

A CULTURE CALLED

PE



PASSIONATE



ENTERPRISING

OP



ORIGINAL



PEERLESS

LE



LEADERS



ETHICAL

18,331

Revenue (₹ million),  
FY2017-18

20.5

Sales growth (%),  
FY2017-18

21.6

PBT growth (%),  
FY2017-18

HIGHLIGHT

In Top 100 'Great Place To  
Work®' companies for  
fourth year in a row

2 & 3 - Wheelers sales  
reached ₹10,000 million  
mark during the year

Filed 15 patents  
during the year

17.2

EBITDA growth (%),  
FY2017-18

19,658

Market cap (₹ million), increased by 13%,  
as on March 31, 2018

28.2

ROCE % improved  
by 1.6%, FY2017-18

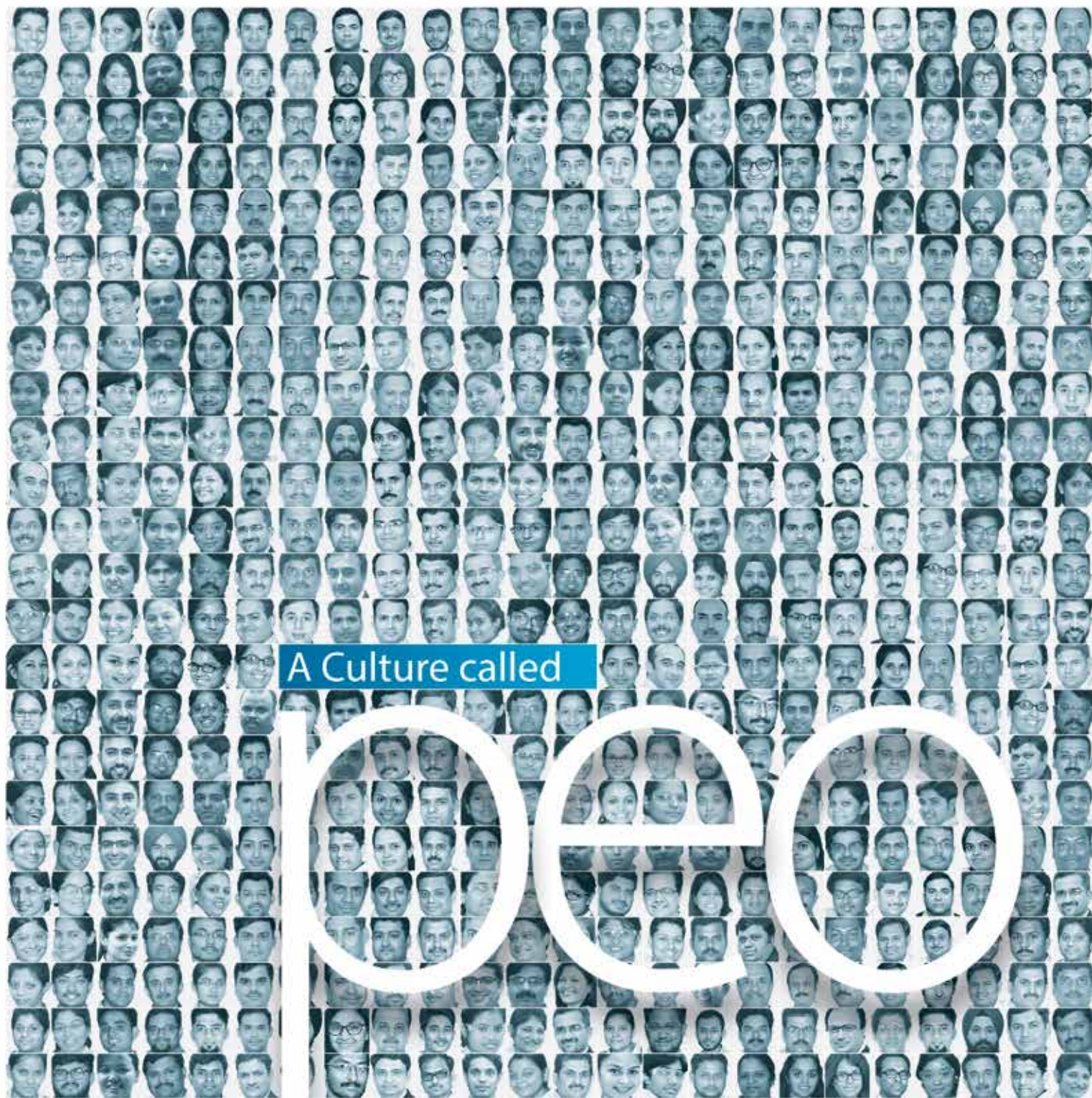
# RIGHTS

## 2017-18

Earnings Per Share (EPS) of  
₹ 6.56, improved by ₹ 0.8

Return on Equity (ROE) of  
19.3% in FY2017-18





## Contents

01 Highlights 2017-18  
02 A Culture called PEOPLE  
10 Gabriel footprint

11 Gabriel Business Units  
12 Awards and accolades  
14 Our performance over the years

16 Chairperson's message  
20 Managing Director's review  
24 Attributes about Gabriel





The most effective answer to the biggest business challenges of the day lies in people.

How the competence and enthusiasm of a company's employees are harnessed makes the difference between the successful and the ordinary.

At Gabriel, we believe that recruitment of the best, inspiration and genuine empowerment can make the biggest impact on companies and their long-term sustainability, through a focus on customers, technology and the environment.

At Gabriel, we enrich our people through progressive training, by providing their creativity a wide berth, by aligning their professional aspirations with their personal needs, and by recognising and rewarding their achievements.

In doing so, we do not just respect them for who they are; we appreciate them for who they can truly be.

This philosophy represents the essence of Gabriel's 'A Culture called PEOPLE'.

34 Sponsorships by Gabriel  
36 Board of Directors  
37 Corporate information

38 Management discussion and analysis  
47 Statutory reports

97 Financial statements  
150 Notice



# A culture called PEOPLE

Customer centricity resides at the heart of Gabriel. This is reflected in the way each employee thinks, learns and delivers.

At Gabriel, each individual is engaged in building products and solutions that exceed customer expectations. They are involved in benchmarking standards for every technology, process and product, in turn strengthening the quality delivered.

The employees are dedicated to offer superior products and value-added engineering services by working with OEMs starting at the vehicle development stage, resulting in higher product acceptability and faster product development. This commitment of our employees has helped enhance Gabriel's market position.

Gabriel's customer engagement was reinforced during the year under review. The Company participated in various vendor meets conducted by customers and received several recognitions. It conducted technology days at the customers' premises including its first-ever International Technology Day in Thailand. The different Business Units were able to make substantial inroads in their respective segments. The 2 & 3 - Wheelers Business Unit commenced making

supplies to the upcoming electric vehicle programmes of OEMs and also ventured into premium motorcycles. The Passenger Cars Business Unit made inroads with strategic Export customers. The Commercial Vehicles and Railways Business Unit started exploring capacity expansion to cater to increasing demands of customers. It celebrated 25 years of serving the Railways segment in India. The Aftermarket Business Unit continued to expand globally and entered Iran.

Gabriel won several awards for quality and competitiveness from customers, industry bodies and trade associations reflecting its customer centricity.



CUSTOMER-CENTRICITY











TECHNOLOGY



## A culture called PEOPLE

Research and development represent the core of Gabriel India's technological advancement and innovative mindset.

Until not long ago, Gabriel sought technology design and development assistance from global companies. It then decided to leverage its human capital and indigenously develop technology. Our employees rose to the challenge, created teams, shared knowledge, benchmarked with the best and resolved to deliver product and process excellence.

The Company proactively invested in three R&D centres (Chakan, Hosur and Nashik) which are equipped to develop a range of ride control products, reinforcing

the Company's brand as a complete suspension solutions provider. The Company currently employs around 85 specialists in these R&D centres.

These centres are equipped with robust testing infrastructure, ensuring world-class performance. Gabriel also provides value-added services in the area of noise measurement, value engineering, cost reduction through product localisation as well as cutting-edge facilities to conduct ride-tuning exercises through custom-built mobile ride-tuning vans. Gabriel has proactively invested in people, process, product and programme management to enhance efficiency and customer delight.

The Company's indigenous technology offers world-class solutions tailored to Indian market needs. Gabriel has filed 58 patents till date and launches new products and features on a regular basis. Coming full circle, Gabriel is now a provider of technology to players outside India.



