

Gabriel India Ltd.

Investor Presentation

26th May 2021

Safe Harbor

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COVID-19: Update

Our Response to COVID 19

Employee Strength: 2951

Number of Locations: 7

Vaccinated : 444 nos. (1st Dose)

Daily Monitoring of Health Status via Google form
|| 84% response across Gabriel ||

- On time action - reducing the risk of employees getting sick
- Supporting employees & their families reporting sick

Precautions

- Thermal screening for 100% employees twice a day
- Restricting entry at workplace - High Risk in Arogya Setu app
- Precautionary antigen/ RTPCR testing
- Office staff working at 40% strength.

COVID Monitoring Officer (CMO) & Plant Crises
Management Team (PCMT)
|| Dedicated role created ||

- Twice/ week Covid monitoring meeting with PCMT & CCMT headed by COOs
- Monitoring & encouraging vaccination, conducting vaccination camps
- 3 ply double masks and face shield being used
- Maintaining oxygen cylinders, oxygen concentrators and ambulances
- 18+ age vaccination tie up with hospitals being explored

Disinfection & Sanitization of workplace
|| Disinfection (1 / wk) & Sanitization (1 / 2hrs) ||

- Weekly disinfection - reducing the risk
- Workstation & office sanitization reducing the risk through multiple touch points

SUSTAINED EFFORTS TOWARDS MAKING GABRIEL - SAFEST PLACE TO WORK!!

ANAND COVID Care || Support Initiatives

ANAND COVID CARE 24*7 HELPLINE

- One COVID helpline at Group level available 24*7 to help with admission for COVID infected employees & their family members

VACCINATION POLICY FOR GROUP

- Group Vaccination Policy – to ensure all ANAND Group employees are vaccinated for COVID-19 virus thereby ensuring safe & healthy workplace
- Cost of vaccination to be borne by the company

POSITIVE PULSE, WELLNESS INITIATIVE

- An initiative to provide our employees the access to personal online counselling support from trained psychologists to deal with difficult situations & build resilience

ANAND SUPPORT FOR EMPLOYEES – Who passed away fighting COVID-19

- Financial Support: Spouse or Parents
- Employment in Group: Spouse or Child
- Medical Insurance: Spouse & dependent children
- Education support: 2 children

GABRIEL ANGELS SUPPORT INITIATIVE

- Wellness community to support Gabriel Covid+ members in medical emergency, guidance & provide emotional support in these unprecedented times



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Strategy Going Forward

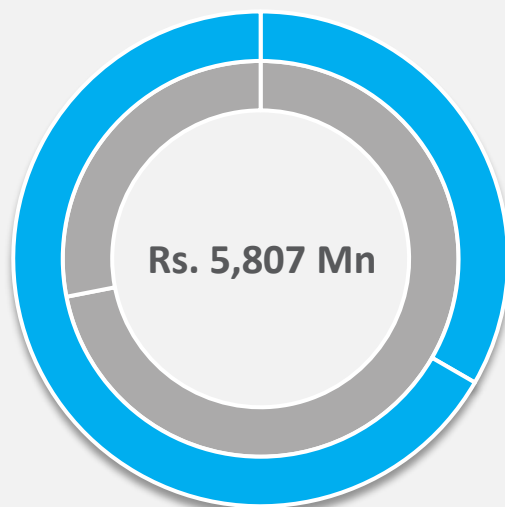


Q4 & FY21 Result Update

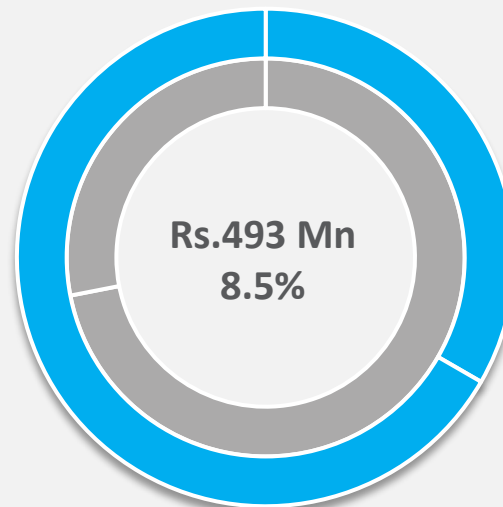
Financial Highlights – Q4 FY21

Q4 FY21

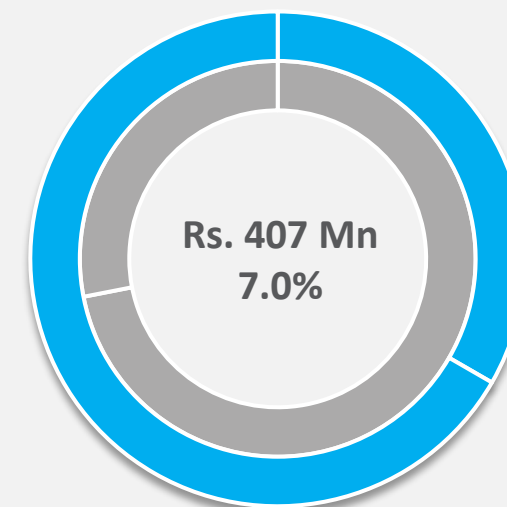
Revenue



EBITDA



PBT



Q3 FY21

Rs 5,365 Mn

Q4 FY20

Rs 4,246 Mn

Q3 FY21

Rs 392 Mn / 7.3%

Q4 FY20

Rs 331 Mn / 7.8%

Q3 FY21

Rs 327 Mn / 6.1%

Q4 FY20

Rs 223 Mn / 5.3%

Financial Highlights – FY21

Revenue

Rs. 16,999 Mn

as compared to Rs. 18,700 Mn
in FY20 (Y-o-Y -9.1%)

EBITDA

Rs. 1,076 Mn (6.3%)

as compared to Rs. 1,378 Mn in
FY20 (Y-o-Y -21.9%)

PBT

Rs. 779 Mn (4.6%)

as compared to Rs. 1,003 Mn
in FY20 (Y-o-Y -22.3%)

Balance Sheet

Net Cash position of Rs. 2,687 Mn

Cash Flow

Cash Flow from operations to the
tune of Rs. 2,043 Mn as compared
to Rs. 1,201 Mn in FY20

Capex

Capex incurred during the period
Rs. 476 Mn

Financial Track Record

P&L (Rs. Mn)	Q4 FY21	Q4 FY20	YoY	Q3 FY21	QoQ	FY21	FY20	YoY
Revenue from Operations	5,807	4,246	36.8%	5,365	8.2%	16,999	18,700	-9.1%
Gross Margin (%)	25.3%	28.4%	-3.1%	24.4%	0.9%	25.6%	26.8%	-1.2%
EBITDA Margin (%)	8.5%	7.8%	0.7%	7.3%	1.2%	6.3%	7.4%	-1.1%
Net Margin (%)	4.8%	6.3%	-1.5%	4.6%	0.2%	3.5%	4.5%	-1.0%

Balance Sheet (Rs. Mn)	FY21	FY20
Net worth	6,963	6,518
Gross Debt	129	78
Liquid Investments	2,687	1,327
Fixed Assets	3,779	3,662

Key Performance Indicators	FY21	FY20
Net Working Capital (days)	19	33
ROIC (%)	19.2%	19.8%
Cash Flow from Operations	2,043	1,201

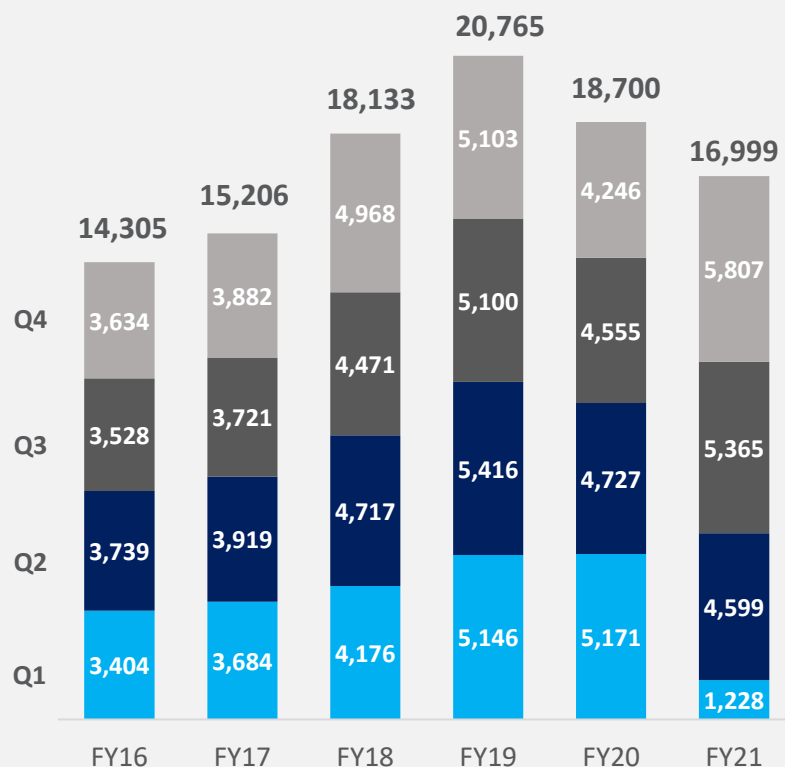
FY21 vs FY20
Improved Margins on account of Cost reduction drives



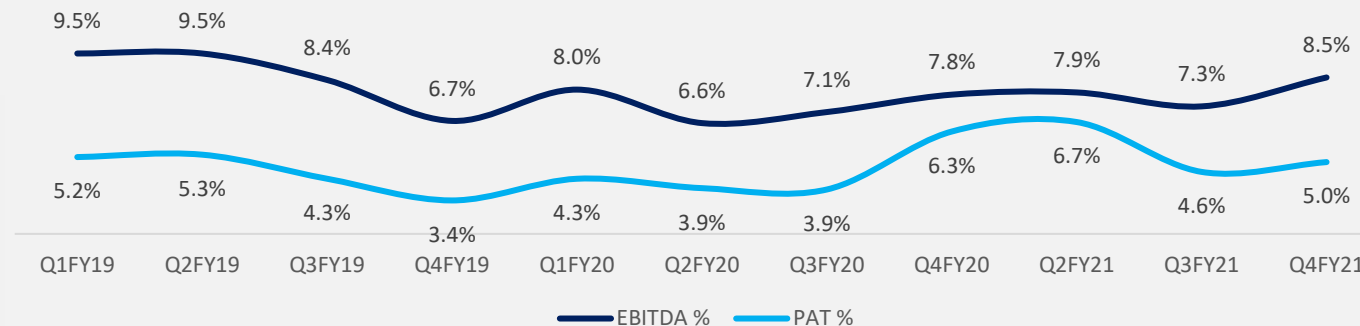
- Focus on continuous Strengthening of Net worth
- Maintenance of high liquidity
- Improvement of Working Capital efficiency
- Capex towards expansion, automation and R&D

Quarterly Performance Trend

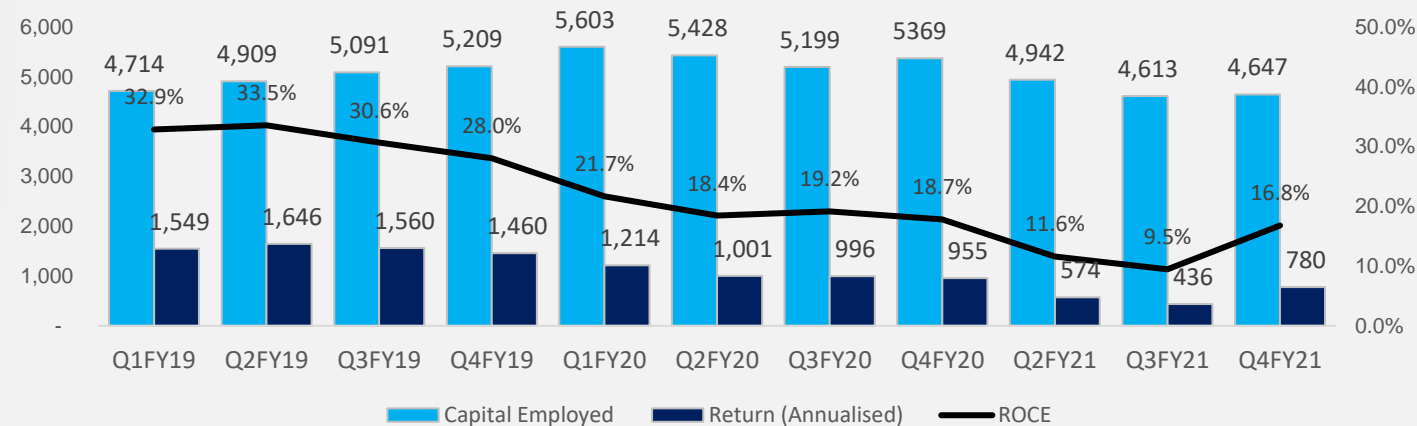
Revenue (MINR)



Margins



ROCE



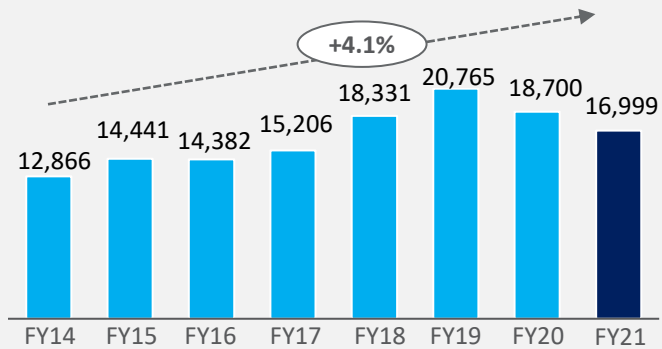
Profit & Loss Statement

Particulars (Rs. Mn)	Q4 FY21	Q4 FY20	YoY	Q3 FY21	Q-o-Q	FY21	FY20	Y-o-Y
Revenue from Operations	5,807	4,246	36.8%	5,365	8.2%	16,999	18,700	-9.1%
Raw Material	4,338	3,042		4,058		12,653	13,697	
Employee Expenses	385	355		388		1,474	1,553	
Other Expenses	592	519		528		1,796	2,071	
EBITDA	493	331	49.0%	392	25.8%	1,076	1,378	-21.9%
Other Income	62	32		62		192	97	
Interest	37	11		9		66	36	
Depreciation	112	128		118		424	436	
PBT	407	223	82.1%	327	24.3%	779	1,003	-22.3%
Tax	118	-43		81		176	156	
PAT	289	266	6.3%	246	17.3%	603	847	-28.8%
EPS	2.01	1.85		1.71		4.20	5.90	

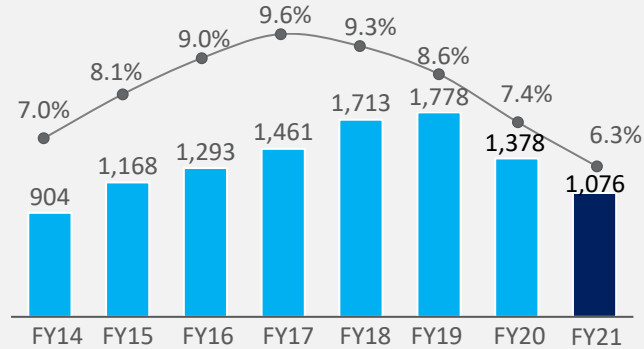
- The results of FY21 are not comparable due to the adverse impact by outbreak of Covid-19
- However, due to stringent cost reduction measures Gabriel has managed to minimise the impact of the Pandemic on its performance

Financial Track Record

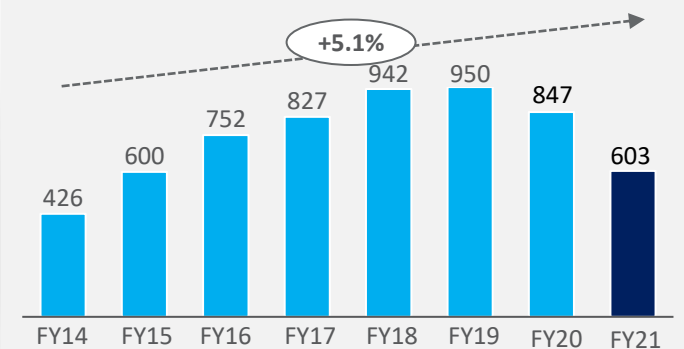
Revenue (Rs Mn)



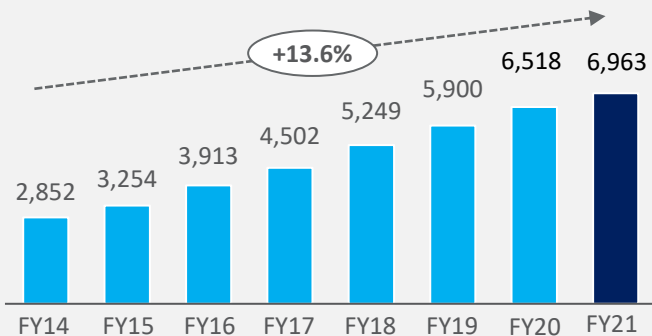
EBITDA (Rs Mn) & EBITDA Margin (%)



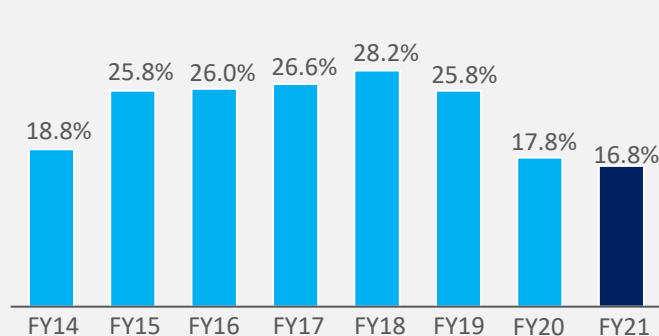
PAT



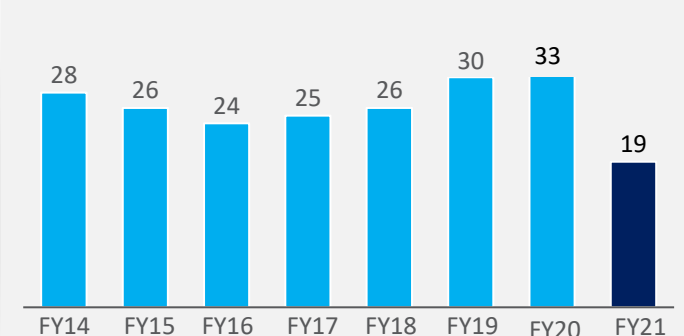
Net worth (Rs Mn)



RoCE (%)



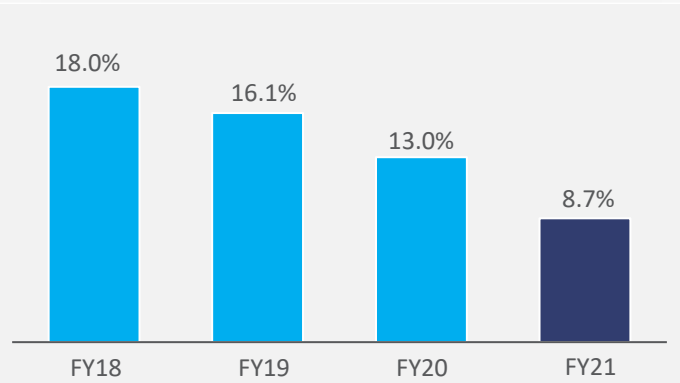
Net Working Capital Days



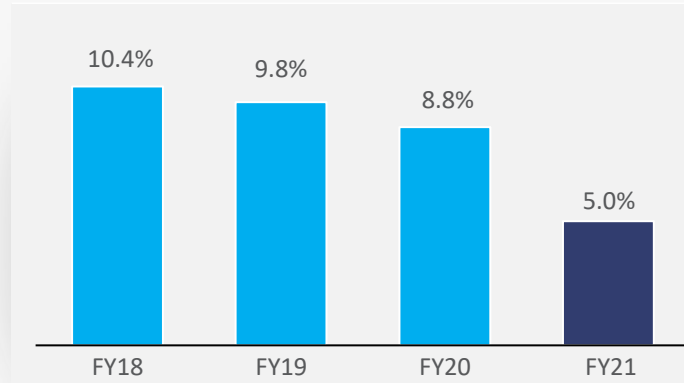
^Note: Financials for FY17-21 as per IND-AS

Key Ratios

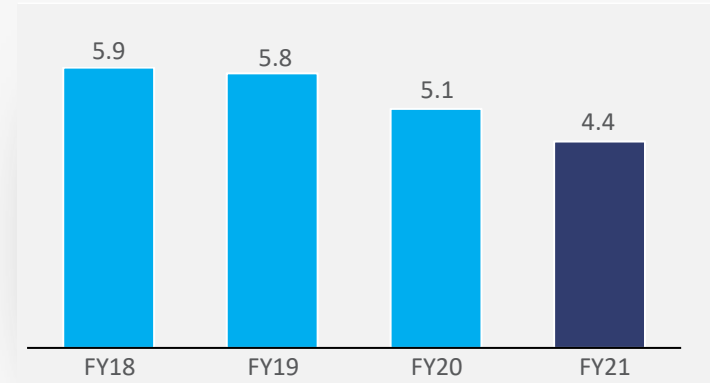
Return on Equity (%)



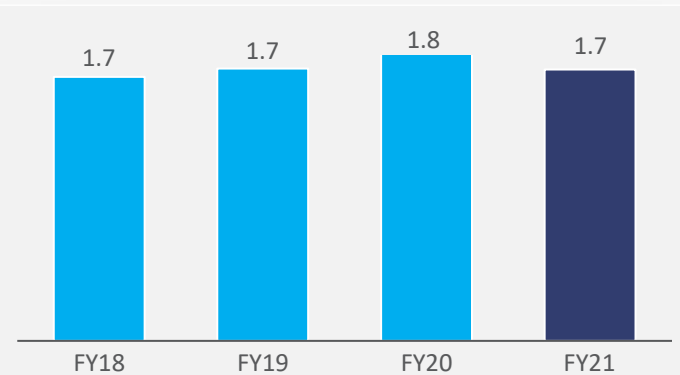
Return on Assets (%)



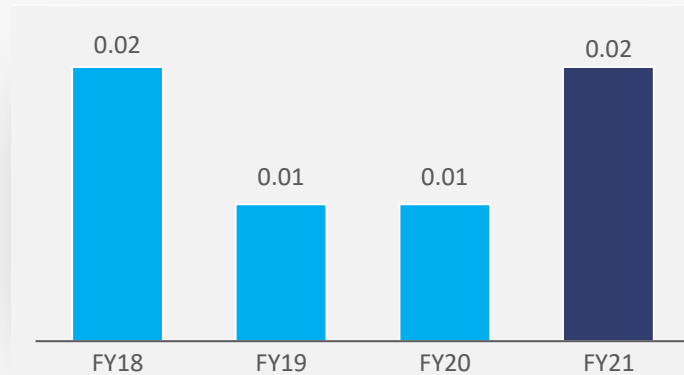
Fixed Asset Turnover (x)



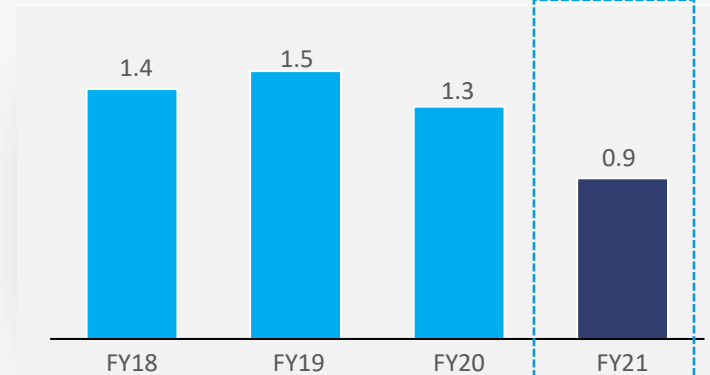
Current Ratio (x)



Debt : Equity Ratio



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



Payout
Ratio

21%

23%

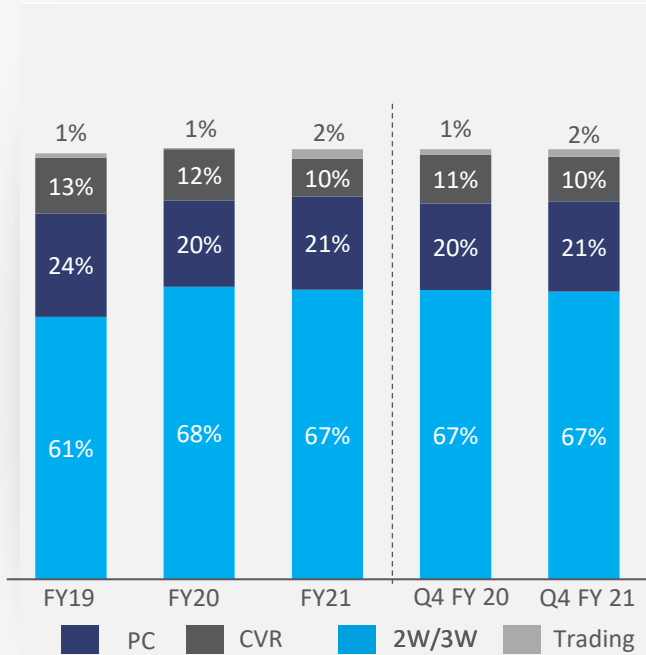
22%

21%

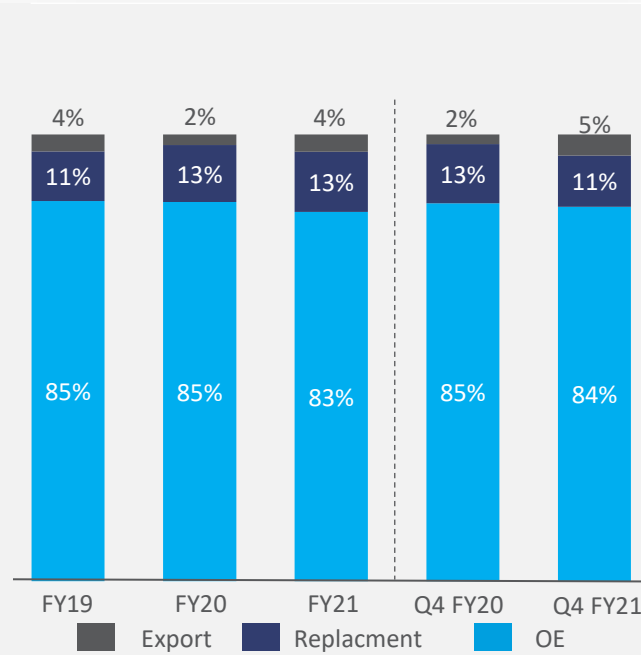
*Dividend excluding Dividend Distribution Tax

Revenue Mix (Inc. Trading)

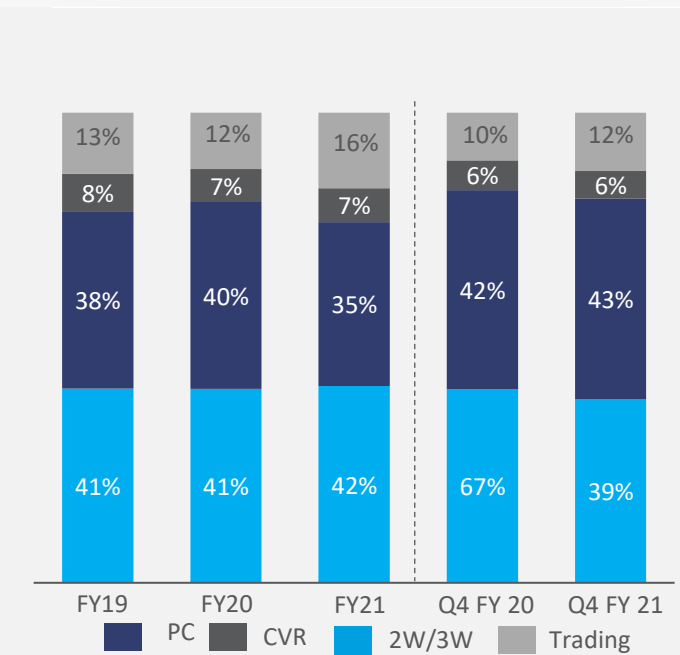
Segment Mix



Channel Mix



Aftermarket



- Change in product mix towards 2W segment where GIL continues to gain market share
- CV volumes have started improving from Oct'2021
- Exports have increased from 2% (Q4 FY20) to 5% (Q4 FY21) owing to new order from DAF & VW

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

New Program

- TVS Motors – N360, N282, N289 RR
- Bajaj Auto – R107, CNG

Challenge

- As per SIAM data, the 2W sales grew by 18% YoY and 3W declined by 16% YoY respectively in Q4 FY21
- Within the 2W segment, Scooters improved by 34%, Motorcycles by 19% and Mopeds by 16% in Q4 FY21

Future Development

- Electric Vehicles
 - 2W - OLA Electric, Okinawa, Ather, TVS
 - 3W – Bajaj, M&M, TI

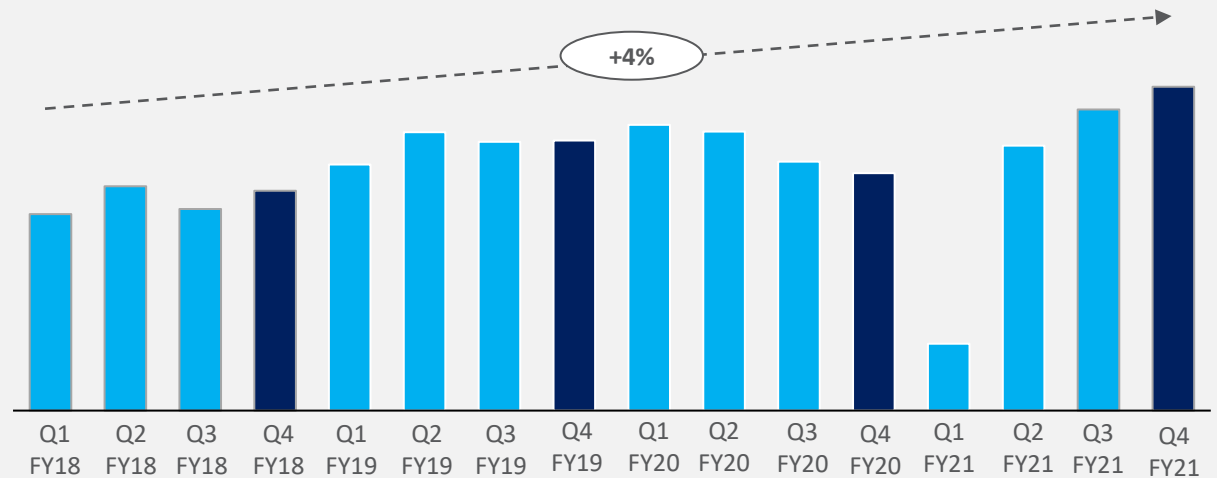
Top 3 Customers

- TVS Motors, Yamaha, Bajaj Auto

67% % to Total Sales

25% Market Share

Revenue Trend (Rs Mn)



YTD Segment Performance – Passenger Vehicles(Incl. AM)

Performance

- Growth impacted by discontinuation of Maruti Omni due to safety norms and replacement of Wagon R with newer model where GIL is not the supplier

New Program

- Maruti Suzuki: YOM

Challenge

- As per SIAM data, the sale of Passenger Vehicles grew by 29% in Q4 FY21 over the same period last year
- Within Passenger Vehicles, the sales for Passenger Cars, Utility Vehicle & Vans grew by 13% YoY and improved by 46% respectively in Q4 FY21

Future Development

- M&M (2), VW (1), PSA (1), TML (2)

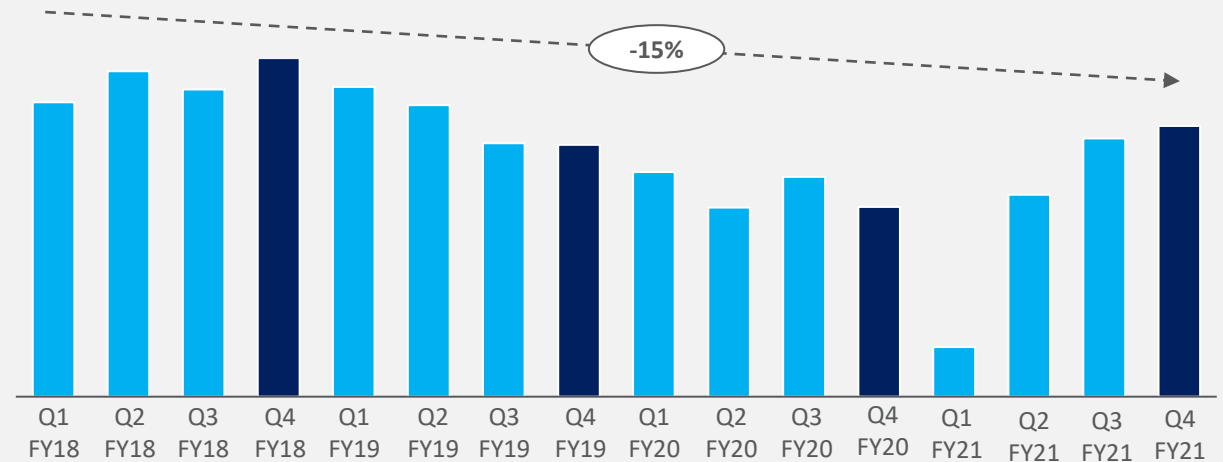
Top 3 Customers

- Maruti Suzuki, Volkswagen, Mahindra & Mahindra

21% % to Total Sales

18% Market Share

Revenue Trend (Rs Mn)



YTD Segment Performance – Commercial Vehicles(Incl. AM & Railways)

Performance

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

New Program

- WABCO- Air suspension, MTBD- ICV 16T & Force Motors – T1 3350

Challenge

- As per SIAM data, the overall commercial vehicles segment registered a growth of 64% Q4 FY21 as compared to Q4 FY20
- Medium & Heavy Commercial Vehicles (M&HCVs) sales grew by 37% YoY and Light Commercial Vehicles (LCVs) grew by 91% YoY in Q4 FY21

Future Development

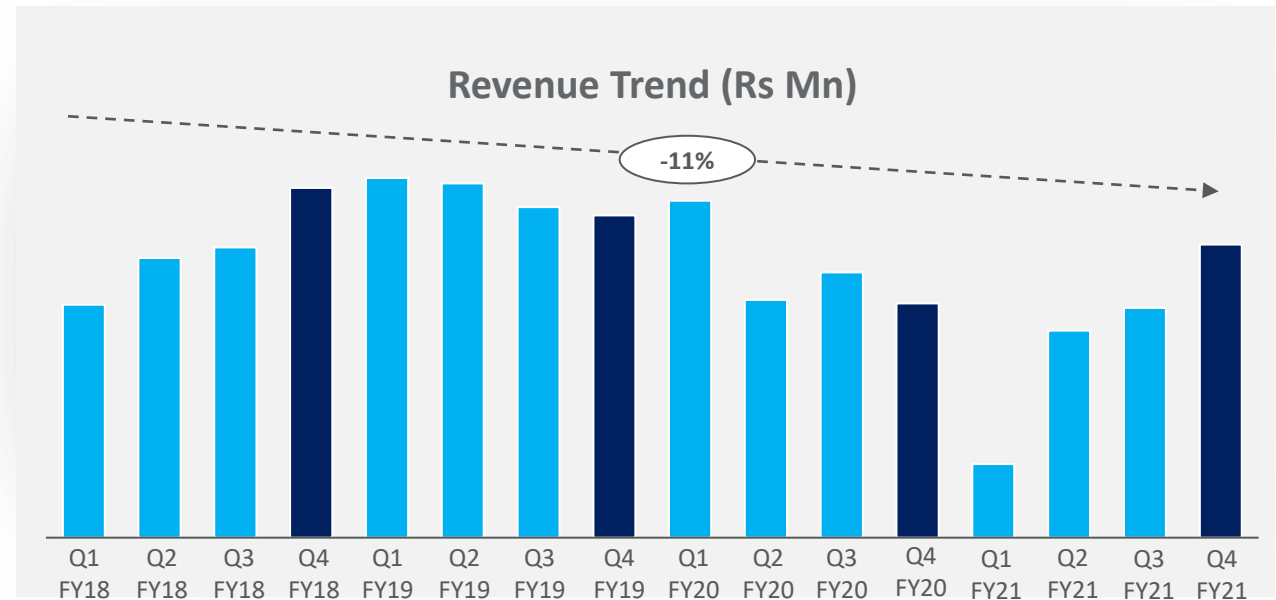
- Ashok Leyland – MBP, Partner; Force Motors – T1N

Top 3 Customers

- Tata Motors, Mahindra & Mahindra, Maruti Suzuki

10% % to Total Sales

75% Market Share



Aftermarket

Strong Brand Equity

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

Extensive Distribution Network

- 11 CFA locations & 660+ dealer network
- ~15,000 retail outlets supported by effective sales force
- Present in the aftermarket segment across six continents

Recent Highlights

- Successful Launch of Brake Pads 276 Sku's
- Launched Shox & Struts for Luxury (High End) Cars
- Achieved 95% of 19-20 sales while industry was down by 15% Ahead of market in challenging times

Widest Product Range

- Launched 150 SKU's
- More than 1000 SKUs launched in last 5 years
- Continuous focus on expanding Product Portfolio

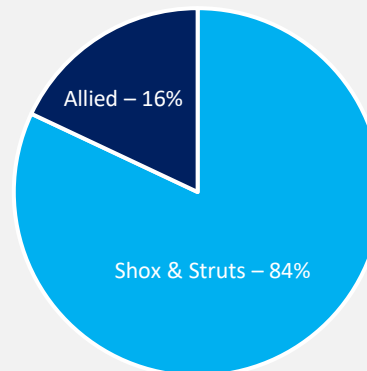
Presence Through Allied Products

- Leveraging Brand Strength & Distribution Network
- 14 New Product lines launched successfully in recent years

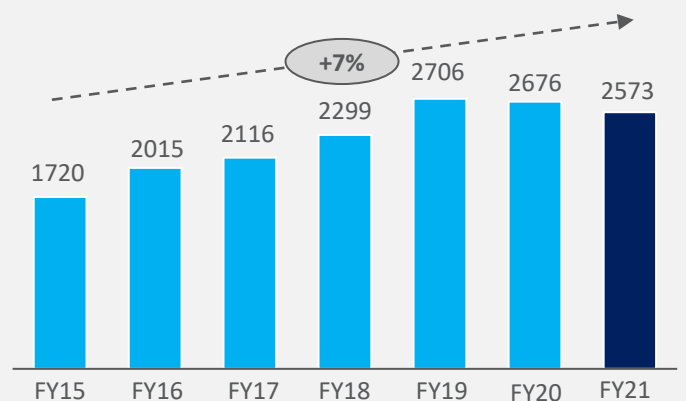
Focus Areas & Outlook

- Develop more products for the core segment
- Increase sales through national channels
- Major focus in B & C class towns
- Leveraging Brand Gabriel by launching new product lines
- Emphasis (Elite Workshop) in 21-22 to strengthen the brand
- Launch of 6 IT Modules and kickstart of CRM model to forge stronger ties with key clients
- Focus on Latin American & African markets for Quantum growth in Export's sales

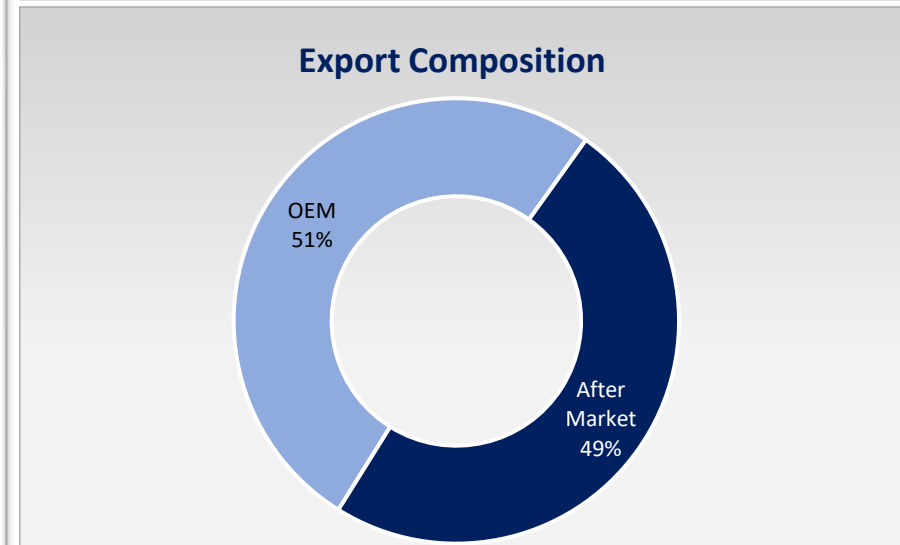
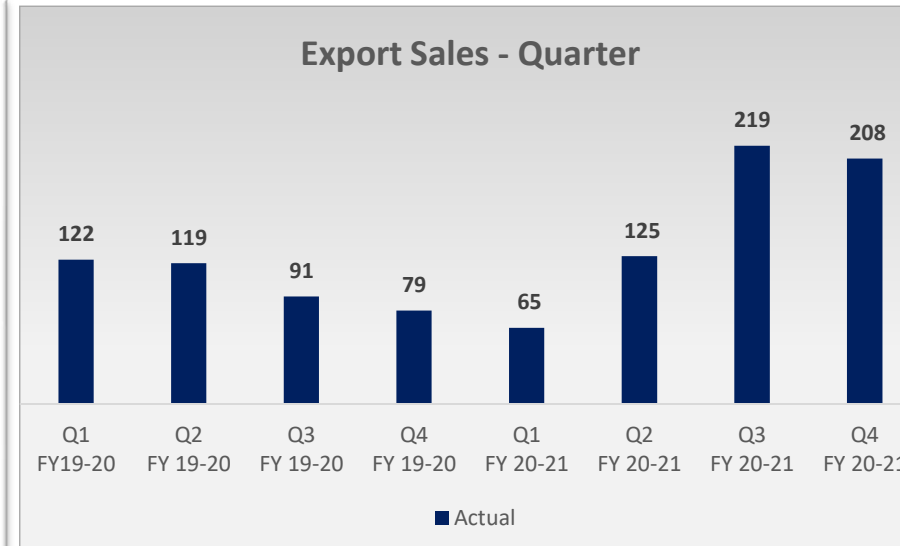
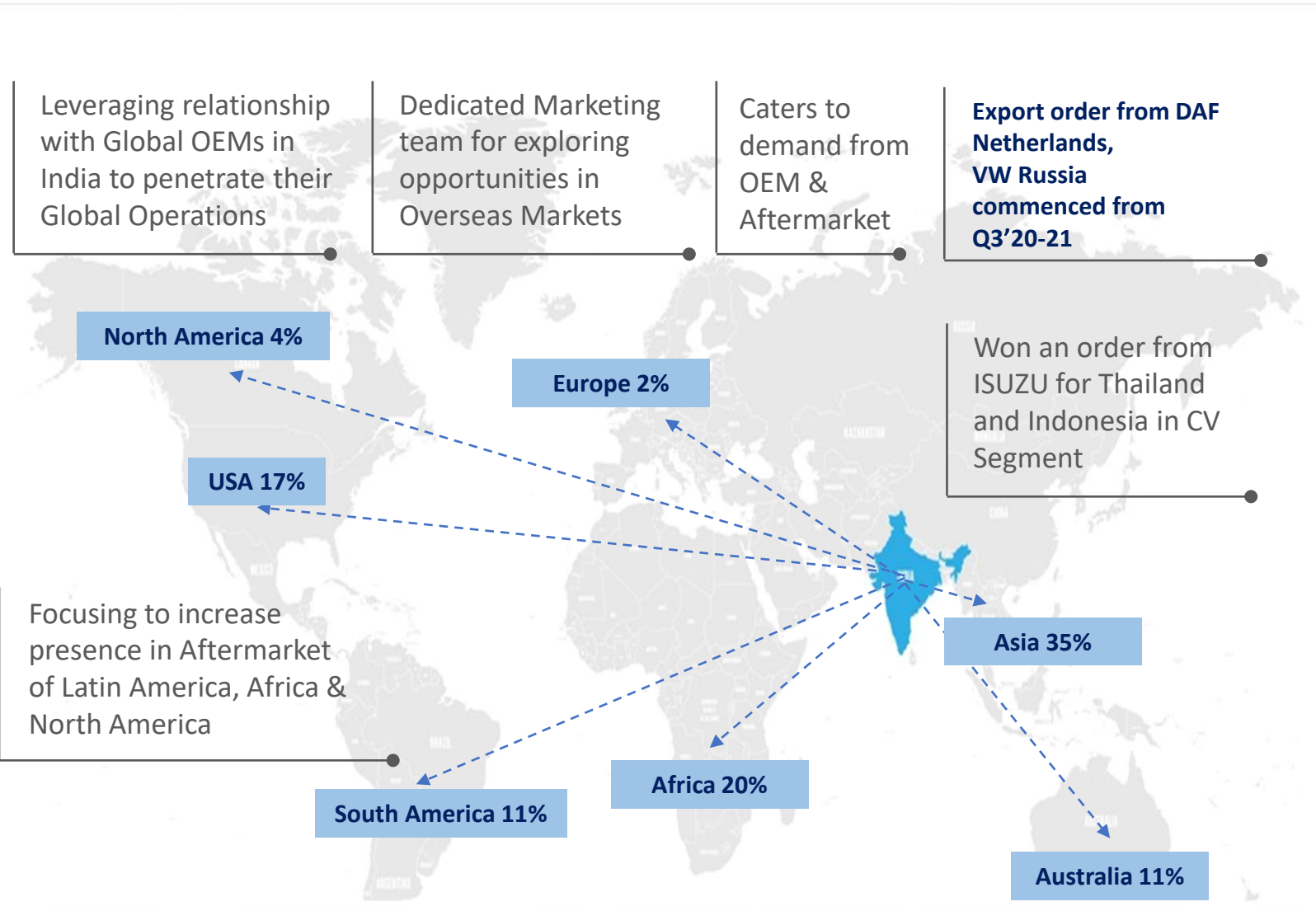
After Market Parts



Aftermarket Sales (Rs. Mn)

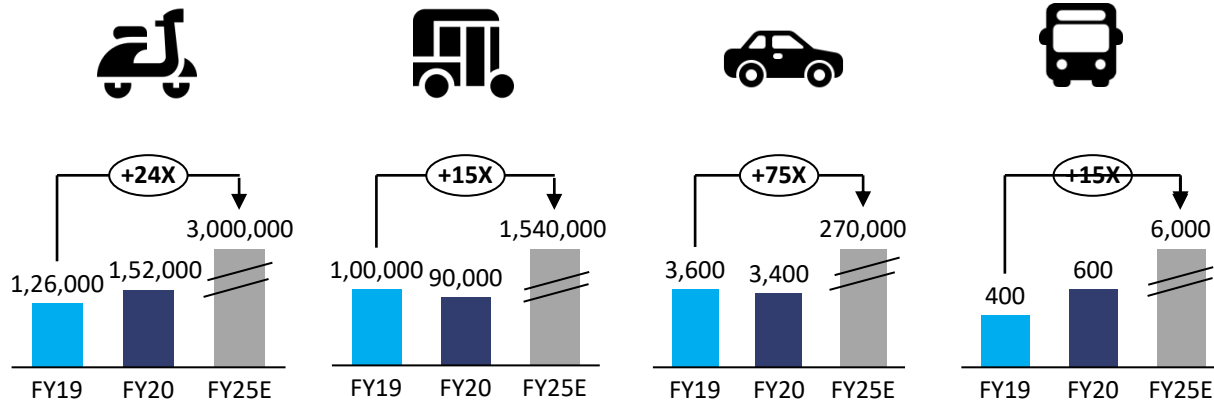


Creating Global Presence through Exports



Electric 2W/3Ws: At an Inflection Point

Current EV penetration is low (<1% of auto market in FY20)



Source: SMEV, Frost and Sullivan

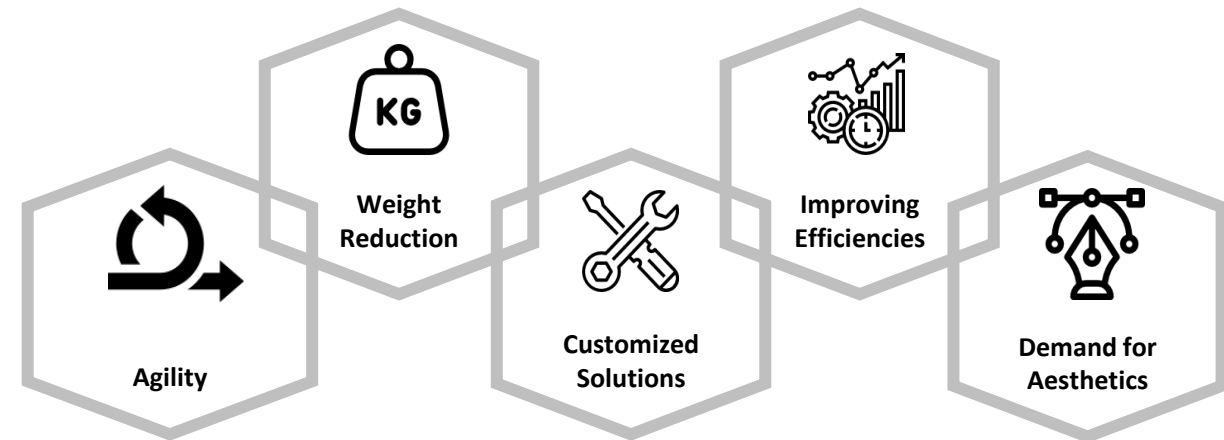
EV trend is accelerating in India, especially e-2Ws & e-3Ws

- * Frost and Sullivan estimates sales of over 4 million units by 2025 across e-2Ws, e-rickshaws and e-autos.
- * Electric vehicle value chain (motors, batteries, electronics, charging stations) in India is expected to reach US\$ 4.8 billion in 2025.
- * Over 80% of e-2W sales constitutes of low-speed e-Scooters. Transition to high-speed scooters and bikes has been witnessed since FY19.
- * E-3W market is highly unorganized and dominated by low-speed e-rickshaws. e-Auto (high speed variant) has shown significant growth especially in Tier 1 cities driven by shared mobility companies.
- * Government Initiatives: FAME-II budget outlay of US\$1.4b, GST cut to 5% from 12%, import duty exemption for Li-ion battery, IT deductions, scrapping of registration fees, 'Go Electric' media campaign, state government subsidies (Delhi (EV Policy '20), Karnataka (registration fee waiver), UP (road tax relief)).

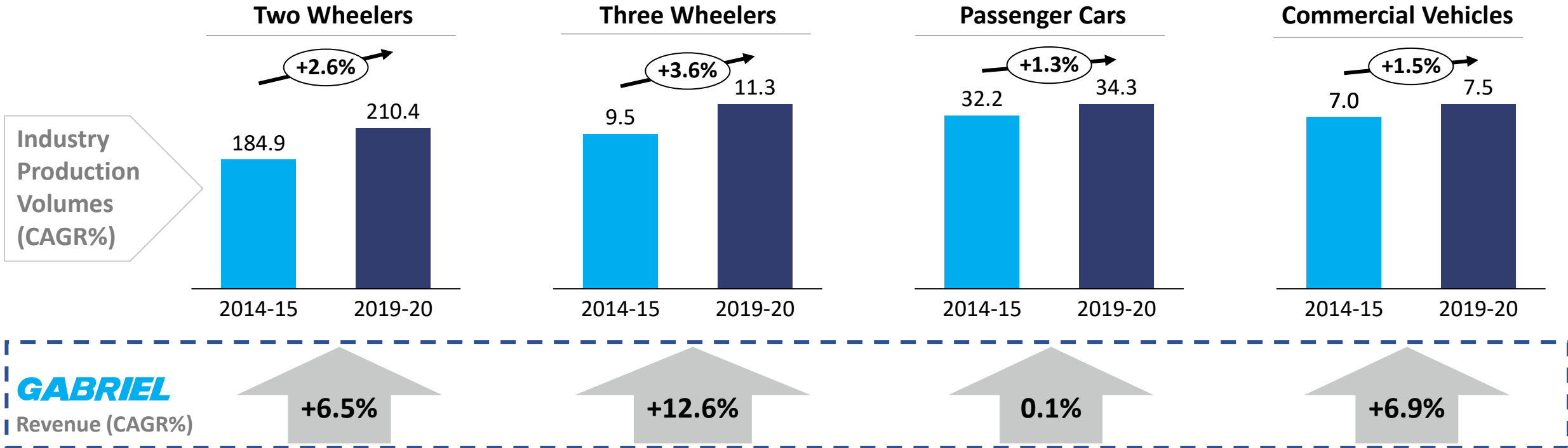
Brand 'Gabriel' well-entrenched amongst all key 2W / 3W EV players



Strong brand, leadership and technological edge



Consistently Outperforming Industry



Strong R&D and customer focus has enabled wallet share gains and expansion of customer base

Balance Sheet

Assets (Rs. Mn.)	Mar-21	Mar-20
Non-current assets	4,175	4,677
Current assets	7,925	5,056
Total Assets	12,100	9,733

- Net Cash stood at Rs 2,687 Mn at the end of Mar'21
- Net Working Capital Days at 19 as compared to 33 same period last year
- Capex for FY21 to the tune of Rs. 476 Mn

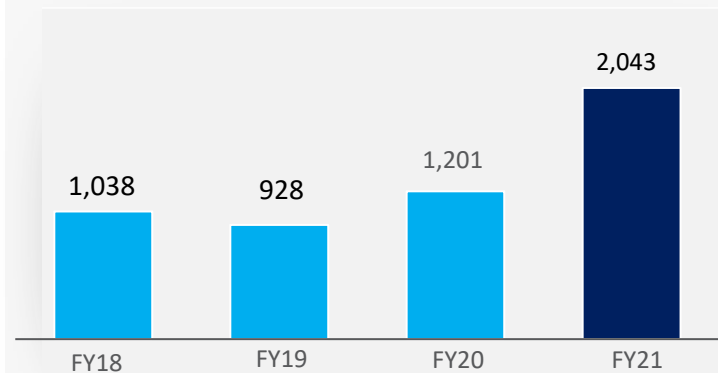
Equity and Liabilities (Rs. Mn.)	Mar-21	Mar-20
Equity	6,963	6,518
Non-Current Liabilities	429	335
Current liabilities	4,709	2,880
Total Equity and Liabilities	12,100	9,733

Capex for FY21

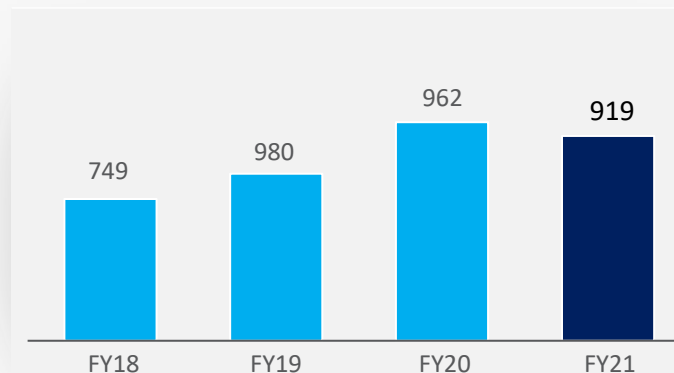
- Sanand Plant Expansion
- Tech Centre at Chakan & Hosur
- Expansion in Casting Plant

Cash Flows

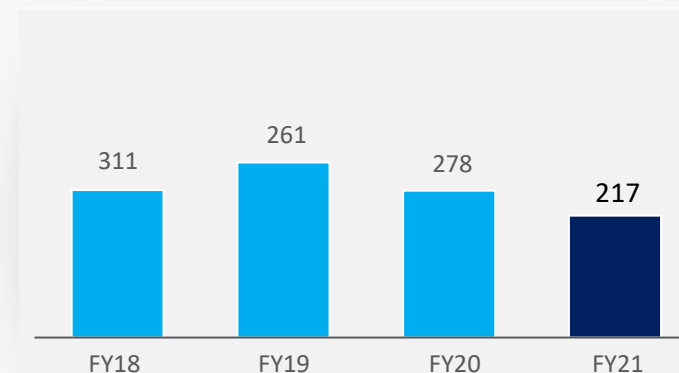
Cash Flow from Operations (Rs. Mn)



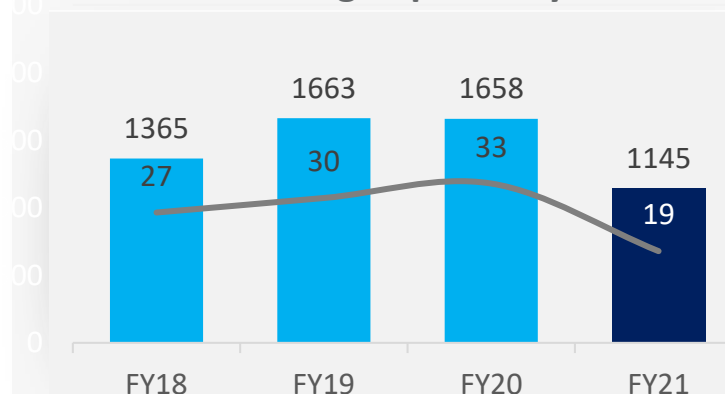
Cash Flow used in Investing (Rs. Mn)



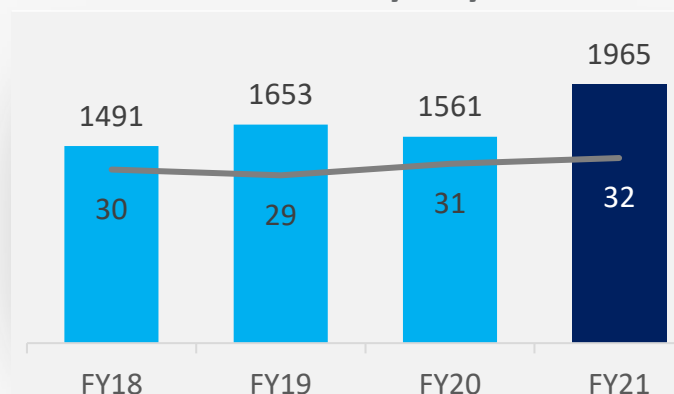
Cash Flow used in Financing (Rs. Mn)



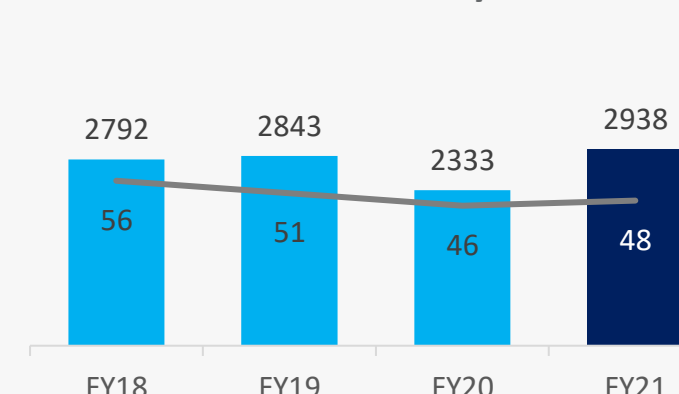
Working Capital Days



Inventory Days

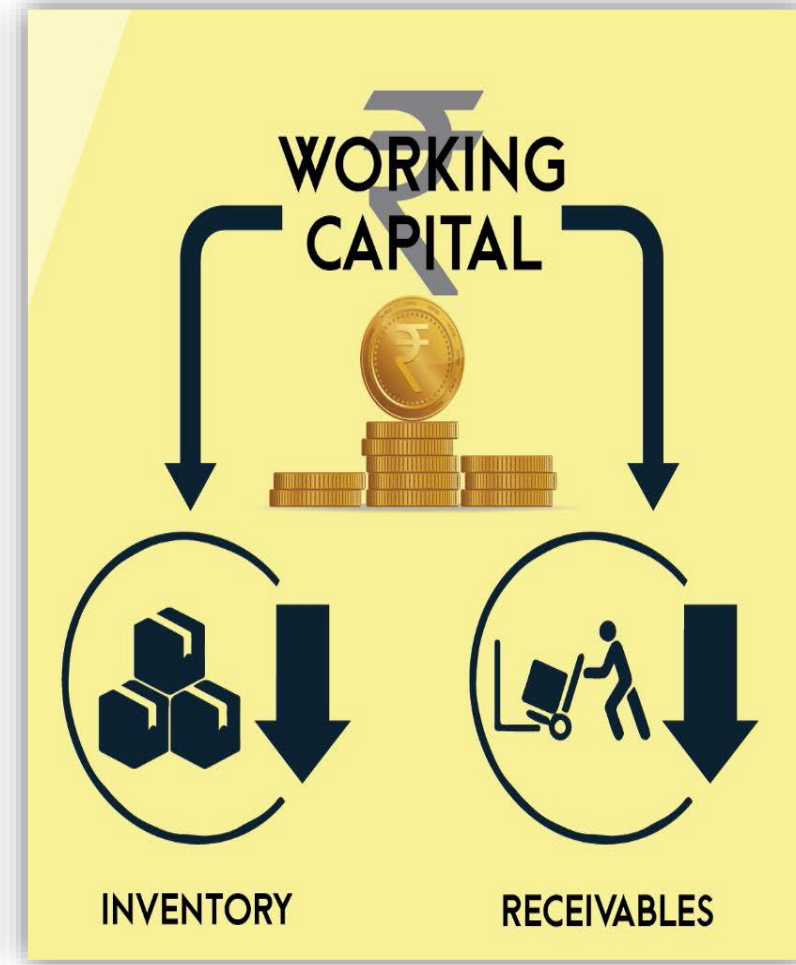
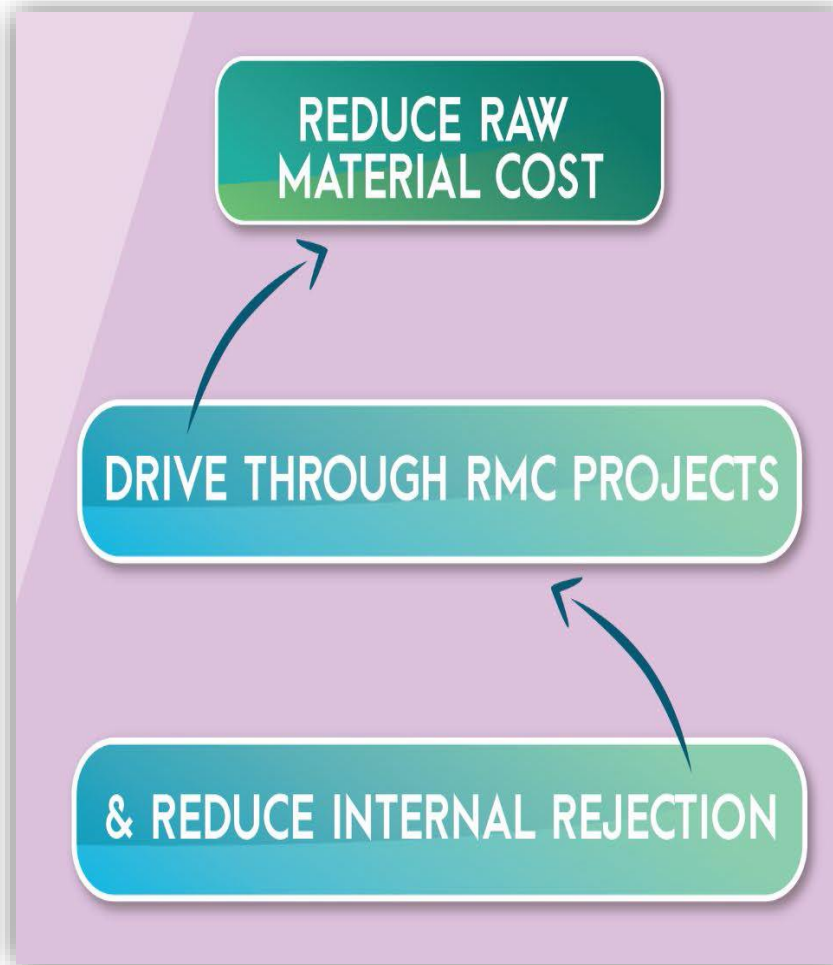
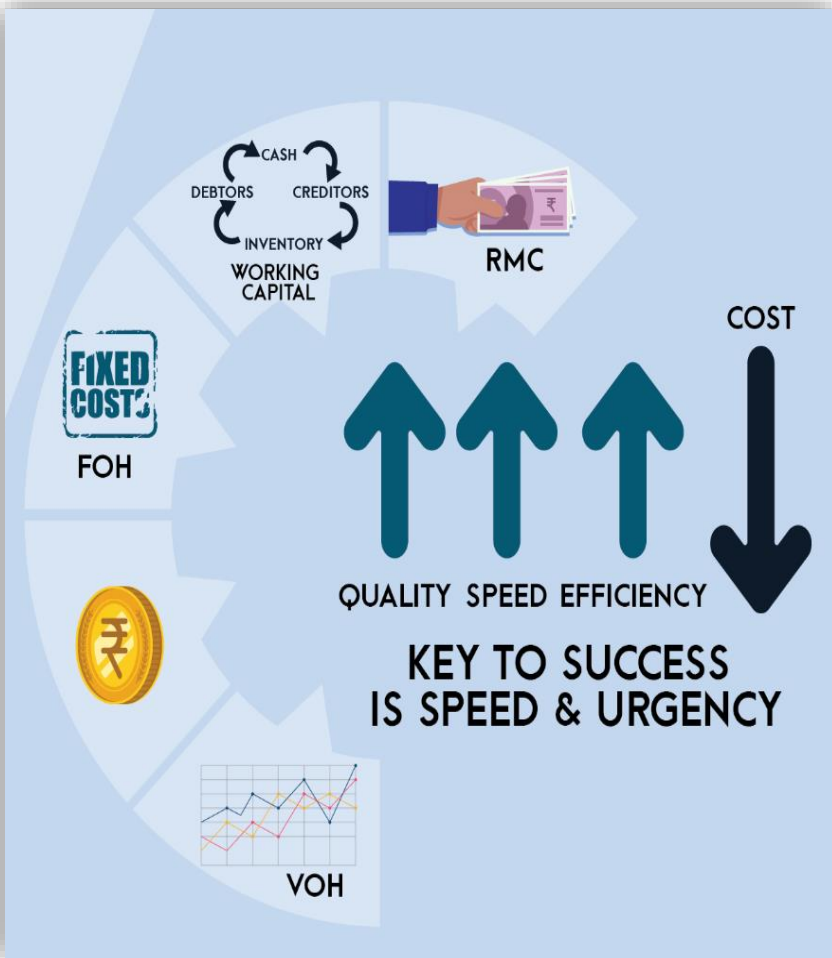


Debtors Days



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

CORE 90



VISION





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: 1,896 MT Reduction in Carbon Footprint over last 7 years; 18% of power from renewable sources in FY20 from 0% in FY14
- Consistent dividend track record since '98

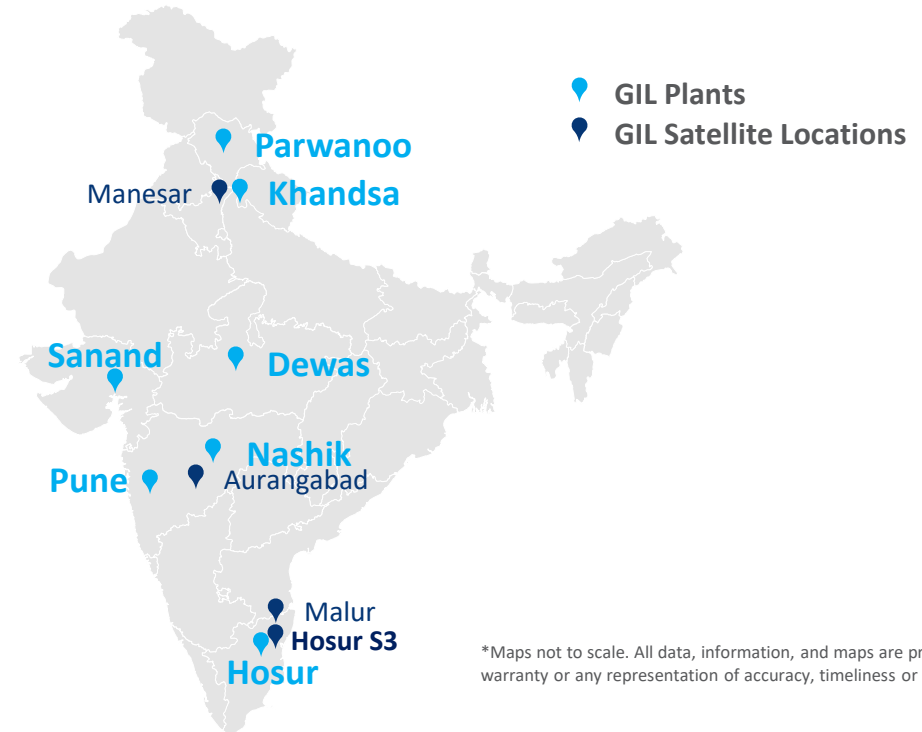


#90
OVERALL

Recognized fifth year in a row

Financial Strength (FY21)

Revenue	PAT	ROCE	Net Cash
INR 16,999 Mn	INR 603 Mn	17%	INR 2,687 Mn



*Maps not to scale. All data, information, and maps are provided "as is" without warranty or any representation of accuracy, timeliness or completeness.

Key Metrics

500+
New Product Additions

7+4 (satellite plants)
Manufacturing Plants

25
Countries of Presence

75
Patents Filed

664
Distributors

3,966
Employees

Strategic Manufacturing Footprint

Plant Location	Segment Served	Commencement Year	Products	Clients
Nashik	2W / 3W	1990	Shock absorbers, front forks	Bajaj Auto, HMSI , Suzuki, Yamaha, Piaggio, M&M, Atul Auto
Hosur	2W / 3W	1997	Shock absorbers, front forks	TVS, HMSI, Royal Enfield, Yamaha, Suzuki, M&M
Parwanoo	2W, PV, CV, Aftermarket	2007	Shock absorbers, front forks, struts	TVS, Tata Motors, M&M
Chakan	PV, Railways & 2W	1997	Shock absorbers, struts	Volkswagen, M&M, Toyota, Tata Motors, Bajaj Auto, Piaggio, DAF & Indian Railways
Khandsa	PV	2007	Shock absorbers, struts	Maruti Suzuki, Honda Cars
Sanand	2W, PV	2010	Shock absorbers, struts (final assembly)	HMSI, Tata Motors
Dewas	OE, Aftermarket and Exports	1992	Shox – Commercial Vehicles	Tata Motors, M&M, Daimler, Force Motors, Ashok Leyland, VECV

Proximity to OEMs Ensures Just-in-Time Supply As Per Demand While Rationalising Logistics Costs

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

Quality at Competitive Price

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

6 Decades of Presence

- Home grown ('Atmanirbhar') player with deep understanding of Indian market, road conditions, driver behavior
- Leverage huge knowledge database and highly experienced team
- Sustainable practices demonstrated with strong culture and customer-oriented approach

#1 Brand in Aftermarket

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

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
- Deep understanding of Indian conditions – Roads, driver discipline & vehicle maintenance

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 Client Base

2/3 Wheelers



Benelli



**ROYAL
ENFIELD**



TVS



Passenger Cars



ŠKODA



CV & Railways



DAIMLER

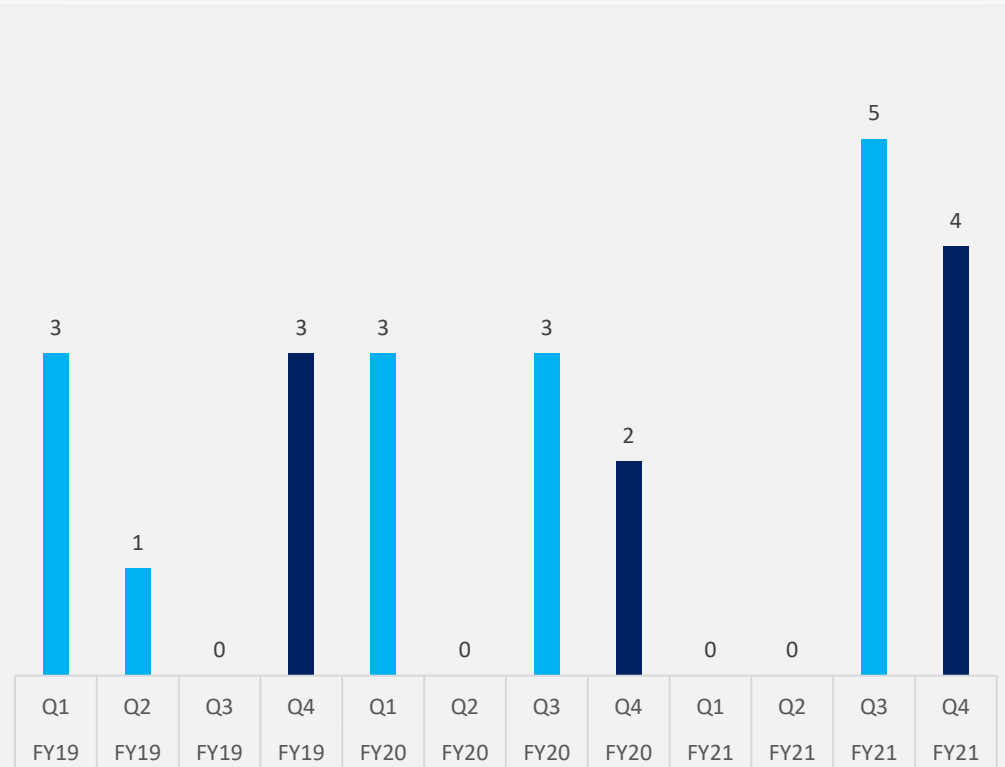


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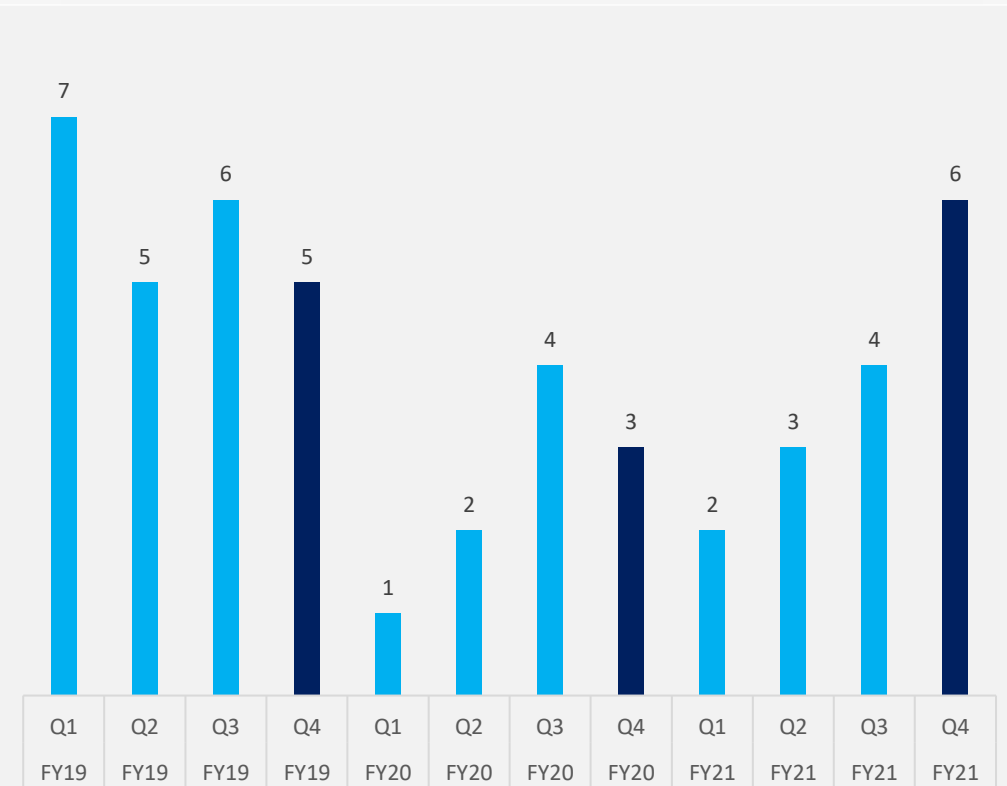


Safety Development

Accident



First Aid



Human Resources



In-depth sectoral knowhow

Seasoned Resources

Strong employee connect

Partnership-oriented approach

Employee-friendly systems and policies

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

“Great Place to Work” – 5th Consecutive Year

2019

- **Rank #90** among Top 100 Companies to work for in India

2018

- **Rank #89** among Top 100 Companies to work for in India
- Ranked in Top 25 workplaces in manufacturing in India

2017

- **Ranked #2** in Auto & Auto Component Industry
- Rank #52 among Top 100 Companies to work for in India

2016

- **Ranked #3** in Auto Component Industry
- **Rank #70** among Top 100 Companies to work for in India

2015

- **Ranked #2** in Auto Component Industry
- **Rank #43** among Top 50 Companies to work for in India

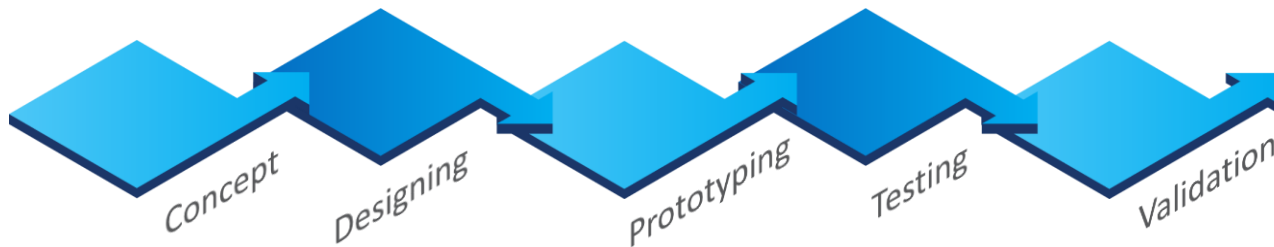
2012

- **Ranked #3** in Auto Component Industry
- Recognized among the Best Companies in its Industry



Strong In-house R&D & Technology Partnerships

End-to-End Product Development Capabilities



DSIR Approved state-of-the-art R&D Facilities at Chakan and Hosur

A strong team of 60+ Specialists

Over 75 patents filed till date

Technical Collaborations with KYB Japan
(Passenger Cars) and KONI (Commercial Vehicles)

Key Initiatives

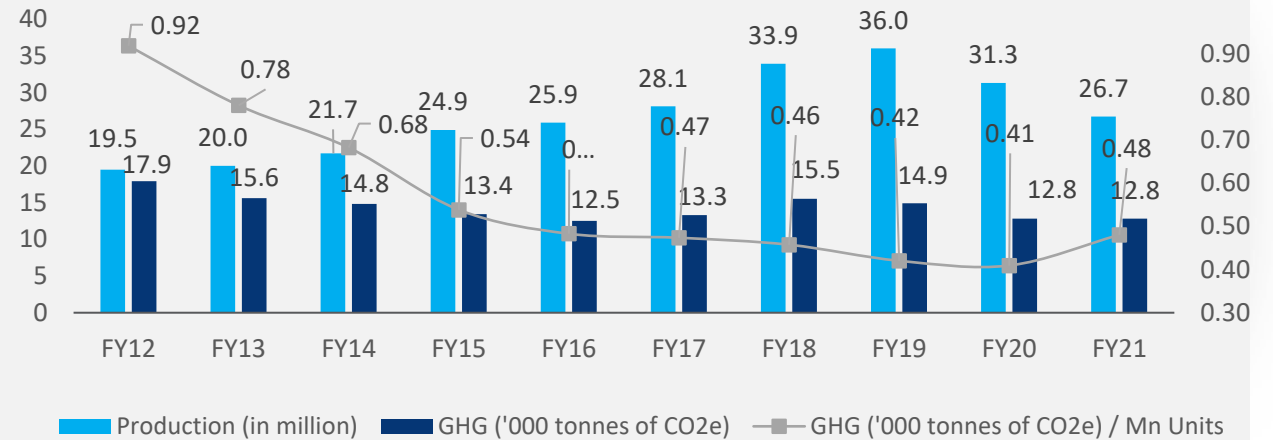
- In-house facility for customers for ride tuning of vehicles
- Advanced damper technology for the enhanced user experience
- CO2 footprint reduction through product light weighting and use of green technologies
- Virtual analysis for structural durability assessment of components
- Implementation of 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

Environmental Sustainability



**“Sustainability Award – Automotive and Farm Division”
from Mahindra in FY18**

Reduction in Carbon Footprint



- Reducing energy consumption per unit of shock absorber through reduction in manufacturing losses
- 5,462 MT reduction in carbon footprint since FY12
- Invested in solar rooftops across manufacturing plants with a capacity of 1.1 MW
- Invested in group captive wind power plant to source renewable power at Hosur of 3.6 million units annually.
- 16% of power from renewable sources from 0% in FY14

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
Coaches

Many Firsts

Honoured with “Golden Peacock Eco – Innovation Award for Hollow Piston Rod”

CSR Initiatives : 2020-21

Focus Area	Parwanoo	Gurugram	Dewas	Jawai	Nashik	Hosur
Education	<ul style="list-style-type: none"> Scholarships to 4 underprivileged girls (3-6 years) to pursue their school education at CBSE affiliated English medium ANAND School 	-	<ul style="list-style-type: none"> Free education delivered to 270 govt. school students during school closure thru' online & community classes Scholarship for Dip. Engg. To 12 female awardees. 	<ul style="list-style-type: none"> Free education delivered to 270+ govt. school students during school closure 	<ul style="list-style-type: none"> Free education delivered to 270+ govt. school students during school closure 	<ul style="list-style-type: none"> Free education delivered to 430+ govt. school students during school closure Scholarship for Dip. Engg. to 30 female awardees
Skill Development	<ul style="list-style-type: none"> 40+ youth trained across NSDC approved job roles of Asst. Beauty Therapist, Self Employed Tailor, Data Entry Operator of diff. sector skill councils. 	<ul style="list-style-type: none"> 430+ youth (90% females) trained across NSDC approved job roles of Asst. Beauty Therapist, Self Employed Tailor, Office Asst., Asst. Fashion Designer of diff. sector skill councils. 	<ul style="list-style-type: none"> 31 female youth trained in NSDC Healthcare Sector Skill Council job role of General Duty Assistant with above 80% job placements. 	-	-	-
Health & Hygiene	<ul style="list-style-type: none"> Awareness about HIV/AIDS among 10K migrants Promoted reproductive and child health among 48 K migrants 	-	-	<ul style="list-style-type: none"> Supported Civil Hospital, Block Bali with Mobile Medical Van during COVID induced national lockdown 	-	-
Community Conservation	<ul style="list-style-type: none"> Promoted greenery thru' maintenance of two parks (i) ANAND Municipal Park and Sports Complex, Parwanoo (ii) Van Vatika ANAND, Kalka 	-	<ul style="list-style-type: none"> Financial Literacy to 160 self help groups; facilitated MINR 2.5 credit from banks Supported women cooperative to achieve sales of 1.67 Lacs from sale of handicrafts (Oct '20 – March '21) 	<ul style="list-style-type: none"> Regular sanitation services for 1270 households across 5 villages – Perwa, Jeevda, Sena, Meeno Ki Dhanee and Rabariyon Ki Dhanee(Bisalpur) 	<ul style="list-style-type: none"> Grocery Kit distribution to 10 families during lockdown Training in Poultry farming for self help group members Plantation of 5K saplings at model village Rohile 	-

Board of Directors



Anjali Singh

Executive Chairperson,
Gabriel India

- Business Management at University of Westminster, UK, and Fine Arts at Central Martin's School of Arts and Design, UK
- Joined ANAND Group in 2005
- Chairperson, Supervisory Board, ANAND Group since 2011



Manoj Kolhatkar

MD, Gabriel India

- B.E. (Mechanical) & DBM, with more than 25 years of experience in Automotive industry
- Associated with Gabriel India since 2011
- Prior to this, served in TATA Group in senior roles for 22 years



Jagdish Kumar

Group President
& Group CFO,
ANAND Group

- Joined ANAND Group in September 2015
- Over 29 years of cross-cultural experience of running business at Asia Pacific level as well leading strategic planning efforts for Asia-Pacific at Global Companies like Du Pont, BILT, TCS



**Aditya
Vij**

Non-Executive
Independent
Director

- Operating Partner, Kedaara Capital Advisors LLP
- CEO of Fortis Healthcare Ltd. from 2011 to 2014
- Spent 30 years in the Automotive and Defence Industries including 18 years with General Motors, Europe



**Pradeep
Banerjee**

Non-Executive
Independent
Director

- VP, Supply Chain, South Asia at HUL. Director on the Board of HUL. Associated with HUL since 1980 in various senior roles
- Chairman of CII National Committee on intellectual Property and committee member on Environment, Convenor of CII National Working Group on Plastic Waste Management



**Matangi
Gowrishankar**

Non-Executive
Independent
Director

- Graduate from XLRI in Personal Mgt & Industrial Relation, with more than 40 years of experience in Banking, Financial Services, IT, Manufacturing, Sports & Oil Industry
- Was board member of NHRDN and one of 20 mentors for NHRDN Womentoring Initiative
- Qualified coach and works with senior business leaders to support business leadership effort



**Pallavi Joshi
Bakhru**

Non-Executive
Independent
Director

- Fellow Member of the Institute of Chartered Accountants of India and Member of Indian Institute of Corporate Affairs.
- Head of the Private Client Service offering at Grant Thornton in India and heads the UK Corridor.
- Over 30 years of Sector experience of Natural resources, consumer and retail, aviation, manufacturing and education.

Management Team



Atul Jaggi

Deputy Managing Director

- Masters in Quality Management with over 22 years of experience
- Associated with Gabriel since 1999



Umesh Shah

Head of Strategy

- MBA, Michigan, UDA, 2004, PG (MS Industrial Engineering), University of Ohio, USA, B.E. (Mechanical)
- Over 25 years of experience
- Associated with Gabriel since April 2010



Manoj Sharma

Chief Human Resource Officer

- Masters in Personnel Management
- Over 25 years of experience
- Associated with Gabriel since April 2016



Vasudevan R

Chief Operating Officer,
Passenger Cars & Commercial
Vehicle Business Unit

- MS Industrial Engineering, BITS Pilani
- PGDBA – Finance/Strategy, IFMR
- Over 25 years of experience
- Associated with Gabriel since September 2020



Rishi Luharuka

Chief Financial Officer

- CA & CFA, DIFRS, FRM more than 19 years in the Mining, Construction, Metals, Garments and Automotive industry
- Associated with Gabriel since Sept 2019



Prashant Shah

Chief Purchase Officer

- B.E. (Production Engineering) with over 32 years of experience
- Associated with Gabriel since November 2012



Amitabh Srivastava

Chief Operating Officer,
Railways and Aftermarket
Business Unit

- B.E. (Mechanical) with over 26 years of experience
- Associated with Gabriel since April 2007



Punit Gupta

Chief Operating Officer,
Two-Wheeler Business Unit

- B.E. (Mechanical) & MBA (Marketing & HR) with over 25 years of experience
- Associated with Gabriel since March 2021

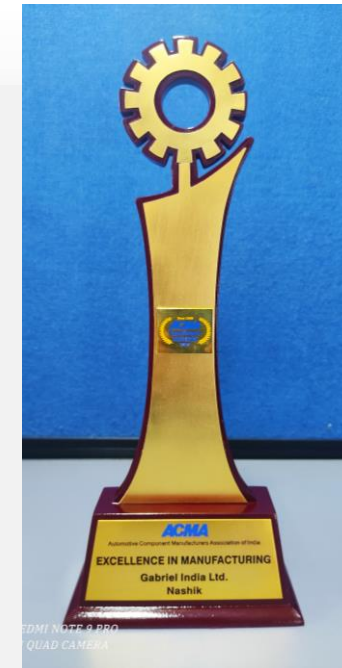


CR Vijaykumar

Head Central Quality

- Diploma in Management
- Over 35 years of experience
- Associated with Gabriel since July 2001

Awards & Accolades



Gabriel Nashik Team won 3 ACMA Excellence Awards in Manufacturing, HR & HSE in Feb 2021

Awards & Accolades



Gabriel won BML Munjal Awards 15th Edition:
Certificate of Appreciation for 2020



Gabriel Dewas Team won ACMA Excellence Awards for HR & NPD in Feb 2021





**Strategy
Going Ahead**

Growth Strategies



Financial Worthiness

- Debt reduction
- Break even point (BEP) reduction
- Simplification of parts
- Automation

Customer Focus

- Enhancing customer delight and deepening relationships
- Collaboration and product co-development

Aftermarket

- Product development
- Expanding reach
- Exports focus

Technology & Innovation

- Improvement in quality
- R & D focus
- Sustainable manufacturing
- Innovation culture

Customer & Product Focus, Aftermarket Expansion and Export Push

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:

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