile medical services

Community & Wildlife Conservation



- Facilitated 170mn micro credit for 1000+ Self Help Groups
- In Rajasthan:
  - 100 sq.km. of wilderness protected
  - 25k people benefit from sanitation services annually
  - Healthcare for 1.2L+ livestock
  - 60 individual leopards identified between 2013-20

MANAGEMENT & GOVERNANCE
PURSUING ORGANISATIONAL TRANSPARENCY

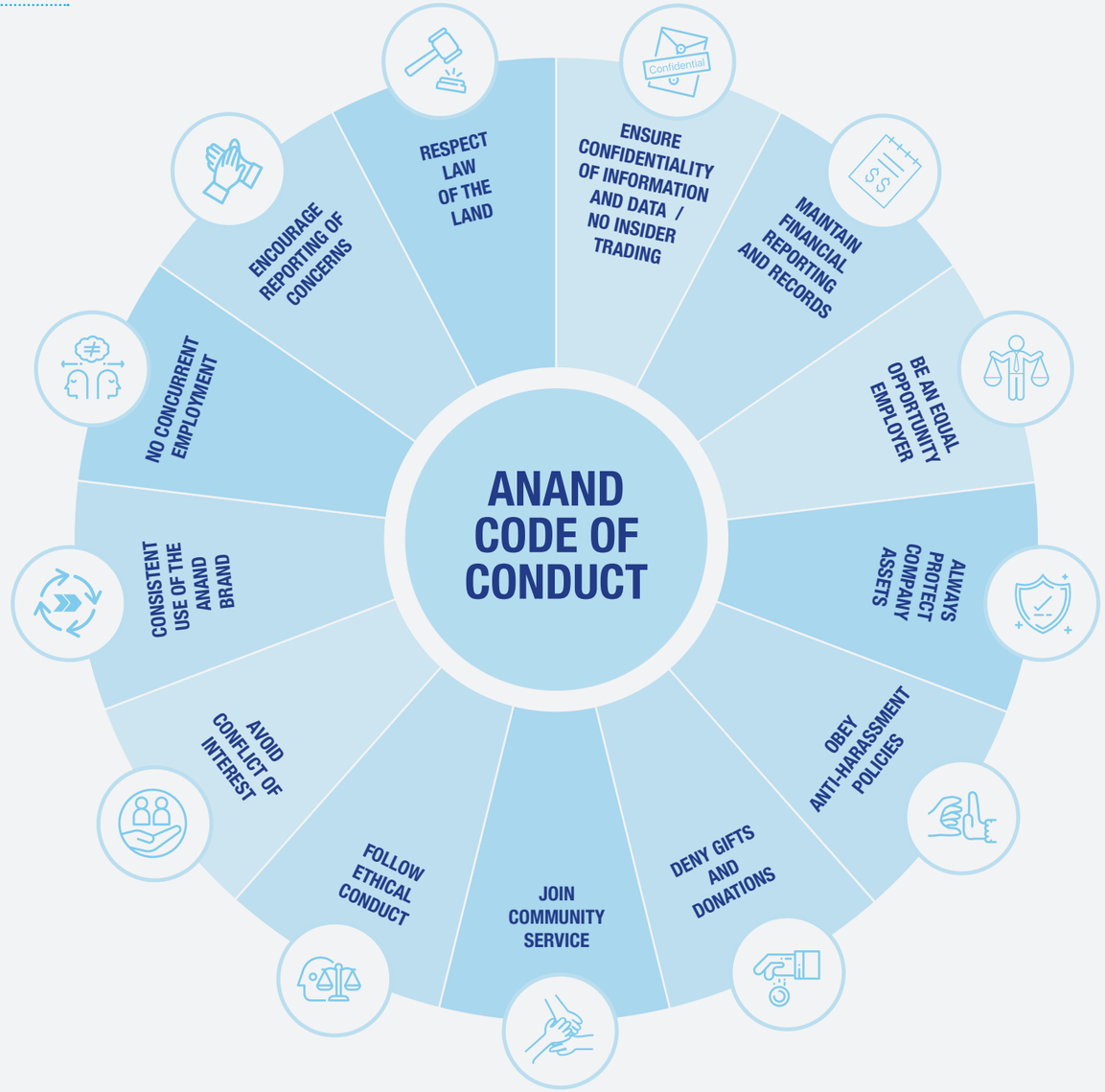
Ethics - Ethics forms a very important component of ANAND Group's belief and its practices. Employees, suppliers and vendors are encouraged and guided to maintain the highest level of ethical practices

- 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 - Encourage open discussions and dialogue as the main means to sort out differences and improve functioning



LIVING THE ANAND WAY



- Drive ANAND as a UNIFIED CORPORATE ENTITY
- ASPIRE to be a WORLD-CLASS organisation
- ENCOURAGE organisational transparency
- Value INTEGRITY
- Encourage INNOVATION
- Nurture TALENT
- Support continuous EDUCATION
- Build TRUST and EMPOWER PEOPLE
- PRACTICE open and HONEST COMMUNICATION
- RECOGNISE and reward ACHIEVEMENT
- Are an EQUAL opportunity employer
- Are Committed to COMMUNITY ENGAGEMENT
- Embrace SUSTAINABILITY

ANAND

DRIVING WITH INDIA SINCE 1961

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