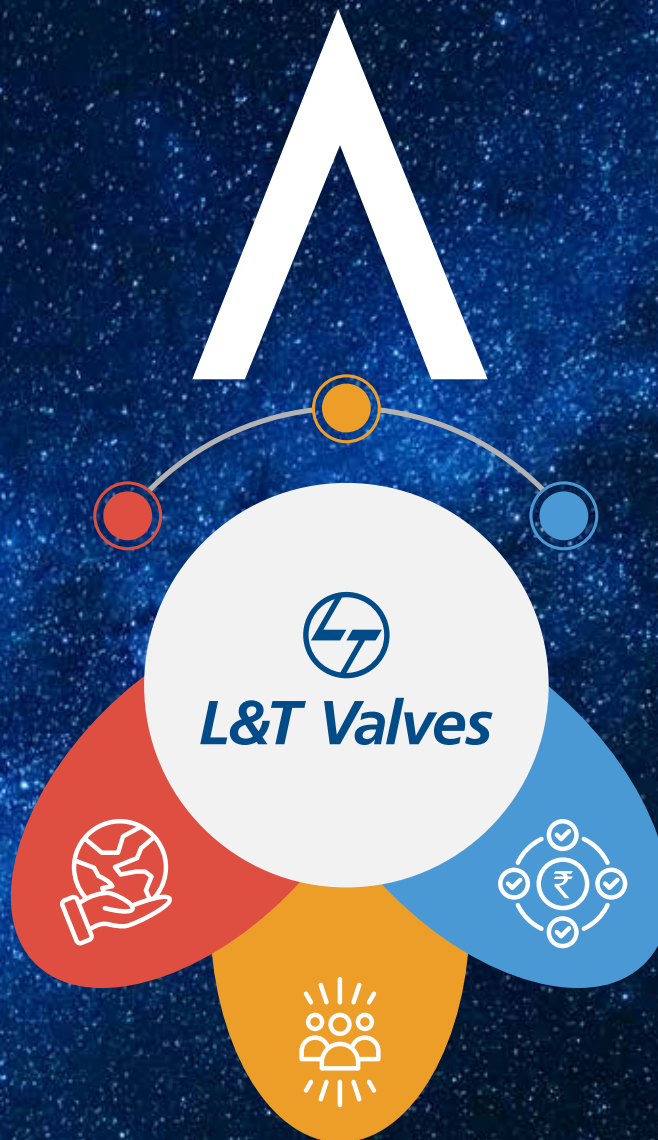


V'connect

Vol. 25, No. 2

The Employee Communication Newsletter of L&T Valves

April 2025



Triple Bottom Line



From the Editor

Hi,

V-connect is celebrating its fifteenth uninterrupted quarter in April 2025.

Team V-connect burned a lot of midnight oil and virginia tobacco to make this happen and we thank everyone who stood with us and supported us through upheavals, global and personal. Some names though need to be mentioned: Aravind Siddharth, Joselin, Jenil, Krithika, Nagajothi, Pughazhendi, Ravisankar, Rohit Ramachandran, Sameer Godbole, Sreelakshmy, Sugumar, Sumith and Team HR, past and present. Thank you!

I will close with an update on V-connect insta. Though it failed to set Viva Engage on fire, we did OK - 446 members, 68 posts, 95% penetration and 24% engagement. GPTW news was our #1 post. Watch this space for updates on V-connect insta 2.0.

Thanks,
Babu

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Message from the Chief Executive

Team,

Thank you for your exceptional contributions, making this financial year remarkably successful with increased order inflow, revenue, robust cash management and enhanced profitability. Building on this momentum, our strategic theme for this year is 'Abhivridhi' - prosperity and sustained growth.

To achieve this, we're focusing on three critical pillars: cost reduction, resource optimisation and 'first time right' execution. This initiative, which we are terming our 'War on Waste', is about streamlining processes, minimising inefficiencies and ensuring quality from the outset. This focus directly aligns with the theme of this issue: Triple Bottom Line - Planet, People and Profit.

'Abhivridhi' is not just about financial success; it's about building a sustainable future. By waging a 'War on Waste', we optimise resource utilisation and reduce our environmental impact, empower our people, improve overall efficiency and enhance profitability.

Let's work together to drive 'Abhivridhi' and ensure our growth is both prosperous and sustainable.

Regards,

S Kalyanaraman

Embracing the Triple Bottom Line

Value Creation is the core of any business. Traditionally, this has been associated with financial value or profits. But, is that truly enough? To sustain and to deliver in the long term, there is a need to balance profits with purpose.

The rising environmental concerns and social consciousness in the early 1990s, especially in manufacturing sector, brought about a perspective shift on how value must be defined. John Elkington, an author and serial entrepreneur coined 3BL or TBL or the Triple Bottom Line approach as a sustainability framework that emphasises not just on financial performance, but also social and environmental impact.

The goal is to create a more holistic view of sustainable business growth through the 3Ps mentioned below:

Planet - The effect of the business on the environment

People - The commitment of a company to positively impacting society

Profit - The financial return generated for the shareholders

This approach has changed the way businesses, nonprofits and governments measure sustainability and the performance of projects or policies.

Why is Triple Bottom Line important?

Embracing such a concept in a developing economy may seem idealistic and a tad unrealistic. Profit has a nicer ring to it over purpose.

TBL does not mean prioritising society and environment at the expense of financial profitability. Rather, it leverages on sustainable business practices to reap higher financial benefits.

Companies that focus on continuous innovation have proven time and again that it's possible to do well by doing good deeds as well. The moving shift in consumer behaviour also proves that consumers are willing to pay a premium for sustainable products.

Let us examine how we at L&T Valves are positioned to benefit by adopting TBL principles.



Planet, the Environmental Accountability

Manufacturing valves involves resource-intensive processes. This contributes significantly to energy consumption and wastage. We focus on environmental sustainability by:

- Using energy-efficient raw materials
- Using renewable energy sources
- Designing low emission, zero leakage valves and solutions such as HIPPS
- Being carbon and water neutral
- Planting more trees

By implementing mindful consumption, repurposing items and recycling, we have lowered operational costs and reduced environmental impact.



People, the Social Responsibility

No people, no business - it's that simple. People are there at every stage of the value chain.

- Ensuring safe and healthy working conditions
- Providing benefits that improve productivity
- Supporting local communities through education and lifestyle improvement programmes

This strengthens employee satisfaction, retention and motivation to contribute above and beyond. Also, enhances the company's reputation and purpose in the neighbourhood.



Profit, the Economic Sustainability

Financial performance always remains essential. Focussing on sustainable practices may not always have quick and high returns but as the name suggests provides enduring results over a longer period.

- Lower operational costs over time
- Access to newer markets, newer customers, enhanced business models
- Optimisation of all the resources and reduction of waste

In short, profitability and sustainability can and should go hand in hand.

In Conclusion

By balancing Planet, People and Profit, organisations create resilient, future-ready businesses that benefit not only shareholders, but all stakeholders involved.

In an era where sustainability and social impact are becoming non-negotiable, adopting the Triple Bottom Line approach is not just staying relevant but an imperative.

Green is the Way to Go!



L&T Valves had a fruitful year in terms of environmental accountability. We achieved milestones and turned vision into reality.

Surpassed our Sustainability Targets for 2021-26

Energy Intensity 29% reduction against a target of 11%

Water Intensity 50% reduction against a target of 30%

Green House Gas Emission intensity 60% against 25%

Renewable Energy Usage 52% against 50%

Notable Renewable energy achievements in FY2024-25

- Renewable energy accounted for 52% of energy consumption during the year
- Prevented release of 2406 MT of Carbon dioxide-equivalent Green House Gas emission
- Achieved a cost saving of Rs 26 Lakhs

Congratulations!



L&T Valves won the Gold award in Safety and Environmental Excellence categories at the 9th Annual HSE Excellence & ESG Global Awards of the OHSSAI Foundation



*L&T Valves was rated as **Green - Leaders** by DNV based on assessment of the ESG risks, opportunities and compliance to the L&T Responsible Supply Chain Assessment Protocol*

Social Green Drive to improve green cover in and around Kancheepuram



Miyawaki Forest



LED lights and renewable energy sources for energy conservation



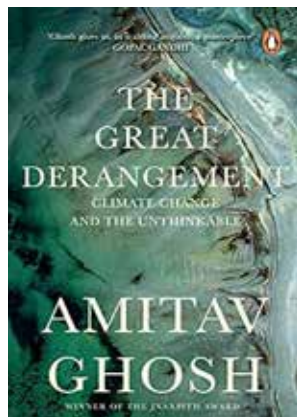
Water conservation through optimised rainwater harvesting

Books and Movies on Environment, Climate Change...



Silent Spring
Rachael Carson

This landmark book is an unmissable narrative on the human impact on the planet. The work documents the harmful, adverse impact of chemical pesticides, particularly DDT. The book published in 1962 had a huge impact on people's understanding of environmental conservation and its importance for sustaining life on earth. Decades after its publications it still continues to have an impact on discussions around environmental protection.



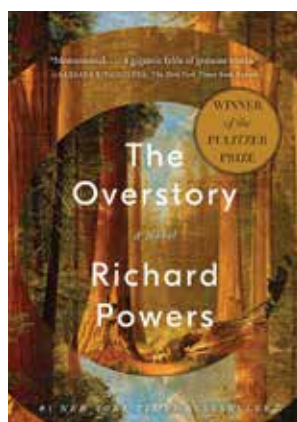
The Great Derangement: Climate Change and the Unthinkable
Amitav Ghosh

This short non-fiction work makes a case of the ways in which humans have lost the capacity to imagine, discuss and describe catastrophic climate phenomena resulting from human activities. The book is divided into three parts. Part 1 titled 'Stories' focuses on how the modern novel as a form fails to encapsulate climate change and its issues into its fold. Part 2, 'History' attempts to unravel the interrelated histories of colonialism and climate change. Finally, Part 3, 'Politics' records the role of capitalism and imperialism as principal protagonists in the story of climate crisis.



The Climate Book
Greta Thunberg

This volume, edited by environmental rights activist, Greta Thunberg chronicles the vastness and vagaries of the climate crisis affecting all of us and the planet. The book is split into five distinct parts and containing contributions from pioneers and experts on the environmental discourse. This book is a perfect resource for anyone attempting to understand climate crisis and the different facets of its discourse.



The Overstory
Richard Powers

This novel interweaves the stories of trees and humans, and the different ways people interact with the trees and forests around them. The nuances of green life are explored along with humans interacting with them. Here the stories of trees, form the 'overstory' and the life of human the 'understory'. The weave tying them together is the urge and the drive to protect the trees and forests that ensure life on Earth.



Erin Brockovich

Starring Julia Roberts, the movie is a tale of Erin Brockovich, a paralegal and her struggle against groundwater contamination and its impact on the health and welfare of local communities. Erin's investigation into real estate case involving the Pacific Gas and Electric Company (PG&E), leads her to the town of Hinkley whose residents are affected by the harmful effluents of the PG&E factory. The storyline beautifully weaves together environmental degradation and environmental rights with a human suffering and grief.



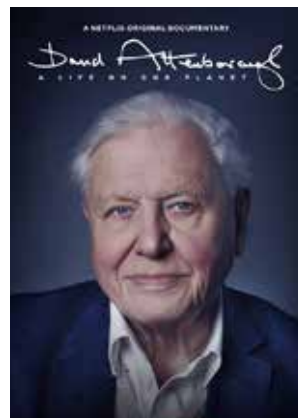
The Day After Tomorrow

This disaster movie with its science fiction storyline, shows the path to a destruction fraught by human actions. The story's portrayal of extreme weather events, hits too close to home. The movie showcases the fight for supplies and survival that will follow a major weather event, seemingly prophetic in its visions of struggle in store for humankind.



Don't Look Up

The movie centres around a comet heading for the Earth set to destroy civilisation as we know it. The comet of destruction is an allegory for climate change. The obstacles faced by the astronomers trying to warn governments, organisations, people and media forms the main story thread of the movie. The indifference faced by the astronomers mirrors the world's indifference to the warning bells of climate change.



A Life on Our Planet

This documentary by David Attenborough is the activist's witness statement, about the crisis that threatens the planet and the life it hosts. The documentary follows Attenborough as he documents his life as a part of BBC'S Natural History Unit. Chronicling the biodiversity of the planet, he states that re-wilding and bringing back the biodiversity of Earth is essential for the survival of the planet and humans.

Celebrating The Beauty of Nature



Kamalesh S



Manchala Sivaprasad



Manigandan B



Sandeep Kumar K



Sathishkumar J



Sivasankaran C



Rajesh Kumar A



Johan Thomas



Himassai Ganesh VM



Ayush Thakur



Gautham Krishna



Vijayakumar K



Akhilesh Prabhu M



Golla Rakesh Kumar

People First

We speak with Srihari Annaiah - Head of HR & IR, on the many ways in which L&T Valves is making sure its people get the best environment for personal and professional growth.

"You don't build a business - you build people - and then people build the business."

So said American author and motivational speaker, Hillary Hinton 'Zig' Ziglar. A similar sentiment was voiced by Henning Holck-Larsen when he famously said, "Machinery must be there, buildings must be there, but without the people, it's all nothing. People are our only real asset."

However, while putting in place the efforts to drive productivity and profits, how does the management go about ensuring that its people are given all that is needed to help them grow and advance as well?

The answer, says Srihari, starts at the most basic level - the culture of the organisation. "L&T Valves is known for its 'people practices'. And we were able to showcase it at its best during the COVID pandemic. I can proudly say that L&T Valves was one of the very few companies that stood alongside their employees. During that period, we didn't lay off even a single person or put forth salary cuts. That is a sign of the kind of efforts the company makes for its employees, and it is also the basis for the employees' trust in the company."

However, Srihari Annaiah adds, the culture of an organisation is not seen at its best only during a crisis. It is a way of work that manifests at all levels of the organisation - and keeping it healthy is the responsibility of not just the top brass but all employees as well. In this regard, he talks about initiatives that L&T Valves has instituted in recent times to build and sustain a culture that puts its people at the heart of it all.

Parivartan: Transformation from Within

'Parivartan', which means 'transformation' in Sanskrit, was chosen as the title of the larger cultural and behavioural transformation initiative that was launched in January 2025. However, the roots of this initiative go back to December 2022, when the announcement about the integration process was made. "At that time, employees faced several issues, but they accepted the change whole-heartedly as being good for the organisation and stood by us," Srihari recalls.

To achieve our strategic targets, it was clear that capacity and capabilities had to be enhanced. With this in mind DTS or Double The Speed project was rolled out. However, operations and logistics apart, there were other critical aspects that needed to be addressed.

"While we have been producing more than double our previous combined output of both plants, we cannot continue this process with physical effort alone. It has to be coupled with mental acceptance - a behavioural transformation, a cultural transformation," Srihari explains.

This led to the concept of Parivartan being launched. "Whatever this change, transformation that is happening, it is for the good of the employee, good for the team or department, and good for the organisation as a whole," Srihari adds.

With support from VV Risbud of L&T Heavy Engineering, who had also mentored the DTS project, the team zeroed in on five core values that would form the basis of the programme.



These were EHS (Environment, Health and Safety), Quality, Customer Centricity, Trust and Transparency. The objective is to engrain these five values in the minds of each and every employee strongly, so as to create a larger organisation that is fully aligned in terms of its purpose and operation.

“We identified a value champion for each and every value. Instead of going for external value champions, we looked at our own people, to see who ‘lives’ these values day in and out. From our 450 employees, we selected our value champions, based on the various skill sets, experience and professional expertise. With their help, we are driving this Parivartan initiative.”

All the staff are divided into 15 batches, each batch comprising 30 employees - and they are then put through a one-day programme. During the programme, the five value champions will discuss thoroughly on the importance of the values.

Leadership Development: Identifying and Encouraging Potential

Another key initiative that L&T has implemented - this one in line with the employees’ professional development - is the Seven Step Leadership Development Programme. The programme aims to spot and develop talent, so as to create a pool of home-grown leaders.

At the first three levels, employees are sent for management development programmes at the L&T Leadership Development Academy at Lonavala. The courses focus on management development practices, communication, team-building skills and leadership qualities. Those who excel and are seen as ready to take the next step get to attend an Executive MBA programme at leading management institutes like IIM Ahmedabad, IIM Calcutta, and Great Lakes Institute of Management - all on the company’s sponsorship. “They will be attending online classes and weekend classes, so that they can balance work and studies. This is a one-and-a-half-years’ programme. We also have a flagship programme with Ross School of Business in Michigan. This initiative has received rousing appreciation from all of our employees,” Srihari explains.

At the final step are employees who are in the General Manager or Vice President level. “For them, we have transformational leadership programmes and mentoring with our CMD. So, in this way, we have a structured leadership development program, which is very beautifully designed,” Srihari adds.



A Great Place to Work!

"GPTW revolves around five attributes - credibility, respect, fairness, pride and camaraderie. On the basis of these five attributes, GPTW assess how you are with your employees," Srihari shares. "In the last week of January, we launched the survey. It had around 60 questions that covered the five attributes and all employees were given the specific guideline for sharing their views freely and transparently. Around 90% of the employees participated in the survey". On 5 February 2025, L&T Valves got the good news that we are now officially a Great Place to Work!

Ultimately, the formula for a happy workforce, says Srihari, is to bring in trust and a positive attitude - and L&T Valves has the combination worked out in just the right proportion!

We are bringing them along in prosperity



Sanjuktha of 9th Standard, Government High School in Enathur, is very proud of her school. "It is like a private school, not like a government school," she says with a soft smile as she points to the freshly painted walls around us. Her sentiment is echoed by Subramani, who is also from 9th Standard. As School Pupil Leader, Subramani takes particular care to warn students against scribbling on walls or dirtying them in any way. "On the day the painting was completed, I was so happy that I called my mother to come and see the school," he says.

The painting of the full school was undertaken by L&T Valves, in line with its vision to developing the areas surrounding the plant in Kancheepuram. "Usually, when companies talk about CSR spending, they will say, 'We have done this much, we have spent this much, this is our CSR commitment.' At L&T Valves, we are not just doing something. We are seeing it is an opportunity to serve the society around us," Srihari explains.

The impact is felt on the ground, in real time. "L&T Valves has done a lot for us," says S Arulraj, the Principal of the Government High School in Enathur. "Earlier, they built the compound wall for us - and without any request from our end, they painted the figures of famous nation builders and motivational quotes on the outside of the walls. Every morning, when our students come in to school, they see this and then enter the school. It is a positive reinforcement of the



values we want to teach them here. They also planted 100 saplings in our school, to lay the foundation for a green cover in future."

The painting of the school building, says Arulraj, was a long-standing requirement. "The building was old and faded and looked very bad. When we approached L&T Valves, they immediately accepted. They made sure that the work was done in such a way that it didn't affect our students' study time. More importantly, they used an oil-based paint, so its easy to clean and maintain."

L&T Valves' CSR initiatives are centred on healthcare and education, and they have extended assistance to two schools in Enathur and Vaiyavoor, as well as a primary healthcare centre in Thiruputkuzhi.

Word has spread quickly, and we have received several requests from schools and healthcare centres in the neighbouring villages. The requests are put forth to the CSR Board every quarter. "At every meeting, the Board reviews new proposals and also looks into the status of the previously executed projects based on feedback from the direct stakeholders. Our decision is not based on spending, but on how it is benefiting the end-users. We are bringing them along in prosperity," Srihari says with a smile.

Meet Nanda Kishor Agarwal CFO



Education and Experience

I graduated in Commerce (Hons) with First Division in 2000 from my hometown Titlagarh in Odisha, moved to Chennai for Chartered Accountancy and passed out in May 2004. Experience is mostly with manufacturing companies handling internal controls, statutory compliances, working capital management, IGAAP, US GAAP, CIC etc.

Career Highlights/ Memorable Projects

In one of the companies, when demerger was happening, there was change in Inventory Valuation from MAP to Standard Cost. This process helped to understand inventory controls and reviewing the PPV. XCMG, new entrant in Indian market, driving business by addressing bottlenecks were challenging. It advanced my leadership skills.

Major Challenges

In one of the entities, data backup was discontinued, and it came to notice after 7 days. In the meantime, the server had malfunctioned. The IT system had to reboot the server which had data prior to 7 days. We had to bring the system at current transaction level, on war footing manner, CFT were

formed to restore data. Within 4 days, the system was back to normalcy. Necessary validation was being made with prior month Trial Balance along with vendor and customers balances to ensure data integrity. This highlighted the importance of IT infrastructure and ensuring necessary internal controls through documentation process.

Book/ Movie that Inspired You

Atomic Habits by James Clear

Interest Areas/ Hobbies

Watching religious web series, playing shuttle and table tennis with family, travelling with family.

An Unforgettable Experience

When my daughter was born, I told my father, 'Papa, main Papa ban gaya'.

About Your Family

My spouse Bindiya, she is my strength. God is very kind to identify her as my life partner. My daughter Akriti has just completed her XII Board in commerce stream and now is preparing for CA - CPT as well as CUET (Common University Entrance Test) for getting admission in Delhi University. My son Achyut, he is in class IX, having passion towards football and is very interested in recent gadgets.

Your Vision for the Finance & Accounts Department? What are your plans to achieve this vision?

The F&A department will evolve into a centre of excellence with a team of strong financial acumen and leadership capabilities. It'll drive decision making process across the organisation by providing financial insights, driving financial growth with transparency and technological innovation. This will ensure sustainable growth, optimise profitability with robust internal controls and proactive risk management. To achieve this, team members' career goal path needs to be aligned with their objectives, reward and recognition needs to be accelerated, team building exercises to motivate and necessary trainings needs to be arranged.

Upcoming Projects that Excite You

Smart Factory tools and how it's getting integrated. It will be a great experience.

Strengths of Your Team

Technically sound, actively engaged, openness and trust.

Technology that changed the F&A Domain

Good amount of automation is taking place for routine book-keeping viz, vendor bill bookings, collection tracker. Tax automation becomes mandatory to ensure timely credit and ensuring compliance, BoT enabled email to service providers,

Power BI with data analysis trends which drives decision making process faster.

Your Advice to Employees of L&T Valves

Financial sensitivity should be there in each of our activities. Timely action is of paramount importance. We can avoid financial loss and avoid surprises with a practice of timely bringing of facts to table.

Control the Controllables

In this highly volatile business environment, it's imperative to have a close eye on the bottom line. We are experiencing fast changing geopolitical situations and to keep us participative and active in the market, cost needs to be always under check. This will make us competitive and ensure to achieve organization objectives.

In manufacturing sector material cost, variable cost and fixed cost are the cost components. Typically, material cost constitutes approximately 75% of overall cost, variable cost around 8% and fixed cost contributes roughly 17% of Total Cost. When we talk about cost reduction, the first thing that comes to mind is, is this cost Controllable or Uncontrollable?. We need to identify opportunities for cost reduction under Controllable Costs, assign ownership and timeline and start monitoring the progress.

For costs which we feel, are Uncontrollable, CFTs need to be formed with a defined target cost. Their objective should be to bring certain cost under Controllable cost bucket and start driving the process without impacting quality and employee morale.

Resource Optimisation is the process in which best results can be derived from available resources. Proactive approach and timely action are key drivers. Further, the results need to be revisited to get ready for what's next. When we get complacent, the learning and improvement processes get negatively affected.

First Time Right (FTR) - This requires change in mindset from chalta hai approach to No Rework. Necessary measures have been taken to quantify rework and steps are being taken to reduce and eliminate rework. We should ensure defined measures are capturing all types of reworks. Similarly, for non-production, we may not have measures to define cost of rework. But time is cost, and people need to be sensitized accordingly.

As mentioned at Transcend 2025 by our Chief Executive, Abhivridhi and War on Waste, with Cost Reduction, Resource Optimisation and First Time Right are all interlinked and calls for change in our approach (cultural change). We may feel, what we are doing is right, but now, it becomes a necessity to relook at our approach and make necessary changes towards our path - War on Waste. When we are focusing on War on Waste, our approach towards day-to-day activities need to change accordingly.

Nanda Kishor Agarwal
CFO



“Well Begun is Half Done”

With Aristotle’s famous quote in mind, the Leadership Team and functional heads came together on 5 April 2025 at Pondicherry for our Annual Strategy Meet

At Transcend 2025 on 1 April, SKN had set the theme for the year - ‘Abhivridhi’ and also launched the ‘War on Waste’ which focuses on three major objectives - Cost Reduction, Resource Optimization and First Time Right. Each functional head reflected on these focus areas and worked on aligning their department goals accordingly.

SKN began his inaugural address referencing the tagline of Le Pondy, the resort where the strategy meet was conducted - ‘Where history meets the future’. Drawing a parallel with the tagline, he recalled all the milestones of the last financial year including Order Inflow, Revenue and Profitability. He applauded the team’s efforts and urged the team on the need to sustain the momentum and set new benchmarks in the future.



SVH did the context setting for the strategy meet and highlighted how the 5Ps - Purpose, Plan, Process, People and Priority should be aligned with the overall objectives of War on Waste.

Purpose - Understanding the customer requirements, expectations on customer experience and how to deliver value to customers.

Plan - The need for detailed planning from start to finish and monitoring the actual performance vs plan.

Process - Move towards 'touch it once' process flow and target predictability and efficiency across the value chain.

People - Customer-centric culture, proper and timely feedback and co-ordination and importance of training and development.

Priority - Proper sequencing of activities, resource allocation and independent decision making.

The day witnessed a series of insightful ideas and proposals that were put forth by each department head. Each initiative was SMART - Specific, Measurable, Achievable, Realistic and Time-bound. During the meet, it was also decided that all these ideas and initiatives will be consolidated to a centralized system. This will ensure visibility and effective tracking, enabling us to stay focussed on these goals as we navigate the demands of daily operational priorities.

In the closing remarks, SKN expressed his appreciation for the quality and depth of all the presentations that were made during the day. He conveyed his confidence that with the initiatives outlined and the collective efforts from the team, we can not only reach the targets for this financial year but also surpass them.

The day concluded on an emotional note with the farewell to AK Mehta. Each person recounted their experiences working with AKM and the highlight was AKM's farewell speech where he candidly shared his inspirational career journey explaining all his successes, failures and the lessons learnt along the way. He expressed his gratitude and satisfaction in working with the L&T Valves team. As a token of appreciation, SKN presented him with a memento on behalf of the Valves family.

As the sun set over the shores of Pondicherry, the team walked away with renewed confidence and sharper resolve on War on Waste. We are now ready to march forward to script yet another successful year.



Krithika Venkatesh
DGM - IT & Digitalisation

Greater than the Sum of Parts

PartSum2025, the annual domestic distributor summit was held on 9 April 2025 in Chennai. Bringing together the L&T Valves distributors fraternity, PartSum served as a platform for reflection and celebration.



Celebrating Resilience and Partnership

PartSum2025 commenced with a reflection on the collective successes of 2024-25. L&T Valves acknowledged the unwavering commitment and resilience demonstrated by the distributors. The year was celebrated as a testament to the strength of partnerships, highlighting the spirit that propelled us through a dynamic market landscape.

Turning Adversity into Opportunity

Redefining Success being one of the themes the PartSum was centred around, several discussions happened on redefining our way of working to navigate market dynamics, mitigate disruptions and adapt to evolving customer expectations. Nagaraja P, Head - Domestic Sales emphasised on the challenges faced and how they were transformed into opportunities.

A Roadmap for Growth and Excellence

Some of the ambitious goals that were presented for the upcoming years are:

- **Expanding Market Reach** - Aggressively pursuing strategies to broaden market presence and penetrate new territories.
- **Strengthening Service Excellence** - Enhancing service quality through continuous improvement initiatives and customer-centric approaches.
- **Leveraging Technology** - Embracing digital transformation and leveraging cutting-edge technologies to develop innovative solutions and to optimise operations.
- **Deepening Partnerships** - Fostering stronger, more collaborative relationships with distribution partners who are integral to the company's success.



Charting a Course for the Future

PartSum2025 facilitated in-depth discussions on critical topics shaping the future of the business:

- **Team Unnati** (New Frontier - To explore High-Growth Market Segments) listed methodologies to identify and capitalise on emerging market opportunities to drive sustainable growth.
- **Team Upasana** (Customer First - Focus on Sustainable Growth) recommended strategies to enhance customer experience through customer-centric strategies placing customer satisfaction at the forefront of all operations.
- **Team Udaya** (Beyond the Core - To unlock Growth with New Product Variants) came with ideas to expand product portfolio and introduce innovative solutions to meet evolving customer needs.

The distributors played an active role in these discussions and their contributions were crucial in shaping the strategic direction for the year.



Celebrating our Order Inflow Champions



Overall Champion - Rajdeep Industrial Products

Over to Anand Shah

• Our Vision

To be the leading and recognised provider of quality engineering products with total solutions

• Secret behind our sustaining relationship with L&T Valves

A win-win approach to ensure long term mutually beneficial business association

• Our success mantra

Teamwork and Project/ OEM Focus

• Keeping customer relationships healthy

Regular Visits and timely response

Stockist profile - Rajdeep Industrial Products Limited, Pune

Rajdeep had its beginning in Poona Bearing House in 1970. Established by the late Mr. Kirtilal Shah and his brothers, Mr. Surikant and Mr. Dushyant, the initial product portfolio included SKF ball bearings and Dunlop industrial products.

Over next three decades the company evolved and developed into Rajdeep Industrial Products Ltd., a sprawling group with interests in trading, manufacturing and exports.

Today Rajdeep is the most forward-looking and technology savvy stockist in our fold. Led by the dynamic Mr. Deepak Shah, the organisation has emerged into a model stockistship.

Rajdeep became an authorised stockist for Audco valves in 1986 and the growth they have achieved in the last 13 years is stunning.

Mr. Shah credits this success to an unshakable belief in customer delight. Total coverage, prompt response and reliable service are Rajdeep's hallmarks. Rajdeep keeps a large, well-planned inventory and is often called a 'stockist's stockist'.

They have been able to develop a brand equity of their own and count blue chips like Telco, Bajaj Auto, Thermax, Alfa Laval, etc. among their customers.

Rajdeep has conscientiously built TQM into their day-to-day operations. In fact, the entire sales & co-ordination team meets thrice weekly to ensure



Mr Deepak Shah

operation in the next century that he had outlined at the Kathmandu stockists' conference.

Mr. Shah keeps himself fit through yoga and walking. And has a passion for reading up and trying the latest management concepts.

Mr. Deepak Shah married Sundhya on August 30, 1972. The couple has three sons and a daughter. The sons, all engineers, assist Mr. Shah in the management of the company. Mr. Shah's daughter is an engineering student.

We wish Mr. Shah and the entire Rajdeep team many years of spectacular growth.

total customer satisfaction and 'zero defect' interactions.

Mr. Shah is an ardent practitioner of scientific management and always open to new and innovative ideas. With Mr. Shah's empowerment, employee development, etc. are not exotic catchwords but living concepts.

Rajdeep lays great importance on training and for any stockist training programme the largest contingent is invariably from Rajdeep.

Office automation is a thrust area for Rajdeep. All their operations are computerised (Oracle database); they use e-mail extensively and have launched a website. Mr. Shah is edging very close to his vision of stockist

Profile from Inflow-Outflow, Jul-Sep 1999



Apex Valves

Best Order Inflow Performance - ERO



Vamaja Engineering

Best Order Inflow Performance - SRO



United Trading Agency

Best Order Inflow Performance - WRO1



Multimode Equipments

Best Order Inflow Performance - WRO2

Meet **Thilak C** AGM - Valve Automation, Pre-Sales



Education and Experience

I hold a Bachelor's degree in Mechanical Engineering and am a Certified Functional Safety Engineer as well as a Certified SAFe® 5 Practitioner. With over 20 years of experience in Valve Automation (Electrical/ Pneumatic/ Hydraulic), my career has been deeply rooted in the Oil & Gas, Refining and Process Industries specification and deliverables.

Career Highlights and Milestones

Over the years, I've had the opportunity to lead and contribute to some truly impactful projects. One standout achievement was implementing API6Dx and IOGP standards in the Actuation product line when with my previous company. I also collaborated closely with End users to develop Automated Valve specifications for a major industry project - an incredibly rewarding experience.

Overcoming Challenges

One significant challenge was developing an Automated Valve standardization approach tailored for both intercompany and distribution business channels. This initiative helped improve market positioning and contributed positively to overall revenue growth. It also taught me the importance of aligning technical excellence with commercial strategy.

Mentors and Inspirations

I draw immense inspiration from pioneers like Satish Dhawan, who played a crucial role in establishing ISRO, and Homi J. Bhabha, the father of India's atomic research. Their visionary leadership continues to inspire my own professional journey.

A Book or Movie That Inspired Me

I find inspiration in stories that blend intellect with empathy. Good Doctor for its human touch in problem-solving and Sherlock Holmes for the analytical brilliance - both have had a lasting impression on me.

Interests and Hobbies

Travelling is a true passion of mine. It allows me to explore new cultures, gain fresh perspectives, and come back with renewed energy and creativity.

An Unforgettable Experience

Embarking on a journey to witness some of the world's most iconic landmarks has been truly unforgettable. From the majestic Taj Mahal in India to the grandeur of the Great Wall of China, the elegance of the Eiffel Tower in Paris, the serene beauty of the Swiss Alps, and the architectural marvel of the Leaning Tower of Pisa in Italy, each destination offered unique experiences that enriched my worldview.

*Reading lists and recos from the leaders,
A glimpse of the key ideas shaping the future.*

About My Family

I was born and raised in Chennai. I'm happily married to Vijayalakshmi, who is a Project Coordinator/ Tech Documentation professional in an OEM company. We have a daughter, Aanshi, who is currently in Grade 1 and joyfully exploring the world around her.

Vision for Valve Automation at L&T Valves

My vision is to build a strong, capable Valve Actuation team that delivers end-to-end automated valve solutions. These solutions aim to enhance operational efficiency, safety and reliability. A key goal is to drive growth in the Valve Automation business by developing indigenous capabilities in actuator design and control systems for both pneumatic and hydraulic solutions.

Upcoming Projects That Excite Me

I'm particularly excited about developing and training a dedicated presales team. The goal is to streamline our sales process, improve control system accuracy, reduce project risk, and enhance post-order processes. This initiative will not only support business growth but also foster a culture of continuous learning and excellence

Syed Aslam

Atomic Habits is a groundbreaking book that offers a comprehensive guide to building good habits and breaking bad ones. With actionable strategies and real-life examples, the author provides readers with a step-by-step system for transforming their behaviour and achieving their goals. Instead of trying to create change in our lives in big ways, he suggests taking small, easy steps towards our goals regularly. Hence, the phrase Atomic Habits.

The aim of focusing on Atomic Habits is to gradually make them stick to you so much they become your identity. The more you do something, the more it becomes part of you or a reflection of how you see yourself.

Why you should read it:

- Evidence-based approach
- Practical strategies
- Inspiring stories

The framework is called the Four Laws of Behaviour Change, and it provides a simple set of rules for creating good habits and breaking bad ones.

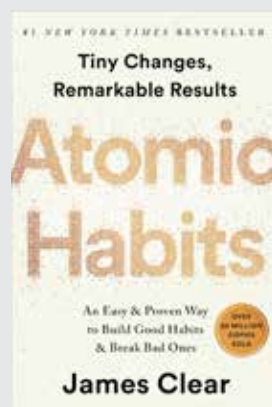
How to create a good habit:

- The 1st law (Cue): Make it obvious
- The 2nd law (Craving): Make it attractive
- The 3rd law (Response): Make it easy
- The 4th law (Reward): Make it satisfying

How to break a bad habit:

- Inversion of the 1st law (Cue): Make it invisible
- Inversion of the 2nd law (Craving): Make it unattractive
- Inversion of the 3rd law (Response): Make it difficult
- Inversion of the 4th law (Reward): Make it unsatisfying

Overall, Atomic Habits is a must-read for anyone looking to improve their habits, productivity, and overall well-being as well as for individuals seeking personal growth and for business leaders and entrepreneurs.



Rocketing into the Future and The Unsung Hero

Imagine standing in an open field before dawn. The air is still, heavy with anticipation. In front of you towers a rocket - massive, silent, waiting. The countdown begins: Ten... Nine... Eight... Then, with a rumble that shakes the ground beneath your feet, fire erupts from its base, and it ascends, cutting through the sky like a spear of flame.

In those breathtaking moments, our minds are drawn to the spectacle - the raw power of the engines, the precision of the launch, the courage of the crew. But hidden within that towering marvel of engineering lies something small, often overlooked, yet absolutely essential to the success of the mission.

A valve.

Not as flashy as an engine or as iconic as a rocket's nose cone, valves work in silence and precision. They don't just help; they make space travel possible. Without them, there is no ignition, no thrust, no orbit, no return. Their role in modern aerospace is fundamental - and fascinating.

To understand how we got here, we need to take a step back. Humanity's dream of reaching the stars began humbly. In the 13th century, Chinese warriors fired arrows with explosive powder, unknowingly creating the first rudimentary rockets. Fast-forward to World War II, and we see the German V-2 rocket - the first long-range missile propelled by liquid fuel. Then came the iconic space race, with milestones like Sputnik and Apollo 11. When Neil Armstrong set foot on the Moon in 1969, it wasn't just a leap for mankind; it was proof that space was within reach.

But getting there was expensive and risky. The Space Shuttle program, with all its ambition, proved costly and complex.

Then came a new era - one driven by private innovation. Companies like SpaceX, Blue Origin, and others introduced reusable rockets, changing everything. Rockets that could land themselves. Satellites launched by the dozens. 3D-printed engines. And beneath all these advances? Valves.

Think of a valve as a gatekeeper. In your kitchen, it controls water. In a rocket, it controls liquid oxygen chilled to -183°C , or liquid hydrogen at a bone-shattering -253°C . It regulates pressures powerful enough to tear metal apart. It opens, closes, modulates - sometimes thousands of times in a single flight - with flawless timing. These actions might seem simple on the surface, but in the chaos of a launch, with fire, vibration, and zero gravity, it's nothing short of miraculous.

Consider SpaceX's Falcon 9. Watching it land gracefully on a floating drone ship is awe-inspiring. But that ballet of descent wouldn't be possible without throttle valves finely adjusting the fuel flow mid-air. Or look at NASA's powerful SLS rocket, which uses complex cryogenic valves to manage the ignition of liquid hydrogen and oxygen safely. Even here in India, ISRO's PSLV and GSLV missions rely on intricate valve networks to ignite engines, separate stages, and ensure different fuel types don't mix.

Each of these valves must survive the unimaginable. They must resist freezing temperatures, intense pressure spikes, micro-vibrations, and fluid hammer effects - all while staying leak-proof and lightweight. Some are made from exotic alloys like Inconel or titanium. Others are 3D printed to reduce weight and improve flow paths. Many are embedded with sensors that feed data into onboard computers, adjusting in real time. They are tested for weeks - shaken, frozen, heated, and pushed to their limits - because even one failure can mean the loss of a billion-dollar mission.

What makes this all the more exciting is how much further we're about to go. The future of space isn't just satellites and exploration - it's industry, commerce, even life. Satellite constellations like Starlink and Project Kuiper are already launching thousands of units to provide internet across the globe. Soon, space will host private space stations, lunar habitats, and Martian outposts. And every one of these ambitions will rely on fluid systems, fuel systems, life support systems - all of which require... valves.

In fact, new frontiers are demanding even more advanced valve technologies. Think about manufacturing in space - growing crystals or fiber optics in zero gravity. Or extracting fuel from lunar ice. Or robotic factories mining asteroids for rare metals. These aren't fantasy anymore. But all of them need systems that can autonomously regulate flow, detect leaks, respond to temperature shifts, and operate for years without human maintenance. That's where smart valves come in - AI-powered components that learn from their environment, predict failures before they happen, and adjust themselves accordingly. In a way, they're becoming part of the spacecraft's nervous system.

Even propulsion is evolving. Concepts like nuclear thermal propulsion and nuclear electric propulsion are under active development. These technologies can take us to Mars faster but come with their own challenges - like radioactive environments and extreme heat fluxes. Here too, valves must adapt, using radiation-resistant materials, new coatings, and multi-function designs that reduce weight and increase reliability.

So why does this matter to us at L&T Valves?

Because this future isn't just happening in labs overseas - it's happening here. India is aiming higher in the space domain. ISRO's ambitious missions, the rise of private space startups, and the country's growing contribution to global aerospace all point to one thing: opportunity. And responsibility.

As a leading player in high-performance valve solutions, we at L&T Valves are not just observers of this space revolution - we're participants. The precision, durability, and innovation we bring to industries on Earth are being reimagined for orbit, for exploration, and for permanence in space. Whether it's a valve on a cryogenic launch vehicle, a pressure regulator in a life support module, or a smart valve managing fuel on a lunar lander - we're ready to contribute.

The story of space exploration is, at its heart, a story of many small things working perfectly together. It's about the silent teamwork of materials, machines, software, and people. And in that mix, the humble valve stands tall - not in size, but in impact.

So the next time you look up at a rocket slicing through the sky, take a moment to think beyond the flames and roar. Remember the quiet precision of a component that kept fuel flowing just right, that opened a path through pressure and ice, that helped turn dreams of spaceflight into reality.

Because behind every great rocket... is a great valve.



Siddharth Vashisth
Engineer - Sales

Team TMBV



Kalathiappan E

Product Group TMBV-1 (2" to 6")

Mechanical Engineer who is also a Chartered Engineer with 36 years of experience
Joined L&T Valves in 1989 as Supervisor trainee

Success Mantra: "Success depends on the continuous effort."



Ramajeyam K

Product Group TMBV-2 (8" to 14")

BE (Mech), MBA (General Management), MS (Quality Management) with 28 years of experience

Proudest day in L&T Valves: "March 31, 2025, the last day of the financial year when the AFM Team made 23 Crores in revenue, almost double that of the previous financial year."



Ganeshkumar S

Product Group TMBV-3 (above 14")

MS Engineering from Warwick University, AMIE, Lean six sigma - Master Black Belt with 29 years of experience

Strategy to win: "Focussed process improvements to get the sustainable output. Improving the capability of the product for ramping up production and reducing customer complaints"

For ALL Women and Girls



The spirit of empowerment and leadership among women was celebrated on International Women's Day at Kancheepuram. All the L&T Valves women gathered at Bhavishya, to commemorate the event with enthusiasm and pride.

The event was graced by Nafeesa Begum who is a champion of change in leading organisations to create high-impact inclusive ecosystems, along with the Leadership team of L&T Valves. Nafeesa Begum delivered an inspiring speech that resonated deeply with all attendees. She addressed the ongoing struggle for gender equality, emphasized the importance of breaking stereotypes and promoted women's leadership across all spheres of life. Additionally, she highlighted the significance of balancing responsibilities within the family and career, encouraging women to seize opportunities for personal and professional growth.

S Kalyanaraman then shared insightful thoughts on fostering a dynamic workplace environment. He emphasized the "accelerating actions" mantra, encouraging women to think creatively and explore new possibilities.

J Suresh elaborated on the crucial role of women empowerment in eliminating gender bias quoting Bharathiyar's poem and encouraged women to continually enhance skills and confidence to equip them to navigate challenges with strength and poise.

Srihari Annaiah spoke about the inclusion of more women employees as Graduate Engineer Trainees (GETs) and elaborated on how we are on track to achieve a significant milestone of achieving 100 women employees soon.

Furthermore, speeches by R Krishnakumar, S Venkatesh and V Krithika echoed the theme of empowerment and upliftment. Their affirming words motivated everyone to strive for excellence and contribute to a supportive and inclusive workplace culture.

The event concluded with engaging games and cultural activities, leaving everyone with cherished memories and a sense of pride in being celebrated as incredible women.



Praveena M
Sales Co-ordination - GGC

Inspired by Hayao Miyazaki



My interest in sketching was sparked by my mother from my early years, I further honed my skills through YouTube tutorials. Although life got busy and I had to put my sketches aside, the lockdown presented an opportunity to revisit my childhood passion and pick up where I had left off.

Hayao Miyazaki's work inspires me, and I appreciate the art of storytelling through his lens.

I'm Aditya Sridhar Bagalkot from Bengaluru. My motto in life is 'Improvisation', adapting to life's unpredictability to reach my goals.



Wedding



Vigneshkumar K and Jayasree M
Wedding date: 2 March 2025

Newborn



Harihara Sudhan N and Abinaya
Baby girl born on 10 March 2025

Congrats

Completion of Leadership Development Programme - L&T Winspire Rise



Nisha K
Legal



Fortinet Certified Associate in Cybersecurity



Sathishkumar J,
Senior Engineer, IT



To The Land of The White Elephant

Beautiful beaches, rich cultural heritage, delicious cuisine, adventure opportunities, diverse attractions and affordable travel... Thailand is a perfect choice for a quick getaway with family.

Our adventure began at the bustling Si Pak Floating Market, navigating through the canals on a small boat enjoying the aroma of Thai delicacies such as Khao Phat and Pad Thai, a delightful mix of stir-fried noodles, shrimp, and crunchy peanuts. The market was a sensory overload with colourful fruits, exquisite Thai street foods with rich flavours and handmade crafts. If you are a foodie, do try their local street barbeque cuisine ranging from the familiar chicken, pork to exotic worms, insects and even crocodile.. yes, you read it right!

One of the major attractions of **Day One** was the Tiger Park; it's an exhilarating experience to be so close to the majestic creatures. The park offers you a chance to click photographs

with the tigers, but remember, if you have a kid with you, the wait to play with the cubs is going to be long.

On **The Second Day**, a speedboat took us to Coral Island (Ko Lan), a paradise for water sports enthusiasts. The pristine white sand and clear waters were perfect for snorkelling and various water sports from jet skiing to parasailing which offers breathtaking views of the vibrant coral reefs and the island from above.

Bangkok, the capital city filled with bustling streets as well as ancient temples with intricate architecture, was on the itinerary for **Day Three**. Wat Pho, home to the magnificent Reclining Buddha and Wat Phra Kaew, the Temple of the



Emerald Buddha showcased sheer opulence and awe-inspiring Thai architecture. As the sun set, we embarked on a night cruise along the Chao Phraya River. The illuminated skyline of Bangkok was a sight to behold, with iconic landmarks like the Grand Palace and Wat Arun glowing in the night.

The Final Day was spent at Marine World that offered a fascinating display of diverse underwater world, including a most memorable dolphin show where these intelligent creatures showcased their acrobatic skills and playful nature. Later we drove through different zones in the Safari Park to see lions, tigers, giraffes, the beautiful array of birds all in their natural habitats - an awesome experience of a lifetime. We capped off our Thailand adventure with Mango Sticky Rice, a sweet and creamy dessert that perfectly captured the essence of Thai cuisine.

Thailand, a land of incredible diversity, vibrant culture and stunning landscapes, offered an unforgettable experience. And as they say in Thai, Khop Khun Khrap.



Through Vietnam

A Family Trip Etched in Time

Hi, I'm Akash from Kerala, a BTech graduate from NIT Calicut. I currently work in the sourcing team within the supply chain domain. Outside of work, I enjoy playing the guitar, chess, and badminton, and I love spending my free time reading. Here's a glimpse into my journey through Vietnam with my family

Our Vietnam journey kicked off on January 11, 2025, as we boarded an Air Asia flight with excitement in our eyes and backpacks loaded for adventure. A five-hour layover in Bangkok gave us a mini detour - we explored lounges, strolled the airport, and made an early-morning food stop at McDonald's. Pro tip? Thai McDee hits different. The taste was fascinatingly foreign, but let's just say my stomach wasn't the biggest fan.

By afternoon, we touched down in Hanoi City. A quick Grab ride (Vietnam's version of Uber/Ola) got us to our hotel - Grab is super popular and reasonably priced, just like back home. After some food and a power refresh, we wandered through Hanoi's buzzing markets. The night highlight? Thang Long Water Puppet Theatre. With traditional Vietnamese music echoing through the hall, the mesmerizing puppetry had us completely captivated.

Day 2: Ninh Binh Diaries

We set off to Ninh Binh province, joined by a lively tour guide who painted Vietnam's history with humor and heart. Our travel crew? A colorful mix - Americans, Croatians, and South Koreans. First stop was the majestic Bai Dinh Temple Complex with its towering pagodas. After lunch, we explored the Sang, Toi, Ba Giot, and Sinh caves - an unreal experience. Picture temples nestled among mountains, with only one way in and out. The trek near the caves added a thrill to the spiritual calm.



Day 3: Halong Bay Magic

Next up was a cruise through the legendary Halong Bay. Gliding through emerald waters toward Sung Sot Cave, we marveled at the natural art carved over centuries - stalactites and stalagmites forming hilarious, sacred, and surreal shapes. A serene kayak session at Luon Caves followed, before we landed at Ti Top Island. Sibling rivalry kicked in - we raced to the summit for a panoramic view that made the climb totally worth it.

The night ended on the deck, surrounded by limestone cliffs and a sky full of stars. A live band lit up the mood. When Indian music played and everyone danced along, it felt like home away from home.

Days 4-5: The Dreamland of Ba Na Hills

From Cat Bi Airport, we flew to Da Nang, and drove to the base of Ba Na Hills. Arriving at night, we boarded the world's longest cable car ride into pitch darkness. My mom, frozen in fear, refused to move, convinced any shift would drop us from the sky - I couldn't stop laughing.

At the top, we entered Mercure French Village - a fog-draped fairytale with Gothic architecture and a chilling -8°C breeze. The resort doubled as an amusement park, complete with dreamy views and iconic spots like the Golden Bridge, held by giant stone hands reaching out from the mountains.

We wrapped up in Hoi An, exploring the Marble Mountains and Marble Palace. But the real show-stealer was the coconut boat ride - our boatman spun us in circles till we laughed ourselves silly.





A Day in Ho Chi Minh City: War Echoes & Tunnel Tales

Before flying home, we spent a day in Ho Chi Minh City, where we visited the legendary Cu Chi Tunnels, a stark reminder of the Vietnam War. A Vietnam War veteran, who had lived inside those tunnels for 12 years, guided us through the area - his stories were as powerful as they were humbling.

I even crawled through a section of the tunnel (enlarged for foreigners, thankfully), though it was still a tight squeeze for someone of my build! We also saw ingenious booby traps used during the war and even got the chance to fire an AK-47 - a thrilling experience to cap off our day.

Goodbye, Vietnam - Until Next Time

As our journey came to a close, we flew back from Tan Son Nhat Airport, carrying a suitcase full of souvenirs and a heart full of stories. Vietnam wasn't just beautiful landscapes and mouthwatering food - it was resilience, history, culture, and people who made us feel at home despite the language barrier (shoutout to Google Translate Offline Mode!).

Answer without Googling :-)

and send your answers to v-connect@Lntvalves.com

1. Which Indian city was named the "Cleanest City" in the Swachh Survekshan Awards 2025 (again!)?
2. Which renewable energy source is projected to surpass coal as the largest global electricity source by 2025?
3. Which product sector in India saw a significant surge in exports, particularly to the US, due to manufacturers rushing shipments ahead of tariffs?
4. Which Indian city was among the top-10 most polluted cities globally in 2024?
5. What was the magnitude (on Richter Scale) of the earthquake that struck Myanmar on 28 March 2025?

Answers to January Quiz



1. Palladium



2. The photo of Mahatma Gandhi (mirrored) is used in Indian Rupee notes



3. Birsa Munda International Hockey Stadium, Rourkela



4. To celebrate association with Olympian PV Sindhu



5. KURMA app

**And the Winner is
Pughazhendi A**

தமிழ் எங்கள் உயிருக்கு நேர்

ச. ரவிச்சந்திரன், நிதிதுறை

அகர முகல என்று தொடங்கும் அழகான தொரு செம்மொழி
ஆண்டவன் புகழ்ப்பாடும் ஆதி மொழியாம் எங்கள் தமிழ்மொழி
இசையில் நெகிழ்ச்சி, இயலில் பண்பாடு, இலக்கியத்தில் அறிவு
ஈகை தமிழரின் பெருமை ஈடில்லா தொன்மை
உணர்வின் களஞ்சியம் உலகம் போற்றும் அற்புதம்
ஊக்கம் மதைதந்திடும் தொல்காப்பியம் உயிரில் கலந்த பிரகாவியம்
எத்திக்கும் ஒலிக்கும் எட்டுத்தொகை சிறந்ததொரு சிலப்பதிகாரம்
ஏட்டில் உயர்ந்து நிற்கும் பத்துபாட்டு மனதை கவரும் மணிமேகலை
ஐயன் வள்ளுவன் முப்பாலுடன் கொடுத்த திருக்குறள்
ஒருங்கே பெற்று ஒற்றுமையை வளர்க்கும் மொழி
ஒங்கி புகழ் பெற்று திகழும் எங்கள் தாய்மொழி
ஒளவை அன்பால் வளர்த்த தனிமொழி
அஃதே எங்கள் உணர்வுகளில் கலந்த தமிழ்மொழி

தமிழ் புத்தாண்டு வாழ்த்துக்கள்



காஞ்சி Connect

V-connect Kancheepuram Special

April 2025

Activating Abhivṛddhî

Kancheepuram. 1 April. Transcend 2025 saw Mr S Kalyanaraman, Chief Executive and Director, unveil the theme for the new year - Abhivṛddhî, which translates to accelerated growth. Abhivṛddhî follows Pragati + Vṛddhî, which means progress + growth.

In his address, SKN talked about our road to recovery and how focus areas evolved over the last five years as we journeyed to Abhivṛddhî. He encouraged all employees to internalise the spirit of Abhivṛddhî and scale greater heights in 2025-26.

Transcend also celebrated career milestones as well as outstanding performances across departments and functions.

Congrats to winners of Valves Xcellence Awards



Arasu Subbiah U
Best Performance - DNA Production



Gannapu Reddy Sai Krishna
Best Performance - Special Projects



Ganesh Kumar TN
Best Performance - CMT

Congrats to winners of **Valves Xcellence Awards**



Kalidass T
Best Performance - Finance and Accounts



Kanakarajan M
Best Performance - Human Resources



Kunuku Renuka
*Best Performance - PED
(Collected by Sundar S)*



Muralidharan S
Best Performance - Pre-sales



Padmanaban M
Best Performance - Stores



Palani Kumar KB
Best Performance - IT and Digitalization



Prakash P
*Best Performance - FG and Logistics
(Painting and packing)*



Rajagopal R
Best Performance - Central Machine Shop



Ronak Tandi G
Best Performance - Design



Sadamhussain K
Best Performance - Quality



Sakthiisudarsan P
Best Performance - Growth Planning



Sanjay V
Best Performance - SCM (Casting)



Selvakumaran R
Best Performance - Multi-turn
Production



Sudhagar E
Best Performance - PLED



Thangadurai P
Best Performance - CMG



Vivek C
Best Performance - Quarter-turn
Production



APAC
Best Performing Region - International



WRO2
Best Performing Region - Domestic
(Collected by Nagaraja P)

Congrats to winners of Long Service Awards



Suresh J
General Manager - New Initiatives & Growth Planning



Harish V
Assistant Manager - Production



Sugumar S
Head - Product Dev & Qualification, Special Projects Manufacturing



Nagaraj P
Head - Domestic Sales



Prasanth Prasad
Head of Sales - MEA
(Collected by Madankumar S)



Gopi N
Manager - Quality



Muralidharan S
Manager - Pre-sales



Suriyanarayanan S
Senior DGM - Design & Development



Thirumalai Muthu P
Manager - Design & Development, Special Projects - DNA