

Gabriel India Ltd.

Investor Presentation

January 2025



SAFE HARBOR

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Strategy Going Forward

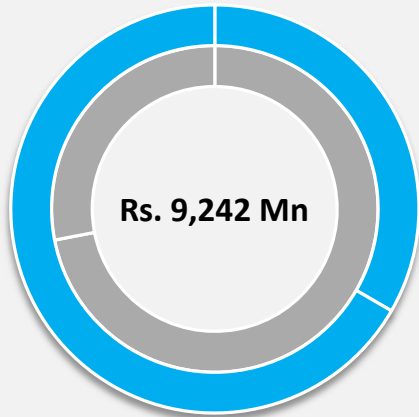


Q3 & 9M FY25 Result Update

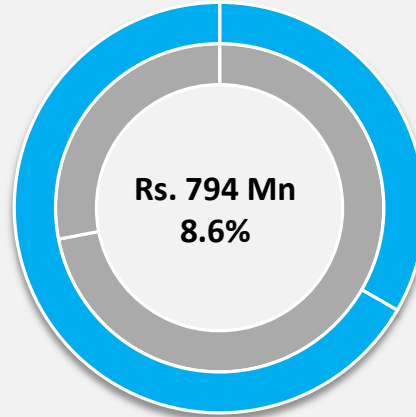
FINANCIAL HIGHLIGHTS – Q3 FY25

Q3 FY25

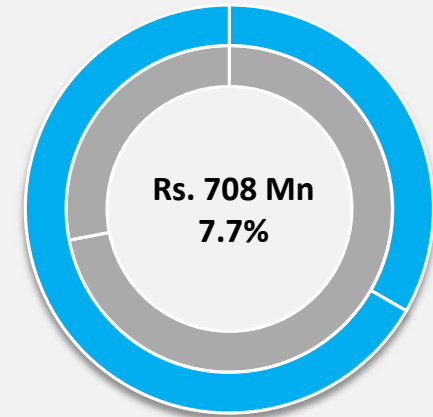
Revenue



EBITDA



PBT



Q2 FY25

Rs. 9,240 Mn

Q2 FY25

Rs. 804 Mn / 8.7%

Q2 FY25

Rs. 700 Mn / 7.6%

Q3 FY24

Rs. 8,138 Mn

Q3 FY24

Rs. 720 Mn / 8.8%

Q3 FY24

Rs. 593 Mn / 7.3%

Note: EBITDA computed based on operating income & operating expense

FINANCIAL HIGHLIGHTS – Q3 FY25

Revenue

Rs. 9,242 Mn

Q2 FY 25 : 9,240 Mn [+0.02%]

Q3 FY 24 : 8,138 Mn [+13.6%]

EBITDA

Rs. 794 Mn [8.6%]

Q2 FY 25 : 804 Mn [-1.3%]

Q3 FY 24 : 720 Mn [+10.3%]

PBT

Rs. 708 Mn [7.7%]

Q2 FY 25 : 700 Mn [+1.1%]

Q3 FY 24 : 593 Mn [+19.3%]

Balance Sheet

Net Cash position of Rs. 2,960 Mn

Cash Flow

Cash Flow from operations to the tune of Rs. 431 Mn as compared to Rs. 266 Mn inflow in Q3 FY24

Capex

Capex incurred during the period
Rs. 506 Mn

Note: EBITDA computed based on operating income & operating expense
% shown as change on Y-o-Y and Q-o-Q basis

FINANCIAL HIGHLIGHTS – 9M FY25

Revenue

Rs. 27,124 Mn

9M FY 24 : 24,840 Mn [+9.2%]

EBITDA

Rs. 2,374 Mn [8.8%]

9M FY 24 : 2,162 Mn [+9.8%]

PBT

Rs. 2,099 Mn [7.7%]

9M FY 24 : 1,800 Mn [+16.6%]

Balance Sheet

Net Cash position of Rs. 2,960 Mn

Cash Flow

Cash Flow from operations to the tune of Rs. 1,117 Mn as compared to Rs. 983 Mn inflow in 9M FY24

Capex

Capex incurred during the period
Rs. 952 Mn

FINANCIAL TRACK RECORD

P&L (Rs. Mn)	Q3 FY25	Q3 FY24	YoY	Q2 FY25	QoQ	FY24	FY23	YoY
Revenue from Operations	9,242	8,138	13.6%	9,240	0.02%	33,426	29,717	12.5%
Gross Margin (%)	25.1%	25.5%	-0.4%	25.2%	-0.1%	25.1%	23.7%	1.4%
EBITDA Margin (%)	8.6%	8.8%	-0.2%	8.7%	-0.1%	8.8%	7.2%	1.6%
Net Margin (%)	5.8%	5.3%	0.5%	5.7%	0.1%	5.5%	4.5%	1.0%

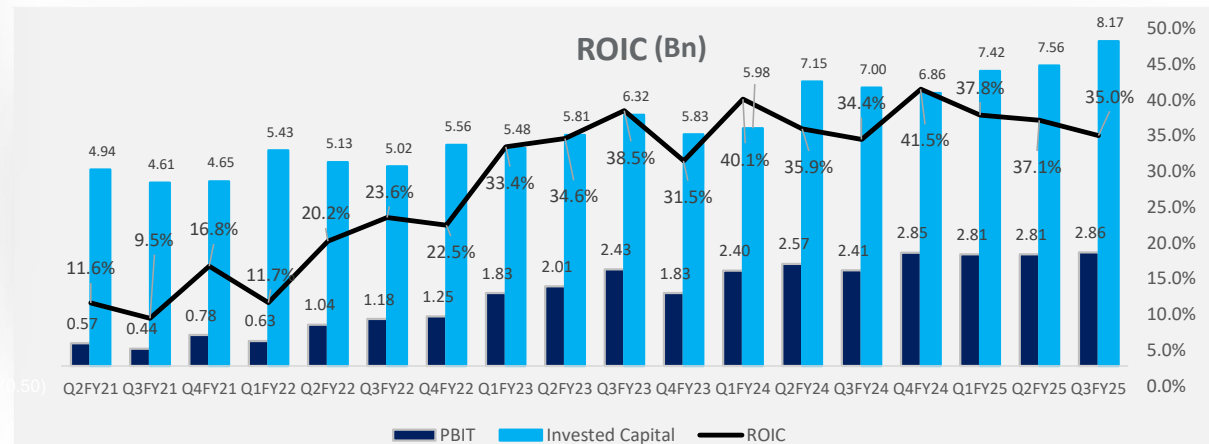
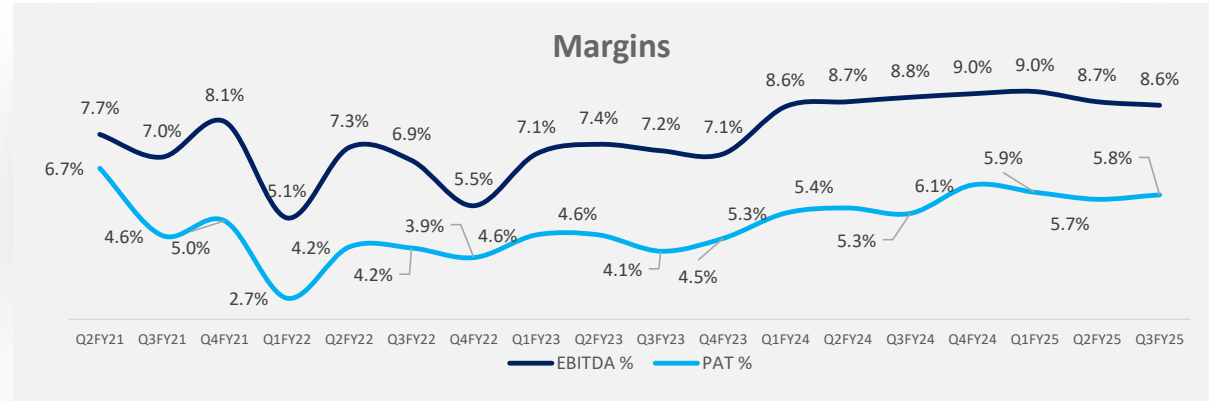
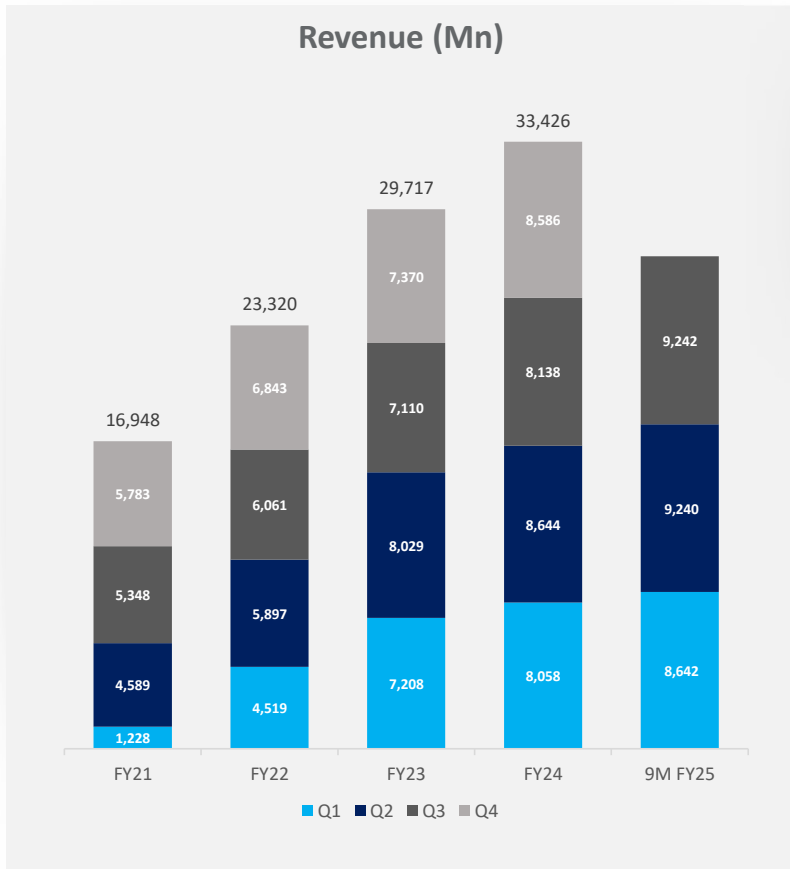
Balance Sheet (Rs. Mn)	Q3 FY25	FY24	FY23
Net worth	11,043	10,086	8,703
Gross Debt	91	103	112
Liquid Investments	2,960	3,326	2,984
Fixed Assets	5,024	4,628	4,407

Key Performance Indicators	Q3 FY25	FY24	FY23
Net Working Capital (days)	26	20	18
ROIC (%)	35.0%	37.2%	31.3%
Cash Flow from Operations Inflow/(Outflow)	431	1,889	1,364

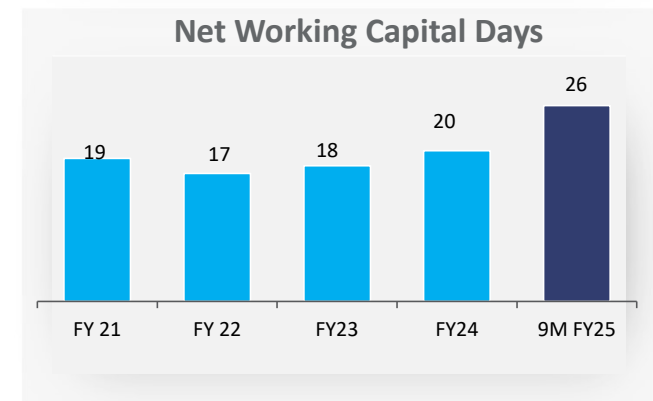
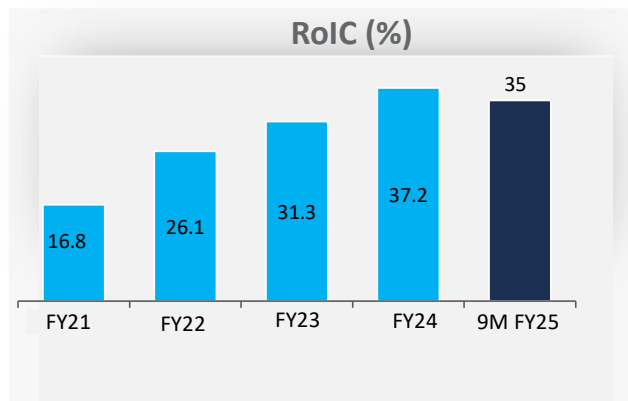
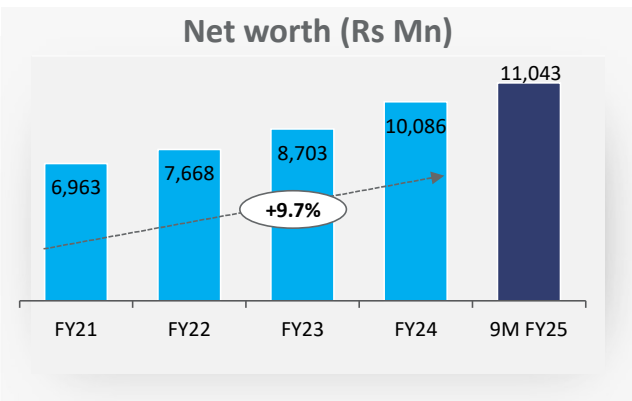
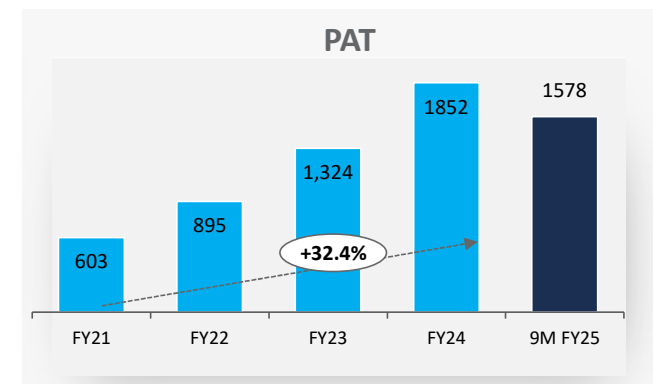
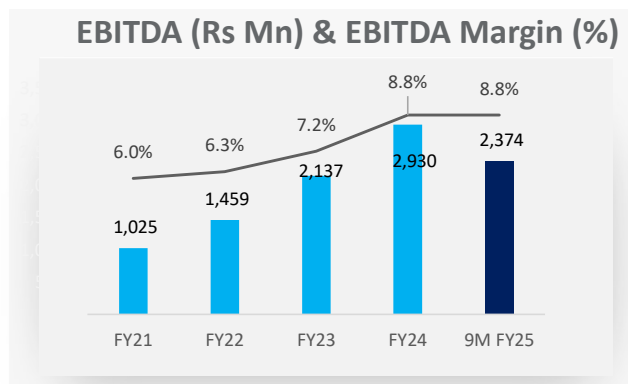
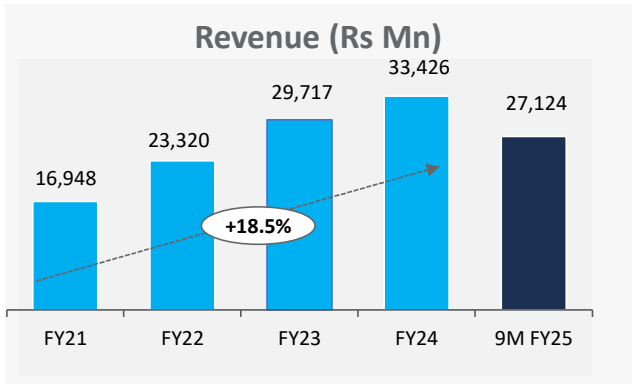
Comparison Highlights

QoQ	YoY
<ul style="list-style-type: none"> ➤ Revenue: Incr. By 2 Mn ➤ Gross Margin Decr. By 7 Mn ➤ EBITDA Margin Decr. By 10 Mn ➤ Net Margin Incr. By 13 MN 	<ul style="list-style-type: none"> ➤ Revenue: Incr. By 1,104 Mn ➤ Gross Margin Incr. By 252 Mn ➤ EBITDA Margin incr. By 74 Mn ➤ Net Margin Incr. By 110 MN

QUARTERLY PERFORMANCE TREND



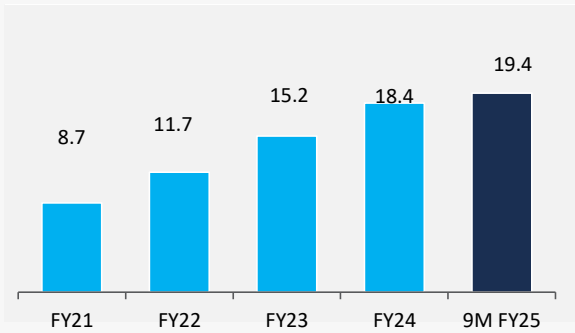
FINANCIAL TRACK RECORD



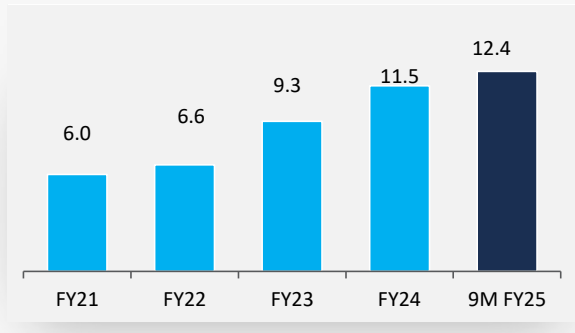
^Note: Financials for FY21-23 as per IND-AS

KEY RATIOS

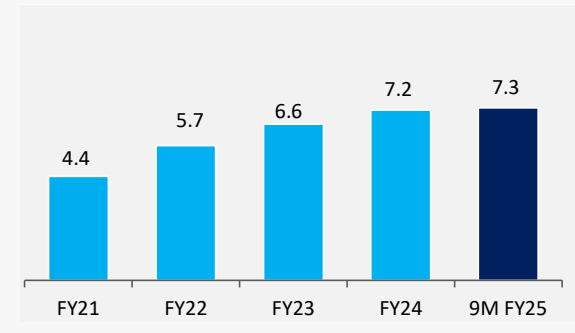
Return on Equity (%)



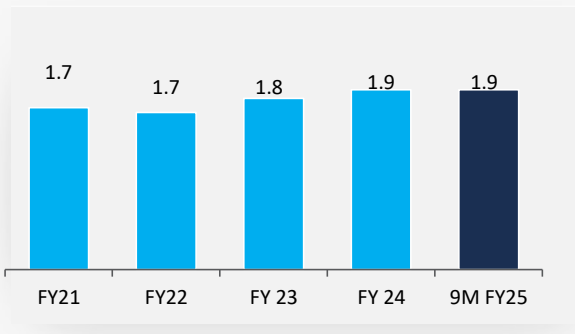
Return on Assets (%)



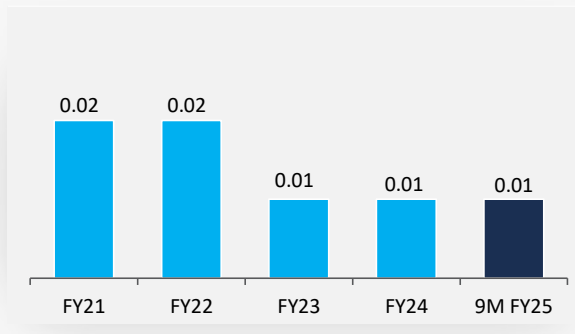
Fixed Asset Turnover (x)



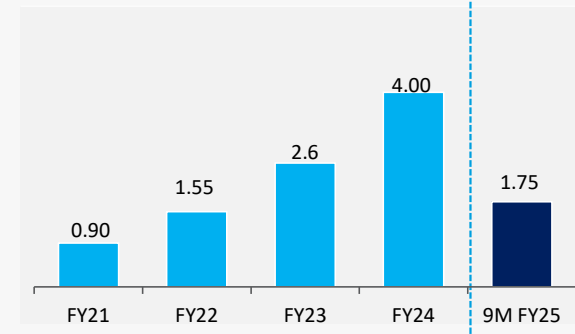
Current Ratio (x)



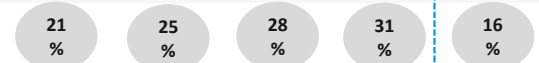
Debt : Equity Ratio



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

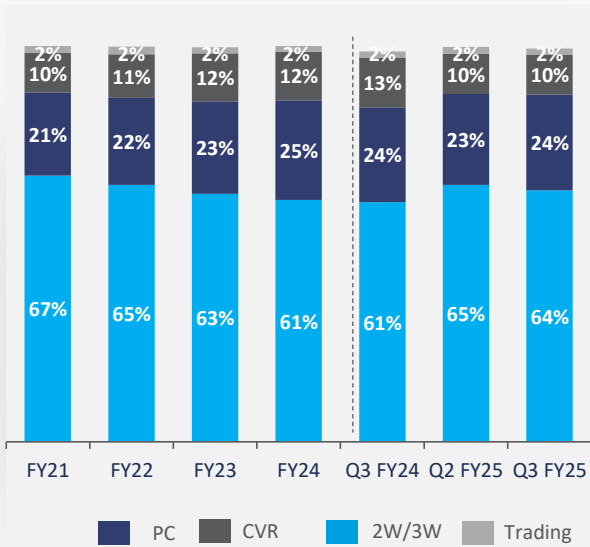


Payout Ratio

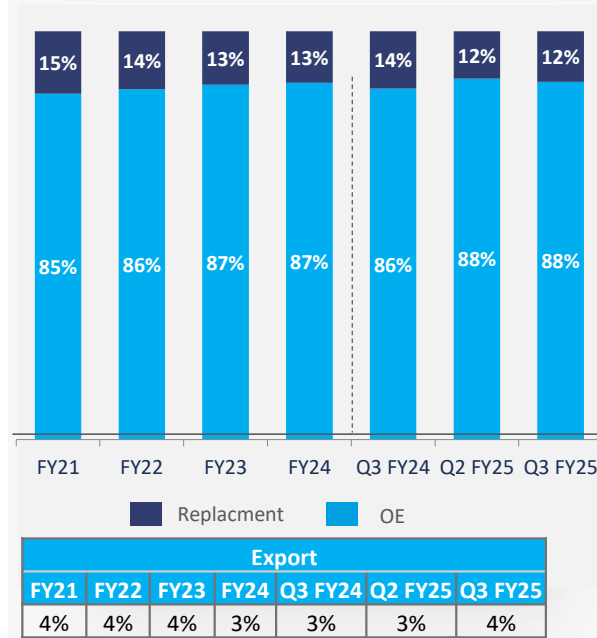


REVENUE MIX (INC. TRADING)

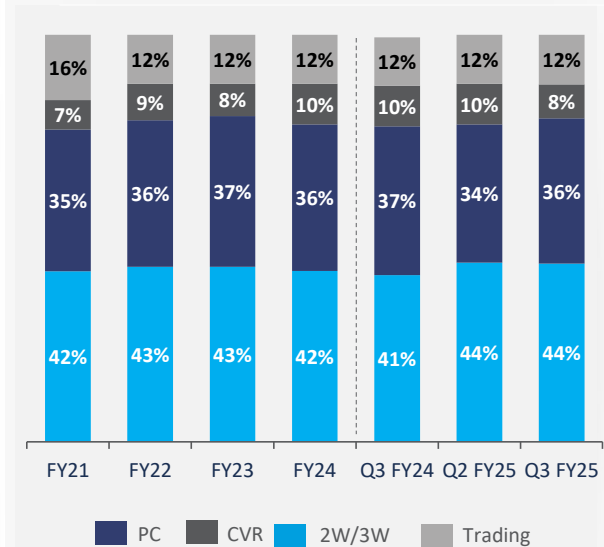
Segment Mix



Channel Mix



Aftermarket



- Improvement in 2W Volumes in Q3 FY25 (64%) compared to Q3 FY24 (61%)
- CV Segment has decreased from 13% (Q3 FY24) to 11% (Q3 FY25)

BALANCE SHEET

Assets (Rs. Mn.)	Dec-24	Mar-24	Mar-23
Non-current assets	5,939	5,577	4,857
Current assets	11,377	10,543	9,423
Total Assets	17,316	16,120	14,280

- Net Cash stood at Rs 2,960 Mn at the end of Dec'24
- Net Working Capital Days at 26 as compared to 23 Sept' 24
- Capex for 9M FY25 to the tune of Rs. 952 Mn

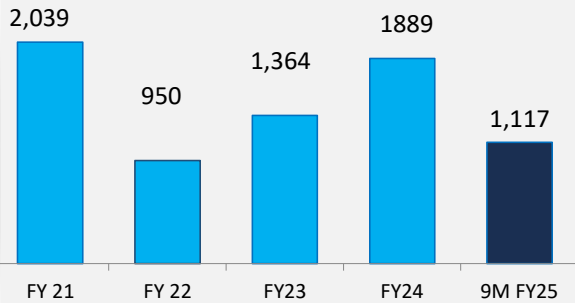
Equity and Liabilities (Rs. Mn.)	Dec-24	Mar-24	Mar-23
Equity	11,043	10,086	8,703
Non-Current Liabilities	305	356	384
Current liabilities	5,968	5,678	5,193
Total Equity and Liabilities	17,316	16,120	14,280

Capex for 9ME FY25

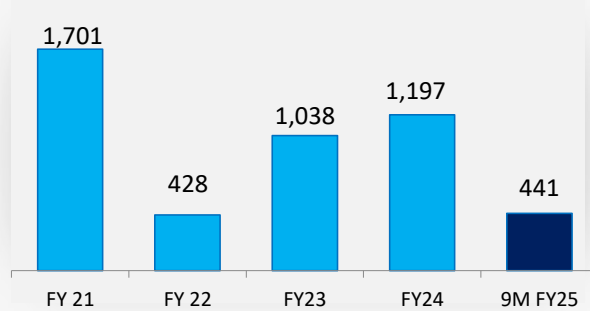
- Land at Sonipat
- Casting –Drilling Machine, GDC Machine, Auto Gate Cutting Machine with loading unloading both end processing Machine, Multi spindle Horizontal Deep hole drilling Machine
- Chakan – DFT Machine, ETP STP Plant, Laser Welding Machine & Head, Noise Testing Machine, Assembly Line, Inner tube Squeezing & slotting Machine
- Hosur - R&D tech centre renovation, IFF assembly line Upgradation
- Khandsa - Twin station Spinning machine, Oil & Gas Filling Machine

CASH FLOWS

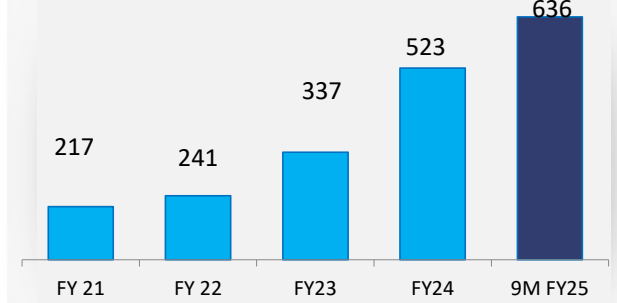
Cash Flow from Operations (Rs. Mn)



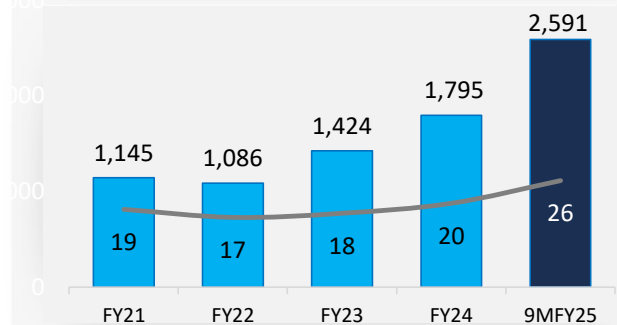
Cash Flow used in Investing (Rs. Mn)



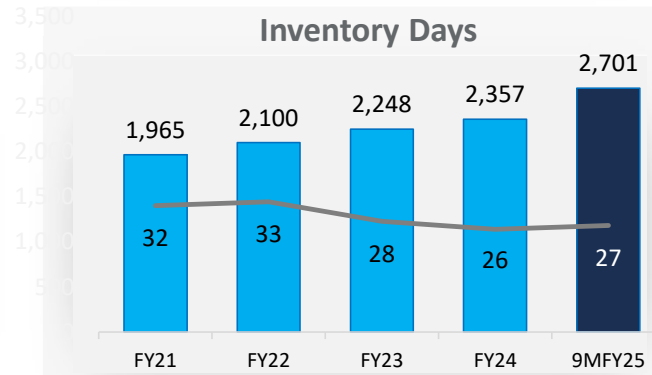
Cash Flow used in Financing (Rs. Mn)



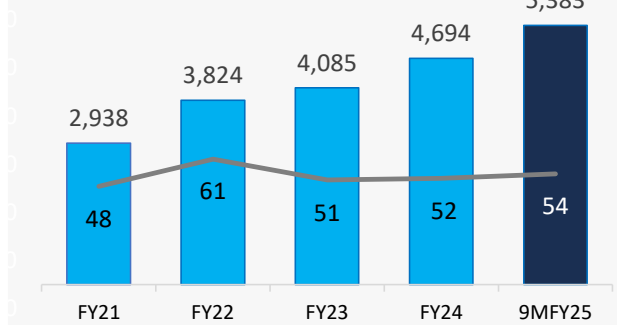
Working Capital Days



Inventory Days



Debtors Days



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

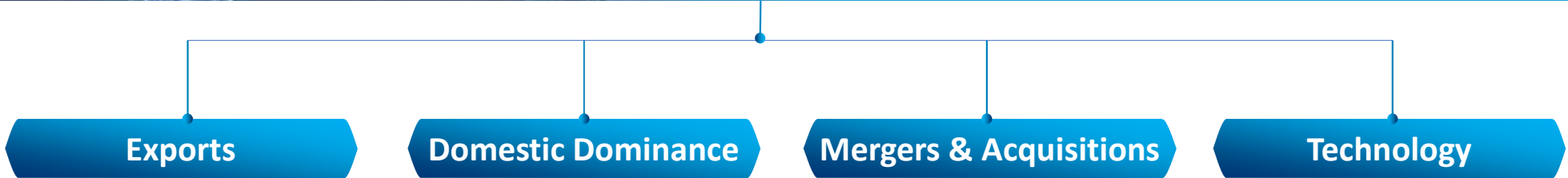
VISION 2025



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

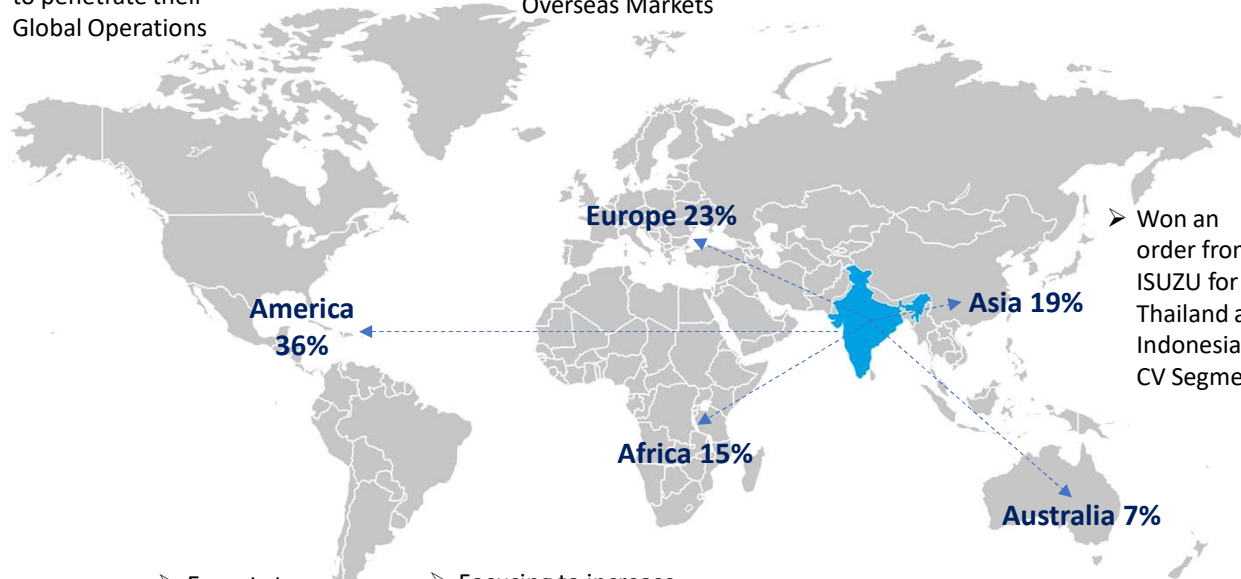


CREATING GLOBAL PRESENCE THROUGH EXPORTS

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

➤ Resource in Europe for exploring opportunities in Overseas Markets

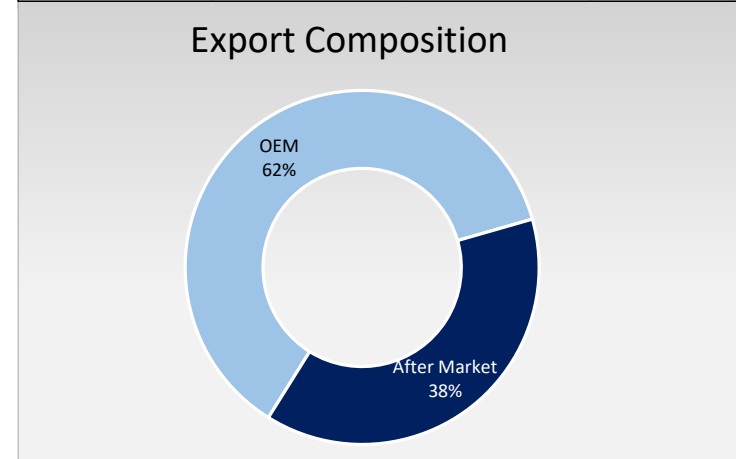
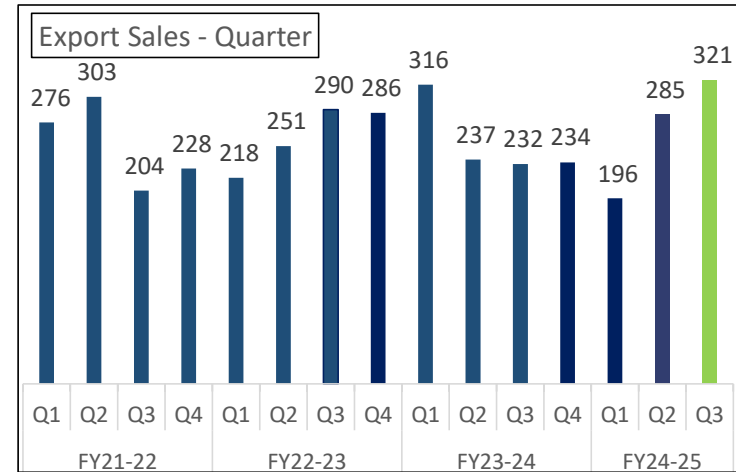
➤ Export order from DAF Netherlands



➤ Won an order from ISUZU for Thailand and Indonesia in CV Segment

➤ Exports to Yamaha, Japan

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



OUR STRATEGIC BUSINESS DRIVERS



Domestic Dominance



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

Performance

- 9M FY25 vs 9M FY24 sales value growth was 13.02%. This growth was contributed by good sales performance in OLA and TVS where we have high SOB.

Recent Launches

- TVS Apache 160 4V
- TVS Max King (3W EV)
- TVS Jupiter CNG Version

Market Update

- As per SIAM data, the 2W sales grew by 13.1% in 9M FY25 over the same period last year and 3W grew by 4.1%.
- Within the 2W segment, Scooters grew by 18.1%, Motorcycles grew by 11.1% and Mopeds grew by 9.5% in 9M FY25 over the same period last year.

Future Development

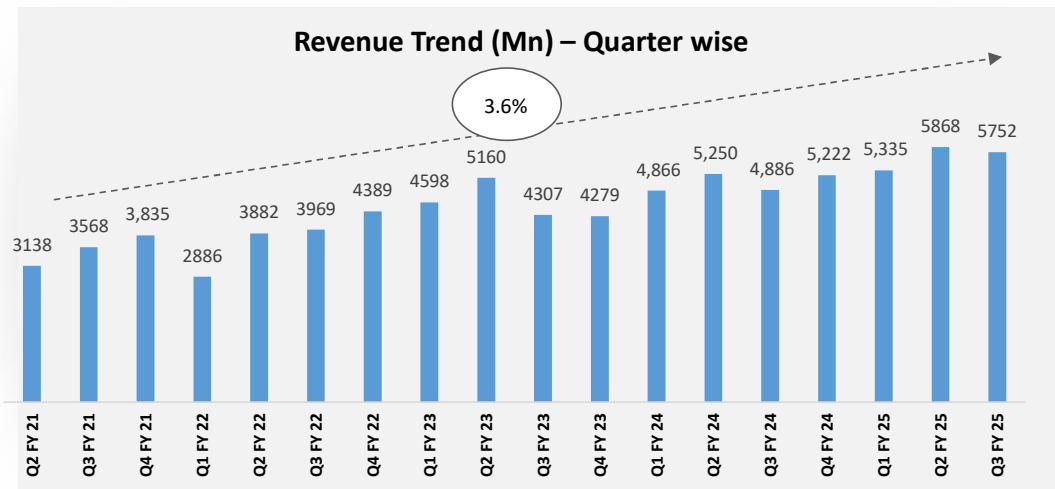
- EV - OLA ,River, Raptee, TVS, UV. RE ,Ather
- 2W- TVS, REM, Suzuki, Bajaj, Piaggio, HMSI, Yamaha
- 3W – Bajaj, TVS, Mahindra(EV)

Top 3 Customers

- TVS Motors, Suzuki, HMSI

64% % to Total Sales

30% Market Share



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



OLA ELECTRIC



AMPERE
By GREAVES



HERO ELECTRIC



TVS



ATHER



Mahindra ELECTRIC



Top EV Manufacturers

GIL Presence

1. Bajaj Auto
2. TVS Motor Co
3. Ola Electric
4. Ather Energy
5. Greaves Electric
6. BGauss Auto
7. Pur Energy



Source: sme.v.in/fy-24-25

13%

GIL Market Share
EV 3W sales
(Q3 FY 24-25)

23%

GIL growth - EV-2W Q3
FY25 w.r.t Q3 FY24

103%

GIL growth - EV-3W
Q3 FY25 w.r.t Q3 FY24

Source: vahan.parivahan.gov.in

E-BIKE FORK BUSINESS

MTB Front fork

Product Baskets in Development



1. Electric Bicycles



2. Mountain Bicycles



3. Cargo Bicycles

Highlights

1. Developed two products in the segment
2. Hired product technology consultant to work on advance bicycle suspension.
3. Hired a business consultant in Europe for Sales and Business Development of the sector.
4. Business team in discussions with OEMs in Europe.

YTD SEGMENT PERFORMANCE – PASSENGER VEHICLES(INCL. AM)

Performance

- 9M FY25 vs 9M FY24 sales value growth was 4.2%. This growth was contributed by good sales performance in MSIL and Skoda where we have high SOB.

Market Update

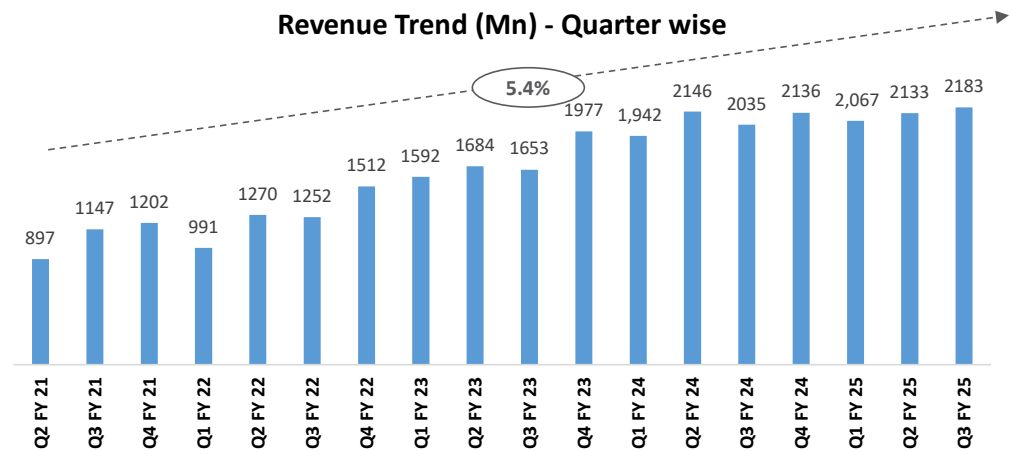
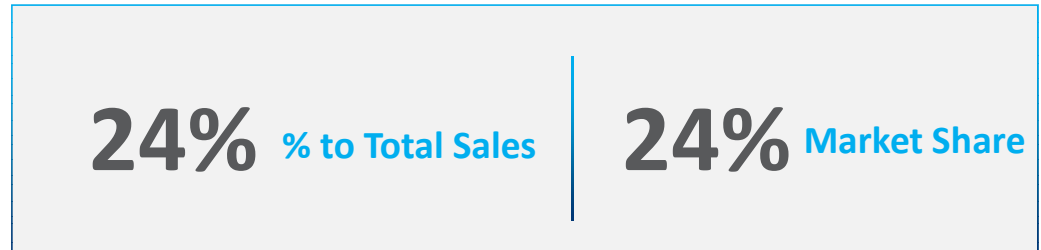
- As per SIAM data, the sale of Passenger Vehicles grew by 2.5 % in 9M FY25 over the same period last year.
- Within Passenger Vehicles, the sales for Passenger Cars saw a dip of 13.8% while Utility Vehicle grew by 14.2% & Vans grew by 8.9% YoY in 9M FY25

Future Development

VW (1) , TML (1), MSIL (2)

Top 3 Customers

- Maruti Suzuki, Mahindra & Mahindra, Skoda Volkswagen

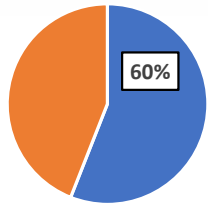


GABRIEL PRESENCE: UTILITY VEHICLES/ SUV-COUPE

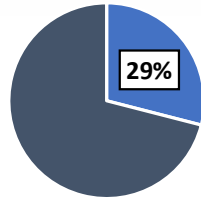
- Manufacturing Facility: Chakan & Khandsa
- R&D Centre: Pune
- Product Portfolio: McPherson struts, Gas Chock Absorbers, Steering Dampers
- Commenced the technology of FSD (Frequency Selective Damping) & HRS (Hydraulic Rebound Stop) in damper supplies for key customers

Share of Utility Vehicle sales in Gabriel Passenger Vehicle business - 60%

Gabriel India Share of Business in Total Utility Vehicle Sales - 29%



■ Utility Vehilce



■ SOB - GIL ■ Others



Volkswagen Taigun



Skoda Kushaq



Tata Curvv ICE/ EV



Mahindra XUV 700



Mahindra Thar



Stellantis Basalt Citroen



Suzuki Brezza (New)



Suzuki Grand Vitara



Suzuki Jimny



Toyota Hyryder

YTD SEGMENT PERFORMANCE – COMMERCIAL VEHICLES (INCL. AM & RAILWAYS)

Performance

- CV segment degrew by 6.6% over the same period last year.

New Program

Mahindra – UPP E1 , TML – Prima Axle damper, Coral , TVS – 4W, Pinnacle E Mobility

Market Update

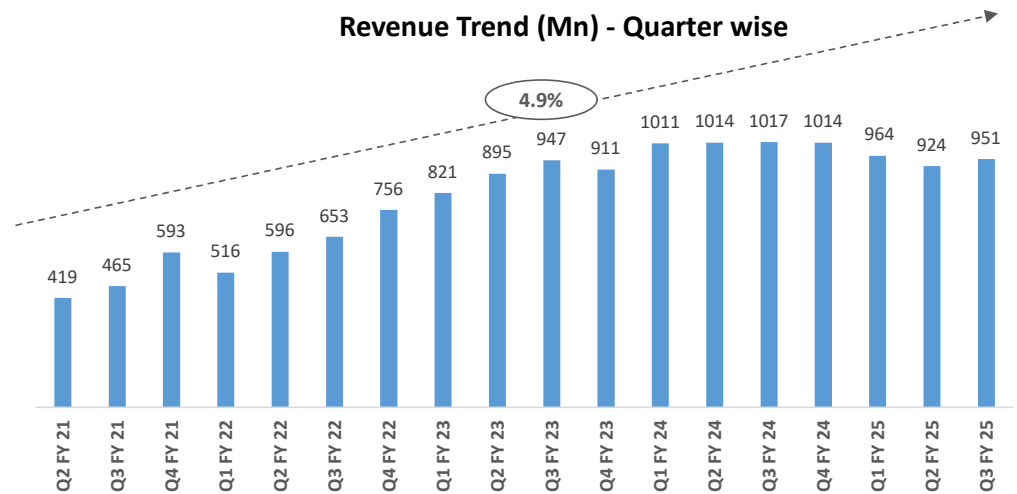
- As per SIAM data, the overall commercial vehicles segment degrew by 5.6% in 9M FY25 as compared to 9M FY24
- Medium & Heavy Commercial Vehicles (M&HCVs) sales de-grow by 4.0% YoY and Light Commercial Vehicles (LCVs) de-grow by 6.6% YoY in 9M FY25 as compared to 9M FY24

Future Development

- Fuso Japan , New EV customers , HINO & Volvo
- DAF – Axle Dampers & Stellantis New Programs

Top 3 Customers

- Tata Motors, Mahindra & Mahindra, Ashok Leyland



GABRIEL PRESENCE- RAILWAYS



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
Supplied 80 Coach

Siemens E Loco
Shox – 4 Variant
20 Nos / Coach
Under Approval

Government OEM



Government OEM



Private OEM



Private OEM



AFTERMARKET

Strong Brand Equity

- Brand “Gabriel” synonymous with shock absorbers
- Leadership since 63 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 11% growth over Q3 23-24. Sale Q3 (24-25) – 1155 MINR
- **50 Years Partnership Celebration** - M/S B.K Auto & Tractors become 3rd Channel Partner to Complete 50+ Years association with Gabriel on 23rd December’24
- Completed successfully 5 IT Enablement projects

Widest Product Range

- Only Company present in all the segments i.e. TW, PC, CV & Railways
- Launched 116 SKU’s YTD Dec’24
- More than 1200 SKUs launched in last 5 years
- Continuous focus on expanding Product Portfolio

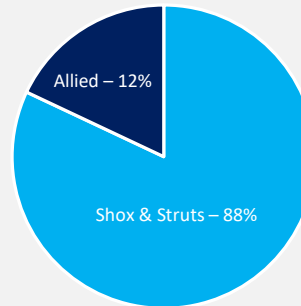
Presence Through Allied Products

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

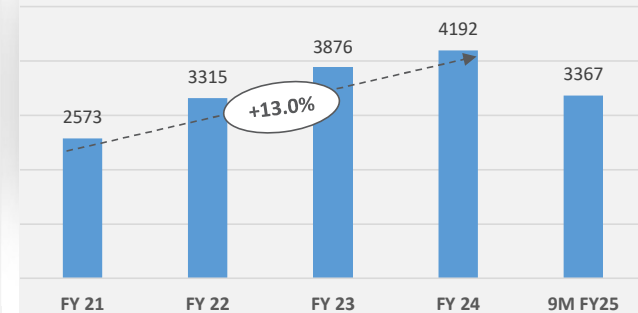
Focus Areas & Outlook

- 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 3 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)



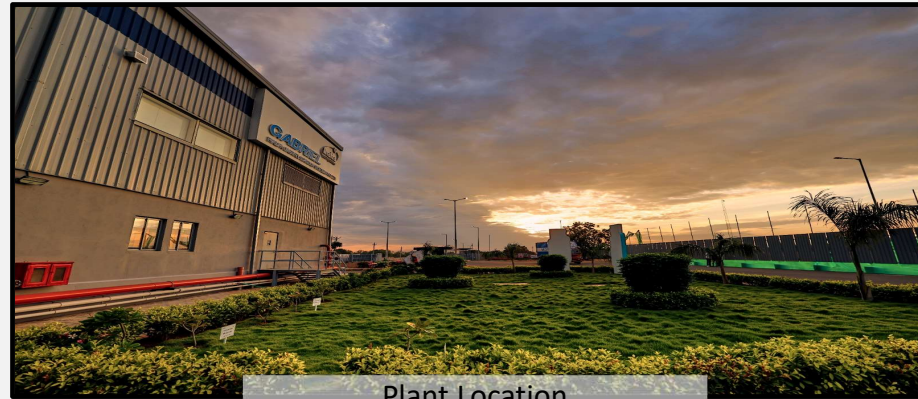
OUR STRATEGIC BUSINESS DRIVERS



Merger & Acquisition



IGSSPL PLANT



Plant Location



Assembly Line



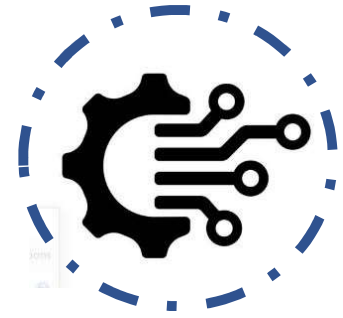
PU Line

CONSOLIDATED PROFIT & LOSS STATEMENT

Consolidated P&L	Particulars (Rs. Mn)	Q3 FY25	Q3 FY24	Q2 FY25
	Revenue from Operations	10,166	8,154	10,271
	Raw Material	7,557	6,076	7,603
	Raw Material % to Sales	74.3%	74.5%	74.0%
	Employee Expenses	652	526	644
	Employee Expenses % to Sales	6.4%	6.4%	6.3%
	Other Expenses	1,032	832	1,036
	Other Expenses % to Sales	10.0%	10.2%	10.1%
• Gabriel India Limited	EBITDA	925	721	988
	EBITDA %	9.1%	8.8%	9.6%
• Inalfa Gabriel Sunroof Systems Private Limited	Other Income	84	20	48
	Other Income % to Sales	0.8%	0.2%	0.5%
	Interest	30	16	20
	Interest % to Sales	0.3%	0.2%	0.2%
	Depreciation	194	144	194
	Depreciation % Sales	1.9%	1.8%	1.9%
• Gabriel Europe Engineering Centre	PBT	785	581	822
	PBT %	7.7%	7.1%	8.0%
	Tax	184	168	193
	PAT	601	412	629
	PAT %	5.9%	5.1%	6.1%
	EPS	4.2	2.9	4.4

Note: EBITDA computed based on operating income & operating expense
Foreign exchange fluctuation (Net) & non-operating expenses is part of other income

OUR STRATEGIC BUSINESS DRIVERS



Technology

GABRIEL EUROPE ENGINEERING CENTRE (GEEC)

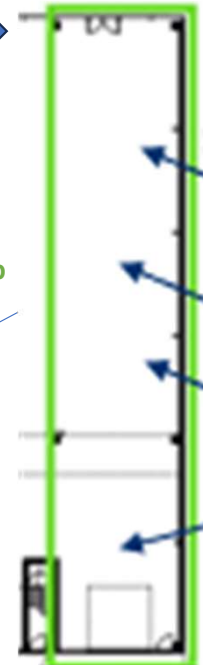
- Competence Centre for knowledge transfer and training
- Centre of Excellence aiming to become Best in Class on Global Suspension Market
- Joint development of Gabriel Next Generation Technologies with GIL R&D and global external partners
- Located at Thor Park in Genk, Belgium



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

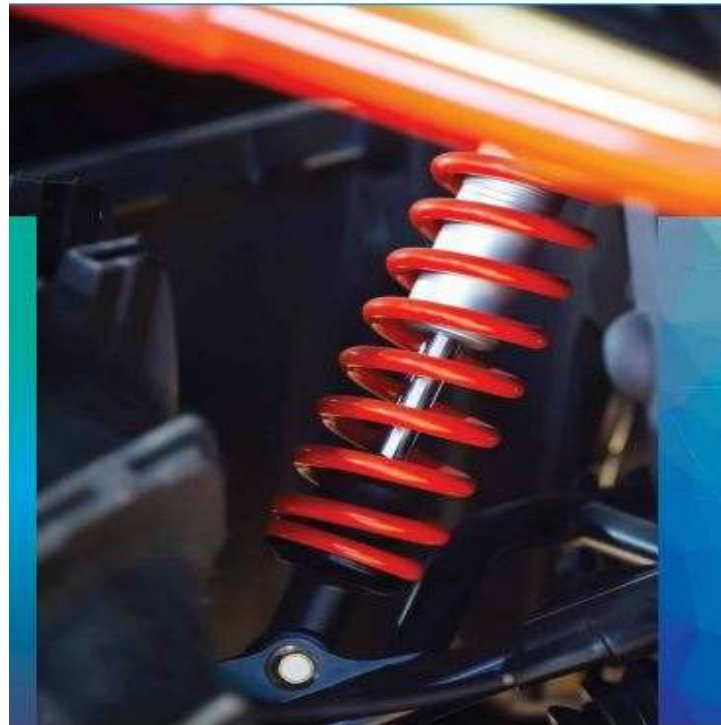
ACHIEVING ENGINEERING EXCELLENCE

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



72

R&D Specialists

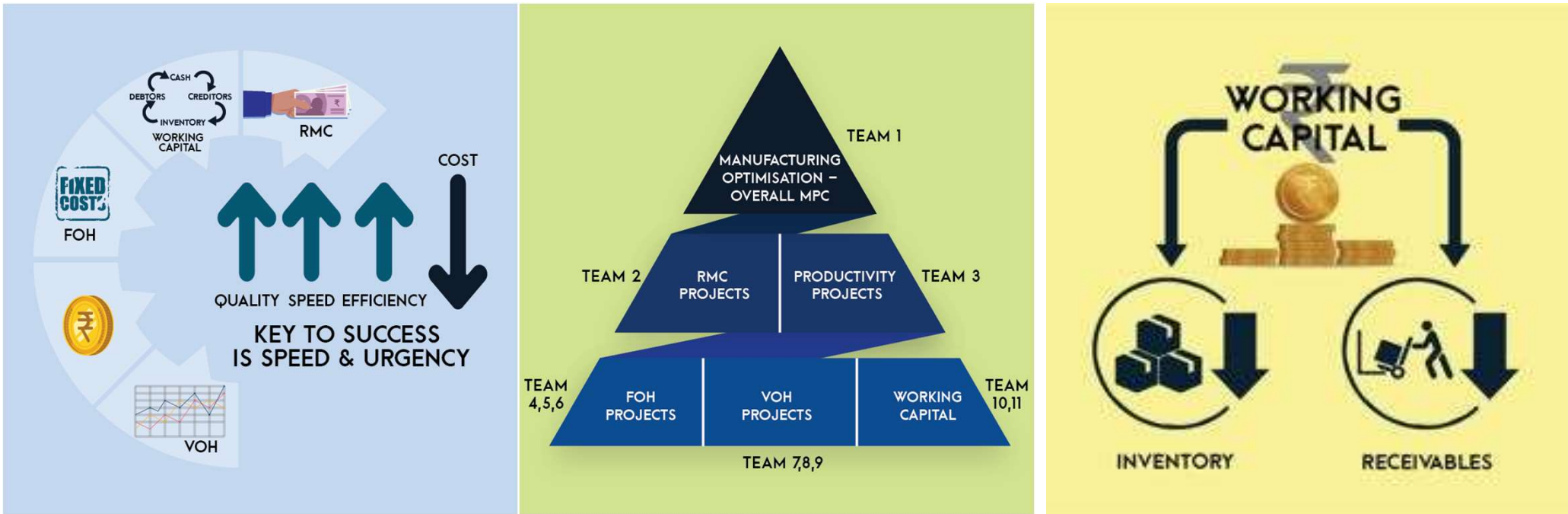
85

Patent Field

ELEMENTS OF 3-PILLARS



CORE 90 (COST REDUCTION IN 90 DAYS)



CORE 90 COST REDUCTION DRIVE

Awards & Accolades



Supplier of the Year and Quality Achievement (10 PPM)
Award by DAF PACCAR Inc



“Super Platinum” Quality Award received from Bajaj Auto Limited

Awards & Accolades



Quality Excellence Award by Tata Motors



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



Financial Strength (FY24)

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

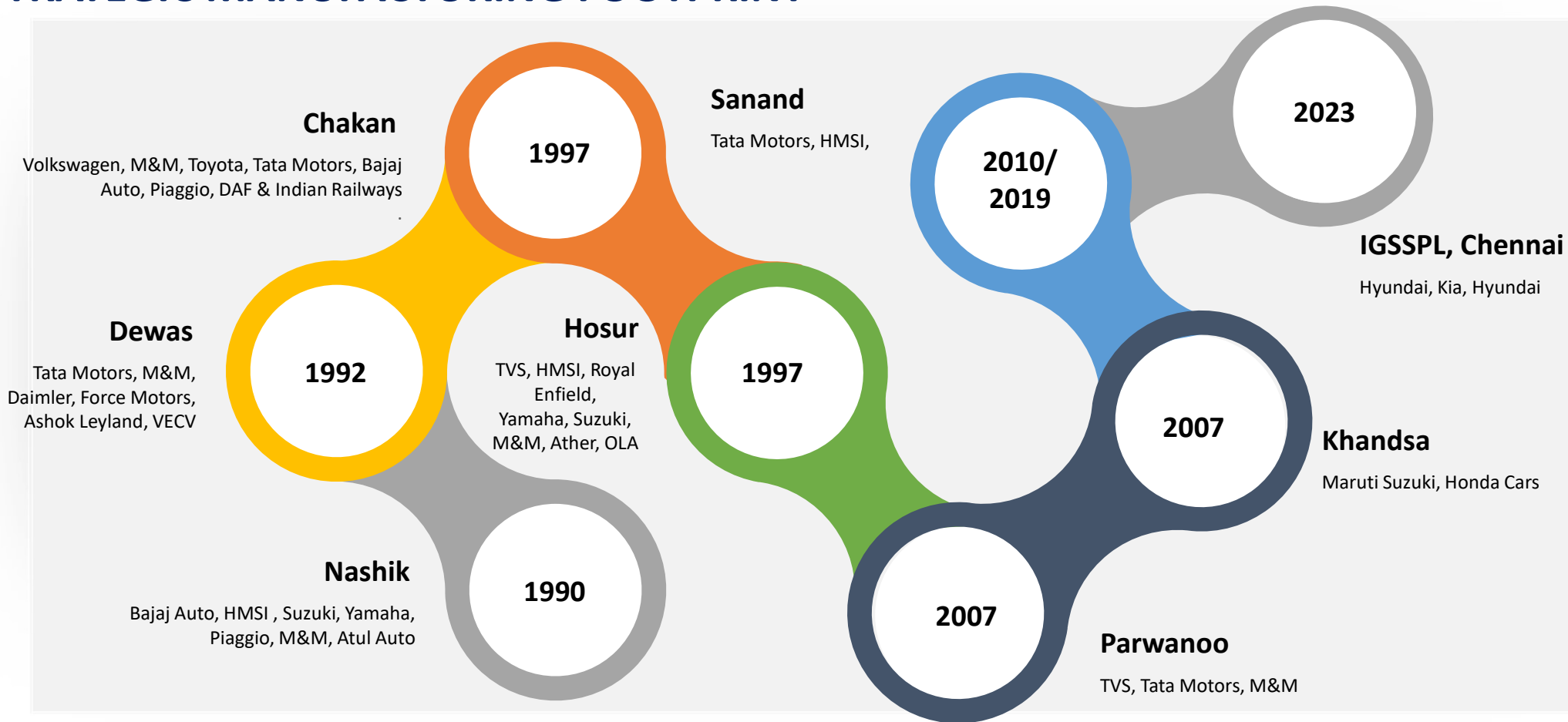
Key Metrics

500+ New Product Additions	25+ Countries of Presence	664 Distributors
8+3 (satellite plants) Manufacturing Plants	85 (28 Granted) Patents Filed	4,466 Employees (Average)

STRATEGIC MANUFACTURING FOOTPRINT



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 72 specialists providing customized solutions
- End-to-end capabilities from design, development, testing and validation
- Association with global technology partners

Quality at Competitive Price

- 8 state-of-the-art facilities & 3 satellite plants 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 700+ dealers and 25,000+ 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



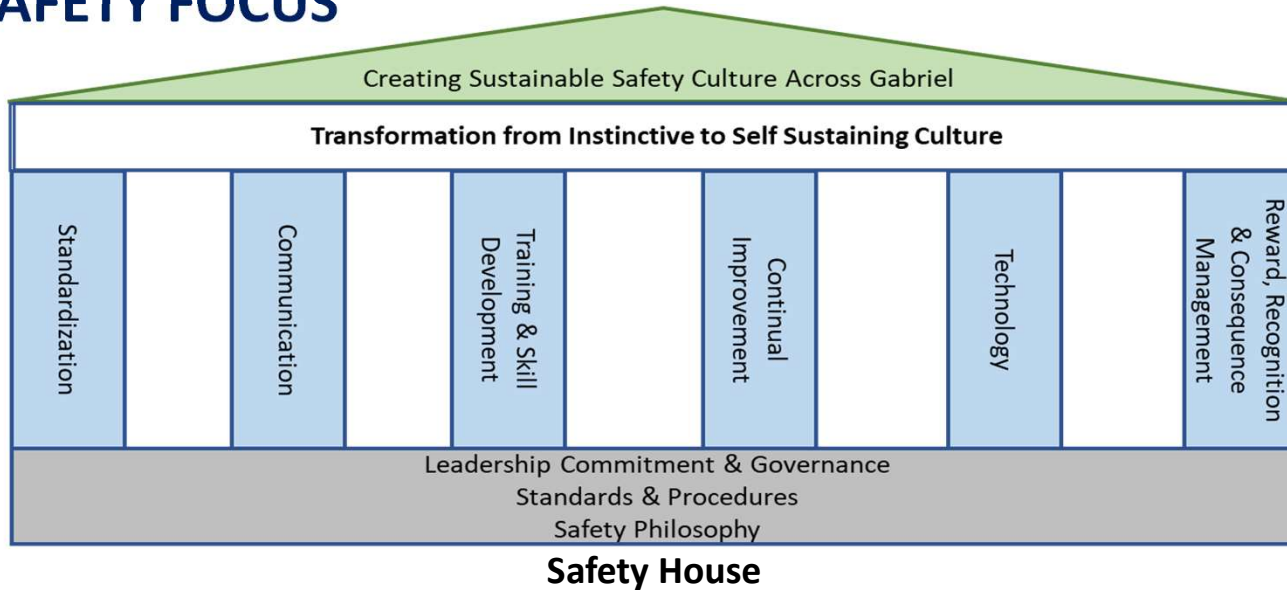
Passenger Cars



CV & Railways



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

- Improving 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



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

“GREAT PLACE TO WORK” – FIVE CONSECUTIVE YEARS

2019

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

2018

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

2017

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

2016

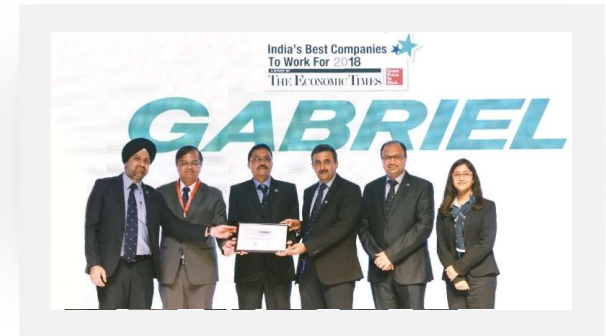
- **Ranked #3** in Auto Component Industry
- **Rank #70** among Top 100 Companies to work for in India

2015

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

2012

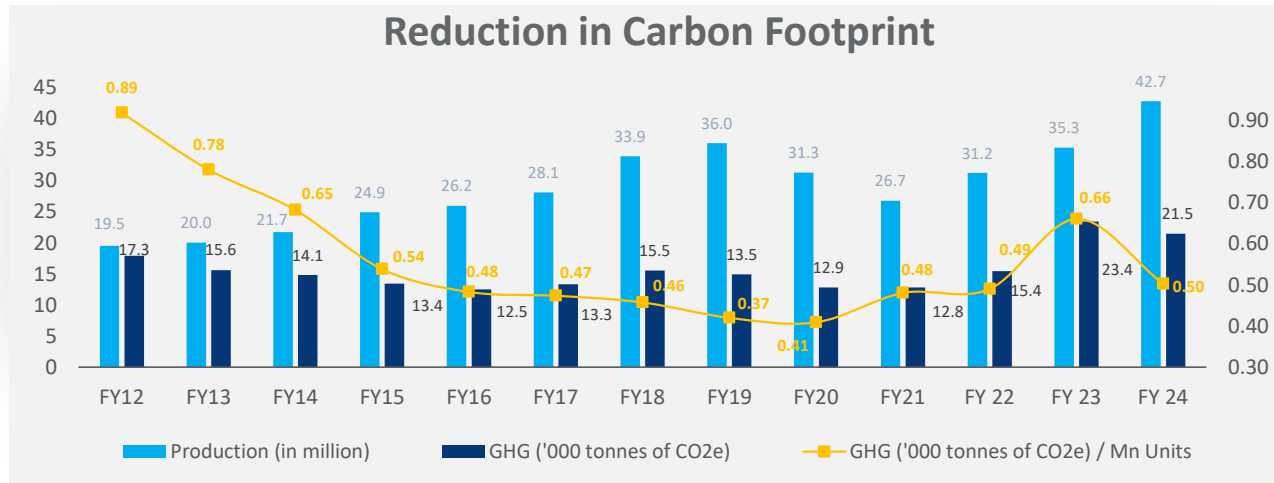
- **Ranked #3** in Auto Component Industry
- Recognized among the Best Companies in its Industry



SUSTAINABILITY MISSION



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 4.33 million units annually.
- Invested in group captive solar power plant to source renewable power at Nashik of 2.31 million units annually.
- 16% 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.

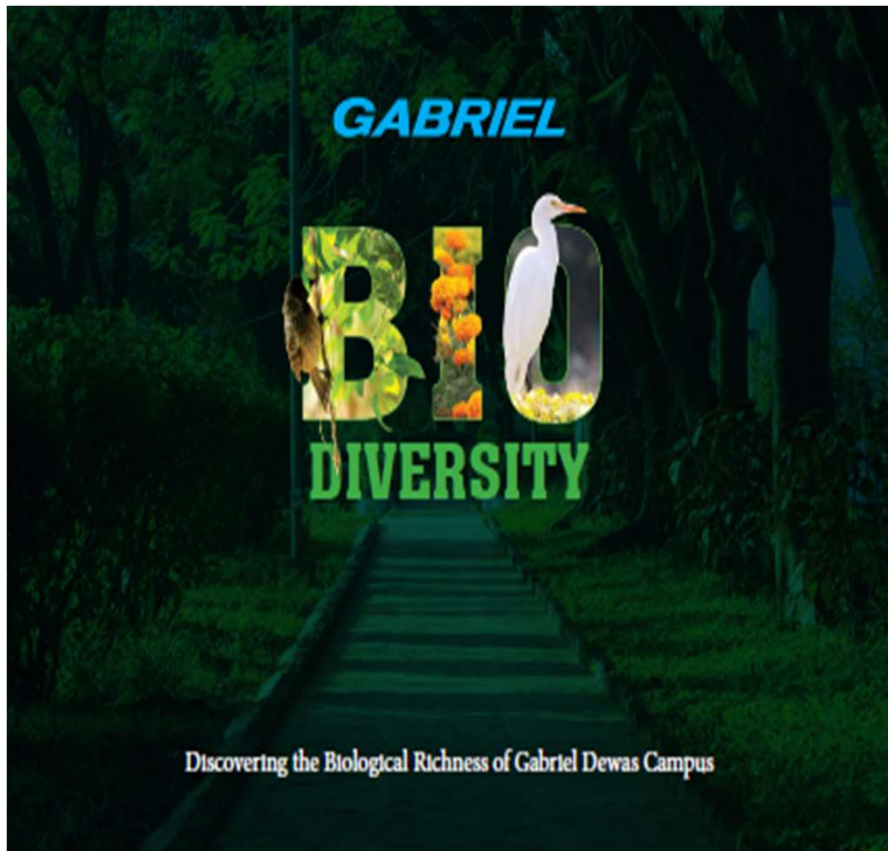
SUSTAINABILITY REPORT LAUNCH



GABRIEL Launched its Second ‘Sustainability Report’ for 2023-24

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.

Biodiversity Assessment Report



Driving Sustainability: Gabriel India's Commitment to Biodiversity and Beyond

Gabriel India Limited has completed biodiversity assessments at its Chakan and Dewas plants, identifying a diverse range of flora, birds, and fauna. The Chakan plant recorded 143 plant species and 32 bird species, including three protected under Schedule I of the Wildlife Protection Act, 1972, and two classified as Endangered by the IUCN. The Dewas plant documented 122 plant species, 36 bird species, and 11 faunal species, including three under Schedule I and one mammal under Schedule IV of the Wildlife Protection Act, 1972. These efforts highlight Gabriel India's commitment to biodiversity conservation and sustainable practices.

We are proactively implementing long- and short-term action plans to elevate these findings, reaffirming our steadfast dedication to biodiversity preservation and sustainable practices.

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



Mahendra K Goyal
Group President & Group CEO
ANAND Group



Jagdish Kumar
Group President & Group CFO
ANAND Group



Atul Jaggi
Managing Director
Gabriel India



Mahua Acharya
Non-Executive
Independent Director



Matangi Gowrishankar
Non-Executive
Independent Director



Pallavi Joshi Bakhru
Non-Executive
Independent Director



BVR Subbu
Non-Executive
Independent Director

EXECUTIVE LEADERSHIP



Atul Jaggi
Managing Director



Amitabh Srivastava
Chief Operating Officer,
Railways and Aftermarket
Business Unit



Rishi Luharuka
Chief Financial Officer,
Head Strategy &
Sustainability



Vinod Razdan
Chief Human
Resource Officer



Koen Reybrouck
Chief Technical
Advisor



Anand Sontakke
Chief Operating Officer



R. Vasudevan
Chief Marketing Officer



Prashant Shah
Chief Purchase Officer



Abdul Wahid
Head- Quality

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