



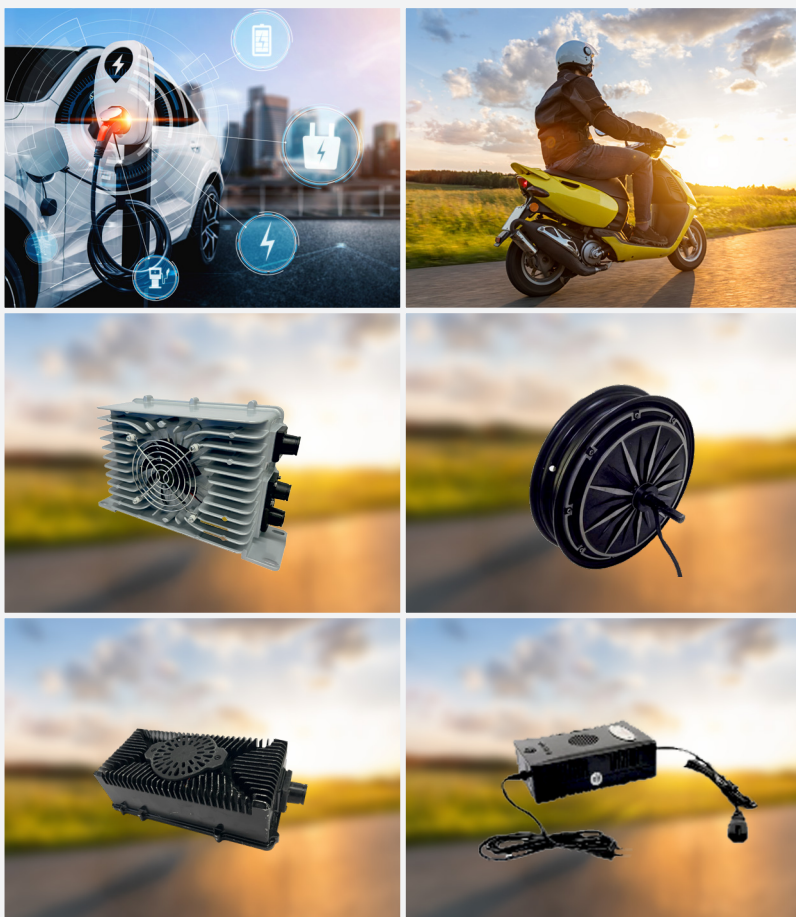


# LEADING PLAYER ACROSS THREE BUSINESS SEGMENTS

## AUTOMOTIVE



## FUTURE TECH



## HOSPITALITY





# FACTS AT A GLANCE



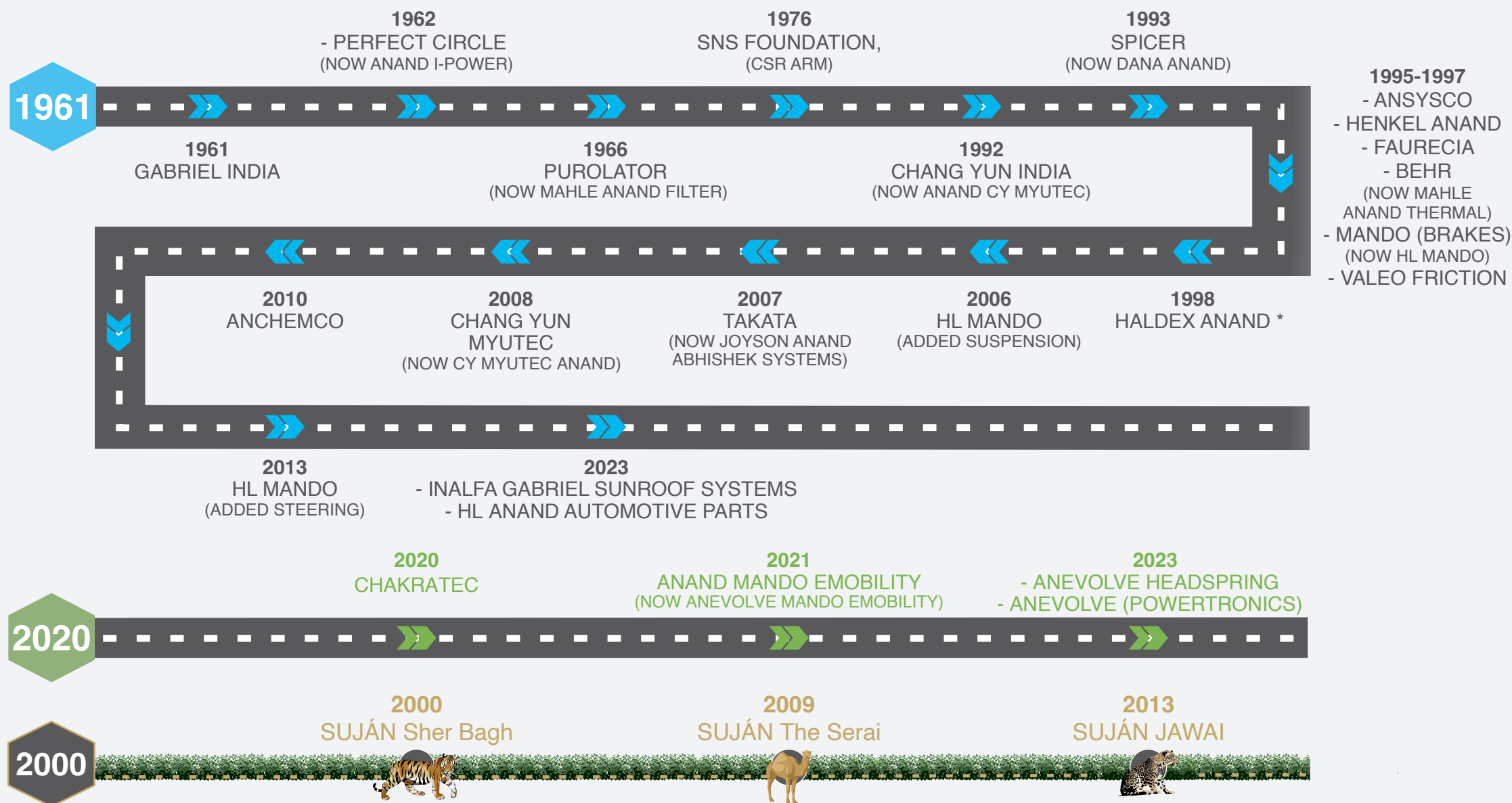


# SIX DECADES+ OF BUILDING TRUST

**ANAND** 

  
**ANEVOLVE**

**S U J Á N**



\*Exit in 2025



# LEADING THROUGH STRONG GOVERNANCE



**Anjali Singh**  
Chairperson & Managing Trustee  
DCA Foundation

## Deep C Anand Foundation



**Kiran D. Anand**  
Trustee



**Jaisal Singh**  
Trustee



**Rohit Arora**  
Trustee



**Lorenzo Piaget**  
Trustee



**Deepak Chopra**  
Trustee



**Anjali Singh**  
Executive Chairperson, Group Supervisory Board  
Executive Chairperson, ANAND & Gabriel India  
Chairperson, Dana Anand India  
Member, PC & OC

## Group Supervisory Board



**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



**Anjali Singh**  
Chairperson



**Jaisal Singh**  
Vice Chairman

## ANAND Executive Board



**Mahendra K. Goyal**  
Group President &  
Chief Executive Officer



**Sunil Kaul**  
Group President &  
Chief Technology Officer,  
Vice Chairman,  
ANEVOLVE



**Sumit Bhatnagar**  
Group President,  
Managing Director, ANEVOLVE



**S. Sarathi**  
Group President &  
Chief Assurance Officer

Committees of the Group Supervisory Board — OC: Operations Committee | PC: Personnel Committee | 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

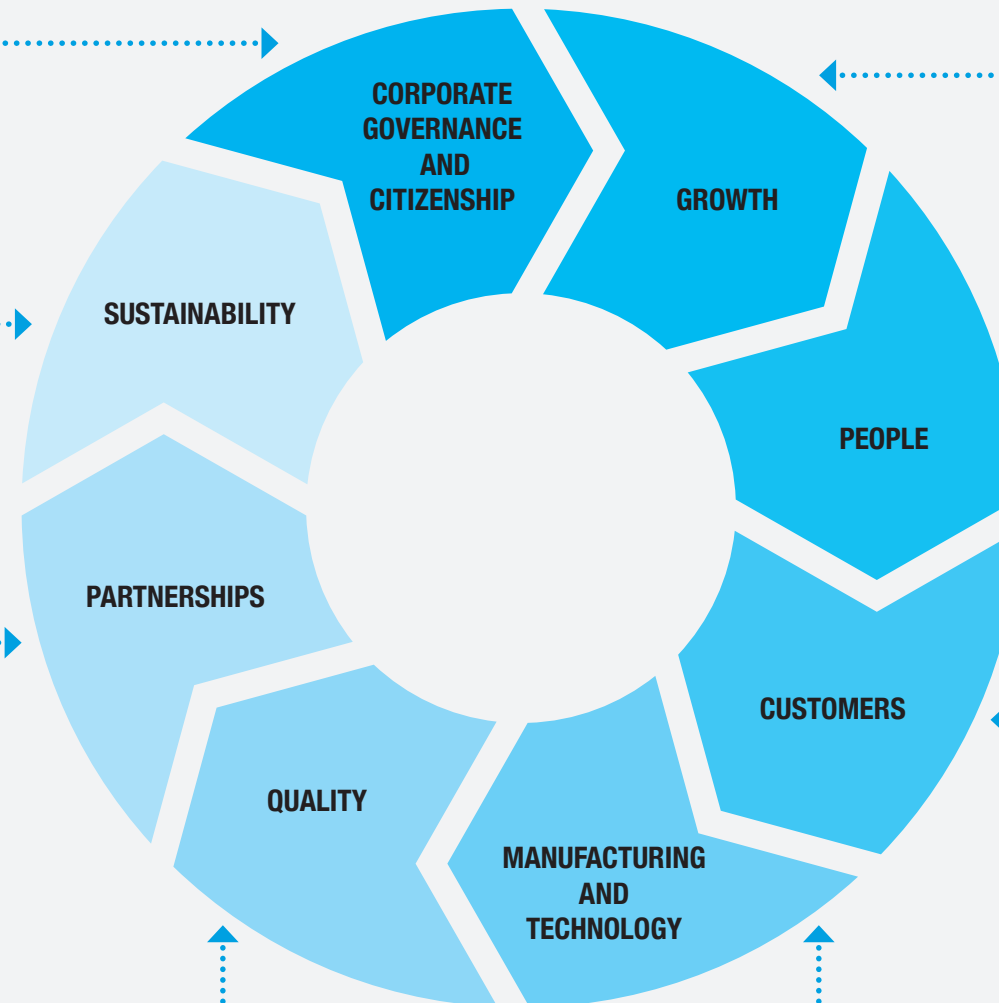


- Be always ethical
- Enhance fairness and transparency
- Strengthen CSR activities under SNS Foundation
- Ensure robust strategic planning and execution
- Strengthen governance through Group Supervisory Board

- 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

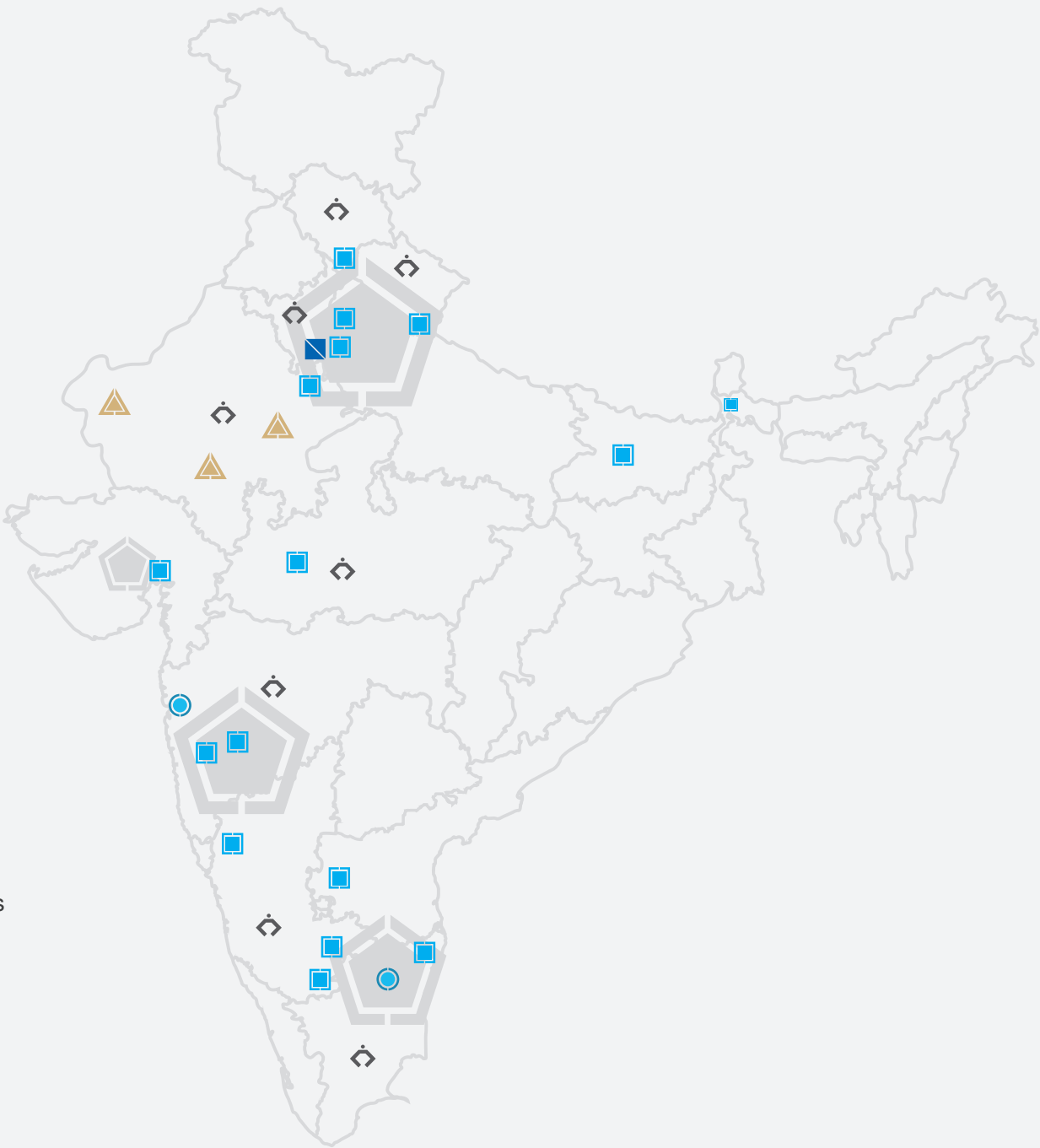
- Achieve operational excellence through lean production systems
- Develop supplier base through VSME\* programme
- Aim to spend 2% of sales in R&D
- Develop innovative processes and products to stay competitive

\*VSME: Visionary Small and Medium Enterprise

# BEING CLOSE TO CUSTOMERS

Maps are not to scale and show approximate locations only.

- Corporate Headquarters
- ANAND Regional Office
- ANAND Automotive Plants
- India's Auto Hubs
- SUJÁN Properties
- SNSF



## Present across 14 states in India

### Himachal Pradesh (Parwanoo)

ANCHEMCO GABRIEL MAHLE SNS Foundation

### New Delhi (Corporate Headquarters)

ANAND SUJÁN

### Haryana (Gurugram, Manesar)

ACYM ANEVOLVE DANA GABRIEL Henkel HIL Holdings JOYSON MAHLE SNS Foundation

### Uttar Pradesh (Greater Noida)

MAHLE

### Uttarakhand (Pantnagar)

DANA SNS Foundation

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

ACYM AMEEM ANEVOLVE JOYSON SNS Foundation SUJÁN

### Madhya Pradesh (Dewas)

GABRIEL SNS Foundation

### Bihar (Patna)

ANCHEMCO

### West Bengal (Siliguri)

ANCHEMCO

### Gujarat (Ahmedabad, Sanand)

GABRIEL MAHLE

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

ANAND ANCHEMCO DANA GABRIEL FORVIA JOYSON POWER MAHLE SNS Foundation

### Andhra Pradesh (Anantapur)

ANCHEMCO

### Karnataka (Bangalore, Jodhalli, Malur)

DANA ANCHEMCO FORVIA GABRIEL SNS Foundation

### Tamil Nadu (Chennai, Hosur)

ANAND ANCHEMCO CYMatics FORVIA GABRIEL Henkel inalfa JOYSON MAHLE HIL Mando SNS Foundation Valeo



# OUR PARTNERS

## JOINT VENTURE PARTNERS

CY Myutec, Korea  
Dana Incorporated, USA  
Forvia Clean Mobility, France  
Henkel KGaA, Germany  
HL Mando, Korea  
Joyson Safety Systems, USA  
MAHLE GmbH, Germany  
Valeo, France

*\*\*Revenue and employee count is of SAF Holland (parent company of Haldex)*

## ★ TECHNICAL COLLABORATIONS

KONI BV, The Netherlands  
KYB Corporation, Spain/ Japan  
Inalfa Roof Systems, Netherlands  
Yamaha Motor Hydraulic Systems, Japan



Revenue: **US\$ 10.6 Bn**  
Employees: **41,800+**



Revenue: **US\$ 29.5 Bn**  
Employees: **1,50,000+**



Revenue: **US\$ 23.8 Bn**  
Employees: **1,12,700+**



Revenue: **US\$ 1.5 Bn**  
Employees: **4,900+**



Revenue: **US\$ 5 Bn**  
Employees: **43,000+**



Revenue: **US\$ 85.5 Mn**  
Employees: **500+**



Revenue: **US\$ 6.4 Bn**  
Employees: **14,000+**



Revenue: **US\$ 23.3 Bn**  
Employees: **47,700+**



Revenue: **US\$ 13.9 Bn**  
Employees: **72,300+**

Maps are not to scale and show approximate locations only.

Source of information (websites and annual reports) -  
Revenue and No. of employees are for FY 2023-24

# AUTOMOTIVE CUSTOMER PRESENCE



ATHER



CATERPILLAR



DAIMLER



GREAVES  
ELECTRIC  
MOBILITY



ISUZU



Enriching Lives

mahindra <sup>Rise</sup>



ROYAL ENFIELD



SONALIKA  
HEAVY DUTY TRACTOR RANGE



TATA MOTORS  
Connecting Aspirations



VE COMMERCIAL VEHICLES  
A VOLVO GROUP AND EICHER MOTORS JOINT VENTURE



and many more...



Chassis



Emission  
Control



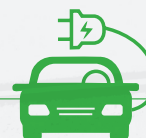
Powertrain



Safety



Thermal  
Management



E-mobility





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

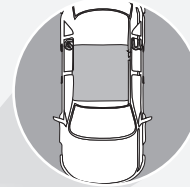
**HL Mando**

**HL MANDO ANAND INDIA**

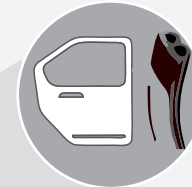
Established in 1997



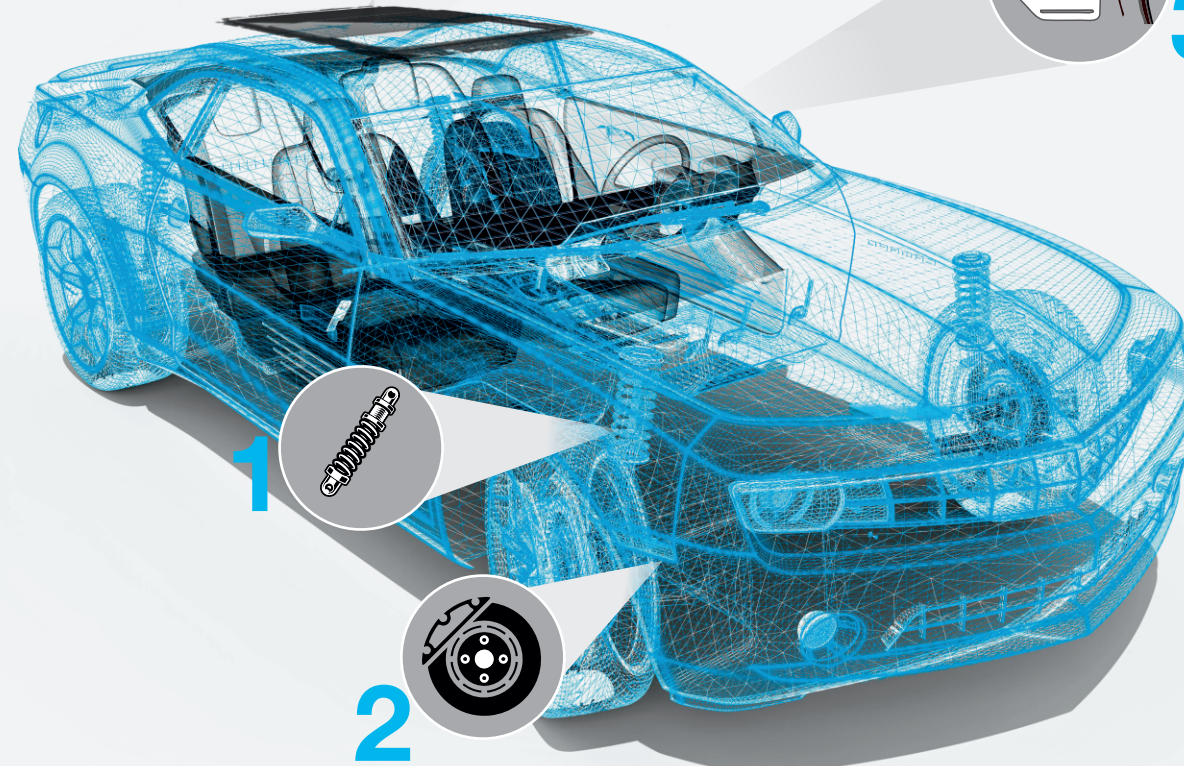
- ABS/ESC
- Master Cylinder & Booster
- Caliper Brake
- Drum Brake
- Rack Electric Power Steering System
- Column Electric Power Steering System
- Manual Rack & Pinion (Steering Gear Box)
- Suspension Strut Assembly
- Suspension Shock Absorber Assembly



4



3



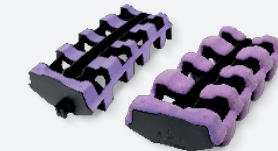
3

**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)



## 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 **I-POWER** ANAND I-Power

Established in 1976



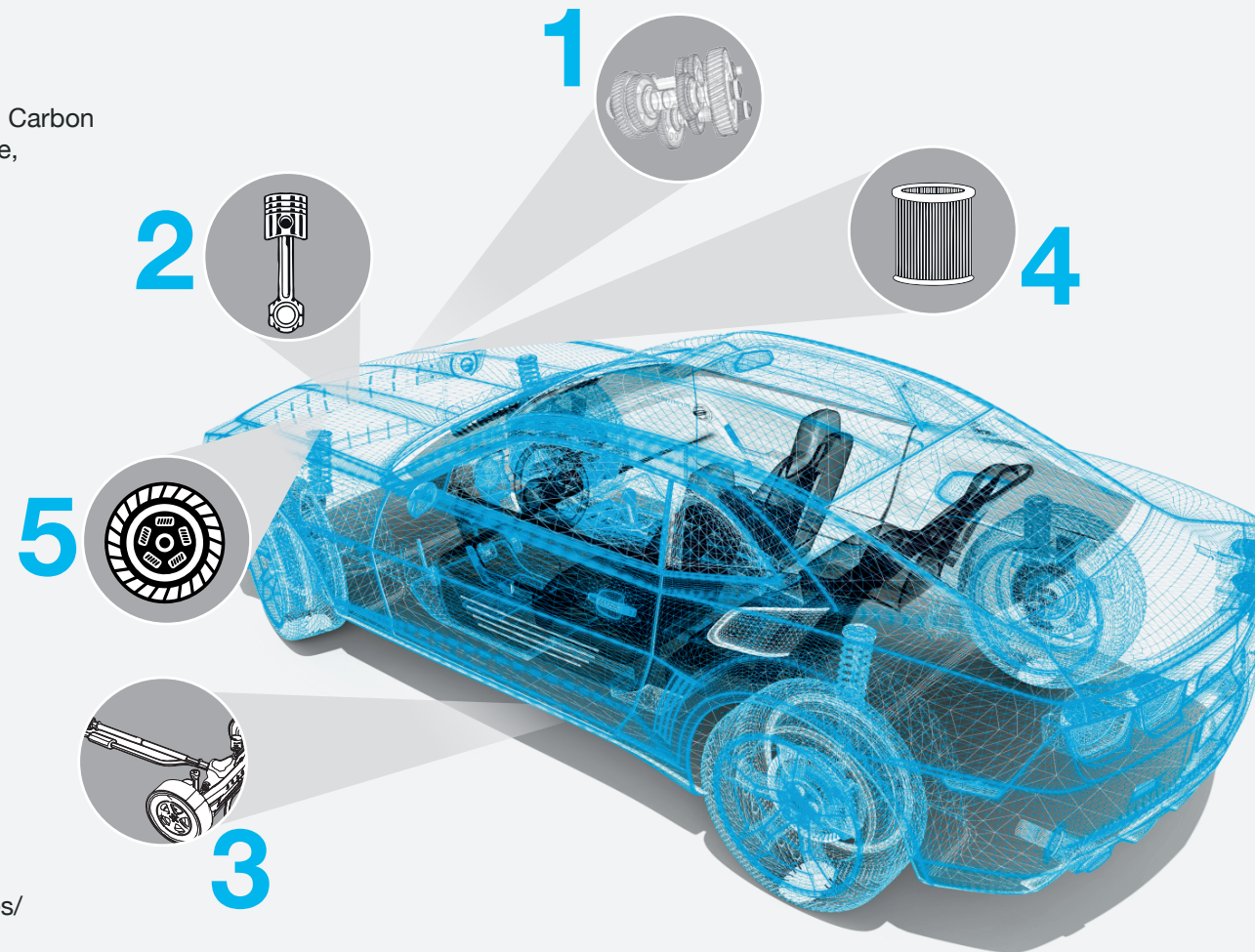
- Piston Rings
- Clutch Pressure Plates
- Slack Adjusters
- Differential Housings
- Wheel Hubs
- SG and Grey Iron Castings

## 4 **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 ANAND**

CY Myutec

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



## 5 **Valeo** VALEO FRICTION MATERIALS INDIA

Established in 1997

- Clutch Friction Material
- Brake Friction Material
- Friction Washer







1

**ANCHEMCO**

**ANCHEMCO INDIA**

Established in 1995



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

2



3



4



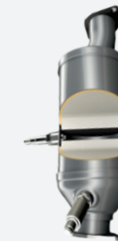
2

**FORVIA**

**faurecia**

**FAURECIA EMISSIONS CONTROL TECHNOLOGIES INDIA**

Established in 1997



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

3

**JOYSON**  
SAFETY SYSTEMS

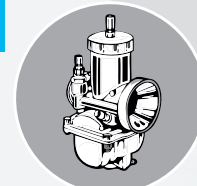
**JOYSON ANAND  
ABHISHEK SAFETY SYSTEMS**

Established in 2020



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

1



4

**MAHLE**

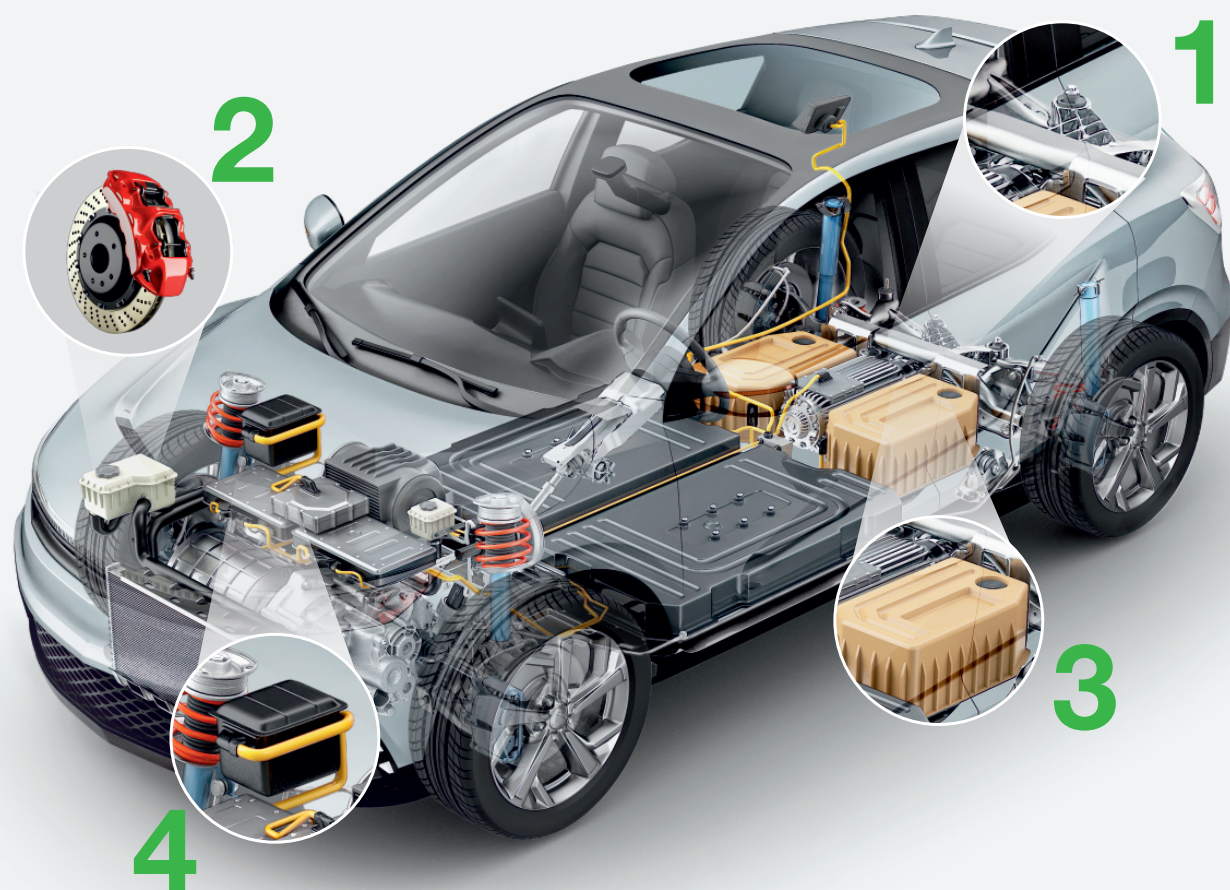
**MAHLE ANAND  
THERMAL SYSTEMS**

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



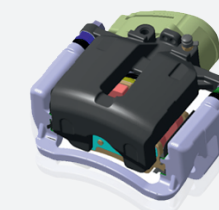




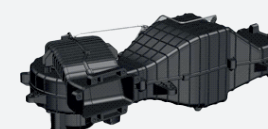
**1**   
**DANA ANAND INDIA**  
 Established in 1993  
 - E-Axles for BEV & Hybrids



**2** **HL Mando**  
**HL MANDO ANAND INDIA**  
 Established in 1997  
 - Integrated Dynamic Brake (IDB)  
 - MOC (EPB - Electric Parking Brake)



**3** **MAHLE**  
**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**  
**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
- Pioneer of Ride Control Products in India with state-of-the-art integrated operations
- Strong R&D focus, employing 75+ specialists, highest in the industry
- Revenue ₹40.63\* Bn in FY24-25, as compared to ₹34.02\* Bn in FY23-24 (YoY 19.4%)



Manufacturing  
Plants



Satellite  
Plants



Sales Across  
25  
Countries



Patents Filed  
(32 Granted)



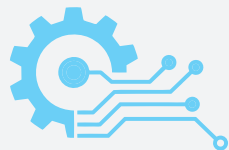
Employees

### Number 1 Brand in Aftermarket

Leadership with market share of >40% FY 2025, in India

### Long-Standing Client Relationships

Only company in suspension with meaningful presence  
across all vehicle segments: 2-3W, PC, CV and Railways Segments



### 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)



TATA MOTORS VENDOR CONFERENCE 2024





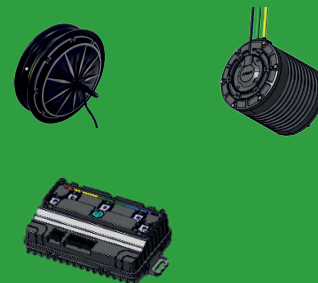
ANEVOLVE is India's premier Future Tech platform, creating, designing, and manufacturing tech solutions for electric mobility and other sectors.

# ANEVOLVE



ANEVOLVE  
MANDO EMOBILITY

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



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



## CHAKRATEC

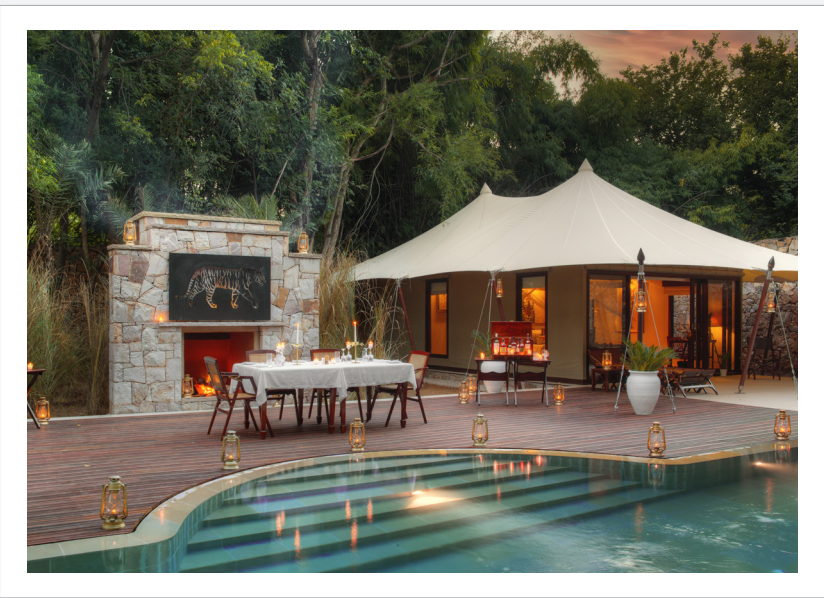
INTERNATIONAL  
IN PARTNERSHIP WITH ZOOZ

Energy Storage  
in kinetic form for  
use during fast  
charging of EVs





TRANSFORMATIVE AND EXPERIENTIAL TRAVEL



SUJÁN  
SHER BAGH  
RANTHAMBHORE



SUJÁN  
THE SERAI  
JAISALMER

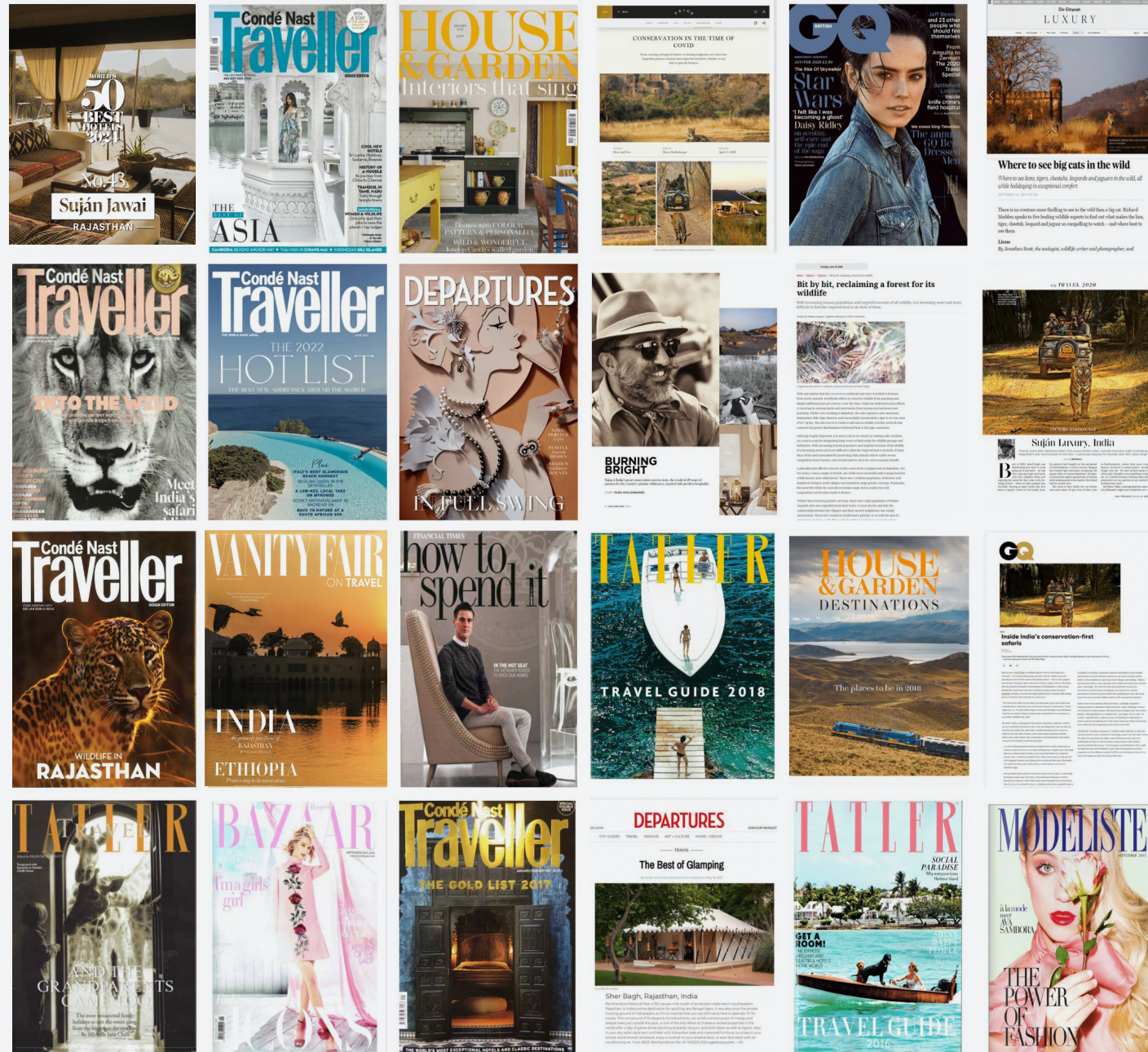


SUJÁN  
JAWAI  
JAWAI BANDH



# SUJÁN GLOBAL RECOGNITIONS

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



# SUJÁN

- 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
- Condé Nast Traveller (CNT) Gold List 2023
- The Telegraph: Best Holidays for Wildlife Lovers 2023
- Afar: The World's 15 Best Glamping Sites 2023
- Departures Magazine: A Conservation Tourism Project Like No Other 2023
- Condé Nast Readers Choice Best Hotels in India 2022
- CNT Hot List 2022: Best Newly Designed Hotels in the World





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



AUTO EXPO 2023



BHARAT MOBILITY GLOBAL EXPO 2025 INAUGURATION



CII CONFERENCE ON THE FUTURE OF MOBILITY IN INDIA, 2025





# BUSINESS DEVELOPMENT CONNECTING WITH KEY **AUTOMOTIVE CUSTOMERS**



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



BHARAT MOBILITY 2024 INAUGURATION



ANAND TECHNOLOGY DAY FOR MSIL 2023



ANAND TECHNOLOGY DAY FOR TATA MOTORS 2024



ANAND TECHNOLOGY DAY FOR MAHINDRA 2023



AUTO EXPO 2023 INAUGURATION



ANAND TECHNOLOGY DAY FOR SUZUKI JAPAN 2024



ANEVOLVE TECHNOLOGY DAY FOR HERO 2024



# BUSINESS DEVELOPMENT GARNERING CUSTOMER APPRECIATION



MARUTI SUZUKI VENDOR CONFERENCE 2025



MARUTI SUZUKI VENDOR CONFERENCE 2024



MAHINDRA ANNUAL SUPPLIER CONFERENCE 2024



MAHINDRA VENDOR CONFERENCE 2025



SUZUKI MOTORCYCLE INDIA ANNUAL SUPPLIER CONFERENCE 2024



ASHOK LEYLAND GOLD AWARD 2023



TATA MOTORS ANNUAL SUPPLIER CONFERENCE 2024



# HUMAN RESOURCES NURTURING AND GROOMING OF TALENT

**OE Model** - Pioneered the “Operating Engineer” Model, which has enabled ANAND locations being union free and also managed by educated workforce

## Developing Leadership from within -

- ANAND Leadership Development Programme (ALDP) is a 18-month programme for high-potential leaders
- Human Capital (HC) Programme identifies talent for development at junior/mid-management levels

## Talent management programmes -

- Coaching & Mentoring structured programmes for senior leaders and ALDP participants
- Sponsored Higher Education & Training partnerships with premier Indian institutes (IIM, ISB, XLRI) for customised programmes

## World of Opportunities -

- ANAND people are sent overseas for training at JV partner locations
- Overseas Education opportunities for senior leaders at top global universities (Oxford, MIT, INSEAD)

**Career Mobility** - Cross-fertilisation of skills and growth opportunities across ANAND companies and JV Partners

## Diversity and Inclusivity: Foundational to our culture -

- With presence in >75 locations across India, ANAND employs talent from diverse backgrounds and geographies
- Provides accommodation facilities and other amenities to encourage women seek employment





# 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 Manufacturing (VLFM) programme was started by CII in partnership with the Japan International Co-operation Agency (JICA)
- Under the VLFM Umbrella, Visionary Small And Medium Enterprises (VSME) aims for win-win ties between customers and suppliers and to improve manufacturing processes of suppliers (quality, cost, delivery)
- Through VLFM, ANAND Senior Managers are given unique leadership perspectives
- Around 100 managers trained in VLFM since 2007
- Dedicated teams of ANAND engineers have helped around 600 suppliers since 2009

## Future Ready



- Elevating skills in Industrie 4.0 (emerging technologies) via Artificial Intelligence (AI) & Machine Learning (ML) since 2021
- 75 personnel trained or undergoing training
- ANAND Visual Management - Enabling integrated, digital & paperless factories via Industrie 4.0 applications
- Initiated design and deployment of Industrie 4.0 systems across ANAND

## Zero Defects



- ANAND House of Quality (AHQ) - Groupwide initiative to improve quality in multiple areas
- Application of Six Sigma for Zero Defect Product launches via design for Six Sigma and defect elimination.
- Over 150 trained & certified belts

## Manufacturing Excellence



- ANAND Heijunka Production System (AHPS)- Moving plants from traditional manufacturing to world- class practices
- Cost of Quality- Preventive & holistic approach to reduce or eliminate Cost of Quality
- Safety of all employees is vital for all Group companies



# 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



Refurbishment  
of Dug Wells



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 3.44 lakh school students, 50% female students
- 680+ scholarships awarded to females for 3-year diploma engineering
- 150+ government school students secured state scholarships

### Skill Development



- 42,000+ trained youth (70% females)
- 70% placement success rate
- 600+ individuals groomed as entrepreneurs
- Key focus on employability of persons with speech and hearing impairment
- Females trained in male-dominated trades of plumbing and 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 ₹140mn micro credit for 1000+ Self Help Groups
- In Rajasthan:
  - 100 sq.km. of wilderness protected
  - 15k households benefit from sanitation services
  - Healthcare for 1.2L+ livestock
  - 60 individual leopards identified between 2013-20



## MANAGEMENT & GOVERNANCE

### PURSuing ORGANISATIONAL TRANSPARENCY



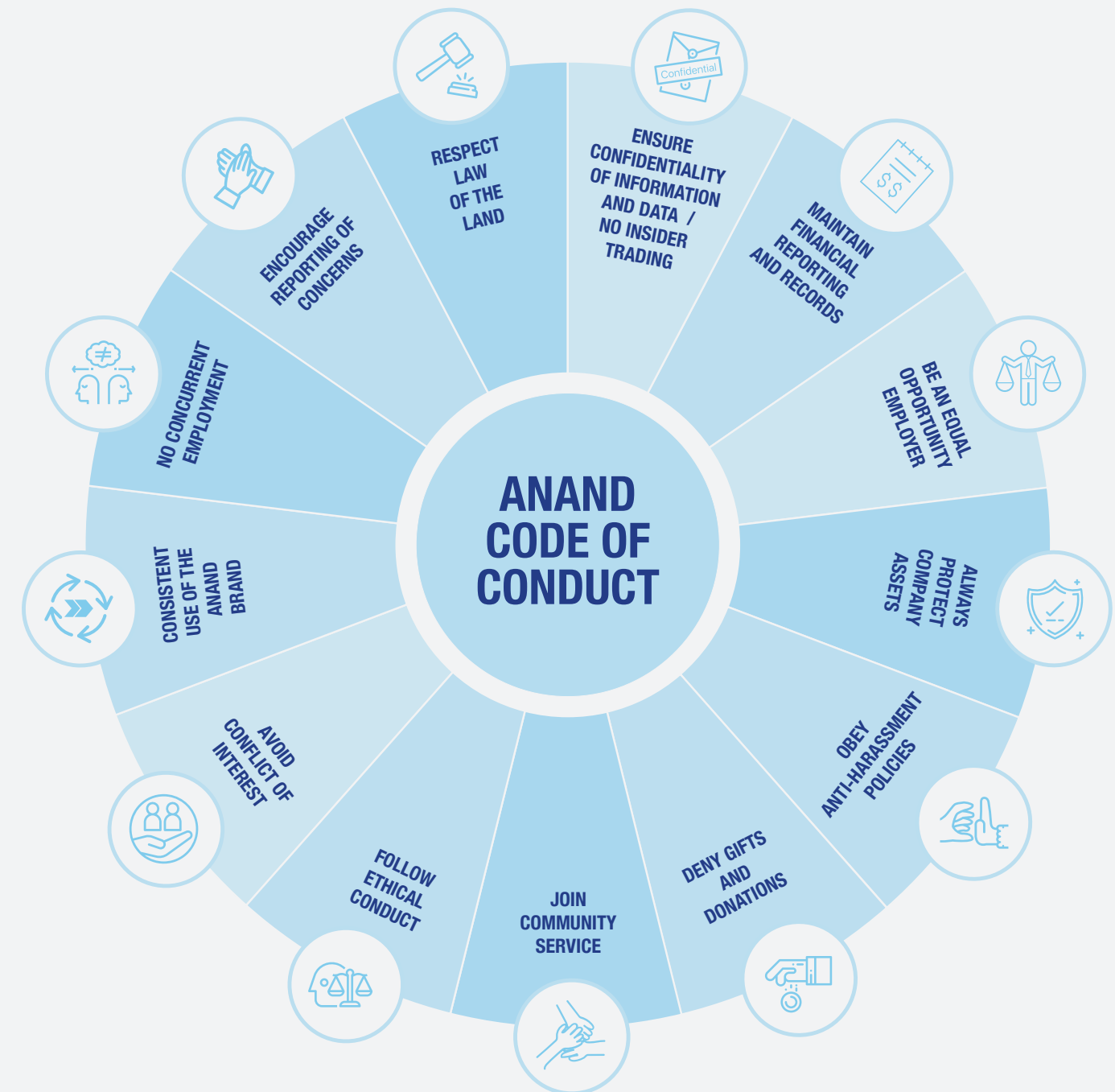
**Ethics** - Ethics forms a very important component of ANAND Group's belief and its practices. Employees, suppliers and vendors are encouraged and guided to maintain the highest level of ethical practices

- 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





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



# DRIVING WITH INDIA SINCE 1961