

Date: August 14, 2023

BSE Limited 25 th Floor, P. J. Towers, Dalal Street, MUMBAI – 400 001 (Company Code: 505714)	National Stock Exchange of India Limited 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 (“SEBI Listing Regulations”)

Dear Sirs,

We are enclosing herewith the Investors/Result presentation for Q1 FY24, in terms of Regulation 30(2) of SEBI Listing Regulations.

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

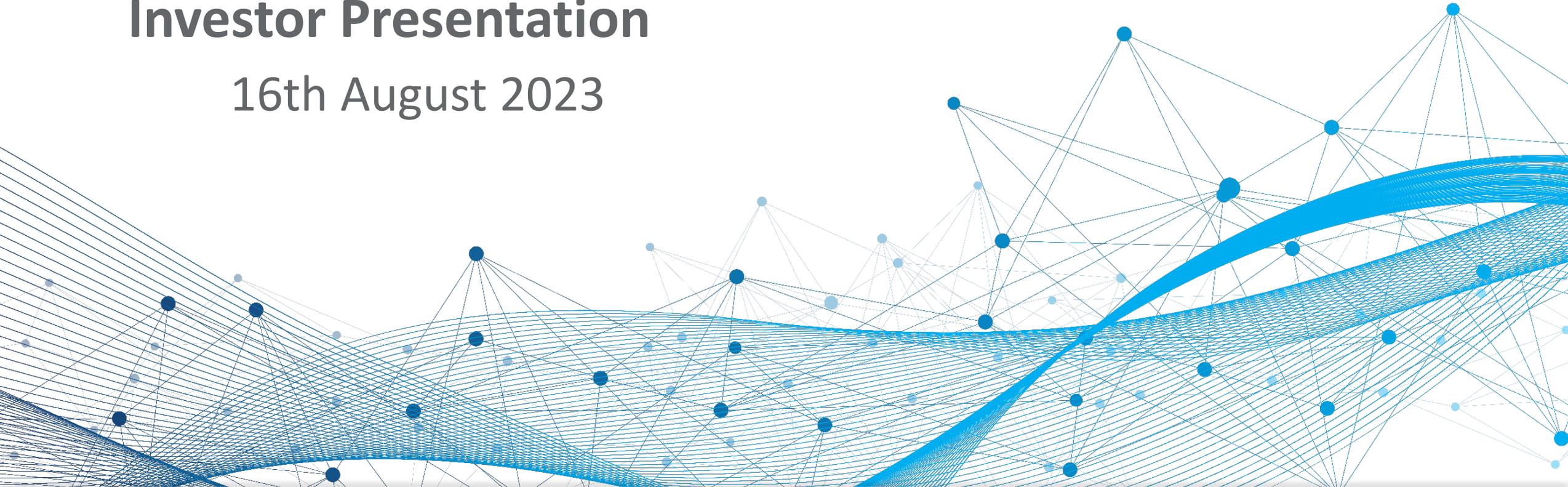
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Gabriel India Ltd.

Investor Presentation

16th August 2023



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TABLE OF CONTENTS

1

Q1 FY24 Result Update

2

Corporate Overview

3

Business Overview

4

Strategy Going Forward



Q1 FY24 Result Update

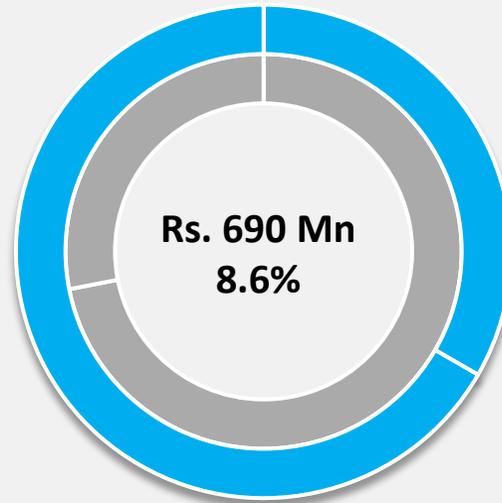
FINANCIAL HIGHLIGHTS – Q1 FY24

Q1 FY24

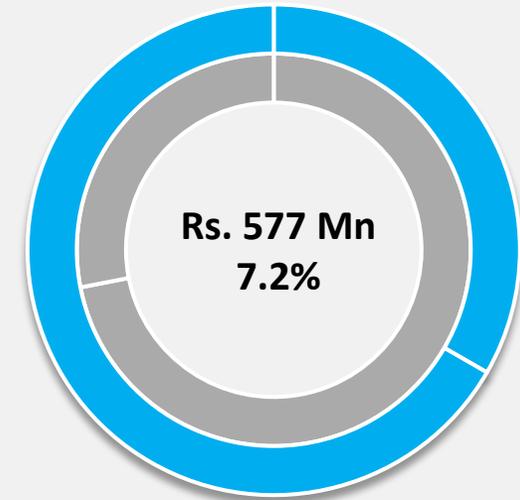
Revenue



EBITDA



PBT



Q4 FY23

Rs. 7,370 Mn

Q1 FY23

Rs. 7,209 Mn

Q4 FY23

Rs. 524 Mn / 7.1%

Q1 FY23

Rs. 509 Mn / 7.1%

Q4 FY23

Rs. 450 Mn / 6.1%

Q1 FY23

Rs. 445 Mn / 6.2%

FINANCIAL HIGHLIGHTS – Q1 FY24

Revenue

Rs. 8,058 Mn

Q1 FY'23: 7,209 Mn (+11.8%)

Q4 FY'23: 7,370 Mn (+9.3%)

EBITDA

Rs. 690 Mn (8.6%)

Q1 FY'23: 509 Mn (+35.7%)

Q4 FY'23: 524 Mn (+31.8%)

PBT

Rs. 577 Mn (7.2%)

Q1 FY'23: 445 Mn (+29.7%)

Q4 FY'23: 450 Mn (+28.2%)

Balance Sheet

Net Cash position of Rs. 3,237 Mn

Cash Flow

Cash Flow from operations to the tune of Rs. 487 Mn as compared to Rs. 50 Mn inflow in Q1 FY23

Capex

Capex incurred during the period
Rs. 136 Mn

FINANCIAL TRACK RECORD

P&L (Rs. Mn)	Q1 FY24	Q1 FY23	YoY	Q4 FY23	QoQ	FY23	FY22	YoY
Revenue from Operations	8,058	7,209	11.8%	7,370	9.3%	29,717	23,320	27.4%
Gross Margin (%)	25.2%	23.5%	1.7%	23.8%	1.4%	23.7%	23.4%	0.3%
EBITDA Margin (%)	8.6%	7.1%	1.5%	7.1%	1.5%	7.2%	6.3%	0.9%
Net Margin (%)	5.3%	4.6%	0.7%	4.6%	0.7%	4.5%	3.8%	0.7%

Balance Sheet (Rs. Mn)	Q1 FY24	FY23	FY22
Net worth	9,098	8,703	7,668
Gross Debt	108	112	129
Liquid Investments	3,237	2,984	2,791
Fixed Assets	4,405	4,407	4,027

Key Performance Indicators	Q1 FY24	FY23	FY22
Net Working Capital (days)	17	18	17
ROIC (%)	40.2%	31.3%	26.1%
Cash Flow from Operations Inflow/(Outflow)	487	1,364	950

Comparison Highlights

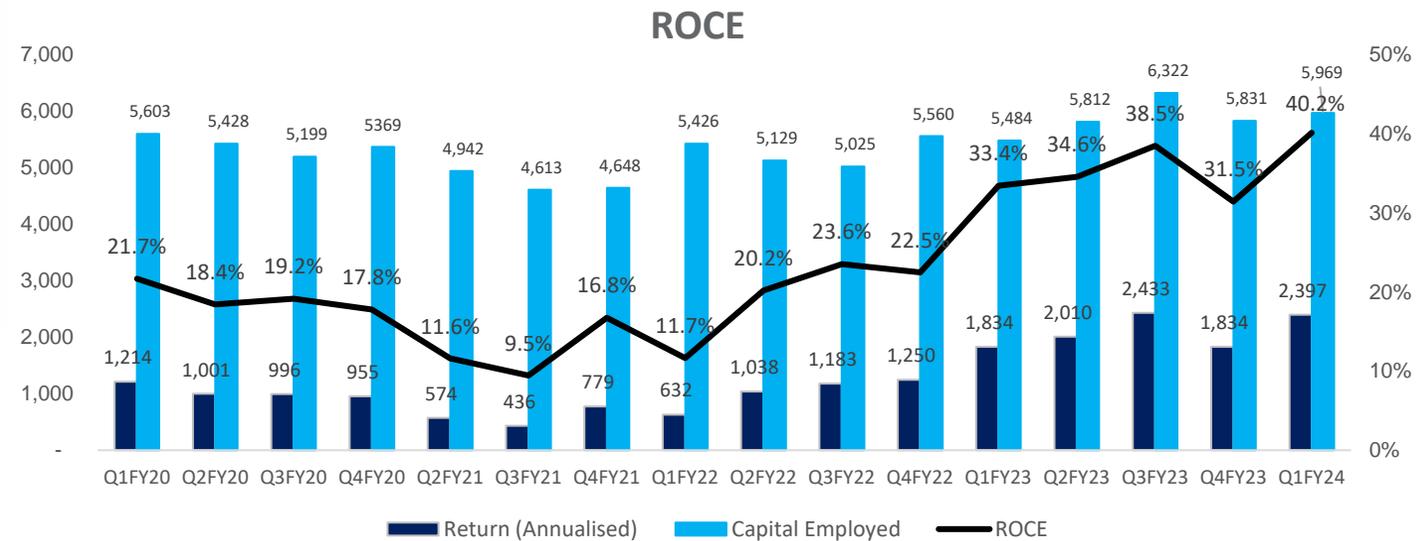
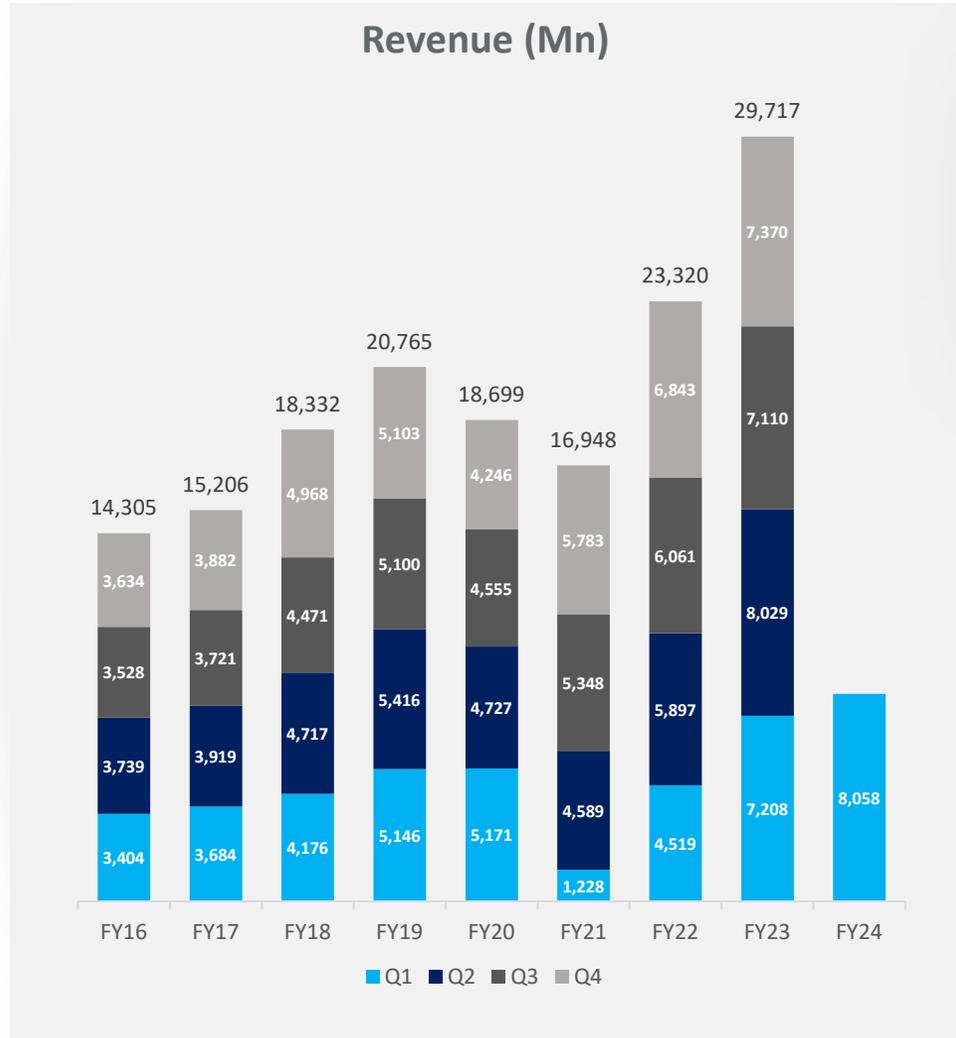
QoQ

- Revenue: Incr. By 688 Mn
New SOP – MC 100
Sales Mix of AM Increase by 2%
- Gross Margin Incr. By 274 Mn
Core 90 Saving
Higher AM & Railway sales Mix
- EBITDA Margin incr. By 167 Mn
- Net Margin Incr. By 87 MN

YoY

- Revenue: Incr. By 849 Mn
New SOP – MC 100
Additional Volume of YFG & YXA
- Gross Margin Incr. By 340 Mn
Core 90 Saving
Higher AM & Railway sales Mix
- EBITDA Margin incr. By 182 Mn
- Net Margin Incr. By 96 MN

QUARTERLY PERFORMANCE TREND

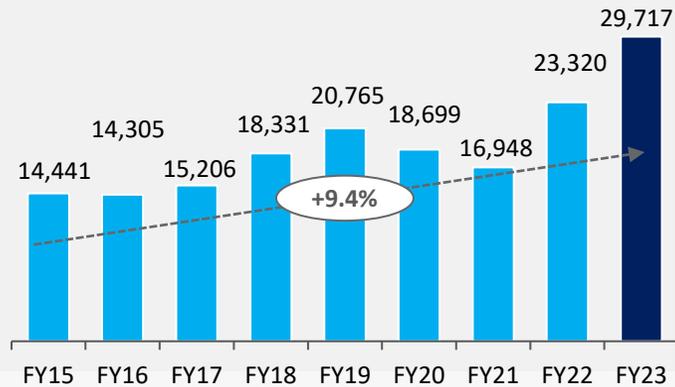


PROFIT & LOSS STATEMENT

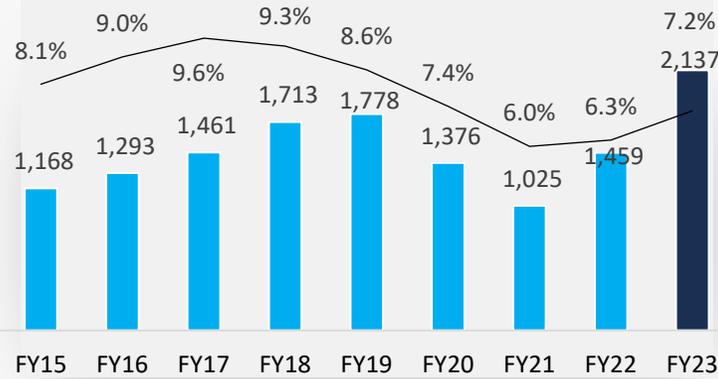
Particulars (Rs. Mn)	Q1 FY24	Q1 FY23	YoY	Q4 FY23	Q-o-Q	FY23	FY22	Y-o-Y
Revenue from Operations	8,058	7,209	11.8%	7,370	9.3%	29,717	23,320	27.4%
Raw Material	6,026	5,517		5,612		22,688	17,863	
Employee Expenses	497	441		462		1,831	1,597	
Other Expenses	845	743		773		3,061	2,401	
EBITDA	690	509	35.7%	524	31.8%	2,137	1,459	46.4%
Other Income	46	61		65		174	262	
Interest	22	14		8		46	43	
Depreciation	137	112		130		486	414	
PBT	577	445	29.7%	450	28.2%	1,779	1,265	40.7%
Tax	152	116		112		456	369	
PAT	425	329	29.1%	338	25.9%	1,324	895	47.9%
EPS	3.0	2.3		2.4		9.2	6.2	

FINANCIAL TRACK RECORD

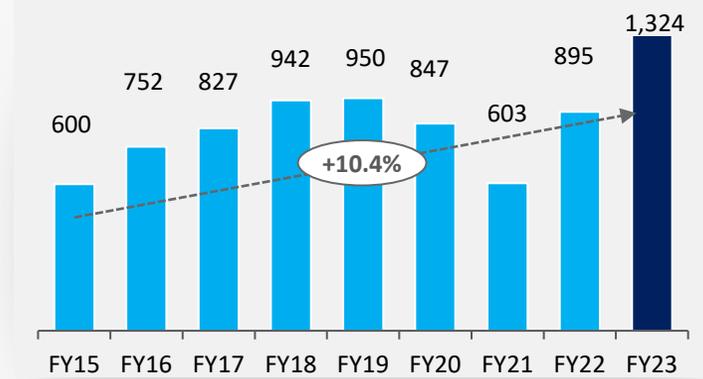
Revenue (Rs Mn)



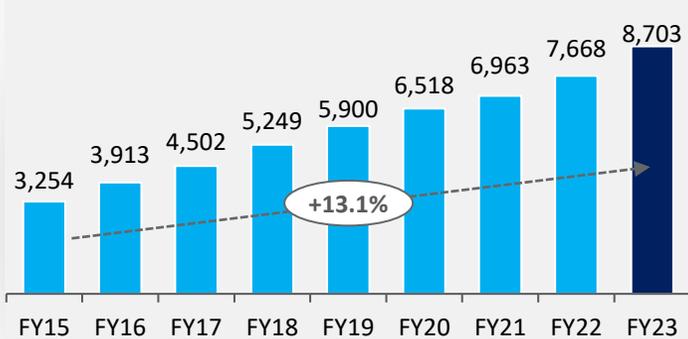
EBITDA (Rs Mn) & EBITDA Margin (%)



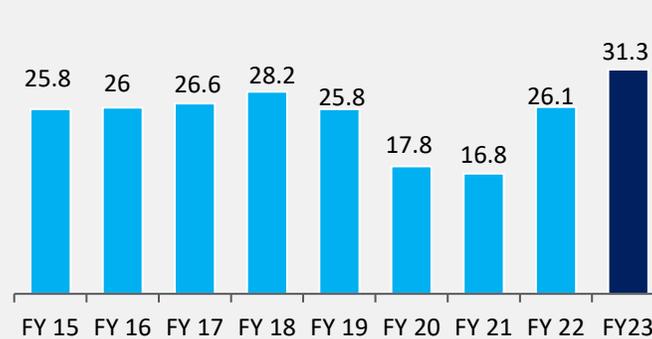
PAT



Net worth (Rs Mn)



RoCE (%)



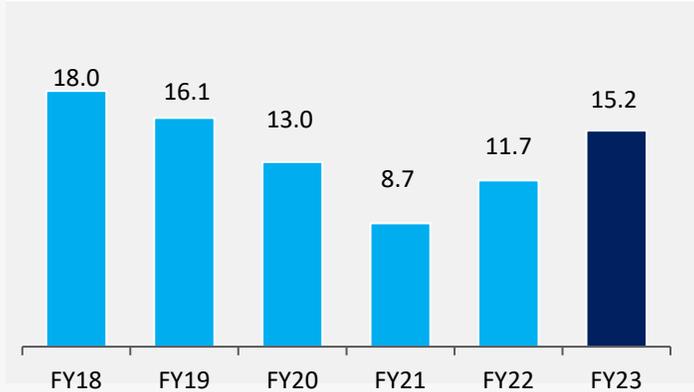
Net Working Capital Days



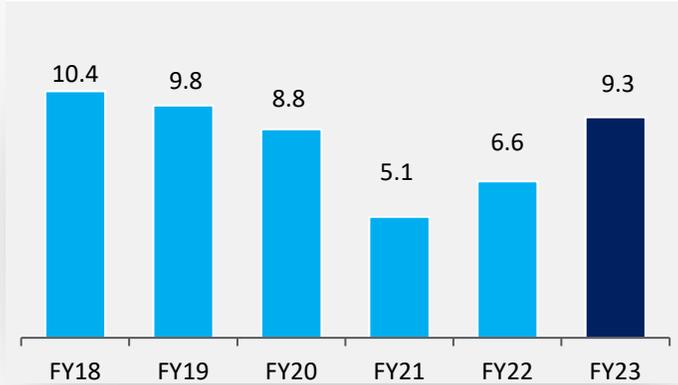
^Note: Financials for FY17-23 as per IND-AS

KEY RATIOS

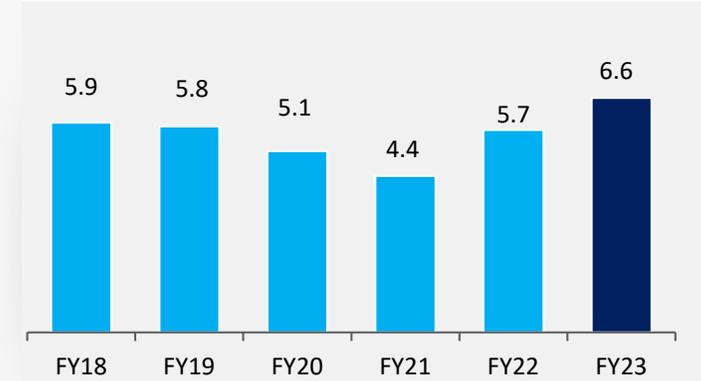
Return on Equity (%)



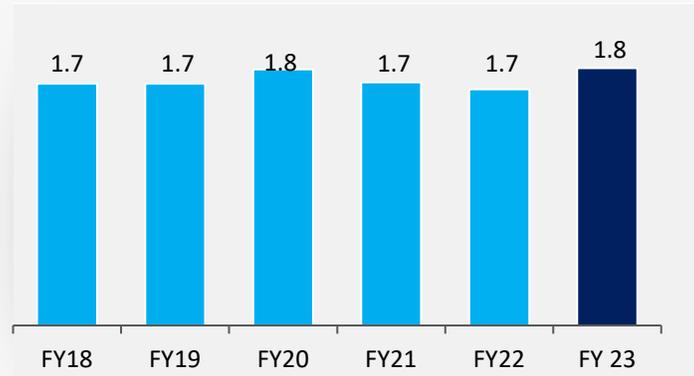
Return on Assets (%)



Fixed Asset Turnover (x)



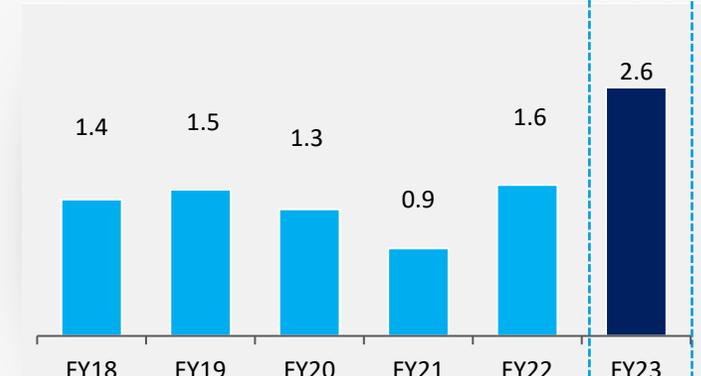
Current Ratio (x)



Debt : Equity Ratio



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



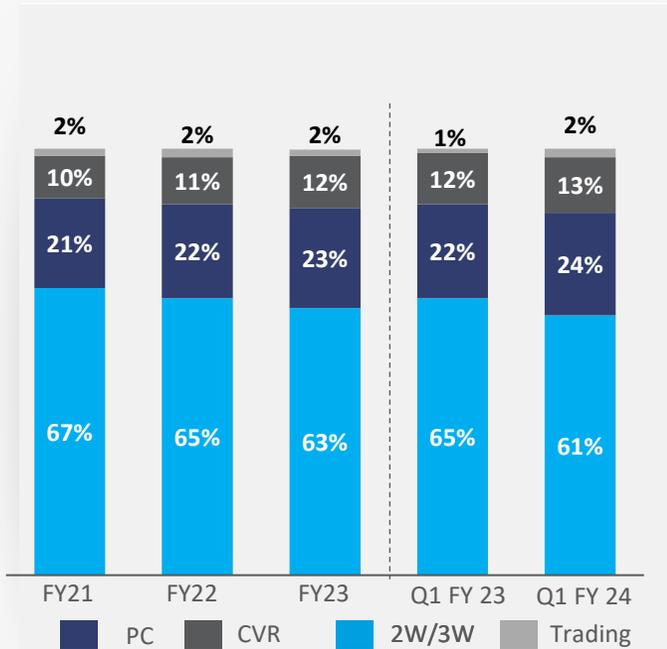
*Dividend excluding Dividend Distribution Tax

Payout Ratio

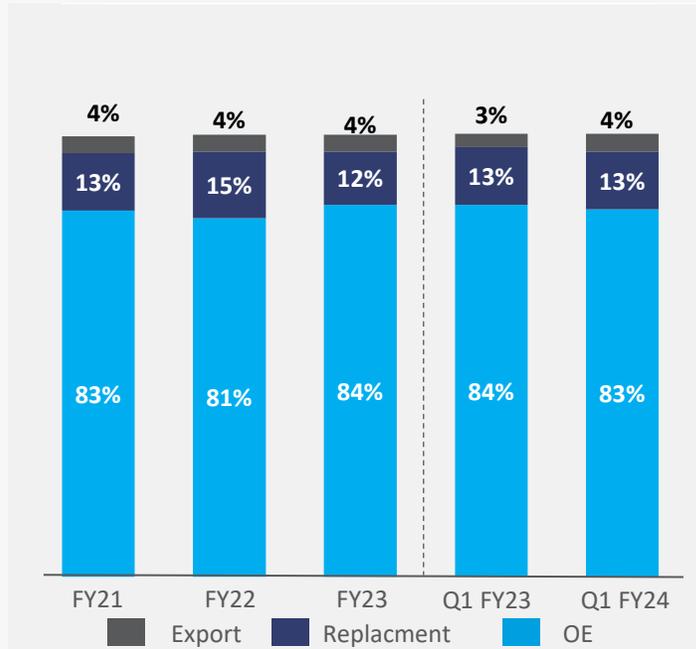


REVENUE MIX (INC. TRADING)

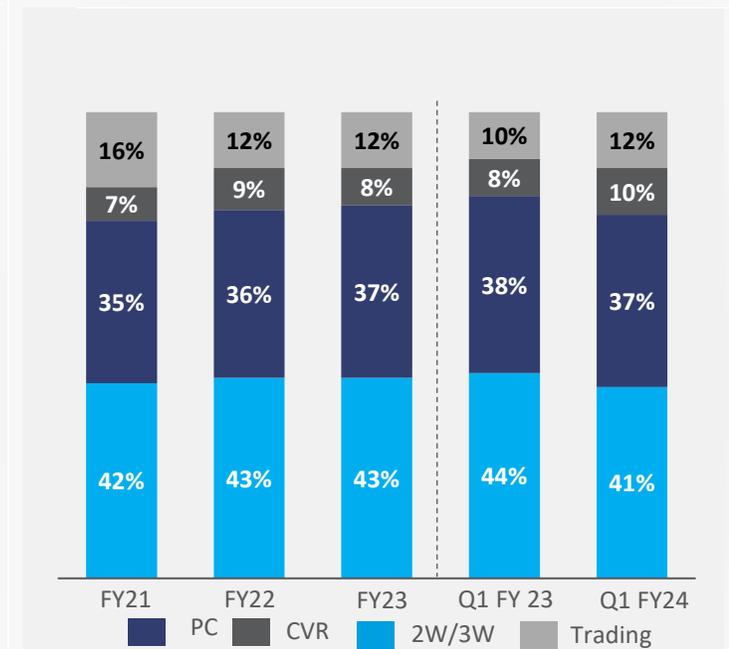
Segment Mix



Channel Mix



Aftermarket



- Higher Sales in Railway in the Qtr. as compared to Q1 PY
- After market have increased from 10% (Q1 FY23) to 12% (Q1 FY24)

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
Total Assets	14,280	13,531	11,955

- 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
Total Equity and Liabilities	14,280	13,531	11,955

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

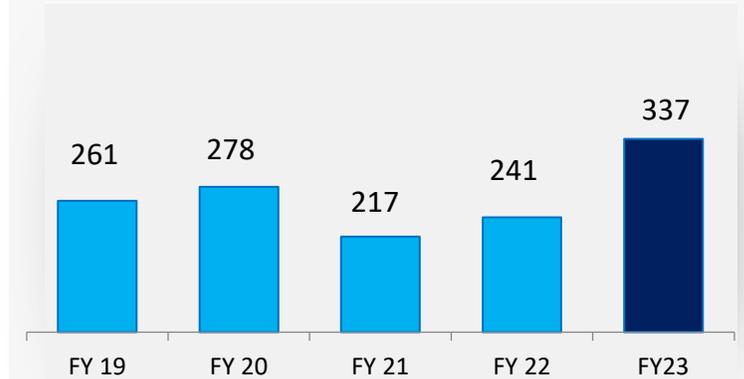
Cash Flow from Operations (Rs. Mn)



Cash Flow used in Investing (Rs. Mn)



Cash Flow used in Financing (Rs. Mn)



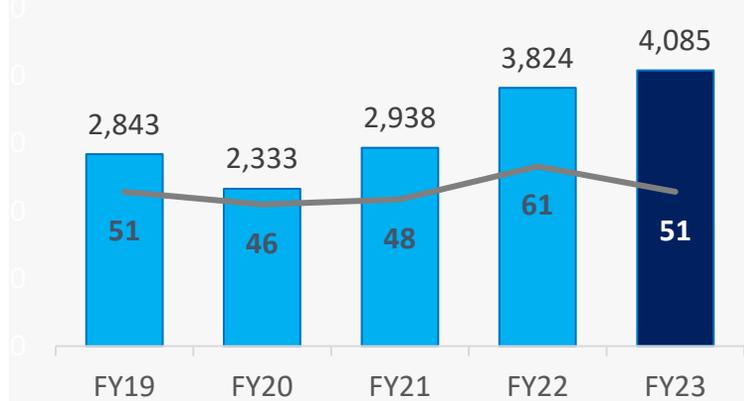
Working Capital Days



Inventory Days

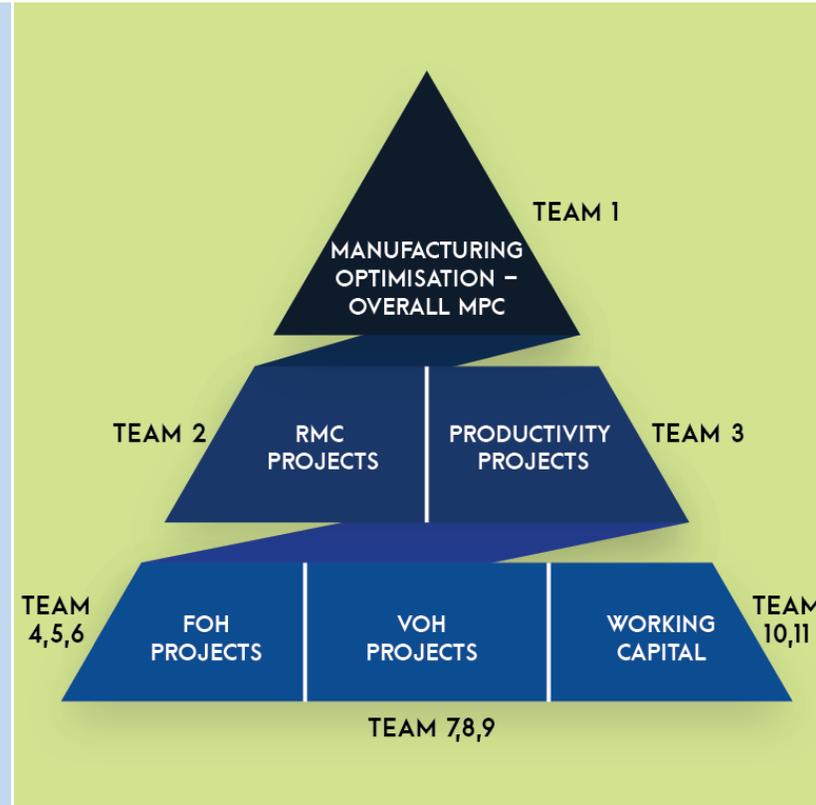
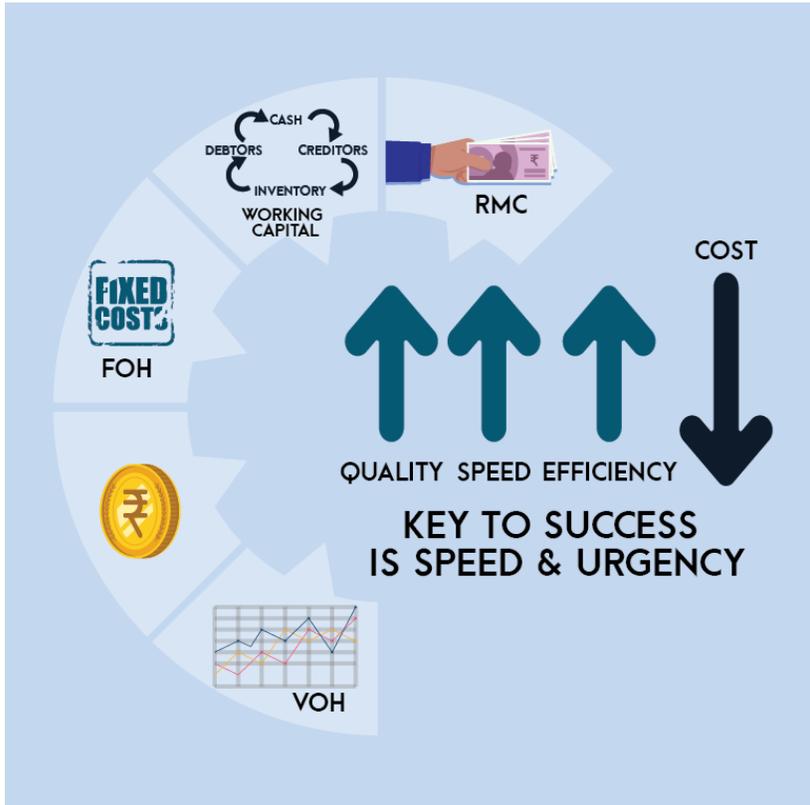


Debtors Days



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

CORE 90 (COST REDUCTION IN 90 DAYS)



CORE 90 COST REDUCTION DRIVE

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

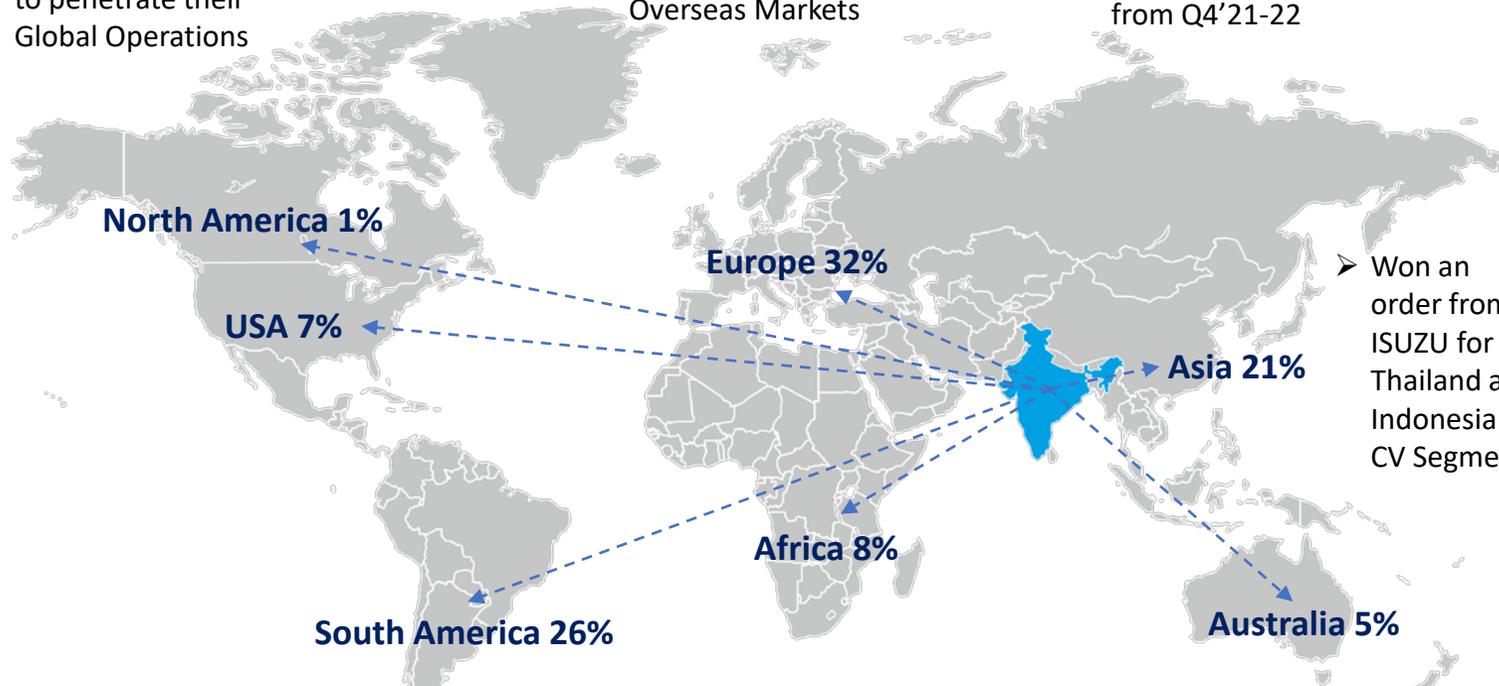


CREATING GLOBAL PRESENCE THROUGH EXPORTS

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

➤ Resource in Europe for exploring opportunities in Overseas Markets

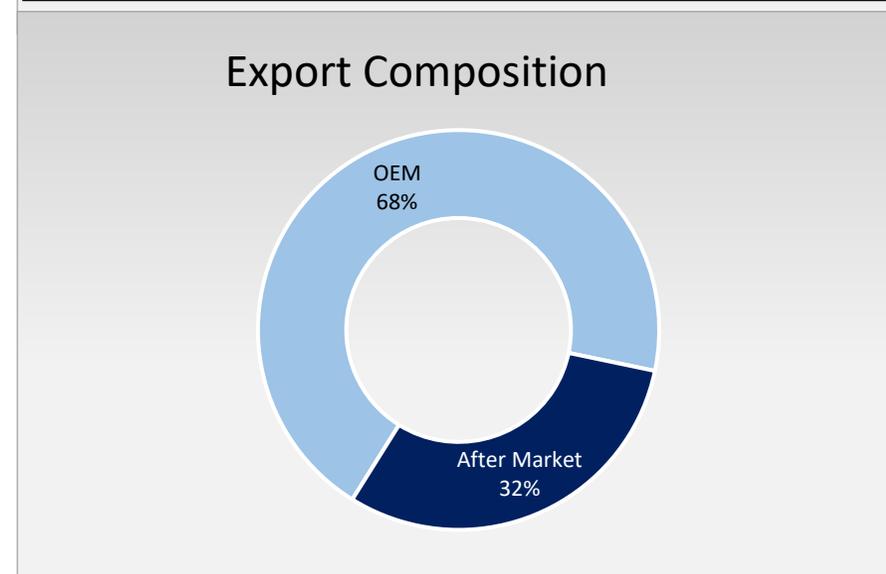
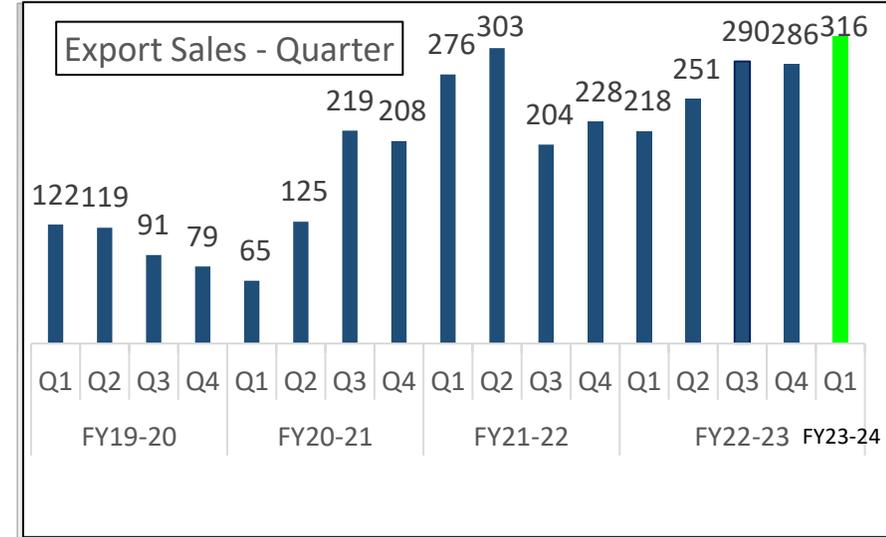
➤ Export order from DAF Netherlands, VW Russia commenced from Q4'21-22



➤ 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 HMSI- Shine 100
- Mahindra 2W- Y4,Y5,J201 Bajaj Auto – R107, CNG
- EV customers – Various programs of OLA Electric, Ampere, Ather, UV

Market Update

- As per SIAM data, the 2W sales grew by 1.3 % YoY and 3W grew by 24.3 % YoY respectively in Q1 FY23-24 compared to Q1 FY22-23
- In 2W segment, Scooters grew by 10.2%, Motorcycles de-grew by 2% & Mopeds grew by 2.8% in Q1 FY23-24 compared to Q1 FY22-23.

Future Development

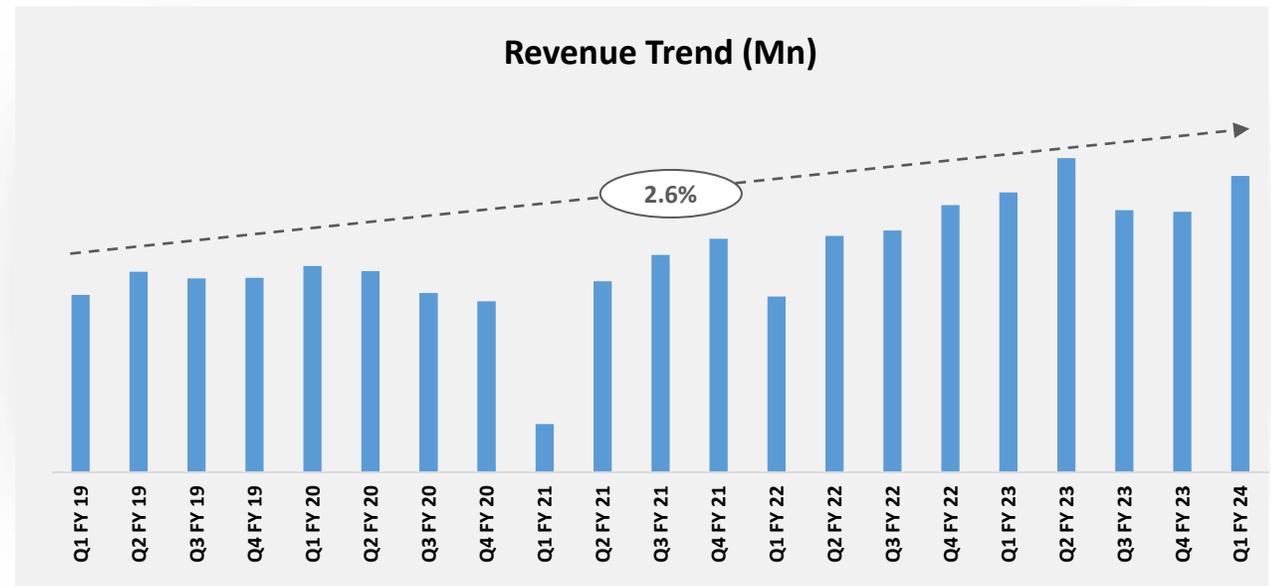
- Electric Vehicles
- 2W - Ola, Ather, Ampere, Hero Electric
- 3W – Bajaj, M&M, TI , Hero Cycles

Top 3 Customers

- TVS Motors, Yamaha, Bajaj Auto

61% % to Total Sales

32% Market Share



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



OLA ELECTRIC



AMPERE
By GREAVES



TVS



ATHER



Mahindra
ELECTRIC



Top Models GIL presence

- | Rank | Model | GIL presence |
|------|------------------|--------------|
| 1. | Okinawa praise | ● |
| 2. | Ampere Magnus-ex | ● |
| 3. | Hero optima | |
| 4. | Ola S1 pro | ● |
| 5. | Ather 450x | ● |
| 6. | TVS iQube | ● |
| 7. | Simple energy | ● |

20.94%

Highest EV Sales in Uttar Pradesh in the month of June'23

73%

GIL SOB in 2W sales (Q1, FY 23-24)

8%

GIL SOB in 3W sales (Q1, FY 23-24)

112%

GIL growth in EV-2W segment FY 23-24 from FY 22-23

38%

GIL growth in EV-3W segment FY 23-24 from FY 22-23

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

- Passenger vehicle segment crossed 2 million units in the first half of the Calander year for the first time

New Program

- Maruti Suzuki: Jimny
- Stellantis : Electric Citroen C3

Market Update

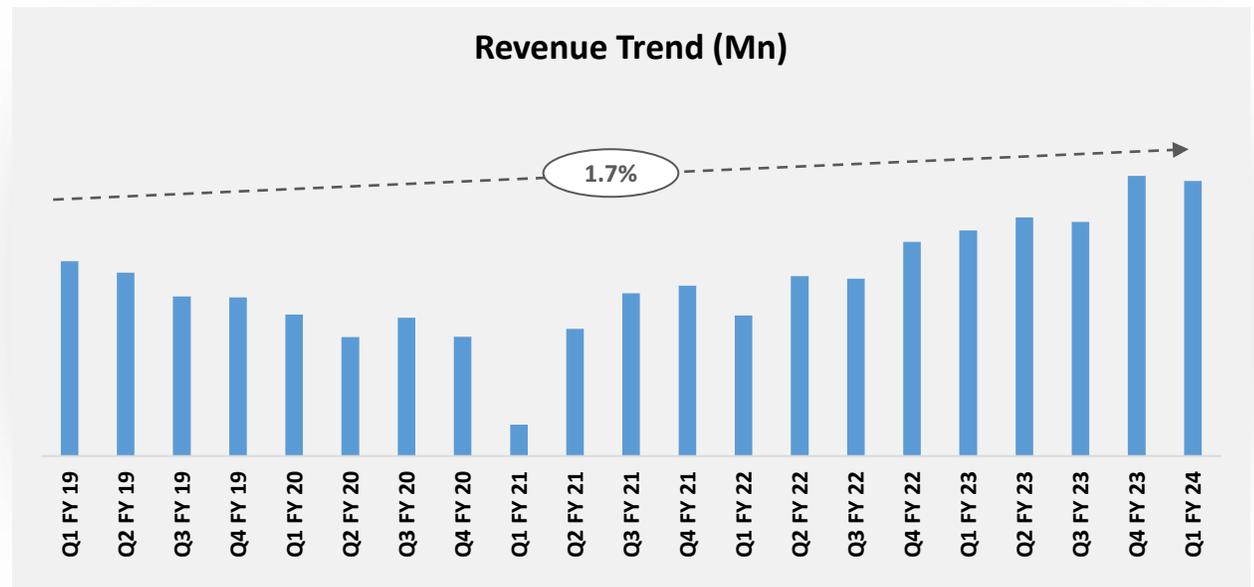
- As per SIAM data, the sale of Passenger Vehicles grew by 9.4 % in Q1 FY24 over the same period last year
- Within Passenger Vehicles, the sales for Passenger Cars grew by 6%, Utility Vehicle grew by 19% & Vans grew by 28% YoY in Q4 FY23

Future Development

VW (1) , TML (2), Stellantis (1), M&M (1), MSIL (2)

Top 3 Customers

- Maruti Suzuki, Volkswagen, Mahindra & Mahindra

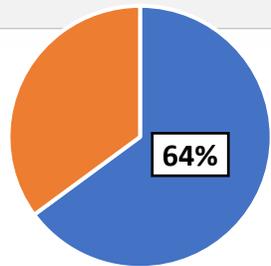


GABRIEL PRESENCE: UTILITY VEHICLES

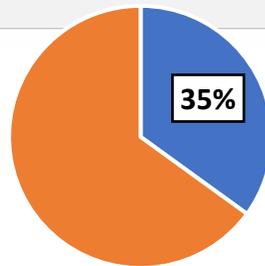
- Manufacturing Facility: Chakan & Khandsa
- R&D Centre: Pune
- Product Portfolio: McPherson struts, Gas Shock Absorbers, Steering Dampers
- Commenced the technology of FSD (Frequency Selective Damping) in damper supplies for key customers

Share of Utility Vehicle sales in Gabriel Passenger Vehicle business ~65%

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

Mahindra – UPP (G1 & G2) & 3Whlr , TML – Coral , 55T (High Damping force Dampers) , Jayem Auto – EV Dampers , TVS – 4W

Market Update

- As per SIAM data, the overall commercial vehicles segment remained same in Q1 FY24 as compared to Q1 FY23
- Medium & Heavy Commercial Vehicles (M&HCVs) sales grew by 1% YoY and Light Commercial Vehicles (LCVs) remained same YoY in Q1 FY24

Future Development

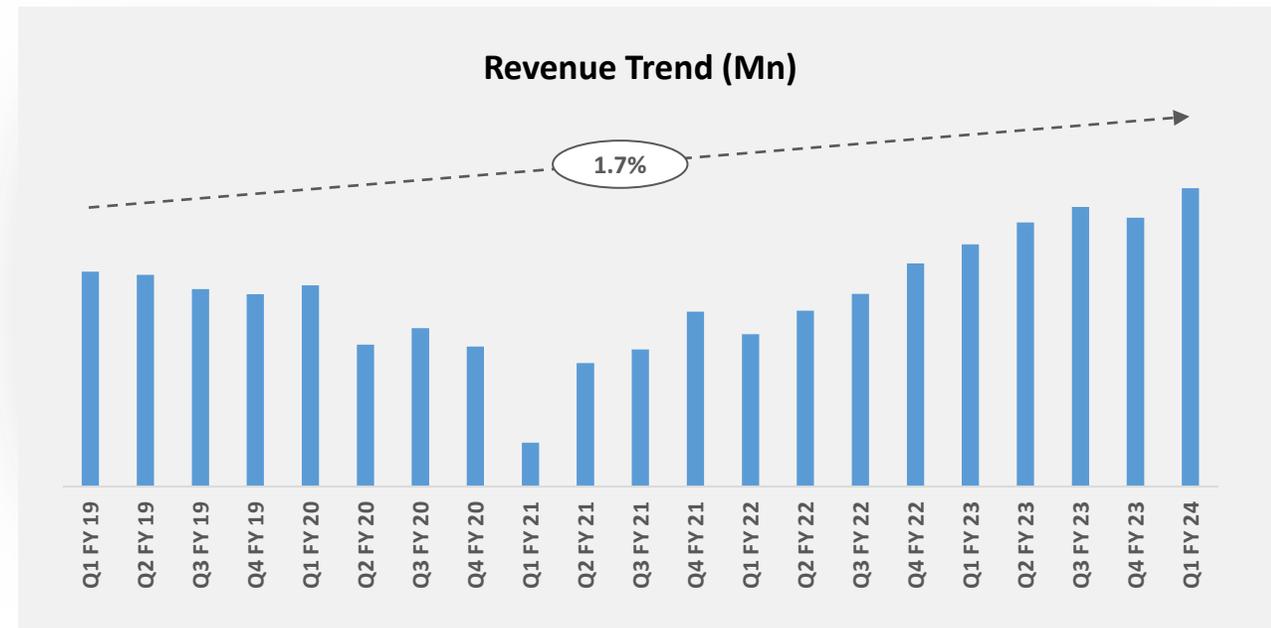
- Fuso Japan , New EV customers & Volvo
- DAF – Axle Dampers (High Damping force Dampers)

Top 3 Customers

- Tata Motors, Mahindra & Mahindra, Ashok Leyland

13% % to Total Sales

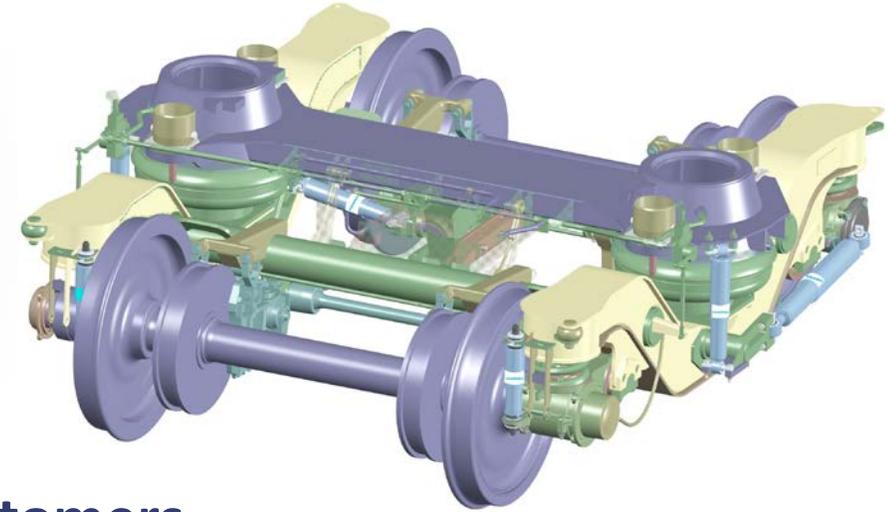
89% Market Share



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
- 1st 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



Patiala Locomotive Works, Patiala
(Formerly Diesel Loco Modernisation Works, Patiala)
Indian Railways, Government Of India



ALL ZONAL
बी ई एम एल
beml
NEW FRONTIERS. NEW DREAMS



AFTERMARKET

Strong Brand Equity

- Brand “Gabriel” synonymous with shock absorbers
- Leadership since 62 years with market share > 40%

Extensive Distribution Network

- 10 CFA locations & 700+ dealer network
- ~25,000 + retail outlets supported by effective sales force
- Present in the aftermarket segment across six continents

Recent Highlights

- Achieved 14% growth over Q1 22-23. Sale Q1 (23-24) – 1119 MINR
- Completed successfully 4 IT Enablement projects

Widest Product Range

- Only Company present in all the segments i.e. TW, PC, CV & Railways
- Launched 43 SKU’s In Q1 23-24.
- More than 1355 SKUs launched in last 5 years
- Continuous focus on expanding Product Portfolio

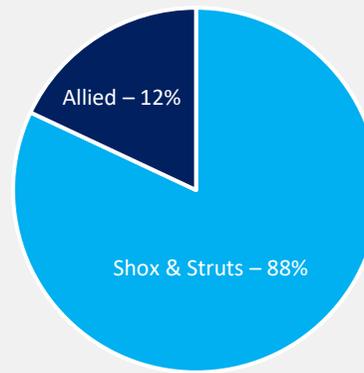
Presence Through Allied Products

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

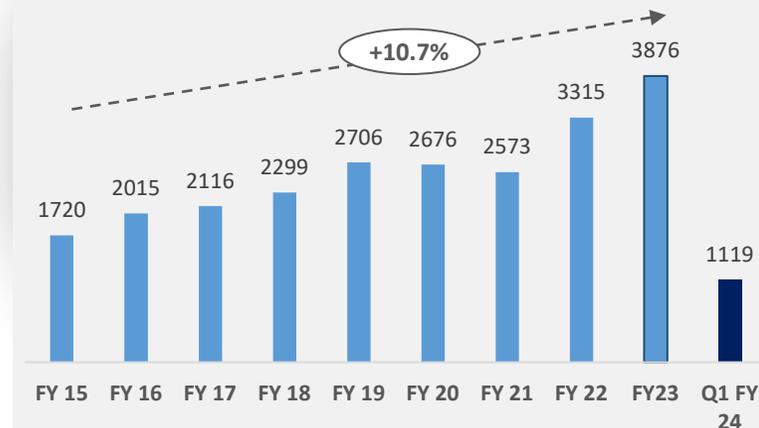
Focus Areas & Outlook

- Develop more products for the core segment
- Increase sales through national channels
- Major focus in B & C class towns
- Leveraging Brand Gabriel by launching new product lines
- Emphasis on Elite Workshop Programme in 23-24 to strengthen the brand
- 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.

INALFA GABRIEL SUNROOF SYSTEMS PVT LTD (IGSSPL)

Market update:

Sunroof Sold in Calendar Year 2022 : ~ 1 Mio Nos. Every 4th Car is sold with Sunroof

@ 28% is Panoramic type and balance 72% are TVS type

Market share :

SUV : 52% cars have Sunroof

Other Passenger Cars : 15% Cars use Sunroofs. Majority of Cars use TVS type of Sunroofs.

Customer Visits:

- **M&M** : Participated in Technical Day on 21st July in Mahindra Research Valley Chennai. Sunroof sample displayed. Top management from Purchase, Design visited Stall.
- **MSIL** : Participated in Technical Day on 2nd Aug in MSIL Delhi. Sunroof sample displayed. Top management from SCM, Research & Design visited Stall.
- **TML, RNTBCI** : Technical presentations done.

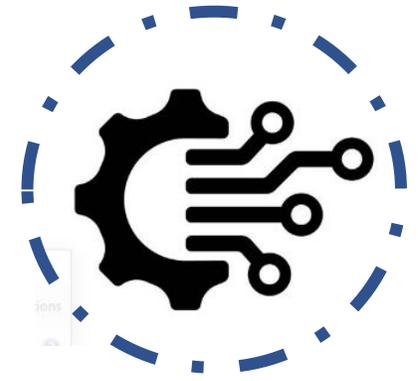
Project Status:

- Lease Agreement signed off in July.
- Modifications and Office Area work in progress.
- Machines will arrive in Sept'23
- Trials will be conducted in Sept and Oct 2023.
- Start of Production planned in 1st week of Jan 2024 after completing PPAP by Hyundai Motors.

GLIMPSES OF IGSSPL PLANT AT CHENNAI



OUR STRATEGIC BUSINESS DRIVERS



Technology

GABRIEL EUROPE ENGINEERING CENTRE (GEEC)

- Competence Centre for knowledge transfer and training
- Centre of Excellence aiming to become Best in Class on Global Suspension Market
- Joint development of Gabriel Next Generation Technologies with GIL R&D and global external partners
- Located at Thor Park in Genk, Belgium



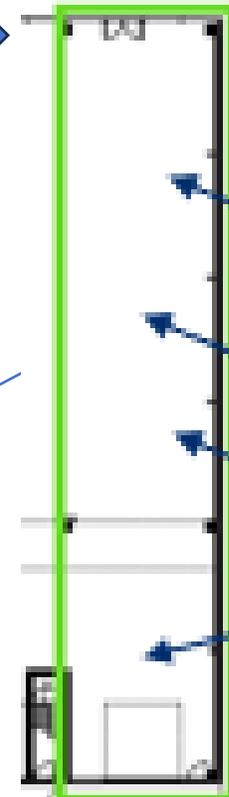
GIL NxG Support from Office at IncubaThor



GEEC Belgian Legal Entity created July 14th : Court of Commerce



GEEC Extension with prototype workshop Jan 1st 2024: Re-Location to FacThory



GABRIEL PUNE TECH CENTRE: “IGBC” CERTIFIED GREEN BUILDING



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

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.

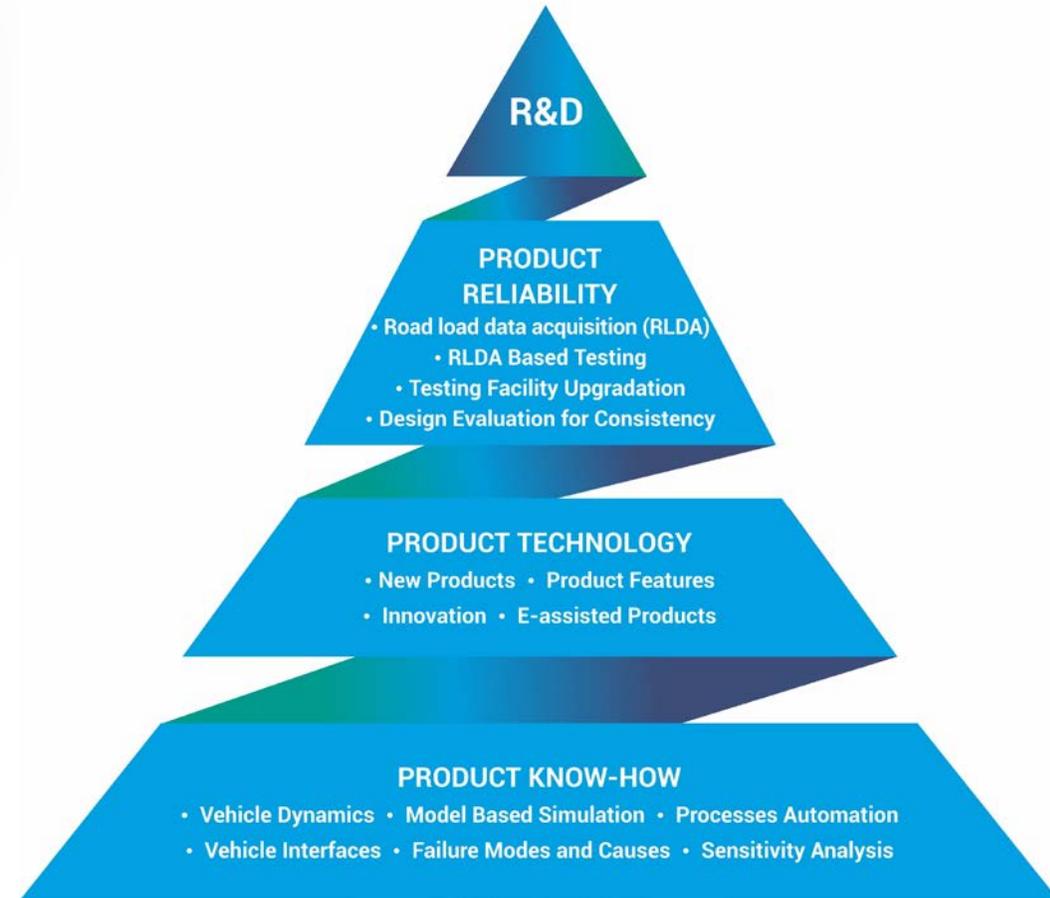
END-TO-END PRODUCT DEVELOPMENT CAPABILITIES



KEY FOCUS AREAS



ELEMENTS OF 3-PILLARS



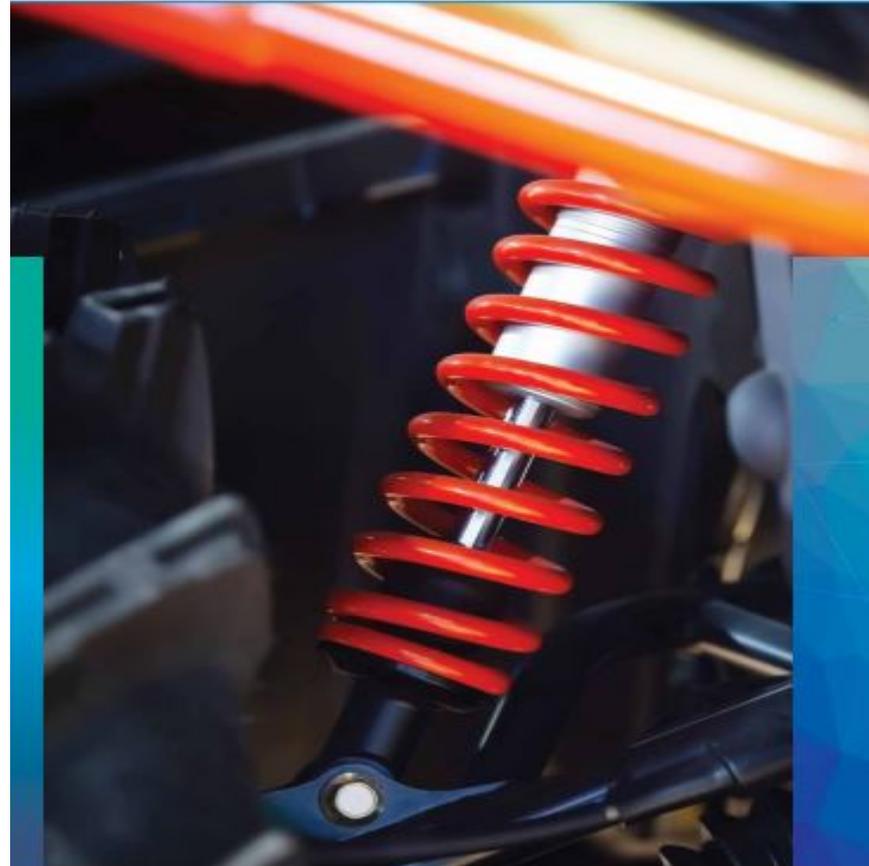
ACHIEVING ENGINEERING EXCELLENCE

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



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

7+3 (satellite plants)

Manufacturing Plants

25

Countries of Presence

75 (6 Granted)

Patents Filed

664

Distributors

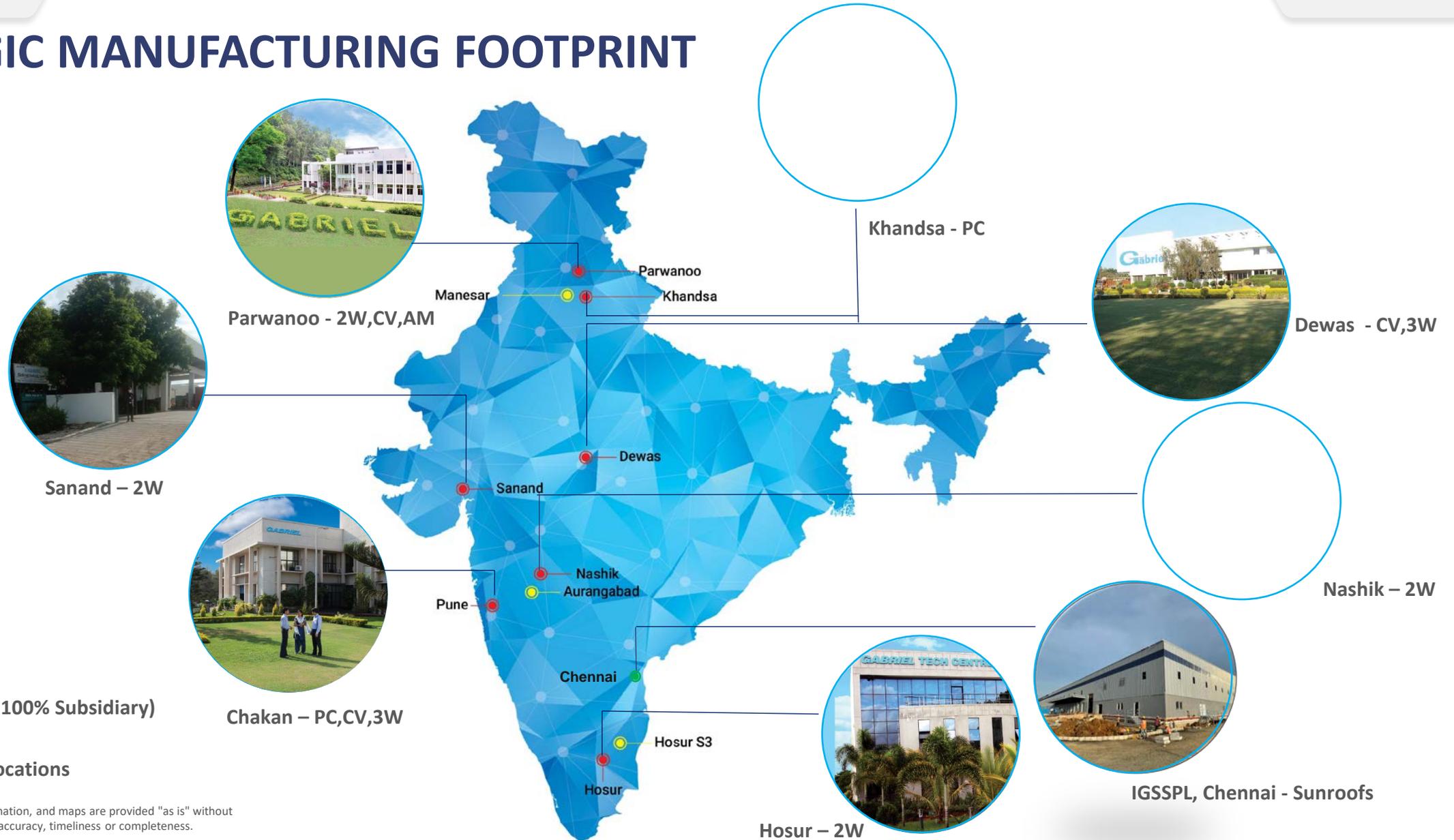
4,466

Employees (Average)

Financial Strength (FY23)

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

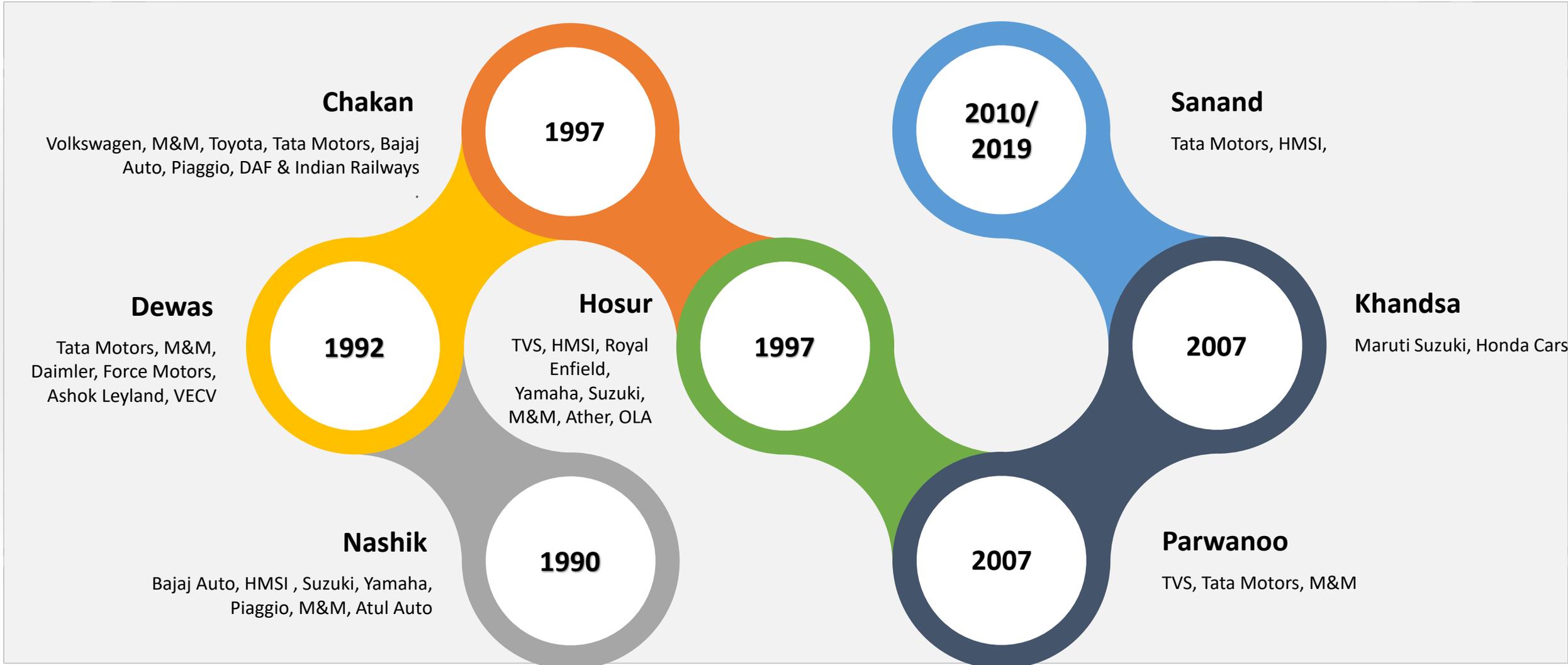
STRATEGIC MANUFACTURING FOOTPRINT



- IGSSPL Plant (100% Subsidiary)
- GIL Plants
- GIL Satellite Locations

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

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



Benelli



ROYAL ENFIELD



TVS



OLA ELECTRIC

Passenger Cars



CV & Railways



DAIMLER

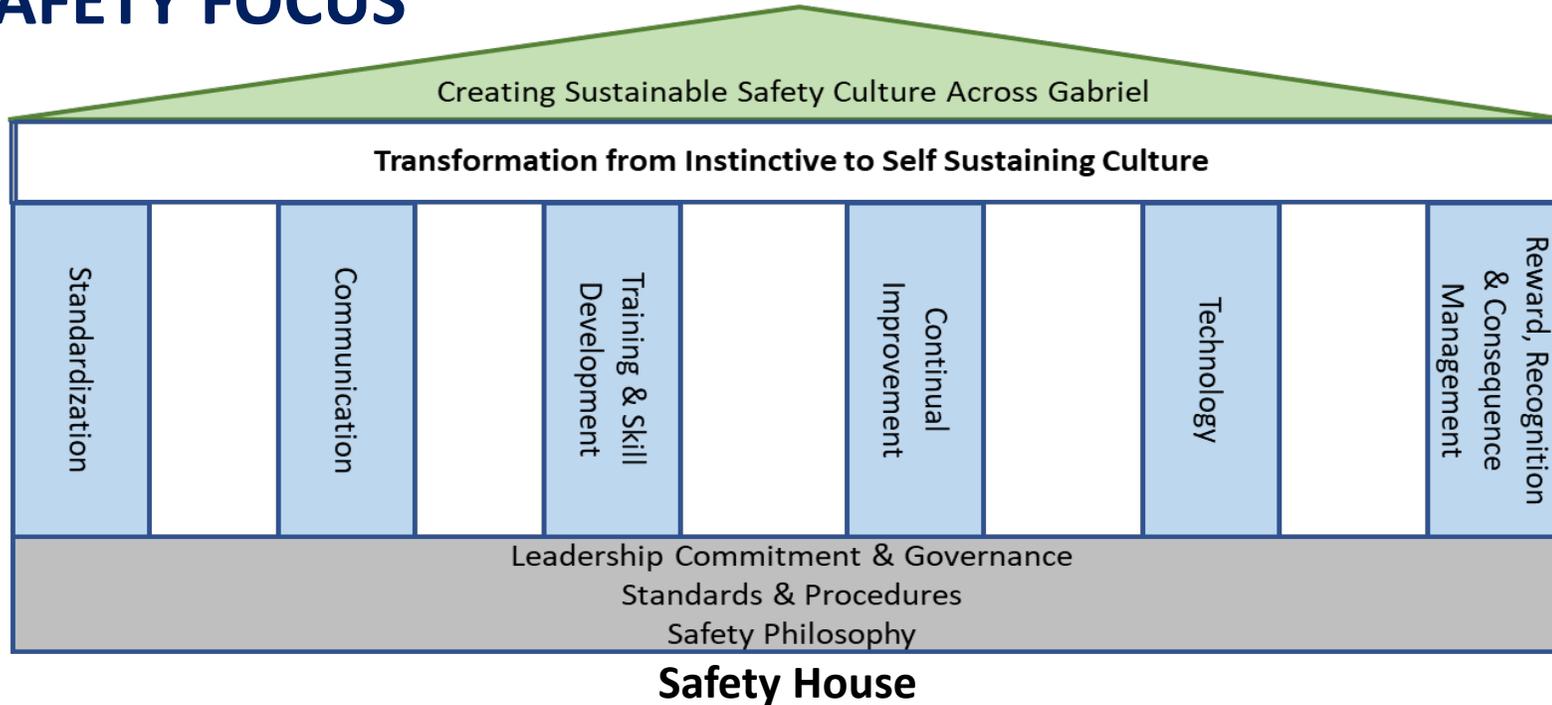


ISUZU

Mahindra Rise.



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

- Improvising 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



In-depth sectoral knowhow

Seasoned Resources

Strong employee connect

Partnership-oriented approach

Employee-friendly systems and policies

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

2019

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

2017

- **Ranked #2** in Auto & Auto Component Industry
- Rank #52 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

2018

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

2016

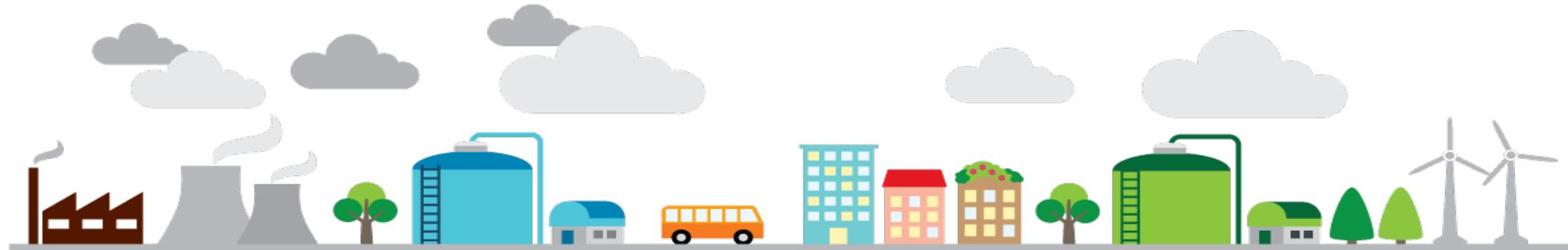
- **Ranked #3** in Auto Component Industry
- **Rank #70** among Top 100 Companies to work for in India

2012

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



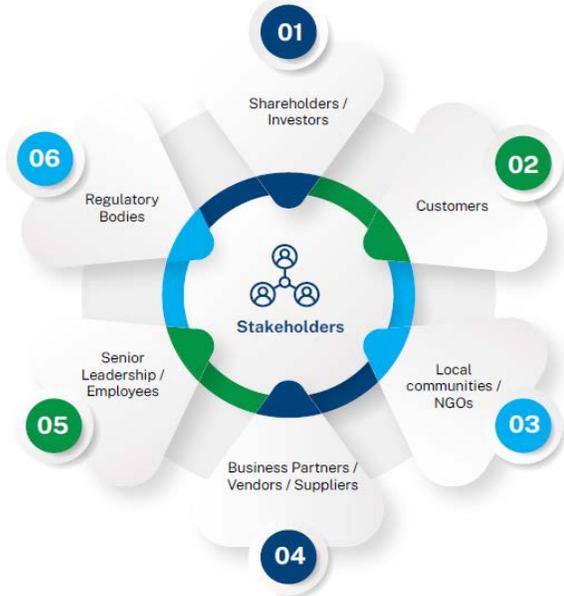
SUSTAINABILITY MISSION



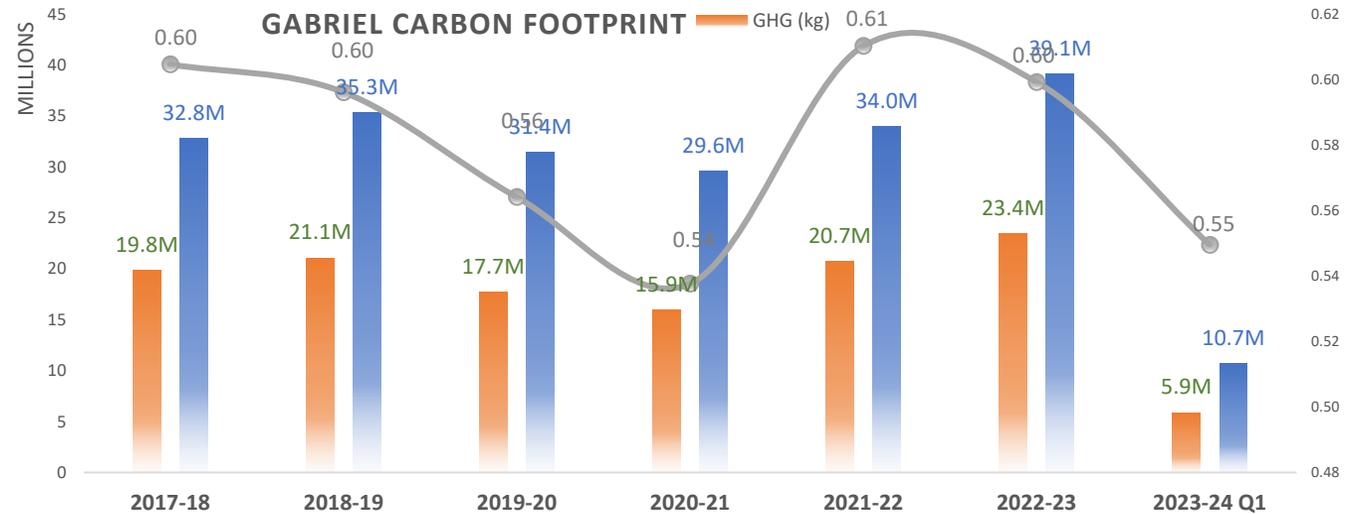
Mission

TO BE CARBON & WATER NEUTRAL BY 2025 WITH ZERO WASTE TO LANDFILL

SUSTAINABILITY

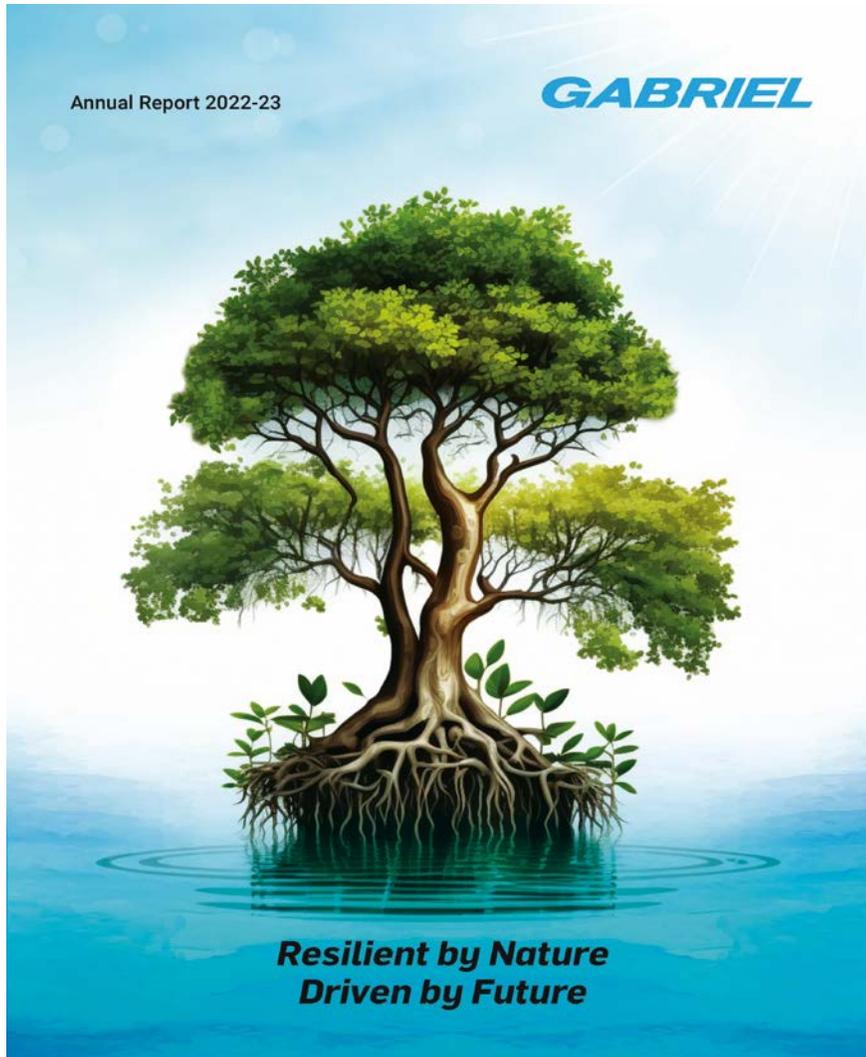


Gabriel Carbon Footprint



- Using / improving energy efficiency using LED lighting technology at its plants, saving energy & reducing carbon footprint. Invested in solar rooftops across manufacturing plants with a capacity of 1.80 MW
- In FY 2022-23, the contribution of renewable energy was 12% in plant operations. New rooftop solar projects were commissioned at Parwanoo & Dewas (D2) plants. Open Access Solar Group Captive power supply has been started at Chakan plant. To further increase the share, rooftop solar is planned at plants located at Nashik (new store building) & Hosur (new store building) and Open Access Solar Group Captive at plants at Hosur and Nashik. Invested in group captive solar power plant to source renewable power at Hosur of 2.14 million units annually.
- **Energy Efficiency:** Reduction in energy losses through technology application like variable speed drives, optimisation of process parameters affecting energy consumption, idling timers, elimination of compressed air leakages has been done.
- **IoT:** For better insight into the energy consumption in plant operations, IoT based software is being implemented across the company that will help on focusing & quick reduction in manufacturing losses.
- **Renewable Energy:** A total of 1.80 MW of rooftop solar and Open Access Group Captive Wind & Solar Energy during the year.

Annual Report 2022-23 BRSR



Gabriel India Reports its first BRSR in its Annual Report for 2022-23

Considering, reporting of company's performance on sustainability related factors as vital as reporting on financial and operational performance, SEBI vide its circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10,2021 decided to introduce new reporting requirements on ESG parameters called the Business Responsibility and Sustainability Report (BRSR).

Gabriel India thus published its first BRSR in its Annual Report for 2022-23 based on National Guidelines on Responsible Business Conduct (NGRBC) principles and is aligned with United Nations Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), United Nations Guiding principles.

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 — 5S 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



Manoj Kolhatkar
Managing Director



Amitabh Srivastava
Chief Operating Officer,
Railways and Aftermarket
Business Unit



Rishi Luharuka
Chief Financial Officer
and
Head- Strategy and
Sustainability



Vinod Razdan
Head- Human
Resource



Koen Reybrouck
Chief Technical
Advisor



Atul Jaggi
Deputy Managing Director



Puneet Gupta
Chief Operating Officer -
Two and Three Wheelers
Business Unit



R. Vasudevan
Chief Operating Officer - Passenger
Cars Business Unit and Commercial
Vehicles Business Unit



Prashant Shah
Head- SSCM



CR Vijaykumar
Head- Quality

CUSTOMER AWARDS & ACCOLADES



Special Award by Volvo
Eicher Commercial Vehicles
Limited



TOYOTA
ZERO KM PPM and Quality
certification by Toyota Kirloskar
Motor



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



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

The logo for ACMA (Automotive Component Manufacturers Association of India) consists of the letters 'ACMA' in a large, bold, blue sans-serif font.

Automotive Component Manufacturers Association of India

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

The logo for ACMA (Automotive Component Manufacturers Association of India) consists of the letters 'ACMA' in a large, bold, blue sans-serif font.

Automotive Component Manufacturers Association of India

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

For further information, please contact:

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Investor Relations Advisors :

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Mr. Jigar Kavaia / Pratik Shah
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