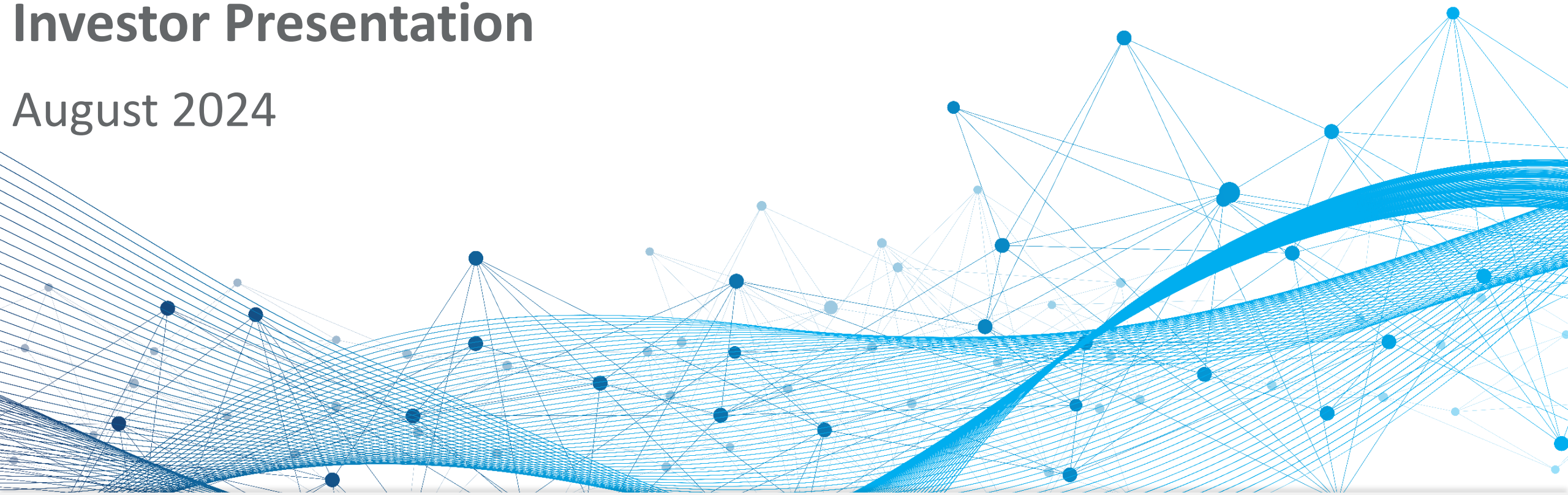


Gabriel India Ltd.

Investor Presentation

August 2024



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TABLE OF CONTENTS

1

Q1 FY25 Result Update

2

Our Strategic Business Drivers

3

Corporate Overview

4

Business Overview

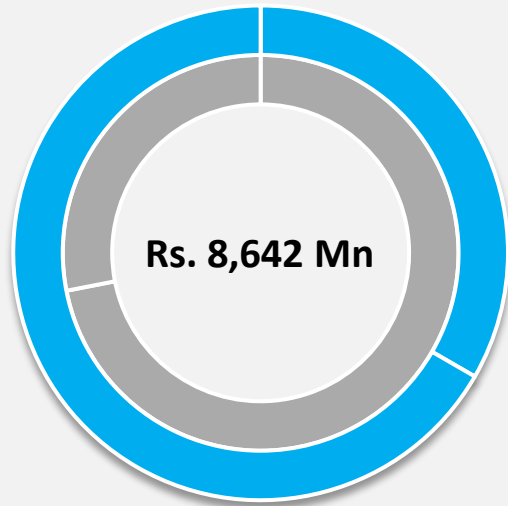


Q1 FY25 Result Update

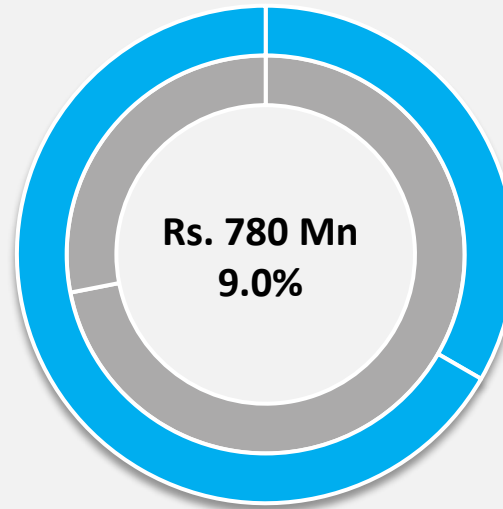
FINANCIAL HIGHLIGHTS – Q1 FY25 (STANDALONE)

Q1 FY25

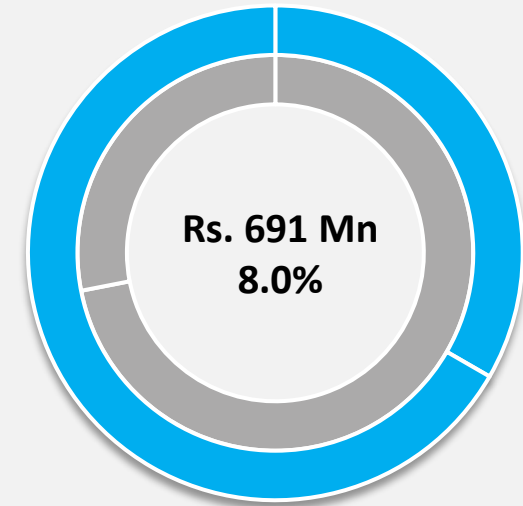
Revenue



EBITDA



PBT



Q4 FY24

Rs. 8,586 Mn

Q1 FY24

Rs. 8,058 Mn

Q4 FY24

Rs. 769 Mn / 9.0%

Q1 FY24

Rs. 690 Mn / 8.6%

Q4 FY24

Rs. 700 Mn / 8.1%

Q1 FY24

Rs. 577 Mn / 7.2%

EBITDA & PBT as % of Revenue

FINANCIAL HIGHLIGHTS – Q1 FY25

Revenue

Rs. 8,642 Mn

Q1 FY24: 8,058 Mn in [+7.3%]

Q4 FY24: 8,586 Mn in [+0.7%]

EBITDA

Rs. 780 Mn (9.0%)

Q1 FY24: 690 Mn in [+13.0%]

Q4 FY24: 769 Mn in [+1.4%]

PBT

Rs. 691 Mn (8.0%)

Q1 FY24: 577 Mn in [+19.8%]

Q4 FY24: 700 Mn in [-1.2%]

Balance Sheet

Net Cash position of Rs. 3,271 Mn
(including Inter Company Loan to
IGSSPL)

Cash Flow

Cash Flow from operations to the
tune of Rs. 484 Mn as compared
to Rs. 487 Mn inflow in Q1 FY24

Capex

Capex incurred during the quarter
Rs. 302 Mn

% shown as change on Y-o-Y and Q-o-Q basis

FINANCIAL TRACK RECORD

P&L (Mn)	Q1 FY25	Q1 FY24	YoY	Q4 FY24	QoQ	FY24	FY23	YoY
Revenue from Operations	8,642	8,058	7.3%	8,586	0.7%	33,426	29,717	12.5%
Gross Margin (%)	25.2%	25.2%	0.0%	24.9%	0.3%	25.1%	23.7%	1.4%
EBITDA Margin (%)	9.0%	8.6%	0.4%	9.0%	0.0%	8.8%	7.2%	1.6%
Net Margin (%)	5.9%	5.3%	0.6%	6.1%	-0.2%	5.5%	4.5%	1.0%

Balance Sheet (Mn)	Q1 FY25	FY24	FY23
Net worth	10,593	10,086	8,703
Gross Debt	98	103	112
Liquid Investments	3,271	3,326	2,984
Fixed Assets (Net)	4,648	4,628	4,407

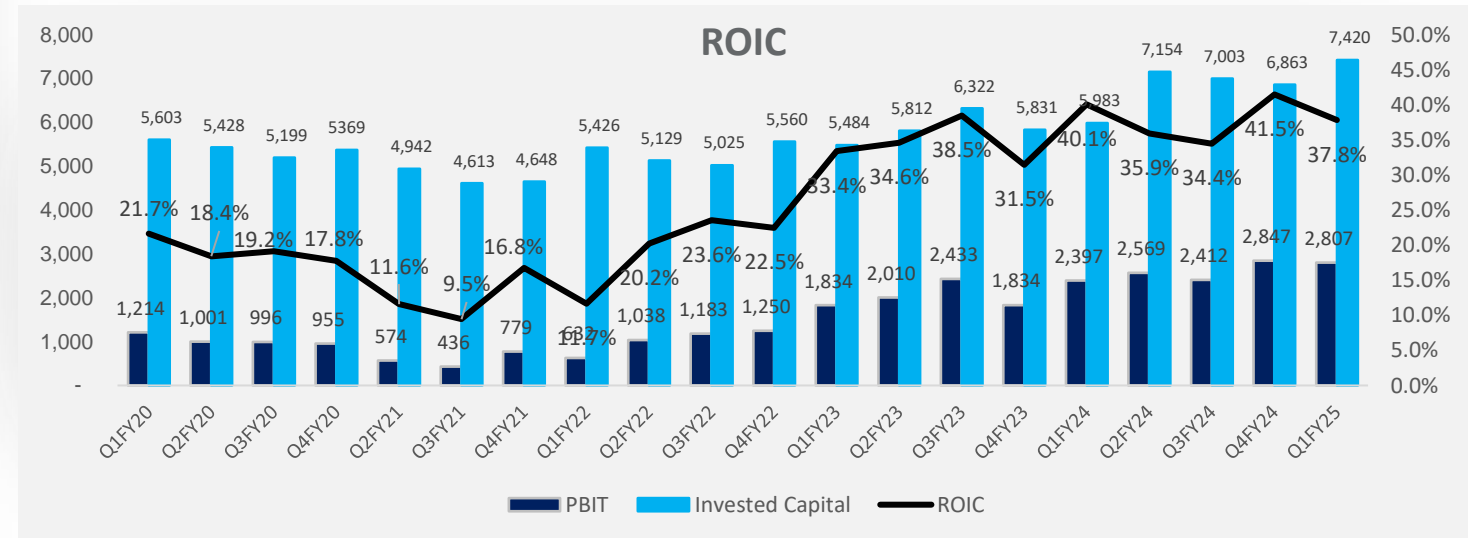
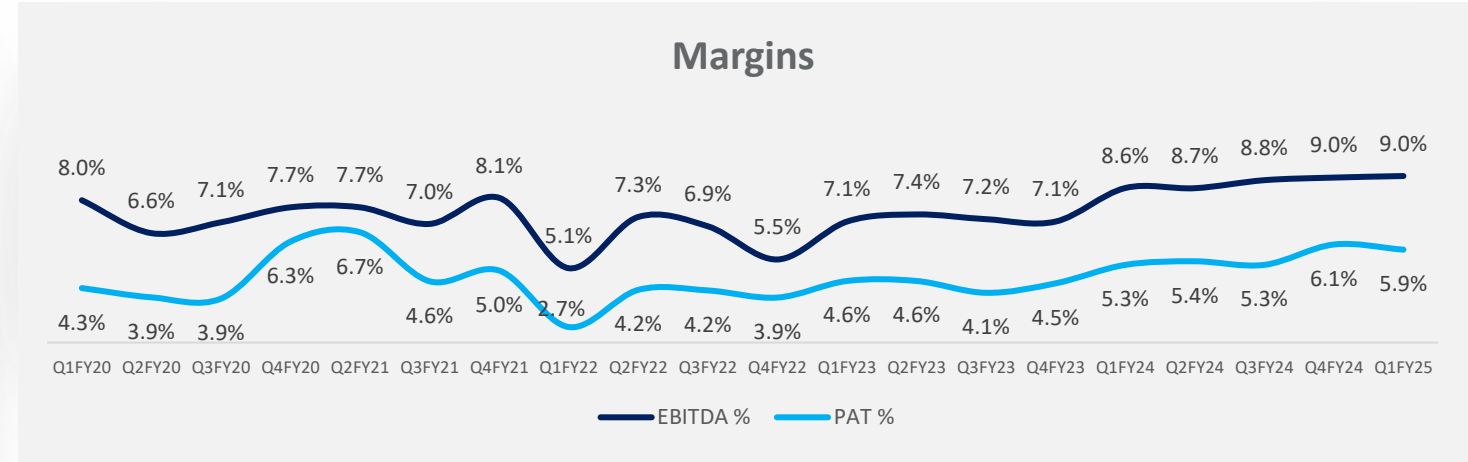
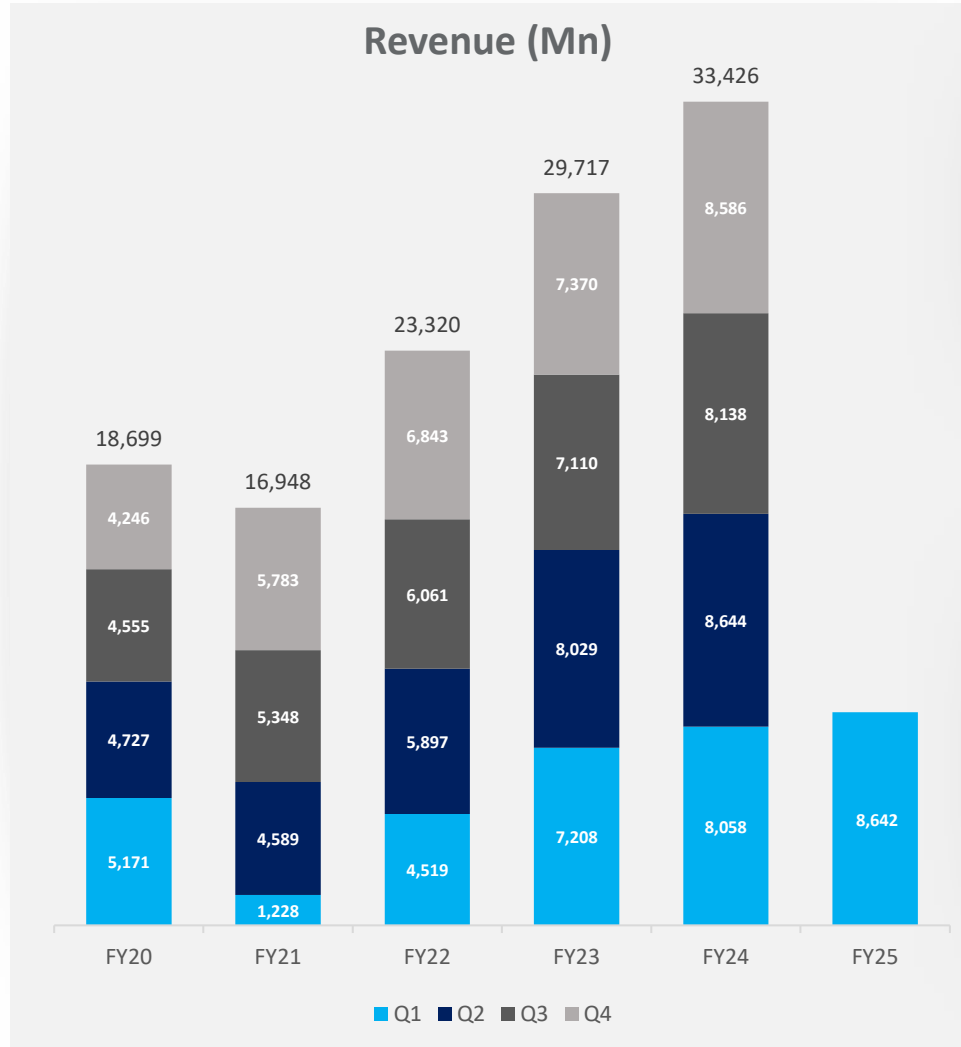
Key Performance Indicators	Q1 FY25	FY24	FY23
Net Working Capital (days)	21	20	18
ROIC (%)	37.8%	37.2%	31.3%
Cash Flow from Operations Inflow/(Outflow)	484	1,889	1,364

Comparison Highlights

QoQ	YoY
<ul style="list-style-type: none"> Revenue: Incr. By 56 Mn New SOP –Curvv EV, Stellantis Citroen Basalt Sales Mix of AM Increase by 2% Gross Margin Incr. By 41 Mn Core 90 Saving EBITDA Margin incr. By 11 Mn Net Margin Decr. By 15 Mn due to Profit on Sale of Asset in previous Quarter 	<ul style="list-style-type: none"> Revenue: Incr. By 585 Mn New SOP –Curvv EV, Stellantis Citroen Basalt, YWD OE Sales Mix Increase by 2% Gross Margin Incr. By 143 Mn Core 90 Saving EBITDA Margin incr. By 90 Mn Net Margin Incr. By 87 Mn

Note:- Liquid Investments include Inter Company Loan to IGSSPL

QUARTERLY PERFORMANCE TREND



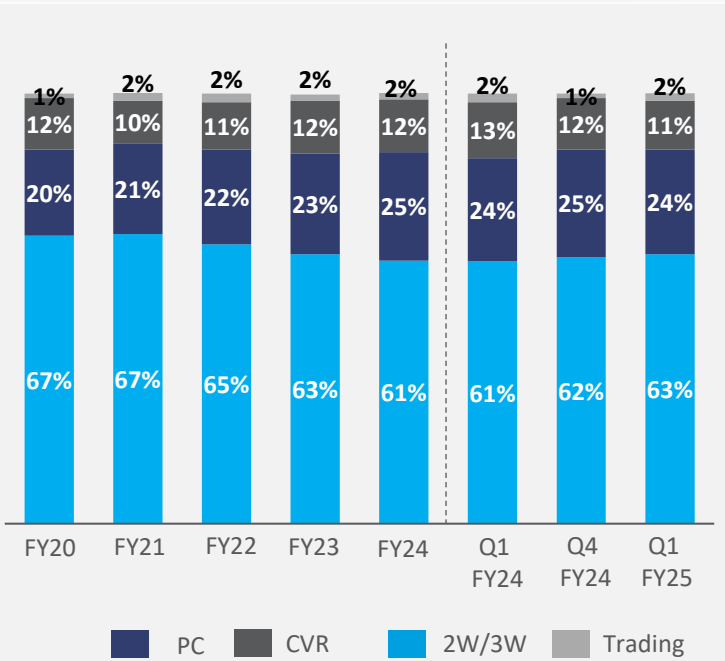
STANDALONE PROFIT & LOSS STATEMENT

Particulars (Rs. Mn)	Q1 FY25	Q1 FY24	YoY	Q4 FY24	Q-o-Q	FY24	FY23	Y-o-Y
Revenue from Operations	8,642	8,058	7.3%	8,586	0.7%	33,426	29,717	12.5%
Raw Material	6,467	6,026		6,452		25,051	22,688	
Raw Material % to Sales	74.8%	74.8%		75.1%		74.9%	76.3%	
Employee Expenses	532	497		501		2,064	1,831	
Employee Expenses % to Sales	6.2%	6.3%		5.8%		6.2%	6.2%	
Other Expenses	863	845		864		3,382	3,061	
Other Expenses % to Sales	9.9%	10.5%		10.1%		10.1%	10.3%	
EBITDA	780	690	13.0%	769	1.4%	2,930	2,137	37.1%
EBITDA %	9.0%	8.6%		9.0%		8.8%	7.2%	
Other Income	74	46		86		191	174	
Other Income % to Sales	0.9%	0.6%		1.0%		0.6%	0.6%	
Interest	9	22		12		54	46	
Interest % to Sales	0.1%	0.3%		0.1%		0.2%	0.2%	
Depreciation	153	137		143		566	486	
Depreciation % Sales	1.8%	1.7%		1.7%		1.7%	1.6%	
PBT	691	577	19.8%	700	-1.2%	2500	1,779	40.5%
PBT %	8.0%	7.2%		8.1%		7.5%	6.0%	
Tax	179	152		172		649	456	
PAT	512	425	20.4%	527	-2.9%	1852	1,324	39.9%
PAT %	5.9%	5.3%		6.1%		5.5%	4.5%	
EPS	3.6	3.0		3.7		12.9	9.2	

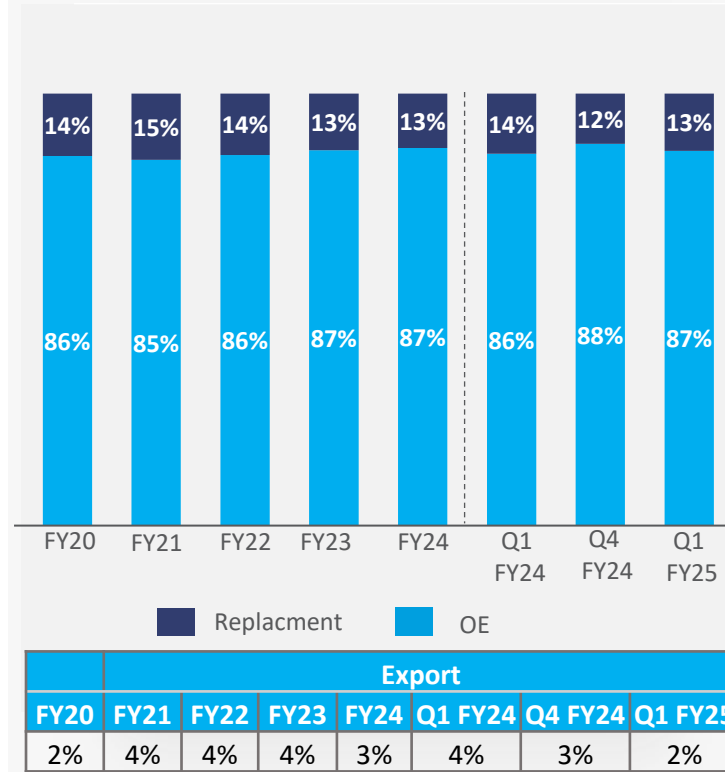
Note : Foreign Fluctuation (Net) is part of Other Income.

REVENUE MIX (INC. TRADING)

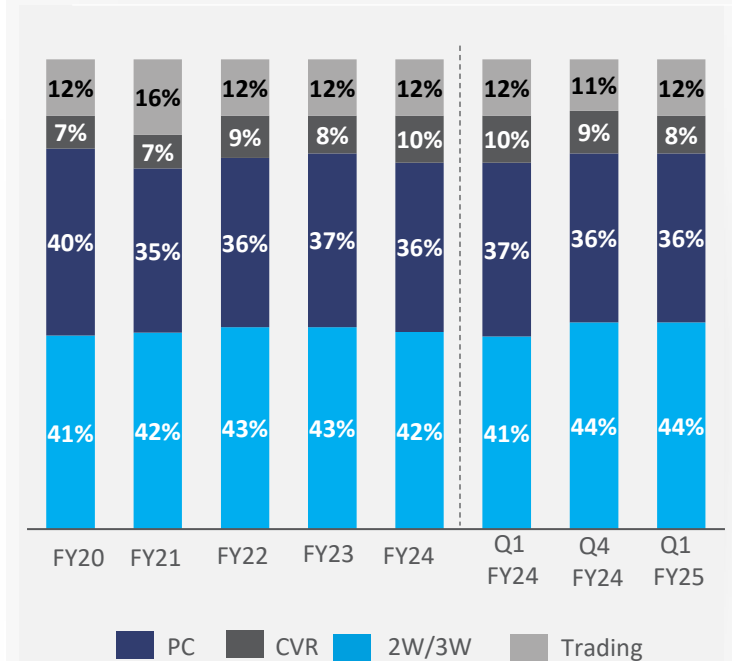
Segment Mix



Channel Mix



Aftermarket



- Improvement in 2W Volumes in Q1 FY25 (63%) compared to Q1 FY24 (61%)
- After market has decreased from 13% (Q1 FY24) to 11% (Q1 FY25)

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

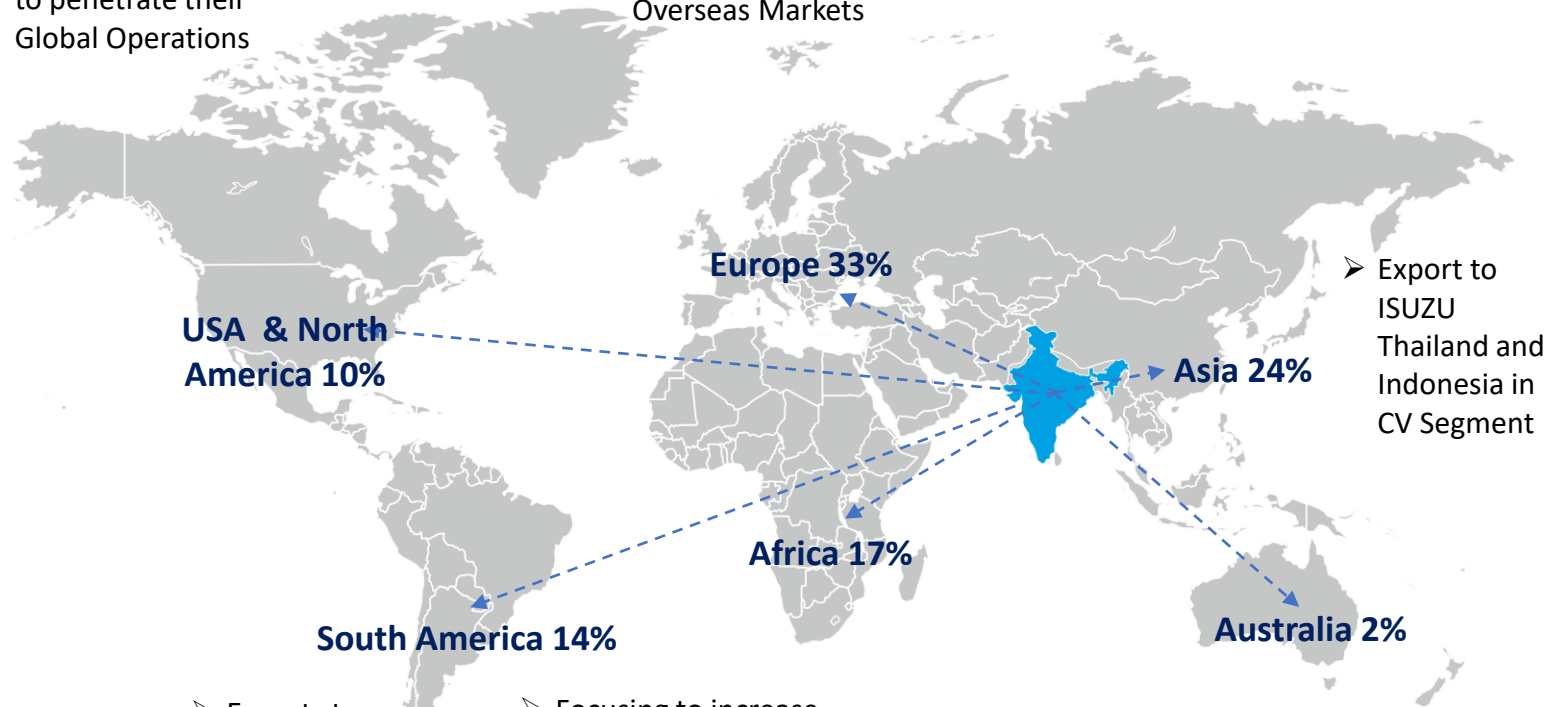


CREATING GLOBAL PRESENCE THROUGH EXPORTS

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

➤ Resource in Europe for exploring opportunities in Overseas Markets

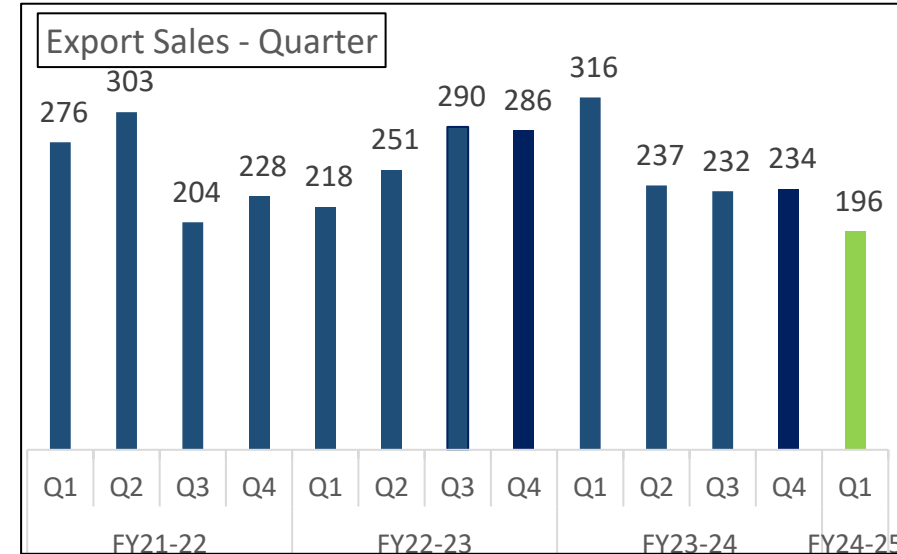
➤ Export to DAF Netherlands



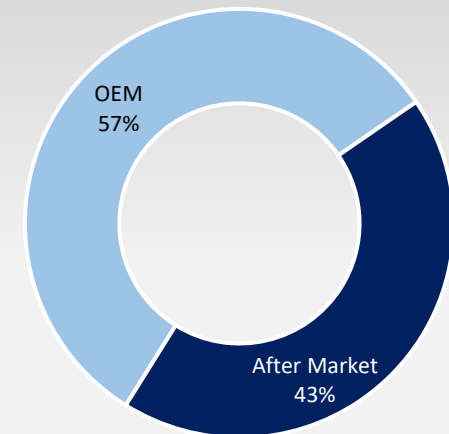
➤ Exports to Yamaha, Japan

➤ Focusing to increase presence in Aftermarket of Latin America, Africa & North America

➤ Export to ISUZU Thailand and Indonesia in CV Segment



Export Composition - YTD



Our Strategic Business Drivers



Domestic Dominance



YTD SEGMENT PERFORMANCE – 2W&3W (INCL. AM)

Performance

- Q1 FY25 vs Q1 FY24 growth was 9.6%. This growth was contributed by good sales performance in OLA and TVS where we have high SOB.

Recent Launches

- TVS iQube ST
- Ather Rizta
- Ampere Nexus
- TVS Apache 160 – Black Edition

Market Update

- As per SIAM data, the 2W sales grew by 19.6% YoY and 3W grew by 9.4% YoY respectively in Q1 FY25
- Within the 2W segment, Scooters grew by 27.4%, Motorcycles grew by 16.7% and Mopeds grew by 11.2% in Q1 FY25

Future Development

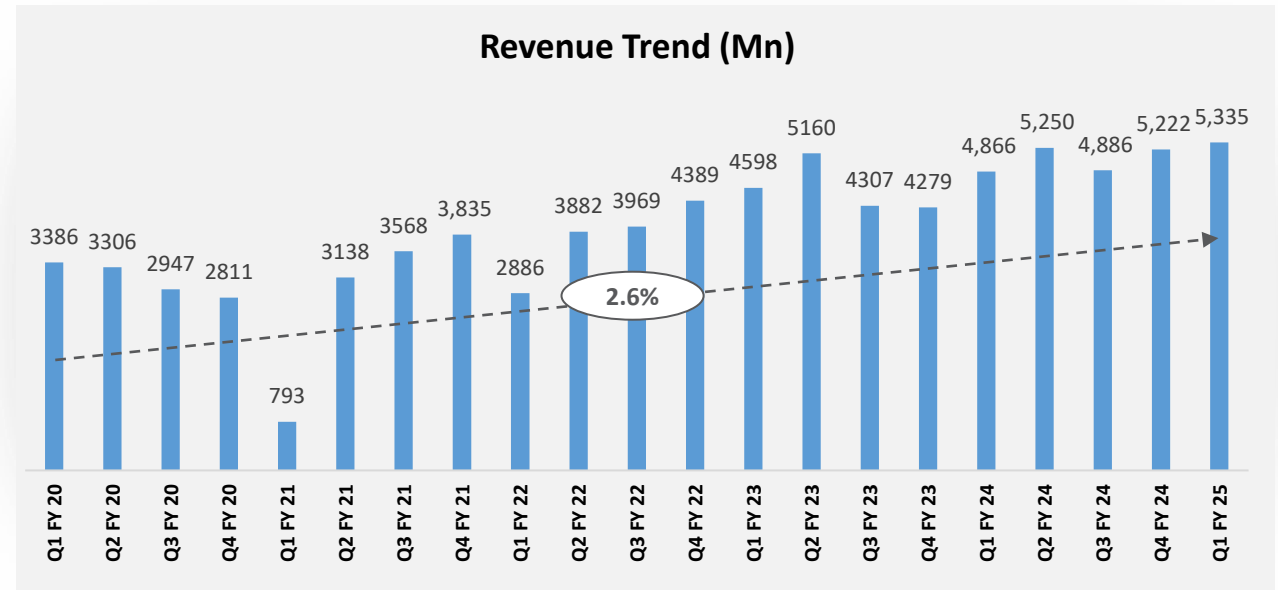
- EV - OLA ,River, Raptee, Lectrix, Simple Energy, TVS, SMIPL
- 2W- TVS, REM, Suzuki, Bajaj, Piaggio, HMSI, Yamaha
- 3W – Bajaj, TVS, Mahindra(EV)

Top 3 Customers

- TVS Motors, Suzuki, HMSI

63% % to Total Sales
[61% in Q4 FY24]

30% Market Share
[31% in Q4 FY24]



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



Top Selling Models	GIL Presence
1. Ola S1 Pro	✓
2. TVS iQube	✓
3. Bajaj Chetak	
4. Ather 450X	✓
5. Ampere Magnus EX	✓
6. BGauss RUV 350	
7. Okinawa Praise	✓

Source: sme.in/fy-24-25

23%

Highest EV 2W Sales in Maharashtra in Q1 FY24-25

Source: vahan.parivahan.gov.in

87%

GIL Market Share EV 2W sales (Q1 FY 24-25)

9%

GIL Market Share EV 3W sales (Q1 FY 24-25)

23%

GIL growth - EV-2W Q1 FY25 w.r.t Q1 FY24

31%

GIL growth - EV-3W Q1 FY25 w.r.t Q1 FY24

YTD SEGMENT PERFORMANCE – PASSENGER VEHICLES(INCL. AM)

Performance

- Q1 FY25 vs Q1 FY24 growth was 6.4%. This growth was contributed majorly by Utility Vehicles and Van Segment.

New Program

- Tata Motors: Curvv EV
- Stellantis : Citroen Basalt

Market Update

- As per SIAM data, the sale of Passenger Vehicles grew by 5.8 % in Q1 FY25 over the same period last year
- Within Passenger Vehicles, the sales for Passenger Cars de-grew by 13%, Utility Vehicle grew by 21% & Vans de-grew by 17% YoY in Q1 FY25

Future Development

VW (1) , TML (3), Stellantis (1), MSIL (3)

Top 3 Customers

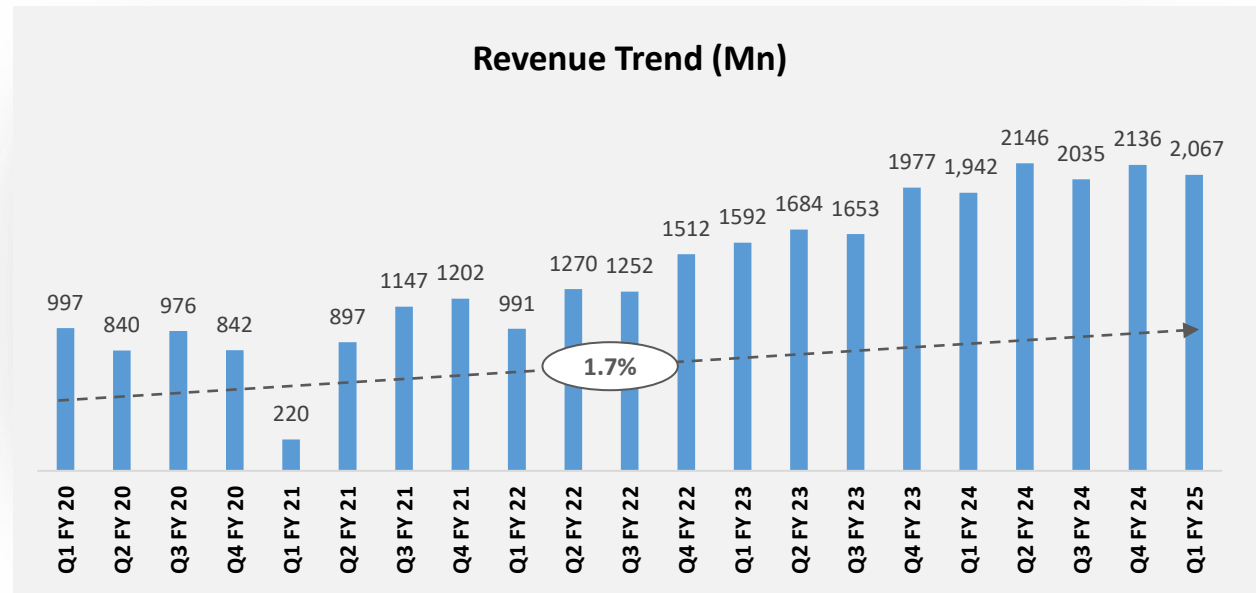
- Maruti Suzuki, Mahindra & Mahindra, Skoda

24% % to Total Sales

[25% in Q4 FY24]

24% Market Share

[23% in Q4 FY24]

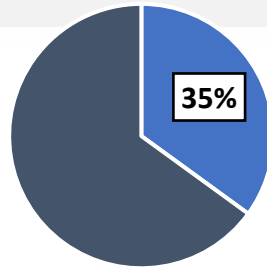
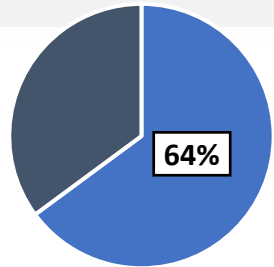


GABRIEL PRESENCE: UTILITY VEHICLES

- 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 - 64%

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

- CV segment de-growth by 5% QoQ and 5% de-growth YoY

New Program

- Mahindra – UPP E1

Market Update

- As per SIAM data, the overall commercial vehicles segment de-growth by 1% in Q1 FY25 as compared to Q1 FY24
- Medium & Heavy Commercial Vehicles (M&HCVs) sales grew by 2% YoY and Light Commercial Vehicles (LCVs) de-growth by 3% YoY in Q1 FY25 as compared to Q1 FY24

Future Development

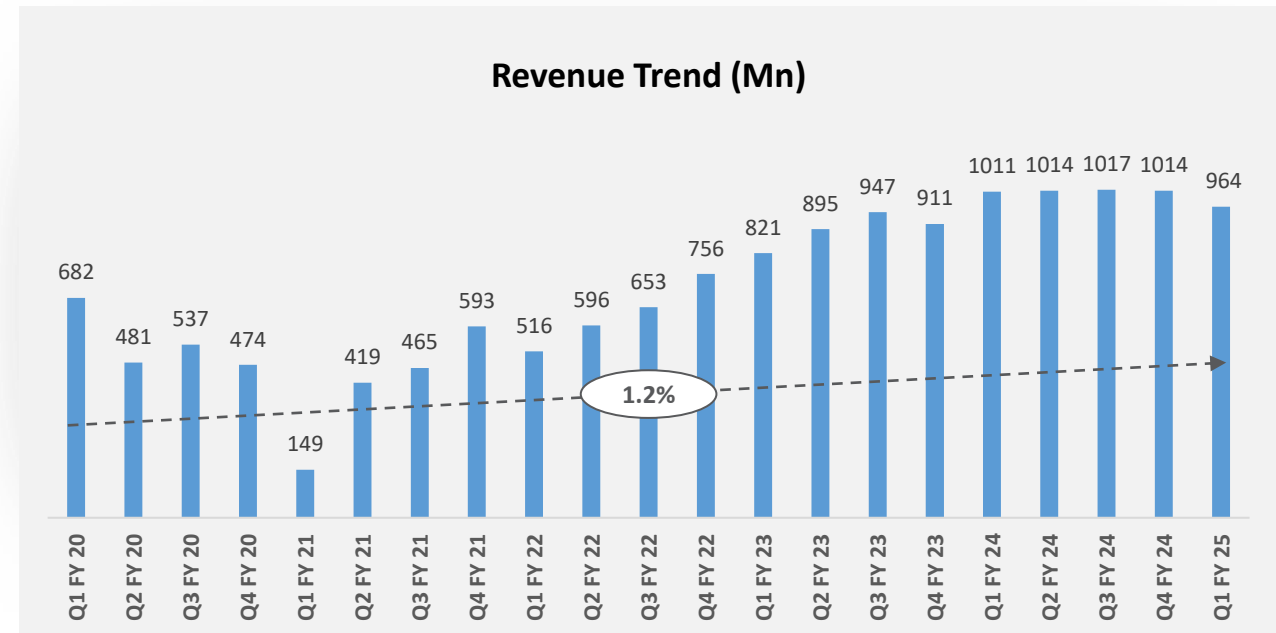
- Fuso Japan , New EV customers & Volvo
- DAF – Axle Dampers & Stellantis Steering damper

Top 3 Customers

- Tata Motors, Mahindra & Mahindra, Ashok Leyland

11% % to Total Sales
[12% in Q4 FY24]

88% Market Share
[89% in Q4 FY24]



GABRIEL PRESENCE- RAILWAYS



1978



2007



2016



2019



2021



2022



2024

Conventional Coach

Shox – 2 Variant
4 Nos / Coach
Supplied > 40,000 Coach

EMU Coach

Shox – 8 Variant
8 Nos / Coach
Supplied > 20,000 Coach

LHB Coach

Shox – 6 Variant
18 Nos / Coach
Supplied > 13,000 Coach

Train 18 Coach

Shox – 4 Variant
20 Nos / Coach
Supplied > 40 Coach

Electric Locomotive

Shox – 4 Variant
20 Nos / Coach
Supplied > 100 Loco

Vande Bharat Coach

Shox – 4 Variant
20 Nos / Coach
Under RDSO Approval

Siemens E Loco

Shox – 4 Variant
20 Nos / Coach
Received LOI

Government OEM



ICF



RCF



MCF



ALL ZONAL RAILWAYS

Government OEM



PLW



BLW



CLW

Private OEM



EC BLADE & TOOLS



Powered to Deliver Perfection

Private OEM



VED SASSO



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 1% growth over Q1 23-24. Sale Q1 (24-25) – 1131 MINR
- Successfully launched new Product line – Alloy Wheels for Motorcycles
- Completed successfully 5 IT Enablement projects

Widest Product Range

- Only Company present in all the segments i.e. TW, PC, CV & Railways
- Launched 48 SKU’s In Q1 24-25.
- More than 1336 SKUs launched in last 5 years
- Continuous focus on expanding Product Portfolio

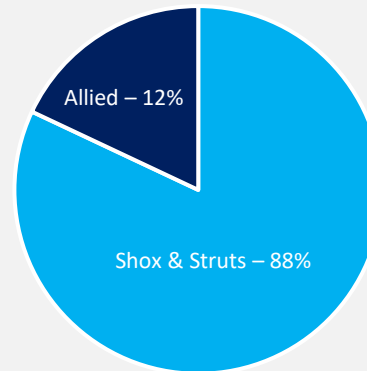
Presence Through Allied Products

- Leveraging Brand Gabriel & Distribution Network for Allied products.
- 22 New Product lines launched successfully in recent years & 1 NPL is in pipeline.

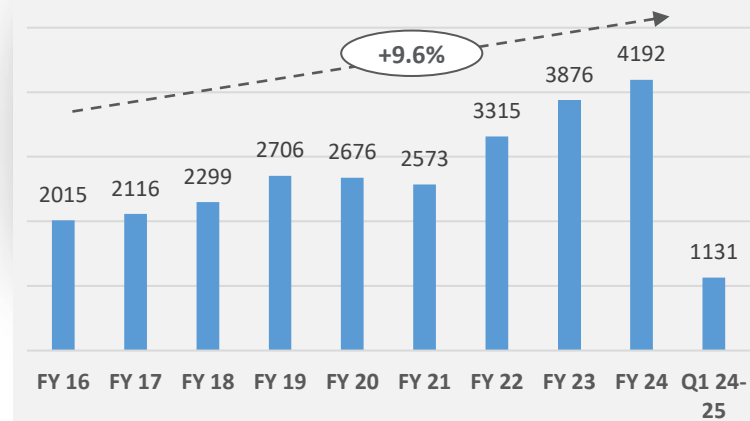
Focus Areas & Outlook

- Develop more products for the core segment
- Increase sales through national channels
- Major focus in B & C class towns – 200 nos to be added in next 5 Years
- Leveraging Brand Gabriel by launching new product lines
- Emphasis on Elite Workshop Programme in 24-25 to strengthen the brand
- 5 IT projects Successfully implemented, 1 in pipeline. Target to become 100% IT enabled in next 1 year
- Focus on Latin American, Australia & African markets for Quantum growth in Export's sales

After Market Parts



Aftermarket Sales (Rs. Mn)



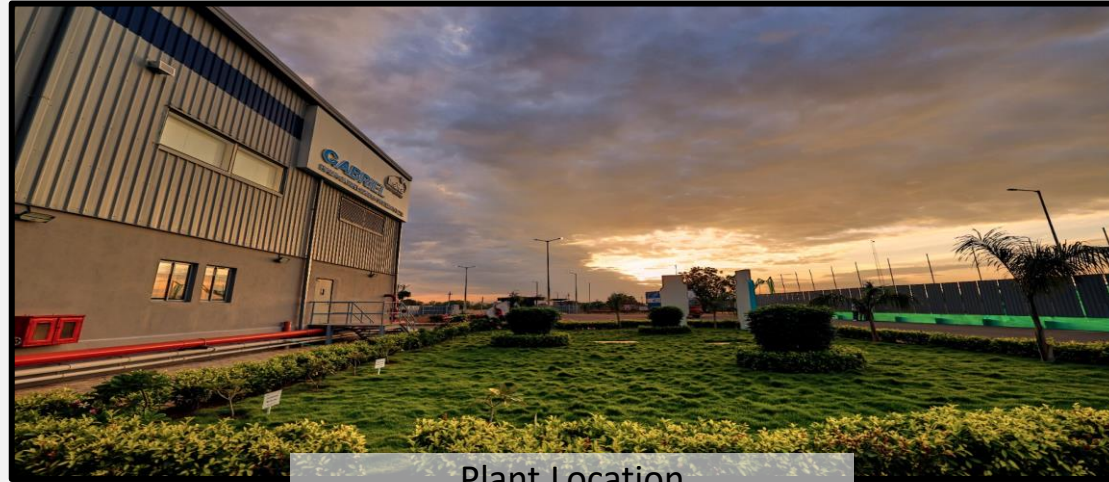
OUR STRATEGIC BUSINESS DRIVERS



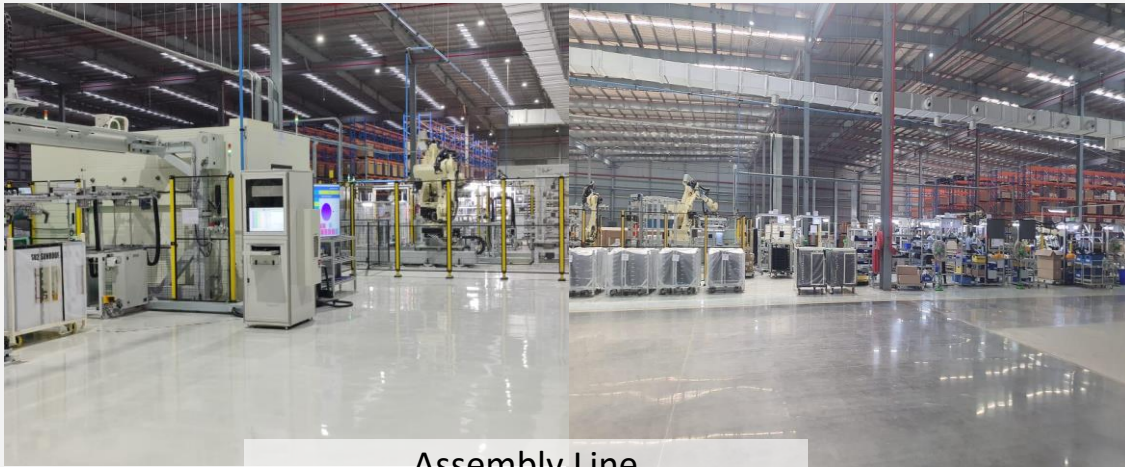
Merger & Acquisition



IGSSPL PLANT



Plant Location



Assembly Line



PU Line

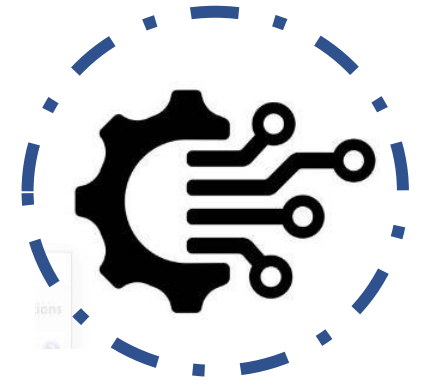
PROFIT & LOSS STATEMENT

Particulars (Rs. Mn)	Q1 FY25	FY24
Consolidated P&L		
Revenue from Operations	9,466	34,026
Raw Material	7,024	25,518
Raw Material % to Sales	74.2%	75.0%
Employee Expenses	602	2,123
Employee Expenses % to Sales	6.4%	6.2%
Other Expenses	932	3,459
Other Expenses % to Sales	9.8%	10.2%
EBITDA	908	2,926
EBITDA %	9.6%	8.6%
Other Income	63	194
Other Income % to Sales	0.9%	0.6%
Interest	22	82
Interest % to Sales	0.2%	0.2%
Depreciation	188	599
Depreciation % Sales	2.0%	1.8%
PBT	760	2,438
PBT %	8.0%	7.2%
Tax	184	651
PAT	576	1,787
PAT %	6.1%	5.3%
EPS	4.0	12.4

Inalfa Gabriel Sunroof Systems Private Limited	Particulars (MINR)	Q1 FY25	%
	Revenue from Operations	823	
	Raw Material	557	67.6%
• Manufacturing Sunroof	Employee Expenses	70	8.5%
	Other Expenses	81	9.9%
	EBITDA	115	14.0%
	Other Income	10	1.2%
• TCA – Inalfa	Interest	22	2.6%
	Depreciation	34	4.2%
• Plant in Chennai	PBT	69	8.4%
	Tax	5	0.6%
	PAT	64	7.8%

Gabriel Europe Engineering Centre	Particulars (MINR)	Q1 FY25	%
	Revenue from Operations	24.5	
	Other Expenses	22.9	93.6%
• R&D Operations	EBITDA	1.6	6.4%
	Depreciation	0.4	1.6%
• Location - Belgium	PBT	1.2	4.8%
	Tax	0.3	1.2%
	PAT	0.9	3.6%

OUR STRATEGIC BUSINESS DRIVERS



Technology

GABRIEL EUROPE ENGINEERING CENTRE (GEEC)

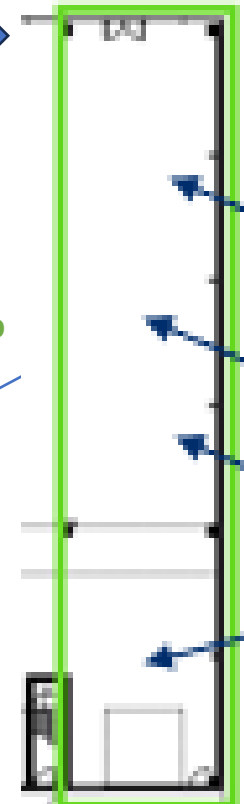
- Competence Centre for knowledge transfer and training
- Centre of Excellence aiming to become Best in Class on Global Suspension Market
- Joint development of Gabriel Next Generation Technologies with GIL R&D and global external partners
- Located at Thor Park in Genk, Belgium



2022
 ◆ GIL NxG Support from Office at IncubaThor

2023
 ◆ GEEC Belgian Legal Entity created July 14th : Court of Commerce

2024
 ◆ GEEC Extension with prototype workshop Jan 2nd, 2024 : Re-Located 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

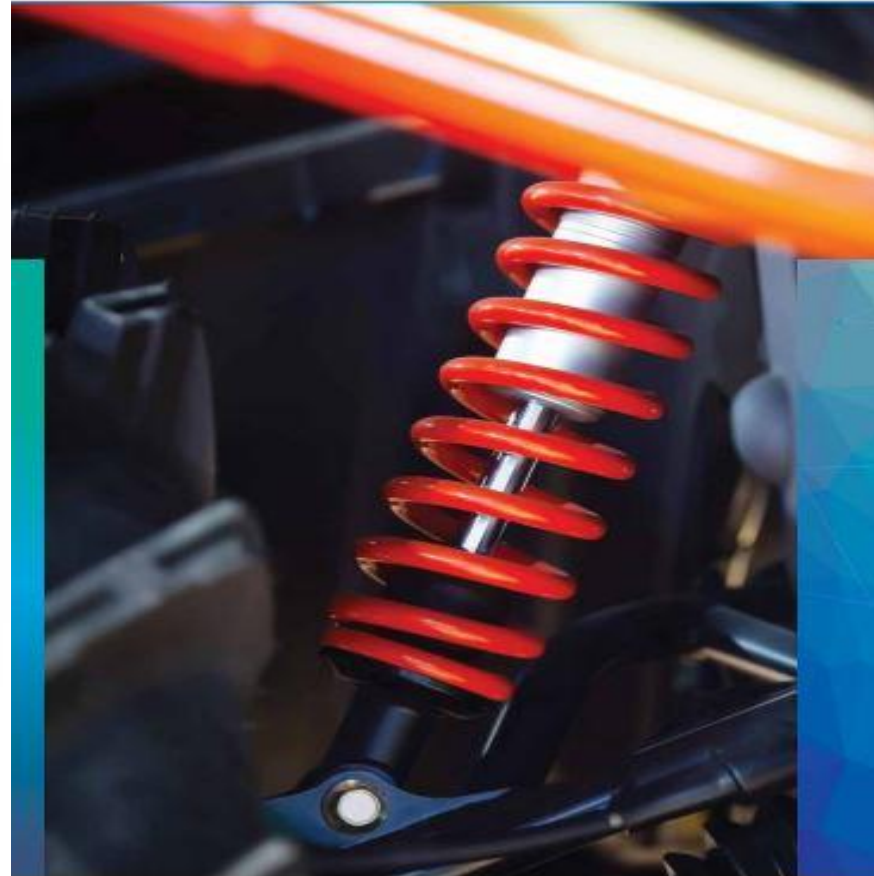
ACHIEVING ENGINEERING EXCELLENCE

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

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.

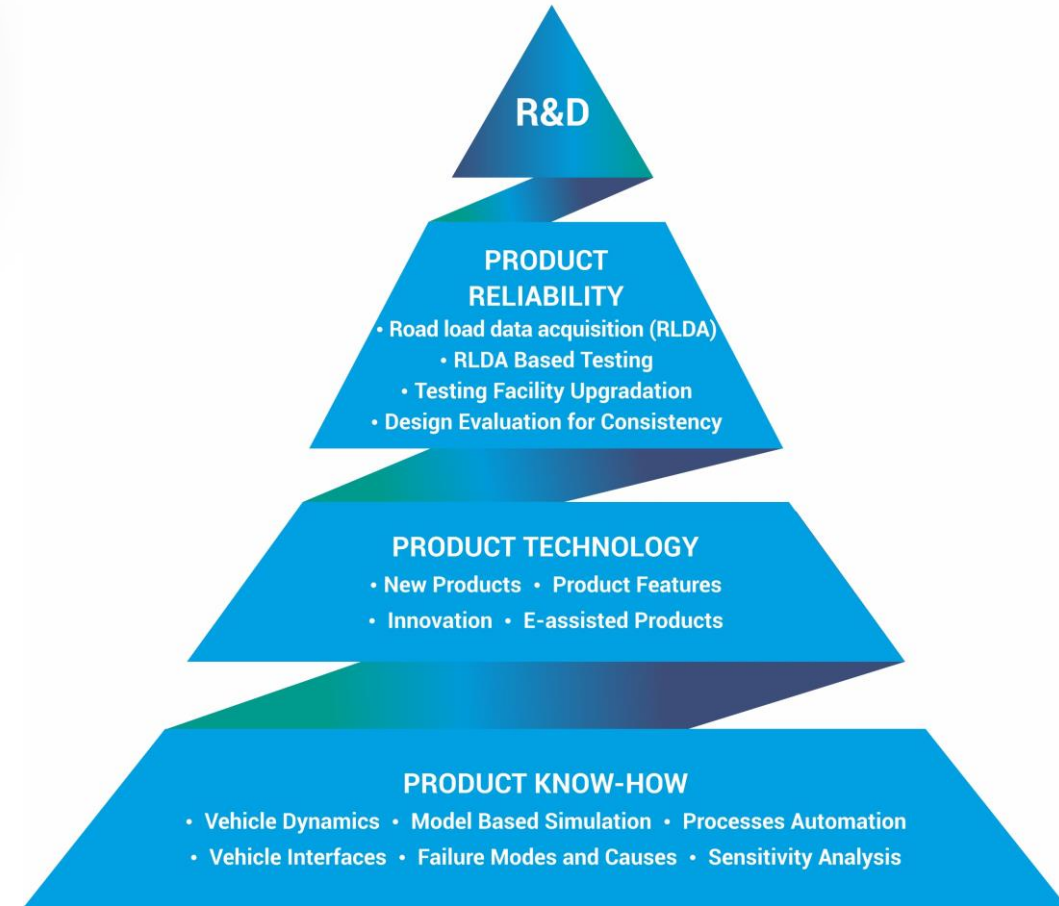
END-TO-END PRODUCT DEVELOPMENT CAPABILITIES



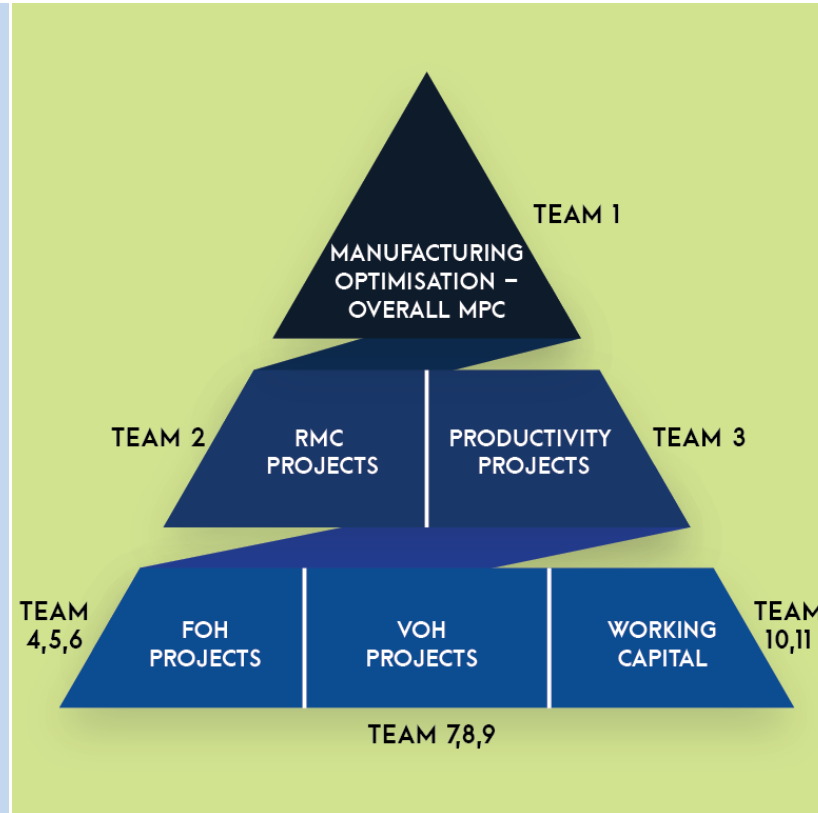
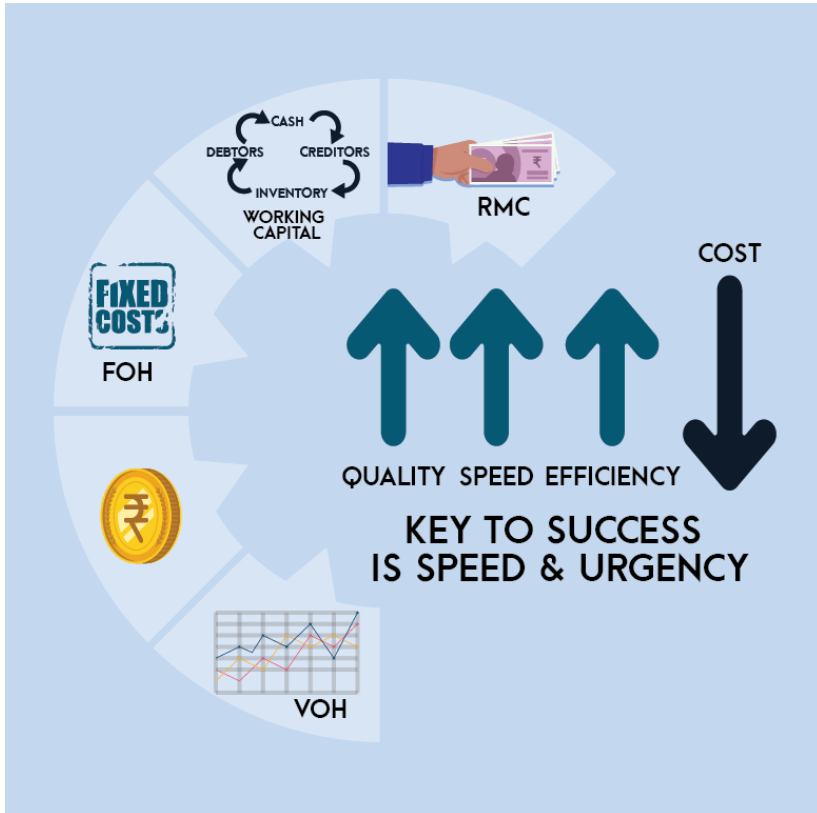
KEY FOCUS AREAS



ELEMENTS OF 3-PILLARS



CORE 90



CORE 90 COST REDUCTION DRIVE

Awards & Accolades



Gabriel India Limited (GIL) got nominated for the prestigious “Local Hero” Award at a glittering VW Group Award 2024 event at their Head Quarters in Wolfsburg, Germany (Global level award). GIL was the only Indian supplier to be nominated across all 10 categories

Awards & Accolades



Quality Circle Forum of India – “ Three GOLD award” in Energy conservation competition Pune chapter in May-24



2nd Runner up Award in CII Madhya Pradesh Kaizen competition in Jun-24



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 72 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: 18% of power from renewable sources from 0% in FY14
- Consistent dividend track record since FY 85-86



Key Metrics

500+

New Product Additions

8+3 (satellite plants)

Manufacturing Plants

25+

Countries of Presence

85 (28 Granted)

Patents Filed

664

Distributors

4,466

Employees (Average)

Financial Strength (FY24)

Revenue	PAT	ROIC	Net Cash
INR 33,426 Mn	INR 1,852 Mn	35%	INR 2,995 Mn

STRATEGIC MANUFACTURING FOOTPRINT



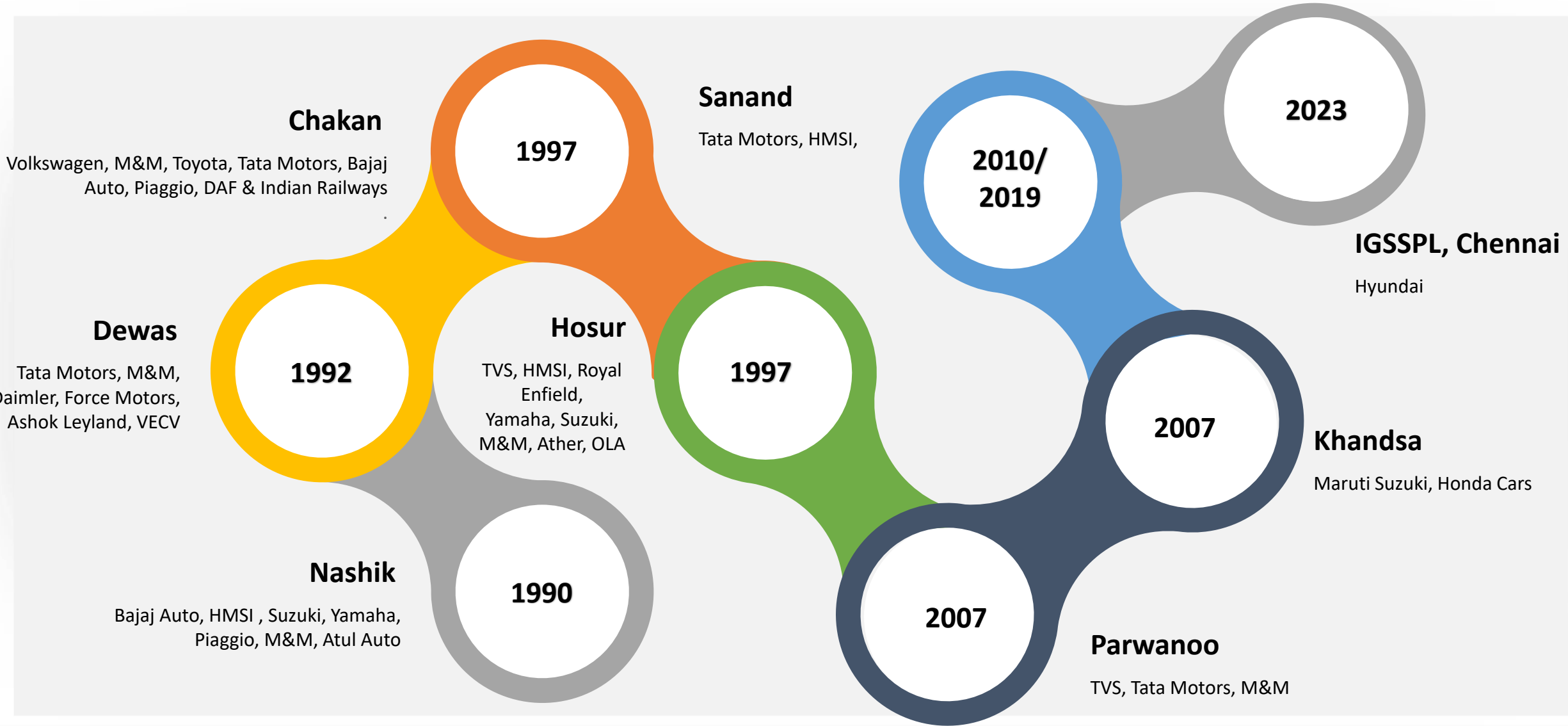
● GIL Plants

● GIL Satellite Locations

● IGSSPL Plant

*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

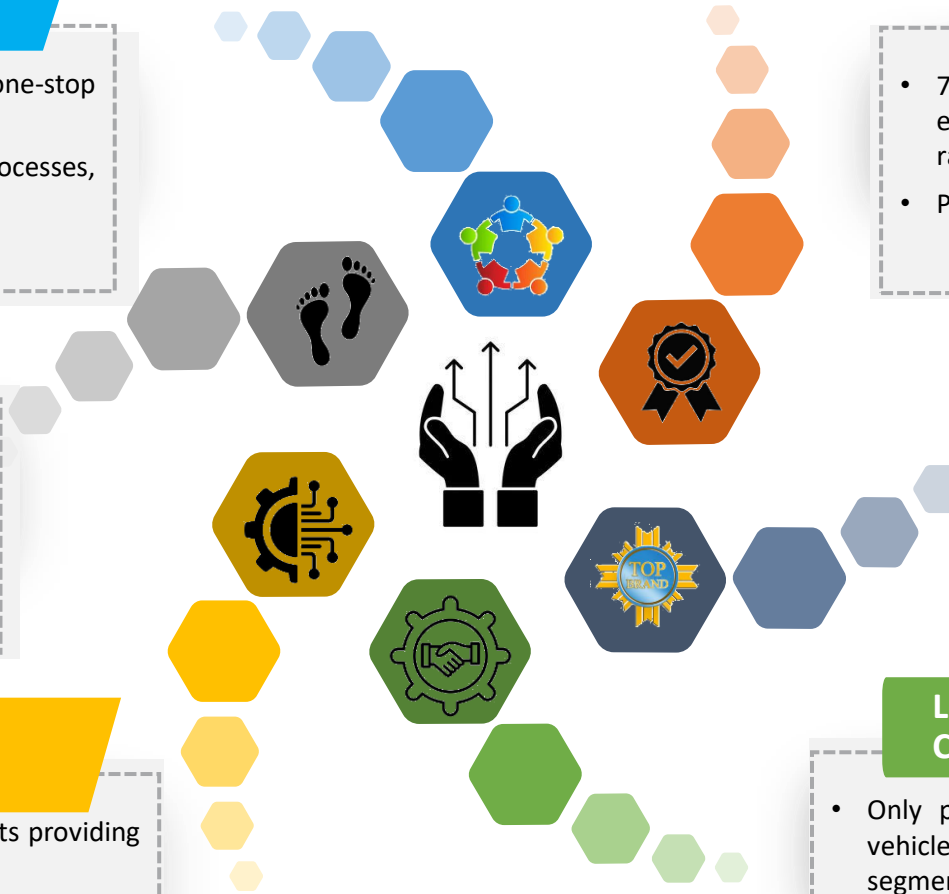
- 7 state-of-the-art facilities in proximity to OEMs ensures just-in-time supply as per demand while rationalizing logistics costs
- Providing best quality products at reasonable cost

#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

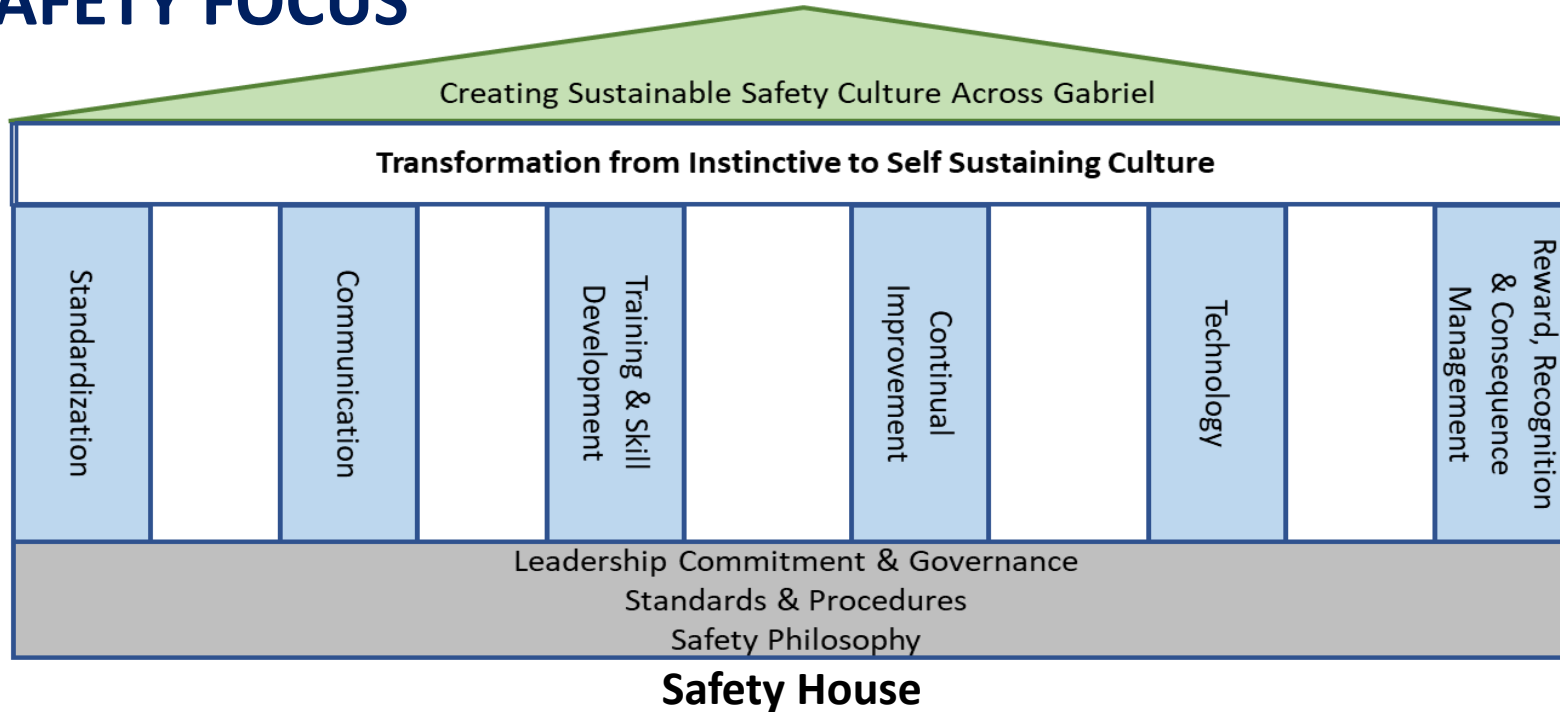


ISUZU

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' 24	Mar' 23	Mar' 22	Mar' 21	Mar' 20
Revenue per employee (Rs Cr)	0.72	0.66	0.61	0.43	0.51
Average employee experience (person years)	8.0	8.0	8.0	9.0	8.0
Investment in training programmes (Rs Cr)	2.48	1.94	1.05	0.42	2.21
Employees covered under training programmes (%)	87%	70%	73%	78%	80%

“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



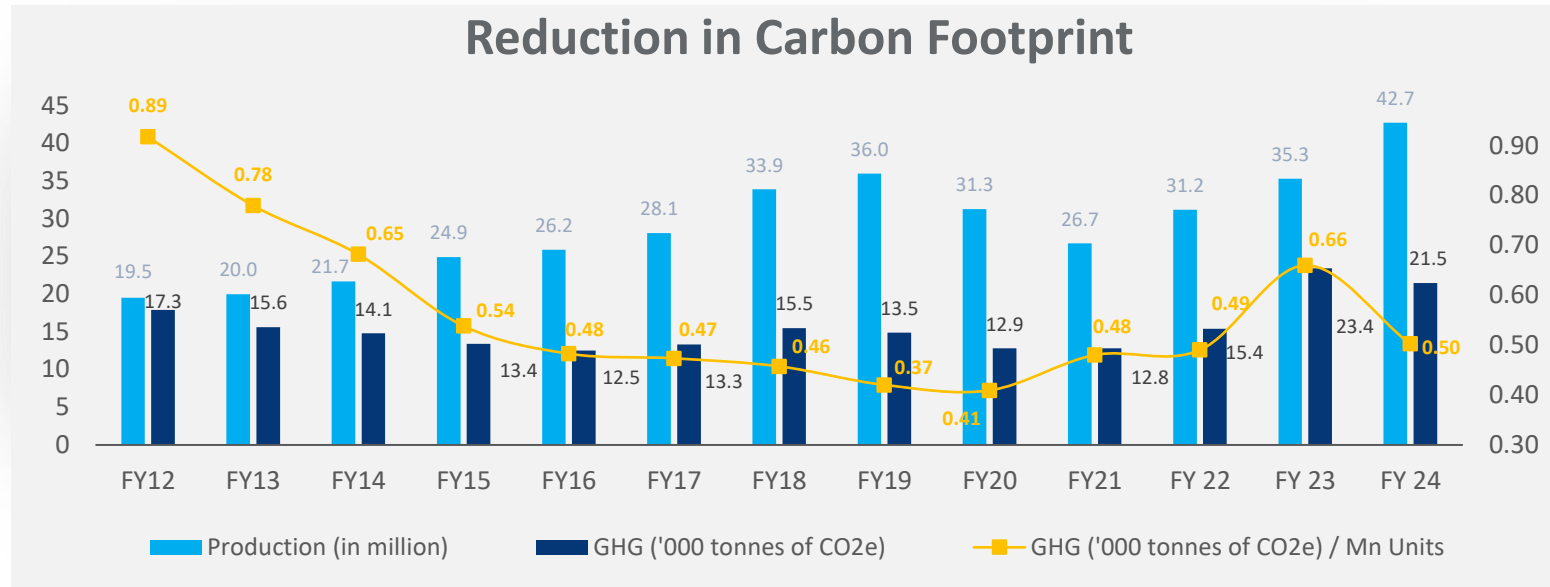
SUSTAINABILITY MISSION



Mission

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

SUSTAINABILITY



- Invested in solar rooftops across manufacturing plants with a total capacity of 1.90 MW
- Invested in group captive wind power plant to source renewable power at Hosur of 3.6 million units annually.
- Invested in group captive solar power plant to source renewable power at Hosur of 2.14 million units annually.
- Invested in group captive solar power plant to source renewable power at Chakan of 3.23 million units annually.
- 18% of power from renewable sources from 0% in FY14
- IoT: For better insight into the energy consumption in plant operations, an IoT based software is being implemented across the company that will help on focusing & quick reduction in manufacturing losses.

SUSTAINABILITY REPORT LAUNCH



GABRIEL Launches its Second 'Sustainability Report' for 2022-23

Pillar	Focus Area	Ambition
Governing Integrity	Cyber Security	By 2024, all sites to be ISO 27001 certified
	Ethical Business conduct	By 2024, train all employees on Human Rights issues.
Abating Environmental Impact	Waste Management	By 2025, all sites to achieve Zero Waste to Landfill status
	Water Stewardship	Water Neutrality operations by 2025
	Climate Resilience	By 2025, 50% of the energy needs to be met from renewable sources Carbon Neutrality operations by 2025
Enhancing Stakeholder Interests	Occupational Health and Safety	Zero Injuries and Zero accidents By 2027, achieve 36 safety training hours per employee.
	Employee Engagement	By 2025, achieve a minimum score of 80% on the employee engagement survey
	Sustainable Supply Chain	By 2025, audit all Tier I suppliers on ESG criteria.
	Diversity and Inclusion	Increase gender diversity to 25% females across employees including OE by 2025
Elevating Product Sustainability	Product Stewardship	By 2027, 50% of R&D and capital expenditure on Innovative and Sustainable Product.

CSR INITIATIVES 2023-24

Focus Area	Parwanoo	Gurugram	Rewari	Jawai	Dewas	Nashik	Hosur
<p>EDUCATION</p>	Provide scholarships to ten girls to continue their education in ANAND School	-	-	Engage with 09 govt. schools (1K+ students) to improve quality of education (Teaching + Infra)	Engage with 4 govt. schools (400 students) to improve quality of education (Teaching + Infra) Medhavi Scholarship for 8 Girls to pursue Dip. Engg.	Engage with 10 govt. schools (800 students) to improve quality of education (Teaching + Infra)	Engage with 02 govt. schools (300 students) to improve quality of education (Teaching + Infra)
<p>SKILL DEVELOPMENT</p>	Skill 170+ youth (18-30 years) in 5 NSDC job roles (90% females)	Skill 500+ youth (18-30 years) in 4 NSDC job roles (90% females)	Skill 900+ youth (18-30 years) in 4 NSDC job roles (90% females)	-	Skill 110+ youth (18-30 years) in 3 NSDC job roles (90% females)	-	-
<p>HEALTH & HYGIENE</p>	-	-	-	Provide mobile medical services to 20K unserved population across 9 villages	-	-	-
<p>COMMUNITY CONSERVATION</p>	Maintain three public parks in partnership with Municipal Council, Parwanoo & District Forest Office, Solan	-	-	Provide daily sanitation services across villages of Jeevada, Meeno Ki Dhane, Sena and Bislapur	Facilitate bank linkages for 160 women groups for micro-credit and organize trainings for livelihood promotion	-	-

BOARD OF DIRECTORS



Anjali Singh
Executive Chairperson
Gabriel India



Manoj Kolhatkar
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
& Head Sustainability



Vinod Razdan
Head- Human
Resource



Koen Reybrouck
Chief Technical
Advisor



Anand Sontakke
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- Supply Sourcing
Chain Management



Abdul Wahid
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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