

ANNUAL REPORT 2021-22



**DIGITAL ENGINEERING
INTO THE FUTURE**

CELEBRATING
30
YEARS
OF EXPANSION & GROWTH

CORPORATE INFORMATION

BOARD OF DIRECTORS

| | |
|--------------------------|---|
| Mr. M.R. Vikram | Chairman & Independent Director |
| Mr. Rabindra Srikantan | Managing Director |
| Mr. M. Lakshminarayan | Independent Director |
| Mr. Shekar Viswanathan | Independent Director |
| Mr. Ramesh Radhakrishnan | Non-Independent Non-Executive Director |
| Ms. Preeti Rabindra | Non-Independent Non-Executive Director |

AUDIT COMMITTEE

| | |
|------------------------|----------|
| Mr. M. R. Vikram | Chairman |
| Mr. M. Lakshminarayan | |
| Mr. Shekar Viswanathan | |

STAKEHOLDERS RELATIONSHIP & SHARE TRANSFER COMMITTEE

| | |
|------------------------|----------|
| Mr. M. R. Vikram | Chairman |
| Mr. Rabindra Srikantan | |
| Ms. Preeti Rabindra | |

NOMINATION & REMUNERATION COMMITTEE

| | |
|------------------------|----------|
| Mr. Shekar Viswanathan | Chairman |
| Mr. M. R. Vikram | |
| Mr. M. Lakshminarayan | |

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

| | |
|------------------------|-------------|
| Ms. Preeti Rabindra | Chairperson |
| Mr. M. R. Vikram | |
| Mr. Rabindra Srikantan | |
| Mr. Shekar Viswanathan | |

CHIEF FINANCIAL OFFICER

Mr. Narsingh Rathod

COMPANY SECRETARY

Ms. Vanishree Kulkarni

AUDITORS

B K Ramadhyani & Co. LLP.
Chartered Accountants
4B, Chitrapur Bhavan, No.68, 8th Main, 15th Cross Road
Malleshwaram, Bangalore - 560 055, Karnataka, India

N. Rajan Associates
Certified Public Accountants
Sim Lim. Towers # 10-12, 10,
Jalan Besar (S) 208787, Singapore 208787

Venu & Vinay
Chartered Accountants
1st Floor, 161, 4th Main Road, 7th Cross Road, Chamaraipet
Bangalore - 560 018, Karnataka, India

TAX ADVISORS

Sudhakar Pai Associates
Chartered Accountants
Unity Building, J.C. Road, Bangalore, Karnataka, India

Chugh CPAs, LLP
2540 Mission College Blvd, Santa Clara CA 95054

Butler Co. LLP
Chartered Accountants
London, UK

COMPANY LAW ADVISOR

K. Dushyantha Kumar & Associates
Company Secretaries
Bangalore, Karnataka, India

BMP & Co. LLP
Company Secretaries
Bangalore, Karnataka, India

LEGAL ADVISORS

Saakshya Law, Advocates
Bangalore, Karnataka, India

The Law Office of Anthony Abear P.C. Attorney
Wheaton, Illinois, USA

BANKERS

State Bank of India, Bangalore, Karnataka, India
HSBC Bank Limited, Bangalore, Karnataka, India
Axis Bank Limited, , Bangalore, Karnataka, India
Indian Bank, Singapore
Premier Bank, Ohio, USA
State Bank of India, London, UK
HSBC Bank USA, New York, USA

STOCK EXCHANGE

(Where the shares of the Company are listed)
BSE Limited
PhirozeJeejeebhoy Towers, 25th Floor, Dalal Street,
Mumbai - 400 001, Maharashtra, India

STOCK CODE
BSE - 526433
Partly paid up- 890167

DEMAT ISIN NUMBER
INE867C01010
Partly paid up- IN9867C01018

INVESTOR RELATION CELL

Secretarial Department
#80/2, Lusanne Court, Richmond Road
Bangalore - 560 025, Karnataka, India
Tel: +91 80 6696 2309 | compliance.officer@asmltd.com

REGISTRARS & SHARE TRANSFER AGENTS

KFin Technologies Private Limited
Karvy Selenium Tower B, Plot No. 31 & 32,
Financial District, Nanakramguda, Serilingampally Mandal
Hyderabad - 500 032, Telangana, India
Tel: 040 6716 2222 | einward.ris@kfintech.com

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Dear Stakeholders,

When the pandemic hit us two years ago, little did we know that our lives were going to change so drastically. While it has been a challenging time emotionally where we have lost loved ones to COVID-19 and our lives have been disrupted in various ways, we have also emerged stronger by discovering the resilience within ourselves. At ASM, we powered through this period of uncertainty and successfully managed to keep operations running in this new normal.

From enabling our workforce to remain productive while working remotely to supporting our manufacturing teams to safely continue on site work under compliance, we are proud of the dedication of every member of the ASM family.

Since the past two years, we have ensured business continuity so our customers continue to benefit from our offerings and also set up a 24x7 support helpline for our employees in these trying times. These adaptations, which demonstrate our flexibility and agility, have allowed us to unravel a new realm of our true potential and set the stage for a very exciting future for the company.

Strong Growth and Robust Revenues

2021-22 was a strong year for ASM in terms of both revenues and growth. This is all thanks to our ongoing focus on innovation, financial discipline, and constant investment in talent development. We earned a net income of Rs.139.01 Mn. on revenues of Rs. 1916.73 Mn.

versus Rs. 86.02 Mn. net income on revenues of Rs. 1373.88 Mn in 2020-21. A 61.60% increase in our net income is the result of our commitment to manage costs and reflects strong performance across all our business lines.

We have also grown our market share, particularly in three business lines: High Tech, Automotive and Product R&D. In addition, we scaled up our investments in people and technology which have helped us expand our operational footprint to several new geographies and our engineering workforce to over 1200 engineers. At the same time, we also maintained credit discipline and a healthy balance sheet that bodes well for the company's future.

Over the past year, we have also achieved tangible growth in all our core competencies. Here are the key highlights:

Engineering Services

In 2021, we continued to grow our presence in Engineering Services across multiple industry verticals. In the high-tech space, we have strengthened our foothold in the semi and electronics industries. We have also scaled our offerings in manufacturing services from our existing capabilities like workholding solutions, laser technology and precision machining to the digital expertise of automation, robotics and vision systems, all with a comprehensive software stack.

Our Value Engineering efforts began with an investment in manufacturing several samples for customer qualification. In the past year, we have

expanded to working with over 25 global equipment manufacturers to provide Value Engineering services through enhancements and upgrades with robust field support. Some of the new geographies in this vertical include Vietnam, Thailand, Brazil, and Japan.

To build further expertise and credibility in this field, ASM has collaborated with the Centre for Nano Science and Engineering (CeNSE) at the Indian Institute of Science (IISc) as part of its Industry Affiliate Program. ASM benefits from participating in joint R&D activities with CeNSE and from receiving training in semi processes, technology and systems from CeNSE faculty. Another huge benefit is that we get access to the facilities at CeNSE to innovate for our customers.

In the automotive industry, we have increased our footprint in the area of electric mobility with design led manufacturing of controllers along with the corresponding software stack and embedded engineering capabilities.

ASM has also entered into a joint venture partnership with Hind High Vacuum Company Pvt. Ltd. called ASM-HHV Engineering Pvt Ltd. The focus of this venture would be the semi and solar industries. The combined capabilities and infrastructure of our companies include ISO 7 and ISO 8 clean rooms, lithography labs, extensive metrology testing facilities, and gas management for pyrophoric gases. These capabilities pave the way for us to rapidly grow our design-led manufacturing initiative.

Product R&D

Our Product R&D work focuses on innovation-led growth where we work with industry leaders and pioneers to bring innovative solutions for real-world challenges and use cases. Our existing work with Netherlands-based Eclectiq, a leader in the cybersecurity space, has now grown to a Managed Service Provider partnership for their Endpoint Detection and Response (EDR) technology. This partnership combines the expertise of the two firms and enables us to grow in the cybersecurity space. It also allows us to provide additional competencies to our current and prospective customers.

We are also pleased to share that Airtel acquired 25% of Lavelle Networks which is a part of the ASM Ventures portfolio. We have been supporting Lavelle Networks for several years with our robust product engineering offerings.

Future Outlook

We plan to increase our Engineering Research and Development (ER&D) spend, increase our global presence with decentralised/remote ER&D teams, and

implement new procedures to streamline our hybrid work model. In addition, ASM will continue to tap into a global talent pool to nurture future leaders and to increase the scalability of our ER&D ecosystem.

We will also gradually adopt globally-accepted ESG (Environmental, Social, Governance) standards to show our commitment to socially responsible investing, environmental, sustainability, and diversity, equity, and inclusion (DE&I).

Supply chain disruptions continue to challenge our industry. To deal with this challenge and maintain robust business growth, ASM plans to set up a high-functioning ecosystem to better engage with our partners and key technology providers and to strengthen our innovation and delivery capabilities.

As we continue to carry the momentum from 2021 into the current year, we aim to build more co-created customer-centric products by leveraging our design-led manufacturing facilities. We are setting up labs with customer equipment for continued development and prove outs. We are confident that the synergy within our engineering services teams will enable us to upsell our expanded capabilities to our comprehensive customer base. To facilitate these plans for growth, we have expanded our state-of-the-art digital engineering services facility in Bengaluru by an additional 35,000 square feet and also opened a second design-led manufacturing facility with the latest machines and tools in Chennai. We've also taken a move in the direction of an ESG approach. In order to meet our needs and lower our carbon footprint, we have installed solar power roof panels in our manufacturing facility. We've invested in 17 KW of solar power capacity up to this point.

On behalf of the company management and leadership, I take this opportunity to thank:

-Our esteemed customers, stakeholders, vendors, business partners, advisors and consultants for their support,

-Employees for their valuable contributions, sustained efforts, and dedicated spirit,

-State Bank of India, Incube Branch, HSBC Bank Limited, Axis Bank Limited, Bangalore, Indian Bank, Singapore, HSBC Bank, New York, USA and Premier Bank, Ohio, USA for support

-Central and State Government, Customs, Reserve Bank of India, Software Technology Parks (STPI) and NASSCOM for their guidance.

Place: Bangalore

Date: 30.05.2022

Rabindra Srikantan

Managing Director

BOARD OF DIRECTORS



From left to right: **MR. SHEKAR VISWANATHAN**, Director - **MR. M R VIKRAM**, Chairman
MR. M LAKSHMINARAYAN, Director - **MR. RAMESH RADHAKRISHNAN**, Director
MR. RABINDRA SRIKANTAN, Managing Director - **MS. PREETI RABINDRA**, Director

KEY MANAGERIAL PERSONNEL



N.L. RATHOD
CHIEF FINANCE OFFICER



VANISHREE KULKARNI
COMPANY SECRETARY

Mr. M.R. Vikram, is a Partner of M. Anandam & Co., Secunderabad, a leading firm of Chartered Accountants in India. He has over 41 years rich experience in Audit and Assurance Services. He is an expert on capital markets, finance and regulatory issues in the Indian business landscape.

Over his long and illustrious career, Vikram has conducted various special assignments for the RBI, IRDA, IDBI and other leading financial institutions in the country.

Formerly, he has held Directorship positions at Indian Bank, Indian Overseas Bank and Bank of Rajasthan.

Presently, he is the Director of many companies including, Facebook India

Online Services Pvt. Ltd., Glochem Industries Ltd., Chettinad Cement Corporation Limited, Evertogen Life Sciences Ltd, Shirdi Sai Electricals Ltd, GVPR Engineers Ltd, GTN industries Ltd, ANA ARC Pvt. Ltd. etc.

Vikram is the Chairman and Managing Trustee of M. Venkatarangaiya Foundation, one of India's largest non-profit initiatives to eradicate child labour and has mobilised more than a million children to schools. He is also the founder trustee of Manthan, India's leading discussion group on public issues. He is also the Trustee of Sahakara Mitra Samstha dealing with farmer cooperatives and REEDS involved in livelihood skills.



MR. M R VIKRAM
CHAIRMAN



MR. RABINDRA SRIKANTAN
MANAGING DIRECTOR

Mr. Rabindra Srikantan, founder and Managing Director of ASM Technologies Ltd, is a seasoned, team-oriented business entrepreneur with a highly successful track record of building business based on sound strategic analysis spanning over 3 decades. He is an effective leader, who is heading the team at ASM in providing medium and long-term business strategies on leading edge technologies.

As a thorough leader, Rabindra has developed and mentored leaders, brought in an Entrepreneurial Spirit across the organization for growth, while building a sustainable business model.

Rabindra has professional experience

in the areas including, R & D, Engineering, Manufacturing and Application Solutions for Enterprise. He has implemented operational strategies to improve Quality and customer satisfaction ratings. His philosophy of driving continuous business reformation by leveraging on state-of-the-art technologies, backed by a strong customer driven service perspective, has enabled ASM to emerge as one of the leading Product R & D and Engineering Services organisation.

Rabindra has been instrumental in the M&A of Companies and integrating it with the vision of ASM Technologies Ltd.

Rabindra holds dual MS degrees in Computer Engineering and Computer Science from the University of Louisiana, USA. Completed his Bachelor of Engineering in Electrical and Electronics from PSG College of Technology, Coimbatore and did his schooling from Hyderabad Public School, Begumpet.

Rabindra Srikantan is the Designated Partner of RV Forms and Gears LLP, Subsidiary and is the President and Chief Operating officer of ASM Digital Technologies Inc. USA, the Director of ASM Digital Technologies Pte Ltd, Singapore wholly owned subsidiaries of the company and the President of ESR Associates Inc., step down subsidiary of the company.

Rabindra is Convenor - CII Karnataka Technology & Innovation Panel since 2020, Charter Member - TiE, Member - NASSCOM Engineering R&D Council, Past National Executive Council Member - Indo American Chamber of Commerce and Past Chairman - Indo American Chamber of Commerce.

BOARD OF DIRECTORS

Mr. M. Lakshminarayan holds a Master's Degree in Technology from the Indian Institute of Technology (IIT) Bombay. Prior to ASM, he was the Executive Chairman of HARMAN International (India) Pvt. Ltd. His experience spans over 40 distinguished years in companies such as Bosch and Tata Motors. At Bosch, where he spent over 22 years, he held various leadership positions and was responsible for the company's tremendous growth in India's automotive space. Before Bosch, he served in a senior management role at Tata Motors.

Currently, Lakshminarayan also serves as Director on the Boards of Kirloskar Oil Engines Ltd., Brose India Automotive Systems Pvt. Ltd., ZF Commercial Vehicle Control System India Limited, TVS Electronics Ltd., Dickinson Fowler Private Ltd, Janaadhar (India) Private Ltd., TVS Automobile Solutions Private Ltd., Invest Karnataka Forum, Wendt (India) Ltd, Sansera Engineering Ltd. and Suprajit Engineering Ltd.

Lakshminarayan has served as the Chairman (South) at Confederation of Indian Industry (CII) and has been on the executive council team at the American Chamber of Commerce. He is also the co-founder and current Chairman of Bengaluru City Connect, a non-profit forum that brainstorms solutions to issues related to urban management in Bengaluru.



MR. M LAKSHMINARAYAN
DIRECTOR



MR. SHEKAR VISWANATHAN
DIRECTOR

Mr. Shekar Viswanathan, retired in November 2020 as the Vice Chairman and Whole-time Director of Toyota Kirloskar Motor Pvt. Ltd. having joined the car company's Board of Directors in 2008. Prior to this, he was a member of the Board of Directors of Toyota Kirloskar Auto Parts Pvt. Ltd. where he was responsible for the finance, human resources and legal functions. He was also on the Board of TG Kirloskar Automotive Pvt. Ltd another Toyota group company.

Shekar's experience spans a career of 38 years across the automobile, financial services and project finance sectors. He is a member of many leading industrial associations in India, and has held positions such as President of the Bangalore Chamber of Commerce & Industry (2009-2010), and Chairman of SIAM MUV Committee 2010. He was also an elected member of CII Southern Regional Council 2009-2011 and was also the Chairman of CII Karnataka and FICCI Karnataka. He was also an Executive Committee member of FICCI at the national level.

He is currently a Director on the Boards of Kirloskar Systems Limited (since 2005), as well as L&T-MHI Power Boilers Pvt Ltd., L&T-MHI Power Turbine Generators Pvt. Ltd., ANA ARC Pvt. Ltd. and Reconnect Energy Solutions Ltd.

Ramesh Radhakrishnan is a partner at the venture capital firm, Artiman Capital India Ltd. Artiman invests in early stage Indian and Global companies in the technology and healthcare sectors. Ramesh has over 30 years of operational and business experience. He is an experienced entrepreneur having been a member of the founding team at four highly successful startups in the Silicon Valley. The first one was Zeitnet, a pioneer in high speed switching, which was acquired by Cabletron. This was followed by Clarity Wireless, a pioneer in wireless DSL, which was acquired by Cisco. The third was Airgo Networks, the creator of MIMO OFDM, which was acquired by Qualcomm. The last one was FireEye, a creator of technology in the security space to detect and nullify malware, which went IPO in the US stock market. Ramesh started his career at Hewlett Packard Networks Division in Cupertino. Ramesh holds a number of patents in networking, security and wireless technologies. He is a graduate from IIT Madras and got his MS in Systems Engg from University of Virginia at Charlottesville.



MR. RAMESH RADHAKRISHNAN
DIRECTOR



MS. PREETI RABINDRA
DIRECTOR

Ms. Preeti Rabindra holds Bachelor's and Master's degrees in Commerce from the University of Delhi. She is the designated partner at IDS Systems LLP. She is an avid sports enthusiast.

Preeti is also involved in all CSR activities of ASM Technologies, such as Dr. S Srikantan Memorial Award - SUSIEC in association with IETE, Techlabike Programme - Agastya International Foundation, and Dr. R.P. Shenoy award for Excellence in Science - Kendriya Vidyalaya, DRDO Complex. She leads the OSAAT Educational Charitable Trust and Sri Sathya Sai Sarla Memorial Hospital as the CSR initiative of ASM Technologies.

Website

www.asmltd.com

Social Media

LinkedIn: [linkedin.com/company/asm-technologies](https://www.linkedin.com/company/asm-technologies)

Twitter: <https://twitter.com/ASMTechLtd>

Investor Section:

<https://www.asmltd.com/investor-relationships>

Career Section:

<https://www.asmltd.com/careers>

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News & Events:

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