



LEADING PLAYER ACROSS THREE BUSINESS SEGMENTS

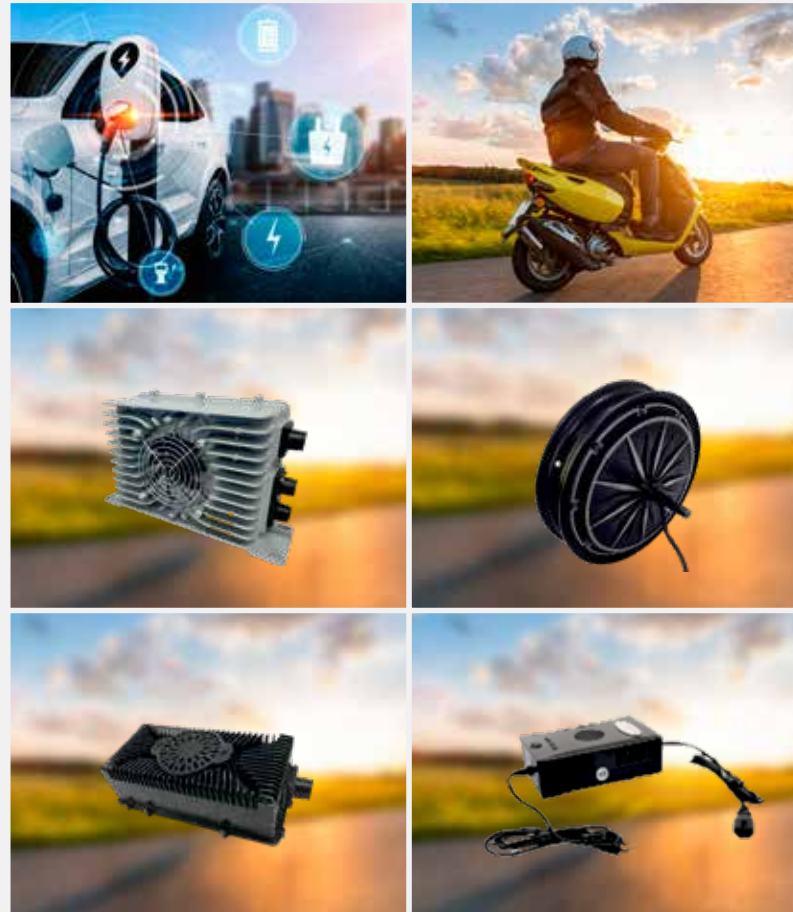
AUTOMOTIVE



CLEAN TECHNOLOGIES



ANEVOLVE

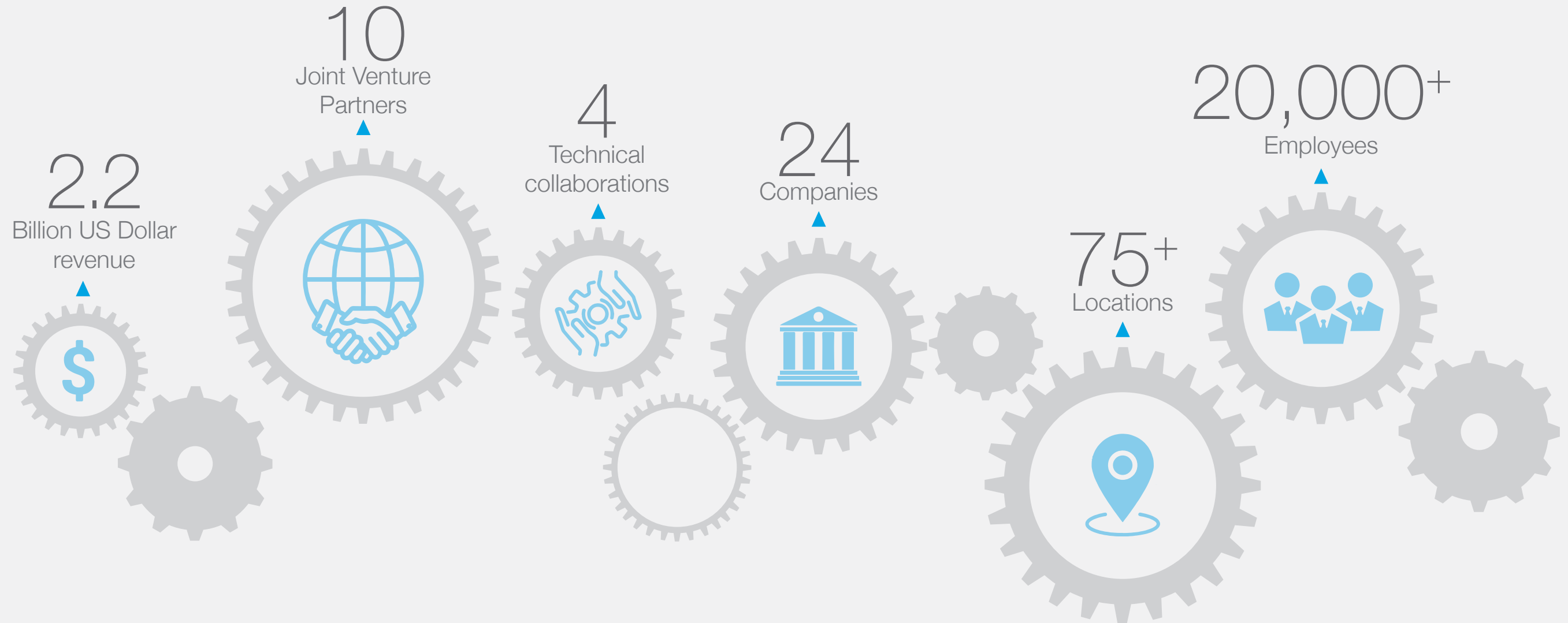


HOSPITALITY

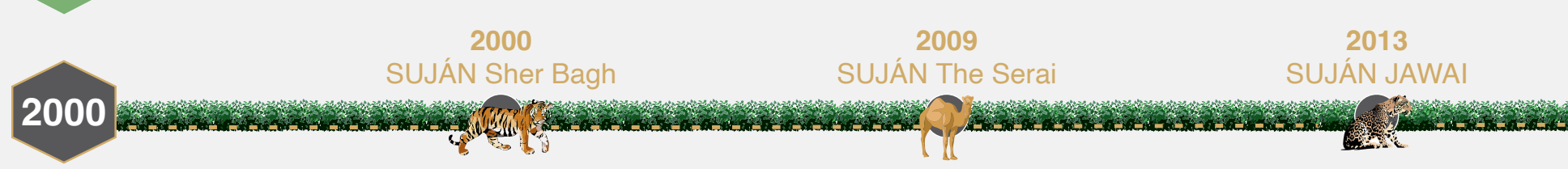
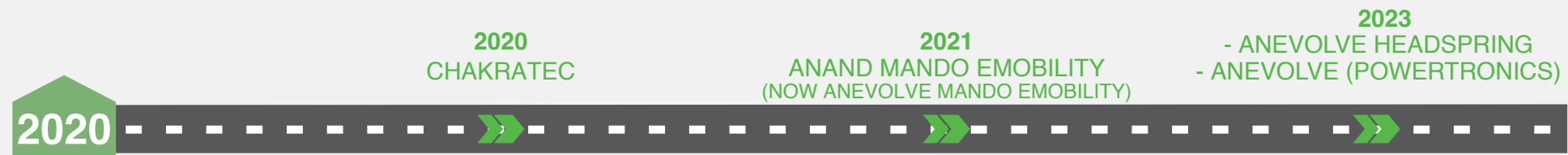
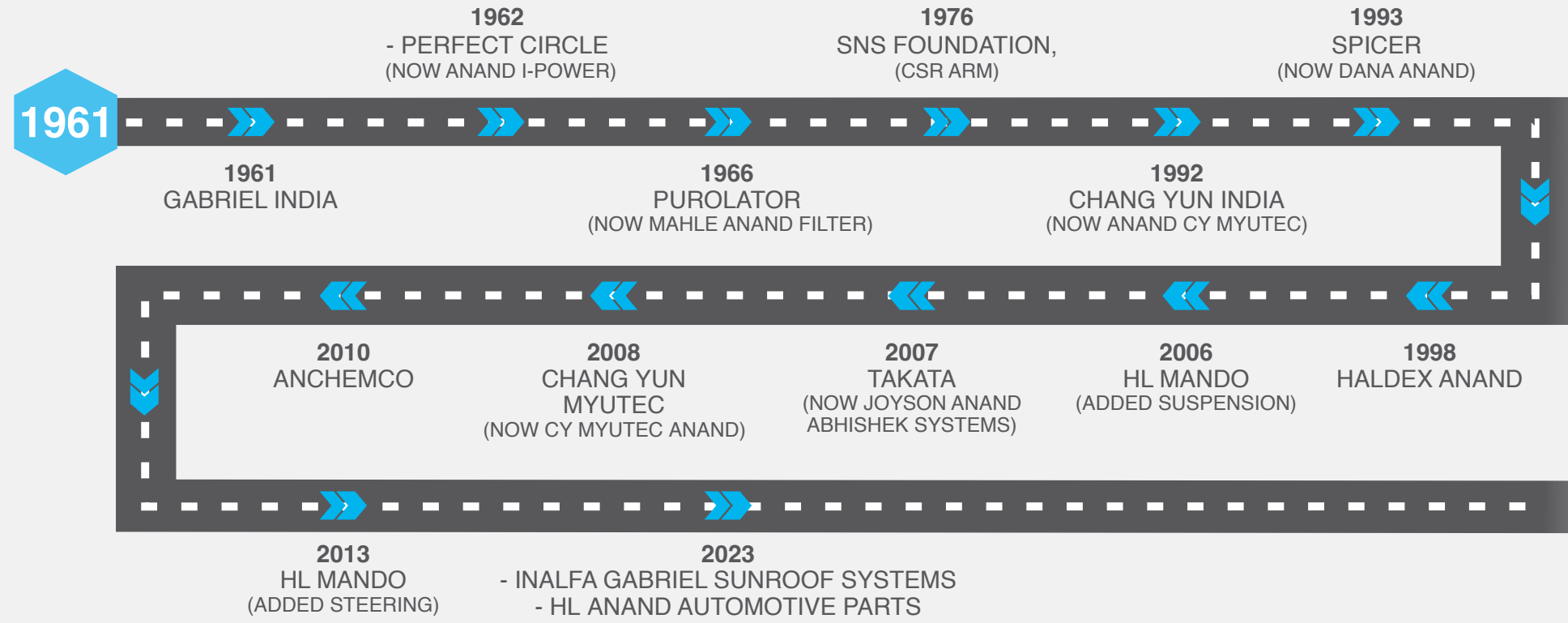
SUJÁN



FACTS AT A GLANCE



SIX DECADES+ OF BUILDING TRUST



LEADING THROUGH STRONG GOVERNANCE



Anjali Singh
Chairperson & Managing Trustee
DCA Foundation



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



Anjali Singh
Chairperson



Jaisal Singh
Vice Chairman

Deep C Anand Foundation



Kiran D. Anand
Trustee



Jaisal Singh
Trustee



Rohit Arora
Trustee



Lorenzo Piaget
Trustee



Deepak Chopra
Trustee

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

ANAND Executive Board



Mahendra K. Goyal
Group President &
Chief Executive Officer



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



Jagdish Kumar
Group President &
Chief Financial Officer



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

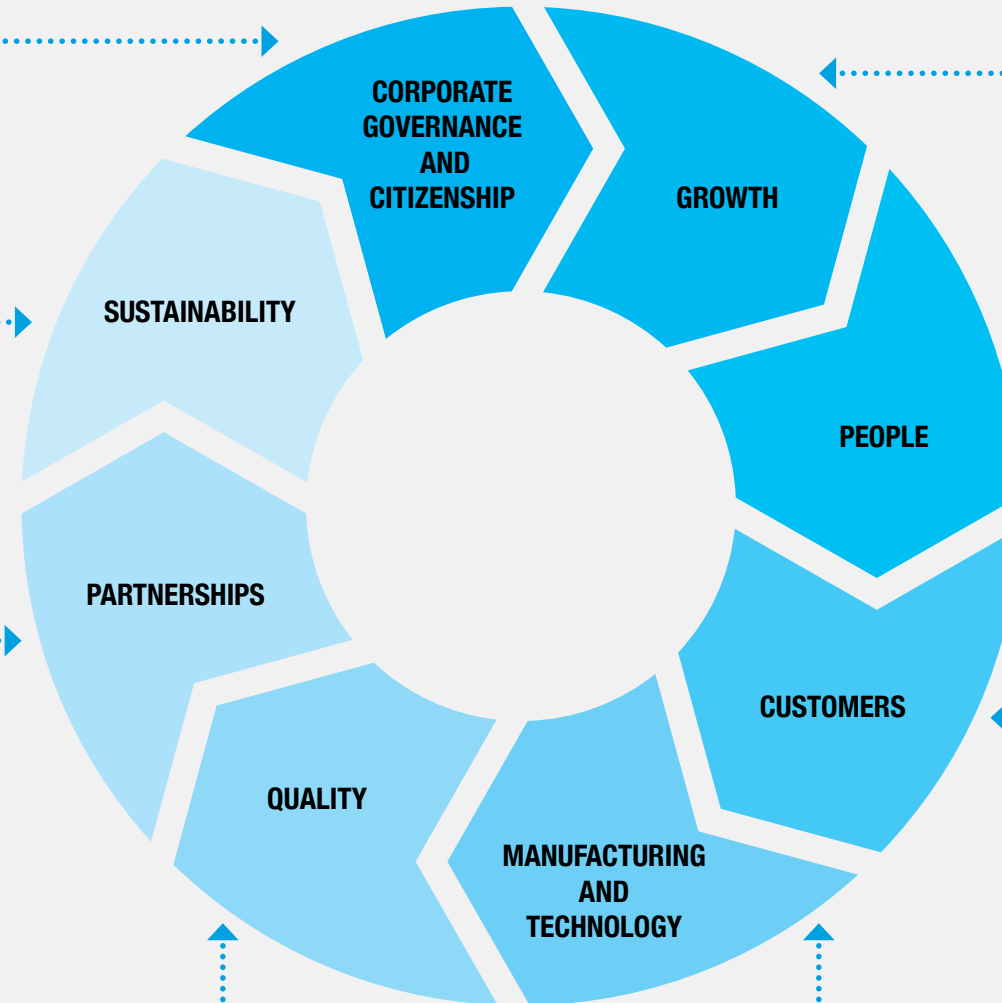


- Be always ethical
- Enhance fairness and transparency
- Strengthen CSR activities under SNS Foundation
- Ensure robust strategic planning and execution
- Strengthen governance through Group Supervisory Board

- 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

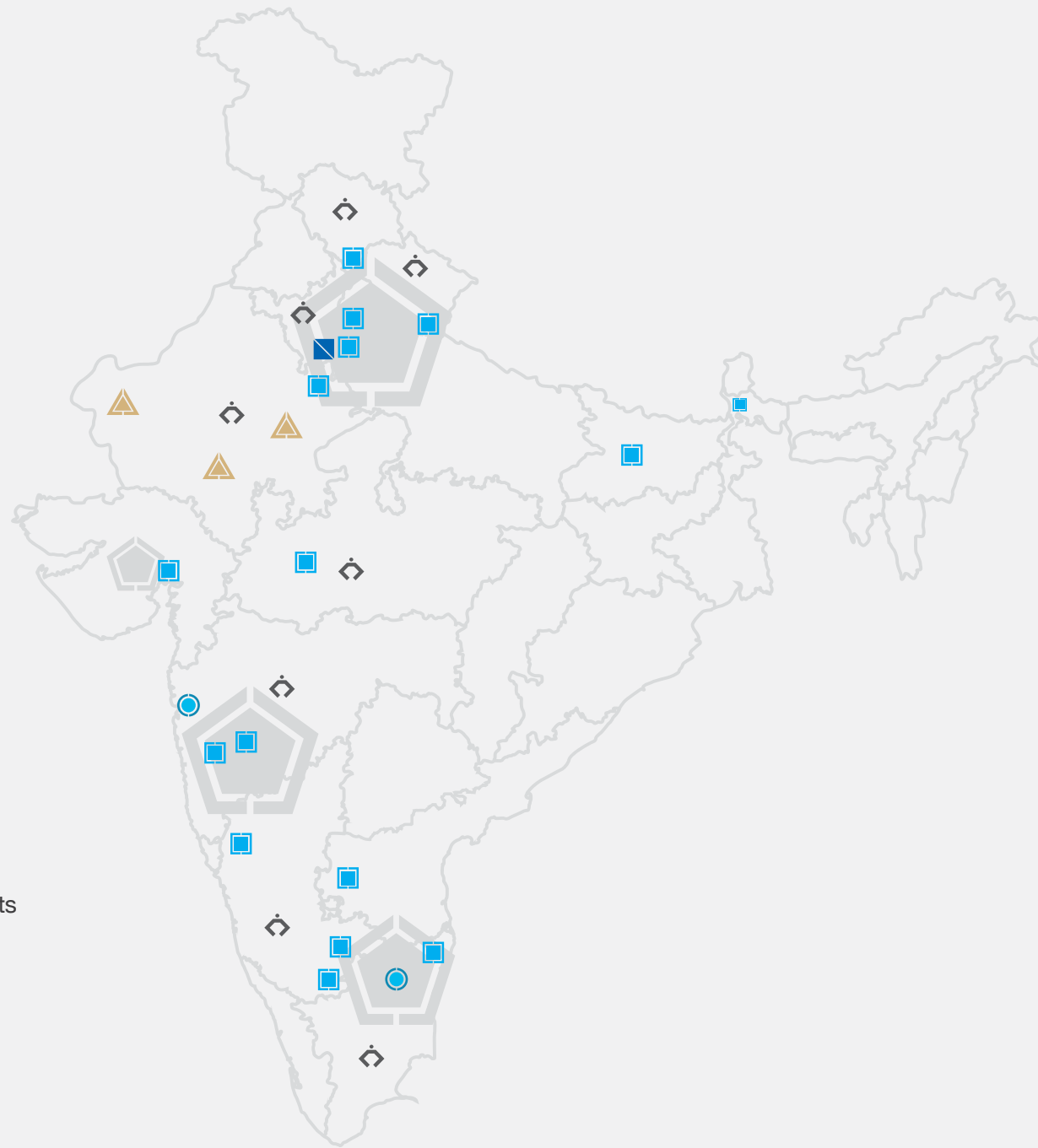
- Live by “Business is 90% people”
- Attract and retain talent
- Empower people and encourage accountability
- Develop people for required skills and experience
- Foster an inclusive, collaborative culture
- Enhance diverse representation at all levels

- 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 Business Center
- ANAND Automotive Plants
- India's Auto Hubs
- SUJÁN Properties
- SNSF

Present across 14 states in India

Himachal Pradesh (Parwanoo)

ANCHEMCO ANSYSICO GABRIEL MAHLE SNS Foundation

New Delhi (Corporate Headquarters)

ANAND SUJÁN

Haryana (Gurugram, Manesar)

ACYM ANEVOLVE DANA GABRIEL Henkel H.L. 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 ANSYSICO DANA GABRIEL FORVIA Haldex 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 CYMatic FORVIA GABRIEL Henkel inalfa roof systems JOYSON MAHLE H.L. Mando SNS Foundation Valeo

OUR PARTNERS

JOINT VENTURE PARTNERS

- CY Mytec, Korea
- Dana Incorporated, USA
- Forvia Clean Mobility, France
- Haldex AB, Sweden
- Henkel KGaA, Germany
- HeadSpring, Japan
- 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\$ 2.3 Bn****
Employees: **5,900+****



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



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



Employees: **40**



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



DAF

DAIMLER



GREAVES ELECTRIC MOBILITY



HYUNDAI



ISUZU



mahindra ^{Rise}



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...

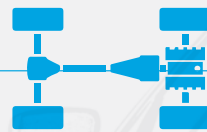
AUTOMOTIVE PRODUCT PORTFOLIO



Chassis



Emission
Control



Powertrain



Safety



Thermal
Management



E-mobility

1

GABRIEL GABRIEL INDIA



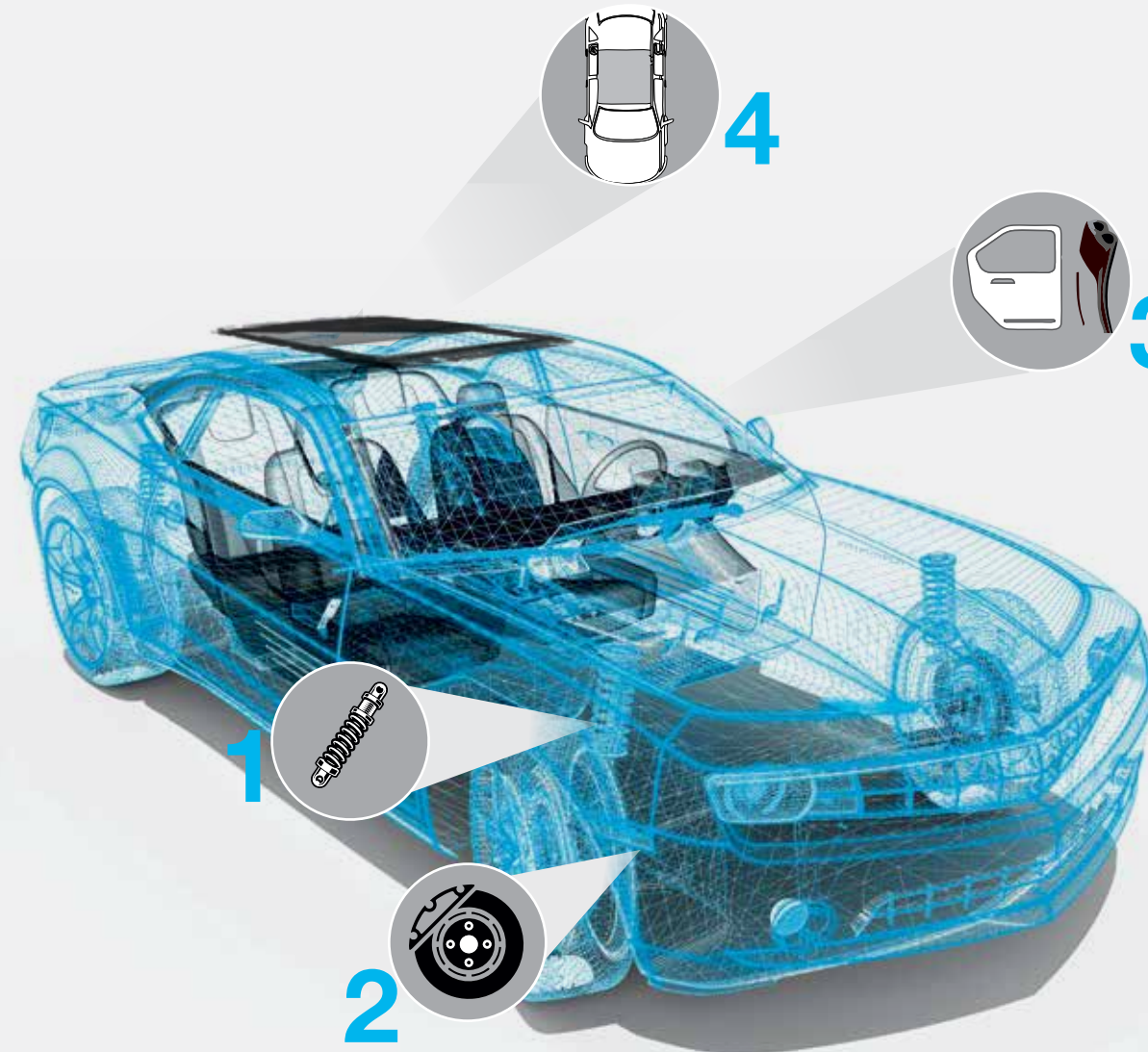
- Struts
- Dampers
- Front Forks
- E-Assisted Adjustable Shock Absorbers
- Semi Active Suspensions
- Frequency Selective Dampers (FSD)
- Inverted Front Forks (IFF)
- Cabin Dampers- Railway Dampers

2

HL Mando HL MANDO ANAND INDIA



- 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

- 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

- Bottom Loaded Top Slider (BLTS)
- Tilt Vent Slider (TVS)



1 ACYM ANAND CY MYUTEC AUTOMOTIVE



- 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

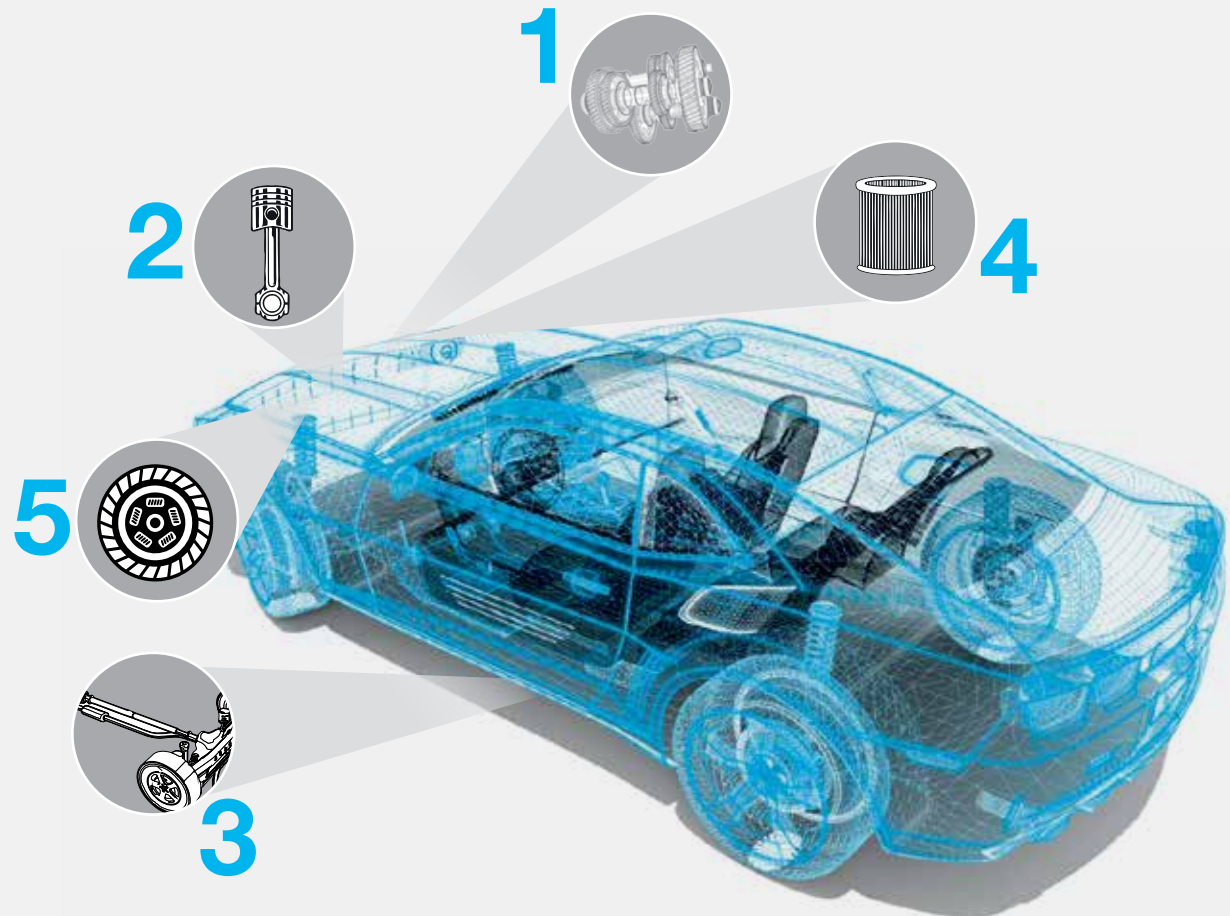


- Piston Rings
- Clutch Pressure Plates
- Slack Adjusters
- Differential Housings
- Wheel Hubs
- SG and Grey Iron Castings

4 MAHLE MAHLE ANAND FILTER SYSTEMS



- 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



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



3 DANA DANA ANAND INDIA



- Axles
- Drive Shafts
- Drivetrain Components



5 VALEO VALEO FRICTION MATERIALS INDIA



- Clutch Friction Material
- Brake Friction Material
- Friction Washer



1 **ANCHEMCO** **ANSYSCO** ANCHEMCO INDIA



- Diesel Exhaust Fluid
- AdBlue
- Coolants
- Brake Fluids
- Filter Compounds (PVC & PU Adhesives)
- Car Care Products

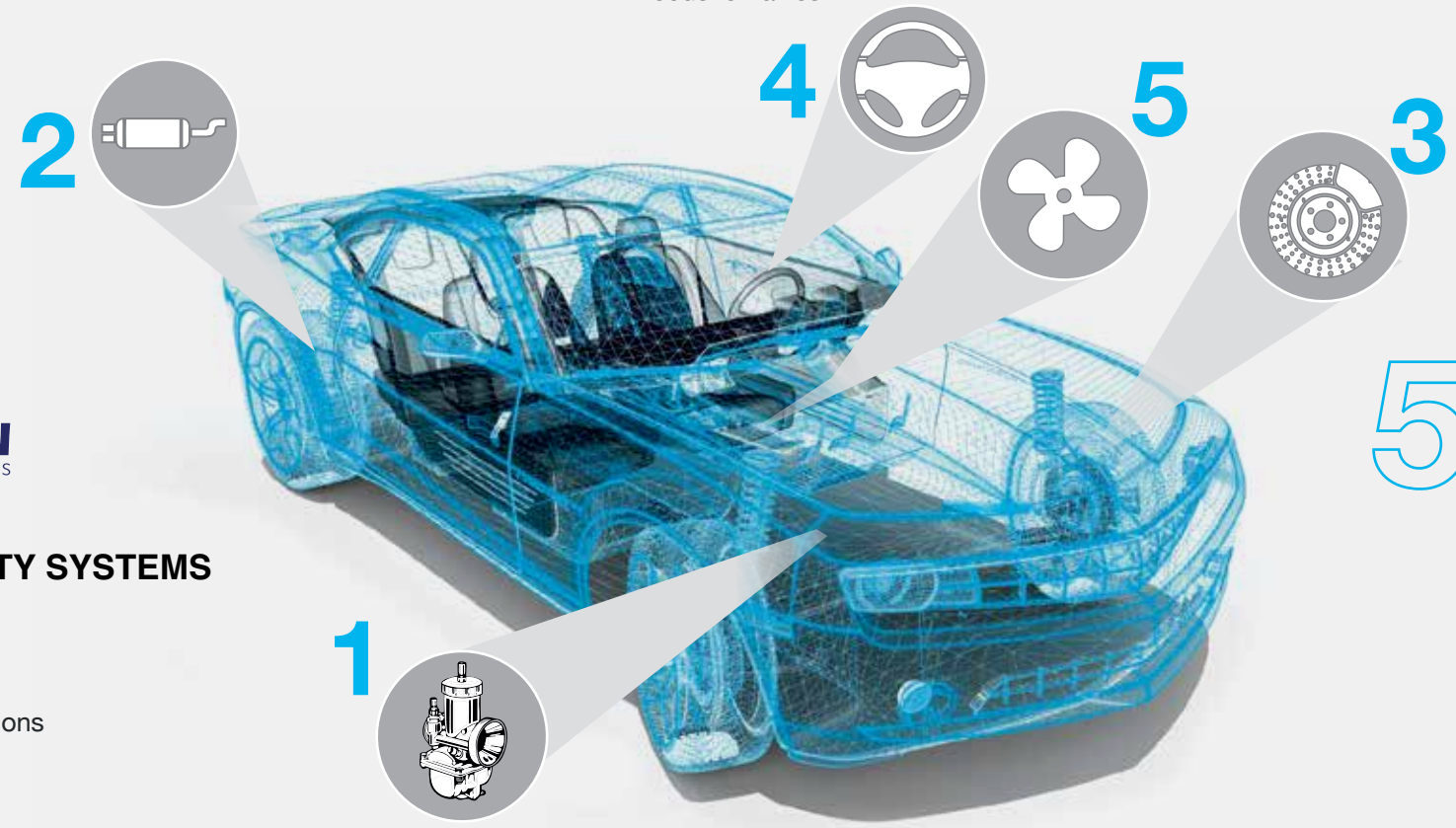
2 **FORVIA** **faurecia** FAURECIA EMISSIONS CONTROL TECHNOLOGIES INDIA



- 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 **Haldex** HALDEX ANAND INDIA

- Self-Setting Automatic Brake Adjusters
- Manual Slack Adjusters
- Consep (Electric & Pneumatic)
- Trailer Air Suspension Kit with Lift Axle
- Trailer ABS/EBS Kit
- Trailer Brake Kit
- Levelling Valve
- Disc Brakes
- Brake Chamber & Actuator



4 **JOYSON** SAFETY SYSTEMS JOYSON ANAND ABHISHEK SAFETY SYSTEMS



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

5 **MAHLE** MAHLE ANAND THERMAL SYSTEMS

- 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

- E-Axles for BEV & Hybrids



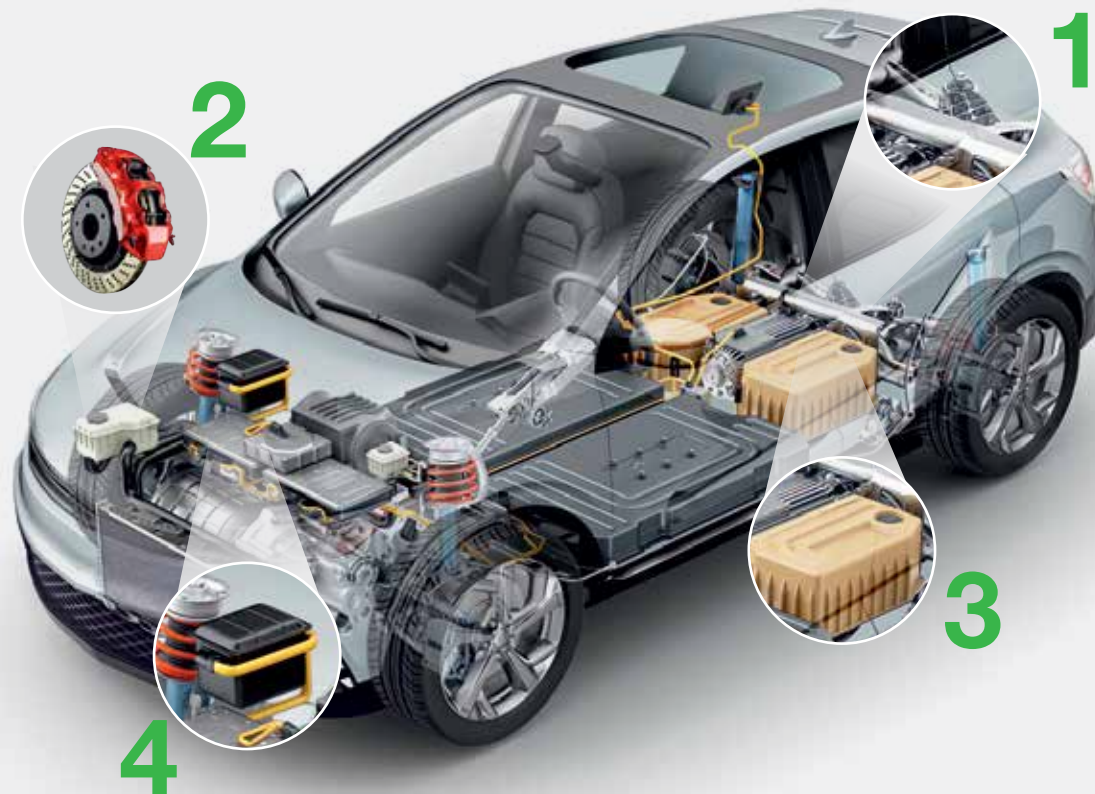
2 HALDEX ANAND INDIA

- Electro Mechanical Braking (EMB)



2 HL MANDO ANAND INDIA

- Integrated Dynamic Brake (IDB)
- MOC (EPB - Electric Parking Brake)



3 MAHLE ANAND THERMAL SYSTEMS

- i-Condensors
- e-Compressors
- Climate Control Module (CCM)
- PTC Heater
- Chiller Unit
- Electronic Expansion Valve (eXV)
- Battery Cooling Box
- Battery Cooling Plate



4 MAHLE ANAND FILTER SYSTEMS

- 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 72 specialists, highest in the industry
- Revenue ₹33.4 Bn, as compared to ₹29.7 Bn in FY22-23 (YoY 12.5%)

10 Manufacturing Plants

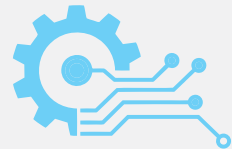
Sales Across
25 Countries

79 Patents Filed

4600+ Employees

Number 1 Brand in Aftermarket
Leadership with market share of >31% FY 2024, 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, Chakan
2. Technology Centre – Two Wheelers Advance Suspension Technology, Hosur
3. Gabriel Europe Engineering Centre, Belgium



TATA MOTORS VENDOR CONFERENCE 2024



ANEVOLVE is a clean technology platform that creates, designs, and manufactures green technology solutions for electric mobility, as well as other sectors.



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



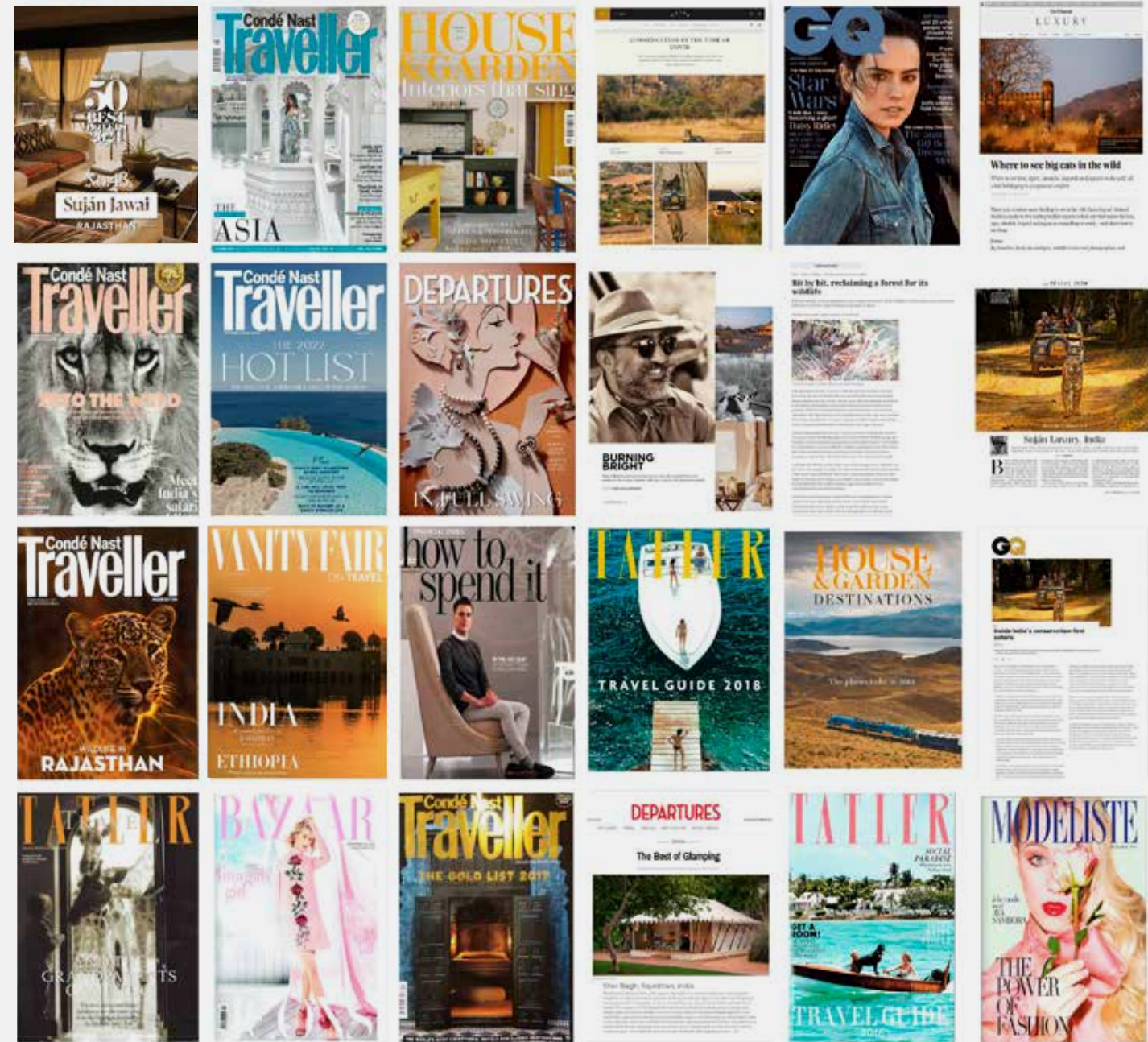

SUJÁN
THE SERAI
JAISALMER




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



AUTO EXPO 2023



BHARAT MOBILITY GLOBAL EXPO 2025 INAUGURATION



CII HARYANA STATE ANNUAL SESSION 2023-24

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



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 TATA MOTORS 2024



ANAND TECHNOLOGY DAY FOR MAHINDRA 2023



ANAND TECHNOLOGY DAY FOR MSIL 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 2024



MAHINDRA ANNUAL SUPPLIER CONFERENCE 2024



MAHINDRA VENDOR CONFERENCE 2025



TATA MOTORS ANNUAL SUPPLIER CONFERENCE 2023



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 >60 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)

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



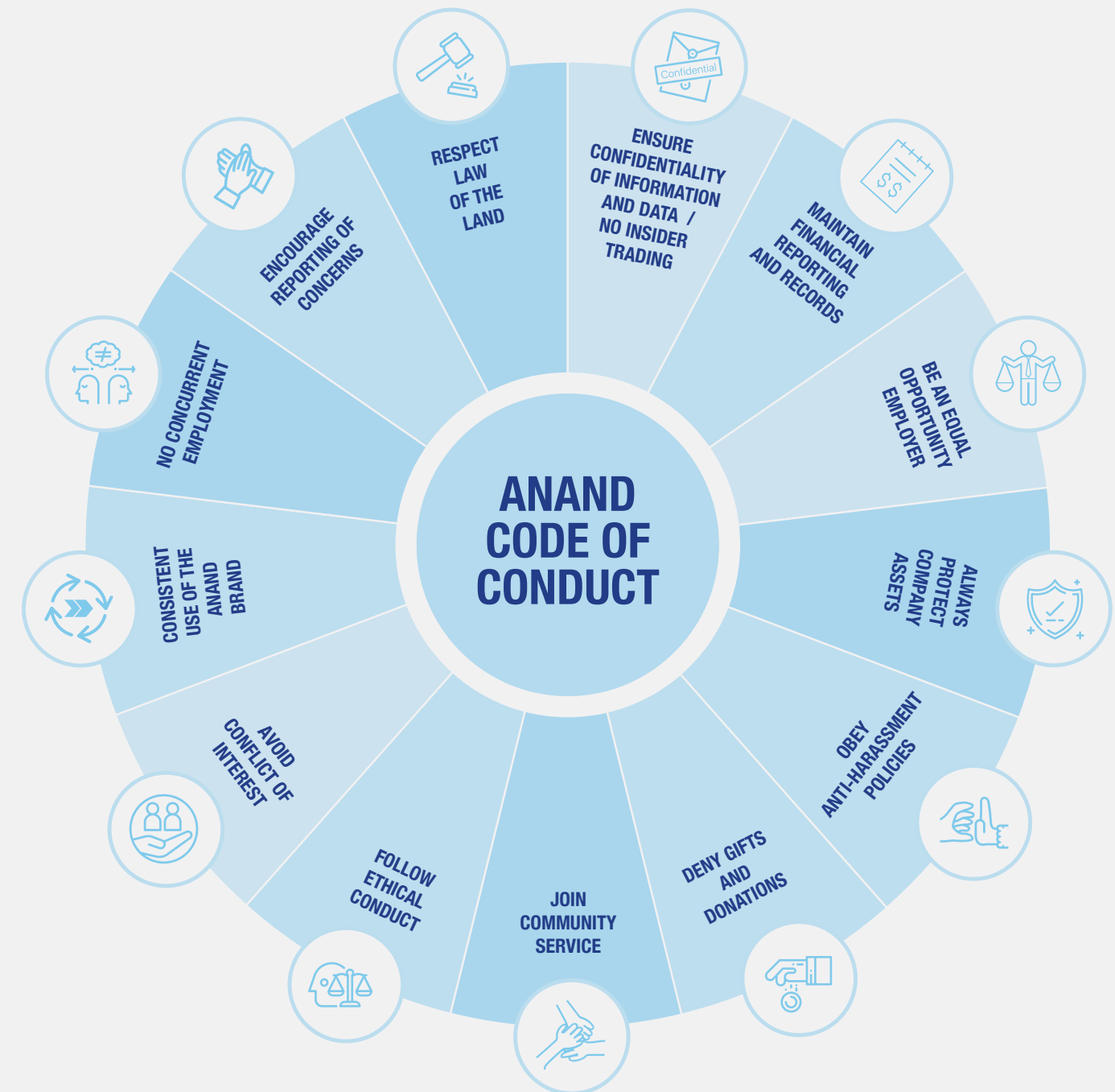
Ethics - Ethics forms a very important component of ANAND Group's belief and its practices. Employees, suppliers and vendors are encouraged and guided to maintain the highest level of ethical practices

- 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 SOCIAL RESPONSIBILITY
- We Embrace SUSTAINABILITY

**DRIVING WITH
YOU SINCE 1961**