

Date: January 29, 2025

<b>BSE Limited</b> 25 <sup>th</sup> Floor, P. J. Towers, Dalal Street, MUMBAI – 400 001  (Company Code: 505714)	<b>National Stock Exchange of India Limited</b> Exchange Plaza, Bandra Kurla Complex, Bandra (E), MUMBAI – 400 051  (Company Code: GABRIEL)
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**Sub: Disclosure under Regulation 30(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”)**

Dear Sirs,

We are enclosing herewith the Investors/Result presentation for the quarter ended December 31, 2024, in terms of Regulation 30(2) of SEBI Listing Regulations.

We request you to take the above information on record and kindly acknowledge the receipt.

Thanking you,

Yours faithfully,

**For Gabriel India Limited**

**Nilesh Jain**  
**Company Secretary**

Encl: a/a

Email Id: [secretarial@gabriel.co.in](mailto:secretarial@gabriel.co.in)

# Gabriel India Ltd.

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## Investor Presentation

January 2025



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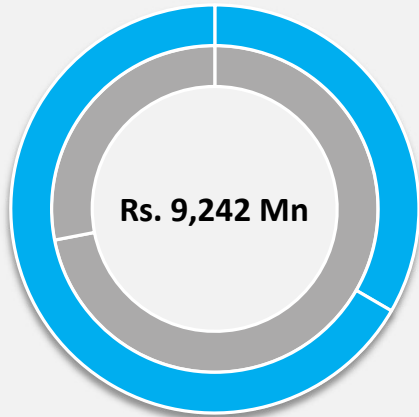


## Q3 & 9M FY25 Result Update

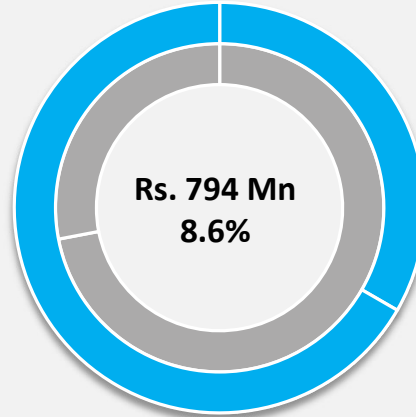
## FINANCIAL HIGHLIGHTS – Q3 FY25

### Q3 FY25

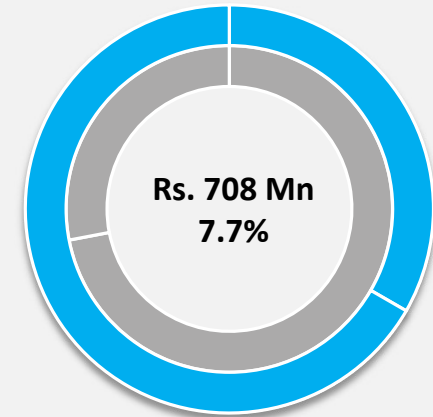
Revenue



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

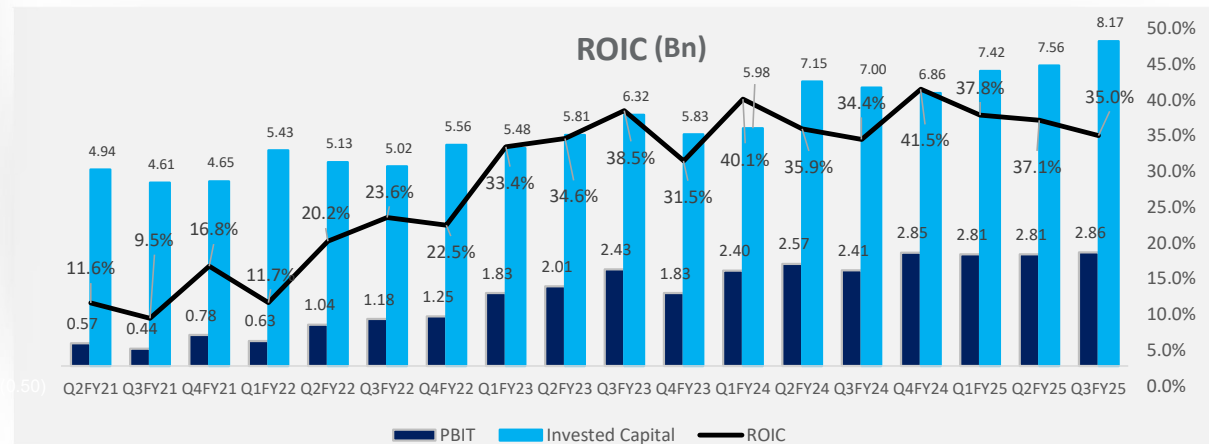
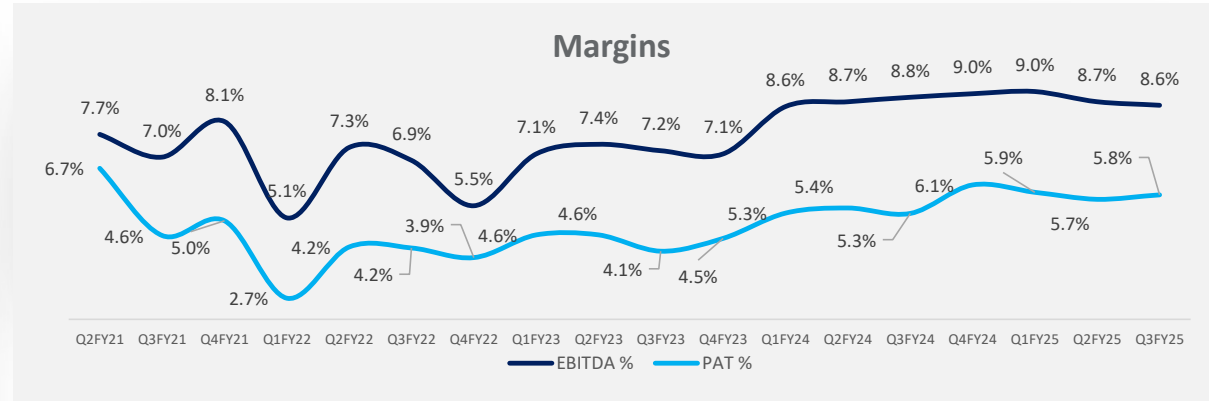
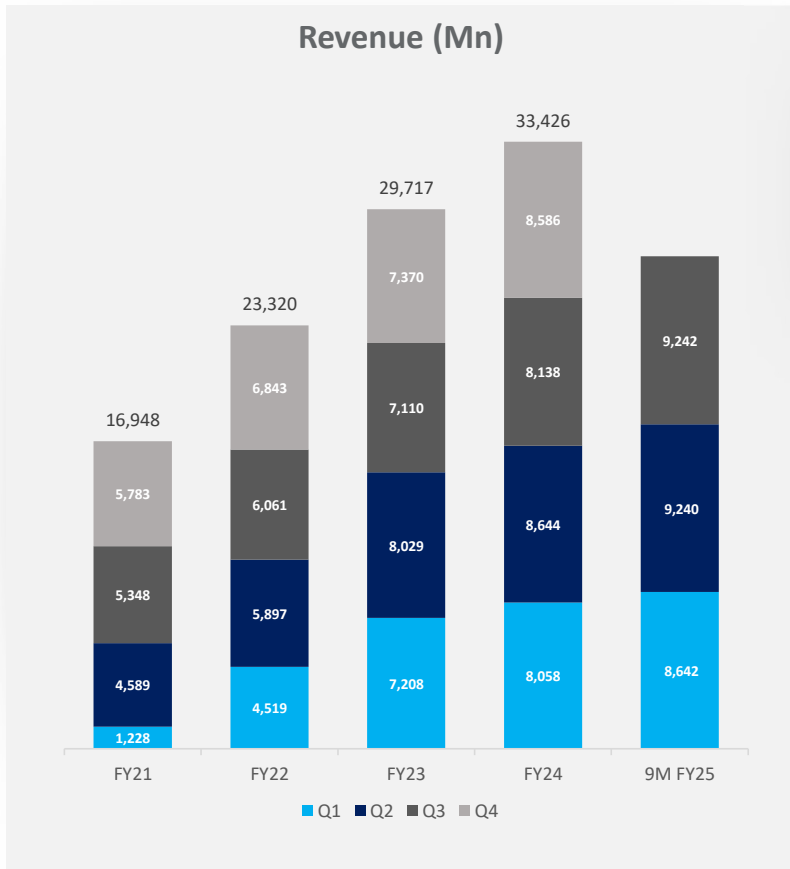
## QoQ

- Revenue: Incr. By 2 Mn
- Gross Margin Decr. By 7 Mn
- EBITDA Margin Decr. By 10 Mn
- Net Margin Incr. By 13 MN

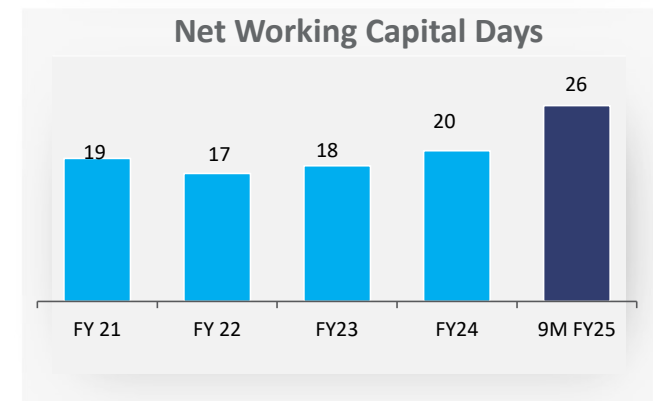
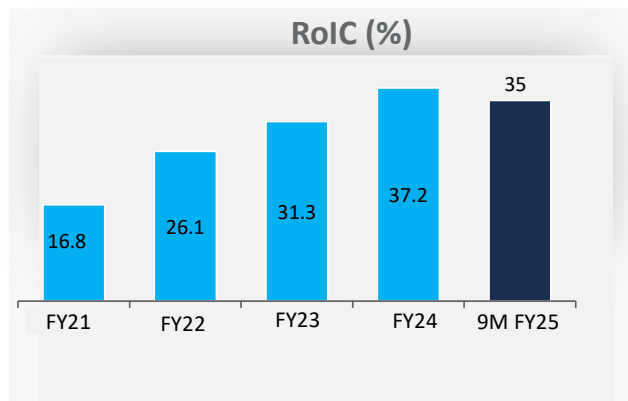
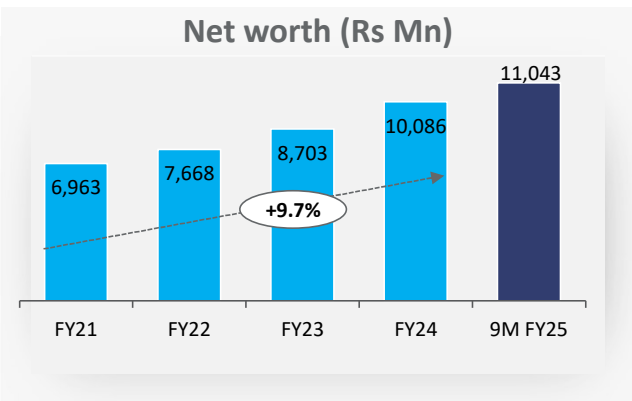
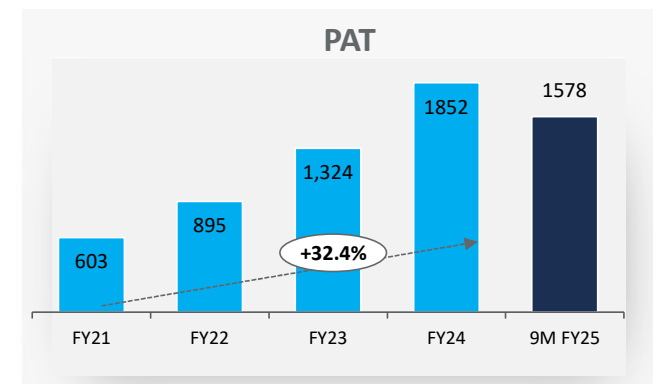
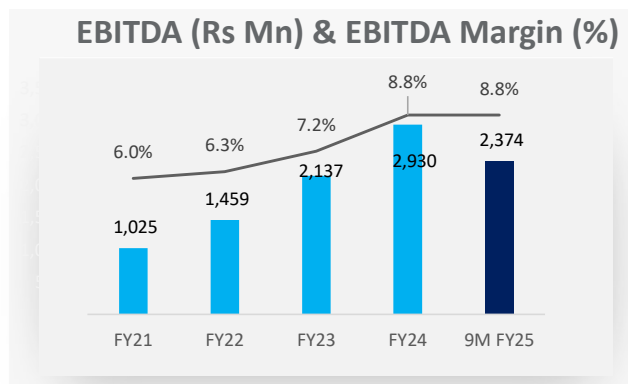
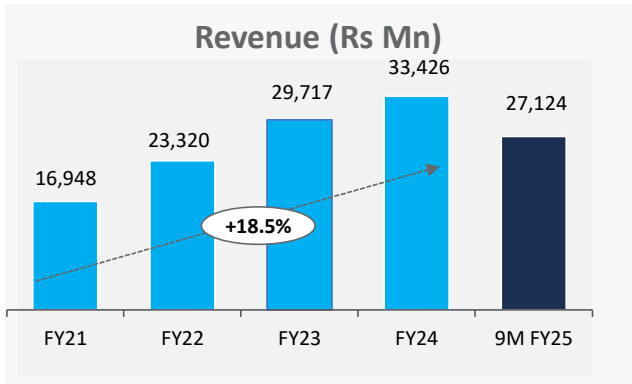
## YoY

- 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



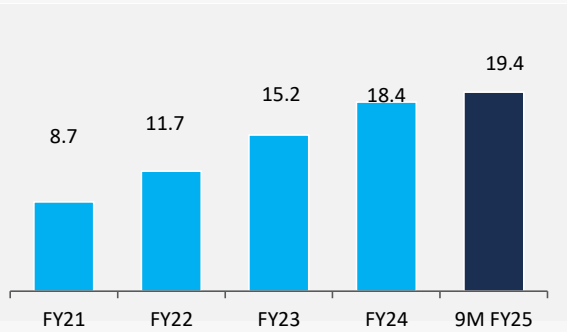
# FINANCIAL TRACK RECORD



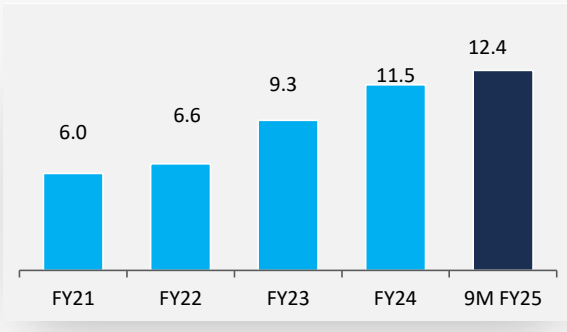
^Note: Financials for FY21-23 as per IND-AS

# KEY RATIOS

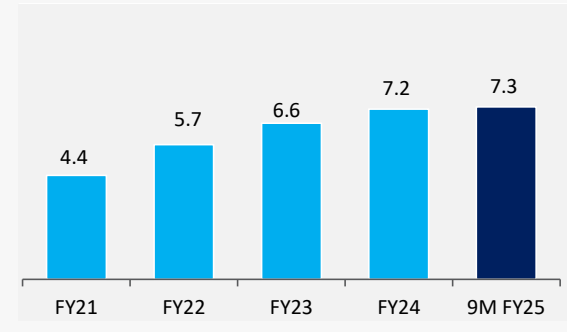
Return on Equity (%)



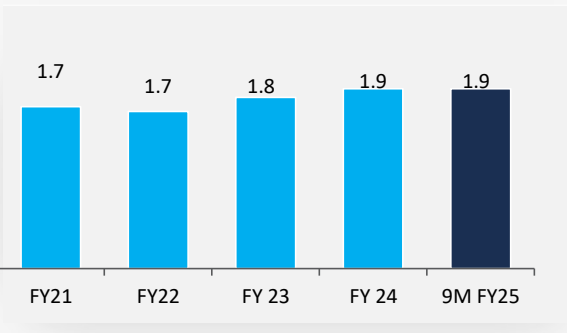
Return on Assets (%)



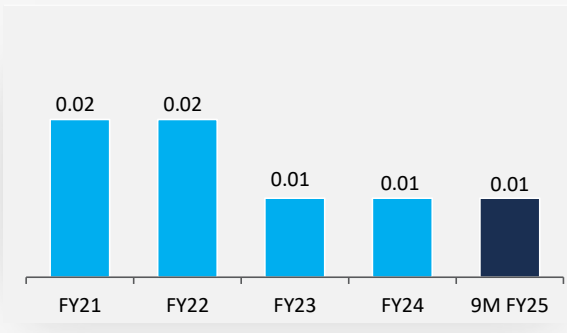
Fixed Asset Turnover (x)



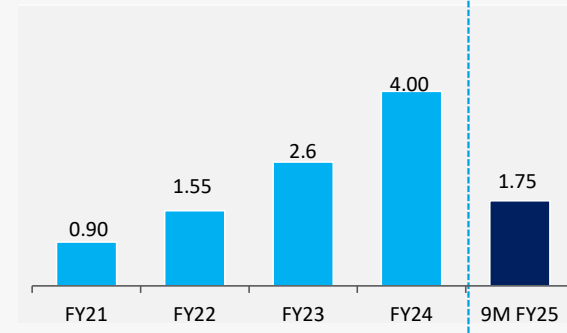
Current Ratio (x)



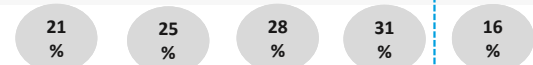
Debt : Equity Ratio



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

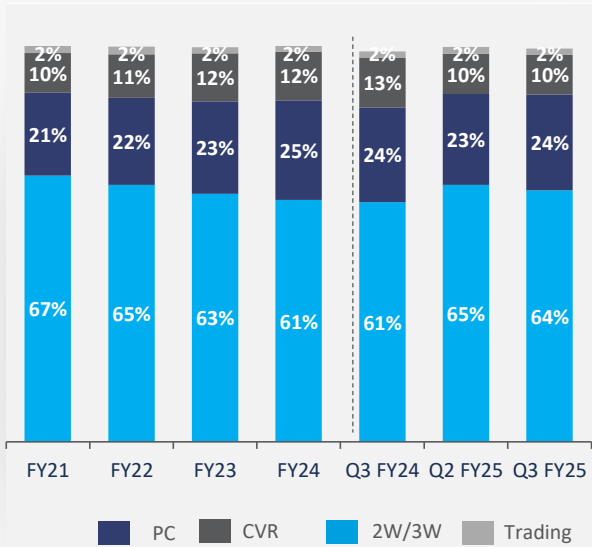


Payout Ratio

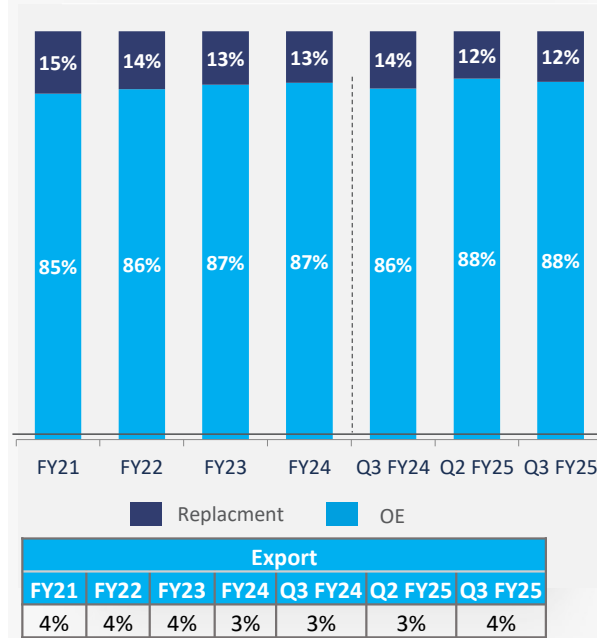


# REVENUE MIX (INC. TRADING)

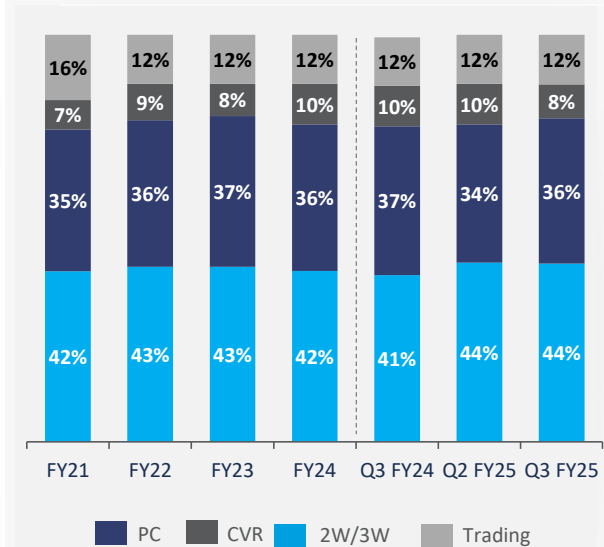
### Segment Mix



### 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
<b>Total Assets</b>	<b>17,316</b>	<b>16,120</b>	<b>14,280</b>

- 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

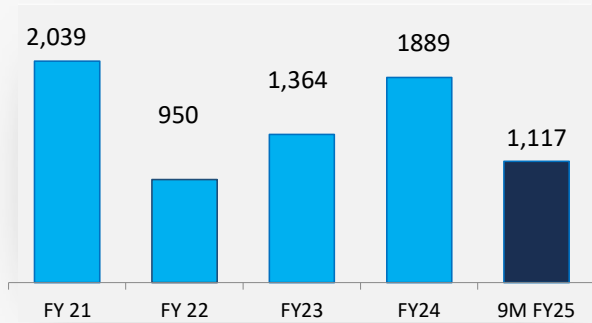
Equity and Liabilities (Rs. Mn.)	Dec-24	Mar-24	Mar-23
Equity	11,043	10,086	8,703
Non-Current Liabilities	305	356	384
Current liabilities	5,968	5,678	5,193
<b>Total Equity and Liabilities</b>	<b>17,316</b>	<b>16,120</b>	<b>14,280</b>

## Capex for 9ME FY25

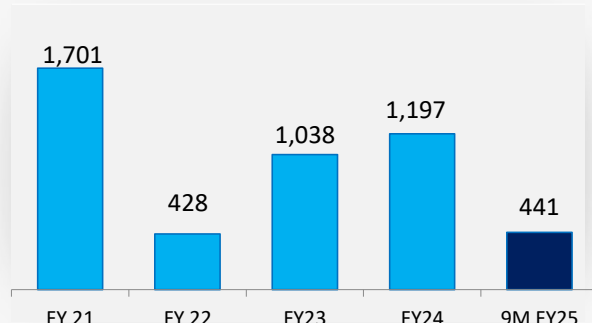
- Land at Sonipat
- Casting –Drilling Machine, GDC Machine, Auto Gate Cutting Machine with loading unloading both end processing Machine, Multi spindle Horizontal Deep hole drilling Machine
- Chakan – DFT Machine, ETP STP Plant, Laser Welding Machine & Head, Noise Testing Machine, Assembly Line, Inner 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

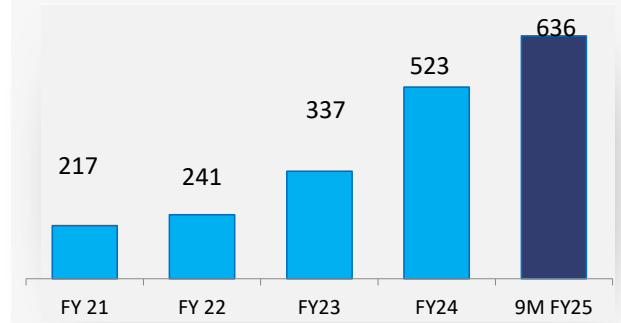
Cash Flow from Operations (Rs. Mn)



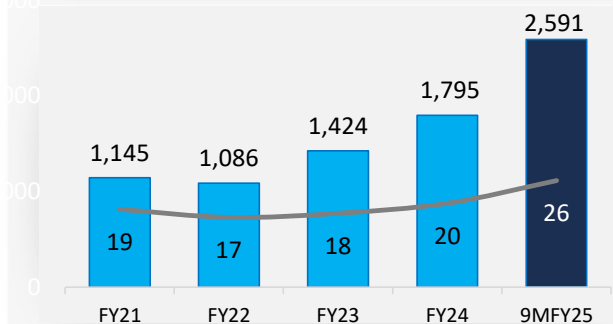
Cash Flow used in Investing (Rs. Mn)



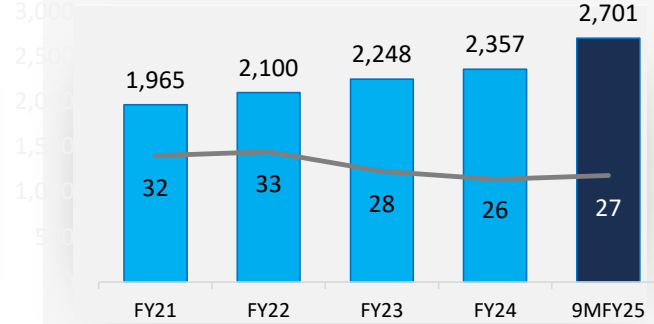
Cash Flow used in Financing (Rs. Mn)



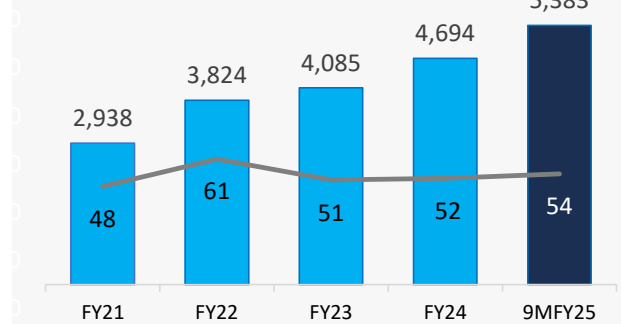
Working Capital Days



Inventory Days



Debtors Days



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

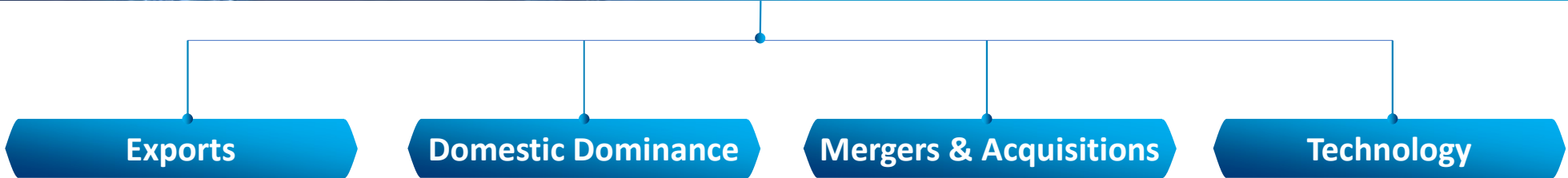
# VISION 2025



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**

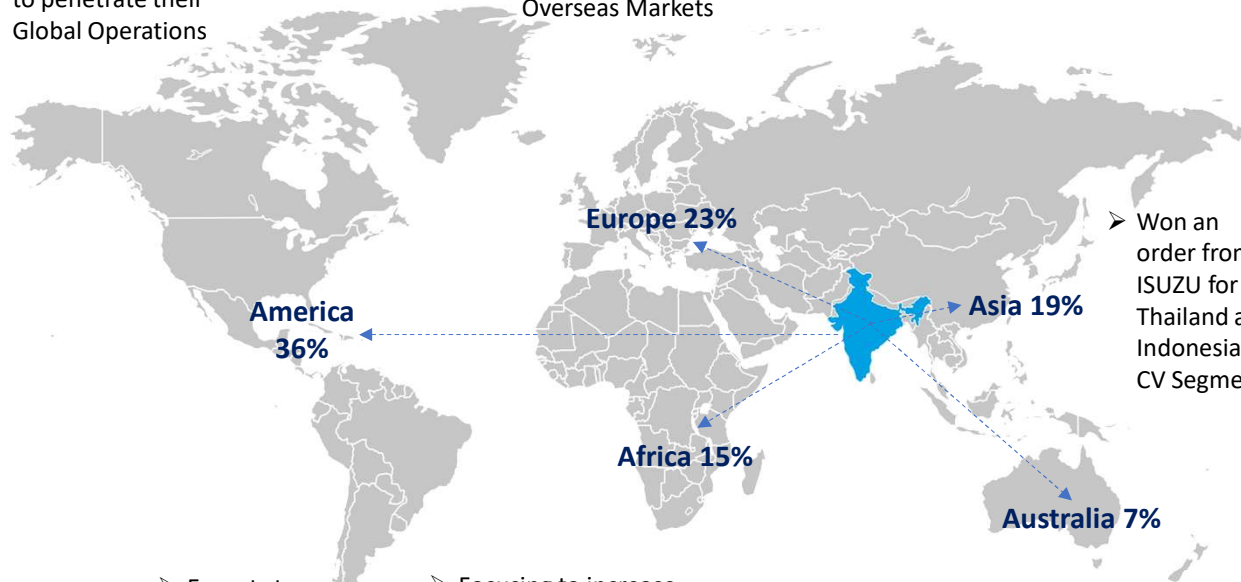


# CREATING GLOBAL PRESENCE THROUGH EXPORTS

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

➤ Resource in Europe for exploring opportunities in Overseas Markets

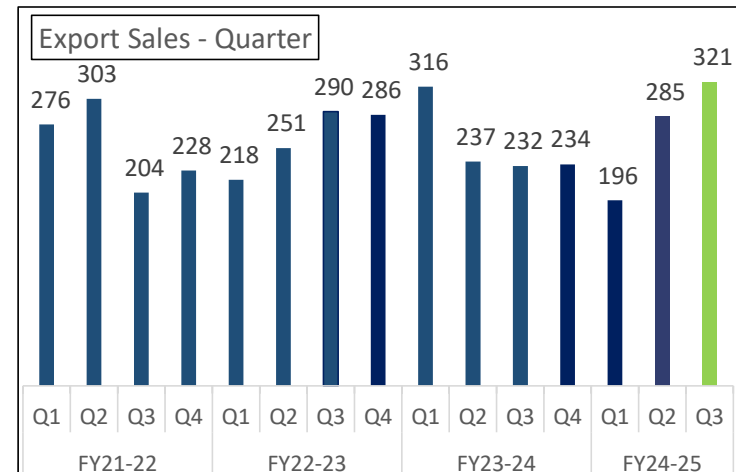
➤ Export order from DAF Netherlands



➤ 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

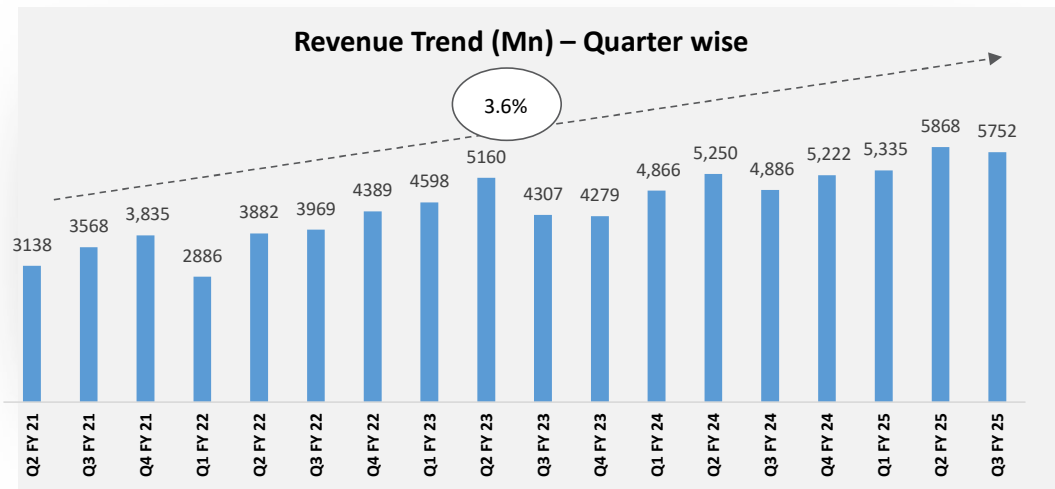
- EV - OLA ,River, Raptee, TVS, UV. RE ,Ather
- 2W- TVS, REM, Suzuki, Bajaj, Piaggio, HMSI, Yamaha
- 3W – Bajaj, TVS, Mahindra(EV)

### 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

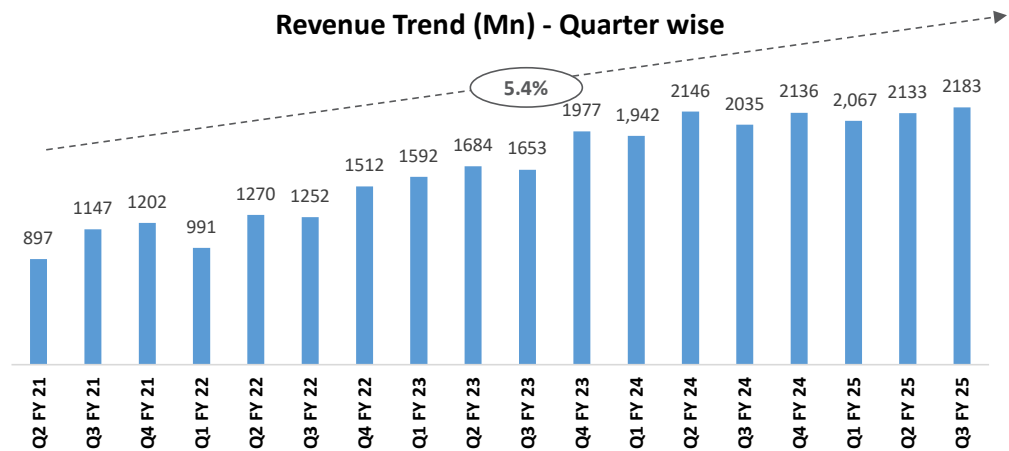
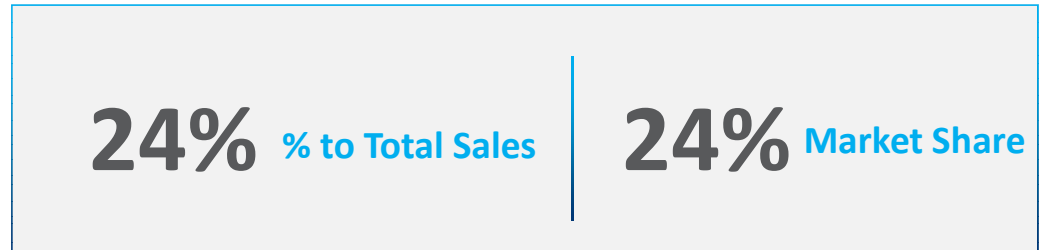
- As per SIAM data, the sale of Passenger Vehicles grew by 2.5 % in 9M FY25 over the same period last year.
- Within Passenger Vehicles, the sales for Passenger Cars saw a dip of 13.8% while Utility Vehicle grew by 14.2% & Vans grew by 8.9% YoY in 9M FY25

## Future Development

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

## Top 3 Customers

- Maruti Suzuki, Mahindra & Mahindra, Skoda Volkswagen

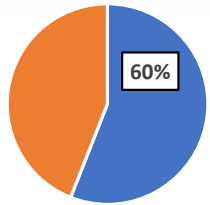


## GABRIEL PRESENCE: UTILITY VEHICLES/ SUV-COUPE

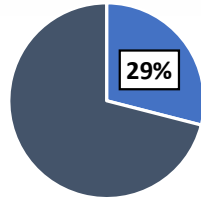
- Manufacturing Facility: Chakan & Khandsa
- R&D Centre: Pune
- Product Portfolio: McPherson struts, Gas Chock Absorbers, Steering Dampers
- Commenced the technology of FSD (Frequency Selective Damping) & HRS ( Hydraulic Rebound Stop) in damper supplies for key customers

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

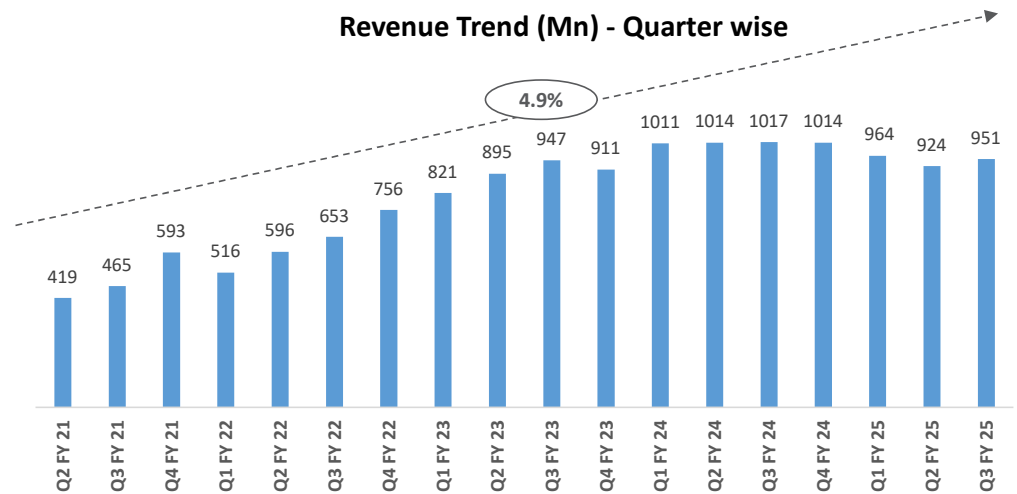
- As per SIAM data, the overall commercial vehicles segment degrew by 5.6% in 9M FY25 as compared to 9M FY24
- Medium & Heavy Commercial Vehicles (M&HCVs) sales de-grow by 4.0% YoY and Light Commercial Vehicles (LCVs) de-grow by 6.6% YoY in 9M FY25 as compared to 9M FY24

## 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

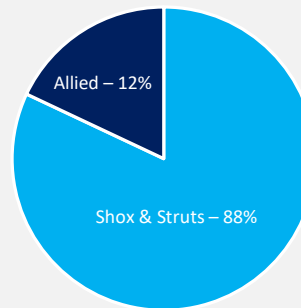
## Presence Through Allied Products

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

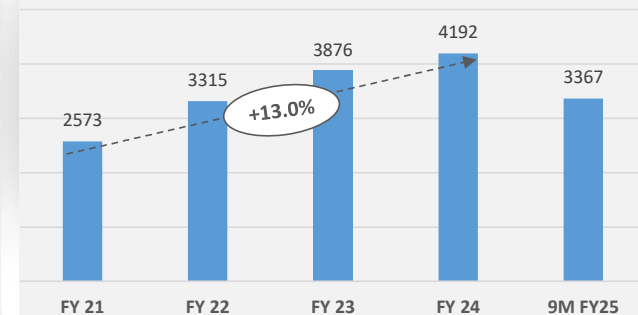
## Focus Areas & Outlook

- 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)

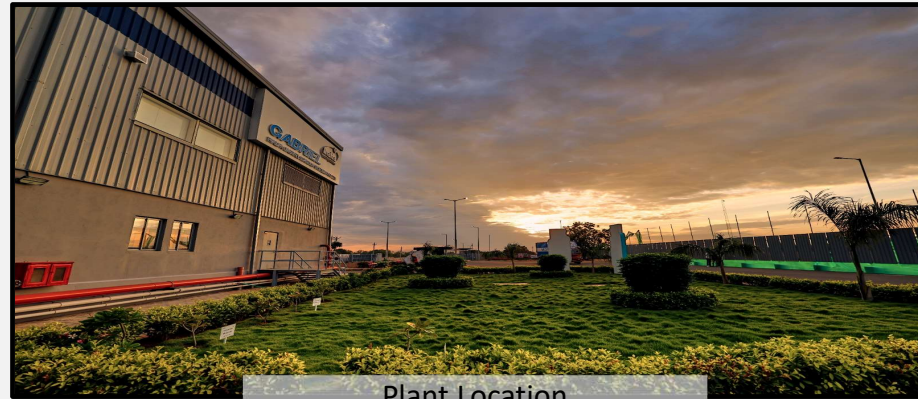


## OUR STRATEGIC BUSINESS DRIVERS



**Merger & Acquisition**

# IGSSPL PLANT



Plant Location



Assembly Line



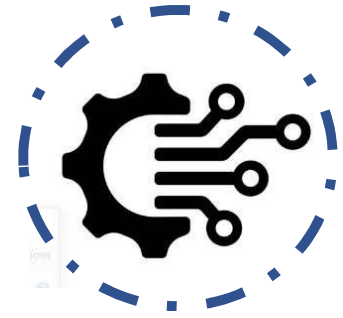
PU Line

## CONSOLIDATED PROFIT & LOSS STATEMENT

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

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 14<sup>th</sup> : Court of Commerce

2024 ♦ GEEC Extension with prototype workshop Jan 2<sup>nd</sup>, 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



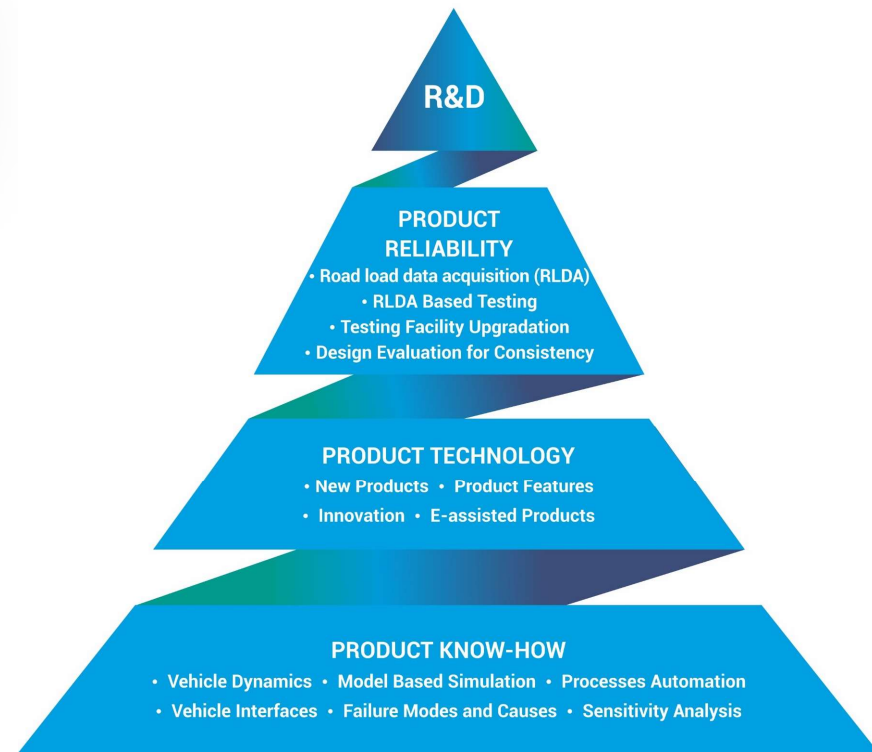
72

R&D Specialists

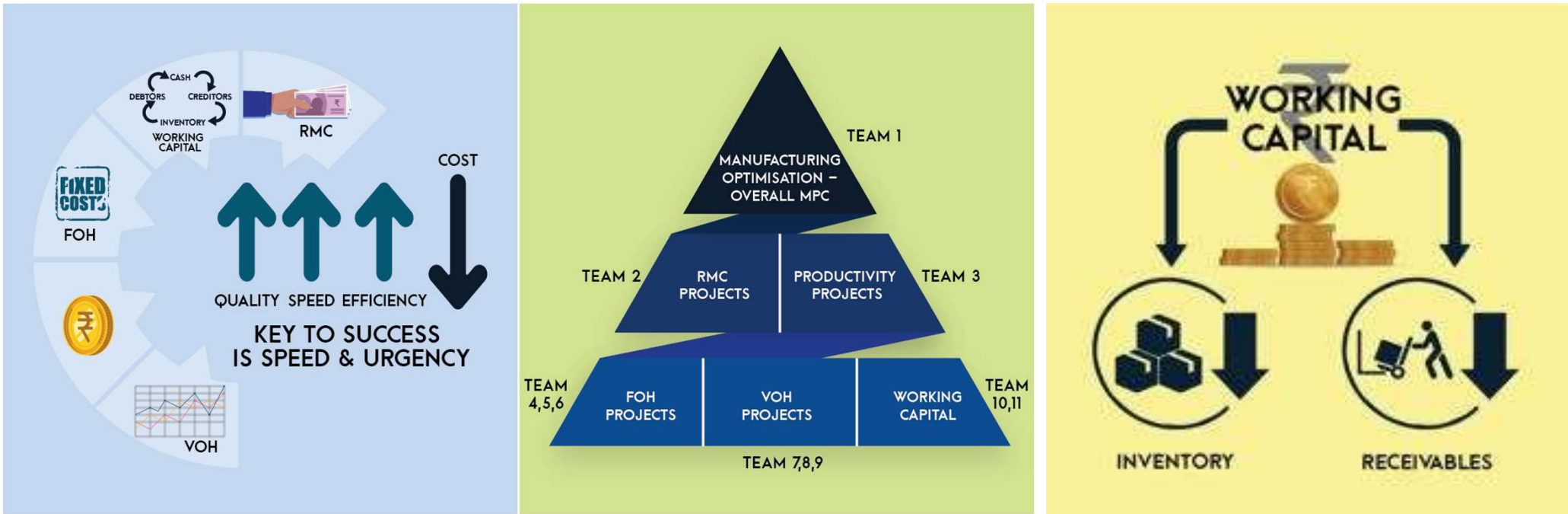
85

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

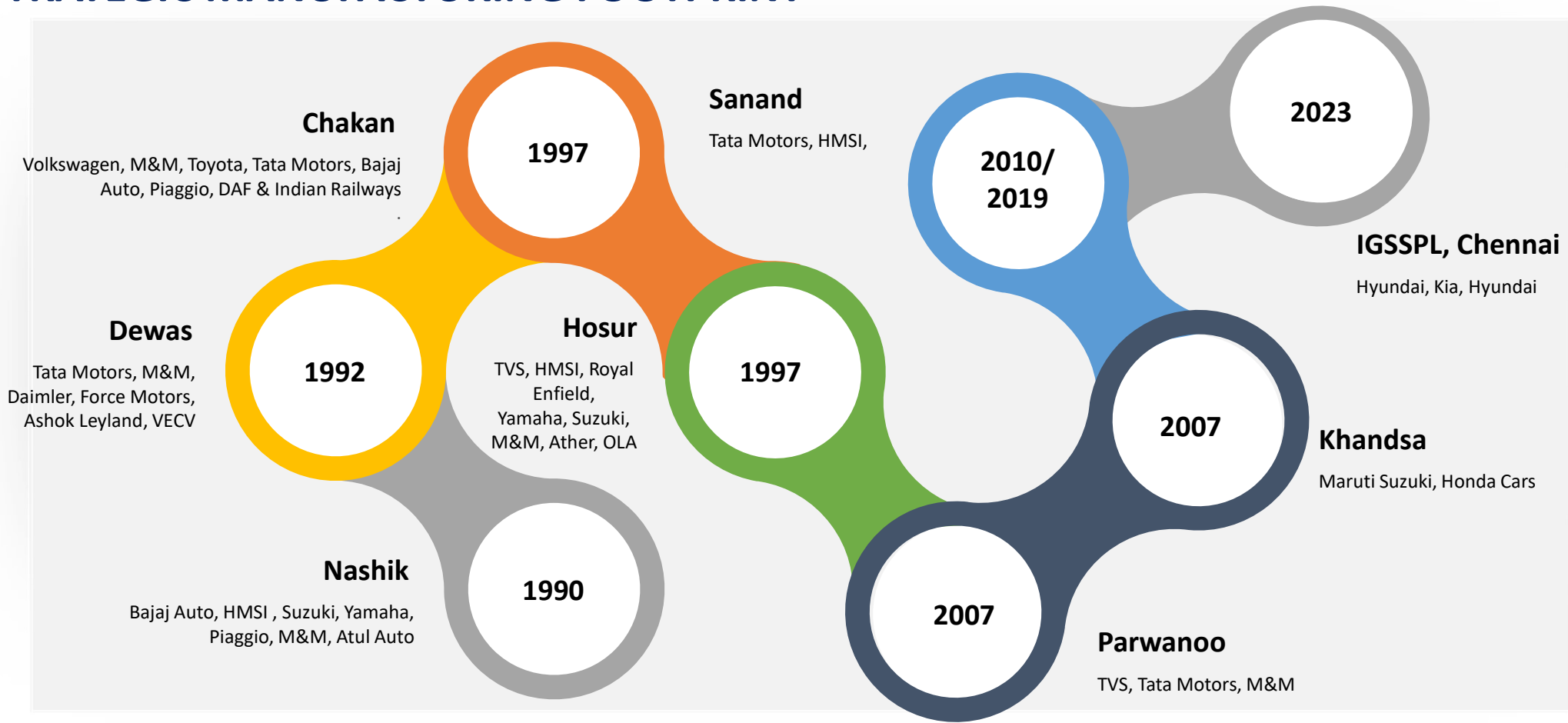
## Key Metrics

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



Benelli



ROYAL ENFIELD



TVS



OLA ELECTRIC



## Passenger Cars



## CV & Railways



DAIMLER

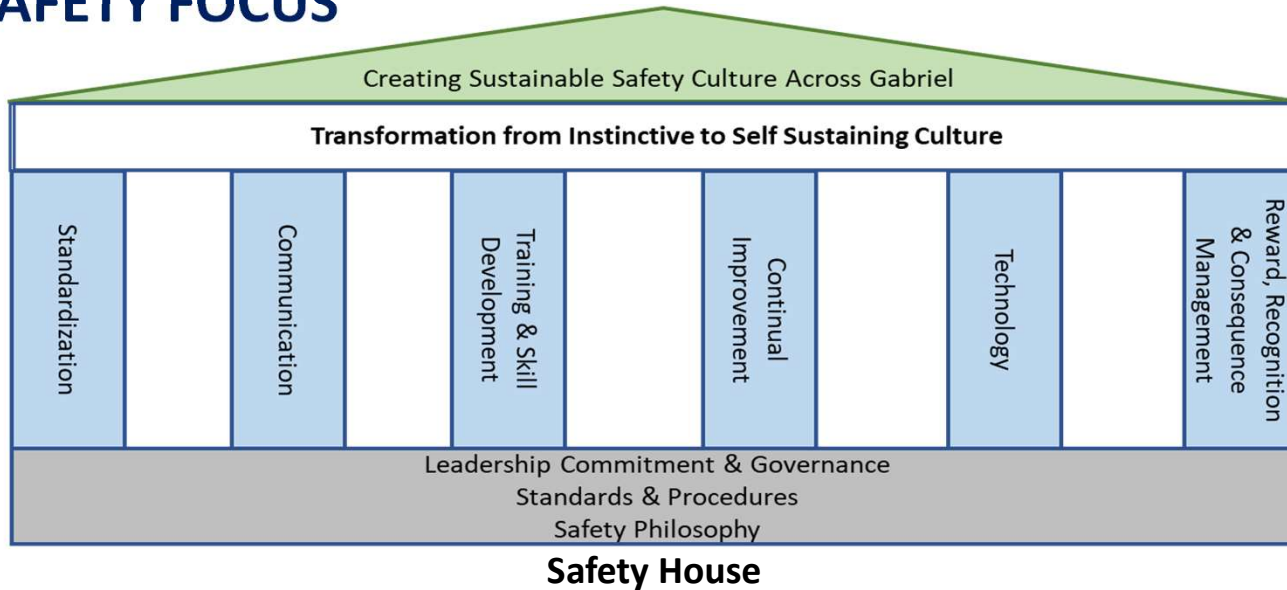


ISUZU

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**

- 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





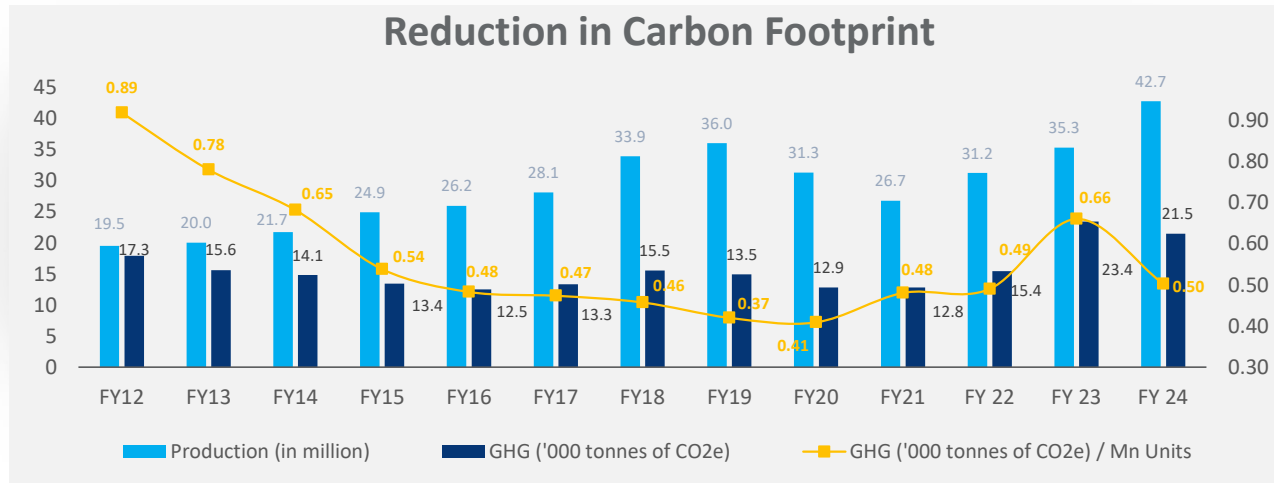
## SUSTAINABILITY MISSION



### 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 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 &amp; 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

**For further information, please contact:****Company :**

Gabriel India Ltd.  
CIN : L34101PN1961PLC015735  
Mr. Nilesh Jain  
[secretarial@gabriel.co.in](mailto:secretarial@gabriel.co.in)

[www.gabrielindia.com](http://www.gabrielindia.com)

**Investor Relations Advisors :**

Strategic Growth Advisors Pvt. Ltd.  
CIN : U74140MH2010PTC204285  
Mr. Jigar Kavaia / Pratik Shah  
[jigar.kavaia@sgapl.net](mailto:jigar.kavaia@sgapl.net) /  
[p.s.shah@sgapl.net](mailto:p.s.shah@sgapl.net)

+91-9920602034 / +91-9870030585  
[www.sgapl.net](http://www.sgapl.net)