

PROPEL

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BEYOND BUSINESS

The Rane Promise to Society

 EDUCATION	 HEALTHCARE
 ENVIRONMENT	 COMMITMENT TO SOCIETY



The World of Rane

Rane Holdings Limited (RHL)

Rane (Madras) Limited (RML)

- Steering and Linkage Division (SLD)

- Light Metal Castings Division (LMCD)

- Brake Components Division (BCD)

- Engine Components Division (ECD)

- Aftermarket Products Division (APD)

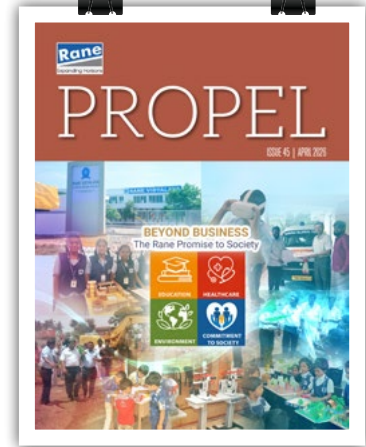
Rane Steering Systems Pvt. Ltd. (RSSL)

ZF Rane Automotive India Pvt. Ltd. (ZRAI)

ZF Lifetec Rane Automotive India Pvt. Ltd. (ZLRAI)

Rane Holdings America Inc. (RHAI)

Rane Holding Europe GmbH (RHEG)



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Beyond Business – The Rane Promise to Society

In the six decades of its existence, the Rane Group has not only focused on meeting business goals but also taking the community along, keeping in line with its philosophy to deliver socially responsible entrepreneurship

Our Philosophy – Beyond Compliance, Towards Commitment

The Rane group has been part of India's industrial landscape for nearly a century and has always believed in the idea of responsibility beyond business performance. Long before Corporate Social Responsibility became a statutory requirement, the Group recognised that sustainable growth is closely linked to the well-being of the communities in which it operates.

This philosophy took institutional shape with the establishment

of Rane Foundation in 1967 as a public charitable trust, spearheading the Group's social initiatives. Today, as it approaches six decades of service, the Foundation reflects a journey of consistent and purposeful engagement with society, evolving from individual acts of support into structured programmes that create meaningful and lasting impact.

The Group's manufacturing facilities across different locations have consistently

played an active role in supporting local communities through educational initiatives, healthcare outreach programmes, environmental stewardship or community infrastructure development.

Beyond compliance, the company believes in genuine commitment, and the Foundation's journey of 60 years is marked by quiet dedication, fulfilling obligations, and creating enduring value for society.

The 4 Pillars as a Design Framework



EDUCATION



HEALTHCARE



ENVIRONMENT



COMMITMENT
TO SOCIETY

A pronounced need for better education, better healthcare, etc., makes CSR in India crucial. Rane's CSR goals are built around 4 pillars, Rural Education, Healthcare, Environment and Community Development around our factories (building toilets, cyclestand, etc.). These 4 pillars also align with UN's SDG goals, which include 17 key areas where efforts need to be channeled.

The initiatives are not driven only from the centre. Corporates have developed management skills, proven models like TQM, Business Excellence, Continuous Improvement, etc., which

drive the CSR efforts. This thought has driven Rane's CSR approach, and across Rane's plants and offices, teams have consistently identified the needs of the communities around them and responded in ways that are thoughtful and relevant. Though the nature of these initiatives varies across locations, they are united by a shared intent, which is to respond to real community needs.

Across Rane's locations, numerous initiatives come together under a shared intent to respond to real community needs. They reflect a simple belief that businesses grow stronger when the communities around them thrive

The Strategic Choice – Rane Vidyalaya

Among the four pillars, education has always held a special significance for the group as it can shape individual lives and strengthen communities. This commitment can be traced back to the early years of the organisation when the Group's founder donated the family residence, Trichur House on Conran Smith Road in Chennai, to support the activities of the Gopalapuram Girls School. The institution later came to be known as Ganapathy Iyer Girls High School and continues to function from the same premises today.

Over time, the belief that education has the power to transform lives continued to guide the Group's approach to social responsibility and eventually led to a more focused effort to contribute meaningfully to school education. Access to quality education at the school level plays a crucial role in shaping a child's future. While urban centres often offer several educational opportunities, many rural areas continue to face limitations in access to

quality schooling. Addressing this gap became an important consideration.

With this objective, Rane Vidyalaya was established at Theerampalayam near Manachanallur in Tiruchirappalli district in the academic year 2018–19. Conceived as a CBSE school offering education from Nursery to Class XII, the institution provides structured, high-quality schooling to children in the surrounding rural communities. Along with strong academic foundations, the school supports the overall development of students in a balanced learning environment to create socially responsible citizens.

Rane Vidyalaya focuses on creating a conducive and inclusive learning atmosphere, supported by well-qualified teachers and committed staff who work continuously to strengthen the institution. At the same time, the school provides children with opportunities to display their unique strengths and talent by encouraging

participation in extracurricular activities.

Building on the positive response from the local community and the growing need for quality schooling in the region, the Rane Foundation has established a second Rane Vidyalaya at Sethurapatti. The new school will initially cater to students from Pre-KG to Grade 5, bringing access to early-stage schooling closer to children in the surrounding areas. As the institution gradually grows, it aims to create a nurturing environment that supports foundational learning during the early years of education.



The Ecosystem Approach - Healthcare, Community & Environment



Meaningful progress in society cannot be achieved through education alone. Therefore, Rane has adopted a more ecosystem-oriented approach to its social initiatives, providing healthcare, community development and environmental stewardship to improve the overall quality of life in the communities around its operations.

Healthcare has been an important area of engagement for the Group. Through the Rane Foundation, several initiatives are undertaken to bring basic healthcare services closer to communities that may otherwise have limited access to medical facilities. Working in collaboration with hospitals, non-governmental organisations, self-help groups and local partners, the Group organises health camps that address a range of needs from general health check-ups to

women's health, oral hygiene and eye screening programmes for rural and marginalised populations.

Screening of Projects and choosing one to support in terms of either finance or time is critical. For instance, at Child Trust Hospital, we supported a need to upgrade IT infra. We analyzed this and identified that this would have a meaningful

impact for better work by Child Trust over the long run. We do a proper analysis and support projects based on

- Our vision
- Potential impact and value for the organization

Access to clean drinking water, sanitation, hygiene awareness and nutrition plays an equally vital role in improving public health. Several initiatives therefore focus on these aspects, ensuring that communities have access to basic facilities that support healthier living. Employees across Rane locations actively participate in blood donation camps organised throughout the year, reflecting a culture of service that extends beyond the workplace.

Community development initiatives focus on strengthening basic infrastructure and supporting



livelihoods. In several villages around Rane's facilities, the Group has supported projects such as the construction of public sanitation facilities and the installation of RO plants to provide potable drinking water. In some cases, ambulances have been donated to local trusts and institutions to improve access to emergency medical services.

The Group also works with communities to support skill-based training programmes for rural women, enabling them to develop capabilities that can contribute to sustainable livelihoods. During times of natural disasters or emergencies, Rane companies have also extended timely support through relief initiatives, responding quickly to the needs of affected communities.

Environmental stewardship forms the third element of this broader ecosystem approach. Rane's initiatives in this area are often carried out in partnership with local communities, schools and voluntary organisations,

recognising that environmental challenges require collective action. Across locations, employees participate in activities such as tree plantation drives, lake cleaning programmes and local environmental awareness initiatives.

Together with NGOs and village communities, employees help plant and nurture thousands of trees every year, contributing to afforestation efforts and supporting the creation of greener surroundings. Plantation programmes are often carried out in collaboration with school children, encouraging the next

generation to develop a sense of responsibility towards the environment.

Across generations, the Rane Group has believed that the role of a responsible enterprise extends beyond the factory gates. While businesses create products and economic value, they also become part of the social fabric of the communities around them. As these initiatives continue to evolve, they remain guided by a simple conviction that the progress of a business and the well-being of society are deeply connected and that each step taken to strengthen communities ultimately strengthens the future we all share.



The Four Oars of a Winning Team

Building high-performance teams demands more than assembling talent; it requires purpose, composition, trust, leadership, and the relentless habit of getting better

Article Contributed by Boston Consulting Group



*Dr. Janmejaya Sinha,
Managing Director & Senior
Partner, Chairman - BCG India*



*Natarajan Sankar,
Managing Director & Partner
Leads India Industrial Goods &
Automotive Practice
Chennai Office Leader*



*Gideon J.,
Principal
Core Member - Industrial
Goods & Automotive Practice*

it delivers short-term results but corrodes from within. The task is to fuse the two into, say, an umbrella large enough for every team member to find themselves in. India's aspiration to become a Viksit Bharat by 2047 works precisely this way: specific enough to demand action, expansive enough to contain the ambitions of a billion people. When the horizon is clear and worthy, people do not need to be micromanaged. They row harder because they want to. But here is the critical subtlety: while the direction is set, how to row is left to the expert on the oar. No one waits for permission mid-stroke. The strongest organizations share this quality. The purpose is clear, the ambition is stretching, and within that framework, people are empowered to act.

The second oar is putting the right people together: not the best individuals, but the best combination, and the mutual accountability that a well-composed crew demands of itself. A crew does not want eight identical athletes. It needs power in the middle, finesse at the bow, endurance everywhere. Each stroke matters, but each stroke is different. This is where most organizations go wrong: they assemble the most impressive individuals and assume a great team will follow. It rarely does. BCG's research found that companies with management teams diverse in background, experience, and cognitive style

Rabindranath Tagore once wrote, "You can't cross the sea merely by standing and staring at the water." It is a line about action, about the gap between aspiration and achievement. But it is also, we believe, a line about teams. Oceans are not crossed alone. They are crossed by crews, people who row together, in rhythm, toward a shared horizon. Indian cricket has just crossed such an ocean. In the past three years, India has won three global ICC titles: the 2024 T20 World Cup, the 2025 Champions Trophy, and just days ago the 2026 T20 World Cup, becoming the first team in history to defend the title. The last time the sport saw this kind of sustained dominance was Australia in the late 1990s and early 2000s. Neither era was carried by one genius. Both were carried by crews that found a way to row together, consistently, across changing conditions. How such crews are built, and why most organizations struggle to build them, is worth examining closely.

In Dr Sinha's three decades of experience advising leadership teams, the most useful lens he found for understanding high-performance teams is a surprisingly simple one: a rowing crew. In a boat, the difference between the gold medal and sixth place is rarely raw strength. The crews that finish sixth often have rowers who are just as powerful. The difference is synchrony. When every oar enters and leaves the water at the right moment, the boat glides. When even one is a fraction late, it creates drag that slows everyone. In our experience, that comes down to four oars pulling in rhythm.

The first oar is a higher purpose fused with bold ambition, and the autonomy that flows from both. In a boat, there is never confusion about where the finish line is. Everyone rows toward the same horizon. Purpose without ambition is sentimental; it makes people feel good but changes nothing. Ambition without purpose is mercenary;

generated 19 percentage points higher innovation revenue than those with homogeneous leadership. The gap between a good team and a great one is never about having better people. It is about how those people come together. A well-composed team covers more water. But composition alone is not enough. The crew must own the outcome collectively, not just their individual seat. The crew that wins is never the one with the rawest talent. It is the one where different strengths lock together, and where each rower holds themselves to the standard the boat demands.

The third oar is leadership that steers, not just from the top, but at every level. In a boat, the coxswain sets direction, reads the water, and calls the rhythm. But the coxswain cannot see every ripple. The rowers in the stern read the water differently from those at the bow. A winning crew needs leadership distributed through the boat and that is exactly how the best organizations work. The senior leadership team, collectively, must set the purpose, set the ambition, and then uphold three non-negotiable standards. First, radical transparency. Leaders at every level must be transparent and demand transparency in return. When those at the top expect candor from others while withholding information, trust erodes faster than any external threat can damage it. More than that, the leadership must ensure that issues surface early not after the boat has capsized. Escalation is not disloyalty. It is course-correction. The

leadership must sit together and confront critical issues face to face, not through layers of polite memos. Second, the relentless removal of drag. Extra weight slows the boat. Every process, every approval, every reporting loop must earn its place. If it has stopped adding value, it must go. Trust the person closest to the water to make the quick call. Momentum, in a race, beats perfection every time. Third, the courage to enforce consequences. Every rower earns their seat, every day. When someone consistently underperforms despite support, the leadership must act out of fairness to the rest of the crew giving everything they have. And this must start at the pinnacle. If the top team does not embody the standard, no one else in the organization will.

The fourth oar is trust and respect: the kind that lets people speak the truth and defer to each other's strengths. A crew cannot function if a rower sees the boat veering off course and stays silent. If the rhythm breaks, the team must speak up. Fast. Trust is what makes that possible. Stronger than intelligence, experience, or resources. But trust without respect leaves the boat lopsided. Respect is what makes you cede a judgement call to the colleague, even when your instinct is to hold on. It is what allows tough conversations to happen directly, openly, and without malice not buried in side-channels or deferred until the damage is done. No individual is bigger than the team. When trust and respect

become the crew's way of operating, conflict does not vanish. It becomes productive. Differences get surfaced, debated, and resolved rather than left to fester beneath the waterline, where they eventually sink the boat.

Four oars power the boat. But they are only as good as the discipline to keep pulling them, day after day, season after season. This is where most teams come undone. They build something good, win a race, and then coast. They mistake a result for a culture. The water, however, never stays the same. The current shifts. The competition refines its stroke. The crew that was fast enough in March will not be fast enough in September. The organizations that defy this pattern share one trait: they treat excellence not as a destination but as a discipline. Not a programme, not a workshop, not a quarterly initiative. A discipline. Practiced daily. Reviewed honestly. Never declared complete. A crew that believes it has mastered the water has already begun to slow. The habit of getting better is not the fifth oar. It is the water the boat moves through. Without it, the four oars are just wood.

Tagore was right. You cannot cross the sea by staring at the water. You must get in the boat, take up an oar, and row. India's possibilities today are immense. But possibility does not row itself to the finish line. Teams do. The four oars are in the water. The question is whether we will row together.

Finance Professionals On Working at Rane



Siva Raama Krishnan VJ
Deputy General Manager,
ZF Rane Automotive India Pvt. Ltd.

Professional growth at Rane

In my current role as Financial Controller for ZRAI, managing business finance, I was able to develop significant expertise in key areas such as MIS, budgeting, and variance analysis. I have had the opportunity to closely collaborate with senior management and engage in insightful discussions on business models, operational challenges, mitigation strategies, and their timely execution. Working with our JV partner - ZF and benchmarking their processes & best practices helped me improve cashflow & profitability. Invaluable exposure to analyzing and interpreting financial performance with greater depth and precision has strengthened my ability to translate financial insights into meaningful business outcomes.

Memorable Experiences

Some enriching experiences include:

1. Presenting SGD's financial performance and its analysis to the MD/Chairman during Business Performance Meetings and the Annual Operating Plan discussions enhanced my ability to articulate financial insights to top leadership.
2. As part of the HPLD program, I attended a leadership program at Great Lakes Institute. This helped me broaden my perspective on leadership, strategic thinking, and effective decision-making.

3. Regular interactions with and reporting to senior management in various reviews has helped me develop a deeper understanding of strategic decision-making with a focus on long-term business growth.

Keeping Pace and Upskilling

Training initiatives such as the HPLD program have enhanced my leadership capabilities, strengthened my ability to think strategically, lead effectively, and make informed decisions. Furthermore, the structured training programs designed by RIED in alignment with specific role requirements facilitate ongoing skill enhancement that helps to meet evolving business demands.



Shankar S
Asst. General Manager,
Rane Steering Systems Pvt. Ltd.

Professional growth at Rane

Rane provides a strong learning environment, enabling me to expand my knowledge in areas such as investor relations, M&A, taxation, benchmarking, statutory compliance etc. The opportunity to handle finance related aspects in manufacturing operations has helped me broaden my understanding of the business landscape and contribute more effectively to the organisation.

Memorable Experiences

In the Financial Year 2023-24, I was an active team member in an important development in the company. This project helped me to unlock synergies among the group companies and enhance operational and financial efficiencies.

Keeping Pace and Upskilling

Rane's collaborative work culture has enabled me to interact with experienced professionals and participate in plant visits, providing a holistic perspective on decision-making and manufacturing processes. The guidance and

support from senior team members have been instrumental to build confidence and enhance professional capabilities.

Various training programs relevant to the work profile are being organized, more specifically High Potential Leadership Development (HPLD), which enriches the learning experience and provides an insight to interact with Cross Functional Team to improve team building and leadership skill.



Sindhujha R
Senior Manager,
Rane Holdings Limited

Professional growth at Rane

Since joining Rane as Executive – Finance at ZRAI in 2012, I have worked across group companies, gaining insights and contributing to initiatives related to budgeting and forecasting, management reporting, treasury management and cost optimisation. Working closely with cross-functional teams and leadership has also helped me develop a deeper understanding of the business beyond numbers.

Memorable Experiences

I enjoy taking up new projects and responsibilities, as they provide opportunities to learn and contribute beyond routine work. Being involved in diverse projects has helped me gain exposure to complex financial activities while collaborating with teams across functions. The organisation's culture of professionalism, discipline, and continuous improvement has also been instrumental in shaping my approach to problem solving and professional excellence.

Keeping pace and Upskilling

I keep pace with industry changes largely through hands-on work experience and by reading relevant industry articles and updates. In addition, Rane has supported my professional growth by providing opportunities to attend relevant training programs and learning initiatives, which have helped me further strengthen my knowledge and skills.

Rane Vidyalaya Annual Day: Celebrating Talent and Imagination

Rane Vidyalaya recently celebrated its 8th Annual Day with great enthusiasm and vibrancy. The celebration, themed 'Stone Age to AI – A Grand Journey of Human Civilization' was thoughtfully brought to life through a series of engaging and entertaining programmes. A rich blend of cultural performances showcased the creativity,

teamwork and holistic development of the students, reflecting the school's commitment to nurturing well-rounded individuals.

The occasion was graced by L. Lakshman, Chairman Emeritus, Rane Group, as the Chief Guest, along with Mrs. Pushpa Lakshman as the Guest of Honour. Their

inspiring presence and encouraging words resonated deeply with the students and the school community. The event's success was made possible through the collective support of the management, teachers, parents and staff. The student's dedication and talent made the evening truly memorable - a celebration led by children.



Celebrating Young Graduates at Rane Vidyalaya

Rane Vidyalaya recently celebrated its 8th Annual Convocation Day, a joyful milestone for our young learners and their families. This year, 82 UKG students graduated, marking the beginning of their exciting educational journey ahead.

One of the most heartwarming

moments of the day was seeing the primary school children confidently compering the event, guided and encouraged by their teachers. Their enthusiasm, courage and sense of responsibility reflected the nurturing environment the school strives to create. It was a proud moment for the students, teachers and parents who have

been partners in this journey of learning and growth.

The positive feedback from parents made the occasion even more special. It reaffirmed the belief that when children are encouraged, supported and given the right opportunities, they shine with confidence.



RML - SLD Top Position at CII Quality Convention



Rane (Madras) Limited – Steering and Linkage Division, Puducherry secured the top position at the 38th National Quality Circle Convention organised by CII. The team was recognised for outstanding quality improvements, emerging as the top performer among 58 teams from across India.

OHSSAI Gold Awards for Rane Plants in HSE and ESG

At the prestigious 10th Annual HSE Excellence and ESG Global Awards 2025, conducted by OHSSAI, Rane (Madras) Limited - Steering and Linkage Division, Varanavasi received the Gold Award in the ESG Category and Rane (Madras) Limited - Engine Components Division, Trichy received the Gold Award in the Safety Category.



Rane (Madras) Limited - Steering and Linkage Division, Varanavasi.



Rane (Madras) Limited - Engine Components Division, Trichy.

RML - BCD Awarded for Environment Sustainability



Rane (Madras) Limited - Brake Components Division, Puducherry received the Excellence in Environment Sustainability Award from Endurance Technologies at the Vendor Meet 2026.

RSSL Wins Momentum Maker Award



Rane Steering Systems Pvt. Ltd. - Pantnagar received the MD's Daily Work Management (DWM) Momentum Maker Award in the Tier-1 Supplier category by Tata Motors Commercial Vehicles.

RSSL Bawal Gets Maruti Suzuki Award for Best DOJO Practices



Rane Steering Systems Private Limited, Bawal has received an award from Maruti Suzuki in recognition of the Best DOJO 2.0 Practices. The honour acknowledges the plant's focused implementation of key initiatives, including digitization, strengthened operational tracking and advanced training modules, along with strong operational ownership in institutionalising DOJO 2.0 practices and delivering measurable improvements on the shopfloor.

TN State Safety Awards for Two of Rane Plants

- Rane (Madras) Limited – Brake Components Division, Chennai, won a Tamil Nadu State Safety Award in the Long Tenure Accident-Free Safety Award category.
- Rane (Madras) Limited – Engine Components Division, Trichy, also received an award for Maximum Percentage Reduction in Accident Frequency Rate.



Rane (Madras) Limited –BCD



Rane (Madras) Limited – ECD

TVS Mobility Names RML - APD as Strategic Partner



Rane (Madras) Limited – Aftermarket Product Division was recognised as a Strategic Partner at the TVS Mobility Day, acknowledging Rane Group's strong partnership and continued contribution to the aftermarket ecosystem.

ZRAI Wins Kaizania award from DICV



ZF Rane Automotive India Private Limited received the Kaizania Award, the flagship continuous improvement platform of Daimler India Commercial Vehicles.

ACMA Excellence Award for Rane Facilities

Two of our manufacturing facilities were honoured at the ACMA Excellence Awards 2025 with awards across key performance categories (Very Large Category).

Rane (Madras) Limited – Brake Components Division, Trichy received



Bronze Award for Excellence in Manufacturing



Platinum Award for Excellence in New Product Design & Development and Localization



Bronze Award for Excellence in Environment, Sustainability & Governance

Rane (Madras) Limited – Steering and Linkage Division, Varanavasi received



Platinum Award for Excellence in Exports



Platinum Award for Excellence in Digitalisation

CII Award for Energy for Two ZRAI Plants



Two manufacturing facilities of ZF Rane Automotive India Private Limited - Viralimalai and Guduvancherry, have won the Winner Award in the Energy Efficiency and Renewable Energy category, conferred by CII. The event witnessed participation from 81 industries, of which 33 organizations were selected for awards across six distinct categories.

ZRAI Wins Second Prize from TN State Safety Award



ZF Rane Automotive India Pvt. Ltd., Guduvancherry received the Second Prize in the Tamil Nadu Government's State Safety Award under Scheme – Maximum Percentage Reduction in Accident Frequency Rate. This award recognizes outstanding contributions to workplace safety. The award was presented by the Hon'ble Minister for Labour Welfare and Skill Development, Thiru. C. V. Ganesan.

Toyota Kaizen Awards for RML Divisions

Rane (Madras) Limited – Engine Components Division, Trichy, and RML - Light Metal Castings Division received the Best Kaizen Award under the Theme-Based Activity category from Toyota Industries Engine India Private Limited



Rane (Madras) Limited – Engine Components Division



Rane (Madras) Limited - Light Metal Castings Division

Running Together: Freshworks Chennai Marathon

At Rane Group, employee well-being is an integral part of our people-first culture. Encouraging a healthy and active lifestyle remains a priority across our workplaces, and our employees continue to embrace these initiatives with enthusiasm.

This spirit was evident as more than 190 Rane

employees participated in the Freshworks Chennai Marathon 2026, coming together to celebrate fitness and perseverance.

Demonstrating strong commitment and team spirit, the majority of participants took part in the 10 km run, while 22 employees challenged themselves in the Half

Marathon. Two employees went a step further by participating in the demanding 20 Miler and two successfully completed the Full Marathon, an achievement that reflects remarkable endurance and determination.

Events like these highlight the collective energy and spirit that define the Rane community.



Ms. Anitha Honoured with ACMA AWESUM Award

Ms. Anitha N, General Manager - Marketing, has been honoured with the ACMA AWESUM Award under the “Outstanding Women Excellence” category at the ACMA Automotive Women Entrepreneur and Employee Summit.

This recognition celebrates her contributions to strengthening Rane Group’s export presence and her commitment to excellence in marketing. The award also highlights her role as a leader and an inspiration, reflecting the growing impact of women professionals in the automotive industry.



Strengthening Global Engagements: Gowri Kailasam Attends India-EU Leader's Luncheon

Gowri Kailasam, CEO - Rane (Madras) Limited - Steering and Linkage Division & Light Metal Castings Division, had the opportunity to attend the luncheon hosted by the Hon'ble Prime Minister of India, Shri Narendra Modi on the occasion of the visit of H.E. Mr. Antonio Costa, President of the European Council and H.E. Ms. Ursula Von Der Leyen, President of the European Commission to India. Europe continues to be a key market for the Rane Group. The progress towards an India-EU Free Trade



Agreement is expected to further strengthen economic cooperation and enable greater

access to important European geographies for Indian manufacturing companies.

Mr. Balakrishnan Participates as Invited Speaker at Motion in Control 2026

SAE India (Northern Section) hosted the Vehicle Dynamics and ADAS conference, Motion in Control 2026, bringing together industry leaders and young engineers to explore the evolving landscape of automotive technologies.

Mr. Balakrishnan R, President – Rane (Madras) Ltd. – Brake Components Division, inaugurated the conference by lighting the lamp and delivered a keynote address on ADAS and its impact on auto components. Delegates from RML- BCD also participated in the event.

In the student session, RML-BCD delegates engaged with aspiring engineers through a presentation on “Fundamentals of Brake Friction Materials.” The session saw enthusiastic participation from university students across the southern region, encouraging knowledge exchange and inspiring the next generation of automotive professionals.

The conference also featured technical sessions and a live ADAS testing demonstration at the Global Automotive Research Centre (GARC) test track, offering hands-on exposure to cutting-edge

technologies. The team actively attended these sessions, gaining valuable insights into advancements in vehicle dynamics and testing methodologies.



National Safety Day Observed Across Rane Plants

On the occasion of the National Safety Day, Rane Group reaffirmed its commitment to the theme “Engage, Educate & Empower People to Enhance Safety.” Safety continues to remain a fundamental value that guides every operation across our plants.

The day was observed across Rane facilities with enthusiastic participation from employees. A range of activities and competitions were organised to reinforce safety awareness and

encourage active involvement from teams across functions. Employees also came together to take a collective safety pledge, renewing their shared commitment to safe practices in the workplace.

At Rane, safety is built on engagement at every level. By encouraging open reporting of risks and near misses and by fostering a sense of shared responsibility, we continue to strengthen a culture where safety is owned by everyone.

Education and empowerment remain central to this approach. Through continuous capability building, structured reviews and disciplined adherence to safety standards, our teams are equipped to act with confidence and responsibility. As we mark this important occasion, we renew our resolve towards zero harm and ensuring that every employee returns home safe every single day.



Steering Towards Safer Communities: Rane Observes Road Safety Week

Rane Group observed the 37th Road Safety Awareness Month, with all businesses actively participating in road safety initiatives throughout the week and the month. Employees across locations came together to take the Road Safety Pledge, reinforcing our collective responsibility towards safer roads. Engaging activities such as dedicated selfie points encouraged employees to

promote helmet usage, while quizzes helped strengthen awareness in an interactive manner.

Under the guidance of the Law and Order Police, teams also took part in public road safety awareness drives by displaying signboards and interacting with the public to promote responsible driving practices. Training sessions

on defensive driving were conducted for employees across businesses to enhance safe driving behaviour and preparedness. These initiatives reflect Rane Group's continued commitment to employee well-being and to creating a strong culture of safety, both within our organisation and in the communities we operate in.



Celebrating Enduring Relationship with Brakes India

On the occasion of the 149th Founder's Day celebration of Brakes India, Harish Lakshman, Chairman, Rane Group was invited as a distinguished guest, marking a moment of shared legacy and enduring association between the two groups.

The association between Rane Group and Brakes India stands as an example of how enduring partnerships can evolve alongside the industry, while remaining grounded in strong fundamentals. Over the years, this relationship has contributed to a deeper understanding,

collaboration and shared growth.

The gathering was marked by a sense of warmth and mutual regard, reinforcing the importance of legacy and the role of relationships in shaping the future of the automotive industry.

The event reflected a long-standing relationship built over decades on mutual respect and trust. It also served as an opportunity to honour the founders, whose vision and values continue to guide both organisations in their journey today.



Chairman Addresses Graduates at Nehru Memorial College Convocation

Harish Lakshman, Chairman, Rane Group, was the Chief Guest at the 22nd Convocation of Nehru Memorial College, held at Puthanampatti, Tiruchirappalli. The ceremony brought together graduating students of the arts stream, along with faculty, families and well-wishers, to mark an important milestone in their academic journey.

Addressing the graduates, he spoke about the importance of staying grounded while being open to change. He encouraged the students to remain curious and open to learning, highlighting that careers are shaped over time through consistent effort and the ability to evolve.

At Rane, we believe that such interactions play a meaningful role in shaping future talent. Engaging with young minds and sharing real-world perspectives is an extension of our broader commitment to contribute beyond business and to support the development of individuals as they prepare to take on new challenges.



Demerger of Occupant Safety Division

In line with evolving business priorities and a sharper focus on core areas, the Occupant Safety Division (OSD) of ZF Rane Automotive India Pvt. Ltd. has transitioned to ZF Lifetec Rane Automotive India Pvt. Ltd., effective 1 February 2026. This marks an important step in aligning the business more closely with ZF's global direction in occupant safety.

continue seamlessly, ensuring continuity in operations and delivery. The transition has been carefully managed to maintain stability, with all existing systems, processes and governance frameworks carrying forward without disruption.

This move is part of a broader strategic alignment with ZF

Group's Lifetec business, which is focused on advancing occupant safety technologies. By bringing the business under this focused framework, the organisation is better positioned to respond to the evolving needs of the automotive industry, while continuing to uphold the high standards of quality and reliability it is known for.

While the change reflects a structural shift, the essence of the business remains firmly intact. The teams, manufacturing footprint and long-standing relationships with customers and partners



Celebrating Women at Rane: Driving Progress Together

At Rane, International Women's Day was marked with pride and purpose across all our facilities, bringing together colleagues to celebrate the contributions and achievements of women who are integral to our journey. The day served as a reminder of the strength that diversity brings to our organisation and the importance of creating an environment where every individual has the opportunity to thrive.

Rane has consistently believed in enabling women through meaningful opportunities,

equal access and a culture of respect. Across functions and locations, women at Rane continue to take on diverse roles, lead teams and contribute to critical areas of the business, reflecting our ongoing commitment to building a more inclusive workplace.

The celebrations this year were thoughtfully curated across our businesses, with engaging sessions, conversations and activities that recognised the spirit and achievements of our women employees.

As we look ahead, Rane remains focused on strengthening pathways for women to learn, lead and succeed. By nurturing talent, encouraging participation and creating an equitable environment, we continue to move forward with a clear belief that empowering women is essential to building a stronger, more progressive organisation.

At Rane, we celebrate women not just for what they achieve, but for the perspectives they bring, the barriers they break and the future they help shape.





Rane Corporate Centre

"Maithri" 132, Cathedral Road, Chennai - 600 086. India. Phone: +91-44-28112472/73