



# PROPEL

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Engineering  
Excellence  
@ Rane



# *The World of Rane*

*Rane Holdings Limited (RHL)*

*Rane Brake Lining Limited (RBL)*

*Rane Engine Valve Limited (REVL)*

*Rane (Madras) Limited (RML)*

*- Steering & Linkages Division (SLD)*

*- Light Metal Castings India (LMCI)*

*- Rane Auto Parts (RAP)*

*Rane Steering Systems Ltd (RSSL)*

*ZF Rane Automotive India Pvt. Ltd. (ZRAI)*

*- Occupant Safety Division (OSD)*

*- Steering Gear Division (SGD)*

*Rane Holdings America Inc. (RHAI)*

*Rane Holding Europe GmbH (RHEG)*



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## Engineering Excellence @ Rane

*The National Engineers Day is celebrated on September 15 annually, on the birth anniversary of the visionary engineer, Sir Mokshagundam Visvesvaraya, to honor the outstanding contributions made by engineers to society. Rane salutes the engineers working in the company for their significant contribution to the company's growth.*

For Rane Group, engineering has always been the backbone of its success, guiding the company's transformation from a modest trader of automotive parts to a leading supplier of safety-critical automotive components and systems to customers in India and globally.

Rane Group has embedded engineering at the core of every stage of its product development process, from initial conceptualization to the delivery of safety-critical

automotive components. This commitment to engineering excellence is not just about staying aligned with industry trends, but also about setting new benchmarks in process capabilities and enhancing testing and validation capabilities to consistently deliver superior products. Recently, Rane celebrated Engineer's Day as a tribute to the invaluable contributions of its engineers, who are central to the company's engineering-driven success. With over 1,300 engineers

across disciplines like automotive, mechanical, and metallurgical engineering, the team is well-equipped to drive innovation and craft solutions for the evolving needs of the automobile sector.

### **Research & Development: Driving Innovation, Growth & Exports**

Traditionally, Indian companies have been known for low Research & Development (R&D) investments, and Rane was no exception. However, with the rise of new automotive technologies and the increasing demand for rapid innovation from suppliers, Rane has recognized the growing importance of R&D. Rane Group's R&D capabilities are a key driver of its success, enabling the company to stay ahead of the curve in an ever-evolving automotive industry. The company has set a bold target to more than double its R&D spend as a percentage of sales in the coming years. The two key areas of focus are:

- Establishing a dedicated team of highly skilled engineers to deliver cutting-edge solutions that address current challenges while anticipating future needs.
- Creating a robust R&D



infrastructure to ensure that every product meets the highest standards of quality, performance, and reliability. This enables Rane to consistently develop advanced products tailored to global automotive trends.

The thrust of Rane's R&D efforts can be categorized into the following:

- Advanced engineering to developing new products
- Adapting global technologies to meet Indian requirements at affordable costs
- Developing products for global vehicle platforms to enhance the global presence

### **Innovation-driven New Product Development**

Rane's product development takes a strategic approach, balancing matured technologies with new age products to meet the evolving needs of the customers. The product development approach varies for both, but at the core, it is driven by the need for frugal engineering and cost optimization to create value-driven products matching the needs and aspirations of our customers.

The current products are upgraded using relevant inputs from end users, OEMs, authorized service centres and internal customers to

make them align better with customer needs. For instance, ZRAI SGD is working on a concept to improve the ride and handling comfort of commercial vehicles. Besides, learnings from the global products through product benchmarking are incorporated as applicable on new materials.

### **New Technologies Introduced to Meet Indian Requirements**

Indian OEMs are proactive in adapting vehicle environments to meet safety demands and apply the latest global technologies to significantly improve the safety ratings of Indian vehicles. Although this has helped with positioning Indian OEMs as leaders in manufacturing safer vehicles, challenges remain. An extra mile needs to be crossed to

reduce costs and increase adoption of advanced technologies and drive localisation.

Rane enables this by introducing new technology with a strategic focus on innovation that is tailored to the country's specific needs and challenges, while achieving both affordability and safety in the Indian market. With rapidly evolving customer preferences and increasingly stringent safety and regulatory requirements, companies develop and adopt technologies that enhance safety, efficiency, and sustainability.

### **Matching Global Benchmarks**

With 24% of revenue derived from exports, Rane remains a preferred supplier

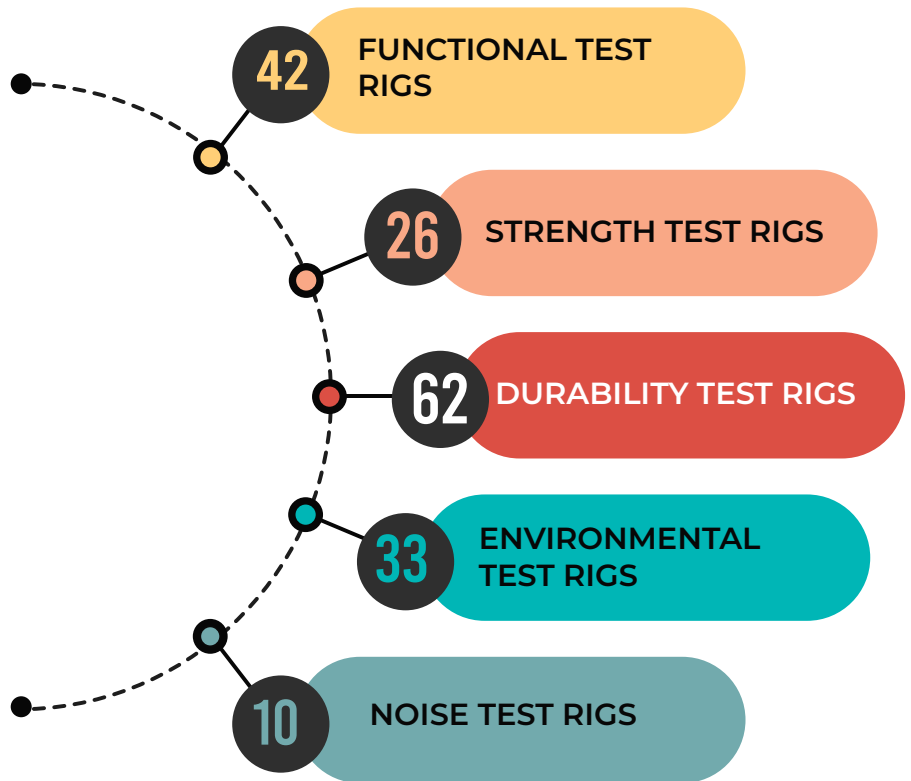


to global OEMs and Tier-1s. Rane's manufacturing and product development facilities are designed to meet global standards, ensuring the company exceeds expectations of its international clientele, meeting the more stringent functional, durability and environmental requirements for export applications. A case in point are the varying requirements between domestic and export markets in components such as cap-less ball joints, pinion skiving and housing accuracy improvement in R&P steering gears.

The design and process are optimized to meet these requirements of export markets. But as domestic customers are also catching up with the global trends, Rane's experience of supplying to global customers will enable us to adapt and applicate the technologies for the Indian market at marginally incremental costs.

### First-time-right Approach to Engineering Solutions

Rane has invested in state-of-the-art testing infrastructure to rigorously evaluate the performance, safety, and reliability of its automotive components before they reach the market. Every product undergoes rigorous testing that simulates real-



world conditions to ensure it performs reliably under the toughest environments.

This comprehensive validation process enables a "First time Right", eliminating iterative product development. Rane has test expertise in areas like vehicle testing and NVH testing across product categories, positioning it as a systems and engineering solution provider. The NVH testing infrastructure will help in validating next generation electric vehicle systems. The company is also investing in testing of advanced technologies. One such example is the capability to test regenerative braking

and measure brake particle emissions to enable the development of environment friendly products that meet the upcoming Euro 7/ BS 7 requirements.

### Diverse Manufacturing Capabilities with Flexibility and Agility

Although agile and flexible manufacturing are words that are used interchangeably, agile manufacturing refers to our response to unpredictable changes in the customer needs and flexible manufacturing is more to do with planned changes. Flexibility in manufacturing practices is driven by the need to respond to rapidly

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changing market demands and dynamic customer requirements, wherein the businesses have to adapt to low volume and high variant mix.

The modularity is built in the machines and equipment design in such a way the tools and fixtures can be easily accommodated without redesigning for new products and to meet increased demands.

The evolution in the manufacturing practices is largely driven by technological advancements and the need to stay competitive. Rane group has focused on automation of manufacturing lines and assembly processes through extensive use of CNC machines and Special Purpose machines to improve speed, precision and scalability. This has helped in reducing human errors, improved productivity and better quality of products. As a result, it is more cost-efficient, assuring customers value for money.

### **Digitalization as a Tool to Improve Efficiency**

Digitalization and IoT are revolutionizing shop floor management and manufacturing processes, making them essential for

industries to thrive in a competitive market. Sensor-enabled machines provide seamless access to real-time data, speeding up problem-solving and optimizing operations. With granular insights, businesses can develop digital transformation strategies aimed at achieving global quality standards, ensuring traceability and enhancing productivity.

The use of AI, robotics, IOT and cutting-edge technology is helping the company improve manufacturing capabilities to stay ahead and competitive in the market. The robotics is automating repetitive and hazardous tasks in the shopfloor, enhancing workmen safety and productivity. AI-powered systems are helping to detect defects real-time and improve product quality. They are also helping in predictive maintenance to reduce downtime and fix equipment failures before they occur. I4.0 initiatives have taken a center stage across businesses and are being steered at the group level. Manufacturing processes have become more interconnected through the use of cyber physical systems. This has helped the manufacturing plants in real time monitoring of

assets and optimization of the manufacturing resources. Operational efficiencies have improved through improved productivity and machine uptimes have increased as I4.0 has aided in predictive maintenance.

### **End-to-End Engineering Excellence**

State-of-the-art facilities equipped with advanced machinery, automation, and precision systems ensure that each product transitions seamlessly from concept to reality. The balance between efficiency, scalability, and quality is what enables Rane to meet the exacting demands of both domestic and international markets.

From material selection to final assembly, engineering excellence is embedded in every stage of Rane's operations. Detailed engineering protocols guide each step, ensuring that every product not only meets but also exceeds customer expectations.

By adopting an engineering approach that spans the entire product lifecycle, Rane continues to build a future where quality, safety, and innovation drive the company toward new horizons.

## Customer-Centric Solutions to Spur Growth



*Muralidharan Govindaraj, President, ZRAI-SGD, shares a bird's eye view of ZRAI operations, vision, and future plans*

ZF Rane Automotive India – Steering Gear Division (SGD), a joint venture between ZF Group and Rane Group, manufactures hydraulic Steering Gear systems and Pumps. Rane TRW, as it was called earlier, was established in 1987.

This division caters to customers through four manufacturing plants:

The mother plant, FIG, established at Viralmalai near Trichy in 1988 and manufactures hydraulic power steering gears for commercial vehicles; plants manufacturing pumps and power rack and pinion gears established at Guduvanchery near Chennai since 1996

and 1997, respectively; and hydraulic power steering gears manufactured at a facility at Pantnagar in Uttarakhand for commercial vehicle OEMs in that region since 2009.

The hydraulic power steering is a safety product that reduces driver fatigue through steering effort reduction both in passenger and commercial vehicles. However, as passenger vehicles migrated to electric power steering at a rapid pace, now the division predominantly serves the commercial vehicle segment and very little in the passenger segment.

The company also started its applications in the farm tractor industry, which hitherto used a hydrostatic steering system, or HSS. SGD pioneered the application of recirculating power steering gear, called RT series gears, a cost effective, safe and efficient solution.

SGD also has nearly 400 authorized service centres offering unparalleled support to end customers, a key differentiator in the market. With these product offerings and services, the division commands market leadership over the years, growing at a CAGR of 28% as against the industry growth of 18% since 2021-24.

### Keeping Pace with Technological Changes

“The passenger vehicle industry has fully shifted to electrified gears and, in the west, hydraulic gears have migrated to higher technology. Our collaborator has newer products such as TAS& THP. However, the Indian market was unable to absorb that cost,” Muralidharan Govindaraj, President, ZRAI-SGD, points out. SGD developed a frugally engineered product to meet domestic customer expectations on all the critical pointers including pricing. The home grown product, HFB 82, became a hit with all HCV customers instantly.

The company is currently developing its own electric gear or ERCB gear with a group of young engineers. The electronics and software are being indigenously developed. The proof of concept has been demonstrated to the key stakeholders and customers. Discussions are on with two major customers on the application of these gears and commercial production is expected to start in a couple of years!

Integral valve is another product the company is working on to enhance value at affordable costs for hydraulic gears and expected to roll out from 2025.



Operational excellence through technology at SGD is another shining point. The division monitors the performance of over 35 critical assets in real time through Industry 4.0 initiatives. This has resulted in a 10 to 15% improvement in OEE levels of these assets and substantial and discernible cost reduction. "We have made significant strides in traceability improvement, vision based process control systems and paperless documentation. We are currently working on energy monitoring, Robotic Process Automation and preventive maintenance by leveraging Industry 4.0 concepts. There is also a good amount of cross learning between the two divisions of ZRAI," Muralidharan adds proudly.

A strong manufacturing engineering team perpetually works on continuous improvement through lean concepts. In support functions such as human resource management and material management too, technological solutions are being used to improve effectiveness and efficiency.

As a response to frequent schedule fluctuations, weekly MRP scheduling in SAP has been introduced to improve inventory, a critical aspect in the working capital governance.

### **Leveraging the ZF Partnership**

ZF, a technology intensive

organization, is a role model for the Indian partner. SGD constantly benchmarks its performance against the metrics used by ZF and works towards continuous improvement. There is a lot of synergy in manufacturing, logistics, continuous improvement savings (CIS), purchase price variance (PPV) etc., with a rigorous target setting process.

SGD is also working closely with ZF for opportunities for joint ERCB development for the Indian market, and exploring export opportunities in hydraulic and machined parts.

### **Impact of Safety and Environmental Regulations**

Quality is the key area of focus for the division. SGD won the Deming Prize in 2005 and the Deming Grand Prize in 2011 besides several recognitions from the customers. It uses Lean Manufacturing principles to deliver on its promise.

The steering gear being a safety product, SGD has always been contributing to reduced driving effort and fatigue. The company was quite proactive during BS4-BS6 migration, giving it a first-mover advantage.

Aligning to ESG regulations is critical to improving operational efficiency, environmental conservation,

safety and security. "We have started tracking and improving our CO2 footprint, reducing water consumption and waste generation. With decisive and timely actions a few years back, our renewable energy usage is at 65% currently," Muralidharan points out.

It is also quite critical to align with Safety of the Intended Functionality (SOTIF) requirements for the ERCB development, ensuring that vehicles and their components meet safety standards even when they are not in operation. This is critical to preventing accidents and protecting human life. As vehicles become increasingly connected, ensuring the cybersecurity of automotive systems is becoming critical to preventing hacking and protecting human life.

### **Conclusion**

Being a dominant player in a restricted market is the combined result of synergies within the organisation on critical aspects like proactive cum frugal engineering, operational excellence, key differentiators and solid customer connect. With ZF alongside in this quest, the future looks quite bright and promising for the division. excel

## Rane AITA Tennis Championship

Rane Group is honoured to continue its partnership with the All India Tennis Association (AITA) and Tamil Nadu Tennis Association (TNTA) in hosting the Rane Trichy AITA Under 16 National Series Tennis Championship.

Rane Group is committed to nurturing young talents and we remain confident that such an event in Trichy will spur interest and foster the growth of aspiring talents in the sports.



The tournament witnessed an impressive participation of over 130+ players from various parts of the country, who passionately showcased their talent. The prizes for the Singles event were presented by Balakrishnan R, President, Rane Brake Lining Limited.



## Strengthening Communities through CSR Initiatives

Rane Group has a long-standing tradition of actively engaging in Corporate Social Responsibility (CSR) initiatives that focus on four key pillars: Education, Healthcare, Community Development, and Environmental Sustainability. These pillars serve as the foundation of Rane's commitment to empowering communities, improving quality of life, and promoting long-term social and environmental well-being.

In a recent initiative, Rane Group partnered with the Avadi

Police Commissionerate to raise awareness about drug abuse and strengthen police-public relations. This event saw enthusiastic participation from 64 teams across the Avadi Police jurisdiction, reflecting a strong community spirit and a shared sense of responsibility in addressing critical social issues.

By supporting such public welfare activities, Rane continues to uphold its dedication to fostering safer and more connected communities.



# 5th Annual Sports Meet at Rane Vidyalaya

Rane Vidyalaya recently celebrated its 5th Annual Sports Day, a vibrant event that highlighted the school's commitment to fostering a holistic educational environment where physical activities are encouraged alongside academic excellence. Balakrishnan R, President - Rane Brake Lining Limited, served as the chief guest of the event, with Kavita Balakrishnan, who was the guest of honour.

The Sports Day commenced with the lighting of the

flame, followed by a march past by the four different houses. Numerous students participated and competed against each other in various games and events. Rajalakshmi B, Head of Educational Initiatives, Nagarajan - Principal, and the chief guest presented prizes to the winners and runners-up. The day's events concluded with a vote of thanks and the National Anthem.

Rane Vidyalaya believes in nurturing young minds through a blend of academics

and sports, fostering future leaders with a balanced approach to education.



# Green Manufacturing Excellence: Manufacturing Fossil Free Tie-Rod Linkages

We have successfully run our Sustainability Series, covering important topics like renewable power, waste management, energy management and water conservation initiatives at Rane. As we conclude this insightful journey, we now explore Rane Group's latest breakthrough - the manufacture of Fossil-Free Tie Rod Linkages. This innovative product not only strengthens our commitment to sustainability but also aligns with global efforts to combat climate change

## Setting a New Benchmark in Green Manufacturing

In line with the global push to reduce carbon emissions and achieve net-zero targets, Rane (Madras) Limited (RML) – Varanavasi has taken a significant step in green manufacturing. The facility achieved the prestigious GreenCo Gold rating from the Confederation of Indian Industry (CII).



The GreenCo Rating, first of its kind for Rane Group, is a holistic framework that evaluates companies on the environmental friendliness of their activities using a life cycle approach. Implementation of GreenCo rating enables us to make products and operations greener.

## A Milestone in Sustainable Operations

Building on this momentum, RML developed fossil-free tie rod linkages at the Varanavasi facility which marked another major step towards its green vision, focusing on its initiative "Green for Future." This breakthrough in product design and manufacturing resulted in RML - SLD receiving the Green Product Ecolabel certification from the CII - Indian Green Building Council (IGBC) for its steering

linkages. This recognition makes RML SLD the first company in India, and globally, to receive this prestigious certification for steering linkages. The fossil-free tie rod linkages incorporate sustainability measures throughout the production process. Key highlights include the use of Green Steel sourced from recycled scrap



materials for the child parts, manufacturing powered by renewable energy, and the use of electric forklifts and electric trucks for material transfer and logistics. Additionally, the

manufacturing of green steering linkages emphasizes sustainability through green procurement practices, effectively reducing Scope 3 emissions. The product also incorporates recycling

circularity, focusing on resource conservation by minimizing waste and ensuring that the components are 100% recyclable or reusable throughout their lifecycle.

## Sustainability-Driven Product Features

The green linkages product showcases a significant leap forward in sustainable manufacturing. These products are designed with a strong focus on minimizing environmental impact while maintaining top-tier performance. Through careful attention to green practices, RML has integrated several eco-friendly features into the product's design and production process.

- **No Toxic Chemicals or Elements:** The product is designed and manufactured without harmful chemicals, ensuring minimal environmental impact.
- **Least Carbon Footprint:** Every stage of production is optimized to reduce carbon emissions, supporting global climate goals.
- **Green Procurement:** Materials are sourced through sustainable, eco-conscious procurement practices, which contribute to reducing Scope 3 emissions.

- **Products Can Be Recycled and Reused:** The entire product is designed with recyclability in mind, ensuring a circular economy and zero waste.
- **Eco-Friendly Packaging:** Even the packaging is sustainable, reflecting RML's dedication to minimizing environmental impact beyond just the product.



## Green Partnership

Rane (Madras) Limited - Steering and Linkages Division launched its Greenpro certified product as fossil-free tie rods and linkages for the Volvo Group. This launch aligns seamlessly with Volvo's goal of achieving a climate-neutral supply chain by 2040, marking a key milestone in both companies' shared vision for a cleaner and greener future. By integrating these eco-friendly products into their fleet, Volvo is taking concrete steps toward reducing its carbon footprint while setting a new benchmark for sustainability in the automotive sector.

As we move forward, Rane remains steadfast in its vision of combining manufacturing excellence with environmental responsibility, paving the way for more sustainable solutions in the automotive industry.



## Board of Director - Retirement

Dr. V. Sumantran completed his tenure as an Independent Director on the Board of Rane Holdings Limited (RHL) on August 2, 2024.

He joined the Board of Directors of RHL on May 27, 2016, and served as an Independent Director for two terms. He served as the Chairman of the Nomination & Remuneration Committee and the Audit Committee and as a member of the Risk Management Committee of RHL. With his rich experience, he has contributed significantly to the board discussions



and decisions, especially on various strategic matters.

He is the Chairman of InterGlobe Aviation Limited (IndiGo Airlines) and is also on the Board of Ashok Leyland and TVS Electronics besides

leading Celeris Technologies as Chairman. He is also an advisor for several leading Fortune100 organizations in automobile, industrial equipment, defence and aerospace sectors.

Ashok Malhotra, Independent Director, will be retiring from the board of Rane Brake Lining Limited (RBL) on October 8, 2024, as per the retirement policy of the board.

He joined the board of RBL on June 28, 2008. He has been associated with Rane Group as a Board member since 2001. He joined the Board of Directors of Rane Engine Valve Limited on February 6, 2008. He was a Director since October 30, 2001, on the board of erstwhile Rane Engine Valves Limited (since demerged in 2008) and completed his term in



June 2022. With his rich experience, he contributed significantly to the board discussions and decisions, especially on various strategic matters.

Ashok Malhotra served as the Chairman of Nomination & Remuneration Committee and as a member of both the Audit Committee and Stakeholders Relationship Committee of Rane Brake Lining Limited.

## Board of Director - Appointment



**M M Murugappan**

M.M. Murugappan was appointed as an Independent Director on the Board of Rane Holdings Limited (RHL) on August 2, 2024.

He holds a bachelor's and master's degree in chemical engineering from the University of Madras and the University of Michigan, respectively. He is a member of several industry and professional bodies, is a keen philanthropist and serves as a trustee of the AMM Foundation. He mentors innovators and future leaders as a board member of the IIT Madras Research Park.

He currently serves as a Chairman across many companies, including Carborundum Universal Limited, Cholamandalam MS

General Insurance Company Limited and Cholamandalam Financial Holdings Limited and is a Non-Executive Chairman on the Board of Cyient. He is also on the Board of Messrs Carsons Cumberbatch, Sri Lanka.

He was the Executive Chairman of the Murugappa Group and served on the Boards of multiple companies within the group. He is a former Independent Director of Mahindra and Mahindra Limited.



**Ramesh Rajan Natarajan**

Ramesh Rajan Natarajan was appointed as an Independent Director on the Board of Rane Brake Lining Limited on July 22, 2024.

He is a graduate in commerce and a fellow member of the Institute of Chartered Accountants of India with over 40 years of experience in the fields of finance, strategy and operations. He is the founder and senior partner of LeapRidge Advisors LLP and also the Chairman of Indo National Limited.

He was the Chairman and Senior Partner at PwC's India Leadership Team and was the engagement partner for several large domestic and multinational groups. He is also presently on the Boards of Rane (Madras) Limited, Cholamandalam Investment and Finance Company Limited, TTK Healthcare Limited and Rane Engine Valve Limited.



**ZRAI-OSD's All-Women's team Wins at ACMA National Level QC Competition**

The 19th Regional Quality Circle Competition, organized by the ACMA Southern Region, was held on July 26, 2024, in Chennai. Among the participants was an all-women team from ZF Rane Automotive India Pvt Ltd – Occupant Safety Division, Trichy, called the “Strategic Squad”, consisting of young women operators. They secured a win at the regional level and advanced to the national competition in Delhi. Here they triumphed once again, earning first place in the 19th ACMA National Level Quality Circle Competition.



**RML Earns Certificate of Appreciation from DANA India**



Rane (Madras) Limited received Certificate of Appreciation from DANA India Pvt. Ltd. for its consistent efforts in maintaining higher levels of Quality and Performance for the year 2023.

**REVL Wins Long-term Association Award from Escorts Kubota**



Rane Engine Valve Limited received the Long-term Association Award for over three decades of collaboration with Escorts Kubota Limited.

ZRAI Wins Quality Excellence Award from Tata Motors Passenger Vehicles



ZF Rane Automotive India Private Limited - Occupant Safety Division received the Quality Excellence award from Tata Motors Passenger Vehicles Limited (TMPV) and Tata Passenger Electric Mobility Limited (TPEM) at the Annual Supplier Conference 2024. This recognition was awarded for demonstrating outstanding quality performance.

RML Wins Sustainability Excellence award from Tata Motors



Rane (Madras) Limited received Sustainability Excellence award from Tata Motors Commercial Vehicles during the Annual Supplier Conference 2024. This recognition was awarded for demonstrating exceptional initiatives taken towards sustainability

RBL Wins Tamil Nadu Green Champion Award



Rane Brake Lining Limited has been awarded the Tamil Nadu Green Champion Award 2023 by the Tamil Nadu Pollution Control Board (TNPCB) for its outstanding contribution to environmental protection and awareness

3 Rane Facilities Win CII National Award for Excellence in Energy Management



Three of our manufacturing facilities - Rane NSK Steering Systems Private Limited (RNSS) - Chennai, Rane Brake Lining Limited (RBL) – Trichy and Puducherry have won the CII National Award for Excellence in Energy Management during the 25th CII Energy Management Conference held in Hyderabad.



## ZF Rane Inaugurates New Inflator Plant and Sled Test Facility in Trichy

ZF Rane Automotive India Private Limited has inaugurated a new Inflator Plant and Sled Test Facility for our Occupant Safety Division at Trichy.

The plant was inaugurated by Vinod Sahay, President – Aerospace & Defence, Trucks, Buses & CE & Chief Purchase Officer - Auto & Farm Sector, M&M, and R Velusamy, President - Automotive Technology & Product Development,

M&M, and attended by the management team of ZF, Rane and supplier partners.

The company has invested close to Rs. 100 Crores in setting up the Inflator and Sled Facility. The inflator plant initially will produce the Driver and Passenger versions from the state-of-the-art facility within the ZF Rane Trichy plant. Initial capacity will be around 3 million inflators per annum. The sled facility enhances our capability in

testing and enables us to offer products at reduced lead-time. The key significance of this facility is its contribution to increasing local content in airbag production, aligning with the “Make in India” initiative. The advanced technologies incorporated into this state-of-the-art facility enhance ZF Rane’s ability to innovate and develop new products in the automotive safety domain.



# Ranvocation: Celebrating Leadership and Growth



Rane Group recently held Ranvocation, an event celebrating the successful completion of the Leadership Boot Camp journey for the 2023 batch.

Over 45 Graduate Engineer Trainees and Management Trainees completed their year-long journey and are

now prepared to take on full-fledged responsibilities within the organization. The event featured inspiring interactions with business leaders, insightful experience-sharing by the trainees, and a variety of engaging activities. Rajkumar S., President - Rane Engine Valve Limited, encouraged the trainees

to adopt the 3C approach - Conviction, Commitment, and Contribution - to propel their career growth. Ramasubramanian V., Vice President - Human Resource, Rane Holdings Ltd., shared insights from the book 'The Catalyst', emphasizing how individuals can identify and cultivate catalysts to drive success in both work and life.

As a token of appreciation for their hard work, Selva Vinayaga Raja A., Vice President - Human Resource, Rane (Madras) Ltd. - Steering Gear Division, presented each trainee with a copy of 'Atomic Habits' by James Clear.

# Rane Manufacturing Systems Program (RMSP) - Technology Day

Rane Institute of Employee Development (RIED) recently hosted the Rane Manufacturing Systems Program (RMSP) - Technology Day on Aug 2nd & 3rd at ZF Rane Automotive India in Guduvanchery, spotlighting the latest technological advancements and their potential applications within the Rane Group. The event brought together employees from across the organization to foster collaboration and knowledge sharing. Thirteen suppliers showcased their innovative products,

providing valuable insights into potential benefits for Rane Group companies. Expert-led seminars further enriched the event, offering attendees in-depth knowledge

on industry trends. Through this platform, employees and suppliers reinforced their commitment to cultivating a culture of continuous improvement and innovation.



## Rane Premier League 3.0

Rane Group recently organized the third edition of the Rane Premier League (RPL), a thrilling two-day cricket tournament that fostered unity across our group companies. A total of 10 teams participated, which were divided into two different groups.

The winner of the Rane Premier League 3.0 was ZF Rane Automotive India

Private Limited - Occupant Safety Division showcasing their exceptional talent and determination throughout the tournament. ZF Rane Automotive India Private Limited - Steering Gear Division grabbed the runner-up title and they gave a tough competition with their power packed performance.

The trophies were presented to the Winner and the Runner-

up by Rajkumar S, President, Rane Engine Valve Limited. The players were recognized for their outstanding performances with man-of-the-match awards, presented by Giriprasad T, President, Rane Aftermarket Business and Makes A, President, Rane NSK Steering Systems Private Limited.



## Rane Aftermarket Mega Meet

Rane Aftermarket Business recently hosted a Mega Meet in Chennai, bringing together a significant number of diverse stakeholders from the automotive industry. The participation of various mechanics, dealers, and distributors provided an opportunity to showcase our aftermarket products and enabled direct engagement with end-users and key partners.

During this event, RAB soft-launched an engine oil

under the umbrella brand 'neu SILKY'. The participants were eager to learn about its formulation and the benefits it offers for various vehicle types.



# Tamil Nadu Women's Summit 2024

The Tamil Nadu Women's Summit 2024, organized by The Hindu Magazine in collaboration with Guidance Tamil Nadu (TN), took place in Chennai on July 30, 2024. A central theme of the summit was "Women in Manufacturing: Why Tamil Nadu is ahead of the curve."

Gowri Kailasam, CEO of Rane Madras Limited and Vice Chairperson of CII IWN Southern Region, shared key insights during this impactful discussion. She emphasized that, while manufacturing products remains important, India must shift its focus to adding value at every level of the production process to better serve customers and remain globally competitive.

She passionately advocated for increased representation of women in leadership roles within the manufacturing sector, particularly in management positions.

"There are numerous opportunities for women, not just on the shop floor, but across various areas such as the supply chain," Gowri noted. She encouraged women to pursue careers

in manufacturing and urged businesses to cultivate environments that attract female talent.

She also shared an inspiring message for women: "Guilt is a wasted emotion for women. We should focus on how to learn quicker and never give up. Our previous generation stood up for us, and we have to stand up for the benefit of the next generation."



# Indo-Japan Session for Cross Cultural Understanding



The Indo Japan Chamber of Commerce and Industry (IJCCI) organized a special interaction session focusing on Japanese business culture and ethos. The event, held with the aim of fostering deeper cross-cultural understanding, featured Balakrishnan, President of Rane Brake Lining Limited, as the distinguished speaker.

His presentation, titled "Building Excellence – the

Japanese Way", highlighted the core values that define Japanese business culture, such as Kaizen (continuous improvement), respect for people, and a deep commitment to quality.

The session provided valuable insights into how organizations can imbibe these values to enhance productivity, build resilience, and strengthen collaboration.



## Rane Corporate Centre

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