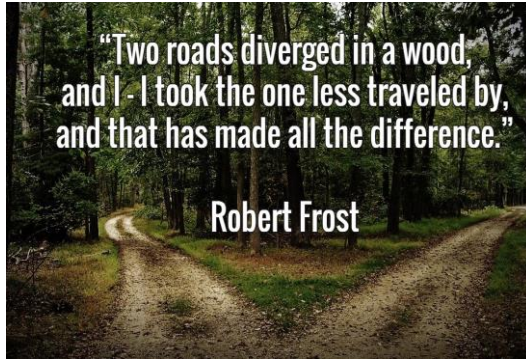


Sustaining High Quality Family & Business Governance

K. Ajith Kumar Rai
Founder & Chairman
Suprajit Group
5th February 2023

- Brief history and status of business.
- Experiences of practicing professionalization and governance.
- Key aspects of Family Constitution.
- Practice sound family governance.
- Good family governance leads to strong business governance.



BACKGROUND

- Middleclass family.
- Canada for Masters.
- Returned despite a job in North America.
- Startup instead of job.
-
-

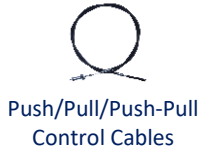


A modest beginning - 1985

Family Investment – Rs. 6.25 lakhs

Total Project Cost – Rs. 62.5 lakhs

Ancillary to TVS



Push/Pull/Push-Pull Control Cables

Allied Motion Control Parts



Friction Products



Electronic Throttle Control



Halogen Lamps

Vehicle Lighting



LED Retrofit High Power



Combi-Brake Systems



Analog Speedometer

Instrument Clusters



Motor Actuation (EMA)



Digital & EV Clusters



Flexible Shaft

Control Cable Mechanisms



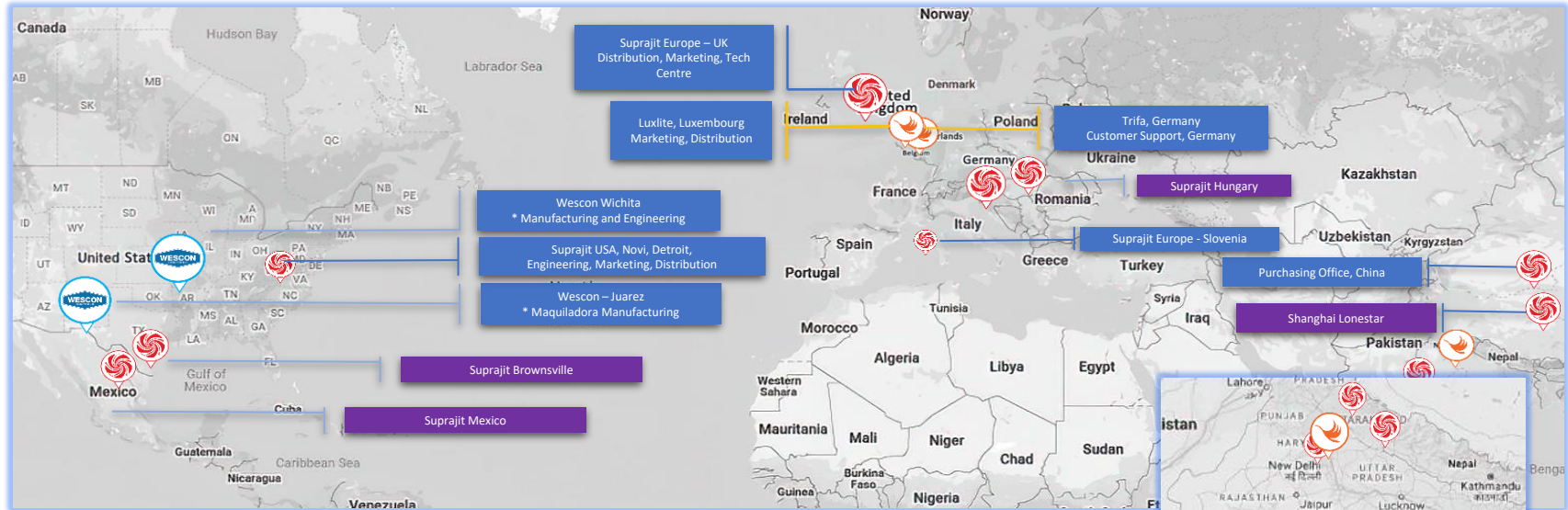
Seeder Gearbox + Cable Assemblies



Lever + Cable Assemblies



An Expanded Global Footprint



Manufacturing Plants	
India	18
US	1
Mexico	2
Hungary	1
China	1

- TECH CANTERS :**
- Novi – Detroit
 - Tamworth – UK
 - Bangalore - India

Warehouses in multiple regions

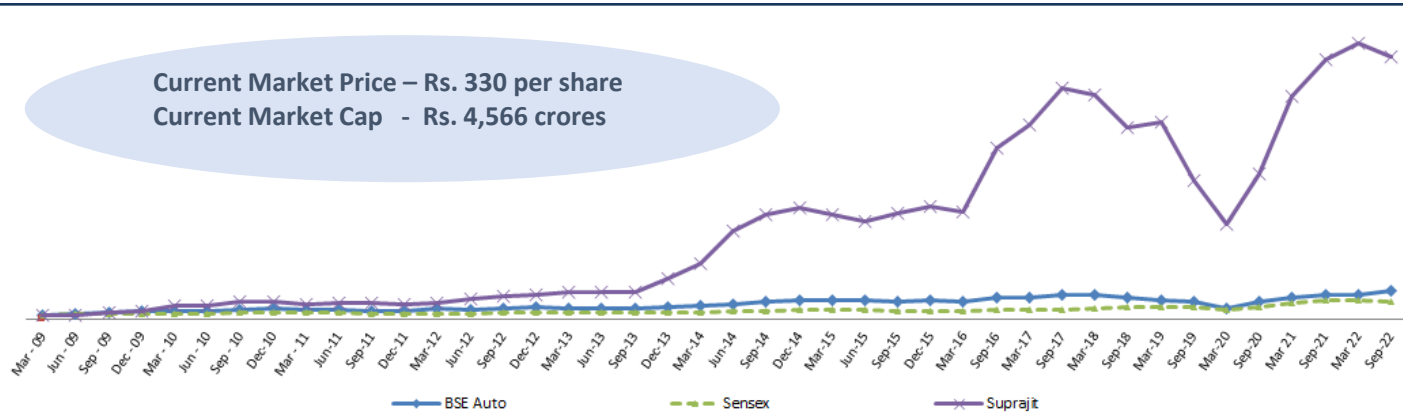


Company listed in BSE / NSE in 2003/2004

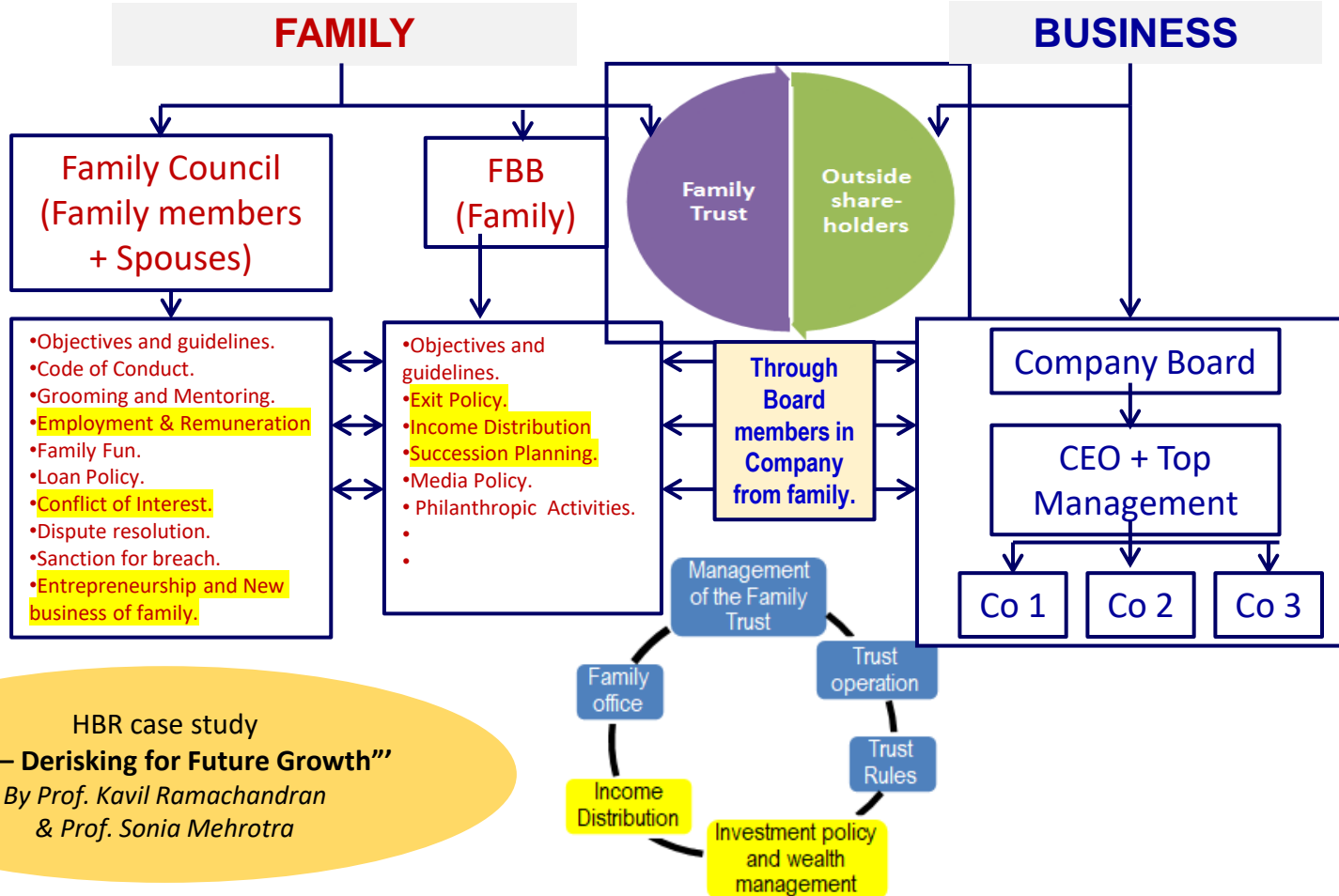
	No of Shares	Price / Share (INR)	Value (INR)
Listing price / share 2003 (INR)	1	35	35
Stock Split & Bonus in 2004	4		
Stock Split & Bonus in 2010	40		
Current Shares (for original 1 share)	40	330	13200
Dividends Received			642
Current Value of Shares			13842

Investors Received returns @ **395** times over 20 years @ CAGR of 53%

Current Market Price – Rs. 330 per share
Current Market Cap - Rs. 4,566 crores



1. First President – hiring experience.
2. Letting go – Management teams reactions.



HBR case study
“SEL – Derisking for Future Growth”
 By Prof. Kavil Ramachandran
 & Prof. Sonia Mehrotra

- Family Business Board sets guidelines.
- What is best for the shareholder, is best for the family.
- Professionals need space. No backseat driving.
- Set targets and budgets - monitor and review.
- Entitlement phobia - next generation.
- Letting go - current generation challenges.

- Well educated next generation.
- Grooming and mentoring.
- Next generation works through hierarchy.
- Clarity on family role.
- Role model - Humility, transparency, leading by example.
Bring huge confidence to professionals.
- Related party transactions.

THANK YOU!