

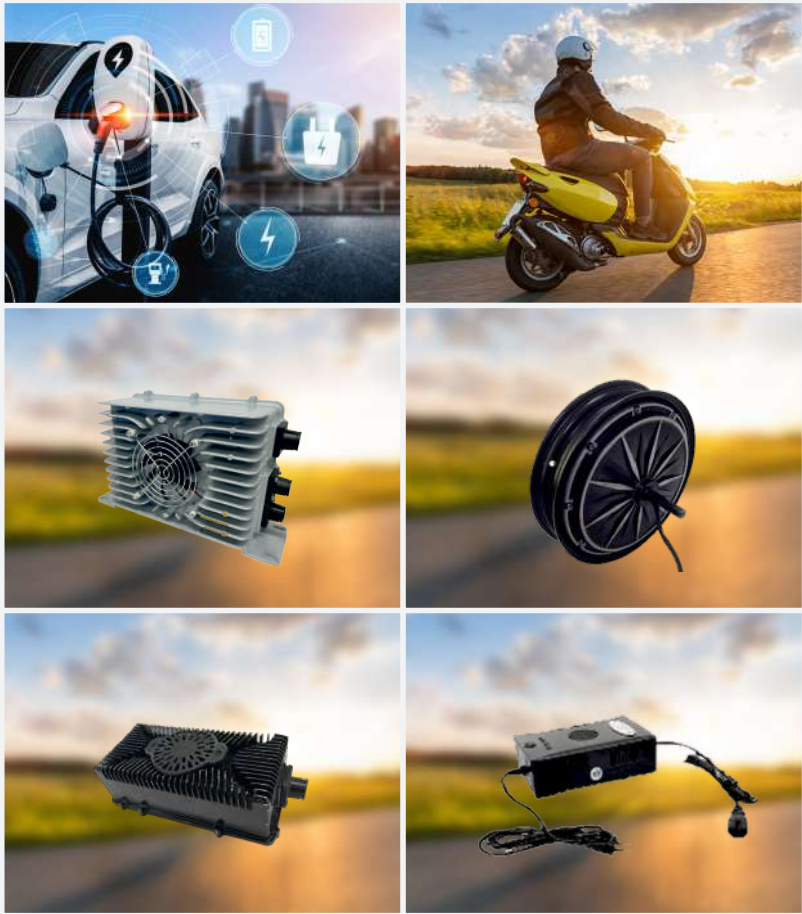


LEADING PLAYER ACROSS THREE BUSINESS SEGMENTS

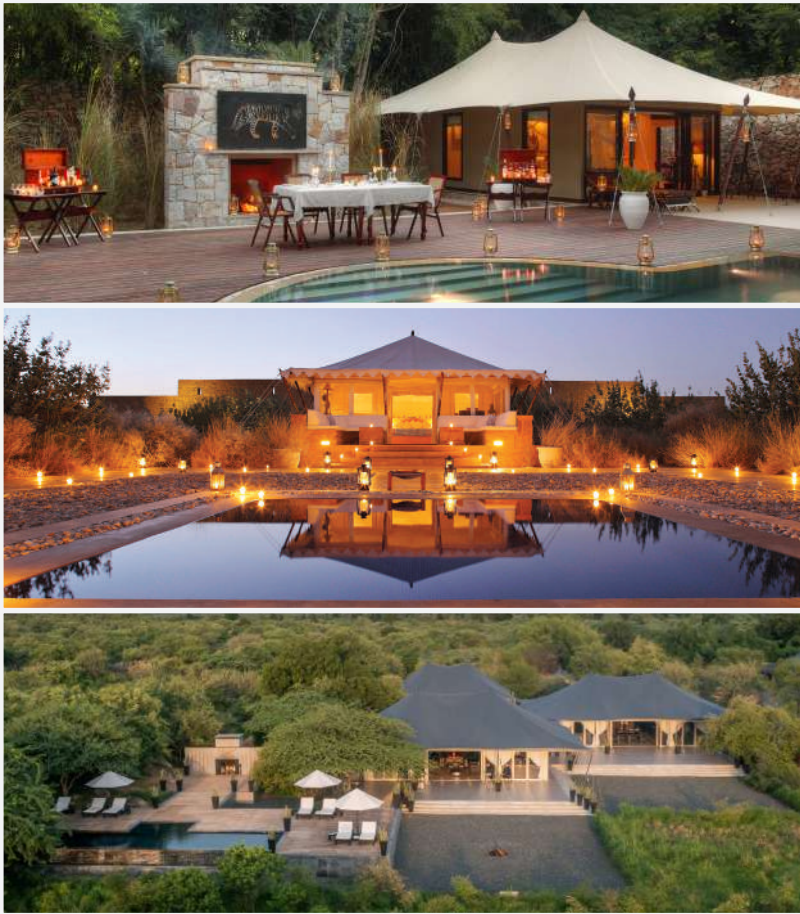
AUTOMOTIVE



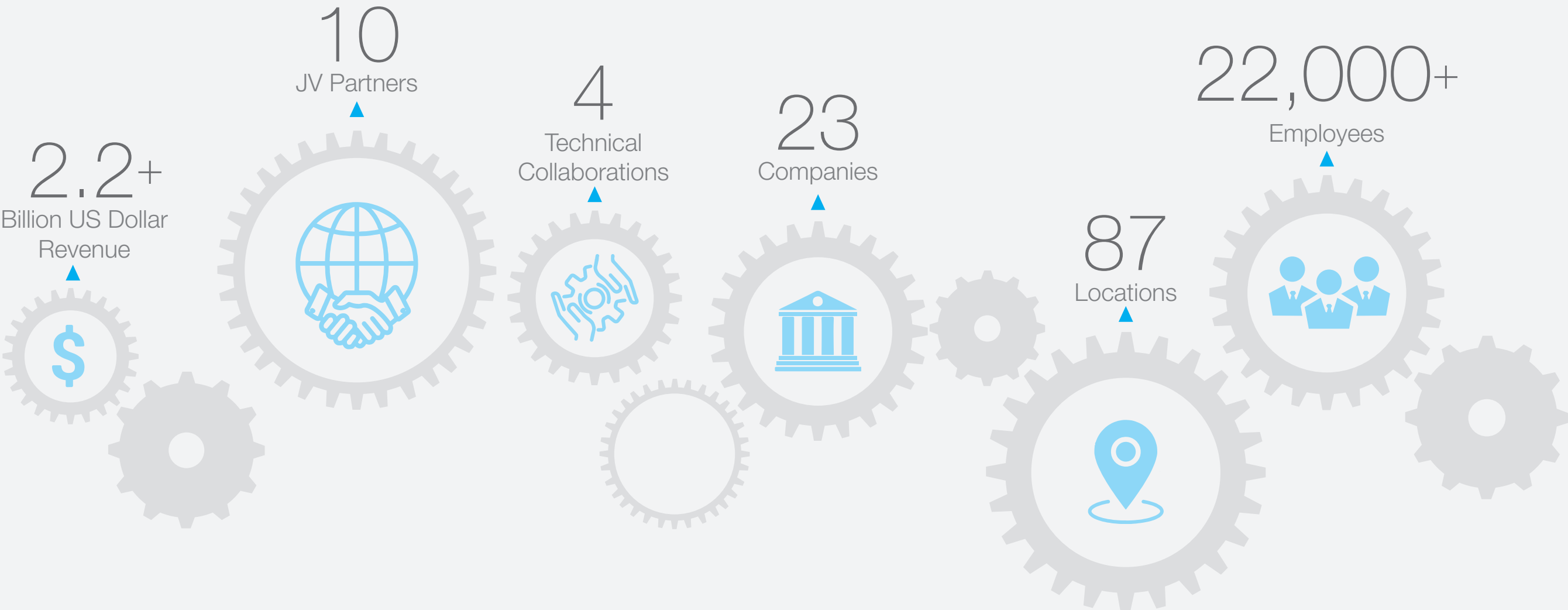
FUTURE TECH



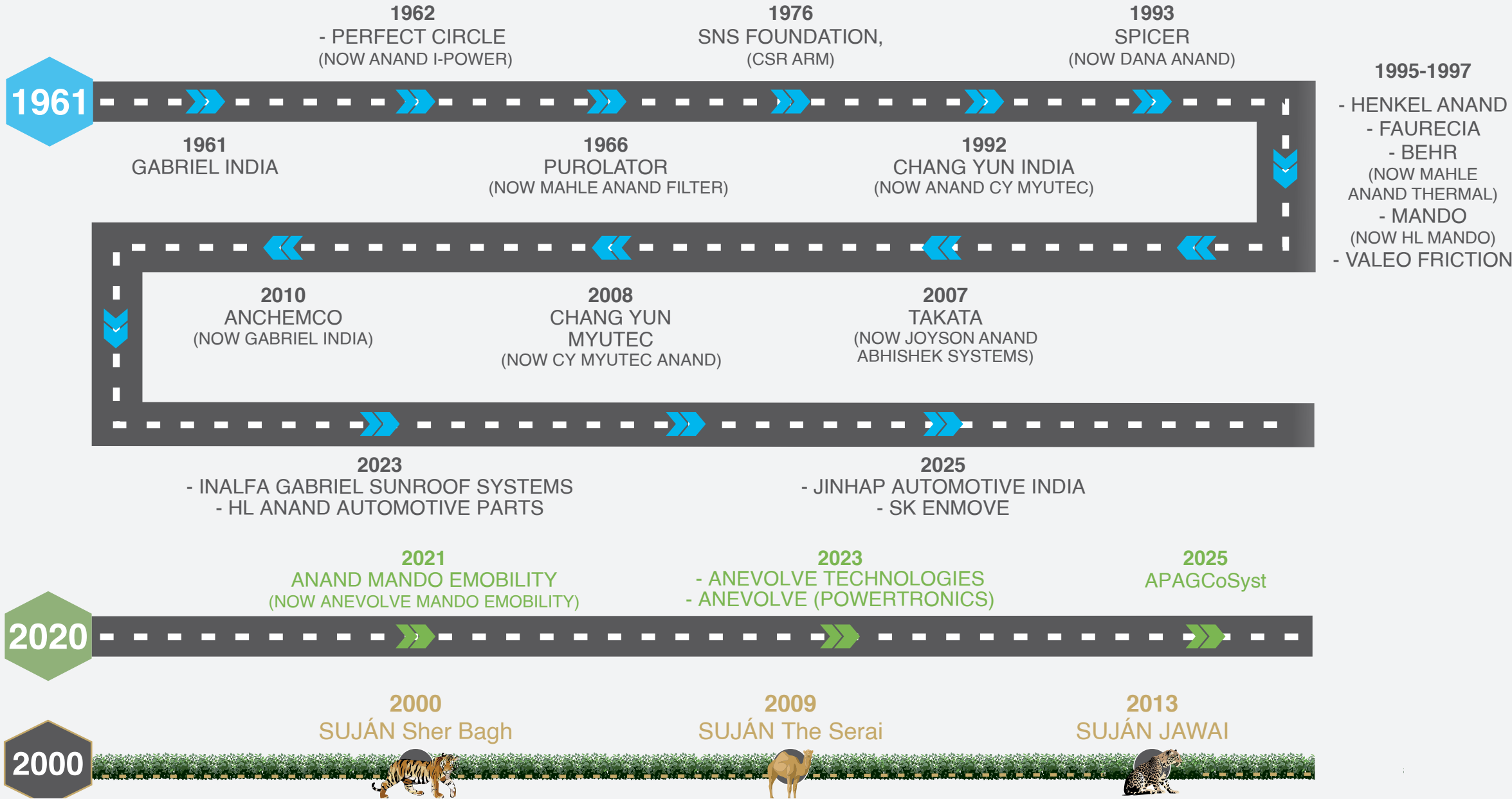
HOSPITALITY



FACTS AT A GLANCE



SIX DECADES+ OF BUILDING TRUST



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

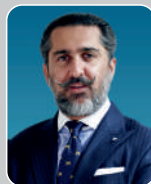


Deepak Chopra
Trustee



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



S. Sarathi
Group President,
Chief Assurance Officer



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



Rajeev Gera
Group President,
Chief Marketing Officer &
Group Materials



Atul Jaggi
Group President,
Managing Director,
Gabriel India Limited

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

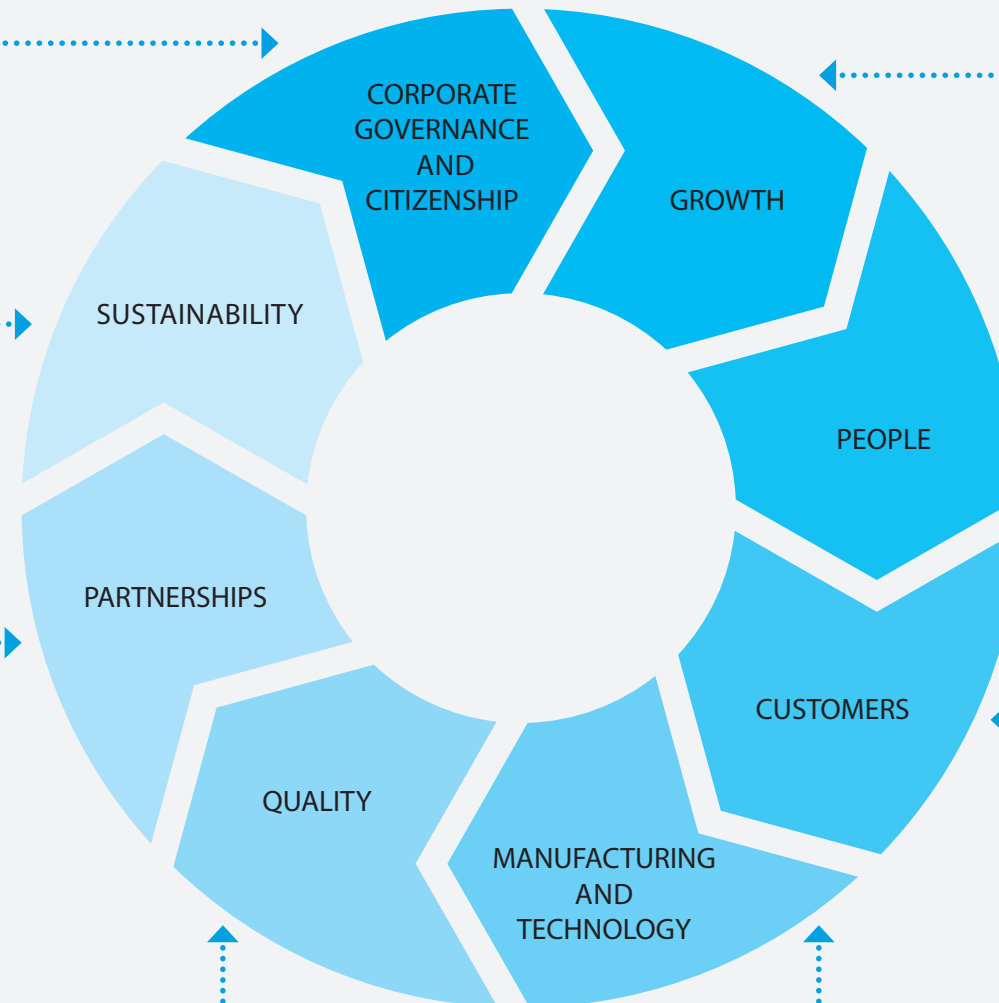


- Be always ethical
- Enhance fairness and transparency
- Strengthen CSR activities under SNS Foundation
- Ensure robust strategic planning and execution
- Strengthen governance through Group Supervisory Board

- 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



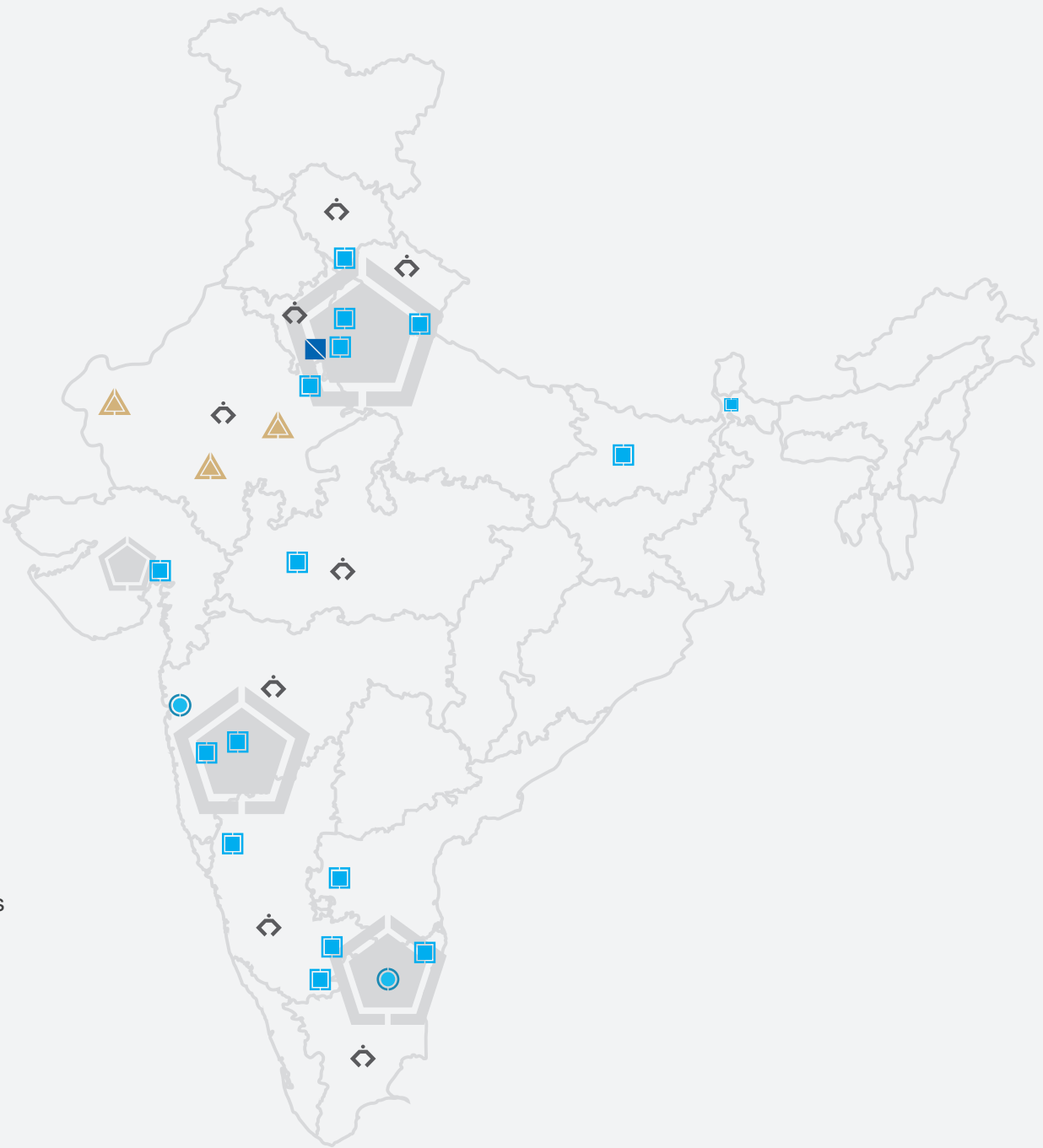
- Be top 3 player in each segment
- Aim to grow ahead of the market

- 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

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)

New Delhi (Corporate Headquarters)

Haryana (Gurugram, Manesar)

Uttar Pradesh (Greater Noida)

Uttarakhand (Pantnagar)

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

Madhya Pradesh (Dewas)

Bihar (Patna)

West Bengal (Siliguri)

Gujarat (Ahmedabad, Sanand)

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

Andhra Pradesh (Anantapur)

Karnataka (Bangalore, Jodhalli, Malur)

Tamil Nadu (Chennai, Hosur)

OUR PARTNERS

JOINT VENTURE PARTNERS

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

★ TECHNICAL COLLABORATIONS

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



Revenue: **US\$ 10.3 Bn**
Employees: **42,000+**



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



Revenue: **US\$ 23.8 Bn**
Employees: **1,06,100+**



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



Revenue: **US\$ 93 Mn**
Employees: **500+**



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



Revenue: **US\$ 6.4 Bn**
Employees: **17,150+**



Revenue: **US\$ 408 Mn**
Employees: **1200+**



Revenue: **US\$ 3.5 Bn**
Employees: **300+**



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 CY 2024

AUTOMOTIVE CUSTOMER PRESENCE



ATHER



CATERPILLAR



DAIMLER



GREAVES
ELECTRIC
MOBILITY



ISUZU



ROYAL ENFIELD



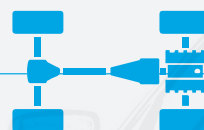
and many more...



Chassis



Emission
Control



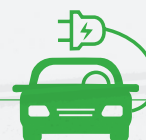
Powertrain



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

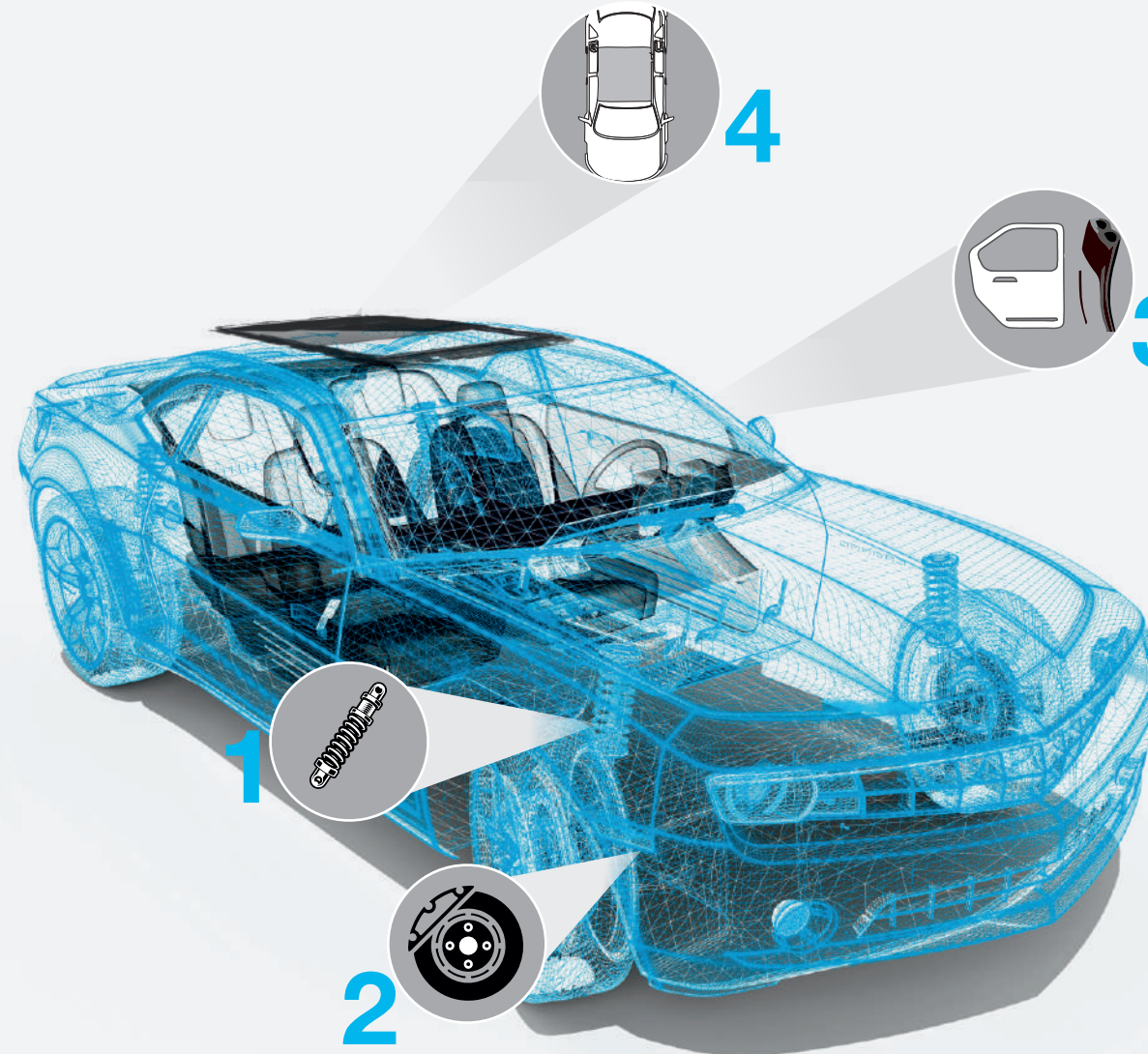
HL Mando

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



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 **IPOWER**

ANAND I-Power

Established in 1976

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



6

1

2

4

5

3

6

JINHAP JINHAP GABRIEL AUTO INDIA

Established in 2025

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



1 **CY MYUTEC**

CY MYUTEC ANAND

Established in 2008

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



3



DANA ANAND INDIA

Established in 1993

- Axles
- Drive Shafts
- Drivetrain Components



5



VALEO FRICTION MATERIALS INDIA

Established in 1997

- Clutch Friction Material
- Brake Friction Material
- Friction Washer



1

GABRIEL

GABRIEL INDIA
(Previously ANCHEMCO INDIA)

Established in 1995



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

3

JOYSON
SAFETY SYSTEMS

JOYSON ANAND
ABHISHEK SAFETY SYSTEMS

Established in 2020



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

5

SK enmove

SK ENMOVE GABRIEL

Established in 2025



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

2



3



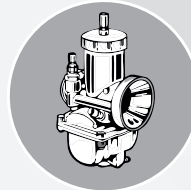
4



5



1



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

4

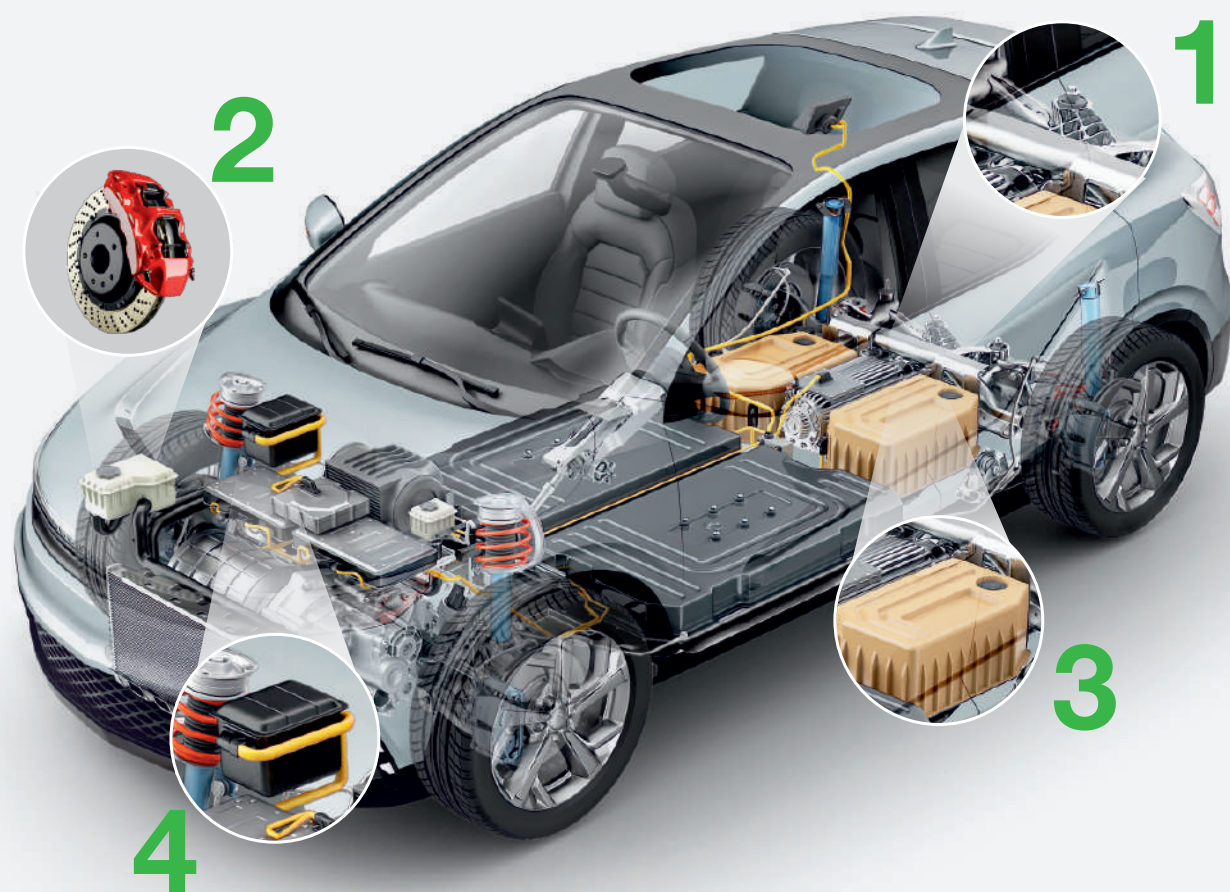
MAHLE

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





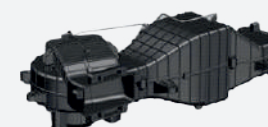
1 
DANA ANAND INDIA
 Established in 1993
 - E-Axles for BEV & Hybrids



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 80+ specialists, highest in the industry
- Revenue `40.63\* Bn in FY24-25, as compared to `34.02* Bn in FY23-24 (YoY 19.4%)

9

Manufacturing
Plants

3

Satellite
Plants

Sales Across

25

Countries

87

Patents Filed
(32 Granted)

4800+

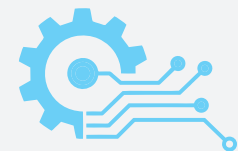
Employees

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)



GABRIEL TECH CENTER



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



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



TRANSFORMATIVE AND EXPERIENTIAL TRAVEL




SUJÁN
SHER BAGH
RANTHAMBHORE



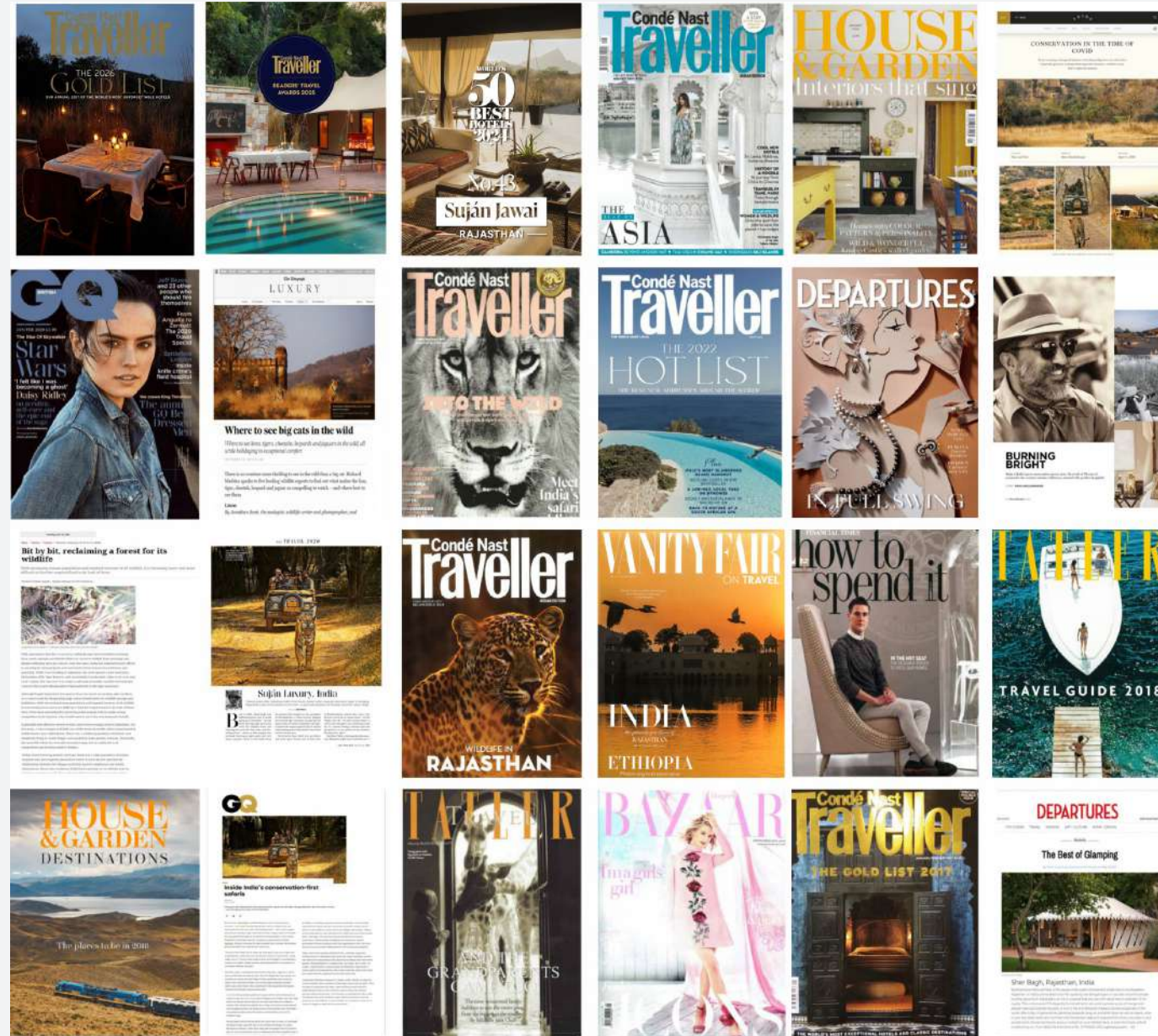

SUJÁN
THE SERAI
JAISALMER




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

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



BUSINESS DEVELOPMENT



AFTERMARKET



HUMAN RESOURCES & ANAND U



TECHNOLOGY & INNOVATION



GROUP COMMUNICATIONS



CORPORATE SOCIAL RESPONSIBILITY



MANAGEMENT & GOVERNANCE



INFRASTRUCTURE & SUSTAINABILITY



INTERNAL AUDIT, FINANCE, TAX & LEGAL



INFORMATION TECHNOLOGY



EXCELLENCE IN MANUFACTURING, CORPORATE MATERIALS



GROUP STRATEGY

BUSINESS DEVELOPMENT



CUSTOMER RELATIONSHIPS

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

BUSINESS INTELLIGENCE

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

VOICE IN THE INDUSTRY

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

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



CII NR ANNUAL REGIONAL MEETING 2025-26



GABRIEL INDIA & SK ENMOVE JV AGREEMENT SIGNING



BHARAT MOBILITY GLOBAL EXPO 2025 INAUGURATION



ACMA ŠKODA AUTO VOLKSWAGEN TECHNOLOGY SHOW



BUSINESS DEVELOPMENT CONNECTING WITH KEY AUTOMOTIVE CUSTOMERS



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



CII SMART MANUFACTURING SUMMIT 2025



BHARAT MOBILITY GLOBAL EXPO 2025



ACMA ATHER TECHNOLOGY DAY 2025



MAHLE AND ANAND LEADERSHIP TEAM



ANAND TECHNOLOGY DAY FOR HINO JAPAN 2025



SUZUKI ANNUAL SUPPLIER CONFERENCE 2025



ANAND TECHNOLOGY SHOW 2026

BUSINESS DEVELOPMENT GARNERING CUSTOMER APPRECIATION



MARUTI SUZUKI VENDOR CONFERENCE 2025



ISCM PROCUREMENT RANKING 2026



ACMA EXCELLENCE AWARD 2026



MAHINDRA SUPPLIERS MEET 2025



TATA MOTORS SUPPLIER CONFERENCE 2025



ACMA EXCELLENCE AWARD 2025



SUZUKI MOTORCYCLE INDIA ANNUAL SUPPLIER CONFERENCE 2026

HUMAN RESOURCES

NURTURING AND GROOMING OF TALENT

OE Model

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

Building Future Talent Pipeline

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

Developing Leadership from Within

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

Talent Management Programmes

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

World of Opportunities

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

Career Mobility

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

Diversity and Inclusivity: Foundational to our culture

- Diverse workforce across 75+ locations in India
- Accommodation and support facilities to encourage women's participation



HUMAN RESOURCES

DEVELOPING RESOURCES THROUGH ANAND U



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

“BUSINESS IS 90% PEOPLE”

MR. DEEP C. ANAND



EXCELLENCE IN MANUFACTURING (EIM)



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

Leadership & Technical Skilling



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

Future Ready



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

Zero Defects



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

Manufacturing Excellence



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

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)



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

Anjali Singh
Executive Chairperson,
ANAND Group

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

Jaisal Singh
Vice Chairman, ANAND Executive Board
Chairman, ANEVOLVE



Concentrating
Solar Power(CSP)



Miyawaki
Forests



Energy
Management
Systems (EMS)



High-Rate
Transpiration
System



Check
Dam



Wind
Turbine



Rainwater
Harvesting Pits



Open Space
Reservation
(OSR)



Potable
Organic Waste
Composters(OWC)

COMMUNITY ENGAGEMENT



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

Focus Areas

Education & Diversity



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

Skill Development



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

Health & Hygiene



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

Community & Wildlife Conservation



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

MANAGEMENT & GOVERNANCE PURSUING ORGANISATIONAL TRANSPARENCY

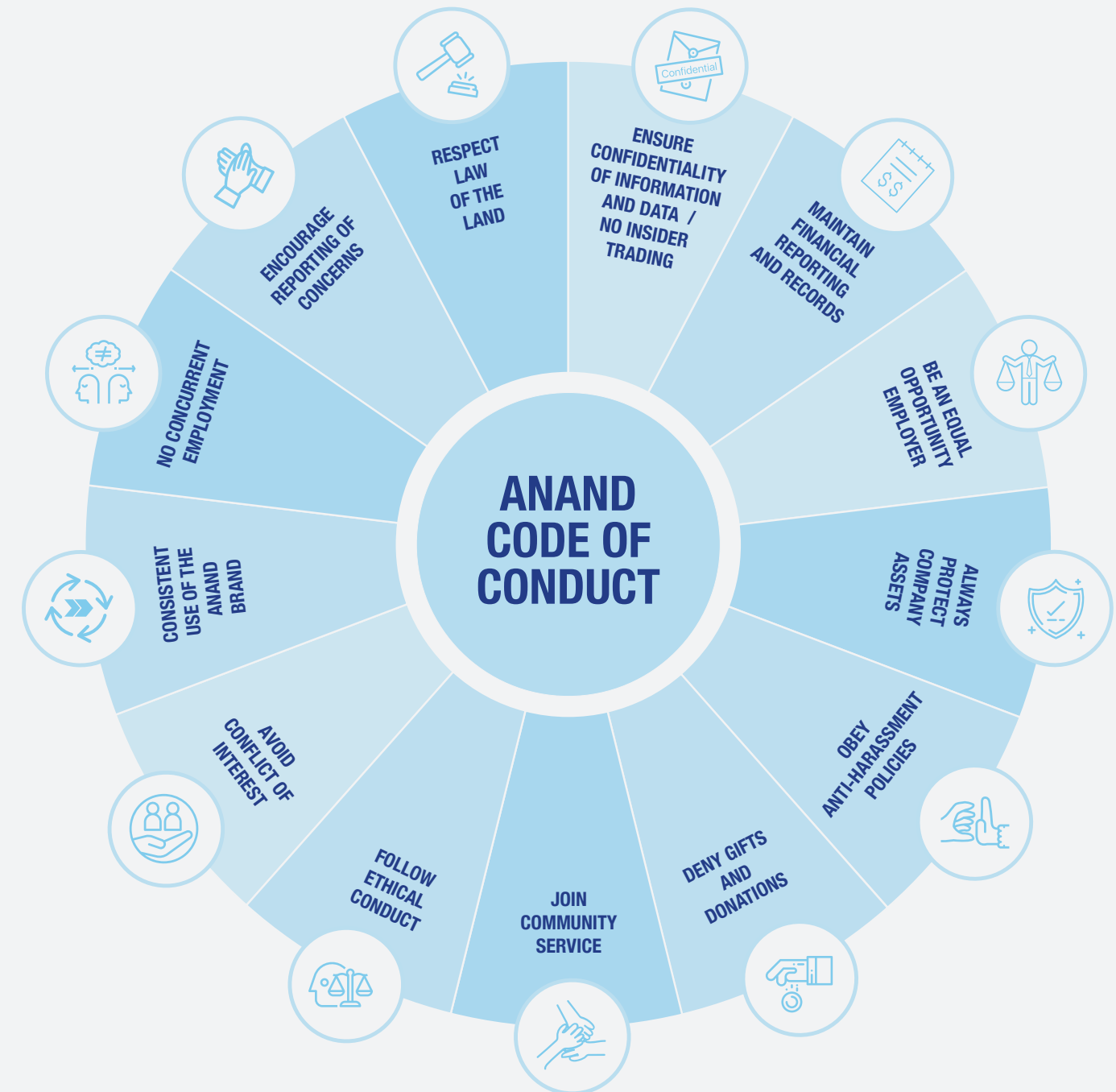
Ethics - Ethics forms a very important component of ANAND Group's belief and its practices. Employees, suppliers and vendors are encouraged and guided to maintain the highest level of ethical practices

- Group Ethics Committee
- Anonymous hot line facility through Integrity Matters

Inclusive work environment - Ensuring a safe, diverse, and supportive workplace for all employees. Any inappropriate behaviour is taken very seriously by a group-level internal committee, which is responsible for educating employees and evaluating any complaints fairly, comprehensively and in a timebound manner

360 Degree Feedback - ANAND is well known for its practice of transparency and formal feedback. It was one of the first companies to establish 360-degree feedback across all levels

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





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

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